



# Queen Mary

University of London

**Private and Confidential**

Professor John Allen  
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Human Resources  
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14<sup>th</sup> May 2012

Dear Professor Allen

I am writing to inform you that the College had decided to commence a fact-finding investigation into the below allegation:

That in writing and/or signing your name to a letter entitled "Queen Mary: nobody expects the Spanish Inquisition," (enclosed) which was published in the Lancet online on 4<sup>th</sup> May 2012, you sought to bring the Head of School of Biological and Chemical Sciences and the Dean for Research in the School of Medicine and Dentistry into disrepute.

An Investigating Officer will be appointed to conduct the fact-finding investigation. Following the conclusion of this investigation the investigating officer will make a recommendation as to whether the allegations against you should go forward to a formal disciplinary hearing.

This investigation is being carried out in accordance with the HR Code of Practice: Discipline (copy enclosed). The allegation, if well founded, may constitute Misconduct under the following:

"(Appendix 1.3)Through conduct of a kind judged to be inappropriate or unacceptable on the part of the holder of the post held by the member of staff."

As it is alleged that by writing and sending the above mentioned letter to be published you were bringing the Head of School of Biological and Chemical Sciences and the Dean for Research in the School of Medicine and Dentistry into disrepute, I have to tell you that the allegation if found to be substantiated might also be considered to constitute Gross Misconduct, which, I am obliged to tell you could lead to dismissal.

In order to carry out the investigation in a timely manner I will provided two dates at which the investigating officer, accompanied by a member of the HR team can meet with you to discuss the allegations and get your version of events.



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You are entitled to be represented at the fact finding meeting by a trade union representative or another person (who cannot reasonably be said to have involvement in the allegation in question).

I must be clear that if you do not make yourself available to attend either of the two dates given the investigation will proceed in your absence. If you are unable to attend either meeting date you may send a representative in your place or provide a written submission or other evidence to give your side of events.

Once the investigation is completed, you will be informed of the outcome in writing.

In the meantime I ask that you keep this matter confidential, as is normal practice, with the exception of your trade union representative or other person who is going to be your representative.

May I also remind you that the College offers a free counselling service through its Employee Assistance Programme.

For assistance, call:

- (Daytime) 01895 237071

- (24 Hour) 0800 243458.

You can speak to them confidentially on this or other matters.

If you have any questions on the process please do not hesitate to contact me. Please note that you will be expected to attend work as normal while the investigation takes place.

Yours sincerely



**Sam Holborn**  
**HR Consultant- Science & Engineering**