


**RESTRICTED - STAFF
PERSONAL**

behaviour Your contact with Gilligan was particularly ill-judged Your discussion with him in May has also had awkward consequences for both yourself and the department which could easily have been avoided I accept your assurance that these consequences were unforeseen and unintended and, in particular that as you state in your letter you did not make any allegations or accusations about the preparation of the September 2002 dossier I also concluded on the basis of your account that you had not divulged any classified or otherwise privileged information On this basis, I have concluded that although your behaviour fell well short of the standard that I would expect from a civil servant of your standing and experience, it would not be appropriate to initiate formal disciplinary proceedings You should, however, understand that any further breach of departmental guidelines in dealing with the media would almost certainly result in disciplinary action, with potentially serious consequences

4 You should be absolutely clear that while you are working in the MOD you are required to seek explicit authority from your line manager and the MOD press office before agreeing to talk to journalists, even if there may be occasions when there may be advantage, additionally, in consulting the FCO. I would also urge you to be very cautious in any comments you might make at or in the margins of public seminars and the like There is always the dangers that such remarks may be taken out of context

5 I should also remind you that the possibility of disciplinary action could be reopened if any facts were to come to light which appeared to call into question the account and assurances that you gave to me

6 I am sending a copy of this letter to Dr Wells as your line manager and a copy to Richard Scott at Dstl which will be placed on your personal file


RICHARD HATFIELD

**PERSONAL
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MOD/1/0070

INVESTOR IN PEOPLE