



Councillor Haddock
Private and Confidential
Churston Farm Shop
Dartmouth Road
Brixham
TQ5 0LL

Please reply to: Amanda Barlow
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Date 10 March 2016

Dear Councillor Haddock

Complaint of Alleged Misconduct

I have recently received a complaint that alleges you have breached the Members Code of Conduct. Upon receipt of that complaint, I as the Council's Deputy Monitoring Officer have undertaken an initial assessment of whether the alleged behaviour could amount to a breach of the Code of Conduct. When undertaking an initial assessment I have the option to consult our appointed Independent Person. The role of the Independent Person is to remain completely impartial and objective. Their role is to assess complaints and form a view on them. I have on this occasion, sought the views of our Independent Person, Mrs Christine Payne.

Prior to forming a final finding on the allegations, I would like to give you the opportunity to respond to the allegations. The complaint sets out the following allegations:

- 1) At Council meeting on the 3 February 2016, under item 8 of the agenda, you made serious allegations that were critical of Officers, and suggested behaviour on the part of Officers that was improper, unprofessional, and not neutral (quote 'divide and rule by Staff') to such an extent that the whole of the lawfulness of the amendment was being questioned.
- 2) Councillor Haddock broke the Member Officer Protocol when referring to a 'Junior Officer' in an interview with a reporter over the Big Weekend, which led to the front page article on the Herald Express on 3 February 2016, leaving an impression that Officers actions or inactions had cost the Bay an important events opportunity. These remarks were not supported by evidence and they were wholly inaccurate.

If I have not received a response from you by 4 April 2016, I will determine that you do not dispute the above allegations and will form a final finding based upon the evidence provided by the complainant and witnesses.

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If you require this in a different format or language, please contact me.

To ensure that the Member being complained about has independent support, the Member may contact a nominated Independent Person to seek their views. If you would like to access this support please contact Lisa Antrobus, Governance Support on (01803) 207064 or lisa.antrobus@torbay.gov.uk, for their contact details.

If you have any queries in respect of this letter please do not hesitate to contact me at the above address.

Yours sincerely

Amanda Barlow
Deputy Monitoring Officer