

opportunity meetings to discuss Iraq and although I finally wrote to him formally on 17<sup>th</sup> April 2000 I received no subsequent acknowledgement of receipt or action. Richard Scott succeeded Paul Taylor and I raised the issue with him in a meeting of opportunity on 7<sup>th</sup> September 2000 and later on 25<sup>th</sup> September 2000 specifically at Porton Down.

Still no action was forthcoming and so I again raised the topic of my status in a letter (26<sup>th</sup> April 2001) to Richard Scott covering submission of the Annual Review proforma provided by Avril Pimlett (Dstl Interchange Coordinator). After the failure of my letter of April 2001 to elicit a response I made enquiries of Richard Scott, Stephen Dettmar (Dstl Porton Down Human Resources Manager), and Avril Pimlett about my status and records on 30<sup>th</sup> July 2001. I was informed by Stephen Dettmar that there were no personnel records for me on file and apparently none had existed. Richard Scott believed that I was a "level eight" and suggested that I should be nominated for consideration for a "level nine" promotion in 2002. This was unacceptable since I have been performing at a responsible and leading international level for many years and such a determination should have been made when "levels" were introduced. The concept that I was a "level eight" was a considerable surprise since I had never been informed about the management change nor had I received a letter specifically informing me that I had been appointed to a particular level and what that represented. An inquiry about the introduction of levels that day (30<sup>th</sup> July) with Stephen Dettmar facilitated the provision of the guidelines for levels eight and nine but could not provide an account for my current grading. On 1<sup>st</sup> August 2001 I asked both Stephen Dettmar and Avril Pimlett to put in writing precisely what was in my records. No response was made in the following three weeks. Further requests on 22<sup>nd</sup> August led to verbal accounts by both of the review process for "level" assessment and pay determination and the surprising revelation that I was actually a level seven. Stephen Dettmar suggested that it was easy to change to level eight (with Richard Scott's agreement) but that adjusting to level nine was out of the question because "so few level nine appointments had been made". I declined the offer because of its arbitrary nature and because I do not accept that level eight is appropriate acknowledgement of my work and achievements. Subsequently Avril Pimlett stated that level seven was arbitrarily recorded in the staff database as a convenience to implement salary payment. I still have not gained access to my personal files ostensibly because they are nonexistent. I have not been able to determine where they are.

I understand from Avril Pimlett that staff recognition and status was changed to the "career levels framework" system in June 2000, after a period of consultation with staff during the period January to June 2000 when this scheme was put into place. March 2000 was the time to appeal against miscasting. Since I had not received the courtesy of a letter informing me of the overall changes, nor of my personal changes, I was blissfully unaware of these changes. All communications with me, notably monthly salary payments, continued to list me as a grade five.

When levels were determined in March 2000 I patently was not reviewed, not considered, nor was any attempt made to do so subsequently. I have been unable to determine why this serious omission occurred in the first place or why it continued despite my persistent inquiries about promotion since 1999. No records exist and as such it appears that DERA and CBD human resource management overlooked me and it is not clear whether this was because of mistake or shortcomings in administration.

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