

Attachment 8

COPY

10 September 2009

YJ

REDACTED

Dear

YJ

By letter dated 10 November 2004, you were given a third and final warning about inappropriate conduct with regard to students of the THE SCHOOL Preparatory School. I stated in that letter that should there be further evidence of that kind, I would be left with no alternative than to terminate your employment

The events in the last few days culminating I understand in your being charged by the Police with four offences leave me with no alternative than to now terminate your employment. Whether or not you are found guilty or acquitted of these offences and irrespective of the letter of 2004, the circumstances relating to the charges have irrevocably ended the confidence and trust which I must be able to place in staff of this School and for your employment to continue any longer.

Accordingly I am now by this letter giving you notice of the termination of your employment as a teacher at THE SCHOOL. You will be paid in lieu of notice and all your accrued entitlements.

You should be aware of the fact that I have spoken to the academic and non academic staff regarding the circumstances surrounding the charges laid by the Police. I have also been issued an 'Order to produce a business record' which required me to give the investigating Police Officer copies of your personal files. The latter took place yesterday. Moreover, I have also written to the School's parent body informing them of the circumstances surrounding the Police action being taken against you.

I have attempted to make contact with you by phone so as to discuss the substance of this letter, but I was unsuccessful. To this end, I will continue to endeavour to make contact with you so that the appropriate notice, and your accrued entitlements can be explained to you and to facilitate your being provided any of your personal belongings which are still at the School.

Yours sincerely

WD

HEADMASTER