

Monday morning and you're catching up with Alex, one of the senior staff, who worked much of the weekend. You've been concerned because Trev, appointed recently, had his probation period extended at a meeting with his supervisor on Friday. The young people say they don't like him, he hasn't been showing a lot of interest in them and hasn't fitted in well with the staff group.

Cheryl, his supervisor, said he did not take the extension well. Trev has worked in residential care almost 10 years and in his view has seen it all. He was quite derogatory towards her, telling her she was inexperienced and saying he would want to see you on Monday about a change of supervisor. Cheryl didn't work over the weekend and is back in work at 6pm this evening.

Trev was working Saturday afternoon, overnight and Sunday morning. Alex says Trev was very negative about Cheryl during the evening before the staff settled down for the evening. Trev told Alex and Marlene (another member of staff) that his probation had been extended. Alex tells you "Trev thinks Cheryl has it in for him and is setting the young people up against him. I pointed out that Cheryl has excellent relationships with the young people. Trev laughed at this and I asked him what he meant. Trev said Cheryl's working the group. 'She's always with Tallik [the oldest young person in the group] laughing at his jokes and she's always looking for a reason to take him out on his own. There's no way the gear he comes back with from these shopping trips can be from his clothing allowance'. I asked him why he thought this, but Trev just raised his eyebrows, laughed and went to bed".

Trev didn't offer a lot to the young people over the weekend. He looked very down at points and was on his phone at one point during the day and Alex had to ask him to end his call, which he did. Alex says he didn't put too much pressure on him, feeling that things should take their course, but wanted to make sure you're up to date.