To All States Members

Employment Legislation

I understand that States Members are to debate the question of employment legislation at the forthcoming P&F meeting. Before you do so, I would like to draw your attention to the shameful way that I was recently sacked from the Alderney Ambulance Service (AAS)

On Monday 2nd of December, after almost 28 years dedicated service, I was called to a meeting with the Chair of the AAS, Les Stewart and Deputy Chair, Julie Maxwell, where I was fired on the spot. When I asked Mr Stewart to explain the grounds on which he was making this decision, he told me that both Richard Webber and Mark Mapp (Guernsey Ambulance Chief Officer) had recommended my dismissal and that “The States” had told him “either you go, or they will shut us down”. I was given no opportunity to defend myself. In a civilised jurisdiction, I would have been shown Richard Webber’s report and invited to comment on it, this never happened.

At no time was I ever given a verbal warning, a first written warning, or a second written warning as required under UK employment legislation. Indeed, was I employed in the UK I would have an extremely strong case for unfair dismissal, particularly as I had an untarnished record for 28 years. During those years, I have earnt the title of Serving Sister of the Order of St. John, received a Chief Commander’s commendation for service where my own life was at risk, and Merits for continued dedication to Alderney’s ambulance service.

Before any of you say this is a private matter between me and the AAS, may I remind you your CEO has been personally involved in discussions with Les Stewart and Julie Maxwell since at least early October (see the attached email from Les Stewart to Richard Webber dated the 8th of October). It is my understanding that Richard Webber was employed to undertake a review as to whether the AAS is able to comply with future legislation that will be bought in by HSC in the next few years. On the contrary, this report was commissioned by the AAS Directors an excuse to get rid of me – two people who as Directors must share any responsibility for this disgraceful situation.

Finally, I would draw your attention to the following points

Mr. Webber’s review is fundamentally flawed in every way;

1. It does not address compliance with future HSC regulations.
2. It claims consumables were out of date and subsequently removed by Guernsey crew following his review. Absolutely untrue.
3. It claims crew were not qualified. All crew are qualified. Revalidation training was in hand during Webber’s review. All online modules had been completed by all crew.
4. He refused to view records and correspondence showing what remedial measures had already been undertaken and what was in hand following concerns raised by Mark Mapp in August
5. Three differing versions of his unsigned report exist. The final version is believed to have been edited and augmented by Stewart and Maxwell in Andrew Muter’s office on the morning of December 11th, re-using an AAS template designed by former clinical director Dr Aaron Pennell.
6. Report contains many other inaccuracies and exaggerations, too numerous to list here.

Mr. Stewart and Mrs Maxwell have handled the situation abysmally;

1. Falsely claimed that Mark Mapp, CAO of Guernsey Ambulance, had recommended my dismissal. Stewart was forced by Mr Mapp to retract this claim. (evidence available)
2. Failed to implement any kind of disciplinary procedure.
3. Failed to view evidence of work undertaken by crew to remedy Mark Mapp’s concerns
4. Failed to undertake a risk assessment prior to my dismissal
5. Refused to consider a recovery plan, put forward by myself, prior to their resolution to hand the service to the States of Alderney
6. Failed to appoint a Medical Director. Les Stewart stating “It can wait”.
7. Failed in their duties as directors, including remedial works allocated to Mr Stewart (Sluice and external medical gas locker at the station still not in place).

Mr Stewart and Mrs Maxwell have;

1. Conspired with States CEO to actively steer Webber’s report to a pre-determined conclusion. (See attached email)
2. Excluded me, their fellow director of AAS, from un-minuted meetings with the States CEO
3. Destroyed a reliable and safe ambulance service.
4. Wasted AAS funds unnecessarily.
5. Kept the company’s guarantors and States Members in the dark
6. Acted as a board with only two directors, the mem and arts state a minimum of three
7. Allowed grossly inaccurate statements to emerge from the States office unchallenged.
8. Put Alderney residents and the new volunteers at risk.
9. Divided an island and destroyed friendships.
10. Failed to accept any responsibility and passed the blame to all but themselves.

Mel Walden