

Investigation into the culture of ASU, Virology, VSD

Statements were collected from employees within ASU from Friday 20 October 2023 to 17 November 2023.

Persons spoken with are as follows:

[REDACTED]

[REDACTED] confirmed that [REDACTED] [REDACTED] concerned about LW returning from maternity leave. [REDACTED] stated that LW was responsible for pushing out previous managers. LW is ambitious and wants to be a leader. [REDACTED] able to stand up for [REDACTED] so LW doesn't bother with [REDACTED]. LW is overqualified and impossible to manage. LW can be as nice as pie or as nasty as you like. LW is a complete torture to [REDACTED] scared to even look in her direction and [REDACTED] with LW due to return.

[REDACTED] There have been ongoing issues with LW and management, several levels above being in fear of her. [REDACTED] finds it best to avoid LW, has tried to work with LW but she does not even say hello. [REDACTED] lives in fear of LW getting a promotion [REDACTED]

[REDACTED] most people live in fear of LW. [REDACTED] LW portrays herself as the victim and gets people to apologise even when they are not at fault. LW would use the monthly meetings in ASU as a forum to have a go [REDACTED] Whilst she has been on maternity leave it feels like a cloud has been lifted in the workplace and recognised a better environment without LW being present. [REDACTED] LW doesn't speak to everyone she works with [REDACTED] LW as a strong manipulator

[REDACTED]

[REDACTED]

Lisa Watson (LW) throughout the interview confirmed that the environment was clearly separated and that there was an issue/division. LW stated that communication is very poor and information is not shared, there is a toxic atmosphere and the environment is not a place where you can speak out. LW stated that morale is not good and being spoken down to constantly has a very negative effect. Asking questions is not looked upon favourably. LW doesn't feel that she can go to her line manager and speak without justification and even then it is frowned upon. LW

highlighted that there was a lack of opportunity for promotion and alluded to this being an intentional act to exclude those from within the unit. LW raised a concern around equal opportunities for training, in particular, a trailer course. LW had been notified from various people that VC would not be returning to the working environment until such times as LW went on maternity leave. LW feels like she is being micro-managed and under minded. When suggesting improvements they are knocked down and put away, and any communication or feedback from management is mainly negative. LW does not feel she can voice her opinion. LW highlighted that certain project information and suggestions from the team are removed and not scanned and saved to content manager. LW highlighted that she had 9 managers in 13 years and feels this is the first time she cannot speak up.

[REDACTED]

[REDACTED] When LW is about [REDACTED] is afraid of LW. [REDACTED] frightened when [REDACTED] seen LW's handwriting in the log in sheet, whilst LW was on maternity leave. LW turned up on site whilst on maternity leave for several KIT day which management were unaware of and had not approved. [REDACTED]

[REDACTED]

[REDACTED] LW feels she has put her head on the line, all going against her and that she has been treated badly. [REDACTED] issues with LW which has been made worse by bad management. [REDACTED]

[REDACTED]

[REDACTED] wants LW taken away from [REDACTED] cannot work with her. LW is always judging [REDACTED] and would be confrontational, LW intimidates everyone. LW finds fault with [REDACTED] pushes managers out as they don't want to work with her. [REDACTED]

Throughout the interview process, it has been made clear that there are relationship issues predominantly between [REDACTED]. The below table highlights all main issues across all persons met with for clarity.

Conclusion / Key Issues

With the evidence provided it is clear that there are relationship issues within ASU, Virology, specifically between [REDACTED] with others highlighting their witnessing of these issues with impacts to them in the environment. All persons met with highlighted issues in the working environment. It is understood that the relationship between [REDACTED] has broken down beyond repair. It is believed that the working environment is impacting all persons within the unit, [REDACTED]

AFBI has a duty of care to all employees [REDACTED]  
[REDACTED]

[REDACTED]

LW has raised concerns about the working environment, opportunities for development and training, the ability to suggest improvements and speak out within the team. LW has voiced her belief of being micro managed with a lack of good communication and sharing of information.

[REDACTED]

[REDACTED]

It is my understanding that individuals deserve the right to work in an environment where all colleagues can work together harmoniously. It is clear that relationships have broken down over a period of time.

Action Plan / Recommendation

To progress any action plan/ recommendations, this information will be shared with the Head of People & Culture for a decision on next steps to be taken.