
From: Trudi Craggs
Sent: 05 February 2007 15:46
To: Heather Manson; Colin McLauchlan
Cc: Matthew Crosse
Subject: RE: Off ill

Follow Up Flag: Follow up
Flag Status: Flagged

Thanks - I have spoken to [REDACTED] this afternoon who sounds more positive. He will be off for the rest of the week. Daniel is also off so there is no design team today.

I have spoken to Jim Harries who has indicated that Transdev can help out if required.

Trudi

From: Heather Manson
Sent: Mon 2/5/2007 15:20
To: Colin McLauchlan; Trudi Craggs
Cc: Matthew Crosse
Subject: RE: Off ill

Ok with me also.

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For more information on Transport Edinburgh go to: www.transport-edinburgh.org.uk

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From: Colin McLauchlan
Sent: 05 February 2007 15:18
To: Trudi Craggs; Heather Manson
Cc: Matthew Crosse
Subject: RE: Off ill

Will be

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From: Trudi Craggs
Sent: 05 February 2007 14:59
To: Heather Manson; Colin McLauchlan
Cc: Matthew Crosse
Subject: RE: Off ill

Heather

I have a meeting with Matthew at 5pm. Will you still be around at around 5.30pm?

Trudi

From: Heather Manson
Sent: Mon 2/5/2007 11:35
To: Trudi Craggs; Colin McLauchlan
Cc: Matthew Crosse
Subject: RE: Off ill

Hi Trudi, my diary is pretty full this afternoon but can catch up later at say 17:00 if that's okay.

Heather

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From: Trudi Craggs
Sent: 05 February 2007 09:43
To: Colin McLauchlan
Cc: Heather Manson; Matthew Crosse
Subject: RE: Off ill

Thanks Colin. I hear what you're saying - just trying to give you a heads up.

I'm not trying to be a lawyer in this context and not sure what you mean by the second para of your email. Perhaps we can discuss.

I'm not sure if you are aware of all the background re [REDACTED] in the last couple of months and perhaps a discussion with Heather would help. I have some thoughts on what [REDACTED] could do but this is dependent on an engineering resource being in place.

Heather I need to catch up with you anyway this afternoon re ADRs - perhaps we can discuss this then.

Trudi

From: Colin McLauchlan
Sent: Mon 2/5/2007 09:12
To: Trudi Craggs
Cc: Heather Manson; Matthew Crosse
Subject: RE: Off ill

Trudi

Two things

First we are and have been looking at getting appropriate engineering resource on board ASAP and this is in train and will catch up with Steven to determine where he is. If its critical then lets bring in temp/interim solution. Let us know what you want to do.

Second its not appropriate to respond to peoples "issues" re stress or apologies quite so inappropriately – experience suggests (20 years) that when one is being set up one falls into a trap of seeing the problem through their prism.

Its certainly not anywhere near a constructive dismissal case at all so lets remove that issue. (He has less than 12 months service AND had a history of long term absence at Motts and here) Remember your not a lawyer in this context!

Suggest that if [REDACTED] is in the wrong job then what has been done to get him out of it? If he has problems then lets not stick him back in to the same job when he gets back and manage both his attendance and performance

Need a firm carrot and stick approach as has had at least one long spell of absence already here so lets not be too myopic.

In terms of what we can do suggest that you discuss with Heather and agree appropriate response and options (if issues arise)

Regards and thanks for the heads up

Colin

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From: Trudi Craggs
Sent: 05 February 2007 08:49
To: Matthew Crosse
Cc: Colin McLauchlan
Subject: FW: Off ill

Matthew

I am really concerned about this from both [REDACTED] perspective and from tie's perspective. I have been stressing for the last few weeks the need to escalate the appointment of an engineering resource. It is also clear from this email that Ailsa has not apologies to [REDACTED] - that may have been because there has not been an opportunity to do so. [REDACTED] is in the wrong job and under great pressure and probably feels that tie is doing nothing to help.

I worry that [REDACTED] will be signed off long term given his current state. Equally I worry from tie's perspective that [REDACTED] could have a claim for constructive dismissal if he left.

We are at a critical time re detailed design and lack/loss of resources will not help.

I will try to speak to [REDACTED] today. I will also speak with Daniel with a view to trying to make sure everything is covered on the assumption that [REDACTED] is off this week. I will try to cover meetings where possible.

Perhaps we can discuss later today.

Trudi

From: Trudi Craggs
Sent: Mon 2/5/2007 08:43
To: [REDACTED]
Cc: Matthew Crosse
Subject: RE: Off ill

[REDACTED]

Thanks for your email. If possible could you give me a call at some point today to let me know how you get on at the doctors. We can also discuss where we are re additional resource - my understanding is that potential engineering resources have been interviewed - Matthew do you know what the current status is? At our meeting on Friday you/Susan were unable to confirm timescales etc and I wondered if this had changed?

Trudi

From: [REDACTED]
Sent: Sun 2/4/2007 14:51
To: Trudi Craggs; Trudi Craggs
Cc: Matthew Crosse
Subject: Off ill

Trudi

Further to my voice mail messages on Friday, since leaving work on Thursday I've spent most of my time sleeping but unfortunately still don't feel much better. Hence I think that it would be foolish to come to work in the morning. I will try and get a Dr's appointment.

One thing I want to ask is whether there has been any movement on either employing some additional resource or in response to the statements that TSS and I made two weeks ago with regard to the inappropriate behaviour of Ailsa.

I feel that these two issues are major contributors to the stress I feel and to know that there is resolution of these issues would aid my recovery and return to work.

Regards

