



**PERSONAL ADDRESSEE ONLY**

Dr Aziz Daoud-Aladine  
Flat 8 Thames Court  
Thames View  
Abingdon  
OX14 3GL

30 March 2015

Dear Aziz

I refer to your letter of appeal dated 20 March and am writing to set out the steps we will take as a result.

Firstly, given the very detailed nature of your submission, I have set out in summary the basis of your appeal as follows:-

1. You wish to have your dismissal reviewed in the light of further mitigation you wish to introduce formally for the first time. This mitigation surrounds your allegation of scientific misconduct on the part of Dr Toby Perring.
2. The previous mitigation you put forward for your final disciplinary hearing is, in your words, now superfluous and needs to be replaced with this new mitigation.
3. You have stated that the nature of the alleged scientific misconduct is plagiarism of your work and failure to give credit to your contribution to a subsequent publication. You have described the circumstances that have led you to this conclusion in your document entitled Mitigation II.

On the understanding that this is the nature of your appeal, I intend to take the following actions:-

1. I will arrange for your appeal to be heard by Professor John Collier, Director of the Central Laser Facility, as an impartial member of STFC senior management. The appeal will focus on whether the new mitigation would alter the decision to dismiss you.
2. STFC is required to treat any allegation of scientific misconduct extremely seriously and there is a separate procedure to facilitate this. I attach a copy for your information. You will see that there is a series of steps to follow in the procedure. I will arrange for Dr Andrew Taylor, Executive Director of the National Laboratories, to take this forward separately and in parallel to your appeal hearing.

I would be grateful if you would email me urgently to confirm that you have received this letter and that my summary of your appeal case is correct.

I will then be in touch with you again to confirm the detail of the two separate procedures.

Yours sincerely

Peter Thompson  
Head of HR

