



**CONFIDENTIAL MEMORANDUM**

**TO: Geoff Blackwood**  
**FROM: Gerard Menses**  
**DATE: 13 June 1997**  
**RE: Investigation concerning Harrogate**

I am just writing to formally confirm the action I have taken in response to your investigation.

1. Peter Bleby has been formally warned and you have a copy of that on file.

I have not pursued the issue of placing him on a performance contract as we are currently reviewing the entire function and structure of Public Relations and Corporate Development Department and I suspect that a clearer performance based contract will be in place subsequent to that review. However I have insisted that Peter attend additional Occupational Health Safety & Welfare training and access additional time management training. I would request your support, Geoff, in identifying appropriate courses for Peter to attend.

2. Bob Brandenburg. I have determined that Bob Brandenburg be relieved of all duties in relation to campsites. Council has determined to sell both Harrogate and Mylor anyway. Bob is to be retrained into a stronger parish liaison and bequest role. I believe it would be unjust to dismiss Bob despite his poor performance, given his age and career options, at this stage of his life. The church has not adequately trained and supervised Bob and this organisation has inherited him and I believe has a moral obligation as the church. We must ensure that he adds value to this organisation and that his final years are not simply a sinecure. To dismiss him would be unconscionably harsh and impact more adversely on the organisation through both a legal and church backlash.
3. Bob McGlennon. Your report is relatively silent on Bob McGlennon. There is indication of frustration over chain of command and inappropriate response in this area. I gather you have spoken to him about the appropriate grievance procedures.

Did the investigation determine he installed the septic tank without approval, either from Bob or from the Local Council? We have half finished works in relation to this facility on the campsite and I am awaiting a report from the engineer to determine if it is actually worth our while completing these works given our decision to sell the site. Has Bob McGlennon been spoken to in regard to this course of action? I would want him counselled re that decision if appropriate. Please advise me before taking any action.

The next step is to progress the transition of management from Bob Brandenburg to Grant Emmett in Finance and Administration. I will be calling a round table meeting shortly with all the players, yourself included, to ensure a smooth transition process. Given Council's decision to sell the campsite there is some possibility Bob McGlennon may indeed choose to purchase it.

I would like to thank you and Robert for your patience and diligence in this exercise. You played an invaluable role in diffusing what was an extremely dangerous situation for the organisation. I am sad other people did not recognise the seriousness of the situation as clearly as you and Robert did. Thank you for your support and advice in this matter.

Regards



Gerard Menses