

1 Transcript of [Noëlle Rawé's](#) 9 Oct 07, Part 1 'Performance Appraisal'
2 meeting with my line manager, Ceri Hughes (CH), at [KPMG](#)

I secretly recorded this discussion. The recording is under section 8.1 on the [KPMG page](#).

I only revealed this at the time of launching the [KPMG page](#), in 2015.

[KPMG](#) was so worried I might have done it, that it / its 'brothers': [Andrew David Ladsky](#) / others in the [Jewish-Freemason 'Brotherhood' \(Persecution # 6\)](#) approached 'my' then doctor to get him to ask me (in vain) whether I done it: **section 13 [KPMG pg](#)**; e.g. my Comments # 4 on the [08.05.07-13h29](#) email from BUPA Wellness at [KPMG](#).

The motive: so that [KPMG](#) could then 'safely' dismiss: **(1)-** my [17.01.08](#) Grievance, in its [22.05.08](#) 'response' (**section 11 [KPMG pg](#)**); **(2)-** my [03.04.08](#) Claim in the [Stratford Employment Tribunal](#) (**section 16**), in its [PACK OF LIES Defence](#) (**section 14**).

(NB: If the linked documents don't open, try with:



3 **1. Prior events and timetable for appraisal activities**

4 Discussed on the [KPMG page](#) from **sections 3.1 to 8.**

5 **2. 'Appraisal' meeting**

6 (Exchange of greetings)

7 **CH:** "You're alright?"

8 **Me:** "Yeah!"

9 **CH:** "How is your new desk?"

10 **Me:** "Keep the door open"

11 **CH:** "Are you sure?"

12 **Me:** "Yes"

13 **CH:** "How is your new desk?" (¹)

14 **Me:** "It's fine"

15 **CH:** "It's a bit messy"

16 **Me:** "Messy? It's like a call centre; it's a massive area"

¹ Repeating it to get my reaction, because at the beginning of that week [I had moved](#) to the Canary Wharf office, a long way from Dorset Rise, where my work team remained with Ceri Hughes. In any case, in Dorset Rise, Hughes had made me hotdesk since early May 07 – her [08.05.07-11h32](#) email; discussed under **Header 9.4** of my [17.01.08](#) Grievance; **section 6(3) [KPMG pg](#)**.

- 17 **CH:** "Yeah, I know. You and I sit next to each other, who else is in our little area"
- 18 (Talking about the sitting arrangements)
- 19 **CH:** "I am going to shut the door because this is confidential"
- 20 **Me:** "I have nothing to hide"
- 21 **CH:** "Nor do I, but this is a discussion about your development and your goals"
- 22 **Me:** "Fine"
- 23 **CH:** "I don't want to have the door open"
- 24 **Me:** "Well, I want to have some fresh air because it's really stuffy in here"
- 25 **CH:** "Well then we are going to find another room Noëlle, because I am not going to have a
26 personal development discussion with the door wide open"
- 27 **Me:** "Okay"
- 28 **CH:** "That's ridiculous; it's a confidential discussion"
- 29 **Me:** "As I said, I have nothing to hide"
- 30 **CH:** "Nor do I have anything to hide, but I certainly do not want people listening in to comments
31 that you or I will make about your goals, because that's ridiculous" (2)
- 32 **Me:** "There is nothing secret"
- 33 **CH:** "Of course there is nothing secret, but nevertheless [pauses] I find that very strange. I
34 brought a spare copy [3] in case you did not have one.
- 35 You'll know from previous performance appraisals, and [Peter Bassett will have done the last](#)
36 [one](#) that the idea here is to have an open and honest discussion about your goals: the progress
37 made against them; what you think went well; what did not go so well; what you would like to
38 change in future; areas that you feel you've done really well in and want to focus on in future; or
39 things you have not enjoyed so much.
- 40 Just to have a retrospective of the year, across the whole area of your goals.
- 41 So personal goals, your business goals; financial obviously don't apply because you are not
42 managing budgets or bringing in revenues; your personal development skills and behaviours,
43 and career development. So we focus on each section in turn.
- 44 The discussion can be mirrored in the way that the form is put together, or it can be put together
45 in whatever format you want. I am not suggesting that we go through the form line by line, but
46 it's probably useful to use the structure of the form in terms of the areas we focus on. Okay?"
- 47 **Me:** "Yes. My objective for this meeting is to actually have clarity as to my position in KPMG" (4)

² Goals she was *not* going to discuss – as she terminated the discussion within the hour: lines 609-610. In reality, she did not want anybody to hear the false accusations she was going to make against me.

³ Of [the Performance Appraisal form](#) I entered on the system (section 8 [KPMG pg](#))

- 48 **CH:** "Okay, but that's not the purpose of this meeting"
- 49 **Me:** "Well no, but it's sort of like you know, in terms of my performance assessment etc., what
50 has been happening, that is relevant to my understanding as to what my position is.
- 51 **CH:** "The purpose of this meeting is to look back at your progress against your goals, not to
52 think about your goals going forward; that's a separate meeting.
- 53 Also, we won't be focusing on some of the issues you brought up in your form ⁵, around what's
54 going on in your life outside of KPMG"
- 55 **Me:** "Right"
- 56 **CH:** "This is about your performance and your progress against the goals that were set"
- 57 **Me:** "And the things I have highlighted that have actually impacted on me for half the year. Who
58 will discuss that?"
- 59 **CH:** "We won't be discussing it in this meeting"
- 60 **Me:** "Because that had an impact on me and on my performance"
- 61 **CH:** "But one of the things we are going to talk about, as you acknowledge yourself in your
62 goals, and as came up in your feedback, what's changed in the last, well, certainly over the
63 course of the last year is, there is a very different way that you approach, now differentiating
64 between your work and what's happening outside of work" ⁶)
- 65 **Me:** "Sorry, explain that"
- 66 **CH:** "Well, previously, as I have said to you before, although you had this awful thing happening
67 to you outside of work, you kept a very distinct line between work and non-work. As you have
68 demonstrated in this form, now you see the two as criss-crossing, as running [I interrupted]"
- 69 **Me:** "Because of what happened. Because it has invaded my work life. Because it came into my
70 work life. Because [KPMG](#) when [Ladsky](#) [CH interrupted]"

⁴ For an overview of what had taken place by then, see my [17.01.08](#) Grievance; sections 3 to 8 [KPMG](#) pg. You will understand why I was asking the question.

⁵ Pages 22 & 23 of my [01.08.07](#) form, in which I related the horrendous conditions under which I had had to work.

⁶ = A KEY PART OF THE STRATEGY FOR COVERING-UP THE CRIMINAL ACTIONS [KPMG](#) TOOK AGAINST ME. This libellous, extremely vicious, cruel and perverse accusation was expanded on during the 24 Oct 07 meeting with Peter Bassett, partner, and Kathy Woodhouse, HR - using the fabricated [05.08.07](#) 'feedback' 'from' 'my colleague', [Finbarr Geaney](#)- that claimed: "*You have a well known personal legal difficulty with your house. This problem does get you down a lot and it sometimes impacts negatively upon your mood in the office and thus your impact with colleagues*" – [lines 188-244; 367-392; 734-737](#).

Note that [KPMG](#) repeated this false, highly vicious, cruel, perverse accusation under [para.11 of its PACK OF LIES Defence](#): "*The Respondent believes that the Claimant has been unable to disentangle her "personal issues" from her work and that as a result her performance has suffered*".

- 71 **CH:** "Do you think it is KPMG's fault it invaded your work life?"
- 72 **Me:** "Let me finish, please. When [Ladsky](#), apparently came and made accusations against me,
73 right, KPMG then took action against me"
- 74 **CH:** "Noëlle we are not going to discuss that" (⁷)
- 75 **Me:** "Yeah but, which is why I captured it, because, I said, before I had not captured it, but now
76 it has invaded my work life, and it has impacted. I have had a month, practically the month of
77 April, without having intranet access; and getting the messages. [⁸] As I captured in my form,
78 the effect of that on me was absolutely devastating (⁹)
- 79 **CH:** "And I read that, and I accept what you are saying, but we are not going to discuss it today"
- 80 **Me:** "But to say that, to kind of like throw it back at me"
- 81 **CH:** "I am not throwing anything back at you"
- 82 **Me:** "By saying: 'and sure you can't cope with it'"
- 83 **CH:** "I have not said anything"
- 84 **Me:** "Okay, you have not said: you can't cope with it; but the fact is that I HAS impacted"
- 85 **CH:** "Noëlle, I have not said any of those things that you accuse me of. I have not said that you
86 have an inability to cope with it. I have not mentioned that, or inferred it"
- 87 **Me:** "Okay, I take that back, but it has impacted on me. YES, that's a fact: it HAS impacted on
88 me. What has happened here has impacted on me – which is not surprising"
- 89 **CH:** "Can you not appreciate that this discussion, in the same way as everybody else's
90 discussion around this document, is how you progressed against your goals, and your
91 performance against your goals"
- 92 **Me:** "You cannot dissociate the two; the environment under which I have had to perform -
93 which is why I have had to put that in"
- 94 **CH:** "But I have to. [¹⁰] That has to be the basis that we progress this discussion. And if you
95 don't agree to that, then I can't progress the discussion"
- 96 **Me:** "All I am saying is that it cannot be put aside and ignored"

⁷ TRANSLATION: I have strict orders from Peter Bassett that it must NOT be discussed...because the actions we took against you (I repeat my previous note at **line 53**) were criminal ([Protection from Harassment Act 1997](#) ; lines **286-307** of my [05.08.08](#) letter to [ACAS](#))...but anything to please 'the dear brothers' [Andrew David Ladsky](#) et.al. in the [Jewish-Freemason 'Brotherhood' \(Persecution # 6\)](#).

⁸ E.g. my emails: [17.04.17-10h44](#) to Serena Patching, IT; [10.04.07-10h28](#) to Jeanette Dunworth, HR.

⁹ E.g. **Header 4** of my [17.01.08](#) Grievance; **paras 8 & 9** of my [03.054.08](#) Claim against KPMG; **lines 87-104** of my [05.08.08](#) letter to ACAS; my [10.04.08](#) letter to 'my' then doctor; **section 4.1** [KPMG pg](#)

¹⁰ "But I have to"...'because these are the strings attached to the very generous recognition I received for my morally depraved actions – and I am absolutely determined to cash in on that'?

- 97 CH: "But it has to be; has to be"
- 98 Me: "It has impacted on the way I have worked"
- 99 CH: "I would suggest to you that, actually, that's something we need to address for the future as
100 development. [¹¹] It can't impact"
- 101 Me: "It's not a question of development. It's just a question of my being treated differently from
102 others"
- 103 CH: "I am not treating you differently. Actually, my determination not to treat you differently is
104 that you have the same appraisal that everyone else has had. Because you chose, in your
105 Dialogue form, to raise issues that are related to what is going on outside of KPMG" (¹²)
- 106 Me: "No, I did not. I very specifically say in my form that, at mid-year, I had not put in, even
107 though I was going through absolute sheer utter hell [¹³]. I made no reference to it whatsoever
108 in my form. I did not bring it in. And I do specify the reason I am bringing it in is because it has
109 now invaded my work life"
- 110 CH: "But the discussion that probably initiated your putting this in your form, the discussion that
111 happened between you, Peter [¹⁴] and HR in February [I interrupted]"
- 112 Me: "In March" (¹⁵)

¹¹ **UNBELIEVABLE!** [THE KPMG WAY](#): we deprive you of the tools to do your work; we deliberately cut you out of the loop on communications, etc. - and: 'IT'S YOUR FAULT! YOU NEED DEVELOPMENT!'

During Part 2 of my 'appraisal' on [24.10.07](#), both Bassett and Woodhouse, and in particular Bassett were absolutely hell-bent on covering up what had taken place by imparting fabricated 'failings' on me (**sections 9.1 to 9.5 KPMG pg**). Then, to seal their 'assessment' = put the blame for events squarely on me - they 'determined' that I 'needed training'... of course, *on the particular issues* they had 'identified' - that suited their fabricated story.

They started from **line 347 expressing their "concern"**, and **by line 815** had arrived at recommending that "[I] needed" no less than "**a training coach**"! (It makes you wonder how I managed to get [the feedback I received from partners and staff during my previous 9 years at KPMG](#) - doesn't it?) To seal 'their assessment' that my being unable to fulfil part of my objectives 'was my fault', they gave me a very poor overall rating (**line 899**). **THEY HAD GOT ME!** The champagne corks must have been popping all over the place on that day among 'the brothers' including [Andrew David Ladsky](#) et.al. in the [Jewish-Freemason 'Brotherhood' \(Persecution # 6\)](#).

¹² Note that my reference to **my personal situation amounted to just 2 lines** on [pages 22 & 23 of my form](#). **REALITY**: the cabal could not recover from the fact that I had 'dared' include [in the form](#), on a system operated by some overseas party, the illegal actions KPMG had taken against me. As I reported under **lines 651-652** of my [17.01.08](#) Grievance, after filing the form, I had to wait 10 weeks for my 'appraisal'; Hughes' excuse for the delay: "[waiting to hear from HR](#)". Translation: punishing me for 'daring' to write it on the form - as not only did Hughes, but also Bassett and Woodhouse totally ignored it.

¹³ E.g. [Overview # 10, # 11, # 13](#); snapshot under **section 5 KPMG pg**.

¹⁴ Peter Bassett, Human Resources (!!!) partner

¹⁵ Actually: there was the **13 Feb 07 meeting** with Bassett and Jeanette Dunworth, HR, he had brought in through the back door - and for which he refused to issue notes. It led me to write [my own Draft](#)

113 CH: "In March, okay, was as a result of; I'll tell you very honestly, I actually don't know what that
114 discussion was about; I was not part of it. [16] The only document I have seen is what you sent
115 to me. [17] I honestly don't know what that discussion was about. And I don't want you to tell me,
116 but that discussion was as a result of something that happened. That something is related to
117 your outside life"

118 Me: "Yes"

119 CH: "This discussion and this document is about your goals, your performance against those
120 goals in KPMG. The two have to be separate"

121 Me: "My being deprived of the tools to work with for a whole month, surely [interrupted]"

122 CH: "What about the other 11 months?"

123 Me: "We are going to talk about the other 11 months. I am saying that you cannot cross out the
124 fact that, for a whole month, I was reduced in tears at my desk, getting all these messages
125 making me feel as though I was a criminal. [18] With no intranet access" (19)

126 CH: "That's not something we can discuss today Noëlle"

127 Me: "But that, what I am saying is that it cannot just be ignored. That is something that has
128 impacted on my performance; because I did not have the tools for starters, never mind anything
129 else"

130 CH: "We are not going to revisit that. I think that we have discussed this enough times [20].
131 Again, I have not been part of the discussion you had with HR [21], but I have been assured, or
132 it has been assured to me that it was explained that that was a mistake, that you were meant to

Notes, I then attached to my [20.02.07](#) email I sent him and Dunworth, cc'd Hughes. More than 2 weeks later, in 'his' [07.03.07](#) email, 'Bassett' *falsely* claimed that I had not captured what took place. (**Header 3** of my [17.01.08](#) Grievance; **sections 3.1 to 3.3 KPMG pg**).

As I reported under **Header 4** of [my Grievance](#), Bassett and Dunworth also *failed* to issue notes of the 30 Mar 07 meeting (**section 3.4**). As he had described [my 13 Feb notes](#) meeting as "*not an accurate account of what was discussed*", I saw no point issuing my own notes again = they won on that one!

¹⁶ Yeah, right! Involving more than 1 party: [a typical criminal psychological harassment tactic: Header 2](#)

¹⁷ Prior to my [20.02.07](#) email to Bassett and Dunworth, to which I attached [my Draft Notes](#) of the 13 Feb meeting, I had sent her my Draft Notes attached to my [18.02.07](#) email.

¹⁸ E.g. my [17.04.07-10h44](#) email to Serena Patching, IT.

¹⁹ **Header 4** of my [17.01.08](#) Grievance; **para.9** of my [03.04.08](#) Claim; **section 4 KPMG pg**.

NOTE that the letter Bassett attached to his [24.10.07-09h10](#) email, asking me to sign it (I complied in my [25.04.07-13h45](#) email) – states, in the first paragraph: That "[I was now] **allowed to access the global intranet...in order to enable you to carry out your day to day work.**" - **providing an UNDENIABLE ADMISSION that KPMG HAD PREVENTED ME FROM DOING MY WORK** (**section 4.2 KPMG pg**).

²⁰ WHEN? She NEVER discussed it – in spite of my copying her on my numerous emails endlessly reporting that I was totally cut off from ALL the sites – FOR 24 DAYS! (**section 4 KPMG pg**).

²¹ The 30 Mar 07 meeting (**section 3.4**) - for which Bassett and Dunworth did NOT issue notes! However, I captured events in e.g. my [09.07.07](#) Subject Access Request (**section 7 KPMG pg**).

133 have intranet access. ²² It was unfortunate, regrettable ²³, and something that we should and
134 would wish to avoid, but nevertheless it did happen. There is nothing more that I can do, or
135 anyone else can do to change that" (²⁴)

136 Me: "Funnily enough, when I signed the letter ²⁵, I immediately got the intranet back. It must be
137 the best IT fix ever. I am just mentioning that.

138 CH: "What can I say to you? I absolutely was not involved in any of that"

139 Me: "As my performance appraisal manager, you need to know that; which is why I put in
140 because, as I said, I had kept it out before, but I had to put it in this time. That's what I wanted to
141 emphasise"

142 CH: "As I said at the beginning, the purpose of this discussion is *not* to focus on the things that
143 are happening outside of KPMG"

144 Me: "But that took place *inside* KPMG"

145 CH: "Okay, but we are not going to focus on it in this discussion. I need you to understand and
146 accept that before we can go on, because we are going to be talking at cross purposes"

147 Me: "Well, there we are!"

148 CH: "Do you want to proceed or not, because you stated at the beginning your aim for this
149 session is to get clarity about your role going forward at KPMG. We are not going to discuss
150 that in this session ²⁶; we are going to be looking"

151 Me: "I will flag up why I am asking this"

152 CH: "I would suggest it is better to flag up now because, if you are going into this conversation
153 with a different goal to me then, as I said, we are going to be talking at cross-purposes. So, tell
154 me why you flag it up now"

155 Me: "As we go through, I will explain"

156 CH: "You will explain why you want to know about your role in future?"

157 Me: "Yeah, I will explain in terms of the projects I have done and the outcome"

²² "A mistake", [KPMG](#), 'the IT specialist', made last for 24 DAYS! at which point [it made me sign a letter agreeing to be barred from accessing the Internet](#). The moral depravation is beyond words! (Henchwoman (*) Ceri Hughes was always ready to assist KPMG in any way she could. Other example: 'her' highly threatening letter to me of [14.12.07](#)) (*) Oxford Dictionary definition of henchman: "A *faithful follower or political supporter, especially one prepared to engage in crime or dishonest practices*"

²³ Cue to laugh out loud – as they were getting endless sadistic kicks from seeing me sobbing uncontrollably at my desk ([section 4 KPMG pg](#)).

²⁴ As we have agreed to say with the dear 'brothers' including [Andrew David Ladsky](#) in the [Jewish-Freemason 'Brotherhood' \(Persecution # 6\)](#).

²⁵ The letter referred to under footnote 19, above, which [Bassett asked me to sign](#).

²⁶ 'Because what we need to do is to put our markers in the ground, so that we can then deny any accusation you might then make against us': KPMG's [PACK OF LIES Defence](#) to my [03.04.08](#) Claim.

158 **CH:** "Okay, fine. Alright, and as I said to you, I am going to treat this discussion as I have done
159 with everyone else's, and I want you to start by giving me an overview of the areas you think
160 you progressed well this year and the projects or the activities you enjoyed, and those that have
161 not progressed as well as you would have liked. And, looking back, are there things that you
162 think you would do differently or you would like to approach in a different way"

163 **Me:** "I think in terms of all the things I have been doing, which started back [pause]. I mean, if I
164 were to go in chronological order"

165 **CH:** "You don't need to do that. What were the highlights?"

166 **Me:** "The highlights were in terms of contact with people in connection with the knowledge
167 management event. [²⁷] It was very hectic but it was very good fun. The feedback from you was
168 that it was good [²⁸], it sort of helped the smooth running of the event. I know that the guys as
169 well thought that I did a good job.

170 **CH:** "Yeah!"

171 **Me:** "When [colleague] asked me if I was going to do the other as well, and when I said "No",
172 she said: "Oh no!"

173 **CH:** [laughing]

174 **Me:** "So, that was really enjoyable. The other things, I mean a lot of the things I have been
175 doing have usually taken a very big chunk of my work life. Certainly, the biggest one has been
176 the review of the service lines' sites and sub-sites; that's about 90 sites in total.

177 Then I moved on, and completed; when did I complete that? The services sites I completed that
178 a month ago. And, previously, I had done the industries.

179 And that actually brings me on to a point here: I have done all this work, but I have not had
180 follow-up on it; so I just don't know what's happening. Right, that's what I am meaning; that's
181 why I am beginning to wonder what's going on.

182 Around about that time, I also reviewed the global valuation sites and the approach, etc. As for
183 the others, I developed the PowerPoint slides"

184 **CH:** "I picked up on that as well Noëlle. What, perhaps we have reached different conclusions
185 here, but I have got lots of dot, dot, dot, question marks and what happened next. You've been
186 a manager grade for I don't know how many years, but I have known you for 7 years, and I think
187 you have been manager grade for that period of time" (²⁹)

188 **Me:** "Yes, I have *not* progressed"

²⁷ Global knowledge management event, in Mar 07

²⁸ On pg 9 of [the form](#)

²⁹ See my yearly background notes in the [summary of the feedback on my performance in my previous 9 years at KPMG](#): how [Rachman vermin Andrew David Ladsky](#) affected my progress at work.

189 CH: "No, that's not what I was insinuating. Noëlle, I am going to ask you very kindly to not make
190 snide remarks" (³⁰)

191 Me: "True, I have not progressed in 7 years"

192 CH: "But that's not. But actually, the point you make there may be relevant here: you have been
193 manager for 7 years, and I would expect a manager with that level of seniority to be able to take
194 the follow-up and be proactive [³¹], and move to the next, whatever is required. Why is that funny?"

195 Me: "No, it's not. Did I say it was funny?"

196 CH: "You laughed" (³²)

197 Me: "No. I prepared the PowerPoint slides. I then gave them to you, and then there was going to
198 be a meeting with Ward [³³] at some Global Advisory meeting. And then I don't know what
199 happened"

200 CH: "So what, you are sitting waiting for nothing, were you?"

201 Me: "You said you were going to review them"

202 CH: "Let's take for example the industries work that you are going to do. So, I am reading your
203 form that two or three of the service lines have industry content that is specifically organised by
204 industry. But actually, all of them work in industry sectors, so all of the service lines are
205 generating industry content whether they organise themselves structurally by industry, they are
206 all generating industry content and expertise.

207 So, you reviewed the three with the industry structure, and I saw the findings you came up with,
208 but your goal was actually to work with the industry groups and to work with the content owners
209 to develop industry content that could be used across Advisory"

210 Me: "Again, and I put that on my form [³⁴]: in terms of my role within that, to actually define it, we
211 had talked about the industries, if my memory serves me right, that there was going to be a
212 presentation to industry leaders. Wasn't there? There certainly was going to be a presentation
213 on the service lines, and then the findings would be communicated, and then steps would then
214 be decided"

³⁰ "making snide remarks" = merely responding to hers = the henchwoman 'not liking' my picking on her ploy to attempt to demean me.

³¹ "To be proactive" That's it! The line has been thrown - to which will then be attached...the long-planned 'evidence'.

³² It was a sneer – at her repulsive moral depravation.

³³ Ward Pratt, partner for my group, Knowledge Management; Ceri Hughes's boss; and 'my counsellor'...who stood there watching Hughes, Bassett and HR do the dirty work.

³⁴ In my form: pages 3, 4, 7, 8 and 9.

215 CH: "I honestly don't know the presentation you are referring to. [³⁵] The industry groups are out
216 there working. Some of them are working cohesively, some of them are working in disparate
217 networks but, what we need is bringing them together so that someone in IT Advisory who
218 needs industry content in a specific sector can get it from an Advisory source.

219 So, the bringing together of the content, after you had reviewed the 3 service lines, the next
220 step did not happen. Okay, you may have produced a PowerPoint slide; and that's great, but
221 that's not a tangible output to deliver that goal"

222 Me: "You said to talk to [colleague] to understand what his role was"

223 CH: "Yes! In TS? But that's only one service line!"

224 Me: "So I went and talked to him, and felt that it was up in the air. And I thought, I don't know
225 what sort of structure; I am going to go there and say: I am appointing myself"

226 CH: "But Noëlle, one of the attributes that were identified for you to deliver against these goals
227 was building strong networks. So when you go to [colleague], and you think: that's all a bit
228 nebulous, I don't understand, you go to somebody else, and you build networks around
229 whatever service line it happens to be. I mean, that is how we approach everything we do in KM
230 (³⁶).

231 There often won't be a dedicated collaboration contact in every country and every service line,
232 but between them [colleague] and [colleague] have the collaboration network because they
233 worked into the service lines and into the countries finding the right people to work with. Now,
234 that's just an example.

235 But, as a manager with your experience and expertise, that's what I'd be looking for. And I have
236 actually felt in the last few months that your approach has been quite task-based, and you've
237 said to me a few times: I haven't got anything to do. Well, that can't be the case. I am just too
238 busy to find tasks for anyone to do [³⁷]. But there is so much to do"

239 Me: "I felt I am appointing myself to going to go and see the industry leaders and say:
240 [interrupted]"

241 CH: "And say what? You say to them: I work in Advisory Knowledge Management; I am trying to
242 help everyone across Advisory have better access to industry information; you Mr whoever you
243 are working in this industry or this service line have access to this area, how can I help Advisory
244 get access to information that you are controlling. Why could you not do that?"

245 Me: "I thought that the discussion was going to take place, and so formalise it, so that I just
246 don't go and dump myself on them"

³⁵ A 'convenient' attack of amnesia! BUT: later on, at line 449, Hughes made an admission that endorsed my position: she WAS keeping me out of the loop; deliberately not getting back to me on my work. There are proven **other examples**, also later on, under **lines 566-573**

³⁶ KM = Knowledge management

³⁷ And 'evidently' "*too busy*" – as the project lead (e.g. [pg 3 of my form](#)) – to perform the basic principles of project management: ensuring that the project is progressing by sharing information, updating the team on developments, addressing potential blocks – as I said during the [24.10.07](#) meeting with Bassett and Woodhouse – at e.g. **lines 45-47, lines 66-72, lines 84-86, lines 309-310**.

- 247 **CH:** "But you are not dumping yourself at anyone. You are helping Advisory.
- 248 If you thought that someone was working on formalising a role for you - in industries [I
249 interrupted]
- 250 **Me:** "Which is why I had produced a PowerPoint slide, so that the presentation was going to be
251 made - at an Advisory meeting"
- 252 **CH:** "And we have used the industry information that you put together; we've used it for the
253 three service lines where they've got industry specialisms and Ward and I referred to various
254 slides that you produced, particularly the one where you looked across at the people network
255 groups with the valuations examples. We've used those slides but, you know"
- 256 **Me:** "But I have not had feedback"
- 257 **CH:** "But I gave you feedback on that pack telling you how good it was"
- 258 **Me:** "Before the meeting. But at the meeting, what happened? I don't know. What was decided?
259 What were the actions? Did they say: actually we've already got somebody lined up?"⁽³⁸⁾
- 260 **CH:** "But the action was on you to work with the groups, to find out that information."⁽³⁹⁾
- 261 Going back to industries, the action was on you to help Advisory get access to industry
262 information, not just produce a PowerPoint pack of where we are today on three service lines. It
263 was really to help people across Advisory get access to information. And that's clear from the
264 goals; that is a clear goal"⁽⁴⁰⁾
- 265 **Me:** "I also put that the next step would need to be determined, in terms of the role"
- 266 **CH:** "Yeah, but you need to determine it. That's the thing. The determination of where we go
267 next. We know we've got these three groups within Advisory that have a structured industry
268 format within them, that they structure themselves around industry specialism. Everyone else
269 has industry content, a bit more nebulous: how do I get in and help everyone access IT
270 Advisory specialism. I mean, their ICE information must be world class.
- 271 But as a manager Noëlle, I would have expected you to be, to take that proactive step"⁽⁴¹⁾
- 272 **Me:** "As I said: I was waiting for feedback on the presentation; what was going to happen"

³⁸ As I also repeated at e.g. lines 115-117 during the [24.10.07](#) meeting with Bassett and Woodhouse.

³⁹ "**the action was on you to work with the groups, to find out that information**" = Demonstrate to the industries that 'knowledge management' was incapable of sharing information within itself! **Reality: they had, for a long time, been cooking the plan to accuse me of 'lacking proactivity' – part of their Machiavellian plan for covering up their criminal actions against me** (see [Protection from Harassment Act 1997](#) ; lines 286-307 of my [05.08.08](#) letter to [ACAS](#)).

⁴⁰ On [my form](#), pages 2, 3 (where I stated: "need for senior initial kick-start / endorsement; requires having clear vision of output"), and page 4 (where I wrote: "Industries – requires senior commitment to get the ball rolling; getting buy-in for the allocation of resources") – and my output on pages 7 & 8.

⁴¹ Keeps on pushing the boat out: 'I need training!' I repeat my note at **line 100**: it makes you wonder how I managed to get [the feedback I received from partners and staff during my previous 9 years at KPMG](#) – doesn't it?

- 273 **CH:** “How long have you been waiting?”
- 274 **Me:** “I have not just been sitting at my desk twiddling my thumbs”
- 275 **CH:** “I know, I am not suggesting you. But how long have you been waiting for feedback?”
- 276 **Me:** “With the new structure within Advisory, etc. **Some of the industry leaders there have been**
- 277 **changes**”
- 278 **CH:** “Of course there have! And there will continue to be changes. But, nevertheless, if you
- 279 have somebody’s name attached to something, or you’ve got a contact in a particular area, then
- 280 you use it; that’s how you build a strong network.
- 281 It doesn’t matter that the formal guy may change in a year’s time, if you know someone in IT
- 282 Advisory, and I pick that example because I know you know [colleague] well, then that’s a great
- 283 place to start. You say to [colleague]: obviously you don’t organise yourself on industry lines,
- 284 but you’ve got great ICE information, how do I make that available across Advisory – for ICE
- 285 credentials, to help when we pull together our credentials in that space?”
- 286 **Me:** “**I think you then have to really define the role** ⁴². In terms of the credentials, one of the
- 287 outcomes of what I have done, I could end up just setting up credentials”
- 288 **CH:** “I am not asking you to set credentials”
- 289 **Me:** “But, defining the role”
- 290 **CH:** “In the goal around industries, I think it is very clear what we are asking you to do”
- 291 **Me:** “[Reading from my form] “**Industries - Need to define my role, if any**” ⁴³. That was my goal
- 292 here I put”
- 293 **CH:** “But if. You said, likewise, in this one here, around the service lines, we’ve got all the detail
- 294 of what you are going to do. And this, actually, I could not find it in the assessment: “*Working*
- 295 *with the service lines to ensure relevant targeting, selling and delivery materials.*”
- 296 So likewise, industries: “*targeting, selling and delivery materials*” Which for you, I mean you said
- 297 to me in the interim: “Did the KM conference; enjoyed that, but a bit too admin focused”; and I
- 298 completely understand that.
- 299 ‘Now, for the exciting stuff: the industries and the service lines’ – is what you said to me in the
- 300 interim”
- 301 **Me:** [Reading my form] “*Another initiative for which an agreed output and plan is required as*
- 302 *well as senior commitment to get the ball rolling, getting buy in the allocation of resources*” ⁴⁴]
- 303 **CH:** “**But you got the senior commitment: we are asking you to do it!**” ⁴⁵)

⁴² I repeat my note at **line 238** about Hughes’s role as project lead

⁴³ On [page 2 of my form](#)

⁴⁴ [Page 4 of my form](#), header 1.2

- 304 **Me:** “[Reading from my form] *“and allocation of resources”*”
- 305 **CH:** “That’s not going to come until we have established what needs to happen. Is it? So, until
306 you established in the, what is it? 6 service lines that haven’t got the industry structure, there is
307 all this stuff that we should be leveraging out. What am I allocating a resource to?”
- 308 In the pool of resource I have got allocated to me, you are the resource I have allocated to
309 industries, because *your strengths are*: your attention to detail; your knowledge of the business;
310 your experience as client-facing person; your accuracy; and your commitment to get the job
311 done. *You are the perfect person to do all that with service lines and industries”* ⁽⁴⁶⁾
- 312 **Me:** “I reviewed everything, I identified where the gaps were but, as I said, *in terms of going*
313 *forward*, you know, for me, *am I just going to go and barge in?”*”
- 314 **CH:** “*Yes! You are! Go and barge in on things* [⁴⁷]. You’ve been asked to help provide an
315 access for Advisory people to industry content and industry specialism. And we know that exists
316 across Advisory. So, *you are* going to barge in and make a nuisance of yourself, because that’s
317 how we form these networks, by saying to people, like you did with the Knowledge Management
318 network”
- 319 **Me:** “I don’t have a problem talking to people, etc. But *it was more like in terms of defining my*
320 *role*, you know: how much time?”
- 321 **CH:** “I don’t know how much time”
- 322 **Me:** “In what way are you going to help us? What are going to be doing for us? This is it. That’s
323 why I wanted to really define the role, so that there is understanding as to what the scope is,
324 what the objectives are, how much time. That’s the kind of things”
- 325 **CH:** “Yeah but that’s all for you to decide. I am not going to tell you spend three hours a day on
326 this. I can’t work like that. Why on earth would I insult you with that? You are in charge of your
327 own workload, managing your own workload”
- 328 **Me:** “It’s in terms of the target audience, the industry leaders *so that they know what they can*
329 *expect from me*. Yeah, I mean, scoping it”
- 330 **CH:** “Actually, your internal client is not the industry leaders; your internal client is Global
331 Advisory. Because the industry leaders probably know how to get their bits for their particular
332 area, and the head of IT Advisory in Russia, probably knows how to get his hands on the

⁴⁵ If you have worked in a partnership: you’ll know that, as a manager as I was, you just don’t go and dump yourself on partners – saying: ‘I am going to do that for you’; you need senior level management to communicate and endorse your appointment. Reality: Hughes was being purposely obtuse.

⁴⁶ At lines 370-372 Hughes again reiterated that “[I was] *one of the few people* [in the firm] *who* [had] *that overview of all the service lines*”. Hence, ***I was the only person she could use to do the work***. Yet, during the [24.10.07](#) meeting with Bassett and Woodhouse, at lines 260-262, they used this against me by Bassett saying: ***“Ceri feels is that maybe you should not be working quite so much in isolation, and should have been more engaged with the rest of the team in what you were doing.”***

How could I “*engage the team*” in my work? It did not have the necessary knowledge. I sure wish I could have shared some of this massive project – as I said at [lines 109-111](#).

⁴⁷ I repeat my note at line 303.

333 credentials, the BIFs [⁴⁸], the right person. People is the main issue, as you know, getting hold
334 of the right person, probably knows through his own personal network.

335 *Your* client and *your* objective is to take the consolidated learning and knowledge of those
336 people and help filter it out to the Advisory level. So actually, the expectation is not the Advisory
337 industry people, it's to Advisory per se."

338 **Me:** "But it's firstly approaching them and saying: this is what I would like to do; I am doing that
339 for industry 'x', and then having the buy-in from that person [⁴⁹]. Then, afterwards, I fully agree.

340 I have actually mapped everything out, as to how it feeds in, because at the end of the day, say
341 ICE, they need from Transaction Services, they need from Corporate Finance, they need from
342 Vendor Assistance. These are all the credentials; that's for the ICE sector"

343 **CH:** "Hum, hum [agreeing]"

344 **Me:** "And I have already got all of that mapped out. My God, I've had that mapped out for
345 goodness how long! And also have what the content should be for each industry, as well. The
346 template, I have done that probably a year and a half ago.

347 So, I know what's required. For me it was just, a formal, you know, sort of like, well not an
348 announcement like putting it in a newsletter, but just sort of saying: Okay guys. Noëlle is going
349 to help you. She has done that, and that is the extent of what she can do"

350 **CH:** "I can't believe, if that's what you felt you needed, or if that's what you are expecting, that
351 you did not say to me: I've got this industry stuff, I want to progress it, but can you make sure
352 that my role in this space is formalised." (⁵⁰)

353 **Me:** "Well, fine. But there was also the other thing about going to Advisory and the change in
354 leadership, and how it was sort of going to be structured. There was kind of a question mark
355 over that"

356 **CH:** "Yeah, fair comment that Advisory has been changing but, things are going to continue to
357 change; KPMG Europe has come along, and Advisory will change I am sure, although I haven't
358 got any details on that. We have to nevertheless work on the basis of this is where we are
359 today, and don't wait for the change to happen; work with the change or around the change.

360 **Me:** "Because what I had in terms of the RAS [⁵¹] services, I asked Peter [⁵²] probably two or
361 three times: have the new service industry leaders been nominated? Because there were none.
362 Oh yeah, but no wait; and then there were changes, and tja la, la, la. I thought: okay then; as
363 and when they do the Advisory thing"

⁴⁸ BIF = Business Issue Framework

⁴⁹ I again repeat my note at **line 303**.

⁵⁰ I repeat my note at **line 238** about the basic principles of project management. Reality: Hughes' claims of 'not having realised' = she was putting on an act = Another one like Peter Bassett who is a master at pretence and at taking people for complete idiots.

⁵¹ RAS = Risk Advisory Services

⁵² Peter Bassett

364 **CH:** "But for you, personally, I think this sort of goal around service line content, the industry
365 content"

366 **Me:** "For me, it's ideal"

367 **CH:** "it's ideal, because it plays to your strengths"

368 **Me:** "I really know the product portfolio. I must be one of the few people who really knows a hell
369 of a lot about the services"

370 **CH:** "And there are a lot of people who say they do, but they don't. Because of your experience
371 in FAS [⁵³], and then working in RAS, **you are one of the few people who has that overview of**
372 **all the service lines"**

373 **Me:** "I have to say one of the things I most enjoyed, when I relaunched the IPO [⁵⁴] site, I knew
374 nothing about it, I knew nothing about IPO. I mapped it out; I did my slide mapping out all the
375 stages, etc. I then went to see [Lead Partner] and said: "Is this how it works?" She made a few
376 changes and said: "Yes, that's how it works". Then she cut down some of the stuff because it
377 was very busy: I had put down the objectives, the deliverables, what you did 18 months before.

378 The Demerger site as well, to relaunch that; the Vendor Assistance site. I can look at their pack.
379 As you said, I have done client-facing work, not just at KPMG but in my previous life as well. So,
380 whilst I am not an expert, I can see from a sort of generic type of view what works and does not.

381 Therefore, it's not just a question of my saying to the team we do it, I can actually take it, which
382 is what I did with IPO: they had this pack, and this pack and this pack – and looked at it and
383 said: Oh right! Then from that I took *deu, deu, deu* and I created a pack for their review. *That is*
384 *using my strength."*

385 **CH:** "What you have highlighted is actually taking something from start to finish. And that's the
386 bit I think that's missing here. You started. I mean, as I said to you before, and probably put in
387 your feedback before, and will probably put in your feedback again: **your eye for detail; your**
388 **level of accuracy; and the quality of your work; the work that you produce is of undeniable very**
389 **strong quality"**

390 **Me:** "Thank you"

391 **CH:** "And, well, **one would be hard pushed to find inaccuracies;** yes, inaccuracies is the right
392 word. But, what I think has been missing, and **I can't believe it of you,** because you've outlined
393 there that you like taking things from start to finish, **is you are waiting for me to give you the**
394 **mandate to finish the job. (⁵⁵)**

395 And why are you not. You've seen what life is like at the moment. I am not saying that I am
396 busier than anyone else but, consistently for the last year, I am working 80+, 90 hours a week. **I**
397 **haven't got time to give you permission to do your job"**

⁵³ FAS = Financial Advisory Services

⁵⁴ IPO = Initial Public Offering

⁵⁵ Keeps on playing the pretence game, and pushing the same boat out...so that they can then 'justify my training needs'...to the extent of suggesting I have "*a training coach*"! I repeat my note at **line 100**.

398 Me: "I have explained: things were up in the air"

399 CH: "Why didn't you say to me: I can't do my job until you announce me as the person doing the
400 industries, or whatever you know" (⁵⁶)

401 Me: "Now we have the relaunch of the site. We are just one week in, so now there should be the
402 impetus of really getting stuff on. Because before as well, there was also the: we don't know
403 what structure. I had that with FRM [⁵⁷] when I was pushing. I went quite a long way down the
404 road with them, and then they said: yeah, but with the new portal.

405 I then I went quite a long way down the road with IT Advisory; quite a long way. I had identified
406 stuff for them to do, etc. and they said: oh yeah, but because of this we don't know what's going
407 to happen.

408 So, for them there was this uncertainty, which kind of put a block. Now, that block is gone. So,
409 now: we can.

410 FRM I spent a lot of time. I reviewed every single item on their site. I made suggestions of how it
411 should be structured, etc. I put in a lot of work. That's going back quiet a while.

412 That's in the past. There were blocks there. Now the blocks should not be there. On the
413 contrary, there should be the impetus to have something that really looks good. I need to liaise
414 with Global Markets because there is a lot of the sites, I determined from the review, that
415 actually, quite logically overlap.

416 CH: "You know [colleague], don't you?"

417 Me: "Yeah, yeah"

418 CH: [talking about sitting arrangement]

419 Me: "I have already been liaising with him yesterday, and I need to liaise with in terms of
420 something related to marketing content, and I need to liaise. So, I have already been talking to
421 him"

422 CH: "Okay, alright.

423 So, I don't know whether you want to agree with me or not, but can you see the point I am trying
424 to make, around. From my perspective, there was a lack of pro-action to get things to the end
425 point that I know you are more than capable of delivering. [⁵⁸] And things sort of, hang in the air,
426 and we got to a certain point, and then it did not develop anymore.

⁵⁶ I repeat my note at line 238 about the basic principles of project management. And again repeat that, in saying this, Hughes was playing a game of pretence – and, in the process, putting the responsibility on me...with the objective of justifying their 'assessment' that 'I lacked initiative; was not proactive'.

⁵⁷ FRM = Financial Risk Management

⁵⁸ Yep! "**Lacking proactivity**" - that's the one they are hell-bent on making stick e.g. Bassett and Woodhouse on 24.10.07: e.g. lines 279-282 and 302-303 – even leading Bassett, at lines 520-522, to say that "*perhaps' the reason [I] was not asking Hughes why [I] was being excluded from meetings was because [I] did not want to hear the answer*" (!!!)...all with the objective of covering up the fact that Hughes had deliberately been cutting me out of the loop.

427 I mean, I am thinking again about the work you did around the **people networks**, the elements of
428 what was present and what was not all of the people networks, using [colleague's] valuations as
429 the model.

430 That again, the ideal next step for you, or the logical next step that **I would have expected you,**
431 **you personally**⁵⁹, **and someone in your grade and with experience to do is**, when you identified
432 a network, any network that has very few of these elements, that you start talking to them about
433 that, you know, and discussing the fact that they've only got a distribution list and they haven't
434 got anything else, and giving them the example of valuations, or whatever [I interrupted]"

435 **Me:** "Again, **communications breakdown**, because I was waiting that, that. **You told me to do a**
436 **PowerPoint pack**"

437 **CH:** "And you did! But I did not expect you to think that it was the end point or the break point"

438 **Me:** "Okay, well **for me, it was the milestone out of which would then come actions from that:**
439 **what was their response; what did they say; that, I don't know. What did the service lines**
440 **leaders say? I don't know. I thought**, you know, **that there would there be follow-up. I was**
441 **waiting for the follow-up to that**"

442 **CH:** "Okay [sigh]. **Well, what I need you to do moving forward is be much more vocal about that**"⁶⁰

443 **Me:** "Okay"

444 **CH:** "Because I don't want you to be sitting, thinking: I did all that work and I have not heard
445 anything. So, what was that work about?"

446 **Me:** "Which is why I have been saying, you know, it's a huge amount of work"

447 **CH:** "And I can understand you feeling that. **But what I can't is why you have not said:** I did all
448 that work on the people networks, and did that presentation for you, and there is a lot more that
449 could be done, but **I am not doing it because you haven't given me any feedback**"⁶¹

450 **Me:** "Okay"

451 **CH:** "And that **I think, actually, it's a critical point Noëlle.**"⁶² It will relate later as we talk about
452 **skills and behaviours. It's something I think that you really need to take on board, because**, you,
453 **it's about, it's the accountability skill or behaviour or competence.**"⁶³

⁵⁹ = 'YOU changed'!

⁶⁰ = 'YOU must be proactive'; YOU must show initiative' = 'YOU need training!' = [a typical criminal psychological harassment tactic – headers 1.8, 1.11, 1.14, 3.1.](#)

⁶¹ = An admission that supports my claims.

⁶² Of course! = "**Critical**" to our plan to put the responsibility *on you* for the criminal actions we took against you, and that you swallow that pill ([Protection from Harassment Act 1997](#) ; lines 286-307 of my [05.08.08](#) letter to [ACAS](#) re. an employer being vicariously liable for its employees' actions - in which it is taking an active part)

⁶³ = I, PROJECT LEAD, keep you out of the loop on developments that affect your work, BUT: 'the fault is with you Noëlle! You need training!' UNBELIEVABLE! Hughes certainly redefined the principles of

454 Where you feel that you've done work, you've taken ownership for the work that you've done,
455 and then it needs to go to the next level. If you are not feeling that you are not getting that from
456 me or whoever it is, then **you need to drive it**: well I am not just going to sit here and think about
457 it, I am going to ask: where is it.

458 **And if you ask once and don't get a satisfactory result, then you ask again you know** ⁶⁴, **or you**
459 **follow it up more formally**. But, you need to make sure that you are not just sitting waiting for
460 someone. And I take your point: you are not sitting there twiddling your thumbs, but you are not
461 waiting for someone to give you feedback when actually that might be the first thing on their
462 mind, you know. **In the case of me I think you are continuing to do work in that area.** ⁶⁵

463 So, as you say, there is a breakdown in the communication because I am thinking you are doing
464 one thing and you are waiting for me to do another, and time is going on"

465 **Me**: "Yeah, I mean, another, something along those lines: in terms of **the marketing content**.
466 When you asked me to help [colleague] to get the input for marketing, my understanding was to
467 actually get them to produce the content and give me the content. And then, on the Friday, it
468 was: Oh no! But you are supposed to put it on the site as well!"

469 **CH**: "You know, when I said to you: will you sit down with [colleague] and he will explain what
470 marketing need you to do. Remember that, when I said to you: I need you to help with the
471 portal, around marketing specifically. And, at the time, I actually thought that it would be
472 [service] as well, but they were not ready and then they chose a different route.

473 But, anyway, and [colleague] was going to talk to you about what was required"

474 **Me**: "All he said was: to get the input from marketing"

475 **CH**: "So he specifically did not say to you, or he definitely did not say to you: you then need to
476 update the pages and make sure the content is there?" ⁶⁶

477 **Me**: "No, which is why afterwards I went: Oh well, that's news to me! I mean you know, I did it,
478 because for me it's good practice anyway"

479 **CH**: "Because that is what I discussed with [colleague], and that was specifically what he was to
480 be discussing with you"

project management! (How did I manage to get [the kind of feedback I got from colleagues over my then previous 9 years at KPMG – including from Hughes](#) if I "*lacked proactivity*"?).

I repeat: Hughes had been DELIBERATELY cutting me out of the loop – in order to then throw this vicious, perverse accusation at me – in the process, taking the opportunity to get her sadistic kick by treating me like a child. She sure likes to demean adults! ([Explanation of 'Skills and Behaviours'](#)).

⁶⁴ The bully wanting to assert domination.

⁶⁵ I repeat my note at **line 238** about the role of a project lead.

⁶⁶ What took place was deliberate, and motivated by the hope of getting sadistic kicks, as I had only just completed [a course on a new platform](#) for the sites - **Header 9.5** of my [17.01.08](#) Grievance; **section 6(6) KPMG pg.** The point is: practically **ALL in the team were dancing to Hughes's tune (*)** – with the same ultimate objective: to endorse Hughes, Bassett and Woodhouse 'assessment' – et.al. at large - that "[*I*] *lacked proactivity, initiative*". (*) Not only did they see how I was being treated (e.g. my [17.01.08](#) Grievance), they also agreed to play an active part in it.

481 **Me:** "Well, that last bit was missing from it, from the communication. But, I did it, because I had
482 just been on the course [for the new portal] and it was good practice for me. (⁶⁷)

483 I had no guidance, but thought: that's what they said on the course, so that's how I am going to
484 do it; that's it, and put the content up. Because the brief from marketing, the right person was not
485 there, and it needs to be redone now.

486 From the brief I had with [colleague], she did not know. I said: where does this thing go? She
487 did not know. So I went: Okay, I made a decision, and I went *teu, teu, ta*. [Colleague] was not
488 around, so I said: okay, I'll put the content on.

489 I could not figure out which web path I should use because the names were different from what I
490 had on the course, I went *hum*, I think that's the way – and just did it! (⁶⁸)

491 Okay, so now it's going to be revamped.

492 Certainly, I had not got that last part of it. I mean, as it is, okay, it was not a big issue, it's just
493 me like sort of saying: Oh! I did not know. Right. Okay. Now I know, and I'll do it! I'll have a go.
494 I'll have a go! I'll do it. Which I did!"

495 So, maybe it's a question for me to kind of like, when I am talking to people saying do 'x', 'y' and
496 'z', to actually really get it out, exactly" (⁶⁹)

497 **CH:** "What are you expecting of me?"

498 It would be difficult because she is not around so much now, if you listen to [colleague] when
499 people ask her to do things, she will repeat to them what they have asked her to do, and then
500 clarify it, and she usually follows it in an email as well.

501 The reason I know that is because she does it to me all the time, and she repeats back to me,
502 and I'll say: I need you also to do the following things. And then I get an email: so this is what I
503 am going to be doing. That's because of the person she is: very organised and detailed person;
504 like you are very organised; just a different way of working. And she is someone like me, who
505 likes list and tick things off.

506 If you feel that would help"

507 **Me:** "Yes, I think so. In the light of what has been happening, yes"

508 **CH:** "Then, do that. Repeat it back; follow it up with an email. I would not say make it so
509 onerous that you spend half a day having to confirm; but a quick 2 minute thing: this is what I
510 am doing, is this what your understanding is?"

511 **Me:** "I did that with marketing from the meeting I had with them. Because the system was
512 playing down, in the end I mapped it up in a Word document, asking them to confirm that this is

⁶⁷ Their other motive: they were counting on my not being able to do it, because the platform was new to me. I could tell from the looks I was getting. I was determined to not give them the satisfaction – which is I was I also said: "*it was good practice for me*".

⁶⁸ ...and deprived you ALL of yet more sadistic kicks!

⁶⁹ Opting to play Hughes's game – and give her the chance to add a tick to 'my training requirements'

513 what they wanted. So, I am kind of doing that, but I think that at the start is really understanding
514 from beginning to end; what is expected, what would be the end output"

515 **CH:** "Okay, and it's actually. Occasionally I do it with [Partner] because he changes his mind a
516 lot. It's a very informal version of what we do with our external clients, isn't it? Scope of work,
517 and then engagement letter. It's just treating people as an internal client, confirming that you
518 have a shared understanding of what you are going to do"

519 **Me:** "Yeah, yeah"

520 **CH:** "Moving on to the portal. Obviously you've done your training a lot later in the year than we
521 would have wanted, but deadlines were out of our hands, and you had a chance, you put in
522 your form that you had a guided tour from [colleague].

523 And you have had some time now to think about it and dig around: what are your thoughts
524 about using the portal; are you happy with using the tools? Do you feel you have had enough
525 training?

526 **Me:** "I think the training was sort of okay, but it's a bit like, you know, when you have just done
527 your driving test: you don't feel confident driving on the road by yourself; you like a mate to be
528 sitting next to you. And it's like that.

529 Partly also because, the way it is set-up by KPMG is different from what's on the course"

530 **CH:** "Yeah, yeah"

531 **Me:** "So, the name of the forms is different. What I was told does this and that"

532 **CH:** "Does not necessarily do it"

533 **Me:** "On that Friday, when I was in that in the marketing meeting, I was thinking: where is that
534 bloody form; where is the one that we use? It's this kind of things; it's where I need guidance.

535 Otherwise... also the pages, because there are very set ways; that's obviously not covered on
536 the course. And that's something I can only get through guidance.

537 Yesterday, when I had confirmation from marketing that what I had done in Word format what
538 was they wanted, then I sent it off to [colleague] and said: look, marketing has agreed to that; it
539 means we need to do, teu, teu, teu, 'x', 'y', 'z', etc.; I'd appreciate guidance, because I don't
540 know which page I am meant to be using when I am doing something like that – which, of
541 course, is not covered.

542 I asked [other colleague] yesterday, saying this is what I want to do, which page should I use?
543 He said he was not sure and that I had better asked [colleague].

544 **CH:** [commenting on differences between colleagues' expertise]. What I am concerned about,
545 now that the Advisory move to Canary Warf has come along, [colleague] will be there some of
546 the time, but the majority of your peers who, in Advisory, are going to be using the tool, are
547 going to be in Farringdon St, Puddledock, here, Salisbury Sq.

548 So, it's important that you maintain, become part of a network. There was talk of a weekly call
549 being set-up"

550 Me: "I have joined that" (⁷⁰)

551 CH: "You are on that call, are you?"

552 Me: "Yes"

553 CH: "It's important to be on that. And also, I think, probably it would be worth your while, once a
554 week or once a fortnight having a day, or a morning, or an afternoon over here, if you've got a
555 list of things, so that you can arrange to see [colleagues], you know, and work through issues.
556 Or initiating, you know, an informal lunch with people"

557 Me: "I also have somebody else who was on the course with me, and he is from RAS, and I saw
558 him located in"

559 CH: "[colleague's name] they are part of my team as well. There is [lists colleagues] and they
560 have all done the training now. They have all done a lot more. They are round the corner from
561 you"

562 Me: "Yes, so they are my points of contact. There are also two other people in [group] but I am
563 not sure to what extent their knowledge is"

564 CH: "So, we have had a think through some of the projects you have been working on, and
565 some of the progress that you've made"

566 Me: "I have got other things. Since the form was filed more than two months ago, the
567 newsletter, I did that about one month ago" (⁷¹)

568 CH: "Yes, the newsletter is actually with Ward. We are going to send it out. There were lots of
569 reasons that are not related to our team, why we did not send it out [explaining]. So, the
570 newsletter will go out, and it will probably go out in the format that it's in.

571 Me: "Then there is also the survey I did as well"

572 CH: "Yes"

573 Me: "You see what I mean in terms for me, about the follow-up?"

574 CH: "Hum, but the survey and the newsletter will be going out, just more delayed than we
575 expected"

576 Me: "Okay"

577 CH: [discussing survey and offering to send me a copy]

578 Me: "The other thing as well that I did, was"

579 CH: "The podcasting"

⁷⁰ Translation of line 548: "*it's important that you maintain, become part of network*"? 6 weeks later, my access to that was also cut-off - lines 330-335 of my [17.01.08](#) Grievance; e.g. printscreens on [26.10.07](#) and [21.11.07](#) when I tried to access the site.

⁷¹ Referred to briefly under Header 9.5 of my [17.01.08](#) Grievance

580 **Me:** "Review of new media. Now, I don't know where that's gone to, or how it's being used"

581 **CH:** "Okay"

582 **Me:** "Is it marketing who got it?"

583 **CH:** "No, the review you did?"

584 **Me:** "Yes"

585 **CH:** "Oh, the review you did is being shared among a number of the knowledge management
586 people"

587 **Me:** "Is it being used? Is it useful?"

588 **CH:** "It's incredibly useful, and I have said to you on a couple of occasions [⁷²] that I felt that it
589 was a superb piece of work you put together very quickly. And it's very interesting in highlighting
590 the state of play, because there are a number of people in KPMG who believe we are market
591 leaders in this space. So it's obviously highlighted [I interrupted]"

592 **Me:** "So, it's being of use"

593 **CH:** "Oh yes! Definitely used!"

594 **Me:** "That's what for me, in terms of where I am, thinking like"

595 **CH:** "But, what I am not clear on, and I know we've had a conversation about this, but I haven't
596 got a recollection of where it went to: you were buying the software and you were going to put it
597 on a new machine, weren't you?"

598 **Me:** "On your computer?"

599 **CH:** "For the spare computer. I have done nothing about the spare computer, and I probably
600 should have, but I just haven't had the time to do anything about it. So, I probably need to have
601 [colleague] update the spare computer, and then, all of the podcast-making material will go on
602 to there. Yeah? Is that right?"

603 **Me:** "Yes. Currently it is set under the U drive"

604 **CH:** "So, you know where it is.

605 Let's assume I get my machine upgraded, you will be able to put all on the new spare machine,
606 will you?"

607 **Me:** "Yeah, I expect so [continuing discussion about additional requirements, as well as end-
608 users]"

609 **CH:** "Something I should have pointed out at the beginning, I've got another meeting at five, so
610 we are not going to finish today" (⁷³)

⁷² Her [13.08.07-10h51](#) email to me.

⁷³ This was TOTALLY UN-KPMG WAY– as I also said at **lines 545-577** during Part 2 of the [24.10.07](#) meeting, as well as in my [15.10.07-10h05](#) email to **Jeanette Dunworth, HR**. Note that, while Hughes

- 611 **Me:** "Right"
- 612 **CH:** "But let's try to get to the end of this first section at least"
- 613 **Me:** "Okay"
- 614 **CH:** "So, we will have to schedule in another hour later on in the week" (⁷⁴)
- 615 **Me:** "Heu, heu"
- 616 **CH:** "You've talked a lot about the projects that were not in the form, and I will make reference
617 to those in my comments. Clearly, there will always be projects that are up and coming. And
618 you talked about some of the things that you worked on, particularly where you've had
619 successes, then you have been waiting for feedback so they have not progressed"
- 620 **Me:** "Hum"
- 621 **CH:** "Are there any of the projects or goals in your business goals that you worked on that you
622 have not enjoyed, or are things that you do not want to be working on in future"
- 623 **Me:** "The enjoyment value comes from actually implementing things, doing them. What I have
624 done, a lot that was looking at what there is, what the gaps are, it's kind of like a bit of a tedious
625 process, especially that I had so many dimensions as well.
- 626 Doing that, that kind of research, okay, fine, you need to do that to understand what base you
627 are starting from, but then: get running! The running part, that's the one I prefer"
- 628 **CH:** "Okay, so you want more focus on that"
- 629 **Me:** "Which is really what we discussed"
- 630 **CH:** "And do you think now you have more clarity on, you know, when there is something to
631 take forward, you are just going to take it forward, or, if you feel you need more mandate, you
632 are going to shout for it" (⁷⁵)
- 633 **Me:** "I will shout for it if I think that I need more mandate to do things. Because I was kind of like"
- 634 **CH:** "And that will be particularly relevant now that I am going to be in Canary Warf two or three
635 days a week. So, you are not going to see me every day. So, you need to be emailing. Do you
636 use [Instant Messenger](#) communicator?"

ended the meeting after less than 1 hour, [the room had in fact been booked for 1.5 hrs](#) – leading me to the expectation that my full 'appraisal' would be completed on that day. **It led me to absolutely view this as a continuation of the [criminal psychological harassment regime \(Persecution # 1\)](#)... and it continued!**

Note also that **by w/c 1 Oct, I had been asking Hughes, for the 4th time**, when my appraisal would take place: **lines 548-553** of my [17.01.08](#) Grievance.

⁷⁴ As I reported in my [15.10.07-10h05](#) email to Jeanette Dunworth, HR - by the end of the week, Hughes had not set-up a follow-up meeting. (Considering the content of my email, **their objective of inflicting, yet more psychological harassment on me, had backfired on them**). (They did not want to have *any* written record of events – starting with the 13 Feb 07 meeting (**sections 3.1 to 3.3** [KPMG pg](#))).

⁷⁵ = The parent consolidating her fabricated accusation against me.

637 **Me:** "No"

638 **CH:** "That might be a good thing, because even if you think: well, I can't get her on the phone, I
639 don't know where she is, if you go to Instant Messenger, you don't have to use it all the time,
640 but, if I am available and I am at my desk, I usually have it open, so you could just flip me a
641 message I need to call you, what number are you on?" And if I can't talk, I can say to you: no,
642 but let's talk in an hour, or whatever. (⁷⁶)

643 **You don't have to use it all the time.** As you walk around the office, you can see people using it
644 all the time"

645 **Me:** "Okay"

646 **CH:** "I think we have had quite a comprehensive look at your business goals, but we still need
647 to talk about your skills and behaviours, your personal development and career development.
648 And obviously, we then need to think about your rating at the end of the discussion.

649 So, **I think we are going to need another hour in the diary.** So, I'll ask [colleague] to try and set
650 something up. My diary is a bit tricky over the next couple of days, but **I am actually in Canary**
651 **Wharf on Friday, so that might be an opportunity** [⁷⁷]. Are you around in the next few days?"

652 **Me:** "Yes. What I wanted to flag up is that tomorrow, I need to take an hour and a half off"

653 **CH:** "Fine. I am counting on you to keep track of all your holiday, so."

654 **Me:** "Oh, I am very honest, as you know"

655 **CH:** "I know"

656 **Me:** "Too honest for my own good', as one of [the comments says on my website](#) [⁷⁸]. But, there
657 you go"

658 In terms of the Christmas holiday, I don't know"

659 **CH:** "You are not going to take any time?"

660 **Me:** "Well, to be honest with you Ceri, **everyday I come in here, I don't know if it's going to be**
661 **my last day.** So, I have to be really honest, this really how I see it"

662 **CH:** "It's a very strange comment to make"

663 **Me:** "I *really* don't know. I feel very insecure. I mean, it's fine. You know, I am very adaptable.
664 So, planning anything... I don't"

665 **CH:** "I am conscious that you have not really taken much Christmas holiday in the last few
666 years. So, if you are planning to take holiday for Christmas, let me know, and I will do whatever

⁷⁶ If she does not have time to respond to an email: why would sending her a message through Instant Messenger make a difference? Advantage: with the latter, there is NO evidence of communication!

⁷⁷ I repeat my note at **line 614**.

⁷⁸ The first comment - that turned out to be a plant by the [Andrew David Ladsky mafia](#).

667 I can to accommodate it Noëlle, because you deserve a Christmas holiday; you haven't had one
668 for a very long time"

669 **Me:** "I doubt very much that this year is going to be different"

670 **CH:** "Are you going to plan to see your friend in Leeds maybe, or something like that?" ⁷⁹]

671 **Me:** "I have not decided anything, no"

672 **CH:** "I know it's early days, but already I have people coming to me to ask about days
673 [explaining, including the options I have for taking time off around Christmas]

674 What about other holidays? I know you said to me previously that you did not have a lot of
675 holiday left. Are you going to take more holiday before the end of the year?"

676 **Me:** "My holiday is just used up on the project [⁸⁰], what's going on...in my personal life; that's
677 where it all goes. All my five weeks"

678 **CH:** "So, you haven't got no more trips or anything. [⁸¹] Have you got much holiday left?"

679 **Me:** "Two weeks, something like that"

680 **CH:** "So, you've got a little bit left. You think you are going to need it, do you?" (⁸²)

681 **Me:** "I don't know what the future holds. I never know from one day to the next"

682 **CH:** "Alright. Is there something else that you wanted to?"

⁷⁹ As I reported under **Header 9.3** of my [17.01.08](#) Grievance, and discuss under **section 6(3)** [KPMG pg:](#)
"Hughes had an obsession with what I did outside of work, often disguised under the "concerned about you" 'trump card" **Reason:** to feed the information to 'the brothers' [Andrew David Ladsky](#) et.al. in the [Jewish-Freemason 'Brotherhood' \(Persecution # 6\)](#) – hoping that something could be used against me.

= [Ceri Hughes, some in her team, HR, KPMG's 'health services', IT, etc.](#)) (added to many others involved in my case since 2001 e.g.: [Queen's Bench Division # 6.1](#)) endorse the conclusion 50 years after the [Stanley Milgram's obedience experiment](#) that: "**people follow leaders because they see them as representative of an identity that they share; they don't inflict harm because they are unaware of doing wrong but because they believe what they are doing is right**"

(From: "[Stanley Milgram taught us we have more to fear from zealots than zombies](#)", The Guardian, 1 Sep 11)

What did she – like ALL the others – do it for? A thoroughly evil, cruel, greed-ridden, vampiric, sadistic, Rachman crook, [Andrew David Ladsky](#) – deciding he was 'entitled' to make [a multi-million £ jackpot](#) - through [extortion](#), [persecution](#), etc. - at my expense (and that of my fellow leaseholders) ([Case summary](#)) – and they ALL said: YES! OF COURSE O'GREAT ONE!

⁸⁰ i.e. My personal problem which, at the time, meant fighting against yet another fraudulent claim against me ([Overview # 11](#)) – of which they **KNEW the detail from**, among other, [KPMG's previously associated firm of solicitors, McGrigors](#)

⁸¹ = So that we can alert the State goons and 'Dear Mr Ladsky' to ensure they have resources lined up to dog you, track you, hound you and persecute you wherever you go ([Persecution # 2](#)).

⁸² = Like a dog with a bone: the henchwoman was not going to let go until she had something she could report to the mob.

683 **Me:** "No. Just in terms of the goals, when"

684 **CH:** "By end of October. You know, in the team, I have only done one person's goals. Nobody
685 else has had their goals done. So, don't worry about that"

686 **Me:** "Okay, I am just looking at deadlines and everything" (⁸³)

687 **CH:** "In fact, I am chasing the rest of them to even look at their goals document, so.
688 So, I will contact you, or will probably send us both a request for another hour, because I think
689 we'll need another hour to do the other sections, okay?"

690 But, when you've had a think about it, if there is anything else in the business goals that you
691 want to go back to, or you want to discuss again, we could do that as well"

692 **Me:** "I really have to say that for me, the most exciting part is talking to the people"

693 **CH:** "That's great, because that's what I want you to do more of"

694 **Me:** "That's really the part that I enjoy the most. Reviewing their sites, etc.; yes, I need to,
695 because I need to be knowledgeable, and I need to be able to say to them this is not quite right,
696 you need to develop that, etc. So that's a necessary step, but it's like putting the foundation, and
697 then it's building the house that I am interested in"

698 **CH:** "That's what I want you to do more of. That's what I think has been missing in some of the
699 areas, over the last, well however many months, year. That's what I want to see much more of,
700 and that's what, I know, you are actually very good at" (⁸⁴)

701 **Me:** "You know Denise from Global Markets, when she was asking me for assistance, [her](#)
702 [feedback to me I think is excellent](#) [⁸⁵], saying that I really understood the product portfolio, I really
703 knew how to use my network, came up with ideas, etc., etc., over-delivered. So: yeah! I like it!"

704 **CH:** "Well done!"

705 Okay, thank you"

706 **Me:** "Thank you!"

707 (Followed by small talk about working in Canary Wharf)

708 - END -

⁸³ The policy emails e.g. [para.6.2](#) of my [17.01.08](#) Grievance

⁸⁴ BUT: 'suddenly', 'overnight', I became an individual unable to act proactively'. And 'it happened', 'immediately after the end of the Mar 07 KM event'! E.g. [lines 263-264](#) of the [24.10.07](#) meeting. These people are SICK beyond words!

⁸⁵ **Feedback that Bassett opted to gloss over, preferring to give all the weight to that 'of Finbarr Geaney' = the one Bassett had fabricated with Hughes – et.al? [24.10.07](#) meeting: feedback from Denise: [lines 172-176](#); 'feedback' 'from' Geaney: [lines 187-243](#) – and the subsequent comments: Bassett at [line 364](#) that Denise was "[just one feedback](#)"; Woodhouse at [lines 366-368](#), and at [line 892](#) "[it has to be a balanced consideration](#)" (= a unique interpretation of "[balanced](#)") – [section 9.4 KPMG pg.](#)**