

Notes from Sara Edwards - Dave Killick Grievance Investigation Meeting

Held on Thursday 6th July 2017

Location: Directors Office

Present: Sara Edwards, TH Residential Manager (SE)
Ben Saunders, Centre Director (BS)
Agnieszka Tomanek, HR BP (AT) (Took part via conference call)
Name Irrelevant PA to Centre Director (LH)

Commenced: 15.10

BS welcomed all to the meeting and spoke about the grievance made by Dave Killick and that an investigation is taking place into the points he has raised. BS apologised for the late notice of the meeting.

BS – Sara, you conducted an investigation into allegations from a number of staff concerning Dave Killick.

SE – Initially I was asked to investigate a grievance made by Nicola Kaminski mainly around Dave Killick's behaviour towards her and she made a further grievance about an incident in a corridor where Bonnie Spark held open the door for Nicola and as she went through, Bonnie called her a fucking snitch. A decision was made to investigate both grievances together as they were linked.

BS – I haven't heard about the second one.

SE – Then Shayne Munroe submitted a grievance which was also linked. Nicola specifically asked for me to investigate her grievances. Delays were caused as Nicola changed the contents of the grievance about three times and she was also on nights. A decision was made to investigate the three grievances together.

BS – Terms of reference were issued on 10/02/17.

SE – There were problems with staff availability and that it was agreed that Emma Picknell would be the note-taker for consistency. A meeting was arranged to interview Dave Killick and then Emma went sick. Nicola kept giving me more names and then there were 12 people to interview. More witnesses came into play (Sherayne) and dates for investigation meetings were arranged. Alice Wragg didn't turn up as she had been swapped to nights which meant I had to wait a month to interview her and Percy Nobee. Emma was off sick until 24/03/17 so somebody else had to take the notes. The investigation report was submitted on 15/03/17.

BS – Was Emma Picknell to be the note-taker?

SE – Yes for consistency. Emiah Brown took over taking the notes.

BS – So a small investigation at the start snowballed into a much larger investigation and the number of people that had to be interviewed increased considerably. The first meeting arranged with Dave Killick was cancelled.

SE – Emma went sick and there more people to interview first. It was my intention to interview Dave last so that there would not be the need for numerous meetings if more questions had to be asked. There were things that Nicola had not mentioned but were brought up by others.

BS – So you postponed the meeting with Dave until you had interviewed everyone else and Emma had returned to work?

SE – Yes. He was informed by Dan Haughton that the meeting had been cancelled when Dave called Dan to query something in his suspension letter. Dave was told that the meeting would be rearranged and possible dates were given to him. Dave had to check his union rep's availability. Steve Skitt didn't hear back from Dan. The decision was to use Emma as note-taker for consistency.

BS – You then decided to use someone else due Emma being sick.

SE – I spoke to Michelle Fernandes and it was agreed that someone else would have to take the notes.

BS – How quickly did this happen?

SE – Pretty quickly after discussions with Steve Skitt and Michelle Fernandes as Dave Killick wanted two sets of notes so he could make changes on one copy and have one set with no changes. Dave said that he didn't trust what went into the pack. I spoke with Steve about the two sets of notes and Steve said Dave should make his own copies. When the notes came back from Dave they had been changed in a very strange way.

AT – How long did it take to send Dave the original notes?

SE – No later than a week.

BS – Dave signed them on 25/04/17.

SE – Dave had queries to enable him to make the changes.

AT – Did you send one or two sets of notes?

SE – I confirmed with Steve and Michelle that I should only send one set which is what I did. Dave apparently said that people are going to fuck me over.

AT – Did anything get put in writing around the requests from Dave?

SE – Dave made the requests to Dan who verbally told me.

AT – Are their no written communications at all?

SE – There may be some emails with Michelle Fernandes. Steve Skitt confirmed that Dave was to be sent one set of notes and that he had 7 days to return them. This was after Dave had had the notes for two weeks and he had requested extra sets.

BS – Please can you dig out any correspondence regarding this?

SE – Yes I will have a look in my sent items. The timeline of when I handed back the investigation pack was about a week after the meeting with Dave on 07/04/17 and the notes were sent out the next week.

AB – Dave alleges there is a conspiracy against him, can you provide any information?

SE – Dave blames others and does not take responsibility. The interview was very difficult to do as Dave didn't answer many questions. Dave believes that Nicola and Shayne colluded together. It's always somebody else's fault and he does not take responsibility for his actions. He is always trying to get away from the facts even when it's been proven that he has done some things. Dave delayed the process and has questioned my integrity.

AT – There was a previous incident that you were involved with Dave, please tell me about that.

SE – I was involved in a C&R where I challenged Dave as instructor as the UoF went wrong and people got hurt. He was gung ho and became agitated and aggressive when challenged. He didn't like the lessons learnt and has used me as the DD on the day as an excuse for not doing something. He doesn't apologise and he did not get the point of the investigation.

Investigation meeting concluded at 15.49

Sara Edwards

Date

Ben Saunders

Date

Lorraine Higgins

Date