



Plaint

SUMMARY COURT AT GEORGE TOWN

CAUSE NO. SC _____ OF 20_____

DEI VECIN: PATRICIA BRYAN

PLAINTIFF

AND:

- 1. LAVETA DUNN
- 2. ROYAL CAYMAN ISLAND POLICE SERVICES (RCIPS)
- 3. CML RECRUITING
- 4. CAYMAN ISLANDS GOVERNMENT

DEFENDANT

To the Defendant

- 1. Laveta Dunn c/o Criminal Records Office, Royal Cayman Islands Police Service (RCIPS) Business Center, 71 Eastern Avenue, Crown Square Plaza Unit B5, George Town, Grand Cayman
- 2. Royal Cayman Island Police Services (RCIPS, Police Headquarters, Royal Bank of Canada Building, 4th Floor, 24 Shedden Road, George Town, Grand Cayman
- 3. CML Recruitment, 7 Genesis Close, Monaco Tower 3, 3rd Floor, George Town, P. O. Box 30237, Grand Cayman, KY1-1207
- 4. The Cayman Islands Government, c/o Law Reform Commission, Legislative Drafting Department and Portfolio of Legal Affairs, 133 Elgin Ave., George Town, P. O. Box 136, KY1-9000, George Town, Grand Cayman

THIS PLAINT has been issued against you by the above-named Plaintiff in respect of the claim set out on the next page.

WITHIN 14 DAYS after service of this Plaint on you, counting the day of service you must either satisfy the claim or return to the court office, P. O. Box 495, George Town, Grand Cayman, the accompanying Acknowledgement of Service form stating therein whether you intend to contest this action. If you intend to defend the action, in whole or in part, you must set out full particulars of your defense in the space provided in the acknowledgement of service form.

IF YOU FAIL to satisfy the claim or il to return the acknowledgment of service form containing full particulars of your defense, the plaintiff may apply for a default judgment without any further notice to you.

Issued this 25th day of October 2023

(see overleaf f particulars of the Plaintiff's claim)

ORDERS AND RELIEF CLAIMED

4. That the Honorable Court finds all claims to be in favour of the grounds below and orders all relief and judgement found to the highest of the court's jurisdiction and as the Honorable Court sees fit.
5. Order the matter to be sent to the Grand Court for a Judicial Review if the Honorable Court finds grounds.
6. Loss of earnings remedy calculated from June 26 to October end of Contract October 2023.

PLAINTIFF'S GROUNDS**DEFENDANT #1 LAVETA DUNN**

That Plaintiff was recruited on April 3, 2023, by CML Recruitment for a six (6) months-temporary-(to-potential-for-permanent) contact with the Royal Cayman Islands Police Services Business Office to start on April 5, 2023. That though Plaintiff was hired as a Paralegal, Plaintiff acted more in the capacity of Legal Adviser. That the Manager Defendant # 1Dunn consulted with the Plaintiff plus staff was directed to consult with the Plaintiff on interpretation and application of relevant Acts pursuant to services offered through the Department. That Plaintiff's duties included reviewing certain Acts and recommending changes, interpreting and applying relevant Acts to services offered, revising and updating application forms for services, reviewing Police Clearances and Police Records before releasing to the public, drafting communication/correspondence, reviewing and drafting operating policies in conjunction with Defendant Dunn, and other relevant duties as assigned.

Defendant Lavetta Dunn in her capacity as Manager of the Royal Cayman Islands Police Services (RCIPS) Business Office, created a toxic and oftentimes hostile work environment, engaged in offensive and abusive behavior; often failed to assert and conduct herself in a professional and respectful manner; often displayed poor leadership, engaged in periods of workplace bullying by way of and including speaking, to Plaintiff with disdain, and in condescending, belittling tones and conduct including:

1. On one occasion in which she had already consulted Plaintiff to receive input on calculating the spent conviction of a client's record. Defendant Dunn called Plaintiff to her office to again for the third time to recalculate the spent period. Defendant would do so in such a manner as if chastising and scolding a minor child and as if testing to see whether the Plaintiff knew what to do, acting in such a manner that she caused the Plaintiff to become overly anxious, Plaintiff's thoughts froze and Plaintiff became uncertain of how to respond to questions or how to assert herself to the conduct of Ms. Dunn. Ms. Dunn during the encounter, grabbed a booklet out of the Plaintiff's hand,

impatiently sifted through the pages, and annoyingly stabbed her finger down into the paper pointing while asking the Plaintiff *"what does this mean?!"* *"What do you think this means?!"* *"What do you think this is say?!"*.

2. Taunting;
3. Regularly verbally noting that Plaintiff's position could become permanent after the temporary assignment was complete but insinuating Plaintiff would not be the permanent person;
4. Regularly stating *"Patricia everything in this office is confidential"* or *"remember everything in here is confidential"*, as if, and Plaintiff interpreted this to mean, she was implying that Plaintiff was mistrusted and was capable of breaching the confidentiality of the office;
5. Often would correct Plaintiff's use of American spelling compared to United Kingdom's spelling, but did so in a way as if scolding a child, yet she herself allowed American spelling as Microsoft products including Word within the office which is set to USA operating functions;
6. Invading Plaintiff's 'personal space' regularly by abruptly showing up to Plaintiff's desk and walking right around to Plaintiff's chair and standing over Plaintiff's shoulders observing or asking questions which could have been asked from the front of Plaintiff's desk or over the phone (something Plaintiff's witnessed happening to other selected staff members as well).
7. Not respecting Plaintiff's boundaries as an employee who should not be subjected to feelings of constantly being under a microscope or micromanaged and as if not having confidence in employee to fulfill duties.
8. Subjecting Plaintiff to conversations of discrimination, malicious gossip, slander and defamation from inception of employment and for most of duration of employment, of past management, past and present staff both within and outside presence of present staff.
9. Embarrassing Plaintiff in the presence of members of WORC staff during a dual department meeting.
10. In the presence of senior members of RCIPS' JRO during a dual department meeting.
11. Harassment by way of constant calling Plaintiff to micromanage Plaintiff oftentimes not allowing Plaintiff *'reasonable'* and *'sufficient time'* to complete tasks,
12. calling Plaintiff for other staff members instead of calling to those staff members herself knowing they were in office and at their desk.

13. Discrimination against Plaintiff as a Caymanian when she made statements such as *"Well Patricia you can go tell your Caymanian people that we don't take cash in this office"* with Plaintiff and other staff members left baffled and wondering what she meant by those words, especially as there were at least seven (7) or eight (8) other Caymanians on staff and who were present in the staff meeting.
14. Other staff members were told to not allow Plaintiff access to certain programs in the office after Plaintiff was initially trained for those duties as a backup or to help out; Plaintiff discovered when it was brought to my attention when I became concerned of why training had not continued despite efforts to ensure availability to do so.
15. Plaintiff not able to remain behind at within the office until 5:30 p.m. if another staff member was not going to be in office thereby depriving Plaintiff time to earn wages as paid by the hour and as was contractually agreed to by way of a work shift of 9:00 am to 5:30 pm.
16. Delegating assignments in which Plaintiff was to compose letters and emails, only to dismantle same documents and communications, then ask Plaintiff for feedback or input *after she* made revisions, often asking what Plaintiff thought of words or sentences or how the words or sentences she then constructed sounded, *"Patricia what you think of...?" "Patricia how does this sound?" "Do you think this is okay...?"*.
17. Defendant Dunn often sought advice and feedback from a particular attorney in the Solicitor General's Office, after asking Plaintiff's legal interpretation of certain applicable Acts or when she was revising Plaintiff's composed communication, oftentimes replacing what the attorney suggested and which were the very same words and sentences Plaintiff composed.
18. Plaintiff distinctively instructed not to make any calls nor send emails *"without everything going through me"*.
19. Behaved in a manner towards members of the public which Plaintiff often suggested/recommended and advised were placing Department and RCIPS in compromising positions and presenting opportunities for potential liability.
20. Defendant would often laugh and/or say, *"make them sue nah!"* or *"I don't care!"* or *"You think so?"* as if she did not take the information seriously.
21. Oftentimes asking Plaintiff questions or advice yet interrupting Plaintiff or cutting her off when Plaintiff attempted to reply, both in front of other staff and when alone with Plaintiff.

22. That despite Defendant Dunn being well aware of her conduct and being made aware by Senior RCIPS officials on more than one occasion, Ms. Dunn as Manager of the Department, neglected to address Plaintiff's concerns about her conduct towards her.
23. That despite Defendant Dunn being aware of Plaintiff's concerns and neglecting to address those, she deliberately had Plaintiff in a meeting with two other female staff members in which she literally interrogated Plaintiff about her, Defendant Dunn's, conduct towards a senior male staff of the Business Office, who Plaintiff at that time was told had made a complaint against her. And that she interrogated Plaintiff in such a way as if challenging the Plaintiff or Plaintiff's recollection of the incident was not accurate.
24. During one conversation in a meeting Plaintiff was told "*Patricia, you have to retrain your brain!*" when we were discussing that I process information when dealing with the law best when in hard copy, something I had made point to mention in my interview, where I eventually went on to being hired on the spot.
25. After returning from vacation was not engaging with Plaintiff as much and was no longer delegating work to Plaintiff. Plaintiff found out she had been told Plaintiff is sister to Minister Bryan and made realization that that was why she may have begun to not engage with Plaintiff as often and perpetrate her usual daily conduct when Plaintiff was told Defendant Dunn stated "*Why no body didn't tell me she was Kenneth's sister?! If you see me doing anything, make sure and let me know*". For the last two weeks of tenure Plaintiff was only tasked with 2-3 minimal assignments.

The actions and conduct of Defendant Dunn were acts of which she acted unconscionably and carelessly, her acts caused anxiety, intimidation, emotional distress, disruptive to progress of Plaintiff's ability to professionally and to capably perform duties. Due to this Plaintiff began to experience extreme anxiety, began to dread or be apprehensive of interacting with Defendant Dunn. That due to the conduct of the Defendant Dunn Plaintiff consulted the advice of Senior Public Servants and RCIPS Officials, then eventually mental health services.

DEFENDANT #2 ROYAL CAYMAN ISLANDS POLICE SERVICES (RCIPS)

Royal Cayman Islands Police Services (RCIPS) in its capacity as place of employment/employer #2 perpetuated

1. That the Plaintiff speaking to top officials at RCIPS failed to immediately provide a work environment contrary to complaints from Plaintiff and failed to have Defendant Dunn refrain from and cease workplace toxicity including harassment, discrimination and bullying behavior towards

Plaintiff (and other staff) (even though Plaintiff was aware that Defendant Dunn was called to meetings after Plaintiff met with Senior RCIPS Officials).

2. That knowing for approximately two years that Defendant Laveta Dunn perpetuated a toxic work environment including negative, antagonistic, discriminatory, or bullying behavior failed to provide a safe, peaceful, and non-toxic workplace environment

3. That being aware of Defendant Laveta Dunn's behavior towards Plaintiff and other staff continued to allow Defendant Dunn to recruit additional or new staff, including Plaintiff, thereby ignoring past or present staff's complaints, requests for transfers, and thereby perpetuating and allowing Defendant Dunn to continue recruiting staff which included recruiting Plaintiff to a position of Paralegal.

4. That then-Chief Officer/Police Commissioner denied Plaintiff a copy of the Report from Cayman HR, a privately recruited Human Resources company retained by RCIPS to investigate Plaintiff's complaint, of findings of Plaintiff's complaint, and rejected the request on the grounds that the report was commissioned and paid for by the RCIPS, and that the subject of complaint had to give permission to release the report, (although Plaintiff is the complainant).

5. Failed to advise and share a copy of the Report to the Deputy Governor's Office (confirmed by then Chief Officer/Police Commissioner), despite having the report for over two (2) weeks.

6. That then Chief Officer/Commissioner of Police made a made a verbal position during a meeting in October 2023, that "*at least she didn't commit a criminal act*" making reference to Defendant Dunn's conduct of which Plaintiff had complained of; Plaintiff took this comment as a point of dismissing the seriousness of Plaintiff's complaint and the findings of the Cayman HR's Report, thereby causing the Plaintiff to feel demoralized and humiliated.

7. That then Chief-Officer/Commissioner of Police advised Plaintiff on or around July 4, 2023, that he had not been told by either of his deputies nor Human Resources Manager of my complaints and meetings with them pertaining to Defendant Dunn.

8. That then Chief Officer/Commissioner of Police in September during a meeting with himself and other senior officials advised Plaintiff that had she not resigned, she could be transferred to another position. Thus, Plaintiff interpreted to mean rather than address and deal with Defendant t Dunn's conduct Plaintiff would instead have to be uprooted from her position to start anew elsewhere. This Plaintiff is aware has been done before plus cause others to request transfers or resign. Facts are that two other staff members were transferred and resigned approximately the same time as Plaintiff.

By way of these actions, RCIPS failed to remedy the workplace bullying, harassment and discrimination plus live up to its own policies against workplace bullying, thereby allowing a continuous cycle of toxic workplace environment.

DEFENDANT #3 CML RECRUITING

CML Recruiting in its capacity as the employer CML failed its contractual obligations to support Plaintiff in her placement. CML Recruitment as employer #1 failed to send Plaintiff agreed calendar invite within agreed time frame of 2-3 business days, failed to meet with Plaintiff on an agreed date at a date and time for Plaintiff's concerns about how she was being treated on the job.

2. Defendant CML failed to and did not engage with Plaintiff until approximately three (3) weeks later when Plaintiff resigned by way of email communication. Defendant CML attempted to make unreasonable reasons as to why there was a lack of response for approximately three weeks including attributing the issue to electronic technology when company communicated with Plaintiff by way of mobile calls through office and mobile device, and emails regularly prior to matter. CML failed until Plaintiff's resignation email, that it had failed to respond to Plaintiff when Plaintiff advised Plaintiff could not be available for a last-minute meeting that day due to obligations to take part in two staff meetings.

DEFENDANT #4 CAYMAN ISLANDS GOVERNMENT

Cayman Islands Government in its capacity of legal crafters, drafters, and enforcers of the Acts of the Cayman Islands,

1. As an oversight did not provide direct legislation(s) either and through the Labour Act or the Civil Service policies and procedures which address private employees hired by Employment Recruiters for positions within the Public Sector or Civil Service, and address employees subject to workplace toxicity.

2. That due to the lack of legislation caused there to be no Act within the jurisdiction which addresses employment issues which happens to an employee who is considered a private employee hired to a Public/Civil Service position and that because of this unconventional style of employment, the Public/Civic Service will not address a private employee, yet the present Labour Acts neither can address matters which takes place on a Public Service position, thereby leaving a "gray area" within the Cayman Islands Labour and associating Acts. This lack of legislation has left the Plaintiff in a state of "limbo" and "dire straits" on who and how to address employment issues of a private employee

placed in a public employment and who experienced workplace toxicity, bullying, harassment and discrimination.

Due to the grounds set out above, in that the Cayman Islands Government including the RCIPS, breached contractual obligations and expectations by way of direct association with recruitment companies, violates the Cayman Islands Civil Service orders, and breaches the Cayman Islands Constitutional Rights of the Plaintiff.

Because of the acts or lack thereof and failures of all Defendants, the Plaintiff submit all Defendants effected a Breach of Contract, either directly or indirectly by association and relationship of all Defendants, and which caused the Plaintiff to be left with no other recourse except to resign to preserve Plaintiff's emotional and psychological state of mind, professional and personal morale, and humility.

As of the date of this filing, Plaintiff have not heard any further information of how the Complaint will be or has been handled or what is the result of the complaint nor any further resolution of the RCIPS, as if the report and its recommendation for further training for Defendant Dunn is the final of Plaintiff's complaint, as if events to Plaintiff were insignificant, and absolute.

AND the Plaintiff claims:

- 1. The sum of CI\$ 20,000
- 2. Interest in the sum of \$ _____ calculated at the prescribed rate from to date.
- 3. Fixed costs of \$ _____, alternatively costs to be assessed.



Plaintiff's signature

Plaintiff' address for service:

Patricia Bryan
P.O. Box 1480, SAV, Grand Cayman, KY1-1504
(345)939-0796, patricia.bryan@ymail.com/patriciad.bryan@outlook.com

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Complaint Tenure At CRO/Laveta Dunn

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Patricia Bryan <patriciad.bryan@outlook.com>

Mon 7/10/2023 6:28 AM

To:Tara.OCarroll@rcips.ky <Tara.OCarroll@rcips.ky>

Cc:anthony.ennis@rcips.ky <anthony.ennis@rcips.ky>;kurt.walton@rcips.ky <kurt.walton@rcips.ky>;derek.byrne@rcips.ky <derek.byrne@rcips.ky>

Concerns:

Making offensive comments.

Ask questions or opinions then cut off while speaking seemingly when she does not agree nor like what she is hearing or things that it is.

I cannot get a call out code as I am temp. How am I to use the phone or call anyone job related if I do not have a code, simply because I am temporary.

Instructed that every email has to go through her first and not to send emails to anyone without her seeing. Emails which have to go through command I understand. But emails to IT, Legal or other departments where I may have a question, I cannot email or call myself, it all must go through her first.

Ask me to compose responses/letters then would remove half or most of what was produced. She would often then turn around and ask me what to write or when she is writing over something she will ask me if she should write a word or if this sounds okay or what I think about what she wrote or call Nigel in legal only to write what he says which is almost verbatim to what I recommended or had composed. It is as if she just wanted me to write type something so she could undo it our edit it with her writing to reproduce it as of her work. So most times at was professtional writing with her style which often seemed as two different educational styles upon reading. She often told me if don't have to write like lawyer or I don't have to write too this or that. Always passive aggressive critique because even if she said oh this is written well then she would still pick and take it apart and change it up not realizing that that's what she hired me for that when she gave me something to do I would write in a style that conducive to my learning and professional academic credentials being a legal minded person.

walks into office and walks right around to where sitting and stands right next to me and looks at my computer while she speaks as if she wants to see what I am doing, as if she is always thinking I am not doing my work.

When I first was granted access to computer systems a week and a half after starting, she was showing locations of files on the computer, she will direct me to where to find the files. About three times she has reached right across me sitting here in front of me and grabbed ahold of the mouse and hurriey and impatiently manuever the mouse herself as if I am not moving fast enough for her. not realizing she will already know where files are and familiar with manuevering around the systems and I am still becoming familiar so I would be taking a bit more time to identify the files even with her impatiently almost barking her instructions. She has no patience.

Only began being nice to me since the 24th of May. I recently found out on June 7 that she was told that I am the sister of Minister Bryan. I realize her being told that information coincided with her being nicer to me and seemingly being more mindful of her actions in my presense.

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out of my hand and rapidly started to search for the page she was looking for. By this time I was so nervous not knowing how to react to her and her behavior. I didn't even know what to say as my head became light and I tried searching for the words that I needed to see. She started pointing her finger down into the paper at the words and asked me to tell her what that word means if I understand do I understand what the word means if I understand tell her what it means she called my name she repeated the same things over asking me if I'm sure I understand do I know what it means pointing her finger down his paper jabbing it into the paper looking up into my face because I was standing next to her while she was sitting in her chair. And you the words that I needed to see but my brain and blank because I didn't want to say the wrong thing as she continue to talk to me in the manner and tune that she was as if I was a small school child that she was schooling and scolding. I looked at the paper and almost seem blurred to me and I started to question whether my interpretation of what I was reading was correct. I didn't want to get upset or rude so I just stood there stupidly. I realized as usual no matter what I said it would not have been enough for her because that's how she would get she was very impatient almost amways with this overly, commanding and dictatue authoritative personality as though she was a military commander or something.

Call to my number to tell me to ask Wolliston to call her. She had not called Wolliston. He looked bewildred as he looed at his phone and said she didn't call him, why didn't she call his phone.

May 30

Stated if she is overly assertive let her know

June 13

Telling other staff to be careful what they say around me.

At least twice a week times maybe three she would tell me "Patricia remember everything in here is confidential" as if she thought I was taking information out of the office. That's the only conclusion I would draw away she would continue to tell me that repeatedly. Sometimes she even chuckled about it.

Told me that if she's over there assertive I'm to let her know so that made me realize that she was aware that she's overly assertive.

She made me very anxious to where I became unnerved whenever the phone rang and I realized it was her calling because I didn't know what type of mood she would be in type of tone she would use. My morale professionally and personally deteriorated I question my ability to properly interpret and translate the law or in My overall skills I was hesitant to speak when she asked me for input and feedback because there was always I put down or pushed back against anything I see it was as if she would wait for you to say something then she would reject that or contradict what you were saying or cut you off. It was only me that she did it with she did it with other staff members and often laughed as though it was funny or as though we weren't competent so she had to set the information straight. It went from me loving that job and coming in earlier than I was expected to me waking up feeling I didn't want to go to work. The time that she was off on vacation for 10 days I realize how peaceful the office was how at ease everyone was that my anxiety that I had developed on the job had subsided somewhat. However including myself some of us were still in a state where as if we were walking on glass knowing that she was very rarely happy with the production of certain work.

Patricia Bryan

patricia.bryan@ymail.com

Books by Patricia Bryan @ amazon.com and bookstores

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It Isn't About The Money: "The Real Reasons Behind Child Support"

In Deh Cayman Islands We Drive On Deh Leff

Death Of The 13th Disciple: Entries From A Broken Sister

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RCIPS Temporary Contract

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Hannah Jackson CML <hannah.jackson@cml.ky>

Mon 4/3/2023 5:19 PM

To: Patricia Bryan <patriciad.bryan@outlook.com>

 1 attachments (144 KB)

RCIPS - Patricia Bryan Contract.pdf;

Hi Patricia,

Happy Monday!

I am delighted to confirm your offer for the **Paralegal** role with **Business Centre - Royal Cayman Islands Police Service (RCIPS)**. Your proposed start date is **Wednesday, April 5th 2023**. This temporary contract will be for a minimum of 6-months with the hopes that the RCIPS extends a permanent contract to you at the end of the contract.


As discussed, I was able to get a pay rate higher than what you were looking for initially. Your hourly pay rate will be **USD\$29.00 (inclusive of holiday pay)** which amounts to around USD\$4700 per month (CI\$3800/mo).

For temporary contracts through an agency, the contract will be between you and CML and then we contract you out to the client which in this case is RCIPS. There are no fees to be payable to us on your end, all fees are paid by the client.

If you have any questions, please let me know.

Kind regards,
Hannah



Hannah Jackson CML, Recruitment Consultant - Legal
hannah.jackson@cml.ky | www.cml.ky 

By voluntarily providing us with your personal data you are consenting to us collecting and further processing your personal data. Our company is committed to protecting your privacy, in keeping in line with the Cayman Data Protection Law, we want to take this opportunity to advise you of how we collect and use your information, please refer to our privacy policy for further details: <https://www.cml.ky/privacy-policy/>



Patricia Bryan
Grand Cayman
Cayman Islands

April 3, 2023

Dear **Patricia Bryan**,

We are very pleased to offer you an appointment as *Paralegal* with **CML Offshore Recruitment** ("CML") in the Cayman Islands. The purpose of this letter is to set out the general terms of the appointment. Your employment is anticipated to commence on **April 5, 2023** with the **Business Centre – Royal Cayman Islands Police Service**. Please note that the appointment and commencement date are subject to obtaining satisfactory references.

1. The term of appointment with CML will cover a period of **6 months** from the date of employment and will commence on your first day of work. Please note that although CML will make every effort to assign you on a full-time basis for the full duration of the appointment, the nature of temporary contract work is that this cannot be guaranteed and there may be short periods without work.
2. As discussed, your assignment to clients of CML will be notified to you verbally or in writing once the assignment has been confirmed with the assignment client. You will be notified of your place of work, the regular office hours, the role, and your duties, however you will be expected to perform such tasks as reasonably directed by us and/or the assignment client. CML will secure assignments for you in line with your qualifications and experience. You agree to undertake confirmed assignments secured for you. You should perform your assigned duties diligently and professionally and always abide by the assignment client's directions and rules. You should notify your consultant at CML in the first instance if any issues arise with your assignment.
3. Your remuneration will be **US \$29.00phr (inclusive of your holiday pay) and working a 37.5-hour standard week**. You will receive 10 days' holiday pay per annum (pro-rated as needed). Please note as your holiday pay is included from day one, any holiday taken is unpaid except for public holidays. Overtime will be paid, at a rate of time and a half, on hours worked more than nine hours per day or 45 hours per week (rate exclusive of holiday pay). Hours worked on a public holiday shall be paid out at double time. Your hours should be recorded on the timesheet provided and signed off by an authorized signatory of the assignment client prior to submission. Timesheets should be provided to us every second Monday as advised. Your salary will be paid by direct bank transfer the following Friday if you have supplied details of a Butterfield Bank account. Any delay in providing a completed timesheet to us will result in a corresponding delay to your salary deposit. Any significant errors or omissions in the completion of your timesheet will result in disciplinary action and may result in your dismissal. **Business Centre – Royal Cayman Islands Police Service** are requiring that any overtime is agreed and approved in advance with your manager.
4. CML Offshore Recruitment subscribes to a standard health insurance plan on behalf of employees, 50% of the cost is borne by the employee by deduction from salary. Upon termination of your employment, CML is required to offer continuation of your regular health insurance coverage for up to three months following the termination date. Should you avail of this coverage you will be required to pay the applicable premium in full and in advance of each calendar month. Should you wish CML to continue to provide health insurance coverage beyond the final date of employment, you must inform us in writing and arrange payment of the relevant premiums. If we have not received the relevant premiums by the due dates advised by CML your insurance policy will be at risk of cancellation without further notice.



- 5. We kindly request both you and *Business Centre – Royal Cayman Islands Police Service* provide a two-week notice period should you decide to end the contract.

- 6. This contract of employment will replace any previous agreements between the parties and continue in effect following the period of the contract until such time as the terms may be revised by mutual agreement.

The agreement in this letter shall be governed by the laws of the Cayman Islands.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Hannah Jackson', is written over a horizontal line.

Hannah Jackson
Recruitment Consultant
CML Recruitment

I accept this appointment on the terms and conditions outlined above.

A handwritten signature in black ink, appearing to read 'Patricia Bryan', is written over a horizontal line.
Patricia Bryan

April 3rd, 2023
Date

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FW: Levitt Letter

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Bryan, Patricia <Patricia.Bryan@rcips.ky>

Fri 6/16/2023 10:04 AM

To: patriciad.bryan@outlook.com <patriciad.bryan@outlook.com>

Patricia Bryan
Paralegal
Security & Firearms
RCIPS Business Center
Royal Cayman Islands Police Service (RCIPS)



P.O. Box 909
Grand Cayman KY1-1103
CAYMAN ISLANDS

Phone: (345) 649-4924
Email: rcipro@rcips.ky
Web: www.rcips.ky

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From: Dunn, Laveta <Laveta.Dunn@rcips.ky>
Sent: Wednesday, June 14, 2023 5:34 PM
To: Bryan, Patricia <Patricia.Bryan@rcips.ky>; Baily, Vilma <Vilma.Baily@rcips.ky>; Rivers, Marian <Marian.Rivers@rcips.ky>
Subject: RE: Levitt Letter

Dear Patricia,

It is so unfortunate that you were offended. In saying how the office operates, I thought you would understand that the office is extremely busy and fast pace, and most times you have to draw staff attention to matters. Please understand that it is not to be taken personal, or ascribe interpretation that is not there. The culture of the office is that everything is urgent and in 90% of cases have to be completed on an immediate basis.

I was hoping that, and or suggesting that you would understand and adapt to the "quick response" culture. If this is proving to be challenging for you, we could discuss ways that we can assist you to get

the materials you need to complete your assigned tasks.

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Thank you,

Laveta Dunn | Business & Finance Manager
Business Center -Royal Cayman Islands Police Service

From: Bryan, Patricia <Patricia.Bryan@rcips.ky>

Sent: Wednesday, June 14, 2023 4:17 PM

To: Dunn, Laveta <Laveta.Dunn@rcips.ky>; Baily, Vilma <Vilma.Baily@rcips.ky>; Rivers, Marian <Marian.Rivers@rcips.ky>

Subject: RE: Levitt Letter

Hi Laveta,

I did not get a chance to read this email and now remembering it came in. I am not sure why Marian and Ms. Velma is copied in but I have replied to all being that they are.

We have discussed this in another call and in person yesterday. When you called me about the letter yesterday afternoon upon my return from lunch and that it needed to go out yesterday, you snapped at me in the tone in which you spoke to me and it was obvious you were annoyed. By doing so it came across that you were upset with me that the letter had not been written; I believe most anyone would have interpreted the same were they a part of the conversation. So I did interpret that as you indicating the letter had not been prepared as a fault of mine. I had already sent a request to Ms. Velma in the morning before leaving for my appointment with a reminder for the information; no one recommended me to do so. Remember you tasked her and Marian to supply the information on Monday evening. I also forgot you were to send me the email from Mr. Levitt a, which hadn't been received either from Monday evening; Ms. Velma shared that yesterday.

I have not always noticed nor entirely notice *"how the office operates/flow and adapt accordingly to get tasks completed"* because, Laveta, I am often just as busy and focused on getting my own duties done to keep up with what is happening over there even if I look up and can see across the hall; I cannot see Marian either so that is another thing to mention, and cannot see what happen within the office or see or hear their offices to that degree as you have set out. Adding, I am yards away across the hall from where Marian and Ms. Velma sits, and I rarely know why you are going to their offices. Plus, you walk around the office often on a daily basis I do not always pay attention or know why you are going in any one direction, unless you say something, which you do not often do. Many of us do not know what is happening in the office outside of our immediate rooms, unless someone distinctively . Also as the office manager you can be expected to have any of us interrupt what we are doing to accommodate you and any requests. That is rarely the case with me. I have taken initiative on occasions to visit and call Marian and Ms. Vilma or anyone and will almost always have to wait for them to provide information due to them being engaged. So yes I have adapted accordingly to get tasks completed. I do not know if Marian or Ms. Velma have also been given the same feedback as per below in relation to assisting me.

My duties are no less important than anyone else's and if anything my duties are equally as important because anything I advise, write, verify or draft is or can be a legal liability or will require feedback so I must ensure it is done correctly and meticulously.

As the office manager you have every right to communicate with me in the form of choice, but it is fair of me to express that you do not have to speak to me in particular manner, and for unjustifiable reasons. Likely if it were not a call I would not have heard the undertones of your voice.

S2023-0247
Patricia Bryan

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2023-10-25

Paralegal
S2023-0247
Security & Firearms
RCIPS Business Center
Royal Cayman Islands Police Service (RCIPS)

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From: Dunn, Laveta <Laveta.Dunn@rcips.ky>

Sent: Tuesday, June 13, 2023 3:11 PM

To: Bryan, Patricia <Patricia.Bryan@rcips.ky>; Baily, Vilma <Vilma.Baily@rcips.ky>; Rivers, Marian <Marian.Rivers@rcips.ky>

Subject: RE: Levitt Letter

Patricia,

My apologies if you felt that I spoke to you, and you interpreted it to be your fault that the information was not sent to you. Usually, Ms. Vilma and Marian are very busy with customers and other tasks, and may forget to complete an action because their attention may be diverted onto another issue office operates/flow and adapt accordingly that they have to deal with immediately. I usually call them or go to them to ensure that what I am requesting or needed is given to me. I was thinking that you would see how the office operates/flow and adapt accordingly to get tasks completed.

Trust this explanation helps and I should have responded to you via email instead of calling you. I will note that for future reference.

Thank you,

Laveta Dunn | Business & Finance Manager
Business Center -Royal Cayman Islands Police Service

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2023-10-25

S2023-0247 Patricia <Patricia.Bryan@rcips.ky> **Page 27 of 134**

2023-10-25

Sent: Tuesday, June 13, 2023 2:56 PM

To: Baily, Vilma <Vilma.Baily@rcips.ky>; Rivers, Marian <Marian.Rivers@rcips.ky>

Cc: Dunn, Laveta <Laveta.Dunn@rcips.ky>

Subject: Levitt Letter

Ms. V and Marian,

Please see again the below email reminding of the information to kindly share re Mr. Levitt.

Laveta has instructed the letter needs to go out today but please bare in mind I cannot send out the letter without the proper information to review, and I cannot force anyone to supply the information. I already sent a kind reminder this morning requesting the information. I am back and the information has not been received. I am noting that the responsibility does not fall on me why it hasn't. I had to supply information the responsibility would have fallen on me to ensure it got to who or where it was requested from. Laveta has indicated you are busy but that means I cannot insist you stop what you are doing to supply the information. I am again asking for the information so I will not get spoken to as if this is my fault or responsibility to follow up or why the letter is not ready.

Ms. V has now indicated she will send the information.

Thank you.

Patricia Bryan
Paralegal
Security & Firearms
RCIPS Business Center
Royal Cayman Islands Police Service (RCIPS)

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~~32023-0247~~ Patricia

2023-10-25

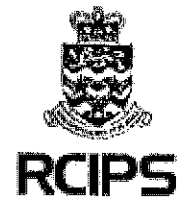
Sent: Tuesday, June 13, 2023 10:15 AM
To: Baily, Vilma <Vilma.Baily@rcips.ky>
Subject: RE: Exp. Template

Hi Ms. V,

Laveta advised the antecedents were to be pulled up from GEMS and shared also, as far as I recall. Can you pull those up to compare to the document from Courts please? Let's make sure they all align.

Thanks so much.

Patricia Bryan
Paralegal
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Royal Cayman Islands Police Service (RCIPS)



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From: Baily, Vilma <Vilma.Baily@rcips.ky>
Sent: Monday, June 12, 2023 11:58 AM
To: Bryan, Patricia <Patricia.Bryan@rcips.ky>
Subject: Exp. Template

Ms. Patricia,

Please find attached for your reference.

Kindest regards,

~~32023-0247~~ Business Center
Royal Cayman Islands Police Service (RCIPS)

2023-10-25



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S2023-0247
FW: Meeting

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2023-10-25

Bryan, Patricia <Patricia.Bryan@rcips.ky>

Tue 6/20/2023 5:45 PM

To: patriciad.bryan@outlook.com <patriciad.bryan@outlook.com>

Patricia Bryan
Paralegal
Security & Firearms
RCIPS Business Center
Royal Cayman Islands Police Service (RCIPS)



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From: Ennis, Anthony <Anthony.Ennis@rcips.ky>

Sent: Friday, June 16, 2023 12:47 PM

To: Bryan, Patricia <Patricia.Bryan@rcips.ky>

Cc: O'Carroll, Tara <Tara.OCarroll@rcips.ky>

Subject: RE: Meeting

Dear Ms. Bryan

Noted and will schedule it for next week.

Do enjoy your holiday weekend, too.

Kind regards,

Anthony Ennis | Deputy Commissioner of Police | Royal Cayman Islands Police Service
S2023-0247

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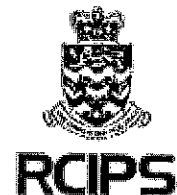
From: Bryan, Patricia <Patricia.Bryan@rcips.ky>
Sent: Friday, June 16, 2023 10:25 AM
To: Ennis, Anthony <Anthony.Ennis@rcips.ky>
Cc: O'Carroll, Tara <Tara.OCarroll@rcips.ky>
Subject: Meeting

Good morning, DC Ennis,

Happy Friday. Thank you for your email. If you don't mind obliging me to meet with you briefly to provide the fuller feedback. It could also provide me with valuable usefulness/insight.

Thank you, sincerely,

Patricia Bryan
Paralegal
Security & Firearms
RCIPS Business Center
Royal Cayman Islands Police Service (RCIPS)



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From: Ennis, Anthony <Anthony.Ennis@rcips.ky>
Sent: Friday, June 16, 2023 9:37 AM
To: Bryan, Patricia <Patricia.Bryan@rcips.ky>
Cc: O'Carroll, Tara <Tara.OCarroll@rcips.ky>
Subject: RE: Levitt Letter

Dear Ms. Bryan,

My apologies for not seeing this before now.

You were not required, in particular as you have not made a formal complaint.

I did meet with Laveta and can provide fuller feedback but in the interim, I brought to her attention several complaints, including those raised by you of certain alleged behaviours that are contrary to the CIG and RCIPS workplace policies in particular Bullying and Harassment and provided clear advice and guidance.

I will be motoring the situation but it's my hope that there will be no need for further intervention.

Again, thanks for bringing up these concerns, and please do not hesitate to revert to me or the HRM (copied).

Kind regards,

Anthony Ennis | Deputy Commissioner of Police | Royal Cayman Islands Police Service

Main Tel: (345) 949-4222 | (345) 244-2900 | Fax: (345) 946-2418 | Email: Anthony.Ennis@rcips.ky

P O Box 909, Grand Cayman, KY1-1103, Cayman Islands



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2023-10-25

From: Bryan, Patricia <Patricia.Bryan@rcips.ky>
Sent: Thursday, June 15, 2023 1:10 PM
To: Ennis, Anthony <Anthony.Ennis@rcips.ky>
Subject: RE: Levitt Letter

Good afternoon, DC Ennis,

Will I be partaking in the meeting? You didn't mention and I would not want to be away for lunch if I am to also be in the meeting.

Warm regards,

Patricia Bryan
Paralegal
Security & Firearms
RCIPS Business Center
Royal Cayman Islands Police Service (RCIPS)



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From: Ennis, Anthony <Anthony.Ennis@rcips.ky>
Sent: Thursday, June 15, 2023 7:59 AM
To: Bryan, Patricia <Patricia.Bryan@rcips.ky>
Subject: RE: Levitt Letter

Dear Ms. Bryan,

Thanks for being sighted on this and I will be meeting with Laveta later today.

S2023-0247
Kind regards,

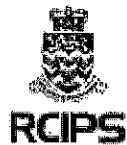
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2023-10-25

Anthony Ennis | Deputy Commissioner of Police | Royal Cayman Islands Police Service

Main Tel: (345) 949-4222 | (345) 244-2900 | Fax: (345) 946-2418 | Email: Anthony.Ennis@rcips.ky

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From: Bryan, Patricia <Patricia.Bryan@rcips.ky>
Sent: Wednesday, June 14, 2023 4:22 PM
To: Ennis, Anthony <Anthony.Ennis@rcips.ky>
Subject: FW: Levitt Letter

Dear DC Ennis, I can see where this is going. At this point I see why she treats people as she does. I should have made a formal complaint to protect myself.

Patricia Bryan
Paralegal
Security & Firearms
RCIPS Business Center
Royal Cayman Islands Police Service (RCIPS)



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From: Bryan, Patricia

Sent: Wednesday, June 14, 2023 4:17 PM

To: Dunn, Laveta <Laveta.Dunn@rcips.ky>; Baily, Vilma <Vilma.Baily@rcips.ky>; Rivers, Marian <Marian.Rivers@rcips.ky>

Subject: RE: Levitt Letter

Hi Laveta,

I did not get a chance to read this email and now remembering it came in. I am not sure why Marian and Ms. Velma is copied in but I have replied to all being that they are.

We have discussed this in another call and in person yesterday. When you called me about the letter yesterday afternoon upon my return from lunch and that it needed to go out yesterday, you snapped at me in the tone in which you spoke to me and it was obvious you were annoyed. By doing so it came across that you were upset with me that the letter had not been written; I believe most anyone would have interpreted the same were they a part of the conversation. So I did interpret that as you indicating the letter had not been prepared as a fault of mine. I had already sent a request to Ms. Velma in the morning before leaving for my appointment with a reminder for the information; no one recommended me to do so. Remember you tasked her and Marian to supply the information on Monday evening. I also forgot you were to send me the email from Mr. Levitt a, which hadn't been received either from Monday evening; Ms. Velma shared that yesterday.

I have not always noticed nor entirely notice *"how the office operates/flow and adapt accordingly to get tasks completed"* because, Laveta, I am often just as busy and focused on getting my own duties done to keep up with what is happening over there even if I look up and can see across the hall; I cannot see Marian either so that is another thing to mention, and cannot see what happen within the office or see or hear their offices to that degree as you have set out. Adding, I am yards away across the hall from where Marian and Ms. Velma sits, and I rarely know why you are going to their offices. Plus, you walk around the office often on a daily basis I do not always pay attention or know why you are going in any one direction, unless you say something, which you do not often do. Many of us do not know what is happening in the office outside of our immediate rooms, unless someone distinctively . Also as the office manager you can be expected to have any of us interrupt what we are doing to accommodate you and any requests. That is rarely the case with me. I have taken initiative on occasions to visit and call Marian and Ms. Vilma or anyone and will almost always have to wait for them to provide information due to them being engaged. So yes I have adapted accordingly to get tasks completed. I do not know if Marian or Ms. Velma have also been given the same feedback as per below in relation to assisting me.

My duties are no less important than anyone else's and if anything my duties are equally as important because anything I advise, write, verify or draft is or can be a legal liability or will require feedback so I must ensure it is done correctly and meticulously.

As the office manager you have every right to communicate with me in the form of choice, but it is fair of me to express that you do not have to speak to me in particular manner, and for unjustifiable reasons. Likely if it were not a call I would not have heard the undertones of your voice.

Patricia Bryan

Paralegal

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From: Dunn, Laveta <Laveta.Dunn@rcips.ky>
Sent: Tuesday, June 13, 2023 3:11 PM
To: Bryan, Patricia <Patricia.Bryan@rcips.ky>; Baily, Vilma <Vilma.Baily@rcips.ky>; Rivers, Marian <Marian.Rivers@rcips.ky>
Subject: RE: Levitt Letter

Patricia,

My apologies if you felt that I spoke to you, and you interpreted it to be your fault that the information was not sent to you. Usually, Ms. Vilma and Marian are very busy with customers and other tasks, and may forget to complete an action because their attention may be diverted onto another issue office operates/flow and adapt accordingly that they have to deal with immediately. I usually call them or go to them to ensure that what I am requesting or needed is given to me. I was thinking that you would see how the office operates/flow and adapt accordingly to get tasks completed.

Trust this explanation helps and I should have responded to you via email instead of calling you. I will note that for future reference.

Thank you,

Laveta Dunn | Business & Finance Manager
Business Center -Royal Cayman Islands Police Service

From: Bryan, Patricia <Patricia.Bryan@rcips.ky>
Sent: Tuesday, June 13, 2023 2:56 PM
To: Baily, Vilma <Vilma.Baily@rcips.ky>; Rivers, Marian <Marian.Rivers@rcips.ky>

S2023-0247
Hi Ms. V,**Page 47 of 134****2023-10-25**

Laveta advised the antecedents were to be pulled up from GEMS and shared also, as far as I recall. Can you pull those up to compare to the document from Courts please? Let's make sure they all align.

Thanks so much.

Patricia Bryan
Paralegal
Security & Firearms
RCIPS Business Center
Royal Cayman Islands Police Service (RCIPS)



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From: Baily, Vilma <Vilma.Baily@rcips.ky>
Sent: Monday, June 12, 2023 11:58 AM
To: Bryan, Patricia <Patricia.Bryan@rcips.ky>
Subject: Exp. Template

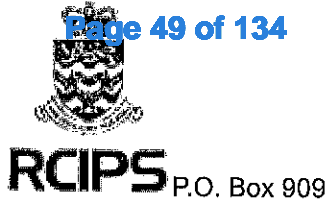
Ms. Patricia,

Please find attached for your reference.

Kindest regards,

RCIPS Business Center
Royal Cayman Islands Police Service (RCIPS)

S2023-0247**Page 47 of 134****2023-10-25**



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S2023-0247**Page 51 of 134****2023-10-25****RE: SGL - Revised Forms, Requirements & Policy & Procedures Update**

Bryan, Patricia <Patricia.Bryan@rcips.ky>

Wed 6/21/2023 12:22 PM

To: Dunn, Laveta <Laveta.Dunn@rcips.ky>; Pryce, Colin <Colin.Pryce@rcips.ky>

Cc: Baily, Vilma <Vilma.Baily@rcips.ky>

Hi Laveta,

SDC Pryce, Ms. Vilma (with Brennita asked to sit in to take notes) and I met for a meeting on Wednesday, July 7 (on your request for me to do so while you were on leave) to review the above captioned documents. After some time reviewing the documents, we agreed on my suggestion to end the meeting as we couldn't reasonably conclude final revisions on the documents any further as we would still need to meet with you to agree on edits. We did not find where we could do much more than what was before us, considering we had already (and I had done) the revisions from previous meetings, the present laws posed obstacles to make any more changes to the forms (being that directions were given to revert to what is in the Regulations).

Kind reminder the revised forms for Security have been completed for approximately a month and that we all met twice previously to discuss the revisions. Any revisions requested by yourself and agreed by all in attendance have been done since our last staff meetings on May 23 and 26.

Also kindly note you and I also met on Tuesday, May 30, to discuss the Policy and Procedures revisions. That meeting was cut short with you deciding we would meet on another date to continue. There were also other Policy and Procedure and framework documents I was tasked to work on which I have done so from my first few weeks but we haven't yet sat down to go over as you were to review those first.

Kindly also allow mention that the Security forms were approved by you previous to you going on leave. Around the time you approved the edits you asked for me to convert the forms to PDF, which I did. Shortly after you clarified you needed them converted to fillable PDF, and to use Brennita's computer to do so as she has the program on her computer. Last week on the 16th, the forms to fillable PDF as per your request to Brennita her assist in doing. I did follow-up with an email to confirm this.

Sincerely,

Patricia Bryan
Paralegal
Security & Firearms
RCIPS Business Center
Royal Cayman Islands Police Service (RCIPS)



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From: Dunn, Laveta <Laveta.Dunn@rcips.ky>
Sent: Wednesday, June 21, 2023 9:45 AM
To: Pryce, Colin <Colin.Pryce@rcips.ky>
Cc: Bryan, Patricia <Patricia.Bryan@rcips.ky>; Baily, Vilma <Vilma.Baily@rcips.ky>
Subject: SGL - Revised Forms, Requirements & Policy & Procedures Update

Colin,

Good morning, please liaise with Patricia and review the above caption. Kindly schedule a meeting on Friday for an update.

Thanks in advance.

Kind regards,

Laveta Dunn | Business & Finance Manager | Office of the Commissioner of Police
Business Center -Royal Cayman Islands Police Service
P O Box 909, Grand Cayman, KY1-1103, Cayman Islands
Main Tel: (345) 649-4924 | (345) 649-5308 | Fax: (345) 946-2418 | Email: Laveta.Dunn@rcips.ky



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FW: Question

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2023-10-25

Bryan, Patricia <Patricia.Bryan@rcips.ky>

Tue 6/20/2023 5:45 PM

To: patriciad.bryan@outlook.com <patriciad.bryan@outlook.com>

Patricia Bryan
Paralegal
Security & Firearms
RCIPS Business Center
Royal Cayman Islands Police Service (RCIPS)



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From: Bryan, Patricia
Sent: Friday, June 16, 2023 12:28 PM
To: Byrne, Derek <Derek.Byrne@rcips.ky>
Cc: Ennis, Anthony <Anthony.Ennis@rcips.ky>; Dyer-Alexander, Dian <Dian.Dyer-Alexander@rcips.ky>; Walton, Kurt <Kurt.Walton@rcips.ky>; Pryce, Colin <Colin.Pryce@rcips.ky>; Baily, Vilma <Vilma.Baily@rcips.ky>; Palmer, Brennita <Brennita.Palmer@rcips.ky>; Wolliston, Winston <Winston.Wolliston@rcips.ky>; Dunn, Laveta <Laveta.Dunn@rcips.ky>; Bodden, Andrea <Andrea.Bodden@rcips.ky>
Subject: RE: Question

Good afternoon, Commissioner Byrne,

Thank you for your reply, Sir. I understand and appreciate the busyness of your schedule.

Commissioner-Designate Walton gave feedback on the email and spoke with Ms. Andrea (Bodden) within your office. I spoke with him in absence of Laveta and Deputy Commissioner (who were on leave). I agree with your suggestion that DC Ennis, Laveta and I may sit and discuss how the review can potentially move ahead. I believe I

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have made the first step in advocating for the review, and of which is a primary part of what I was brought on board to do.

Again I wish to emphasis that the department is not being effective and sound, nor in some instance by legal standards (according to the dates on our legislations), in the services being provided. One may have to spend a day observing the daily activities and documents being used. At any time we could be challenged on these issues in today's Cayman. FYI ☺ and Friday chuckle (yet serious implication to demonstrate where Cayman is heading), a lady is suing a particular wholesale business on island...for her slipping and falling on--a grape. The legal landscape has changed. We go to sleep one night and wake to Cabinet implementing an Act which states not to feed chickens and cats or face a legal penalty. Or we wake another morning and hear we can no longer import standard autos over a restricted age.

Agreed, "the team works to provide an excellent service to its customer base".

Thank you, very sincerely,

Patricia Bryan
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From: Byrne, Derek <Derek.Byrne@rcips.ky>
Sent: Friday, June 16, 2023 11:30 AM
To: Bryan, Patricia <Patricia.Bryan@rcips.ky>
Cc: Ennis, Anthony <Anthony.Ennis@rcips.ky>; Dyer-Alexander, Dian <Dian.Dyer-Alexander@rcips.ky>; Walton, Kurt <Kurt.Walton@rcips.ky>; Pryce, Colin <Colin.Pryce@rcips.ky>; Baily, Vilma <Vilma.Baily@rcips.ky>; Palmer, Brennita <Brennita.Palmer@rcips.ky>; Wolliston, Winston <Winston.Wolliston@rcips.ky>

Subject: RE: Question

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Dear Patricia
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2023-10-25

Good morning and apologies for the delayed response. I had this marked for reply, but only getting around to it now. The issues you are raising are legal technical issues and will require input from the Legislative Drafting Department at AG' Chambers. While we can change forms etc on our site, once they impact schedules and statutory instruments it becomes a legal proposition that requires approval from Cabinet etc.

As a first step I suggest you sit with Laveta and D/Cr. Ennis who has oversight of the BC to review the scale and scope of work you are proposing and then a position can be agreed and a pathway forward identified.

Thank you for your consideration in these matters as the team works to provide an excellent service to its customer base.

Laveta - Grateful if you could liaise with Patricia to discuss and agree what needs to be done to bring about the changes identified.

Regards,

Derek Byrne.

Commissioner of Police.

Royal Cayman Islands Police Service (RCIPS)



Grand Cayman KY1-1103

CAYMAN ISLANDS

Phone: (345) 244-2964

Email: derek.byrne@rcips.ky

Web: www.rcips.ky

From: Bryan, Patricia <Patricia.Bryan@rcips.ky>

Sent: Wednesday, June 7, 2023 2:06 PM

To: Byrne, Derek <Derek.Byrne@rcips.ky>

Cc: Ennis, Anthony <Anthony.Ennis@rcips.ky>; Dyer-Alexander, Dian <Dian.Dyer-Alexander@rcips.ky>; Walton, Kurt <Kurt.Walton@rcips.ky>; Pryce, Colin <Colin.Pryce@rcips.ky>; Baily, Vilma <Vilma.Baily@rcips.ky>; Palmer, Brennita <Brennita.Palmer@rcips.ky>; Wolliston, Winston <Winston.Wolliston@rcips.ky>

Subject: Question

Good afternoon, Commissioner Byrne:

Only in the absence of Ms. Dunn (and Chief Inspector Ennis), who are on leave, I have a question I hope you may be able to offer a reply.

Pertaining to the Private Securities Services Law/Act, 2007, and the Private Security Services Regulations, 2008, how hard and how soon would it be, Sir, to have these Acts modernized?

Referring also to the Firearms Act/Law, (2008 Revision) and the Firearms Regulations (1999 Revision), the same questions are being asked, Sir.

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I am tasked with updating the forms and policies and procedures for these relevant Acts and Regulations. I have found that due to the outdated versions of the Acts and Regulations, it is challenging to bring the Forms, and Policies and Procedures up to date and to be effective in doing so yet keeping in compliance with the in force Acts and Regulations. Adding, this has also caused a wedge where I see that the old Acts does not allow our office to be on the same level as our brothers-and-sisters governmental departments such as Immigration, for example. Most other government departments have their Acts and Regulations in standardised formats to match "the-time-of-the day"; by the applicable laws as they are, application forms are so outdated that the services offered on this end are not able to obtain necessary and dire information which is relevant to obtain the licences and permits.

I have attached three older versions of forms as examples (rather than set it out long form) which are presently in use (which as you can see, Sir, is a more suitable modernized format) and the newer versions are which I have recently revised to comply with the Regulations as directed. The problem, Sir, as I know you will observe, is that resorting back to the formats in the Regulations are not conducive to the services we seek to provide in today's Cayman Islands certainly not in comparison to how other Government Departments are functioning. We will not be fully able to gain all relevant and valuable information from applicants because the forms will not accommodate the information as have present forms. In recent staff meetings including today, this issue has been discussed over and over, and acknowledged that the Acts *needs* modernizing, and would be well to have them done as soon as possible. The acts and Regulations must be -to-date per se 'yesterday'.

While I am here I also want to ask the same questions for the Criminal Records (Spent Convictions) Law (Act) (2018 Revision); I have noticed areas where this could use updating also, including Section 41 where it may need a subsection on pertaining to "two expungements". It could be open to interpretation of two expungements per year, or lifetime or application. In my view someone could potentially challenge this.

Please do not see this email as going around head of office(s) as this is not the intent. I am only writing to ask questions I have pertaining to my quest to ask pertinent questions which are relevant to my duties and in the absence of senior managers who are off.

Thank you for your kind attention to these questions.

Patricia Bryan
 Paralegal
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 RCIPS Business Center
 Royal Cayman Islands Police Service (RCIPS)



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-  [cid:image013.png@01D6A875.CCD1CD70](#)
-  [cid:image014.png@01D6A875.CCD1CD70](#)

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Re:

Patricia Bryan <patriciad.bryan@outlook.com>

Thu 6/15/2023 1:11 PM

To: Hannah Jackson CML <hannah.jackson@cml.ky>; Louise Reed <louise@cml.ky>

Hi hannah, Mr. Egg is will be stopping by the office today to have a meeting with her to discuss the issues.

On the staff members are talking amongst one another no or even in my presence discussing all of the issues. I blatantly came out and asked if these things have been happening before I go on here and I was just told by three staff members who were standing talking separate and independent of me that these issues were worse before I came. Savita has been locked in her office almost all morning. I will keep you all posted. I am maintaining my professional decorum.

Kind regards,


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From: Hannah Jackson CML <hannah.jackson@cml.ky>**Sent:** Thursday, June 15, 2023 11:00:55 AM**To:** Patricia Bryan <patriciad.bryan@outlook.com>; Louise Reed <louise@cml.ky>**Subject:** Re:

Hi Patricia,

Thank you for keeping us updated. Let us know if you need anything and keep me posted on if anything else happens for the rest of the week.

Kind regards,
Hannah

Hannah Jackson CML, Recruitment Consultant - Legal
hannah.jackson@cml.ky | www.cml.ky 

By voluntarily providing us with your personal data you are consenting to us collecting and further processing your personal data. Our company is committed to protecting your privacy, in keeping in line with the Cayman Data Protection Act, we want to take this opportunity to advise you of how we collect and use your information, please refer to our privacy policy for further details: <https://www.cml.ky/privacy-policy/>

From: Patricia Bryan <patriciad.bryan@outlook.com>**Date:** Thursday, 15 June 2023 at 7:49 AM**To:** Hannah Jackson CML <hannah.jackson@cml.ky>, Louise Reed <louise@cml.ky>**Subject:** <no subject>

Good morning. Another incident happened Tuesday afternoon when i returned to work. I spoke up for myself this time.

S2023-0247 Ennis could be stopping by today. **Page 63 of 134****2023-10-25**

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Patricia Bryan

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(No subject)

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2023-10-25

Patricia Bryan <patriciad.bryan@outlook.com>

Thu 6/15/2023 8:49 AM

To: Hannah Jackson CML <hannah.jackson@cml.ky>; Louise Reed <louise@cml.ky>

Good morning. Another incident happened Tuesday afternoon when i returned to work. I spoke up for myself this time.

I do believe Mr. Ennis could be stopping by today.

Patricia Bryan

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S2023-0247**Page 69 of 134****2023-10-25****Re: Complaint Tenure At CRO/Laveta Dunn**

Patricia Bryan <patriciad.bryan@outlook.com>

Mon 7/17/2023 2:50 PM

To: O'Carroll, Tara <Tara.OCarroll@rcips.ky>; Myles, Celicea <Celicea.Myles@rcips.ky>

Cc: Ennis, Anthony <Anthony.Ennis@rcips.ky>; Walton, Kurt <Kurt.Walton@rcips.ky>; Byrne, Derek <Derek.Byrne@rcips.ky>

Good afternoon, Tara,

Your email is received, thank you. What are the abbreviations SHRM abbreviated for?

I'm not sure I am clear what your second paragraph means in terms of your documenting the matter and their positive changes coming. Does this mean my complaint will be investigated I don't understand because it is not clear here what will be happening when a complaint is filed.

I was quite taken aback, stunned, to learn that the Commissioner had not been aware of me having spoken with senior staff in the department including yourself in regards to Laveta Dunn's behaviour, and in her words of "that is the way I operate and colleagues, she (meaning me) needs to adapt to the work culture" that I found myself in until I brought it to his attention. I had been speaking with stop there at RCIPS for a couple of weeks. RCIPS has a zero tolerance for work place bullying and harassment, yet I experienced both, for just about my entire short over two months tenure on the job.

I anticipate there will be more feedback on my complaint and what to expect.

Thank you,

Patricia Bryan

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S2023-0247**Page 71 of 134****2023-10-25****Re: Complaint Tenure At CRO/Laveta Dunn**

Patricia Bryan <patriciad.bryan@outlook.com>

Wed 7/26/2023 8:17 PM

To: O'Carroll, Tara <Tara.OCarroll@rcips.ky>; Myles, Celicea <Celicea.Myles@rcips.ky>

Cc: Ennis, Anthony <Anthony.Ennis@rcips.ky>; Walton, Kurt <Kurt.Walton@rcips.ky>; Byrne, Derek <Derek.Byrne@rcips.ky>

From: O'Carroll, Tara <Tara.OCarroll@rcips.ky>**Sent:** Thursday, July 13, 2023 4:41 PM**To:** Patricia Bryan <patriciad.bryan@outlook.com>; Myles, Celicea <Celicea.Myles@rcips.ky>**Cc:** Ennis, Anthony <Anthony.Ennis@rcips.ky>; Walton, Kurt <Kurt.Walton@rcips.ky>; Byrne, Derek <Derek.Byrne@rcips.ky>**Subject:** RE: Complaint Tenure At CRO/Laveta Dunn

Good Evening Ms. Bryan,

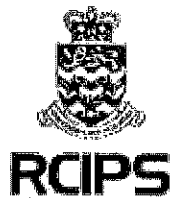
I hope you are having a nice week.

I would like to acknowledge that this must have been a difficult time for you at RCIPS, and we are sorry for that. Confirming that I have documented this matter and the other threads you shared. The new SHRM [@Myles](#), [Celicea](#) and I will be taking steps to ensure that there are positive changes on this front so please trust this has not gone unseen.

Thank you,

Tara

Tara O'Carroll
Human Resources Manager
Human Resources Unit
Royal Cayman Islands Police Service (RCIPS)



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Grand Cayman KY1-1103
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Phone: (345) 649-3051
Email: Tara.OCarroll@rcips.ky
Web: www.rcips.ky

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From: Patricia Bryan <patriciad.bryan@outlook.com>

Sent: Monday, July 10, 2023 5:29 AM

To: O'Carroll, Tara <Tara.OCarroll@rcips.ky>

Cc: Ennis, Anthony <Anthony.Ennis@rcips.ky>; Walton, Kurt <Kurt.Walton@rcips.ky>; Byrne, Derek <Derek.Byrne@rcips.ky>

Subject: [EXTERNAL] Complaint Tenure At CRO/Laveta Dunn

Concerns:

Making offensive comments.

Ask questions or opinions then cut off while speaking seemingly when she does not agree nor like what she is hearing or things that it is.

I cannot get a call out code as I am temp. How am I to use the phone or call anyone job related if I do not have a code, simply because I am temporary.

Instructed that every email has to go through her first and not to send emails to anyone without her seeing. Emails which have to go through command I understand. But emails to IT, Legal or other departments where I may have a question, I cannot email or call myself, it all must go through her first.

Ask me to compose responses/letters then would remove half or most of what was produced. She would often then turn around and ask me what to write or when she is writing over something she will ask me if she should write a word or if this sounds okay or what I think about what she wrote or call Nigel in legal only to write what he says which is almost verbatim to what I recommended or had composed. It is as if she just wanted me to write type something so she could undo it or edit it with her writing to reproduce it as of her work. So most times it was professional writing with her style which often seemed as two different educational styles upon reading. She often told me if don't have to write like lawyer or I don't have to write too this or that. Always passive aggressive critique because even if she said oh this is written well then she would still pick and take it apart and change it up not realizing that that's what she hired me for that when she gave me something to do I would write in a style that conducive to my learning and professional academic credentials being a legal minded person.

walks into office and walks right around to where sitting and stands right next to me and looks at my computer while she speaks as if she wants to see what I am doing, as if she is always thinking I am not doing my work.

When I first was granted access to computer systems a week and a half after starting, she was showing locations of files on the computer, she will direct me to where to find the files. About three times she has reached right across me sitting here in front of me and grabbed ahold of the mouse and hurriedly and impatiently maneuver the mouse herself as if I am not moving fast enough for her. not realizing she will already know where files are and familiar with maneuvering around the systems and I am still becoming familiar so I would be taking a bit more time to identify the files even with her impatiently almost barking her instructions. She has no patience.

Only began being nice to me since the 24th of May. I recently found out on June 7 that she was told that I am the sister of Minister Bryan. I realize her being told that information coincided with her being nicer to me and seemingly being more mindful of her actions in my presence.

Just around the same time I realized she was no longer delegating as much work to me hardly at all and was not as engaging with me as before. So that left me with hardly much work to do. She went on vacation June 1st to 11th and only delegated one thing for me to do. She came back and after over a week

and a half she still only gave me two things to do. The second thing was just around the time that I was leaving and I had already done those things and wrote her an email to remind her.

3) I asked about 2-3 weeks ago how they are able to edit the police reports, and suggested that it doesn't seem legal as we are in essence changing the reports. Last week, week of May 19 I again asked how we are able to do so as there isn't anything lawful and we are altering the reports at times from how the officers take them, separate from grammar, punctuations, spelling

Noted needing laws in hardcopy in intenviw . easier to csrry with me when meeting with her or showing her or anyone something in the law.

needs to increase revenue whollie needsto be out inspecting but then asks him about being out of office.

Cut off myself and Pryce in meeting with JRO, and WORC after asking our input and information.

May 22

1) I "need to re-train your brain" (referring to my reminding that for concentration and focus on legal issues and reading the law I absorb and process better with hard copies, that is also how I have been taught professionally). Say they " other girls had to learn to retrain their brains" when everything went from hard copy and new computerized system. That they didn't like it but they had to so I need to.

2) She said those "at the courts are the same way they dont want emails or electronic they want hard coopies " so they here have to scan and then email. I replied that she then can understrand and tht it is also a legal thing and how the legal field is mostly operated. hard copies.

May 18

Asked two other colleagues whether they too are confused by management(her) and instructions given or treatment because her instructions were at times confusing or inconsistent or she would say something totally different or forget what she initially instructed or requested. It is bewildering and confusing.

May 23

In staff meeting, as of banter, told me while laughing, "*Patricia you can tell your Caymanian people we don't accept cash!*". No one else laughed and most went quiet while having a bewildered look. Everyone went silent not sure what to say our do.

In next meeting with PC Pryce and Ms. Velma, repeatedly cut me off, raised voice a bit at me in order to command attention when I was trying to explain the law as we were discussing and all trying to define its meaning and intent.

May 24

In meeting with myself and Pryce, revealed as I shared yesterday in meeting exactly what I tried to convey the law was reading/intended based on wording.

Gave me three tries at calculating charges for expungement randomly for the first month and half. Asked to calculate spent conviction but didn't fully give me a chance to do so. She became frustrated and impatient. While trying to calculate one file she and I had already worked on she asked me the meaning of the law to apply to the record. She was speaking impatiently and rashly as usual raising her voice somewhat and with a snappish tone pointing her finger into the paper. She then asked for the handbook of the law she had created. I went to fetch it from my desk then return to her office. While I was trying to find the page the reference area to the law is on if you reached over my hands and grabbed the booklet out of my hand and rapidly started to search for the page she was looking for. By this time I was so nervous not knowing how to react to her and her behavior. I didn't even know what to say as my head became light and I tried searching for the words that I needed to see. She started pointing her finger down into the paper at the words and asked me to tell her what that word means if I understand do I understand what the word means if I understand tell her what it means she called my name she repeated the same things over asking me if I'm sure I understand do I know what it means pointing her finger down his paper jabbing it into the paper looking up into my face because I was standing next to her while she was

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sitting in her chair. And you the words that I needed to see but my brain and blank because I didn't want to say the wrong thing as she continue to talk to me in the manner and tune that she was as if I was a small school child that she was schooling and scolding. I looked at the paper and almost seem blurred to me and I started to question whether my interpretation of what I was reading was correct. I didn't want to get upset or rude so I just stood there stupidly. I realized as usual no matter what I said it would not have been enough for her because that's how she would get she was very impatient almost amways with this overly, commanding and dictatue authoritative personality as though she was a military commander or something.

Call to my number to tell me to ask Wolliston to call her. She had not called Wolliston. He looked bewildred as he looed at his phone and said she didn't call him, why didn't she call his phone.

May 30

Stated if she is overly assertive let her know

June 13

Telling other staff to be careful what they say around me.

At least twice a week times maybe three she would tell me "Patricia remember everything in here is confidential" as if she thought I was taking information out of the office. That's the only conclusion I would draw away she would continue to tell me that repeatedly. Sometimes she even chuckled about it.

Told me that if she's over there assertive I'm to let her know so that made me realize that she was aware that she's overly assertive.

She made me very anxious to where I became unnerved whenever the phone rang and I realized it was her calling because I didn't know what type of mood she would be in type of tone she would use. My morale professionally and personally deteriorated I question my ability to properly interpret and translate the law or in My overall skills I was hesitant to speak when she asked me for input and feedback because there was always I put down or pushed back against anything I see it was as if she would wait for you to say something then she would reject that or contradict what you were saying or cut you off. It was only me that she did it with she did it with other staff members and often laughed as though it was funny or as though we weren't competent so she had to set the information straight. It went from me loving that job and coming in earlier than I was expected to me waking up feeling I didn't want to go to work. The time that she was off on vacation for 10 days I realize how peaceful the office was how at ease everyone was that my anxiety that I had developed on the job had subsided somewhat. However including myself some of us were still in a state where as if we were walking on glass knowing that she was very rarely happy with the production of certain work.

Patricia Bryan

patricia.bryan@ymail.com

Books by Patricia Bryan @ amazon.com and bookstores

It Isn't About The Money: "The Real Reasons Behind Child Support"

In Deh Cayman Islands We Driwe On Deh Leff

Death Of The 13th Disciple: Entries From A Broken Sister

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2023-10-25

Fwd: SGL - Revised Forms, Requirements & Policy & Procedures Update

Patricia Bryan <patriciad.bryan@outlook.com>

Tue 7/11/2023 6:37 PM

To: O'Carroll, Tara <Tara.OCarroll@rcips.ky>

Cc: derek.byrne@rcips.ky <derek.byrne@rcips.ky>; anthony.ennis@rcips.ky <anthony.ennis@rcips.ky>; kurt.walton@rcips.ky <kurt.walton@rcips.ky>; franz.manderson@gov.ky <franz.manderson@gov.ky>

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From: Bryan, Patricia <Patricia.Bryan@rcips.ky>**Sent:** Wednesday, June 21, 2023 11:22:36 AM**To:** Dunn, Laveta <Laveta.Dunn@rcips.ky>; Pryce, Colin <Colin.Pryce@rcips.ky>**Cc:** Baily, Vilma <Vilma.Baily@rcips.ky>**Subject:** RE: SGL - Revised Forms, Requirements & Policy & Procedures Update

Hi Laveta,

SDC Pryce, Ms. Vilma (with Brennita asked to sit in to take notes) and I met for a meeting on Wednesday, July 7 (on your request for me to do so while you were on leave) to review the above captioned documents. After some time reviewing the documents, we agreed on my suggestion to end the meeting as we couldn't reasonably conclude final revisions on the documents any further as we would still need to meet with you to agree on edits. We did not find where we could do much more than what was before us, considering we had already (and I had done) the revisions from previous meetings, the present laws posed obstacles to make any more changes to the forms (being that directions were given to revert to what is in the Regulations).

Kind reminder the revised forms for Security have been completed for approximately a month and that we all met twice previously to discuss the revisions. Any revisions requested by yourself and agreed by all in attendance have been done since our last staff meetings on May 23 and 26.

Also kindly note you and I also met on Tuesday, May 30, to discuss the Policy and Procedures revisions. That meeting was cut short with you deciding we would meet on another date to continue. There were also other Policy and Procedure and framework documents I was tasked to work on which I have done so from my first few weeks but we haven't yet sat down to go over as you were to review those first.

Kindly also allow mention that the Security forms were approved by you previous to you going on leave. Around the time you approved the edits you asked for me to convert the forms to PDF, which I did. Shortly after you clarified you needed them converted to fillable PDF, and to use Brennita's computer to do so as she has the program on her computer. Last week on the 16th, the forms to fillable PDF as per your request to Brennita her assist in doing. I did follow-up with an email to confirm this.

Sincerely,

Patricia Bryan

Paralegal

Security & Firearms

RCIPS Business Center

S2023-0247
Royal Cayman Islands Police Service (RCIPS)

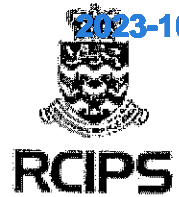
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From: Dunn, Laveta <Laveta.Dunn@rcips.ky>
Sent: Wednesday, June 21, 2023 9:45 AM
To: Pryce, Colin <Colin.Pryce@rcips.ky>
Cc: Bryan, Patricia <Patricia.Bryan@rcips.ky>; Baily, Vilma <Vilma.Baily@rcips.ky>
Subject: SGL - Revised Forms, Requirements & Policy & Procedures Update

Colin,

Good morning, please liaise with Patricia and review the above caption. Kindly schedule a meeting on Friday for an update.

Thanks in advance.

Kind regards,

Laveta Dunn | Business & Finance Manager | Office of the Commissioner of Police
Business Center - Royal Cayman Islands Police Service
P O Box 909, Grand Cayman, KY1-1103, Cayman Islands
Main Tel: (345) 649-4924 | (345) 649-5308 | Fax: (345) 946-2418 | Email: Laveta.Dunn@rcips.ky

**RCIPS**

Web: www.rcips.ky

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RE: Re: Lack Of Labor Responsibility Plus Labor Concern

From: McIntosh, Elizabeth (elizabeth.mcintosh2@gov.ky)
To: patricia.bryan@ymail.com; Elizabeth.McIntosh2@gov.ky
Cc: patriciad.bryan@outlook.com; Loval.Linwood@gov.ky; Wesley.Howell@gov.ky
Date: Tuesday, October 10, 2023 at 10:42 AM EST

Dear Patricia Bryan,

Thank you for your email and please note that an update will be provided accordantly.

Kind regards,

Elizabeth McIntosh
Senior Labour & Pensions Inspector

Department of Labour and Pensions2nd Floor, MidTown Plaza | 273 Elgin Avenue, George Town

P.O. Box 2182 KY1-1105 | CAYMAN ISLANDS

Main: (345) 945-8960 | Direct: (345) 244-4036 | Fax: (345) 945-8961

Confidential Hotline: (345) 945-3073 | HappyorNot Survey: <https://smiley.link/HCDXZ>**Email: Elizabeth.McIntosh2@gov.ky General Mailbox: dlp@gov.ky****Website: www.dlp.gov.ky Facebook: www.facebook.com/cidepartmentlabourpensions**

From: Patricia <patricia.bryan@ymail.com>
Sent: Friday, September 29, 2023 4:02 PM
To: Elizabeth.McIntosh2@gov.ky
Cc: patriciad.bryan@outlook.com; loval.linwood@gov.ky; wesley.howell@gov.ky
Subject: [EXTERNAL] Re: Lack Of Labor Responsibility Plus Labor Concern

Good afternoon, Ms. McIntosh and Linwood,

Please see edits below to your email including other concerns I asked to be included such as have the matter investigated.

- That I am requesting the Labor Department to review all information supplied by and if necessary record a statement, from me, who was hired by a private recruitment agency to a position within the civil/public service to investigate my complaint to assess whether my labor rights were violated, and whether the employer failed to support me as their employee, as a private employee, when I was experiencing harassment, bullying and discrimination while an employee at the RCIPS.
- To recognize that it has clearly been expressly stated to me by the outgoing Chief Officer of the RCIPS that the public service branch Royal Cayman Islands Police Services (RCIPS) is a *public service* of which employees of privately hired recruitment companies are *not civil servants*, but merely working for the *civil service*, and that I must seek to address the matter with the recruitment agency who hired me.
- That the Director of the DLP assess whether my Constitutional Rights were violated by any party.

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- The Director of the DLP to make recommendation in relation to the Labor Act to be able to address matters regarding employees who are recruited by private sector agents which includes recruiting businesses and placed to work within the public sector. (I am of the opinion that neither the Labor Act (or any other Act or legislature) I can find presides over such employment arrangements and has left a grey area which does not cover employees who falls under certain situations i.e. bullying, harassment and discrimination due to being a private hired employee yet performing services in the employ of the civil service. This leaves these employees with no where to complain or receive labor support...as the civil service will not accept liability nor the private sector).
- The Director of the DLP is given the power to investigate private agents including recruitment services companies (and hold them accountable for any Labor issue that employees may have while working in a public service department being the employee are private hires).
- You also want to make it known that Caymanian employees as yourself who experience bullying, harassment and discrimination are limited to receive any assistance from any civil service department as they are not considered civil servants when placed on those public service departments by a private agent, and also cannot be helped by the DLP office as the issue happens at a civil service department.

Thank you, sincerely,

Patricia Bryan, LLM, BSc., ASc.
 (345)939-0796
 patricia.bryan@ymail.com

Books by Patricia Bryan @ amazon.com and bookstores

It Isn't About The Money: "The Real Reasons Behind Child Support"
In Deh Cayman Islands We Drive On Deh Leff
Death Of The 13th Disciple: Entries From A Broken Sister

On Thursday, September 28, 2023 at 03:54:02 PM EST, McIntosh, Elizabeth <elizabeth.mcintosh2@gov.ky> wrote:

Dear Patricia Bryan,

As per our telephone conversation these are my understanding of what you would like the Department of Labour and Pensions (DLP) to do:

- The Director of the DLP to make recommendation in relation to the Labour Act to be able to address matter regarding employees that are recruited by private agents and placed to work on a public sector, as it is as this time employees that falls under these situation has no where to complaint and received assistance.
- The director of the DLP is given the power to investigate private agents and hold them accountable for any Labour issue that employee my have while working in a public service department.
- You also wants to make it known that Caymanian employees as yourself who experience bullying, harassment and discrimination are limited to receive any assistance from any civil service department as they are not consider civil servant when placed on those department by a private agent, and also cannot be helped by the DLP office as the issue happens at a civil service department.

Ms. Bryan the above points was recollect by me based on our telephone conversation earlier today, please feel free to add or removed anything you might consider not to be accurate.

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Kind regards,

Elizabeth McIntosh

Senior Labour & Pensions Inspector

Department of Labour and Pensions

2nd Floor, MidTown Plaza | 273 Elgin Avenue, George Town

P.O. Box 2182 KY1-1105 | CAYMAN ISLANDS

Main: (345) 945-8960 | Direct: (345) 244-4036 | Fax: (345) 945-8961

Confidential Hotline: (345) 945-3073 | HappyorNot Survey: <https://smiley.link/HCDXZ>

Email: Elizabeth.McIntosh2@gov.ky General Mailbox: dlp@gov.ky

Website: www.dlp.gov.ky Facebook: www.facebook.com/cidepartmentlabourpensions

From: Patricia <patricia.bryan@ymail.com>

Sent: Thursday, September 28, 2023 12:41 PM

To: McIntosh, Elizabeth <Elizabeth.McIntosh2@gov.ky>

Subject: [EXTERNAL] Response

I have not as yet gotten an opportunity to respond to your email on my other email address, patriciad.bryan@outlook.com, to respond to what it contains.

Also, I have indicated that I have been told by the Commissioner that I was not an employee of the Civil/Public Service. I am confused why the law on that area is being shared.

Can I have an appointment to come in to speak with your Deputy Director or the person reviewing my information (so I can best articulate myself in person and in my own words)?

It is not easy to set out everything in writing or to get across in my own words when information is being relayed third-party, as some information may be lost or not conveyed as shared).

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S2023-0247
Kind regards,

Patricia Bryan, LLM, BSc., AS

(345)939-0796

patricia.bryan@ymail.com

Books by Patricia Bryan @ amazon.com and bookstores

It Isn't About The Money: "The Real Reasons Behind Child Support"
In Deh Cayman Islands We Drive On Deh Leff
Death Of The 13th Disciple: Entries From A Broken Sister

On Thursday, September 28, 2023 at 01:32:02 PM EDT, McIntosh, Elizabeth <elizabeth.mcintosh2@gov.ky> wrote:

Dear Ms. Patricia Bryan,

Thank you for sharing additional information; However, it remains unclear of the assistance you are seeking from the DLP, this information is necessary to be able to guide you in accordance with the Labour Act. I have also attached section 3 of the Labour Act that refer to public service.

Application

3. This Act does not apply to —

(a) the public service:

Provided that the *Personnel Regulations (2019 Revision)* from time to time applying to the public service shall not prescribe or permit conditions of service which are less favourable to the employee than those required by this Act;

(b) charitable organisations; or

(c) churches.

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Kind regards,

Elizabeth McIntosh

Senior Labour & Pensions Inspector

Department of Labour and Pensions

2nd Floor, MidTown Plaza | 273 Elgin Avenue, George Town

P.O. Box 2182 KY1-1105 | CAYMAN ISLANDS

Main: (345) 945-8960 | Direct: (345) 244-4036 | Fax: (345) 945-8961

Confidential Hotline: (345) 945-3073 | HappyorNot Survey: <https://smiley.link/HCDXZ>

Email: Elizabeth.McIntosh2@gov.ky General Mailbox: dlp@gov.ky

Website: www.dlp.gov.ky Facebook: www.facebook.com/cidepartmentlabourpensions

From: Patricia <patricia.bryan@ymail.com>

Sent: Thursday, September 28, 2023 11:59 AM

To: McIntosh, Elizabeth <Elizabeth.McIntosh2@gov.ky>

Subject: [EXTERNAL] Fw: Appointment On May 31, 2023 - RCIPS Position/Laveta Dunn

----- Forwarded Message -----

From: "Byrne, Derek" <Derek.Byrne@rcips.ky>

To: "Manderson, Franz" <Franz.Manderson@gov.ky>, "Patricia" <patricia.bryan@ymail.com>

Cc: "Ebanks, Tenisha" <Tenisha.Ebanks@gov.ky>

Sent: Thu, Jul 27, 2023 at 10:41 AM

Subject: RE: Appointment On May 31, 2023 - RCIPS Position/Laveta Dunn

Dear DG,

Good morning and many thanks for sharing, as disappointing as it is. Can I clarify if you have directed an investigation or if I should proceed to initiate an investigation here in OCP under the policy.

Grateful for your advice when you can, and I will proceed accordingly.

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Kind regards,

Derek.

Derek Byrne.

Commissioner of Police.

Royal Cayman Islands Police Service (RCIPS)



RCIPS P.O. Box 909

Grand Cayman KY1-1103

CAYMAN ISLANDS

Phone: (345) 244-2964

Email: derek.byrne@rcips.ky

Web: www.rcips.ky

From: Manderson, Franz <Franz.Manderson@gov.ky>

Sent: Thursday, July 27, 2023 10:04 AM

To: Patricia <patricia.bryan@ymail.com>

Cc: Ebanks, Tenisha <Tenisha.Ebanks@gov.ky>; Byrne, Derek <Derek.Byrne@rcips.ky>

Subject: RE: [EXTERNAL] Appointment On May 31, 2023 - RCIPS Position/Laveta Dunn

Good morning Ms Bryan,

Thank you for your email below. I am sorry to hear you have resigned. I will go ahead and take the action you requested.

Best wishes,

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Franz Manderson

Deputy Governor

Direct. (345) 244-2442 | Box 103, KY1-9000 | Grand Cayman, Cayman Islands



**OFFICE OF THE
DEPUTY GOVERNOR**
CAYMAN ISLANDS GOVERNMENT

From: Patricia <patricia.bryan@ymail.com>
Sent: Wednesday, July 26, 2023 10:59 AM
To: Manderson, Franz <Franz.Manderson@gov.ky>
Cc: Ebanks, Tenisha <Tenisha.Ebanks@gov.ky>
Subject: [EXTERNAL] Appointment On May 31, 2023 - RCIPS Position/Laveta Dunn

Good morning, Mr. Manderson,

Per my appointment on May 31, 2023, in which I attended to speak about behavior of Laveta Dunn at the Criminal Records Office, a division of Royal Cayman Islands Policed Service (RCIPS).

At the time of my appointment I was asked what I was wanting to do or could be helped with. I rejected asking for a formal complaint as I was hoping there would have been an improvement on the job, plus obtain support from the recruitment agency which secured the placement. Instead I shared that I only wanted to speak on the matter and have her behavior made aware so at that time I did not want to file a complaint.

However, I now am requesting that my concerns be formally recognized as a complaint and placed on record. Due to the continued workplace bullying and harassment of Ms. Dunn, I felt I was left with no other choice but to resign.

Workplace bullying and harassment



Workplace bullying and harassment

What to do about bullying and harassment at work - the law, action employees can take and advice for employers a...

Human Resources & Professional Development - Royal Cayman Islands Police Service

Human Resources & Professional Development - Royal Cayman Islands Police...

The Royal Cayman Islands Police Service (RCIPS) Human Resources and Professional Development Department (HR Depa...

Training & Development Unit - Royal Cayman Islands Police Service

Training & Development Unit - Royal Cayman Islands Police Service

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The Training Department as it was then known was established in 1980 to deliver basic police training. Prior to ...

My personal and professional morale was immensely affected by the conduct. So was my mental well being. After meeting with yourself, CD Walton, DC Ennis and human Resource Manager Tara O'Connelly, effectively there was no direct addressing of Ms. Dunn's conduct without a formal complaint. Neither did she address with me. While she did call me in for a meeting in late June to discuss a matter regarding what I heard pertaining to a complaint made by a senior officer within the office, she did not personally address me and any concerns pertaining to me.

Due to the work place bullying and harassment effectively during my entire short tenure, I saw no other recourse but to resign and was eventually encouraged to do so by the recruiter's office some three weeks after when it was realized how distressing the conduct of Ms. Dunn was.

In all of this that Ms. Dunn as a part of the RCIPS, which is frontline of promoting a zero tolerance to work place bullying and harassment, has failed for years to address her behavior and conduct of bullying and harassing staff members has seemingly gone unaddressed or resolved. Unfortunately I too fell into the atmosphere. The turn around of tenure within the department is one which should be questioned as it should be obvious something is amiss within the unit.

Adding to this, the at-times unprofessional manner of dealing with the public/clients both verbally, via electronic communications and telephone during my tenure were unfitting and unbecoming of a manager and of Ms. Dunn's position. It has been presented and my understanding that there are numerous complaints on file unofficially and officially plus numerous present and past employees who had the same or more severe on the job bullying and harassment at the mouth of Ms. Dunn

It was and still is such a let down to realize workplace bullying and harassment on a job I was super excited about and looked forward to forced me to resign it became intolerable and depressing. I felt helpless and as "damn-if-I do-and-damned-if-I-don't". Forced to resign due to workplace bullying and harassment which left me without a job and without an income. This should not be the record for the Cayman Islands Civil Service nor the RCIPS. ***Work place bullying and harassment must stop.***

Very sincerely,

Patricia Bryan

(345)939-0796

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2023-10-25

patricia.bryan@ymail.com

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It Isn't About The Money: "The Real Reasons Behind Child Support"
In Deh Cayman Islands We Drive On Deh Leff
Death Of The 13th Disciple: Entries From A Broken Sister

S2023-0247

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2023-10-25

S2023-0247**Page 107 of 134****2023-10-25****Re: Resignation - Patricia Bryan**

Patricia Bryan <patriciad.bryan@outlook.com>

Mon 6/12/2023 5:44 PM

To:Hannah Jackson CML <hannah.jackson@cml.ky>;CML Accounts <accounts@cml.ky>

Cc:Louise Reed <louise@cml.ky>

Dear Hannah,

Thank you for your email follow up from this morning. I did advise in our conversation I already have spoken with Senior management at RCIPS and that I will wait until meeting with you and Ms. Louis Reed tomorrow before deciding whether to leave sooner.

Without coming across rude I wish to refresh that the invite for us to meet on that Monday 5/22 was to have been sent between that Thursday 5/18 afternoon and the Friday 5/19 if you remember. So it would have reached me and I would have accepted it before and for our meeting on Monday. I also point of that since that Monday despite being out of office I still has not received any type of communication after my response on that Tuesday, 5/23, approximately three weeks later. Some type of contact could have been sent even for out of office because contact was made the Tuesday 5/23. I only wanted to note this for the record yet not come across any particular way.

See you tomorrow.

Sincerely,

Patricia Bryan

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From: Hannah Jackson CML <hannah.jackson@cml.ky>**Sent:** Monday, June 12, 2023, 4:07 PM**To:** Patricia Bryan <patriciad.bryan@outlook.com>; CML Accounts <accounts@cml.ky>**Cc:** Louise Reed <louise@cml.ky>**Subject:** Re: Resignation - Patricia Bryan

Hi Patricia,

Thank you for speaking with me this morning.

Again, apologies for not being able to meet sooner. I have been out of the office and the day we were due to meet, my outlook had technological issues.

We understand you sent in your two weeks notice for your last day to be Jun 23rd, and we don't want you to be somewhere you are uncomfortable or unhappy. Therefore, if you do want to leave today, we can have that communication for you.

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All we can do as your agency is speak to the RCIPS about what has happened as it is important to give them that feedback.

We've got your back, and we're here for you. Let me know what you want us to do.

Kind regards,
Hannah



Hannah Jackson CML , Recruitment Consultant - Legal

hannah.jackson@cml.ky | www.cml.ky 

By voluntarily providing us with your personal data you are consenting to us collecting and further processing your personal data. Our company is committed to protecting your privacy, in keeping in line with the Cayman Data Protection Law, we want to take this opportunity to advise you of how we collect and use your information, please refer to our privacy policy for further details: <https://www.cml.ky/privacy-policy/>

From: Patricia Bryan <patriciad.bryan@outlook.com>

Date: Monday, 12 June 2023 at 2:08 AM

To: Hannah Jackson CML <hannah.jackson@cml.ky>, CML Accounts <accounts@cml.ky>

Subject: Resignation - Patricia Bryan

Kindly accept this email as my required two weeks notification of resignation from the Criminal Records Office (CRO), Royal Cayman Islands Police Service (RCIPS). June 23rd will be my last day.

Extenuating and unfair treatment and circumstances from management in the work environment have made it to where I cannot reasonably carry on my duties. And which have diminished my personal and professional morale and competency. Plus moral and morale for the job, and productivity and competency on the job. These have also caused undue stress, caused lack of confidence and anxiety on the job, in conducting my duties, and personally. I have also witnessed other employees being subjected to the same unfair and demoralizing treatment.

I attempted to have CML engage in this matter and concern with me by asking for an in-person meet. However, there was no agreed forthcoming invite communication from CML as agreed to on Thursday May 18, confirming arrangement. There was also no communication on the arranged date of Monday May 22, despite my following up with a call and email, leaving me waiting and wondering about the failed arranged meeting. CML eventually followed up on Tuesday May 23rd with an invite for a meeting that day then an email for a meeting that day. I responded I was not able to attend a meeting due to job meetings. I expressed concern as set out above of an arranged meeting which never materialized and no contact made. This reply has remain unresponded to as of the date of this email. This too has caused loss of confidence in CML as a client; because I too am the client.

Truly,

Patricia Bryan

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S2023-0247**Page 111 of 134****2023-10-25****Re: Invite For Today**

Patricia Bryan <patriciad.bryan@outlook.com>

Tue 5/23/2023 3:28 PM

To:Hannah Jackson CML <hannah.jackson@cml.ky>

Good afternoon Hannah I set aside and rescheduled yesterday for us to meet on agreement didn't hear anything from you I don't know what happened. Today there were staff meetings from 12:00 to 2:00.

Truly

Patricia

Get Outlook for Android**From:** Hannah Jackson CML <hannah.jackson@cml.ky>**Sent:** Tuesday, May 23, 2023 10:40:34 AM**To:** Patricia Bryan <patriciad.bryan@outlook.com>**Subject:** Re: Invite For Today

Hi Patricia,

Are you available today at 12pm to meet? Please see attached directions to our offices at Monaco Tower 3 (formerly Commerce House).

Parking:


Behind Bread and Chocolate, there is an entrance on Dr Roys Drive to our short stay car park located at Monaco Towers 1 & 2. This car park is suitable for a stay of up to 60 mins (maximum). Please check in with the security on arrival (their office is in Tower 2) and they will direct you to our office in Monaco Tower 3.

Accessible parking is also available and you can ask the valet at the front to assist.

If you have any questions on the location, please feel free to give me a call 623-1041 

Kind regards,
Hannah



Hannah Jackson CML, Recruitment Consultant - Legal
hannah.jackson@cml.ky | www.cml.ky 

By voluntarily providing us with your personal data you are consenting to us collecting and further processing your personal data. Our company is committed to protecting your privacy, in keeping in line with the Cayman Data Protection Law, we want to take this opportunity to advise you of how we collect and use your information, please refer to our privacy policy for further details: <https://www.cml.ky/privacy-policy/>

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S2023-0247 Patricia Bryan <patriciad.bryan@outlook.com> **Page 113 of 134**

2023-10-25

Date: Monday, 22 May 2023 at 10:40 AM

To: Hannah Jackson CML <hannah.jackson@cml.ky>

Subject: Invite For Today

How Hannah,

I've been watching out for the invite you were to send for today.

Regards,

Patricia

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Re: Meeting This Morning 25/9/2023 At 10:00 AM

From: Patricia (patricia.bryan@ymail.com)

To: kurt.walton@rcips.ky; tara.ocarroll@rcips.ky; nancy.barnard@rcips.ky; celicea.myles@rcips.ky;
Derek.Byrne@rcips.ky

Cc: franz.manderson@gov.ky; anthony.ennis@rcips.ky

Date: Wednesday, September 27, 2023 at 01:56 PM EST

Good day, Commissioner Byrne,

Thank you for your reply. Respectfully me submitting my feedback of the meeting and certain statements made does not bear on my overall insight of you nor the background and how you have treated me. Respectfully, I know it has been realized that such statements would cause consideration of the impact to me considering the statement made. I am sorry and disappointed you were not able to understand or appreciate how the statement may have come across or left me feeling. Comparing someone not committing a criminal act to what that person's deranged unprofessional behavior has panned out for years to to an entire staff compliment resulting in staff constantly changing or leaving should be mindful enough that that amount of complaints against her she should have been delt with long before my tenure.

As far as the RCIPS paying for counseling for me, you can now withdraw that permission.

I know and appreciate my complaint was taken seriously. But if it was expected for me to sit further in a meeting when a statement was made to minimize the effects of the situation or what you had read from the report, respectfully, Sir, that was the wrong expectation. I expressed myself after the remarks saying that respectfully I did not see how how I was treated and the manager's behavior could have been compared to her not committing a criminal act. I could do nothing more than what I did/said. The response was no more understood or sensitive to my feedback. I went through the experience. I dont believe none of any senior officers will understand.

Respectfully,

Patricia Bryan, LLM, BSc., AS

(345)939-0796

patricia.bryan@ymail.com

Books by Patricia Bryan @ amazon.com and bookstores

*It Isn't About The Money: "The Real Reasons Behind Child Support"**In Deh Cayman Islands We Driwe On Deh Leff***Death Of The 13th Disciple: Entries From A Broken Sister****S2023-0247****Page 115 of 134****2023-10-25**

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On Monday, September 25, 2023 at 09:32:33 PM EDT, Byrne, Derek <derek.byrne@rcips.ky> wrote:

Dear Ms Bryan,

Good evening. I have read and very carefully considered your below e-mail with the same disappointment as you have reported to have following our meeting today and I want to ensure an accurate and contextualized record. It certainly was not my intention to cause you any anxiety at our meeting today and I had agreed to meet with you to provide you with an update on the independent HR investigation conducted. I made statements of fact today which should not be misconstrued by you or anybody else concerning the fact that the actions of Ms. Dunn while substantiating your complaint do not and did not amount to criminal conduct and also the fact that the RCIPS did arrange for counselling for you, to assist you, albeit not directly related to the HR issues. This statement merely identified the fact that the RCIPS cared to assist and I was the person that approved that approach. All of my statements made today were meant to be as open and honest as possible in the process and obviously did not meet with your approval. I also explained to you to go to Nova recruitment as your employer to progress any further action you may wish to consider.

I can substantiate that your complaint was taken very seriously and referred to an independent HR consultant for investigation the outcome of which was notified to you. At our round table today you had every opportunity to address any concerns you had and any of the issues raised below could well have been addressed today. I have always treated you with the utmost respect and courtesy in all of my dealings with you, but when my statements and intentions are miscontextualized matters become problematic.

I will now remove myself from this communication chain and also take this opportunity to extend every good wish to you for the future.

Kind regards,

Derek Byrne.

Commissioner of Police.

Royal Cayman Islands Police Service (RCIPS)



RCIPS P.O. Box 909

Grand Cayman KY1-1103

CAYMAN ISLANDS

Phone: (345) 244-2964

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Email: derek.byrne@rcips.ky

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2023-10-25

Web: www.rcips.ky

From: Patricia <patricia.bryan@ymail.com>
Sent: Monday, September 25, 2023 7:41 PM
To: Byrne, Derek <Derek.Byrne@rcips.ky>; Walton, Kurt <Kurt.Walton@rcips.ky>; O'Carroll, Tara <Tara.OCarroll@rcips.ky>
Cc: Manderson, Franz <Franz.Manderson@gov.ky>; Ennis, Anthony <Anthony.Ennis@rcips.ky>
Subject: [EXTERNAL] Meeting This Morning 25/9/2023 At 10:00 AM

Good evening, all. Respectfully and without prejudice, I take time to express how appalled and extremely disappointed that Commissioner Byrnes would make a reference to saying it's not as if Miss Dunn committed some criminal act, offense as if in comparison to what I experienced on the job at her lack of managerial and professional skills was to be compared to the fact that she hasn't committed a criminal act. His comment diminished my complaint. It even more so increased the way that I feel about myself after going through that experience. And here I was praising the Commissioner and the RCIPS for how they have been handling the situation. I was so hurt today I couldn't decide whether to be hurt or upset. I know it was evident on my face and abruptness that I decided I wanted to leave the meeting. I know the Commissioner realized the fact that that statement had on me realizing that I abruptly stood up said thank you and left the meeting. Respectfully, I didn't even feel like shaking his hand as he extended it when I stood up. After reading the report to me and then making a statement like that I don't, I can't even fathom, how that thought would come to a person's head after reading not only my words of what I endured but also the words of my colleagues at the time who after the fact relayed the information of my experiences. I was simply blown away at the statement and I cannot apologize for feeling like that. It's a disservice to me to defeated the entire process of me coming into complain. And then to tell me that I can't get a copy of the report because RCIPS commissioned it, RCIPS paid for it. That even shouldn't that shouldn't have even been a consideration to say to me either because I'm well aware of who paid for it. This is what is Caymanians have to endure and go through. That is why Miss Dunn has repeatedly treated stuff the way that she is treated them since she has been there at that office. That is why she could make a statement until tell me all of the over 78 came onions who were on staff only look at me to say 'Patricia you can go tell your Caymanian people that we don't accept cash in this office'. I'm not the first person that went through it I'm not the only person that has been going through it is still going through it not only at the RCIPS, but in all areas of government. And I am going to highlight bullying and harassment and discrimination in government and in the private sector. Because it's not right. And imagine the RCIPS is one of the places that are always bragging always speaking out against bullying in the public sector. For that kind of remark to be made to me is a bullying tactic in and of itself. Is just as well that it was told to me that I can't get a copy because the (1) RCIPS commissioned investigation and paid for the investigation and that I as the Complainant (2) cannot get a copy without the permission of Ms. Dunn, who I complained about. That was the number one reason that was given to me out of the two reasons.

And imagine the report made no mention or recommendations, no remedy, towards or for me, the Complainant. Nothing.

Yet the report makes recommendations and remedies to deal with her to put her through managerial training programs a 360° program whatever that is. She gets to stay on her job and gets a second and third and fourth and 5th and six chance well I had to be forced to walk off of my job due to discrimination bullying and harassment and mental an emotional anguish and now without no income still not able to get a job no form of support and yet the commissioner tells me that it's not as if she committed some Criminal act? What kind of leadership is that? It's like her coming back to the office after meeting with senior level officials and being told of me coming to the office with my concerns yet she comes back to the office and says nothing to me didn't even call me in her office to try to address anything that may have been making me uncomfortable on the job anything she had done to make me uncomfortable. Poor managerial skills terrible professional services awful Human Resources services. Overly lax.

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But Commissioner Byrnes stated they already helped me get into counseling. When he knows well that had nothing to do with my tenure at RCIPS. Even to being that point up was a poor choice knowing that arrangement was not related.


The RCIPS was putting these incidents that happened to staff at this office to the side on the shelf until I decide to speak up for myself. Now everyone else is speaking up for themselves, people being transferred, and other people spoke up for me that I was surprised that spoke up for me and it's going to be compared to the fact that she hasn't committed a criminal offense or a criminal act? I was told if I was an employee of the department I could have gotten a transfer. Is that what happens to people when they're treated with blatant discrimination harassment and bullied?! They just get transferred and the manager is left in the same position to continue the cycle against who is there or who comes in you? Is this really want the public service and the rcips condones?! It is demeaning it's a character destroyer character assassination of someone of me, who was employed in a public service representing the services and duties of a public servant despite not being actually hired by the public service.

If I had have known that I would have felt crappier about myself I have to go into the people who was supposedly being placed to protect me not only as law enforcement officers but also as officers enforcing that people who work under their umbrella are not mistreated or not harassed or bullied or discriminated, I would not have even wasted my time or confidence which I had built up and utilized to sit through the meeting especially hearing how others shared their versions of how I had been treated and how they were being treated on the job. It's brutal. No one should have been subjected to what that woman who I would venture to say experiences mental health challenges. Who I have repeatedly said to seeing your members of government and rcips that she would one day pause legal problems for government and the RCIPS by the way she treats staff and the way she treats members of the public. Subjects staff members to. And you know why she does it? Because of this reason... she gets away with it; no one has held her accountable no one has spoken up for themselves and likely because of the same exact comment that was made to me today about it's not like she committed some criminal act. That's why she's gotten away with it. Do you think I couldn't have spoken up for myself or be more assertive for myself on the job? Of course I could but my name my reputation was on the line. I heard her tarnish and trample the reputation of Inspector Joseph whose position she filled. I heard her tarnish and trampled another in-office senior Police Officer's reputation, other staff members who were in there who were there long time, from the inception of that department. Imagine how she would have trampled mine my personal name and reputation. Also the personal name of my sibling who is a representative of the Cayman Islands government. If I had stood up more for myself and be more assertive. Plant a camera or two in the office to see how she treats anyone who has anything to say not in her favor or that she's not pleased about or even to have a voice for themselves. You may not get as much evidence at this particular time though because of everything that has unfolded but you might still pick up something. Imagine how she would have treated me then and it's compared to the fact that she hasn't committed a criminal act it is shameful that I was told that, shameful.

Very, very honestly,

Patricia Bryan

Sent from the yahoo e-address of Patricia Bryan Rodriguez, BSc.
(345)939-0796

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RE: Appointment On May 31, 2023 - RCIPS Position/Laveta Dunn

From: Byrne, Derek (derek.byrne@rcips.ky)
To: Franz.Manderson@gov.ky; patricia.bryan@ymail.com
Cc: Tenisha.Ebanks@gov.ky
Date: Thursday, July 27, 2023 at 10:41 AM EST

Dear DG,

Good morning and many thanks for sharing, as disappointing as it is. Can I clarify if you have directed an investigation or if I should proceed to initiate an investigation here in OCP under the policy.

Grateful for your advice when you can, and I will proceed accordingly.

Kind regards,

Derek.

Derek Byrne.
Commissioner of Police.
Royal Cayman Islands Police Service (RCIPS)



Grand Cayman KY1-1103
CAYMAN ISLANDS
Phone: (345) 244-2964
Email: derek.byrne@rcips.ky
Web: www.rcips.ky

From: Manderson, Franz <Franz.Manderson@gov.ky>
Sent: Thursday, July 27, 2023 10:04 AM
To: Patricia <patricia.bryan@ymail.com>
Cc: Ebanks, Tenisha <Tenisha.Ebanks@gov.ky>; Byrne, Derek <Derek.Byrne@rcips.ky>
Subject: RE: [EXTERNAL] Appointment On May 31, 2023 - RCIPS Position/Laveta Dunn

Good morning Ms Bryan,

Thank you for your email below. I am sorry to hear you have resigned. I will go ahead and take the action you requested.

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Deputy Governor

Direct. (345) 244-2442 | Box 103, KY1-9000 | Grand Cayman, Cayman Islands



From: Patricia <patricia.bryan@ymail.com>
Sent: Wednesday, July 26, 2023 10:59 AM
To: Manderson, Franz <Franz.Manderson@gov.ky>
Cc: Ebanks, Tenisha <Tenisha.Ebanks@gov.ky>
Subject: [EXTERNAL] Appointment On May 31, 2023 - RCIPS Position/Laveta Dunn

Good morning, Mr. Manderson,

Per my appointment on May 31, 2023, in which I attended to speak about behavior of Laveta Dunn at the Criminal Records Office, a division of Royal Cayman Islands Policed Service (RCIPS).

At the time of my appointment I was asked what I was wanting to do or could be helped with. I rejected asking for a formal complaint as I was hoping there would have been an improvement on the job, plus obtain support from the recruitment agency which secured the placement. Instead I shared that I only wanted to speak on the matter and have her behavior made aware so at that time I did not want to file a complaint.

However, I now am requesting that my concerns be formally recognized as a complaint and placed on record. Due to the continued workplace bullying and harassment of Ms. Dunn, I felt I was left with no other choice but to resign.

Workplace bullying and harassment

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What to do about bullying and harassment at work - the law, action employees can take and advice for employers a...

Human Resources & Professional Development - Royal Cayman Islands Police Service**Human Resources & Professional Development - Royal Cayman Islands Police...**

The Royal Cayman Islands Police Service (RCIPS) Human Resources and Professional Development Department (HR Depa...

Training & Development Unit - Royal Cayman Islands Police Service**Training & Development Unit - Royal Cayman Islands Police Service**

The Training Department as it was then known was established in 1980 to deliver basic police training. Prior to ...

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My personal and professional morale was immensely affected by the conduct. So was my mental well being. After meeting with yourself, CD Walton, DC Ennis and human Resource Manager Tara O'Connelly, effectively there was no direct addressing of Ms. Dunn's conduct without a formal complaint. Neither did she address with me. While she did call me in for a meeting in late June to discuss a matter regarding what I heard pertaining to a complaint made by a senior officer within the office, she did not personally address me and any concerns pertaining to me.

Due to the work place bullying and harassment effectively during my entire short tenure, I saw no other recourse but to resign and was eventually encouraged to do so by the recruiter's office some three weeks after when it was realized how distressing the conduct of Ms. Dunn was.

In all of this that Ms. Dunn as a part of the RCIPS, which is frontline of promoting a zero tolerance to work place bullying and harassment, has failed for years to address her behavior and conduct of bullying and harassing staff members has seemingly gone unaddressed or resolved. Unfortunately I too fell into the atmosphere. The turn around of tenure within the department is one which should be questioned as it should be obvious something is amiss within the unit.

Adding to this, the at-times unprofessional manner of dealing with the public/clients both verbally, via electronic communications and telephone during my tenure were unfitting and unbecoming of a manager and of Ms. Dunn's position. It has been presented and my understanding that there are numerous complaints on file unofficially and officially plus numerous present and past employees who had the same or more severe on the job bullying and harassment at the mouth of Ms. Dunn

It was and still is such a let down to realize workplace bullying and harassment on a job I was super excited about and looked forward to forced me to resign it became intolerable and depressing. I felt helpless and as "damn-if-I do-and-damned-if-I-don't". Forced to resign due to workplace bullying and harassment which left me without a job and without an income. This should not be the record for the Cayman Islands Civil Service nor the RCIPS. ***Work place bullying and harassment must stop.***

Very sincerely,

Patricia Bryan

(345)939-0796

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patricia.bryan@ymail.com

Books by Patricia Bryan @ amazon.com and bookstores

It *Isn't* About The Money: "The Real Reasons Behind Child Support"
In Deh Cayman Islands We Drive On Deh Leff
Death Of The 13th Disciple: Entries From A Broken Sister



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Acknowledgement of Service

IN THE SUMMARY COURT AT GEORGE TOWN

CAUSE NO. SC _____ OF 20 _____

BETWEEN: PATRICIA BRYAN **PLAINTIFF**

AND: 1. LAVETA DUNN **DEFENDANT**
 2. ROYAL CAYMAN ISLAND POLICE SERVICES (RCIPS)
 3. CML RECRUITMENT
 4. CAYMAN ISLANDS GOVERNMENT

ACKNOWLEDGEMENT OF SERVICE

1. State Defendant(s)' name(s) and address(es)

1. Laveta Dunn c/o Criminal Records Office, Royal Cayman Islands Police Service (RCIPS) Business Center, 71 Eastern Avenue, Crown Square Plaza Unit B5, George Town, Grand Cayman
2. Royal Cayman Island Police Services (RCIPS, Police Headquarters, Royal Bank of Canada Building, 4th Floor, 24 Shedden Road, George Town, Grand Cayman
3. CML Recruitment, 7 Genesis Close, Monaco Tower 3, 3rd Floor, George Town, P. O. Box 30237, Grand Cayman, KY1-1207
4. The Cayman Islands Government, c/o Law Reform Commission, Legislative Drafting Department and Portfolio of Legal Affairs, 133 Elgin Ave., George Town, P. O. Box 136, KY1-9000, George Town, Grand Cayman

2. State whether the Defendant(s) intended to contest the action.
YES _____ NO _____

3. If Defendant does not intend to contest the action, do you want time in which to pay the claim?
YES _____ NO _____

4. If you do not intend to contest the action, in whole or in part, you must set out full particulars of your defense overleaf.

Service of the Plaintiff is acknowledged accordingly.

Defendant's Signature

Dated this _____ day of _____, 20_____

(see overleaf

PARTICULARS OF DEFENSE

(Here set out in numbered paragraphs the grounds upon which the Defendant say that he/she is not liable to the Plaintiff, or is not liable for the full amount claimed)

Defendant's signature

REMINDER:- This form must be taken or sent to the Court Office, P.O. Box 495GT, Grand Cayman, within 14 days of receipt otherwise a default judgement may be entered against you.