
From: Stephen Cotter
Sent: 13 September 2017 12:16
To: Peter Small
Subject: FW: PIP - Nathan Ring 1 Confidential

Pete,
Spoke to Michelle (informally)

In 2013 she moved over to Tinsley House as Residential Manager.

She identified 4 or 5 of the DCMs needed performance management and Nathan Ring was one of them. (PIP attached)

Why Nathan R? DCOs were raising concerns about him about management of staff and rosters.

Her view of Nathan Ring at the time was that he was lazy and easily influenced by his established shift partner Tony Pascali (also performance managed)
She took the DCMs through the training, procedural stuff and management of staff.

Was there any concerns re the treatment of detainees at this time re Nathan R? No

Of the DCMs performance managed, some of them left and Nathan R moved to Brook House and improved.

Michelle managed Nathan R for a second time, this was at Brook House between June 2016 and May 2017 and she had no concerns with his conduct, he had improved since she last managed him at Tinsley House, no absences, never late... He was one of the consistent good managers for her.

Were you especially disappointed with him when you watched the programme? Yes, devastated and appalled

I understand his personality **(I have asked Michelle to phone me again as I would now like her to describe his personality)**

Is he liked by his peers and colleagues? Yes

Am I surprised by some of his comments? No. He socialises with a lot of the managers, but that language should not be used. As Jerry said on a radio interview not everyone is appropriate 100% of the time, but it is concerning as Nathan R is a manager.

Staff complained about Nathan Ward, he was investigated and one grievance was substantiated against him. Michelle minuted some of the meetings. Ben is aware of this.

Trust this is of help.
Regards,
Stephen

Stephen Cotter
Risk and Assurance Manager
G4S UK & I Region

Mob: [REDACTED]
Email: [REDACTED]

From: Brown, Michelle
Sent: 13 September 2017 11:25
To: Stephen Cotter
Subject: PIP - Nathan Ring 1



PIP - Nathan Ring
1.docx

As discussed....