

FOR THE EMPLOYMENT TRIBUNAL WATFORD

CASE NO: 3320666/2021BETWEEN:

Mr NARAYANAN KRISHNAN

Claimant

and

SAMSUNG CAMBRIDGE SOLUTIONCENTRE LIMITED

Respondent

BACKGROUND HISTORY OF HUMAN RIGHTS VIOLATION CRIMES (MENTAL HEALTH INCIDENTS) OCCURRED IN SAMSUNG CAMBRIDGE SOLUTION CENTRE(SCSC):

Before explaining Mental Health Incidents that occurred in DevOps Apps Team, we must understand the Roles and Responsibilities of IT Team (Parent Team of DevOps Apps), DevOps Apps Team, Nature and Personality traits, Designation of People involved in the Grievance and Grievance Appeal of the concerned Employment Tribunal Case.

Abbreviations and Designations of Parties involved in Grievance and Grievance Appeal:

1. Cambridge Silicon Radio → (CSR).
2. Samsung Cambridge Solution Centre → (SCSC).
3. Mark Humphrey → DevOps Apps Manager, Line-Manager for DevOps Apps Team.
4. Stephen Roe → DevSys Manager, Line-Manager for DevOps Apps Team Manager, CI Team Manager, DevOps Infra Team Manager, and various other Teams Managers within DevSys Group. He conducted the Grievance along with Beth Summers in the HR capacity.
5. Raj Gawera → (Vice President and General Manager of SCSC), Line Manager for DevSys Manager, Line-Manager for all functional groups within SCSC. He conducted the Grievance along with Beth Summers in the HR capacity.
6. Beth Summers → (Senior HR Manager), Line-Manager for HR Team Members in Cambridge. She acted in HR Capacity of both Grievance and Grievance Appeal. She is the Line-Manager for HR Team Members.

HR Team Members:

Lucy Bedford (Handles in Mental Health Issues, Immigration procedure),

Natasha Willet (Handles Recruitment Activities in SCSC).

Nature of IT Team and its Management Team's History:

1. Claimant was part of DevOps Apps Team, which was in turn formed from IT Team during Nov/Dec-2019.
2. Stephen Roe (Steve Roe) is a very highly skilled Radio Firmware Engineer. He is highly skilled in Development. Raj Gawera retained Stephen Roe in SCSC from CSR. SCSC is formed from a group of employees from CSR and CSR was acquired by Qualcomm. He was offered the responsibility to handle and Manage IT Team in SCSC. IT Team was the parent Team for the current DevOps Apps Team, CI Team, DevOps Infra Team. Stephen Roe was reporting under Raj Gawera for long time.
3. Most import point to note in here is Stephen Roe is not from IT Infrastructure or System Administration or DevOps Background, But He was assigned to handle IT Team (along with the IT Team Manager as Director) based on his reputation as highly skilled development Background.
4. IT Team handled all the infrastructure of the company (this includes every small device till big machines) like User Laptops of whole Company, Various Unix, Linux Servers, NUC (small computing devices) for testing, Cluster Server and Many more devices in the company.

5. IT Team handled the setup, installation, maintenance, and administration of all the Mission Critical and Live Applications used in the company to run the whole SCSC business. The Complete list of applications handled by DevOps Apps Team is listed in **Final Hearing Bundle Page 362, 363, 364**. That list is only subset of applications handled by the former IT Team.
6. Stephen Roe has the habit of pressurizing each and every Manager working under him to deliver their assigned duties and tasks as faster as possible. He has the habit of saying no to his boss “Raj Gawera” and He also has the habit of working day & night.
7. Stephen Roe’s nature of pressurizing his reporting Employees (Managers) became very dangerous especially when his reporting Managers handles Live Systems, Servers. The Situation was even worse for the individuals handling missions critical applications like Gerrit, Jenkins, Artifactory, JIRA, Server Clusters, etc. where the impact of failures is too high. So, the Manager handling the IT Team was under constant pressure and Naturally the Employees working under such IT Team was taking the full heat of those pressure.
8. Before Mark Humphrey IT Team was Managed by few Managers named MP, DP, MH. Due to the unmanageable pressure and stress from Higher Management (**Stephen Roe & Raj Gawera**) those former IT Team Managers either moved away from their position as IT Manager voluntarily or forcibly. Few Managers (especially DP and MP) chose to become individual contributors as they could not handle the pressure anymore (**Stephen Roe & Raj Gawera**). Eventually few managers have taken voluntary retirement in the end.
9. As a matter of fact, Former IT Managers (DP and MP) are very highly skilled Infrastructure Engineers and Architects who has in-depth knowledge in SCSC Infrastructure and the Mission Critical Applications in SCSC.
10. Stephen Roe, finally, chose Mark Humphrey as IT Team Manager. Mark Humphrey was skilled in development. Mark Humphrey does not have any knowledge on IT Infrastructure or Setup and Architecture Mission Critical Applications owned and maintained by IT Team. The Combination of these two Non-DevOps Managers driving the IT Team of DevOps Engineers proven dangerous for many employees in as it was entirely a strategical mistake from SCSC Management side.
11. The Situation became even worse when Mark was appointed as IT Manager. Because Mark Humphrey also possess the habit of “not saying no to his boss”. Using that Opportunity, Stephen Roe started assigning more and more responsibilities on top of the existing heap of responsibilities in IT Team. Employees under IT Team were completely under constant pressure and stress almost all the times.
12. As all the Employees worked under IT Team were reporting immense pressure and they were not happy with the way Mark Humphrey managing the IT Team, in the end of 2019 (Nov-Dec), Stephen Roe divided the IT Team into three further small Teams namely DevOps Apps Team, CI Team, DevOps Infra Team.
13. During that time, Mark Humphrey took over DevOps Apps Team. DevOps Apps Team took over the responsibility of handling (installation, setup, maintenance, administration) all mission critical applications from IT Team. As a matter of fact around (60-70%) of IT Team’s Responsibilities fallen under DevOps Apps Team with only 5 Employees in that Team (5 Members from IT Team, 2 Members hired from outside, 1 Member from an Internally dissolved Team).
14. DevOps Infra Team took over “Unix & Linux Infrastructure setup”, Windows Laptops Desktop & Application Maintenance with 4 Team Members (all 4 Members from IT Team).
15. CI Team took over the responsibilities of handling CI Jobs and CI infrastructure from the IT Team with 4 Team Members (2 Members from IT Team and 2 Members from an Internally dissolved Team).

Nature of DevOps Apps Team & Truth behind Mental Health Incidents occurred in that Team:

16. DevOps Apps Team was managing all mission critical applications as mentioned in Point 5. I They are Multiple Gerrit Servers, Multiple Jenkins Servers, Artifactory Server, JIRA Server, Confluence Servers, Qtest Servers, Cognidox Servers, SnipeIT, Vmanager, ATS and few more. Any issues reported in them should be immediately acted upon as they are business critical. So DevOps Apps Team had to be available online always and we had to respond to mission critical issues within 30 mins. We are not working on any flexible timings. So anyone away from the desk more than 30 mins must report to Mark Humphrey. So there should not be any doubt that the DevOps Apps Team had to work continuously in both core working hours and extra hours all the times.
17. Claimant joined SCSC on 27th-January-2020 as Staff Engineer (DevOps Engineer Role) in the DevOps Apps Team managed by Mark Humphrey. He joined as a fifth Member in that Team. Here is the DevOps Apps Team-structure in Jan-2020:

Name	Designation	Immigrant/Citizen	Former Team	DevOps Experienced?	Clawback
SA	Staff Engineer	Citizen	IT Team	Yes	-
AM	Graduate Engineer	Citizen	IT Team	-	Yes
RW	Senior Engineer	Citizen	Testing Team	-	-
WVH	Contractor	Citizen	New Hired	Yes	-
NK	Staff Engineer	Immigrant	New Hired	Yes	Yes

18. Claimant was sitting in the middle desk next to AM, WVH in the office location. Mark Humphrey and RW was sitting behind the Claimant in the same Cubicle.
19. Starting from the first month itself, Claimant noticed a strange behavior from Mark Humphrey that He (Mark) quite often peek into everyone screen and dictate them to work on various things and quite often keep on switching the priority of tasks. Most importantly He often used to do that with AM. He used to use abusive languages quite often in official communication within Team members.

Mental Health Incident 1 → Affected Employee (AM)

20. Mark Humphrey used to use abusive languages when dealing with AM even more. He used to pressurize him to do tasks in SnipeIT, Release Helper, etc. Mark, quite often switches tasks that involves multiple technology. This used to happen quite often. Though everyone in the Team knew this behavior of Mark Humphrey in the team, but none raised voice against this behavior due to fear for their survival in the Team.
21. Somewhere in between Mid Feb 2020 - Mid Mar 2020, Lucy Bedford came to our Cubicle (DevOps Apps Team's workplace) to talk to AM. She enquired AM that "Are you worried about something. Mark said that you(AM) are worried about something. Do you want to talk about that". Lucy and AM both went to a meeting room to discuss further on this. Following next few days, she used to come to Arthur's Desk take him to meeting rooms. During that time AM changed his hairstyle and applied hair coloring on his hairs. Claimant learned from their (Lucy & AM) conversation, it was to boost AM's confidence. Initially Claimant was not aware, AM was going for mental health session, because being an immigrant Claimant was entirely unaware of all these procedures in this country.
22. Within few days after this incident, AM put a resignation in SCSC started serving his Notice Period and In June 2020 AM left the Organization entirely. HR Team was fully aware of the Mental Health Incident occurred to AM they (especially Beth Summers) still recovered the Clawback money from his Salary, Claimant came to know about this incident when he talked to AM during the Grievance time.
23. Starting from the beginning Claimant was very busy handling all the tasks assigned to him. He had to work for extended hours most of the time. Many times, Claimant informed to Mark Humphrey to compensate those extra hours, but he kept on ignoring this request. Instead, he dumped so much work on Claimant. **Mark Humphrey or SCSC Management or HR Team or**

anyone never told anytime that we need to formally raise a request for compensation or time-in-lieu for all extra hours (beforehand itself) we are working on top of our contractual hours. It was very clear from the mail communication from Mark Humphrey on 08-June-2021 that he told me that TOIL should be agreed and approved in advance. On rare occasions when Claimant refuse to work on late evening, Mark Humphrey will point out that Stephen Roe, Raj Gawera and many of our customers working late hours, we should be helping our customers. However, Mark Humphrey never told not even a single time TOIL should be agreed and approved before 08-June-2021.

24. During June 2020 time Mark Humphrey started dumping all the works that AM was handling on Claimant's shoulders. That is when Claimant started to deny handling some tasks assigned by Mark in an inhuman manner. Only Once Mark taken away couple of tasks from Claimant, After that Mark started dumping more tasks handled by AM on Claimant on top of the existing tasks assigned to him. when Claimant refused, Mark forced Claimant to do those works by saying "now AM is gone you must handle these tasks no choice for you".
25. Mark Humphrey has the habit of doing targeted victimization on the Employees denying the tasks assigned by him. He used to use abusive language in public and shout at fellow teammates, even in Team meetings. After AM left SCSC, Claimant became victim for Mark Humphrey.

Mental Health Incident 2 → Affected Employee (NK-Claimant)

26. In July 2020, On a Wednesday morning, during the regular daily status call, (Claimant was working from Office that day), Claimant was reporting a blocking issue due to data design discrepancies in Qtest Server, Due to which Claimant was blocked entirely to proceed with the Release Helper Automation. Mark Humphrey was literally shouting at Claimant when he reported this blocker. Mark Humphrey told while whole all the Team Members were in the call **"Stephen Roe was asking about your(Claimant) performance to me, what can I say, I have hired a Worthless Shit". Everyone in the Team Status Call was simply laughed.** Claimant could not accept that public humiliation and that triggered Suicidal thoughts. On the same day evening, After discussing the whole scenario with the Family (Claimant and his Wife) mutually agreed to take this issue to HR and raise a formal complaint.
27. Next day (Thursday), Claimant raised a formal complaint to HR Manager (Beth Summers) via "Knox Chat" (Samsung Specific Chatting tool). Claimant explained Beth about Mark Humphrey's behavior of dumping so many tasks at a same time and keep us switching between several tasks like card shuffle machine. It generally takes time to complete those tasks because of this frequent switching between tasks. In those Instances, Mark will criticize the abilities of Employees in public". HR Manager (Beth Summers) involved Stephen Roe in the discussion and they both assured they are going to investigate the incident. In the meantime, they (Beth & Steve) assigned WVH as mentor to handle the issue temporarily. As matter of fact, WVH himself the left the Organization (SCSC) due to Mark Humphrey's provoking behavior in May-2021.
28. The Following Monday (in Office), Claimant had a usual one-to-one meeting with Mark Humphrey. **He(Mark) was entirely pale at that time. In that meeting he was lamenting that his (Mark) Job was in trouble because of my complaint. For that Claimant was checking why his job should be in trouble for this one Complaint. He(Mark) said it was not the first time someone complaining about him, Few Others also complained against him prior to me(Claimant). He(Mark) also said Stephen Roe's job was also in trouble because of this Complaint. Mark Humphrey further asked me whether I(Claimant) was willing to go for a session with Lucy Bedford (Without knowing it was Mark Humphrey's usual Ploy, later Claimant learned that it was Mark's trademark strategy to request his Employees to go for Mental Health Session from AM, Few other Employees during the Grievance Period).**
29. In the next day (Tuesday, in Office), Lucy Bedford scheduled a face-to-face meeting (Mental Health Session) with Claimant. Claimant noticed a very strange thing from Lucy. She always used to appear with Smiley face (with her usual makeups as HR). But that day, Her Face was entirely pale and She did not apply any make-up (Something Strange). Claimant told her everything about the Issue Claimant raised. Claimant told her that he had Suicidal thoughts because of the humiliation caused by Mark Humphrey's abusive and bullying words in the Team Meeting (previous week). Lucy asked the Claimant whether he wanted to proceed with the formal HR complaint further. Claimant said that he doesn't want to proceed with the Complaint further as he don't know what to do with the case further and how to proceed

legally, (Moreover Claimant did not want to cause more troubles to Mark Humphrey and Stephen Roe at that time).

30. Surprisingly, For the next two weeks Mark Humphrey did not utter any of his usual abusive language in regular meetings, He openly told (blamed) in the Daily Status Call that he was instructed (ordered) by Beth Summers not to use provocative words.
31. Almost a month after that Incident, In an one-to-one conversation, CI Team Manager SN, advised me to be very careful with Mark Humphrey. He said we all worked with him earlier in the IT Team and chose to leave his Team. He advised me to record each and everything in Tickets as Comments, Mails, Gerrit Comments. Because Mark has the habit of blaming people that they are not working when there are no comments in Ticket.
32. Claimant used to work with DevOps Infra Team member (DP) closely on many occasions. Claimant noticed that DP used to keep each and everything in JIRA Comments, (even the investigation they are doing). He also gave the same advice as SN to keep everything in the ticket comments, so that Mark cannot blame you(Claimant). Claimant understood they both worked under Mark Humphrey in IT Team.
33. Few of Weeks after that incident, Mark Humphrey was back to his usual mode (using abusive toned words in his official communication), He kept on assigning more tasks and pressuring us to do more tasks as usual. Claimant started handling his usual workload and on top of that 80% tasks of AM (who left the Team in June) also added. Claimant kept on working both in usual contractual hours (9:00 AM to 5:30 PM) and worked extra hours every day constantly.
34. Very Often Claimant and his fellow Teammates used to ask compensation for the extra hours they are working, But Mark Humphrey never used to respond for any such requests. On very rare occasions, He used to say that SCSC used to give amazon vouchers for working extra hours but now days we(SCSC) are not getting that even.
35. By the end of August 2020, new Team-member named (MM) joined in our Team, She (Female Employee) was an Indian immigrant. Claimant was assigned as buddy (kind of mentor) to that Employee. She was a very bold & confident woman and a highly skilled DevOps Engineer. She had the routine of logging in around at 9:00 AM and logging out at 5:30 or 6 PM every day. She was performing really good in the Team. Most importantly, over the period of time, Claimant learned that She (MM) was around 4 months pregnant when She joined SCSC, (rest of Team also knew this fact).

Incident 3:

36. One day in the Mid-November 2020, MM was very upset and was about to break into tears during the regular daily status call in the morning. Post the Daily status meeting, Claimant just called (Via Knox meeting) her to check what was the Problem. She said that She is completing three months(note: first three months is probation period in SCSC) in SCSC but Mark Humphrey was denying to approve the completion of Probation period. She further said he(Mark) was not providing any reason for denying Probation approval. MM told that She chose to join Samsung as it is a Big brand, But Mark Humphrey was behaving in a very cheap manner. If Her Probation period was not approved, then She cannot avail for Maternity Leave. After listening everything carefully, Claimant advised her not to worry about this and take this issue further to HR Team.
37. Claimant was not aware whether MM took that issue to HR or not, as MM did not disclose anything further (Probably She keep everything herself due to shy or fear after her first anxiety incident). But in a few days, I noticed that She started working after 7PM, 8PM and sometimes even after 9PM. Eventually it appears Her Probation was approved, and She took Maternity Leave in Feb-2021
38. **The big mistake Claimant done was not taking the July Mental Health incident as an Official complaint, because Claimant did not know the Employment Laws and legal procedure to make Employment Tribunal complaints in United Kingdom. Mark Humphrey took that as opportunity went on to pressurize many more employees as usual.**
39. **Indirectly forcing (by using Probation Approval as a tool) a Woman Employee with 7 months Pregnancy to do extra hours after the contractual hours is a completely inhuman thing. I will leave it to the Employment Tribunal to decide what action they should take on such type of Crimes.**
40. **After this Incident, Claimant very clearly understood that working in this Company will be very dangerous for his Family and his personal welfare. It became very clear that no matter how many people reported issues about Mark Humphrey or Stephen Roe, SCSC**

Higher Management or HR Team is not going to take any measures to stop pressurizing Employees in DevOps Apps Team, because the work culture of SCSC itself is completely unethical.

41. During February 2021, new Team-member named (MK) joined in our Team to replace (MM). She (Female Employee) is also an Indian immigrant, with around 5 years of Experience in DevOps Area. Claimant was assigned as buddy (kind of mentor) to MK as well. Claimant taught various tools and technology used in SCSC to her (as it was a Job of Mentor to educate the processes in SCSC).

Incident 4:

42. In the initial couple of months, Mark Humphrey pressurized MK also by dumping so many tasks in the early stage itself and He used to switch tasks quite often which he always does. Being a Mentor, Claimant have helped her initially with majority of her tasks when Mark Humphrey was pressurizing her. She said several times Mark Humphrey was shocking her quite often by suddenly pinging in Knox Chat and asking her to do some new tasks (non-critical tasks) while She was concentrating on previously assigned tasks.
43. During March 2021, MK Family Members visited my family, that time Her (MK) mother thanked the Claimant and his wife for helping her(MK) daughter and very supportive in the workplace. She said that her daughter could not sleep well in beginning due to the unmanageable stress caused by Mark Humphrey behavior of switching tasks.
44. Like Everyone MK also formally requested compensation for working extra hours in Knox Chat (companywide internal chatting tool). Mark Humphrey got anger for that and warned her not to ask for compensation in Slack Channel and He also warned everyone in the Team not to ask for compensation in Slack Channel or any other means in public especially in writing.

Incident 5:

45. During May 2021, Another Employee named WVH (Contractor) also resigned from SCSC as he was humiliated by Mark Humphrey during his Contract Extension discussion (as told by WVH). WVH said that working with Mark Humphrey was very challenging and he never expected that he had to work for long hours continuously even though he worked on hourly contract basis. He (WVH) said that “Mark Humphrey does not have any background knowledge in DevOps, But He (Mark) still pressurize people to complete tasks in undoable time limits. It was very challenging to work with him (Mark)”.

Reasons for Resignation:

46. During May 2021, Claimant got a Job Offer (along with Visa Sponsorship and its related Clawback) in another company where he could work without this kind of unmanageable pressure and unsafe work environment. Claimant formally resigned from SCSC to balance his work life and family life and to protect the welfare of his Family and his future.
47. SA is the only Team Member joined from IT Team to work under Mark Humphrey. He is only person served under Mark more than 3+ years. He is a workaholic person in nature as he will work 70hrs a week. SA do not have the capability to teach anyone or work with anyone in the Team in a combined task. At the same time, Mark Humphrey has the nature of comparing every other Team member with SA and indirectly force everyone to work like him.
48. As a matter of fact, SCSC had only one team that handles DevOps Activities which DevOps Apps Team. So, In General Employees worked in DevOps Apps Team cannot switch to another Team in SCSC unless they wish change their career path entirely. Moreover, everyone in the company already knows the behavior of Mark Humphrey so no one chose to join DevOps Apps Team internally (from within Company). At the maximum, An Employee in DevOps Apps can only move to CI Team that too only if there is an opening in that Team. So the only feasible choice for the Employees suffering in DevOps Apps Team is to move away from the company.
49. **Context Switching becomes very dangerous when it involves multiple technology, multiple architecture, multiple Servers, especially when they are Live Production systems. Almost everyone in the former IT Team and the current DevOps Apps Team is affected by this issue from one time to another, but surprisingly nobody has ever raised voice against this. I have been working as DevOps Engineer my whole career (10+ years as DevOps Engineer), I have never seen any DevOps Team like this with only 5 Employees handling hundreds of live servers and 30 plus applications (out of which at**

least 15+ Live Servers are mission Critical). SCSC Management Team never cared to streamline this problem. The Problem is nobody in the management (Raj Gawera, Stephen Roe, Mark Humphrey) is skilled in Infrastructure, System Administration, or DevOps Procedures. They are not even People Managers which was the worst part.

Velocity of problems in SCSC Management, IT Team and then DevOps Apps Team:

50. Stephen Roe divided IT Team into Multiple Teams by projecting the Poor Management of Mark Humphrey which caused unmanageable stress to many Employees in IT Team in Dec 2020. But the fact is Stephen Roe and SCSC Management (Raj Gawera, Beth Summers and other Development Management Team) is the cause for all problems in IT Team because None of them had any experience in handling DevOps Team or IT Infrastructure Team to drive resilient process in IT Team.
51. Stephen Roe (without People Management Experience) got this position as DevSys Group Lead just because Raj Gawera wanted him to Lead that Group to have a complete control of the Group.
52. Mark Humphrey got his position as IT Team Manager first and then DevOps Apps Manager, no matter there was too many complaints against him, only because Mark Humphrey will not say no Stephen Roe. So Stephen Roe wanted Mark Humphrey to Lead that Team (DevOps Apps Team) to have a complete control of the Team.
53. HR Manager and HR Team Members has not taken action against Stephen Roe or Mark Humphrey for years, even though there was so many Mental Health Incidents in the IT Team and DevOps Apps Team.
54. By the time IT Team was split into three Teams, another Team named Test Infrastructure (with Three Members) which was under Stephen Roe was dissolved. 2 Employees in that Team named DS and SH were sent CI Team. Remaining Team member named RW(Non-DevOps) joined DevOps Apps Team.
55. Below is the list of few people (**SCSC HR Team will have full list**) worked in IT Team (Parent Team of DevOps Apps Team) based on the data gathered. Claimant learned, over a period of time, that there are many more people got affected while they were working in IT Team and also in DevOps Apps Team. if SCSC provides those data Employment Tribunal can understand why they SCSC has spent that much amount for their Legal Team to get the Employment Tribunal Judge in favor of their side. During Grievance Period couple Employees told me that **Stephen Roe** and **Mark Humphrey** were orchestrating the Human Rights Crime (pressurizing, bullying, threatening, used all means to make them work extra hours) for years. SCSC Top Management (including HR Team) has never taken any actions against them.
56. The Reason why we (DevOps Apps) had to work for extra hours always was in fact the whole company was working extra hours all the time. In order to support, As the whole company Employees were customers for DevOps Apps Team, Everybody in DevOps Apps Team were all forced (by pressurizing, bullying, threatening, Managers used all means to make their employees work for extra hours) to work extra hours on a daily basis.
57. Claimant also noticed that many former employees from other Teams (Development Teams) were also pressurized too much, so they chose to retire earlier by the SCSC Management indirectly. When Development Teams are working in a very tight timelines, DevOps Apps Team supporting their infrastructure to keep the business. So Claimant is requesting the Employment Tribunal to look into all aspects to service JUSTICE.

A. IT Team – Split explained (Timeline – Nov-Dec 2019) in Tabular Column:

S.NO	Name	Career Decision at Dec 2020	Reason for Choosing their next Team
1	SA	Moved to DevOps Apps Team	Does not want to change Career.
2	AM	Moved to DevOps Apps Team	Being Graduate Engineer, He was given no choice.
3	JNM	Moved to CI Team	Due to unmanageable pressure in IT Team
4	RA	Left SCSC	
5	PM	Left SCSC	
6	MK	Left SCSC	
7	SN	Decided to Lead CI Team	Due to unmanageable pressure in IT Team
8	DP	Voluntarily changed from Manager to individual Contributor. Later Moved to DevOps Infra Team	Due to unmanageable pressure in IT Team
9	MP	Moved from Manager to individual Contributor, eventually early retired	Due to unmanageable pressure in IT Team
10	SW	Moved to DevOps Infra Team	To handle windows systems
11	JP	Moved to Lead DevOps Infra Team	To handle a Team
12	RJ	Moved to DevOps Infra Team	To handle windows systems

B. DevOps Apps Team – Attrition Explained - Due to Extreme Unmanageable Stress:

DevOps Apps Team – End of Jan-2020 (excluding Mark Humphrey as he is a Manager)

S.NO	Name	Joined Month	DevOps Skilled?	Work Status (Visa Status)
1	SA	-	Y	Citizen
2	AM	-	Y (partially)	Citizen
3	RW	-		Citizen
4	WVH	Dec-2019	Y	Citizen
5	NK	Jan-2020	Y	Immigrant

DevOps Apps Team – End of May-2021 (excluding Mark Humphrey as he is a Manager)

S.NO	Name	Joined Month	Exit Month	Health issues faced ?	Clawback	Work Status (Visa Status)
1	SA	-		Faced Issues in his Family several times as he had to work for long hours.		Citizen
2	AM	-	Jun 2020 (Notified: March.2020)	Attended Mental Health Session due to unmanageable stress caused by Mark Humphrey	Yes	Citizen
3	RW	-		Raised Unmanageable Stress and Pressure concern against Mark couple of times Note: Moved to another Team few months after I Left the Organization.		Citizen
4	WVH	Dec-2019	May 2021	Raised Back pain issue to Mark Humphrey due to too much work		Citizen
5	NK	Jan-2020	30-July-2021 (Notified: 10.May.2020)	Attended Mental Health Session due to unmanageable stress caused by Mark Humphrey. Faced continuous Pressure and Stress by Mark Humphrey even after that incident.	Yes	Immigrant
6	MM	Aug-2020		Faced Anxiety and Stress due to Mark Humphrey that too when She was 7 month Pregnant. Note: I learned that She left the Organization soon after she came back from Maternity Leave		Immigrant
7	MK	Feb-2021		Faced Anxiety and Stress due to Mark Humphrey	Yes	Immigrant

Further Crimes and Wrongdoings by SCSC Management Team:

(Based on my Firsthand Investigation):

- 58. During my Grievance, I had talked to few team members who worked with Mark Humphrey and Stephen Roe already. They told the shocking information that Mark Humphrey & Stephen Roe were personally responsible for many Mental Incidents occurred in the company (IT Team & DevOps Apps Team) from the time they started working as Manager(s). Mark Humphrey was appointed by Stephen Roe. Claimant aware that Stephen Roe himself caused unmanageable stress to Mark Humphrey on several occasions during his tenure. Stephen Roe knows very well that Mark Humphrey cannot raise this concern to the Management (Raj Gawera). Stephen Roe already aware that there were so many mental health incidents occurred in DevOps Apps Team, but He (Stephen Roe) still kept Mark Humphrey as Manager for DevOps Apps Team. Everyone knows Raj Gawera backs up Stephen Roe always from the beginning. So, It is a Chain of Organized Crimes orchestrated by the whole SCSC Management Team itself.**
59. HR Manager and its HR Team is responsible for providing safer work environment for the Employees working in the Company. They failed to do that for long time even after so many Mental Health Incidents occurred in the IT Team, DevOps Apps Team and in the whole company. So many Members left the DevOps Apps Team because of all these unmanageable stress issues. It is a surprise to see HR Team has not done any investigation about it. Now Employment Tribunal Judge and Respondents Legal Advisor evading their responsibility by saying it is not in their Jurisdiction. Claimant request the Employment Tribunal to forward this case to correct legal department as they know the law.
- 60. On 2-June-2021, Claimant reported the fraudulent activity of SCSC HR Team when they attempted to deduct "Immigration skill charge" and "Certificate of Sponsorship" fees from Claimant. Claimant has clearly shown the evidence that SCSC has no rights to deduct Immigration Skill Charge and Certificate of Sponsorship fee as per Home Office Rule and also shown another Employment Tribunal Case as a reference. But SCSC HR Team said that SCSC is not bound by any Home Office Rule or any Employment Tribunal Case decision. SCSC HR Head challenged that they would deduct that amount from Claimant Salary. It was very clear that SCSC HR Team has collected immigration skill charge from many former Immigrant Employees in illegal manner. Employment Tribunal should investigate this and provide fair justice to all the Immigrant Employees from whom SCSC has collected immigration Skill Charge and Certificate of Sponsorship Fees. If Claimant have not taken the case to Employment Tribunal SCSC HR Team would have deducted Immigration Skill charge in a fraudulent manner.**
61. In Order hide all their wrongdoings, Stephen Roe (Senior Director) along with HR Manager (Beth Summers) modified the Grievance Hearing notes and Fabricated Grievance Report. VP and Managing Director (Raj Gawera) along with the HR Manager tampered the Grievance Recordings and entirely Fabricated the whole Grievance Appeal Report. They completely tampered the whole Grievance Procedure and Grievance Appeal Process.
- 62. Legal Team of SCSC aware of their Crimes well before the I raised the Grievance on 07-June-2021 itself. But in Order to earn big money out of this case, SCSC Legal Team used all their skills to victimize the Claimant. SCSC Management Team under the guidance of their Legal Team deducted almost all the Salary from Claimant to make sure he does not have any money to seek any Legal Advice. SCSC Management went on to hire an expensive Barrister more than Claimant's Claimed amount. As an extreme atrocity that Barrister went on to make a deal with the Employment Tribunal Judge itself to hide their heinous Crimes that too right in the middle of the Court.
(Refer: Final Hearing Bundle: Page 213).**

63. As mentioned earlier, Once the Respondent (along with Legal Team) knew that Claimant have all the Evidence to prove (the forced extra hours and Mental Health) their Crimes, Respondent bribed (Claimants allegation as He was sitting in the Court-Room when Respondent's Barrister were making a deal before passing the Judgement as if they have already spoken)
Employment Tribunal Judge Dobbie to fabricate whole Employment Tribunal Hearing entirely. Employment Tribunal Judge did not agree to accept to include any evidence Claimant brought against the Respondent which was purposefully excluded by the Respondent in the hearing Bundle.
64. **During the Employment Tribunal Hearing, The Employment Tribunal Judge Dobbie made a shocking statement that Claimant may not speak the truth if Claimant don't get to promise on the Holy Book of his Religion.** But it is the problem of the Employment Tribunal which did not have Bhagavat Gita. As a Good will gesture, Claimant agreed to promise on Bible as it was available in the court room, for that She passed the comment **"you will not speak the truth"** if you promise on Bible. I don't know whether Employment Tribunal Judge has any rights to comment on Religious Belief of anyone coming to Court. I will leave it to the Employment Tribunal to further investigate this Religious Comment by Employment Tribunal Judge Dobbie.
65. Every behavior of Employment Tribunal Judge Dobbie was clearly indicating She was in favor of the Respondent and The Legal Team of Respondent. When Respondent's Barrister and Employment Tribunal Judge were making a deal right in the middle of the court, it was very clear to me that Employment Tribunal Judge, The Respondent's Barrister and their Legal Team already has pre-planned to produce this completely Fabricated Decision (pre planned decision).
66. Employment Tribunal Judge's decision with her reasons were big shock to the Claimant. Because nothing She mentioned in the Report were real. Claimant agreed to pay their remaining £3300+ amount which was not at all mentioned by Judge Dobbie in her Decision. When the Judge asked the Claimant whether he wanted the deducted money. Claimant answered that "if possible, you can get that Money for me, but I will donate that money to any Charity of own choice. However, I wanted a proper response and compensation for the 500+ extra hours I was forced to worked in SCSC which the Respondent was denying from the beginning". This clearly explains, Employment Tribunal Judge Dobbie modified the entire facts happened in the Court Room to support her decision in favor of the Respondent.
67. **Employment Tribunal Judge requested the Respondent to withdraw their counter Claim they brought forward by saying that if Respondent does not withdraw their counter claim She cannot pass the Judgement in favor of them. This Clearly indicates that the deductions made by SCSC from the Claimants Salary are completely illegal as told by "Citizen Advice Bureau" Legal Advisor. I will leave it to the decision of Employment Tribunal to decide on this fact. It also indicates clearly that Employment Tribunal Judge Dobbie and Respondent's Barrister already pre-planned the Judgment Decision based on their mutual agreement not based on the facts. Later on, as a matter-of-fact Employment Tribunal Judge Fabricated the whole hearing by mentioning all blatant lies (cooked-up stories) which were not at all happened in the Hearing.**
68. The Claimant request the Employment Tribunal to re-arrange the whole hearing by appointing one or more Judge(s) (ignore the hearing conducted by Judge Dobbie). If re-arranging the hearing is not possible, please consider this request as an appeal against the Judgement made by Employment Tribunal Judge Dobbie. Claimant also request Employment Tribunal to allow him(Claimant) to prepare his own Final Hearing Bundle this time to avoid any tricks or Intervention of Respondent Legal Team to service right JUSTICE.
69. **Claimant requests Employment Tribunal to pass an order (if not direct this issue to corresponding Legal Department in United Kingdom) to SCSC to provide requested employment details of all the people worked under IT Team and DevOps Apps Team to under the gravity of the issues and nature of Crimes committed by SCSC for long time. It was very clear from the reviews posted on the Glassdoor website by employees worked (working) in various timelines clearly indicates that SCSC made so many employees to work for long hours without paying them. For this this unethical behavior (Modern Slavery) SCSC started targeting immigrant employees which can be noticed in the last three employees hired in DevOps Apps Team during the Claimant's tenure with SCSC. Claimant hopes Employment Tribunal will understand that those will not raise voice against SCSC as they are serving under big Clawback indirectly signed by SCSC HR Team.**