



South London ICE  
Lunar House  
40 Wellesley Road  
Croydon  
CR9 2BY

Ioannis Paschali

**DPA**

25th September 2017

Adelphi Employee Number: 240409

Dear Yan

**Hearing Outcome**

I am writing to advise you of my decision(s) following the hearing on 21st September 2017.

We wrote to you on 13th September 2017 and explained that a hearing was necessary to examine:

- Whether or not you are suitable for employment by the Home Office; and
- Whether or not your continued employment posed a reputational risk for the department

This was as a result of issues arising during your previous employment with G4S where you were employed to work at Brook House and Immigration Removal Centre.

In reaching my decision, I considered the following:

- The footage of you from the BBC Panorama programme which aired on 4 September, specifically the incident that took place on the 25th April 2017 when you put your hands around the throat of a detainee and said "Don't you fucking move you fucking piece of shit. I'm going to put you to fucking sleep"; the assertion that you did not record the "use of force" on that occasion; and footage from 9 May during which you said you did not "cringe at breaking bones" and that you were "not bothered" if you killed someone.

- The investigation report and annexes of the 13th September 2017 compiled by Julie Galvin.
- The mitigation that you put forward both during your interview with Julie Galvin on the 13th September 2017 and to me at the hearing on the 21st September 2017.
- The Civil Service Code which sets out the core values of Honesty, Integrity and Impartiality. Whilst this did not apply to your employment with G4S, it sets out the core values and standards of behaviour expected of Civil Servants and the evidence of your values and behaviour contained within the Panorama programme falls well short of these.
- Whether I have trust and confidence in your ability to undertake the role of Immigration Officer or indeed any role within the Home Office.

In terms of trust and confidence I considered the following:

- Your lack of candour about your previous employment history. When you applied for an AIO post on the 23rd August 2016 you stated that you were employed by the Prison Service from the 1st May 2009 – 1st April 2016 and started employment with G4S on the 1st April 2016. This contradicts the evidence provided by HMP Wandsworth which stated that you were contracted to work there from the 4th May 2009 – 21st March 2017. During the hearing on the 21st September 2017 you told me that you had been paid by them until March 2017 and were unable to give a credible explanation for the discrepancy.
- Your failure to disclose material facts about your previous disciplinary history to me. When I suspended you on the 25th August 2017 I asked if you had ever been subject to investigation, complaint or disciplinary action in your previous employment in the Prison Service or G4S. You said that you hadn't although at the hearing on the 21st September 2017 you told me that you had been suspended from the Prison Service in 2015 for over two years and subject to investigation. You did not provide a credible explanation for this omission

In terms of mitigation I examined your explanations for your actions and words shown on the Panorama programme but did not find an explanation which justified the extreme violence displayed in the programme and your consequent breaches of the use of force rules set out in the Detention Centre Rules 2001; use of force reporting procedures; or your lack of professionalism. I considered the fact that the Panorama programme was viewed by millions and that your employment by the Home Office has been widely reported in the press. I also considered your conduct during the time you worked for Immigration Enforcement using evidence provided by the TASU training team; and reports compiled by your mentor on the South London Enforcement team.

I concluded that there was sufficient evidence for me to determine that you are unsuitable for continued employment with the Home Office and that your continued employment would pose a serious reputational risk to the department. I have therefore decided to terminate your employment.

Your last day of service is the 21st September 2017. Due to your length of service with the Home Office you will be paid 5 weeks' pay in lieu of notice. A further letter will be sent to you from Home Office Shared Service Centre covering issues such as your obligations under the Official Secrets Act and payment for any accrued annual leave that you are entitled.