

SN introduces the meeting.

SN: We have received an anonymous complaint and there are a number of people I am investigating with, you being one of them. I would like to take this opportunity to speak to you and aware you are here for an exit interview but would like to start with this.

This is a formal investigation that I do not want you to discuss with anyone. The nature of the complaint is related to Neil Davies Head of Security as harassing various G4S employees including swearing and name calling, humiliating, intimidating staff.

There are 13 other staff cited.

The caller is concerned about the well-being of these individuals stating employees are afraid to challenge Neil.

I have printed a list of the definition of the key words used in the report.

SN passes the sheet to CC

SN: Do you feel you have been subjected to this type of behaviour?

CC: Yes

SN: In what way?

CC: The harassment, derogatory remarks. After the escape Neil changed his ways. Before the escape also. I didn't make the complaint.

SN: Can you be more specific?

SS: At the morning meetings or in the office. He's not really a people person.

SN: Which office?

CC: Michelle Brown/Neil Davies office. He treated staff worse than those in detention.

SN: What things?

CC: His attitude and approach

SN: Did you experience swearing?

CC: No

SN: Name calling?

CC: No

SN: Targeting individuals?

CC: Yes, that's why I am leaving the company and I am off with stress

SN: Is there anything specific to harassment and derogatory remarks?

CC: One of my investigations, no complaint, no allegation, the way he told me I was not doing Oscar 1 duties. My integrity was shot and I felt belittled.

SN: You said you were subject to an investigation, what did ND say?

CC: He called me up and was taking me off Oscar 1 duties and asked me if I had any further questions. I was displeased with the way the Company had handled the whole investigation. I have seen C&Rs and been investigated for excessive use of force. From reviewing the C&R there was no further action, everything was going wrong.

SN: Did you feel more attention was paid to the case because it involved you?

CC: Yes

It was like managers had picked my name out of the hat. Is still haven't had the notes from the hearing and the home visit where I came in.

SN: Using the incident to manager the way out of the Company and the ACDT investigation

CC: It wasn't all clear, the something else happened with a different manager and that was me done

SN: If I read you the other names can you tell me if you have seen him off with anyone

CC: The security staff I wouldn't have seen that but he is off with others

SN: What do you mean?

CC: He is not professional, quick to shut people down, its Neil's way prior and after the escape

SN: Why do you think that is?

CC: He's the security manager and the onus is on him. He wasn't approachable

SN: What made you feel that way?

CC: By his manner and the way he walks around the building. That's his way, SS also

It's always felt like a prison, it's hard for someone in the industry not to break it, but we are not in a prison

SN: So ND can be off with people – who in the list?

CC: Graham Purnell, Dean Brackenridge and Steve Loughton

SN: Do you say them as they are in your group of peers?

CC: I guess, ND is demanding her wants it done there and then; it's the way he speaks to people

SN: Can you describe how he talks to them?

CC: Like he is bigger than them, they are smaller/derogatory

SN: The caller reports they are afraid to challenge ND, would you agree?

CC: I wouldn't say I am scared to challenge him, he's always going to be right, and I didn't have guidance or 121s since the change of structure. The communications that did occur were poor.

SN: With the he was always going to be right - is it linked to shutting ideas down?

CC: He's a director and ND is like I want this done, may be its way he is as a person. As Director they have individual characters, and there are people you can approach and ND is one you can't

CC: He very rarely talks to those in blue shirts and it's mainly the white shirts,

SN: I think we have covered the areas – is there anything else you would like to add?

CC: My exit interview, I can't go on anymore, my private life is affected. The Drs have signed me off and I can't work

SN: Why are you leaving the business?

CC: I have been harassed and bullied and my workload is not shared equally, I have had a tough private time, [Sensitive/Irrelevant] and through these bad times it has built up. I have seen a chiropractor and at yesterday appointment is said I was now relaxed from the stress I got through work

SN: Are you referring to the hearing?

CC: The home visit I had when I came in. I said at that time I feel pushed out of the company. MF was there taking notes. I do lots of overtime. Since I handed in my notice there has only been one call from you. People don't care. SS is just as bad. I don't want to leave on a bad note but I feel forced to. I have done 60 hours of overtime and it's been upsetting. I receive an outcome letter that said they were considering dismissal/demotion and I got a final written warning, I'm being punished for C&R and my award was for 6 months.

There were a lot of errors. I was then asked to state the reasons why on my appeal, I'm not going ahead with this. Andy Darken wants to have a look at everything. The investigation prior to this was ACDT and rule 40 where EP took notes, there's still no outcome to this so to me it is still live. On my first day sick Juls Williams phoned then Michael Wells sends me a letter for the notes from my investigation hearing and it has all piled up.

SN: You say FWW and demotion/dismissal was not taken, therefore you have had an outcome

CC When I came in nobody told me what was happening, SD had taken my shifts, when I was off my phased return I was expecting to do normal duties but I was still kept away and no one was saying anything. I was told about C&R and training, SD had taken my shifts and the last straw was when MB spoke straight through me. There were 6 DCMs I was the secondary case manager and I walked out as I had enough

SP has been put to TH and I haven't despite requesting it, this is victimisation.

SN: How long were you off?

CC: From March the 7th to May 16th, I was sick then on paternity leave then sick again, so I had two sets of time off. When I saw Occ Health they recommended that I leave the company

SN: Is that right MF?

MF: I don't know – down to confidentiality with the staff and Dr, only get what is in the report.

SN: Do you have another job?

CC: I have one in the pipeline but it's a pay cut

Milliken was a good line manager, we always had thorough 121s and a development programme, he made sure staff got regular 121s. CM put me forward for O1 when DB had a knee injury. I have done A wing hostage and fires and I am not phased.

In Oct 2015 was the start with the ACDT investigation and I had done nothing wrong

SN: With your request to transfer to TH would you be leaving?

CC: No, I have done a 6 month secondment there and it's a nicer environment with good working relationships. SD and SE have stressful jobs but they are nice people, the Centre runs itself. I have first contact with SD today and she put a hand on my shoulder and asked if I was ok.

Meeting End 10.50am

Signed: _____ Date: _____

Employee Name

Signed: _____ Date: _____

Chair of Investigation Meeting Name

Signed: _____ Date: _____

HR Rep Name

