

RE: Shane Allsopp

David Berlusconi

Sent: Tuesday, 11 December 2018 1:06 PM

To: Robert Pappalardo

I can't issue warnings form HR unless HR manage the process.

Managers technically are not permitted to issue formal warnings on behalf of AAG because it breaches our very own policy. It's more than likely AAG would not be able to rely on the warning anyway (in any commission) because we ourselves would be in breach of our own policy.

So it's just wasting everyone's time doing the investigations and meetings and only exposes the group to adverse findings if the warning was ever questioned.

I can leave a log on his HR file saying you have issued a formal warning and attach this email to his log if you like. But I can't breach our policy on this.

Give me a call if you are unsure on the policy.

Regards
David

From: Robert Pappalardo
Sent: Tuesday, 11 December 2018 12:53 PM
To: David Berlusconi
Subject: RE: Shane Allsopp

That is fine, but I think Chris would prefer it from you.

Rob...

-----Original Message-----
From: David Berlusconi
Sent: Tuesday, 11 December 2018 12:49 PM
To: Robert Pappalardo
Subject: RE: Shane Allsopp

Hi Rob,

By telling him he is going to get a warning, it's no longer an HR matter. I don't really want to get involved in this as it simply makes the process look like there is no independent investigation into this and a decision is already made.

Best now just to issue one yourself operationally.

Regards
David

From: Robert Pappalardo
Sent: Tuesday, 11 December 2018 12:44 PM
To: David Berlusconi
Cc: Chris Williams
Subject: Shane Allsopp

David, I require a first written warning for Shane Allsopp.

Reason: poor quality workmanship. Damaged a tailgate on a Mitsubishi Triton whilst fitting a canopy. Shane did not advise anyone about the damage. I have spoken to Shane and advised this is behaviour and quality is not acceptable. I also advised Shane that this offence warrants a formal first written warning.

Regards,

Rob...