

GRIEVANCE MEETING

Stacie Dean (SD)

Tuesday 3rd Jan 2017 – Southside office.

In attendance: Jerry Petherick (JP), Heather Noble (HN), Stacie Dean (SD).

Claire Inman – Notes

- JP Thanked SD for attending the meeting and opened the meeting by stating that he didn't want the meeting to be too overly formal and that Stacie should relax and take her time. JP went on to cover domestics and informed Stacie that should she require a break during the course of the meeting she just needed to let either himself or HN know.
- JP Aim of the meeting is to get to look at and understand the issues within your letter and talk to you about the concerns you have raised.
- SD SD confirmed that she is at she was happy to attend the meeting on her own without representation.
- SD The main thing is that I feel that the integrity of the Senior Management Team at Gatwick is at odds and I have no faith that this will change. There are lots of examples to give but what triggered me into raising my concerns is the issue of the restructuring and the removal of my post at Tinsley /Sarah Newlands appointment. I have nothing against Sarah, this was the culmination of how things are and have been handled at Gatwick, no communication, no answers and this is all very frustrating.
- JP Can I ask that you provide me with a little more detail behind all of this?
- HN If you can start with the issue in relation to your comment about the removal of your post?
- SD On the day I found out that my post had been removed, I had heard a number of rumours, I am aware that these aren't always founded and had been hearing things for a couple of weeks that I would be moving on and Sarah would be appointed but this put me at odds with what I had been told recently. I spent the whole day in a number of meetings with Sarah, Bryony and Ben going over how Tinsley could be taken forward and then during a meeting that day clearly all that the decisions had been made. It was good day as I felt I had been heard and listened to by Ben and colleagues and they didn't normally take any notice, there was lots of emphasise on transparency and fairness and then at 17:30 Ben asked me stay behind and made out that this was not his decision, *(SC became upset at this point)* he stated that he had only just found out from Lee and was informed that Sarah was taking over and I would be moved over into Head of Security Role and that it would be with effective of Monday (this day being Thurs).

JP Leading into this, you state you heard from DCOs and cleaners and you had heard rumours of this beforehand?

SD Staff were working from Tinsley; Sarah had briefed her staff beforehand. I still have contact with a number of Prison Service staff and a conversation with staff and Mike Ike at Swaleside had been had informing them that my role would not be much longer, I feel that they should have had the decency to tell all before me.

HN Rumours do circulate, having heard the rumours did you speak to Ben?

SD I asked Ben on 14th Sept before my leave so we did try and have conversations beforehand, he turned up at 16.30 and informed us this is what we had heard and needed to update the staff. Ben said it had been discussed as part of the re-bid and I wasn't to worry as this was on the horizon. But then he seemed to trip himself up and say the decision had been made by Lee but also stated that he had known about this since the 14th, but in that case I would have formed part of discussion about rebid.

JP Is that the only discussion you have had about this matter with Ben?

SD Yes.

JP Can you take me through the day?

SD My first meeting I think was to prepare with staff around the management of family beds at Tinsley, Ben was putting the decision off, so we did not know who would manage this so this meeting was to look at reporting lines, Bryony was also there, we went through who could be moved between the Tinsley and Cedar staff and I went over how I planned to manage Tinsley in respect of the activities and welfare groups. We went over the selection process and fairness around this and I was quite adamant that this should be a fair opportunity, so going through who sat where. It was decided that families would sit with Sarah and we would look at the matter to ensure we were being fair, honest and open and transparent.

JP I was going to ask that question, you had picked up on the rumours and you go into this meeting and the upset is this because of process or the outcome?

SD It's a bit of everything, the process just sums up what seems to happen in CDS, I get invited to some things but not others, so I was aware that discussions were had but would have liked to be included in decisions to how to move forward. I would have felt less humiliated and let down. I don't understand how the process was taken forward; it seems as if the process seems to fit for whomever they wish to get the role.

JP This is slightly different, at Cedars we have redundancy situation so the situation is different.

SD I can see that but Dave Hill's role or that grade was offered and only offered to Dave Hill no other staff of the same grade, things don't always seem above board and fair. The Dean Brackingaue contract although temporary was not offered out?

JP Can you provide more details about this?

SD I got told that Dean had been seconded to manage the project between Brook and Tinsley and Lee confirmed this and removed Dean off the DCM roster. This was not completed via a selection process and was confirmed by Lee. Not everyone is dealt with in the same way, I had to go through a process to get a secondment, and Dean was simply given the role.

JP Did Dean have any qualifications or relevant experience for this role?

SD No, I had prince 2 at the time and had spoken with Lee about this and I am aware that Dean did not he even asked for my help.

JP Can I go to the matter concerning Colin Welsh (Page 3, *Para 3*) can you add more detail to this for me?

SD I was informed that there was an issue relating to data being sent to Colin Walsh around profit for G4S, this information didn't sit right with me and was told that when we tried to request contract extension that it was kicked back as we were making more than we should have and Ben said the same thing. I feel I was sacrificed in my role in relation to the response to this matter.

JP With regards to this, the matters are not directly related as the document went to an executive oversight board and there were discussions where they were seeking more money.

SD Again what gets me and I am aware that it's still happening and Kalpesh will inform all about the figures and that this information should not go out the room. This goes back to when Peter came down to Tinsley, and discussions were had in relation to the profit against delivery, and Peter Shot Kalpesh down at this point and I understand that there was some backtrack on this.

JP There is nothing to stop us making money, providing we deliver the contract.

SD We seem to be delivering this at Gatwick only.

JP Can I ask difference between the 60 and the 80 staff please?

SD I did profiling exercise with Derek Winters; the profiles we came to for Tinsley gave us 60 staff going down to core day. It was all well documented but then we had a number of different documents stating we had asked for 80 staff and I didn't know what was going out. There were lots of calls as I knew what had been agreed initially and I ended up at the meeting on the 14th being asked to clarify this with Lee. There were 3 different documents at the time with different staffing figures on and this would not look good and with regard to rebid we couldn't go with these figures and eventually I found the document that was initially sent out and we had core group of staff with additional but Kalpesh was adamant that 80 staff had been requested. A great deal of information was submitted for Tinsley but not what had been asked for.

JP I wanted also to pick up on the issue relating to reporting (*final page*) in reference to the under reporting of incident's?

SD There are a few things that have caused me concern and that I have I have reported on a number of times. The DD book that is handed over on the morning, When you are trying to tally up reporting over a 24 hour period, there is no way of doing this and things are just missed, I also noticed when Lee was in and going into the following day he would make you re-count from the previous day.
LBBS on weekends had not been completed (Steve Skitt) had told staff not to pick them up, Night visits / reports not completed. Key Checks were not correct and were not reported, rather than dealing with this they are just brushed things under the carpet.

When Medway occurred, it was reported that we monitored C&R but this never got actioned and at the time I raised reports about two members of staff bullying and nothing was done. My take on this is that we are all good that issues are monitored on camera, but the risk is those bullies that do this away from cameras and there are 2 staff that are responsible for this.

JP Can I ask for the names of those staff?

SD Luke Instone-Brewer and Babs Fagbo.

I had reported this before and documented this to Steve and Ben (*most complained about officers at Brook*) complaints from detainees with regards to them antagonising and goading and this raised alarm bells from Medway. Just prior to Lee leaving I was asked to undertake an investigation and Lee was sent an email detailing what had been sent to Ben and Steve but clearly nothing had been done. When Ben returned I was removed from this investigation for Ben to complete and was asked to look at a matter of Luke and his C&R. Ben said he was going to give this investigation to someone else (*Jules*), but my concerns is that Jules is known to be friendly with other DCMs and officers and staff are concerned about raising issues and that staff sickness was looked into.

JP Do you still have access at home?

SD Yes.

JP Asked if data could be sent to him electronically?

SD Agreed to action this and stated that staff are also bullied also.

JP You believe that the detainees are being wound up so that staff can use C&R on them, There was a matter at a prison where staff were deliberately antagonising prisoners in order to use C&R restraint and they were using it like a competition. Nine staff have just been suspended against a similar matter, would you put anything like that in this?

SD I don't know if this is a game, you get bullies wherever you work, they have recruited new vulnerable DCOs who seem to be joining in with them and we asked if they could be split up

but when I went on over a weekend they were all there together, they may just get a kick out of it.

JP I come back to incident reporting, are you suggesting poor management or deliberate under reporting?

SD Before Lee I think it was deliberate, when I first joined in relation to the Incident Reporting we were told not to do this in front of Home Office and again the reason I picked up on this is that Lee had previously reported matters that had not been reported. It was drummed into you that don't have certain conversations in front of the home office.

JP I can understand some conversations.

SD Post Lee, things improved but would not be convinced that things aren't always reported and this is under reporting and laziness by staff and they carry on regardless.

JP What is it you are looking for?

SD I don't really know, I can't go back (*SD became very upset*) I don't know if there is an option to be positioned elsewhere, I want this ideally to be dealt with, it's not just me that feels this way, it's not just me but I have never been in a position where I can defend the SMT.

JP Referred to 2nd Page – 3rd para, have no regard for staff and when issues raised a comment was made along the lines of "look at my face "am I bothered"

SD We have had some difficult staff, where Sarah and I had been led by Lee to deal with the staff but this was bulldozed over by Steve and Ben, it looked as though we had been lying and then Ben being that flippant, I have never been in a position where I can't defend the SMT and staff would come to me stating they felt let down and I never voiced how I felt but it was the same way.

HN To clarify (*Para 3*) you raised the issue with Ben about PDA and not sure why my role has been regraded?

SD The head of Tinsley Role to clarify.

JP When you say positioned elsewhere, G4S or CDS as you are fairly tied?

SD Within G4S generally, as for many of us do have family so am tied, I am so upset by this as I really do like the job, but I know that this is done (relating to her job) but by the same token I couldn't carry on working there and I don't think I will be the only one. I honestly don't. People are that disappointed, the only people thriving at Gatwick are those doing nothing.

JP If you can't go back, and I will say that this will be fully investigated and I assure you of this, this is not window-dressing the matter will be fully addressed. If you can't go back to G4S / CDS what would you be looking for?

SD I don't know, It's difficult to get a job whilst I am off sick, is there anything we can do with regards to my notice without having to go back to work?

JP You are understandably upset over this and there is support available via EAP, are you getting support?

SD I have received some counselling and my doctors are working alongside me.

JP I understand that this is a very difficult day for you.

SD I am working with support with my own GP. The care is an excellent resource.

JP You were talking about notice period?

SD It's going to be difficult for me to get another role whilst I am off sick; I wouldn't want to go back into that environment and would want garden leave or something similar.

JP I wouldn't want you to go back into that environment, so we will cover this in the fullness of time. Is there anything else you would like to address, Heather?

HN Not at this point.

JP I am sure there are lots of things going through you mind, is there anything else you would like to say at this point?

SD I did love my job and it's not a job I can't cope with, it's not the job and I had no issues from a performance point of view and to put into context I worked for the prison service for 19 years and never raised a grievance, I am just keen to move on from this.

JP Heather and I will have to see other members of staff, we will want to speak to others and you may want to speak to me again and I can assure you that this will not be side lined and will drive things forward, please be aware that I am on annual leave next week and that we will try to sort this matter as soon as possible.

SD My concern is that, do I give my notice in?

HN Heather stated no, apart from everything else you need to allow us time to investigate this matter fully and respond and then we look at meeting again and perhaps discuss this at a later date as you do also have the right of appeal if you're not happy.

SD From personal point of view I go onto SSP at the end of Jan 2017?

JP We wouldn't put you onto SSP and this assurance is given if this relation to diary commitments.

SD Do I continue to send my sick notes in?

HN Yes, please send them to me (*Heather Noble*) even if you get to this point. Please ensure that they are sent over to Worksop.

SD Thanked Jerry and Heather for their time.

JP Jerry asked if Stacie if on a personal note she was ok and whether she was ok to travel home and was anyone with her at all.

SD Not really, I have never had my confidence bashed this way, Stacie also confirmed that her husband had travelled with her and would travel home with her.

Meeting closed.