

Grievance Hearing Meeting

Date: 27.02.2017

Meeting commenced:

2.00pm

Meeting closed: 2.40pm

Present	Name	Title
Employee Name:	Nicola Kaminski	Assistant Custody Officer
Chair of Meeting:	Sara Edwards	Residential Manager
HR Rep/Note Taker:	Emma Picknell	HR Administrator

SE Hello Nicola, I have read your grievance and I've got some concerns as a lot of this is historic, so for the purpose of the meeting I'm going to focus on January 2017 as it's hard to hear a grievance that's 18 months old. So rather than let it get to this come and talk to me about it. Your memory is obviously very good, but if I go to some of these people and asks them about events that happened in 2015 their memory might not be so good, so I'm not sure how I would get it done. Does that make sense?

NK I felt that he would bring it up if he was asked about it anyway so I felt it was significant to mention it in the letter.

SE Ok, and you've chosen not to bring a workplace colleague today.

NK No

SE So, going through the January stuff then Nicola, this has all happened, but it's happened due to the historic stuff.

NK I'm not saying that you significantly need to do stuff about it, but that is how it has got to this stage.

SE Okay, how does Dave make you feel?

NK He puts me on edge.

SE Do you feel that you are treated differently by him?

NK Yes.

SE Why do you think that?

NK He'll justify it by saying that I don't talk to him – but I don't think it is, I think he's unprofessional.

SE So the situation in January, you received a phone call from Dave,

NK Someone else did, and said not to do that,

SE Okay. Then on another occasion you got a call from Dave and you put the phone down?

NK He called and said "Is Gary there?" I said no, it went quiet, so I thought he's finished so put the phone down.

SE You said in your letter he then called back and was aggressive, how?

NK He was shouting at me down the phone – in front of other reception staff.

SE Who?

NK I'm not sure if they want to get involved.

Grievance Hearing Meeting

Date: 27.02.2017

Meeting commenced:

2.00pm

Meeting closed: 2.40pm

Present	Name	Title
Employee Name:	Nicola Kaminski	Assistant Custody Officer
Chair of Meeting:	Sara Edwards	Residential Manager
HR Rep/Note Taker:	Emma Picknell	HR Administrator

SE Who was it? If there were other members of staff in that area at the time I can speak to them to clarify it.

NK It was Stefan and Sheraine.

SE So Dave shouted at you on the phone, where were you at this point?

NK In the control room.

SE Who were you with?

NK Symon

SE O'Keife?

NK Yes.

SE So Sheraine and Stefan, did they say anything to you about it?

NK I said I wouldn't get them involved

SE But you say they had seen him banging the phone on the table

NK I didn't want to say his name.

SE But that's allowing the behaviour to happen Nicola – I know it's difficult.

NK It was Stefan.

SE Historically bullies get away with it because people are in fear of speaking out.

NK You say that but then someone else swore at me and called me a snitch as I was in another investigation meeting.

SE Who was that?

NK Bonnie – I put a letter in to HR

EP I'll check, it's probably with Michelle Fernandes.

SE So you have Sheraine and Stefan who have witnessed it

NK Sheraine had a problem with him too, he put the phone down on her.

Nicola gets upset at this point

EP Are you ok to continue Nicola, we can take a break if you need to.

NK Yes I'm fine.

Grievance Hearing Meeting

Date: 27.02.2017

Meeting commenced:

2.00pm

Meeting closed: 2.40pm

Present	Name	Title
Employee Name:	Nicola Kaminski	Assistant Custody Officer
Chair of Meeting:	Sara Edwards	Residential Manager
HR Rep/Note Taker:	Emma Picknell	HR Administrator

SE So what time did all of this happen?

NK It's in the letter.

SE Right. CCTV is 2 days too late 27th Jan. Dave isn't your line manager is he.

NK No

SE Who is?

NK Stephen Pearson

SE What's your relationship like with him?

NK It's just changed so I'm not sure yet.

SE Is the Bonnie stuff then linked to this grievance? Why did she say that to you about being a snitch?

NK Because I was involved in her investigation with Shayne.

SE Oh yes ok. So how long has this behaviour been going on would you say? since 2015 has it got worse or better?

NK Worse

SE So the question from me is, Dave Killick is an Oscar 2, visits is managed by the Oscar.

NK Yes, but every time I walk into the room he'd say something in a stupid voice or something like that.

SE In three words, how does he make you feel?

NK Anxious, worried – I can't really say anything good about him.

SE What would you like to happen, what would you like the outcome to be?

NK For him to leave me alone, stop trying to find fault, stop being aggressive towards me and I think he needs anger management, he is seriously going to lose it one day. I think there are more complaints to come to be honest.

SE Then I need to speak to Sheraine and Stefan. I know you don't want us to but they are your supporting people.

NK But then the managers will go after them too, that's what they do.

SE Then we need to face this head on. You're saying Dave Killick is a bully, there may be others saying the same thing. If he says no I didn't do that then it's his word against yours, so that's why I need to ask others.

Grievance Hearing Meeting

Date: 27.02.2017

Meeting commenced:

2.00pm

Meeting closed: 2.40pm

Present	Name	Title
Employee Name:	Nicola Kaminski	Assistant Custody Officer
Chair of Meeting:	Sara Edwards	Residential Manager
HR Rep/Note Taker:	Emma Picknell	HR Administrator

NK There'll be another complaint too – Shayne Munroe.

SE Ok, and who else Nicola? Don't get upset I will do something about it.

EP We just need to build up a picture.

NK It's just them two.

SE Did you see it?

NK I did see Shayne's. He lied about Bonnie saying Shayne plays the race card – he was there at the time but denied hearing it. He said to Shayne yesterday "did you have a nice holiday in Jamaica?" she yes said, then he said "Why didn't you stay there"

SE This isn't just about you now Nicola. I can't just ask him about what's in your letter as I know about the other stuff now. You need to tell me if anything else is going on and we'll meet weekly – keep a diary too. You said he'll just lie and nothing will happen. So this other stuff is important and on another level.

NK That's why I put the earlier stuff in my letter so you knew where it was coming from.

SE We can't work in a place where people are making lives a misery making someone feel uncomfortable. It's just wrong and other people jumping in are making it worse.

EP Is there anything else you want to add?

NK No. No-one else wants o get involved.

SE Sometimes staff members fills in forms, SIRs, grievances etc, these might all feed into one and link together – therefore other people are getting involved.

NK People do stuff to me. Alex was being a bully, Dave used him, to get at me and pick on me.

SE Who else? Any other DCMs?

NK He's the worse one really

SE Ok, leave it with me, try not to worry.

Grievance Hearing Meeting

Date: 27.02.2017

Meeting commenced:

2.00pm

Meeting closed: 2.40pm

Present

Employee Name:

Name

Nicola Kaminski

Title

Assistant Custody
Officer

Chair of Meeting:

Sara Edwards

Residential Manager

HR Rep/Note Taker:

Emma Picknell

HR Administrator

Signed: _____ Date: _____
Nicola Kaminski

Signed: _____ Date: _____
Sara Edwards

Signed: _____ Date: _____
Emma Picknell

Grievance Hearing Meeting

Date: 27.02.2017

Meeting commenced:

2.00pm

Meeting closed: 2.40pm

Present

Employee Name:

Name

Nicola Kaminski

Title

Assistant Custody
Officer

Chair of Meeting:

Sara Edwards

HR Rep/Note Taker:

Emma Picknell

Residential Manager
HR Administrator