



EMPLOYMENT TRIBUNALS (ENGLAND & WALES)

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Section 16 KPMG pg

www.employmenttribunals.gov.uk

Case Number 3200936/2008

Claimant
Ms N Rawe

V

Respondent
Kpmg Llp

Employment Tribunals Rules of Procedure 2004

The response has been accepted, a copy of which has been sent to ACAS, the claimant and any other party to the case.

If the claim proceeds to a hearing, we will send you a booklet explaining what happens at Tribunal hearings.

Took delivery on 19 June 08
Reply to claim is not dated
Reply was due on 27 May 2008.

To Kpmg Llp

8 Salisbury Square
London
EC4Y 8BB

Signed

CLARE BIRD
for Regional Secretary of the
Tribunals

Ms N Rawe

Dated 16 June 2008

cc Acas

MB / DG

2018

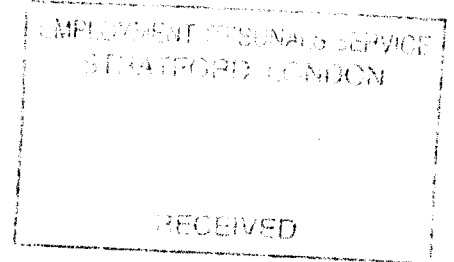
1 Name of respondent company or organisation

1.1 * Name of your organisation: **KPMG LLP**

Contact name:

1.2 * Address

Number or Name	8
Address Line 1	SALISBURY SQUARE
+ Address Line 2	LONDON
Address Line 3	LONDON
Postcode	EC4Y 8BB



1.3 Phone number: **02073111000**

1.4 How would you prefer us to communicate with you? (Please tick only one box)

E-mail	Post	<input checked="" type="checkbox"/>	Fax
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E-mail address:

Fax number:

1.5 What does this organisation mainly make or do? **PROFESSIONAL SERVICES**

1.6 How many people does this organisation employ in Great Britain? **10000+**

1.7 Does this organisation have more than one site in Great Britain? Yes No

1.8 If 'Yes', how many people are employed at the place where the claimant worked? **1000+**

2 Action before a claim

2.1 Is, or was, the claimant an employee? Yes No
If 'Yes', please now go straight to section 2.3.

2.2 Is, or was, the claimant a worker providing services to you? Yes No
If 'Yes', please now go straight to section 3.
If 'No', please now go straight to section 5.

2.3 If the claim, or part of it, is about a dismissal, do you agree that the claimant was dismissed? Yes No
If 'Yes', please now go straight to section 2.6.

2.4 If the claim includes something **other than** dismissal, does it relate to an action you took on grounds of the claimant's conduct or capability? Yes No
If 'Yes', please now go straight to section 2.6.

2.5 Has the substance of this claim been raised by the claimant in writing under a grievance procedure? Yes No

2.6 If 'Yes', please explain below what stage you have reached in the dismissal and disciplinary procedure or grievance procedure (whichever is applicable).
If 'No' and the claimant says they have raised a grievance with you in writing, please say whether you received it and explain why you did not accept this as a grievance.

THE CLAIMANT RAISED A GRIEVANCE WHICH WAS DEALT WITH UNDER THE MODIFIED GRIEVANCE PROCEDURE. THE PROCEDURE HAS BEEN CONCLUDED AND THE CLAIMANT NOTIFIED OF THE OUTCOME. PLEASE REFER TO SECTIONS 2-5

3 Employment details

3.1 Are the dates of employment given by the claimant correct? Yes No

If 'Yes', please now go straight to section 3.3.

3.2 If 'No', please give dates and say why you disagree with the dates given by the claimant.

When their employment started

When their employment ended or will end

Is their employment continuing? Yes No

I disagree with the dates for the following reasons.

3.3 Is the claimant's description of their job or job title correct? Yes No

If 'Yes', please now go straight to section 3.5.

3.4 If 'No', please give the details you believe to be correct below.

3.5 Is the information given by the claimant correct about being paid for, or working, a period of notice? Yes No

If 'Yes', please now go straight to section 3.7.

3.6 If 'No', please give the details you believe to be correct below. If you gave them no notice or didn't pay them instead of letting them work their notice, please explain what happened and why.

THE CLAIMANT WAS PAID BY THE RESPONDENT FOR PART OF HER NOTICE PERIOD. DURING HER NOTICE PERIOD THE CLAIMANT STATED THAT SHE INTENDED TO TERMINATE HER EMPLOYMENT WITH THE RESPONDENT ON 17 JANUARY 2007 WITHOUT NOTICE. THE RESPONDENT DID NOT REQUIRE THE CLAIMANT TO REPAY THE AMOUNT SHE HAD BEEN PAID IN ERROR SINCE 17

3.7 Are the claimant's hours of work correct? Yes No

If 'Yes', please now go straight to section 3.9.

3.8 If 'No', please enter the details you believe to be correct. hours each week

3.9 Are the earnings details given by the claimant correct? Yes No

If 'Yes', please now go straight to section 4.

3.10 If 'No', please give the details you believe to be correct below.

Pay before tax £ each YEAR

Normal take-home pay (including overtime, commission, bonuses and so on) £ each MONTH

4 Unfair dismissal or constructive dismissal

4.1 Are the details about pension and other benefits given by the claimant correct? Yes No

If 'Yes', please now go straight to section 5.

4.2 If 'No', please give the details you believe to be correct below.

5 Response

5.1* Do you resist the claim? Yes No

If 'No', please now go straight to section 6.

5.2* If 'Yes' please set out in full the grounds on which you resist the claim.

Summary

1. The Respondent denies that the Claimant was constructively dismissed and further denies any victimisation or harassment against the Claimant. The Respondent denies that its actions in respect of the Claimant amounted to a fundamental breach of the employment contract entitling her to resign and claim constructive dismissal. The reasons for the Respondent's denials are set out below.

The Claimant's Grievance

2. The Claimant raised a grievance which included the following allegations:

- a. the Respondent used "underhand" tactics to force the Claimant out of the firm;
- b. the Respondent monitored the Claimant inside and outside work;
- c. the Respondent bullied, harassed and victimised the Claimant; and
- d. the Respondent stonewalled the Claimant.

3. The Respondent recently concluded its investigation of the Claimant's grievance. A Grievance Panel met to consider all the issues in the Claimant's grievance and made a decision on Wednesday 21st May 2008. The Grievance Panel comprised a senior partner and an experienced HR Senior Manager at the Respondent who were completely independent and had no prior knowledge of the case. The Grievance Panel considered all of the evidence before it and came to a decision on each issue raised by the Claimant.

4. The Grievance Panel did not uphold the Claimant's grievance. The specific reasons that they gave for their decision are as follows:

- a. there was no evidence to suggest that the Respondent bullied, harassed or victimised the Claimant and in fact the Grievance Panel

6 Other information

6.1 Please do not send a covering letter with this form. You should add any extra information you want us to know here.

7 Your representative

If you have a representative, please fill in the following.

7.1 Representative's name: _____

7.2 Name of the representative's organisation: **KPMG**

7.3 Address

Number or Name	
Address Line 1	1-2
+ Address Line 2	DORSET RISE (HR, 1st
Address Line 3	LONDON
Postcode	LONDON
	EC4Y 8EN

7.4 Phone number:

7.5 Reference:

7.6 How would you prefer us to communicate with them? (Please tick only one box)

E-mail	Post <input checked="" type="checkbox"/>	Fax
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E-mail address:

Fax number:

Please sign and date here

Signature:

Date:




Data Protection Act 1998. We will send a copy of this form to the claimant and Acas. We will put some of the information you give us on this form onto a computer. This helps us to monitor progress and produce statistics. Information provided on this form is passed to the Department of Trade and Industry to assist research into the use and effectiveness of Employment Tribunals.

Cont. Section 2.6

OF THE RESPONDENT'S GROUNDS OF RESISTANCE AT SECTION 5.2 FOR MORE
DETAILED INFORMATION.

Cont. Section 3.6

JANUARY.

Cont. Section 5.2

felt that that the Respondent went to great lengths to support the Claimant during her personal difficulties;

- b. the Respondent was right to restrict the Claimant's internet access due to her contravening the Respondent's IT policy; and
- c. the Respondent was acting in accordance with its legal duties and responded correctly to the data subject access request.

The Claimant was notified of the outcome of her grievance by letter on Tuesday 27th May 2008. The Claimant's grievance was dealt with under the modified grievance procedure therefore the Respondent did not provide the Claimant with a right of appeal.

5. The investigation and Grievance Panel were concluded as quickly as possible. However, a number of factors influenced the length of time it took to carry out the investigation, including: the length of the grievance letter (26 closely typed pages) with 68 referenced attachments; the number and complexity of issues raised; the witnesses' availability; and the investigating officer's holiday.

IT Restrictions

6. The claimant's landlord Mr Ladsky contacted the Respondent in October 2006 making serious allegations against the Claimant. In January 2007 Mr Ladsky made further contact with the Respondent and threatened legal action against the Respondent in connection with allegations of libel. The Respondent could not ignore these allegations and obtained an IT report relating to the Claimant's IT use. Following receipt of the IT report (which highlighted some 10,000 hits on a small number of websites related to the Claimant's "personal issues") the Respondent decided to restrict the Claimant's access to the internet as a precautionary measure.

7. The Respondent denies that this was the start of or indeed any part of a campaign of victimisation or harassment designed to force the Claimant to leave the Respondent's employment. This was in fact a way of avoiding implementing the disciplinary procedure for the Claimant's serious breach of the IT policy which could potentially have led to the Claimant's dismissal.

Data Subject Access Request

8. The Respondent denies that it refused to comply with its legal obligations in responding to the Claimant's data subject access request of 9th July 2007. The Respondent provided the Claimant with all relevant documents in accordance with the request and it was processed in the usual way and specifically without any "stonewalling".

The Claimant's Appraisal

9. The Claimant makes a number of allegations in relation to the conduct of her performance appraisal in 2007. The Respondent denies that any variations from the normal process or timetable were designed to humiliate the Claimant. In view of the allegations and comments that the Claimant had included in her appraisal form relating to her personal circumstances, a departure from the standard timetable was agreed to reassure the Claimant that her concerns were being taken seriously and that the process was fair. During the process the Claimant made further allegations against her

performance manager. As a result, an independent HR Senior Manager was asked to continue and finalise the process instead, which was another departure from the standard process intended to ensure that the Claimant felt that the Respondent was taking her concerns seriously.

10. The Respondent denies conducting the appraisal process in such a way as to force the Claimant to leave her employment with the Respondent. The Respondent confirms that the pay rise and bonus that the Claimant received was appropriate for the performance rating she received and that the Claimant did not suffer any financial detriment as a consequence of the above departures from the standard appraisal process.

11. 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. The Respondent continued to support the Claimant and make allowances where possible. The Claimant has on occasion wanted the Respondent to consider her "personal issues", as she acknowledges, but then continues to argue that her personal problems have not impacted on her work life.

Response to the Claimant's Allegations

12. In response to the Claimants particular allegations (set out at section 5.1 of the Claimant's Particulars of Claim, paragraph 33) the Respondent responds as follows:

a. the Respondent denies siding against the Claimant in relation to her "personal problem". In fact the Respondent believes that it went far beyond what could be reasonably expected of an employer in such circumstances in terms of the support it offered;

b. the Respondent believes that it was necessary to restrict the Claimant's access to the internet following the Claimant's abuse of the Respondent's IT systems and the threat of legal action from Mr Ladsky. The Respondent denies that it took any action designed to victimise or harass the Claimant;

c. the Respondent complied fully with the Data Subject Access Request and denies refusing the Claimant access to any information which she was legally entitled to;

d. the Respondent denies that asking the Claimant to sign a letter confirming that she would not access the internet was anything more than a legitimate and proportionate response to the Claimant's abuse of the Respondent's IT systems;

e. the Respondent denies exposing the Claimant to nearly a month of extreme distress in relation to restricting her access to the internet. The Claimant was kept fully informed of the technical difficulties involved in putting the necessary restriction in place. Any limited relaxation of the restrictions to her access was supervised and solely to allow the Claimant to continue her work and alleviate her alleged distress;

f. the Respondent denies that the appraisal process was unduly delayed or that it did not take all relevant factors into consideration during the Claimant's personal appraisal process;

g. the Respondent denies fabricating any failings against the

Cont.. Section 5.2

Claimant in order to mark down the Claimant's performance or for any other purpose;

h. any differences in the performance appraisal process conducted in relation to the Claimant were to the Claimant's advantage and the Respondent denies that the Claimant suffered any detriment as a result;

i. the Respondent denies that it ever wanted the Claimant to leave her employment with the Respondent or took any action designed to force her to do so.

Conclusion

13. The Respondent avers that the Claimant was not constructively dismissed and no compensation is due. Furthermore, the Respondent believes that the Claimant has no reasonable prospect of success and therefore her claim should be struck out.

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



2. Action before a claim

"2.4 – If the claim includes something other than dismissal, does it relate to an action you took on grounds of the claimant's conduct or capability?" Answer: "YES"

3. Employment details

"3.5 Is the information given by the claimant correct about being paid for, or working a period of notice?" Answer: "NO"

"The claimant was paid by the respondent for part of her notice period. During her notice period the claimant stated that she intended to terminate her employment with the respondent on 17 January 2007 without notice.

The respondent did not require the claimant to repay the amount she had been paid in error since 17"

"17" what? January. Until when? 31 Jan 07 = 2 weeks; [20.02.08](#) letter. But: it made KPMG 'look good'!

Oh! And no mention of one of the tricks it used with the objective of making me miss the 3-month deadline for filing my Claim: its [11.02.08](#) letter claiming that I was "on garden leave until 17 Apr 07". Discussed under **section 11** [KPMG page](#).

"5. RESPONSE"

"5.1 Do you resist the claim?" "YES"

The 'response' from [Naomi Crossman, KPMG's lawyer](#) amounts to an overall GET LOST! message, as well as LIES...

...as it had already done in its: (1)- [19.07.07](#) 'response' to my [09.07.07](#) Subject Access Request (SAR) (**section 7** [KPMG page](#)); (2)- [22.05.08](#) 'response' to my [17.01.08](#) Grievance (**section 11**),...



...and CONTINUED to do in its (3)- [31.07.08](#) 'response' to my [01.07.08](#) Subject Access Request, and (4)- [22.08.08](#) 'response' to my [01.07.08](#) Request for information ([section 15](#)).

"Summary"



"1. The Respondent denies that the Claimant was constructively dismissed [1] and further denies any victimisation or harassment against the Claimant." (2)

"The Respondent denies that its actions in respect of the Claimant amounted to a fundamental breach of the employment contract entitling her to resign and claim constructive dismissal." (1)

Para.1 of my [03.04.08](#) Claim.

(1) – (2) - FALSE

LOOK at my [17.01.08](#) Grievance, expanded on the [KPMG page](#) - including **sections 8.1, 8.2, 8.3, 9.1 to 9.7** that contain very damning evidence – based on **my secretly recording my so-called 'performance appraisal' meetings: [09.10.07](#) and [24.10.07](#)** (both contain my Comments); (of course, I had NOT told KPMG I had done this).

Of note: KPMG was so worried I had recorded conversations that it enlisted my doctor to ask me whether I had done it – **section 13 [KPMG page](#)**. (More on 'my' doctor, under para.12(e)).

Failing to get an answer, in this Defence, as well as in its [22.05.08](#) 'reply' to my Grievance, **KPMG gambled on the assumption that I had not done it.**

Post receiving these 'replies' from KPMG, I also reported some of the events in my [05.08.08](#) letter to [ACAS](#) ([section 16](#)) – as justification for the compensation I was expecting from KPMG.

AND **CONSIDER** the legal definition of 'constructive dismissal':

(At the time) **Section 95(1)(c) of the Employment Rights Act; extracts from a case:**

Constructive dismissals: Where the employee resigns because of the employer's conduct. Where the employee believes that the employer is victimising them for reasons other than their conduct or ability to do their job properly.

Employment Appeal Tribunal (EAT): In a constructive dismissal case the Tribunal should consider the question of whether an employer had reasonable and proper cause for its conduct before going on to consider whether the conduct complained of was calculated or likely to destroy or seriously damage the employer/employee relationship of trust and confidence.

"The Claimant's grievance"

"2. The Claimant raised a grievance which included the following allegations:"

"a. the Respondent **used "underhand" tactics to force the Claimant out of the firm;**" **(1)**

"b. the Respondent **monitored the Claimant inside and outside work;**" **(2)**

"c. the Respondent **bullied, harassed and victimised the Claimant; and'** **(3)**

"d. the Respondent **stonewalled the Claimant.**" **(4)**

(1)- See para.7, below.

(2)- **NOT** addressed in the Defence.

Of note: In its [22.05.08](#) 'response' to 'my [17.01.08](#) Grievance' **KPMG also FAILED to address this.**

"monitored me inside work": ABSOLUTELY!

Header 9 of my Grievance; sections 5 and 6(3) on [KPMG page](#).

"*and outside of work*". I did NOT say that. Header 9.3 of my Grievance, I reported "*an obsession with what I do outside of work*". Section 8.4 KPMG page.

However, I did state that KPMG was monitoring my website: Header 9.2 of Grievance; para.32 of [my Claim](#).

What I did NOT reveal is that **McGrigors**, a firm of solicitors previously associated with KPMG had, as demonstrated in [this slide](#): in Mar 07, looked at 84 pages on my website, while in Apr 07 it looked at 37 pages.

Hence, in addition to my being made to talk about my situation at the 13 Feb 07 meeting (my Comments below re. para.11 (cont'd); para.6 of my [03.04.08 Claim](#)) - **KPMG KNEW my situation**.

Further, **KPMG also had absolute knowledge of it from its 'brothers' (Persecution # 6), police, judiciary (Kangaroo courts) and Andrew David Ladsky - the trio it decided to join, agreeing with its objective of destroying me** for 'my daring' to report its criminal activities on [my website](#) (after 5 years of being told repeatedly, wherever I turned to for help, to 'Get Lost!').

(3)- See para.4(a), below.

(4) – See paras 4(c) and 8, below.

"Para.4 - The Grievance Panel did not uphold the Claimant's grievance".

KPMG's one-page [22.05.08](#) letter (with my Comments), in which Peter Terry, partner, denied his 'selected parts' of my [17.01.08](#) Grievance – preceded them with a total rejection of my Grievance; discussed under **section 11** [KPMG page](#).



"Para.4(a) - there was no evidence to suggest that the Respondent bullied, harassed or victimised the Claimant..."

This is a repeat of what Peter Terry, partner, wrote in his [22.05.08](#) 'response' to my Grievance.

In my [Grievance](#), I used these terms in the **Summary**, and under **Headers 4.4, 4.5, 6, 6.3, 6.4, 7 and 9** – reporting events that very clearly endorsed my assessment.

When you look at the content of my Grievance, captured in detail on the [KPMG page from section 3](#) – in relation to which I also repeat my above references, under 'Summary' - it is an absolutely - *undeniable* – FACT that KPMG did this to me.

Hence, this assertion is **FALSE**.



"Para.4(a) (cont'd) - ...and in fact the Grievance Panel felt that *the Respondent went to great lengths to support the Claimant during her personal difficulties;*"

This is a repeat of what Peter Terry wrote in his [22.05.08](#) 'response' to my Grievance.

FALSE

Cue to laugh out loud...from shock and disbelief at the depth of KPMG's moral depravation.

= **KPMG CONTINUING** with its very sinister Machiavellian ploy of covering up the impact on me of the criminal actions it took against me from Feb 07 - by **FALSELY** claiming that "[I had] *brought my personal issues to work, letting them affect me, and thus impact on others*": (para.11, below)

[KPMG page:](#)

- **section 3.3, Comment 5(A);**
- **section 8.1, lines 66-79 of my [09.10.07](#) so-called 'performance appraisal' meeting with my line manager, Ceri Hughes;**
- **section 9.1, including lines 764-771 of my [24.10.07](#) so-called 'performance appraisal' meeting with Peter Bassett, partner, and Kathy Woodhouse, HR;**
- **section 9.4, entailing FABRICATING a so-called 'feedback' on my performance to make this EXTREMELY SICK accusation against me (para.11, below).**

LOOK AT THE EVIDENCE!

LISTEN TO THE RECORDINGS ON THE SITE ([sections # 8.1 and 9.1](#))

READ THE TRANSCRIPTS: [09.10.07](#) and [24.10.07](#).

WHO IS LYING: KPMG OR I?

As to my assessment of KPMG's so-called "*support*" – as I wrote under **Header 8** of [my Grievance](#) (and captured under **section 5**, [KPMG page](#)):

"As to the offers of help and assertions of being "concerned" about me, considering the treatment I have been made to endure since February 2007, I have come to view them as KPMG 'beating me up' on the one hand, and offering to attend to my wounds on the other.

Furthermore, as having the ulterior motive of finding something to use against me"



"Para.4(b) - *the Respondent was right, to restrict the Claimant's internet access due to her contravening the Respondent's IT policy,*"

This is also a repeat of what Peter Terry wrote in his [22.05.08](#) 'response'.

FALSE – As a cover-up ploy, KPMG is mixing DELIBERATELY the 13 Feb 07 meeting (Header 3.1 of my [17.01.08](#) Grievance; paras 5 and 7 of my [03.04.08](#) Claim; [section 3.2](#) KPMG page)...

...with the 30 Mar 07 meeting – as the latter had NOTHING to do with its “IT systems”.

My use of IT was raised at the 13 Feb 07 meeting ([section 3.2](#)) - **NOT** at the 30 Mar 07 meeting ([section 3.4](#)).

ALL that I was told by Jeanette Dunworth, HR, at the 30 Mar 07 meeting was:

“because of Mr Ladsky’s communication claiming that “your website contains anti-Semitic comments” () [KPMG did NOT show me the communication] it has been decided that to protect you and KPMG, it would be best you no longer have access to the Internet”*

(Para.4 of my [17.01.08](#) Grievance; paras 8 and 9 of my [03.04.08](#) Claim)

(*) [Ladsky’s criminal activities \(e.g. Extortion\)](#) are challenged, as well as exposed so, automatically, as ‘a Jew’ (in name only): he pulls the “anti-Semite card” out.

(Note that in her [22.08.08](#) ‘response’ to my [01.07.08](#) Request for information Naomi Crossman claimed: *“We have explained why we took the decision that we did in relation to IT restriction following the allegations made by Mr Ladsky”*).

I also stress that Peter Bassett, partner, and Dunworth did NOT issue me with notes of the 30 Mar 07 meeting (*) (para.4.1 of my [17.01.08](#) Grievance).

In my [09.07.07](#) SAR (addressed to Bassett), I captured what had taken place. In its replies (starting with [19.07.07](#)) KPMG did NOT challenge what I wrote ([section 7](#)).

(*) They had also failed to do this in relation to the 13 Feb 07 meeting – leading me to issue my [14.02.07](#) Draft Notes; nearly 3 weeks later, in ‘his’ [07.03.07](#) email, ‘Bassett’ – falsely – denied that they were “not an accurate representation of what took place”.

As to the 13 Feb 07 meeting during which my use of “KPMG’s IT systems” was raised ([sections 3.2 and 3.4 KPMG page](#)): the accusation is **FALSE**.

As discussed under [section 3.2, Comment 5](#) on the [KPMG page](#); lines 187-264 of my [05.08.08](#) letter to ACAS – looking at [KPMG’s IT policy](#), what I did *most definitely* did NOT justify cutting off my access... **6 WEEKS LATER** (!!!) - to the internet...

...as well as to ALL the internal sites for 24 DAYS; and then Bassett [making me sign a 23 Apr 07 letter](#) ‘agreeing’ to be barred from using the internet – [sections 3.4, 4, 4.1 and 4.2](#).

KPMG doing this to me was a front – as ‘RETRIBUTION’ on behalf of [its ‘brothers’, Ladsky, judiciary, police, etc \(Persecution # 6\)](#) who were incandescent with rage at having their corrupt, criminal actions exposed on [my website \(Overview # 19\)](#)...

...(para.4 of my [03.04.08](#) Claim ; lines 249-252 (and 80-84) of my [05.08.08](#) letter to ACAS)...

...and because: (1)- KPMG is an integral part of [the Establishment \(ruling class\) \(book ref.\)](#), and benefits from its blindness and amnesia [in relation to some its work \(Intro\)](#); (2)- public sector projects are a source of millions of £s for KPMG: media [KPMG page](#) (*).

Note that following my [01.07.08](#) Subject Access Request, Julian Walker, KPMG's Compliance, REFUSED to provide me with the evidence in support of its accusation - claiming, under **para.10** of his [31.07.08](#) letter that "[its IT] report was commissioned by the firm's General Counsel and is subject to legal privilege" - (as I reported in my [02.09.08](#) letter to the Stratford Employment Tribunal) (**section 16** – [KPMG page](#)).

(*) An example that is particularly pertinent: at the time that 'the dear brother' [Andrew David Ladsky](#) filed, yet again, another fraudulent claim against me in Feb 07 ([Overview # 11](#)), that led me to go into another drawn out battle with [West London County Court](#)...

...- [in its Apr 07 internal newsletter](#), KPMG announced that it "[had] just been engaged on a non-competitive basis to help design the structure and business model for the new ministry of justice" - replacing the then [Department for Constitutional Affairs](#).



"Para.4(c) - the Respondent was acting in accordance with its legal duties and responded correctly to the data subject access request"

This is also a repeat of what Peter Terry wrote in his [22.05.08](#) 'response'.

Para.10 of my [03.04.08](#) Claim.

FALSE KPMG DID stonewall me: **Header 5** of [my Grievance](#); **section 7** [KPMG page](#).

Further, as came to light in its Defence – para.6 below, KPMG **had also failed** to provide me with other communications from its 'dear brother', [Andrew David Ladsky](#).

As I reported under **lines 14-16** of my [17.08.08](#) letter to [ACAS](#), KPMG then CONTINUED to DENY me access to the alleged 'evidence'...

...and CONTINUED doing the same thing in its [22.08.08](#) 'response' to my [01.07.08](#) Request for information.

REALITY: KPMG engaged in the [psychological harassment tactics of: 'Controlling information'- Header 1.14; 'Deception to prevent exposure'- Header 4; 'Frustrate and discourage'- Header 2.](#)

"Para.5 - The investigation and Grievance Panel were concluded as quickly as possible. [1] However, a number of factors influenced the length of time it took to carry out the investigation, including: the length of the [grievance letter](#) (26 closely typed pages) with 68 referenced attachments; [2] the number and complexity of issues raised; [3] the witnesses' availability; and the investigating officer's holiday" (4)

(1)- 4 MONTHS after I submitted my [17.01.08](#) Grievance! ([22.05.08](#) 'response')

As to the rest, KPMG cited it as 'reasons' in its [30.04.08](#) application to the [Stratford Employment Tribunal](#) (**section 16** – [KPMG page](#)), to ask for a 3-week extension, until 27 May 08. The tribunal agreed to this in its [07.05.08](#) letter - **section 14**.

As it turned out, KPMG granted itself an additional 3 weeks – as can be seen from the tribunal's covering letter to this document – **that should have resulted in a default judgment in my favour – [tribunal Rule 8](#) – as I pointed to the tribunal in my [16.06.08](#) letter** (which, by then, was a chaser letter to the tribunal).

(2)- Of which the so-called "*independent panel*" very clearly took no notice of!

My objective was to provide comprehensive, detailed evidence, thereby limiting the need to research events.

(3)- As can be seen from this Defence, as well as [22.05.08](#) 'response' to my Grievance, KPMG certainly did not get bugged down by "*the complexity of the issues*" – as it avoided addressing the issues.

There was nothing "*complex*" in what took place. It is called [criminal psychological harassment](#).

(I have noted that "complex" is a word frequently used by the English Establishment when faced with damning evidence against it – intended to convey: 'Too complicated for you to understand; hence, I am not going to reply').

(4)- KPMG appointed somebody who went immediately on a 3-week holiday (Yep!) – **section 11 [KPMG page](#)**.

As can be seen from the various letters reported on the KPMG page, there was no shortage of staff in KPMG's HR. The underhanded tactics that KPMG used. Unbelievable!

"IT Restrictions"

"Para.6 - The claimant's landlord Mr Ladsky contacted the Respondent in October 2006 making serious allegations against the Claimant."

"The Respondent could not ignore these allegations..."

This is covered under **section 3.2 [KPMG page](#)**.

WHY wasn't I told about these "*allegations against [ME]*" – including following my [09.07.07](#) SAR ([section 7](#))?

As I reported in e.g. my [05.08.08](#) letter to [ACAS](#), lines 25-31: "***This had never been communicated to me.***" I also reported this in my [02.09.08](#) letter to the Stratford Employment Tribunal.

In my [17.08.08](#) letter, also to ACAS, lines 14-16, I reported that, following my [01.07.08](#) SAR, in its [31.07.08](#) 'reply', KPMG was STILL refusing to tell me what these "*serious allegations*" were, by stating: "***I am satisfied that you have been provided with the correct material.***"

And, it CONTINUED to do so in its [22.08.08](#) 'response' to my [01.07.08](#) Request for information.

Hence, **KPMG was CONTINUING to deny me the right to defend myself against Ladsky's alleged accusations against me** – as I reported in my [02.09.08](#) letter to the tribunal.

WHY? Because KPMG was spinning 'a story' as a cover-up for its [criminal psychological](#)

[harassment regime \(Persecution # 1\)](#) against me.

KPMG did **NOT** believe for one second the alleged so-called “threats” from [Rachman Ladsky](#) - because it KNEW he did not have a leg to stand on.

I discuss this on the [KPMG page](#), under **section 3.5, Comments # 7 and # 17**, in relation to his [26.03.07](#) letter to KPMG (which also contains my Comments); and under **para.11** of my [03.04.08](#) Claim. (An heavily redacted letter KPMG only supplied to me 7 MONTHS LATER, after a battle – [section 7](#))

REALITY: It was ALL concocted through collusion, conniving and conspiring. Anything to dish out 'retribution' on behalf of the 'dear brothers' Ladsky and other tribe members!

(KPMG's conduct is exactly the *same* morally depraved conduct as that of [the Kensington, Chelsea & Notting Hill police mafia](#) that is processing 2 highly vicious, malicious, libellous so-called “*crime reports*” against me following fabricated ‘complaints’ against me by Ladsky - it did NOT challenge, NOR ask for supporting evidence – and in relation to which the police did NOT give me the chance to defend myself against them...

...and even went as far as claiming that it had “[No suspicion of false reporting](#)” - even though it never contacted me to get my side of the story ([Overview # 13 and # 16](#) ; my [17.10.11](#) Appeal Request in the context of [my 19 Apr 11 Claim against the police et.al.](#)).

Para.6 (cont'd) - “*In January 2007 Mr Ladsky made further contact with the Respondent and threatened legal action against the Respondent in connection with allegations of libel.*”

I repeat my above Comments, under # 6 – and add my emphasis in the sections on the fact that [www.leasehold-outrage.com](#) is **MY** personal website, **NOT** a KPMG website.

Hence, **it had absolutely NOTHING to do with KPMG.**

I also discuss KPMG's failure to provide me with the alleged communications under **section 7 Comment 3**, and **section 3.2**, [KPMG page](#).

Para.6 (cont'd) - “*...and obtained an IT report relating to the Claimant's IT use. Following receipt of the IT report (which highlighted some 10,000 hits on a small number of websites related to the Claimant's "personal issues")*”

I repeat my above Comments, under # 6,...

...as well as draw attention to my discussing, under **section 3.2** of the [KPMG page](#), KPMG's refusal to provide me with evidence in support of its accusations (**para.10** of its [31.07.08](#) 'response' to my [01.07.08](#) SAR – as already referred to under para.4(b), above).

I also reported this in my [02.09.08](#) letter to the Stratford Employment Tribunal ([section 16](#)).

Under the section, I also discuss what the alleged “*10,000 hits on a small number of websites related to [my] personal issues*” would be.

Para.6 (cont'd) - "...the Respondent **decided to restrict the Claimant's access to the internet as a precautionary measure.**"

I repeat my Comments under 4(b).

= KPMG continuing to spin its VERY SICK cover-up story.

Under para.13 of my [01.07.08](#) request for information, I asked for the definition of "precautionary measure". In its [22.08.08](#) 'response', KPMG did NOT provide a reply.



Para.7 - "**The Respondent denies that this was the start of or indeed any part of a campaign of victimisation or harassment designed to force the Claimant to leave the Respondent's employment.**"

FALSE I repeat my above Comments under 'Summary', and under para.4(a), in their entirety.



Para.7 (cont'd) - "**This was in fact a way of avoiding implementing the disciplinary procedure for the Claimant's serious breach of the IT policy which could potentially have led to the Claimant's dismissal.**"

Ohhhh! The 'ever so caring' KPMG that did not have the heart to sack me!

FALSE In addition to repeating my Comments under para.4(b), above - NOTE:

- At the 13 Feb 07 meeting (for which Bassett refused to issue me notes), he had told me that "**If [I] continued** [to send emails about my website using my KPMG account], **[I] would receive a formal warning**" – line 43 of my [14.02.07](#) Notes.
- Following receiving my (unexpected) [14.02.07](#) Notes, in 'his' [07.03.07](#) email, 'Bassett' wrote: "**could result in formal proceedings taking place**"
- By the time of the Defence, it had become "**a potential dismissal**".

Also: in his [22.05.08](#) 'response' to my [17.01.08](#) Grievance, Peter Terry had claimed that I could have faced "**disciplinary action**".

= Anything to convince the tribunal (more specifically, non-Establishment parties) that KPMG was 'absolutely right' to take the actions it took against me = **cover up its inflicting [criminal psychological harassment \(Persecution # 1\)](#) on me.**

“Data Subject Access Request”



“Para.8 – “The Respondent denies that it refused to comply with its legal obligations in responding to the Claimant's data subject access request of 9th July 2007”

This is a repeat of para.4(c) above. Therefore, the same Comments apply – including the fact that is **FALSE**.



“Para.8 (cont'd) – “The Respondent provided the Claimant with all relevant documents in accordance with the request and it was processed in the usual way and specifically without any "stonewalling"”

FALSE In addition to repeating the Comments under para.4(c) above, I also repeat my Comments under para.6, above, that KPMG did NOT inform me, NOR provide me with a copy of Ladsky's alleged communications to KPMG (para.8 of my [03.04.08](#) Claim).

As I reported e.g. under lines 14-16 of my [17.08.08](#) letter to [ACAS](#); in my [02.09.08](#) letter to the tribunal - KPMG then CONTINUED to DENY me access to the alleged 'evidence', in the context of my second Subject Access Request, dated [01.07.08](#) – [section 15](#).

“processed in the usual way” = the **“usual way”** for KPMG is the use of [psychological harassment tactics](#) – to cover up its Machiavellian ploy.

“The Claimant's Appraisal”



“Para.9 – “The Respondent denies that any variations from the normal process or timetable were designed to humiliate the Claimant. (1)”

In view of the allegations and comments that the Claimant had included in her appraisal form relating to her personal circumstances [2], a departure from the standard timetable was agreed to reassure the Claimant that her concerns were being taken seriously and that the process was fair. (3)

During the process the Claimant made further allegations against her performance manager.” (4)

The first comment I make is that the moral depravation of KPMG is so repugnant that I cannot find the words to express it. You can only laugh at it in absolute shock and disbelief.

(1)- FALSE The handling of my so-called 'performance appraisal' is covered under **Header 6** of my [17.01.08](#) Grievance; **paras 13-30, 33.6-33.8** of my [03.04.08](#) Claim; **sections 8 and 9** on the [KPMG page](#).

Ceri Hughes, my line manager, and Jeanette Dunworth, HR = Peter Bassett made me wait 10 weeks from the time I filed my form on the system. The excuse 'from' Hughes: she was **“waiting to hear from HR because of what you wrote on the form”**. (**Headers 6.1 and 6.2** of my Grievance; **para.13** of my [03.04.08](#) Claim).

(2)- FALSE As can be seen from [pages 22 and 23 of my appraisal form](#), I used just 2, short sentences, in 2 full pages, to refer to my personal situation – para.14 of [my Claim](#); section 8 [KPMG page](#).

As covered under my next Comment, KPMG ignored totally what I wrote, because highly inconvenient – as it related to the criminal actions it took against me. (Hence, also the punishment by delaying my so-called 'appraisal' by 10 weeks).

I repeat my Comments under para.4(a) (cont'd), above.

(3)- Paras 13, 15-20, 30, 33.6, 33.8 of my [03.04.08 Claim](#).

I repeat my Comments under para.4(a) (cont'd):

READ THE TRANSCRIPTS (with my Comments) of my secretly recording:

- the [09.10.07](#) meeting with my line manager, Ceri Hughes;
- the [24.10.07](#) meeting with Peter Bassett, partner, and Kathy Woodhouse, HR.

On the [KPMG page](#), they are discussed under sections 8 and 9.

LISTEN TO THE RECORDINGS ON THE SITE ([sections 8.1 and 9.1](#)).

Does it look to you as though “[my] concerns were being taken seriously and that the process was fair”?

WHO IS LYING: KPMG OR I?

NOTE how KPMG ignored totally [paras 17 and 22 to 27 of my Claim](#).

You can see why KPMG was so desperate to find out whether “[I had] recorded my conversations at KPMG” – by getting my doctor to ask me – [section 13](#). (And that's not the only thing KPMG asked him to do – see my Comments to para.12(e), below).

Having failed to get an answer, in its Defence, as well as in its [22.05.08](#) 'response', it gambled on the assumption that I had not done it.

(4)- FALSE As I have NOT made: (1) “further”; (2) “allegations” – “against [my] performance manager”.

What I did is covered under paras 6.4 and 6.5 of my [17.01.08 Grievance](#); section 9, [KPMG page](#).

Because my line manager, Ceri Hughes: (1)- had NOT (in breach of [KPMG's guidelines on conducting performance appraisals](#)) completed my so-called appraisal on [09.10.07](#); (2)- had NOT contacted me as she said she would by the end of the week to schedule 'part 2',...

...I sent a [15.10.07-10h05](#) email to Jeanette Dunworth, HR – on which I cc'd Hughes - relating what had taken place since the end of Jun 07, as well as during the 9 Oct 07 meeting – including reporting Hughes's refusal to discuss what I captured on [pages 22 & 23 of my form](#) – and asked:

"I would like to know why events that have impacted on my ability to perform are being ignored – especially in light of the fact that the two months plus delay in holding

my performance appraisal was due to HR looking at what I captured on my form."

I also stated that I was "looking for honesty" in relation to my position at KPMG.

REALITY: the cabal perceived my email as extremely inconvenient; an unexpected spanner in the works. Hence, the KPMG very sick tactic of continuing to portray me as 'a highly undesirable employee'!

YEP! Their [criminal psychological harassment tactic](#) (/ [Persecution # 1](#)) had backfired on them – as, since the 13 Feb 07 meeting, they had wanted to avoid having written evidence of events.



"Para.9 (cont'd) – "As a result [1], an independent HR Senior Manager [2] was asked to continue and finalise the process instead, which was another departure from the standard process intended to ensure that the claimant felt that the Respondent was taking her concerns seriously" (2)

I repeat my first Comment under para.9, above, about KPMG's unbelievably repugnant moral depravation.

(1)- FALSE See my Comments, above, under para.9.

(2)- In addition to stating: **FALSE**, as an introduction: I am so glad I also recorded the [24.10.07](#) meeting with **Peter Bassett, partner, and Kathy Woodhouse, HR**, who was positioned as being **"there to ensure a fair and independent assessment"** ([19.10.07](#) email to me, from Jeanette Dunworth, HR).

I repeat my Comment # 3 under para.9, above.

Of course, Woodhouse had been briefed by Bassett and Dunworth to CONTINUE reading from the same script as that concocted with Ceri Hughes.

The only difference with Hughes who refused point-blank and repeatedly to discuss what I had written on [pages 22 & 23 of my form](#) (Header 6.3 of my [17.01.08](#) Grievance; para.27 of my [03.04.08](#) Claim; my [15.10.07](#) email to Dunworth; **section 8.1 KPMG page**),...

...was that, to my raising the issues, **Woodhouse's** answer - repeated 9 TIMES – was:

"It has not been a good year for you"; "You've had a really, really difficult year", and variations on this theme.

As to Bassett, he also said it once; I summarised them in e.g. towards the end of my Comments on his [25.10.07](#) email; **section 9.1 KPMG page**.

Otherwise, they continued with their pre-determined script of attributing fabricated failings against me; see paras 11 and 12(g), below.



"Para.10 – The Respondent denies conducting the appraisal process in such a way as to force the Claimant to leave her employment with the Respondent."

FALSE - I repeat my Comments under para.9



“Para.10 (cont’d) – The Respondent confirms that the pay rise [1] and bonus that the claimant received was appropriate for the performance rating she received [2] and that the claimant did not suffer any financial detriment as a consequence of the above departures from the standard appraisal process.”

(1)- FALSE – I did NOT receive a “pay rise”. As to my bonus, it was lower than in previous years – **para.31** of my [03.04.08 Claim](#).

(2)- Header 6.7 of my [17.01.08 Grievance](#); **paras 28 and 29** of my Claim; **section 9.7 KPMG page**.

A “performance rating” of **8-NI (pg 24 of my form) (printscreen of rating)** (explanation in **‘Skills and Behaviours’**) – based on FABRICATED FAILINGS: [sections 9.3 to 9.5...](#)

...– followed by sealing their ‘assessment’, by ‘determining’ that ‘my training needs’ were ‘so dire’ that I needed no less than **“a training coach”!** [section 9.6](#); (repeated by Bassett in his [25.10.07](#) email).

A rating that TOTALLY ignored what I said against the extremely sick, vicious, malicious and perverse fabrications and accusations against me – to which Bassett and Woodhouse repeated endlessly: **“we shall agree to disagree”** (**para.27** of my [03.04.08 Claim](#)). (See para.12(g), below, for my Comments).

‘THE KPMG WAY’:

- we deprive you of the tools to do your work;
- we deliberately cut you out of the loop to prevent you from progressing with your work - in the process, clearly communicating to all and sundry that you are a pariah - and:

‘IT’S YOUR FAULT! YOU NEED DEVELOPMENT!’ Of course, on the dimensions it had ‘identified’ - that suited its fabricated story.

Their motive? Essential for sealing their very sinister Machiavellian cover-up plan: ‘see how dire her training needs are?’ = ‘It’s ALL HER FAULT!’

Yep! That’s how KPMG, the firm that claimed: **‘Above all, we act with integrity’**, covers up its months of ongoing [criminal psychological harassment \(Persecution # 1\)](#) regime against an employee!

The rating 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?



“Para.11 - 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.”

Header 6.7 of my [17.01.08](#) Grievance; paras 22 to 24 of my [03.04.08](#) Claim; sections 9.4 and 8.1 [KPMG page](#).

This FALSE - unbelievably SICK, MALICIOUS, highly VICIOUS and CRUEL accusation (considering what was happening to me at the time; snapshot under [section 5](#)), was **FABRICATED by Peter Bassett and Ceri Hughes** (and probably et.al. in KPMG and [the Jewish-Freemason 'Brotherhood' \(Persecution # 6\)](#))...

...and dished out to me by 'a colleague', **Finbarr Geaney**, in 'his' [05.08.07](#) so-called 'feedback' on 'my performance' - FALSELY accusing me of "**letting my personal problem affect my work, and thus impact on the team**".

FABRICATED BY:

- **Ceri Hughes e.g.:** in my [27.07.07-11h00](#) email to her, I reminded her of what she had told me face-to-face, on 19 July: "**You said something about "the impact on others"**" ([section 8 KPMG page](#)).

As I reported under **lines 504-512** of my [17.01.08](#) Grievance, Hughes definitely 'did NOT like that' - at all - as she asked to speak to me in a meeting room. In an angry, aggressive tone, she told me that she did not like my email of 27 July, "**being quoted on what I said on 19 July**".

- **Peter Bassett, partner, e.g.:** the sick cover-up game he played during part 2 of my so-called 'performance appraisal', when he realised that I knew that 'the feedback' had been fabricated: **lines 188- 198** of the [24.10.07](#) meeting ([section 9.4 KPMG page](#)).

THE MOTIVE? Cover-up for the criminal actions KPMG had taken against me from Feb 07 onwards – see my Comments to par.4(a) (cont'd), above.



"Para.11 (cont'd) - The Respondent continued to support the claimant and make allowances where possible."

FALSE – KPMG is continuing with its very sick, gutter tactic: FALSELY blaming 'me' for the impact **ITS** actions, especially from Mar 07, had on me.



"Para.11 (cont'd) - The claimant has on occasion wanted the Respondent to consider her "personal issues"

FALSE – It was KPMG, specifically Peter Bassett who **FORCED ME** to talk about it, firstly, at the 13 Feb 07 meeting: **lines 63-102** of [my Draft Notes](#); **lines 106-107** of my [17.01.08](#) Grievance; [section 3.3 KPMG page](#).

At the same meeting, **Bassett and Jeanette Dunworth, HR**, then used this as the opportunity to **FORCE** me to contact **Julie Bennett, KPMG 'Wellbeing'**: **lines 52-54** of [my Draft Notes](#);

lines 107-108 of my [17.01.08](#) Grievance; section 3.3 [KPMG page](#).

Key to his very sinister, Machiavellian plan, **Bassett's motive was to put his pawn, Julie Bennett, in place, as my main contact.**

Anticipating that their cutting off my access to the internet (and, in fact, to the entire network) (para.4(b) above) would have a devastating impact on me, **at the 30 Mar 07 meeting, Bassett had Julie Bennett waiting for me outside of the meeting room.**

As KPMG was dishing out its ongoing regime of [criminal psychological harassment](#) ([Persecution # 1](#)) against me, Julie Bennett played a key role in KPMG concurrently throwing its 'health services' at me – implying, as well as stating that “[I] *suffered from mental issues*”: sections 5 and 5.1 [KPMG page](#).

While I had helped Julie Bennett tick a box by seeing one of KPMG's so-called 'specialists' in Apr 07 (and wasting my time), after 4 months, KPMG finally got the message that I was not going to bite on the hooks it kept throwing at me. I summarised events in my Comments on the [08.05.07](#) email from Bupa Wellness at KPMG.

KPMG's ULTERIOR MOTIVES behind pushing me to use its 'health services', as well as talk about my personal situation - were:

- To have me 'officially certified' as 'suffering from mental issues' – and, consequently, sectioned (a typical British Establishment's tactic for getting rid of 'inconvenient' people 'like me') ([section 5.2](#)).

Of note, (in addition to approaching 'my' then doctor (to determine whether “[I had] *recorded my conversations at KPMG*” ([section 13.1](#)), **KPMG / other/s on its behalf had also approached the psychiatrist I had found through a contact**, to help me mitigate my loss in relation to my [03.04.08](#) Claim against KPMG.

In May 08, within less than half-an-hour of (my first and last) 'consultation' with him, he 'recommended' that “[I] ***should immediately book [myself] in a clinic for two weeks***” ([section 13.2](#)).

My being locked-up would have benefited not only KPMG, but also [Andrew David Ladsky](#) who, through [his corrupt solicitors, Portner and Jaskel](#), had, in Feb 07, filed (another) fraudulent claim against me in [West London County Court](#). (I had to serve [my Witness Statement](#) by [4 Jun 08](#). My Statement triggered a [06.06.08](#) Notice of Discontinuance of “ALL the claims” against me ([Overview # 11](#))).

- In case I subsequently took legal action:
 - to cover up the impact its planned criminal psychological harassment would have on me - by FALSELY claiming that “[I had] *let my "personal issues affect my state of mind and thus approach to my work and relationships with colleagues*”:
 - to claim that ('the ever so caring') KPMG had 'gone out of its way to help me' – as evidenced in the following.

“Response to the Claimant's Allegations”



Para.12 - *In response to the claimants particular allegations (set out at [section 5.1 of the claimant's Particulars of claim, paragraph 33](#)) the Respondent responds as follows:*

“a. the Respondent denies siding against the claimant in relation to her “personal problem” [1] In fact the Respondent believes that it went far beyond what could be reasonably expected of an employer in such circumstances in terms of the support it offered;” (2)

(1)- **FALSE** – Headers 4.4, 5, 5.2, 5.3, etc. of my [17.01.08](#) Grievance.

ALL of the [KPMG page](#) from section 3.

(2)- **FALSE** – I repeat my Comments under para.4(a) and para.11 (cont'd).



“Para.12(b) - the Respondent believes that it was necessary to restrict the Claimant's access to the internet following the Claimant's abuse of the Respondent's IT systems and the threat of legal action from Mr Ladsky. [1] The Respondent denies that it took any action designed to victimise or harass the Claimant;” (2)

(1)- **FALSE** - I repeat my Comments under para.4(b) ; para.6 in their entirety ; para.7.

(2)- **FALSE** – Ditto, and I also repeat my Comments under paras 12(e), below.



“Para.12(c) - the Respondent complied fully with the Data subject Access Request [1] and denies refusing the Claimant access to any information which she was legally entitled to;” (2)

(1)- Para.10 of [my Claim](#). **FALSE** – I repeat my Comments under para.8 (cont'd).

(2)- **FALSE** – I also repeat my Comments under para.8 (cont'd).



“Para.12(d) - the Respondent denies that asking the claimant to sign a letter confirming that she would not access the internet was anything more than a legitimate and proportionate response to the Claimant's abuse of the Respondent's IT systems;”

FALSE – WHAT *“abuse of IT systems”*? I repeat my Comments under para.4(b) ; para.6 in their entirety ; para.7 (cont'd).



“Para.12(e) - the Respondent denies exposing the claimant to nearly a month of extreme distress in relation to restricting her access to the internet [1]. The Claimant was kept fully informed of the technical difficulties involved in putting the necessary restriction in place.” (2)

“Any limited relaxation of the restrictions to her access was supervised and solely to allow the Claimant to continue her work [3] and alleviate her alleged distress;” (4)

(1)- Para.9 of my [03.04.08](#) Claim.

FALSE – I repeat my Comments under para.4(b), above, that KPMG's motive in cutting me off – DELIBERATELY - from ALL the network for 24 DAYS, in Apr 07, was as punishment for 'my daring' to expose, on [my website](#), its 'brothers' corrupt, criminal activities.

Bassett et.al. in KPMG, and the 'brothers' to whom they reported it - were all getting endless sadistic kicks from seeing me / knowing that I was sobbing uncontrollably at my desk.

I was in such a state that, by mid-Apr 07, I saw my (then) doctor who prescribed me tranquilisers and an anti-depressant (*): **Header 4.4** of my [17.01.08](#) Grievance; **section 4.1 KPMG page**.

(*) One year later, he claimed that, "he had not done it" – and "could not therefore give me a referral to a psychiatrist" for the purpose of mitigating my loss! My [10.04.08](#) letter to him proving he HAD - by attaching the scanned prescription and packaging - **section 13.1 KPMG page**. (Recall that he had also asked me whether "[I had] recorded my conversations at KPMG")

(2)- FALSE – **Header 4.4** of my Grievance.

You can also see the falsity of the claim when you look at **section 4 KPMG page** that includes extracts from the numerous emails.

(3)- "to allow [me] to do my work"

'Forgetting' to mention: AFTER 4 MONTHS!

- Ceri Hughes's emails to me: [07.08.07](#); [08.08.07](#); mine of [08.08.07](#) to her.

And, 4 months previously:

- [10.04.07-12h14](#) email from Ceri Hughes to IT: "*I do need noelle (sic) to access the kpmg (sic) intranet in order to fulfil the tasks I have asked her to work on*";
- [01.05.07-10h00](#) email to me from IT: "*...could you confirm you are able to access all the Global Intranet websites you require to complete your work...*"
- [23.04.07](#) letter Peter Bassett made me sign: "*...following a meeting attended by you, Jeanette Dunworth and me 30 March 2007, you were informed that your internet and intranet access would be restricted.*" (NB: NO, ONLY the internet).

"*Since then you have been unable to access the external internet or the global intranet.*" "IT have been working to try and allow you access to the global intranet...in order to enable you to carry out your day to day work."

= **MORE PROOF** that KPMG PREVENTED ME from doing my work.

(3)- FALSE - "*Alleged distress*" (!!!!) (It sure is very crowded in the bottomless cesspit of moral depravation and corruption in which many in the English Establishment, their hangers-on and cronies reside with their henchmen, henchwomen and flunkies)!

As I reported under:

- **headers 4.4, 4.5** of my [17.01.08](#) Grievance;
- **paras 9 & 10** of my [03.04.08](#) Claim;
- **lines 87-129** of my [05.08.08](#) letter to ACAS,...

...being cut off from ALL the sites for 24 DAYS, while being bombarded with horrible automated messages (**section 4**) - had a devastating impact on me (**section 4.1** [KPMG page](#)). I was in tears at my desk practically every day during that period, at times sobbing uncontrollably, feeling extremely distraught.

I repeat my Comments under 1 above about seeing my doctor in mid Apr 07.

My being cut-off from accessing the sites made me feel like a pariah, very isolated, and was a degrading, demeaning and humiliating experience as, in an attempt to do my work, I had to ask colleagues to look up information for me.

I ended-up telling them that I was barred from accessing the internet. It helped fuel rumours / a whispering campaign behind my back.

Not only could I NOT do my work, '[the glaringly obvious victim of multi-criminal Andrew David Ladsky](#) - which KPMG had *absolute knowledge of* (e.g. *I knew that KPMG's ex associated firm solicitors, [McGrigors, had looked at 121 pages on my website during Mar-Apr 07](#)*) - was being treated as though 'I' were a criminal, while Ladsky was being treated as 'the victim!' ([section 4.1](#)).

Hence, as they were getting the emails from me, endlessly reporting my plight ([section 4](#)), the thoroughly evil, morally depraved, very sick, perverse monsters had been getting their sadistic kicks from seeing me extremely distraught and sobbing uncontrollably at my desk - and, consequently, hell-bent on making it last.

4 months after Peter Bassett asked me to sign the letter 'agreeing' to be barred from using the internet ([24.04.07](#); my [25.04.07](#) email to return the signed letter)- in Aug 07 (Comment # 3, above), Ceri Hughes forced me to use a spare computer ([section 6\(4\)](#)), because: **(1)**- it suited her to have me do some work requiring to use the internet; **(2)**- had the objective of providing her et.al. with many more opportunities to satisfy their insatiable craving for sadistic kicks.

Headers 4.9 and 9 of my [17.01.08](#) Grievance; **section 6(4)** [KPMG page](#); **para.12** of my [03.04.08](#) Claim. I also discussed it in my [05.08.08](#) letter to [ACAS](#), **lines 87-93**.



"Para.12(f) – the Respondent denies that the appraisal process was unduly delayed [1] or that it did not take all relevant factors into consideration during the claimant's personal appraisal process;" (2)

(1)- FALSE - I repeat my # 1 Comments under para.9.

(2)- **FALSE** – I repeat my # 3 Comments under para.9.

YEP! That's what KPMG does when it assumes that you cannot substantiate your claims with absolutely irrefutable evidence.



"Para.12(g) - the Respondent denies fabricating any failings against the Claimant in order to mark down the Claimant's performance or for any other purpose;"

FALSE – Headers **6.3 and 6.7** of my [17.01.08](#) Grievance; and the following on the KPMG page - that demonstrate an absolutely hell-bent determination to make FABRICATED failings stick against me – in order to 'justify' 'my training needs', and 'supporting' overall rating, as well as lack of salary increase, and smaller bonus (para.10, above)...

...= cover-up KPMG's criminal actions against me:

My line manager, Ceri Hughes – on [09.10.07](#) – [KPMG page](#):

- **section 8.1** (includes the recording of the meeting) - refusing point-blank to discuss the actions KPMG had taken against me that had very seriously affected my ability to perform my work - FALSELY accusing me of **"letting events in my personal life affect me at work"**...and 'determining' that 'this issue' needed to be **"addressed through training"** (!!!) (e.g. [lines 66-109](#));
- **section 8.2** – that I **"lacked proactivity"** - when, in fact, Hughes had been cutting me DELIBERATELY out of the loop on communications and meetings (e.g. [lines 177-221; 245-251](#));
- **section 8.3** – Other events demonstrating further that Hughes HAD been cutting me out deliberately.

Peter Bassett, partner, and Kathy Woodhouse, HR - on [24.10.07](#) – [KPMG page](#):

- **section 9.1** (includes the recording of the meeting) – when I protested vehemently against the [05.08.07](#) so-called 'feedback' 'from' Finbarr Geaney (para.11, above), like Hughes, they refused to discuss the actions KPMG had taken against me – and **repeatedly put the blame on me – by raising "[my] personal situation"**;
- **section 9.3** - using Hughes' 'assessment' that **"I had not completed my goals"**, they portrayed me as **"lacking initiative, proactivity, determination, tenacity"** (e.g. [lines 76-88; 311-324; 857](#)) – in the process ignoring my saying repeatedly that Hughes had been DELIBERATELY cutting me out of communications that prevented me from progressing my work (which Bassett knew, as he was behind the plan);
- **section 9.4** – the FABRICATED so-called 'feedback on my performance' 'from' Finbarr Geaney, to accuse me of **"letting my personal problem affect my work, and thus impact on the team"** (para.11, above) (e.g. [lines 187; 218-237](#));
- **section 9.5** - with Hughes (no doubt on Bassett's order) having ensured that I would be isolated by the nature of the work she asked me to do, and by cutting me off deliberately from meetings and communications - the other label they attached to me was **"lacking in relationship building"** (e.g. [lines 245-286](#));

- **section 9.6** - To seal their 'assessment', with the objective of covering up KPMG's criminal actions against me, they put the blame for events squarely on me - by 'determining' that 'my training needs' were 'so dire', that 'I needed' no less than "*a training coach*" ([lines 815-823](#))!
- **section 9.7** - While throughout they kept repeating that there was "*a difference of views*" in many areas, they, of course, ignored it - and gave me an overall rating: "*needs development category*" ([lines 879-880](#)) – hence, putting the final seal on their 'assessment' (para.10 (cont'd), above).

LOOK AT THE EVIDENCE!

LISTEN TO THE RECORDINGS ON THE SITE ([sections # 8.1 and 9.1](#)).

READ THE TRANSCRIPTS: [09.10.07](#); [24.10.07](#).

WHO IS LYING: KPMG OR I?

I repeat my Comment under para.10 (cont'd), above: the 'assessment' 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?

Oh! I forgot! 'That was 'before' "[I] let [my] personal problem affect my work"!

When you look at what had been happening in my personal life until then i.e. [from 2001 \(Case summary ; Résumé de mon cas\)](#), isn't fascinating that it had not been raised (except [in 2002](#) when I could no longer cope with my very demanding job, and ended-up being transferred to doing non-client work).

(From then on, (in order to survive), I started to build resilience to the attacks by [the Ladsky mafia](#) and [its devoted supporters in the British State and private sector \(Persecution # 6\)](#)).



"Para.12(h) - any differences in the performance appraisal process conducted in relation to the Claimant were to the Claimant's advantage [1] and the Respondent denies that the claimant suffered any detriment as a result;" (2)

(1)- FALSE – I repeat my # 2 and # 3 Comments under para.9, above.

(2)- FALSE – I repeat my # 1 Comment under para.10 (cont'd).



"Para.12(i) - the Respondent denies that it ever wanted the claimant to leave her employment with the Respondent or took any action designed to force her to do so."

It makes you wonder what KPMG does when it wants somebody to leave!

OF NOTE: In its above para.12, claiming to be in "*response to para.33 of my [03.04.08 Particulars of Claim](#)*" - **KPMG DID NOT ADDRESS:**

- **Para.33(1)** – its taking action against me, knowing that [Ladsky's](#) accusations were false; also stated under **para.3** of my [03.04.08 Claim](#);

I also repeat my # 3 Comments under “The Claimant’s grievance”, about [McGrigors having looked at 121 pages of my website](#);

- **Para.33(2)** – denying me access to Ladsky’s accusations against me; also stated under **paras.7 and 8** of my Claim.

Further, **KPMG ALSO FAILED TO ADDRESS** – in my [03.04.08 Claim](#):

- **Para.17** – Ceri Hughes refusing, during 'my appraisal', on 9 Oct 07, to take into consideration the impact of KPMG's actions on my ability to perform my work, and threatening to end the meeting if I persisted in raising it – **section 8.1** [KPMG page](#);
- **Para.27** - Peter Bassett and Kathy Woodhouse doing the same thing on 24 Oct 07 – **section 9.1**;
- **Paras 23 and 24** - The so-called 'feedback' on 'my performance', 'from' Finbarr Geaney, on which Bassett and Woodhouse focused - and in relation to which I stated that it had been "influenced" – **section 9.4**;
- at the start of the Defence, “*The Claimant’s grievance*”, “para.b – the Respondent monitored the Claimant inside and outside work”. My Comments are under the item.

“Conclusion”



“Para.13 - The Respondent avers that the claimant was not constructively dismissed and no compensation is due. (1)

Furthermore, the Respondent believes that the claimant has no reasonable prospect of success and therefore her claim should be struck out.” (2)

(1)- I repeat my Comments under Summary, above.

(2)- From [Civil Procedure Rules 24.2 \(practice direction\)](#): “*claim struck out; no reasonable prospect of success*”.

The summary judgment tactic – to ‘support’ a LITANY OF LIES - is A TYPICAL response from the corrupt, morally depraved [English Establishment](#) when faced with [a legitimate claim](#) detailing its illegal actions...

...– because it perceives 'the little people' 'like me', as non-entities who do not have the right to have rights – there to be used, abused and tormented - at will – by ALL of them ([Overview # 19](#)).

Hence, **KPMG** joined the rank of the following who did *the same thing* in relation to my – equally legitimate - [19.04.11 Claim in the Queen’s Bench Division](#):

- Her Majesty’s Sir Paul Stephenson, then Met Commissioner (QB # 4.3);
- The ‘Independent’ Police Complaints Commission (QB # 5.5);
- Her Majesty’s Theresa May, Secretary of State for the Home Department (QB # 6.1).

KPMG also joined the rank with [Andrew David Ladsky's corrupt solicitor, Ayesha Salim, CKFT](#), who filed [an Application for summary judgment against me](#) (and a fellow leaseholder) that was, likewise, a web of lies ([CKFT # 6.6](#)).

“7. Your representative”

The representative name was **Naomi Crossman**.

The section “Please sign and date here” was IGNORED - on both counts – as I reported in e.g. my [22.06.08](#) letter to the Stratford Employment Tribunal (**section 16** – [KPMG page](#)).

MY OVERALL CONCLUSIONS

YEP! That's the KPMG at the time I was there, that summarised its ‘**Values**’ as: **“Above all, we act with integrity”!**

No wonder KPMG hooked up with thoroughly evil, multi-criminal (**Extortion**) **Rachman** vermin (*) [Andrew David Ladsky](#) from the gutter ...

...– who decided he was ‘entitled’ **to make a multi-million £ jackpot** at my expense (and that of my fellow leaseholders) (**YES! THAT IS THE ROOT CAUSE FOR EVERYTHING!**)...

...- and that it joined the other ‘**brothers**’ ([Persecution # 6](#)) in actively assisting him and protecting him...

(*) I repeat my Comments under [Persecution \(1\)\(4\)](#)



...` **Birds of a feather flock together!**

(It's very crowded in that bottomless cesspit of moral depravation and of interconnecting caves of corruption in which many from the English Establishment, their hangers-on and cronies reside with their henchmen, henchwomen and flunkies).

(FOR SURE, my finally reporting this in the public domain [after 8 years](#), is going to translate into A LOT MORE [persecution](#) against me, including many more attacks by the [Establishment \(Persecution # 6\)](#)'s henchmen e.g. [Her Majesty's British Transport Police helicopters](#)...

...- because, like [Ladsky and his mafia](#), and their other devoted supporters, [KPMG](#) will ALSO perceive itself as being ‘MY VICTIM’).