

Friday, 28 September 2018

Ashwin Prasad
303 Stoney Creek Road
Kingsgrove, NSW, 2208
DELIVERED BY EMAIL: ashwinprasad39@gmail.com

Dear Ashwin,

REFERENCE: Outcome of disciplinary meeting

The purpose of this letter is to formally advise you that we have reached a conclusion regarding recent allegations of misconduct that was brought to our attention.

It was alleged that on or around 14 December 2018, you conducted pre-delivery repairs on a Ford Ranger at our pre-delivery inspection centre at Smithfield. In the process, you fitted incorrect wheel nuts to a vehicle, which caused the wheels of that vehicle to fall off when being driven on Windsor road Baulkham Hills. It was also alleged that you did not notify your manager that no wheel nuts were given with the aftermarket wheel, nor did you seek any advice on using incorrect wheel nuts at the time.

A subsequent meeting was conducted on 20 December 2018 where you were given the opportunity to respond to these allegations. You admitted you re-used the wheel nuts that were on the original vehicle and not wheel nuts given with the aftermarket wheels. As none were present, you assumed re-using wheel nuts for a different wheel type, would suffice.

While AAG appreciates your honesty in this matter, the reality is you are an experienced tyre fitter who knows (or ought to have known) that aftermarket wheel rims of this type require different wheel nuts when being fitted. It is the view of the business that the fact the delivery had not delivered these with the wheel rim, meant this should have been reported to your manager and further advice sought. In fact, you continued to use wheel nuts that were being used for another wheel type, which caused the serious incident.

Although no fatalities or serious physical injury occurred on the day, we believe that was simply due to luck and I am forced to conclude these allegations have been substantiated. Due to the seriousness of this matter, I advise that you are placed on notice this is your final warning for poor performance and misconduct.

A record of this will be placed on your personnel file and we remind you that any further misconduct may very well lead to disciplinary action leading up to and including dismissal.

If you have any enquiries in relation to this matter, please feel free to speak to your manager or myself.

Yours sincerely



David Berlusconi
Human Resources Manager