

Grievance Meeting – Stacie Dean

Tuesday 17th Jan 2017

Jerry Petherick, Heather Noble

Lee Hanford – via conference call

Notes: Claire Inman

JKP You obviously know the background but there are a number of the issues as to why SD (Stacie Dean) is feeling as though she has been mugged off, primarily a meeting on 5th October where everyone in the room including herself was aware that she wasn't going to be appointed the Head of Tinsley, but no one officially had told her. From your point of view what discussions were had and can you make us aware of any timing of these discussion, we welcome your comments?

LH There are a number of views on this situation some of this dates back to whole structure and back to 2015 when we were aware Cedars was going to close and at that point it was how we would manage the PDA and Tinsley. I went to site in January 2016 as Interim Director and was aware of the closure of Cedars working with Sarah Newland. We were working in relation to the preparation for the Bid the and t we started to look at bid structure. What could have been on site at that time it may have been suggested that there would be some difficulties ahead.

When I left and when Neil resigned it was at that point it when it became an opportunity that the structure would change during working with Gatwick and the bid process. At same time the authority were also seeking savings from us in relation to the management structure as they were aware it was top heavy and with the changes with regards to bed spaces, Tinsley and the PDA and was aware that Collin Welsh and others were looking to make some savings.

When Neil resigned we spoke with Ben and looked at safeguarding and that we had sufficient numbers on site and we had sufficient numbers in real terms to give assurance to the authority. Sarah was a D1 so there was some testing of the water needed with the PDA, so the fact was that we needed someone to take on the one role for Tinsley and Cedars. Sarah was keen to take this forward and then it was about having discussions with SD and to sell the positives with regards to her moving into the functional head post. We had a little change of structure when I was on site anyway and it was made clear to staff that they could be moved within different functional areas within the same grades at any given time.

When Ben was on leave Martyn, Kalpesh myself and Steve Skitt met with regards to the savings that we could give to the authority, discussions were had as we needed Kalpesh to gives savings of what could be provided. I had calls with Ben to ensure the discussion was had but why the discussion didn't go ahead on the 5th October first thing springs to mind as Ben and I had already had some discussion about this and my understanding that the

structure had already submitted to authority and this document was going to be shared with Debbie Weston and others and the timing was not good. I do feel for Stacie as everyone in the room was aware of it but no one had had the conversation with her. My frustration is that if I was being challenged it was not right and proper. Someone from the home office would have advised her of the re-structure.

HN When would this have been submitted to home office?

LH Sometime in September, approx. 2 – 3 weeks after Neil resigned, we had already had the discussion with Sarah prior to this to ensure that she was up for doing the job, there was a huge nervousness leading up to the bid as we all knew cedars was closing.

JP Just on some ancillary bits, Dean Brackenridge was appointed Project Manager for Brook House and new beds and then at Tinsley, are there any comments around whether he was interviewed for the role or any application process in general?

LH That was my decision, what happened is Dean was doing a lot of project work for me as Oscar 1 at the time. It was initially a 4-week project at Brook House and then it went over to between a 6 to 9 week project. I asked Dean if he would work directly to manage this project at Brook. He did this, it was horses for course, it was initially a short project but was extended. Dean had a very good relationship with construction and the Home Office and in order to maintain that relationship his secondment was extended and based on the good work that he had undertaken previously.

JP Stacie says that she had re-profiled Tinsley and thought they needed 60 staff yet yourself and Kalpesh were asking for around 80 staff and she had to challenge this and the staffing profile around the DCO model?

LH What they had was the core day taking us up until 11pm at night; we were trying to give the authority a number of options as we were unsure whether we were going to be asked to deliver an extended core day. We worked with Derek Winters and Mike Goodwin. They were looking at a large group of staff and a large OSG group was looked at as they cover a number of roles, so that's what was looked at. We discussed various models, but didn't want to make significant change straight away, so we had a number of models to look at, and to work with transition of staff members from the core day. Mike and Derek put the options in and we presented the options with a logistical approach, the staffing levels submitted were all in relation to the core day

JP Did we recruit to the numbers that were agreed?

LH Yes, we did, if you look at headcount, 100% we did.

JP Is there anything else you would want to raise in relation to this?

LH I can feel for Stacie, she should have been told previously.

Meeting concluded.