

Assistant Director to me. When I reviewed his performance, he informed me that he had been approached by some Lambeth Councillors to apply for the job and had been promised he would be appointed to the Assistant Director role. He said that the Councillors had told him that I did not act in accordance with Council policies and that if he could provide them with information that they could use to ensure my departure from the Council he would then be appointed as the Director in my place. I instructed him to accompany me to see the Chief Executive, so that I could inform the Chief Executive of the situation and he could repeat his account of his appointment. I then discussed the best way to proceed with the Chief Executive. The Assistant Director remained in post for a short while and then resigned, as I recall, to take up a position as a teaching assistant.

96. Prior to that, a person was slotted into the position of CE and at the same time a person was slotted in to the post of Director of Administration & Legal Services, without any recruitment process or competitive interview on the basis of a short tabled report to the Policy and Resources Committee submitted by the then Leader of the Council.

97. On another occasion the husband of a Councillor, the same Councillor who had chaired the member level appointment panel mentioned in paragraph 95 above, was appointed as the Director of Housing, despite having no relevant housing experience whatsoever. He left the Council after 6 months.

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98. There were attempts, including in 1987, 1988, and in late 1989/early 1990 to force me out of the Council's service. To their credit, some elected members, including Councillors Andrew Carnegie, Pauline Watson and Paul Hughes, Dick Sorabji, Bill Houghting and others supported me and were not prepared to support these unjustified, unreasonable and arguably corrupt actions against me. I believe that attempts were also made to undermine and to unfairly dismiss and force other Directors and senior members of staff out of the Council's service.

99. I raised formal grievances about my treatment in 1987, 1988 and 1989/early 1990. I also instructed a partner in a leading firm of solicitors (Pritchard, Englefield and Tobin) to defend myself against these attempts to force me out of the Council's service. In 1988 the Director of Management Services, John Mwale, supported me, and wrote to the CE stating that he believed that my grievances were justified. John Mwale made it explicitly clear that he was not prepared to be used politically to undermine a colleague director and that he would take no part in such proceedings. In 1990, Mr Mwale's successor, Dan Carmichael, also supported me and made it explicitly clear he was not prepared to support action to undermine a colleague director in this way. A month or two later Mr Carmichael was himself then unfairly dismissed on the 'instructions' of the Leader of the Council.

100. There were other attempts seemingly to threaten and intimidate me. When I was the Director of Amenity Services ('DAS'), one evening my HQ office building was the subject of a serious arson attack that gutted the ground floor and caused other extensive damage. I often worked late in the evening and was normally the last person to leave the office. On that particular evening I had left earlier than usual. When I was Director of Environmental Services ('DES'), taking action against contractual malpractices and insisting that non-compliant, illegal and possibly corrupt existing DCEPS highway maintenance contracts should be terminated and be re-tendered, and that non-compliant, unlawful and possibly corrupt DOS/DCS building contracts should be investigated, my office was broken into and computer records were stolen. When Chief Executive involved in tackling organisational dysfunction, fraud, corruption, contractual non-compliance and financial mismanagement, my office was broken into. I was also threatened, and my car tyres were slashed.

101. When DES, in the early hours of a winter Sunday morning, there was shouting and loud banging at my front door and a photograph of my wife's car in the driveway, that had clearly been taken in the spring, was pushed through the letter box with written on the back "We know where to get you. Tell him to back off." This was distressing to my wife and children. This incident was reported and the photograph provided to the police. The police increased the frequency of their patrols along our road and said that, while their resources were limited, they would do their best to keep an eye on the house. The police advised my wife not to follow predictable routines and to drive the children to school by a different route each day. On another occasion, just before Christmas when my family were away and I was attending a Policy and Resources Committee, the alarm system at my house was by-passed and my house was broken into and ransacked. At my insistence, the police were the first to enter the building. They found that every room from ground floor to attic had been turned over and gone through. The only things stolen were some wrapped Christmas presents and a few other items of inconsequential value. The police were surprised. The alarm company were concerned that the one window that was not alarmed had been used to force entry and that the alarm had been de-activated in a way that stopped it notifying the alarm company and the police of the intrusion. This required knowledge of the alarm installation. The insurance loss adjuster stated that this was not a normal burglary and that it seemed personal and was probably somehow related to my job.

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