



[REDACTED]
Head of People & Culture
AFBI Headquarters
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E-mail: [REDACTED]

Sent by email

For the attention of

[REDACTED]

15 December 2023

Cc: [REDACTED]

Cc: [REDACTED]

Dear [REDACTED]

Re: Investigation into the Culture of ASU, Virology

Further to a recent whistleblowing investigation in the unit led by the Director of SAFSD, one recommendation sent directly to me, was that HR should work to find a resolution to the apparent breakdown in relationship between [REDACTED] and [REDACTED] and address the wider cultural issues in the unit.

I write to inform you that the independent investigation linked to the recommendation has now concluded. The report has been sent to me to decide on next steps, taking into consideration the health, safety and wellbeing of all the staff in the unit, and business needs.

The investigation has established a number of issues that now require immediate remedy for all staff in the branch. Concerns raised include: the environment is toxic, there is lack of communication, people are micromanaged, lack of communication and references to bullying.

The findings of the report state that the current working environment is impacting people's mental health and that a number of relationships have broken down beyond repair including the relationship between [REDACTED] [REDACTED]. AFBI has a duty of care to sustaining an environment where everyone is treated with respect and dignity and free from any forms of inappropriate behaviours.

I have recommended a number of actions to be implemented immediately which include:

- [REDACTED] is moved out of the unit to new post; an offer has been made re a post in Hillsborough, which is a match for her skill set and is closer to her home address. She has the right to appeal to the Director of VSD re this outcome. She has now returned to work from maternity leave but is on paid special leave until we conclude discussions with her and her Trade Union representative.

[REDACTED]

[REDACTED]

- My colleague [REDACTED] will also provide additional support to ASU by supporting you with a meeting to ensure communication is managed effectively and that all levels of management are working effectively and efficiently within their allocated grade.

To reiterate AFBI has a duty of care to all staff and we need to ensure that we provide a work environment where everyone is treated with respect and dignity and free from any forms of inappropriate behaviours.

Yours sincerely

[REDACTED]

[REDACTED]

Head of People & Culture Branch