

Private and Confidential

Gary Siggins

DPA

27 November 2018

Dear Gary

Disciplinary Hearing Outcome

I write to confirm the decision taken at our meeting, which took place on 21 November 2018. The hearing was conducted by me and also in attendance was Michelle Fernandes as Company Representative. You were offered the right to be accompanied and Mike Pimbleton attended as your union representative.

The reason for this disciplinary hearing was to consider the question of disciplinary action against you, in accordance with the Company's disciplinary policy with regard to:

- **On the 18th October you made inappropriate comments towards a detainee**

At the hearing I concluded the following in relation to the allegation (s) detailed above and queries you raised:-

You raised that the allegation says it is towards a detainee, I form the view it is towards a specific detainee who was in our care, D3376

An appropriate manager was designated to investigate this by the Head of Safeguarding, ultimately it is my decision to take this to disciplinary hearing and I sent you the letter stating this fact and signed it.

In terms of reducing the threshold from Gross Misconduct, I did consider this and given the seriousness of the allegation it was my view it sat at the right level.

The reason for the disciplinary hearing was to consider appropriate action following an investigation into allegations of gross misconduct. That on the 18th October 2018 you made inappropriate comments towards a detainee. You were heard to say you should have left the ligature in the room in relation to a detainee who was on constant supervision at the time by the name of D3376 who had previously tried to harm himself by use of a ligature. This was in the presence of a number of staff and a Home Office Manager.

Taking in to account and considering the contents of the investigation report, witness statements and the additional evidence put forward by yourself in the hearing in response to the allegations against you, I find the allegations against you are proven.

At the hearing you have stated you have no idea why you said these comments and you stated it was out of character for you and it was a big mistake. In mitigation you stated that you had a number of personal issues and I acknowledge these and also have to accept you have declared yourself fit for work to carry out all the duties required for your current grade as a DCO. I have also taken into account your employment history at Gatwick IRCs.

Following the events of Panorama Programme that was aired last year that showed shocking and disturbing scenes at Brook House with certain actions displayed, and comments that were made by staff that demonstrated

unacceptable standards and behaviour portrayed by those staff involved and this was a lesson to be learnt by all of us and I am acutely aware and strive in my role as Deputy Director should never be repeated .

We have worked tirelessly to ensure that we treat all the residents in our care, staff and visitors with respect and dignity setting out a culture within the Centre in line with our values and these values I expect all staff to embrace and work to at Gatwick IRC's.

The comments that you have said are totally inappropriate by making the statement the ligature should have been left in the room with the resident all I can think of no other reason why you or anyone would want to say such a comment I can only take the inference from that is that you would intend for him to harm himself further I can think of no other reason to come to that view.

We as an organisation have clear values. Your comments are entirely at odds with those values and are incompatible with your employment.

The definition of gross misconduct is one that is so serious or fundamentally damaging the relationship between employer and employee and make any further relationship impossible.

Therefore I have considered that there is no alternative but to dismiss you from our employment with immediate effect.

Your last day of employment will be today 21 November 2018 all monies owed to you 7 weeks in lieu of notice, annual leave and toil accrued will be paid to you.

Please ensure you return all G4S property including your uniform.

You have the right to appeal my decision to the Centre Director. Full details of the appeals procedure are set out in the Company's Disciplinary policy previously provided to you.

You will receive payment for your basic salary from 1st November – 21st November along with a payment for 7 weeks' notice in lieu and any outstanding leave and toil which will be paid to you. You may receive an overpayment for the full month of November as the payroll cut off has gone, however any monies due will be offset against this and paid to you on 21 December 2018.

You have the right to appeal this decision within 7 days of receiving the letter outlining your grounds of appeal to Phil Wragg Centre Director.

I have enclosed a copy of the notes taken at the hearing for your records.

Yours sincerely

Steve Skitt
Deputy Director
G4S Care & Justice Services (UK) Ltd