

Private and Confidential

Jack Davey



28 March 2018

Dear Jack

Disciplinary Hearing Outcome

I write to confirm the decision taken at our meeting, which took place on 14 March 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 however were content to continue without representation.

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:

The allegation is sleeping on duty week commencing 26th June 2017

The original meeting was arranged in December 2017 however you were sick and it did not go ahead, therefore it was rearranged to 22 February 2018. At this meeting you did not have union representation and appeared to be under prepared for a disciplinary hearing therefore we rearranged this to allow you time to consult with a union representative or workplace colleague as per the notes included.

At the hearing on 14 March 2018 I concluded the following in relation to the allegation (s) detailed above:-

The investigation was commissioned by Dan Houghton regarding yourself and another colleague alleged to be sleeping on duty. We take the role of an officer seriously and we have to look after the detainees in our care. There's a reason we are rostered on nights and detainees are in their rooms.

I have a clear expectation of what I require from my staff. I have considered all staff statements and yourself today and I find the allegation proven. There are a number of factors and the context of the investigation reports including the written statement and evidence in the report. You mention you came in on nights and surfed the internet and you said you thought it was ok to do this. You also stated you weren't asleep however two independent witnesses say you were asleep in the Wing office.

On the balance in probabilities I am satisfied that you were asleep.

We have detainees in our care and we have our G4S core values and expect our staff to reflect these in their behaviour. Your actions are at odds with our values and therefore our employment; therefore you are dismissed from today. I find this proved and this constitutes gross misconduct under the G4S Disciplinary Policy and you are dismissed with immediate effect from today. You will receive payment for

your basic salary from 1st March to today – 14th March along with a payment for 4 weeks notice in lieu and any outstanding leave and toil which will be paid to you in your March salary.

You may appeal my decision in writing within 7 days of receiving the letter.

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

Yours sincerely

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