

**From:** Green, Dennis AIRCDRE 1  
**Sent:** 20 Jun 2013 12:12:14 +1000  
**To:** King, Sonia WGCDR  
**Cc:** Davis, Peter GPCAPT  
**Subject:** RE: Member Requiring Support - 381ECSS [SEC=IN-CONFIDENCE:STAFF]

IN-CONFIDENCE:STAFF

Thanks Sonia

See below the email I have sent to DCOORD. In particular *"I have discussed with T/CO 381 SQN her email below. The AAFC will wait for T/CO 381 SQN to advise that LAC Adams is in a fit state to be advised that serious allegations against him have been passed to the NSW Police. We will arrange to ensure that this message is passed to LAC Adams with medical and/or PAF support in the room (ie on base)."*

As per my information to DCOORD there are now additional reports made by female cadets last evening in the presence of their parents. **Therefore this matter is likely to become public soon.**

The Air Force Public Affairs response will include the statement that the matter is with the NSW Police. So we should inform LAC Adams before that information becomes public.

I request you discuss this further with medical and then we can work out how and when the AAFC OC 3 WG can inform LAC Adams.

Dennis

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**From:** Green, Dennis AIRCDRE 1  
**Sent:** Thursday, 20 June 2013 11:59  
**To:** Courtney, Barbara GPCAPT  
**Cc:** Topp, Daryll WGCDR  
**Subje**

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**ct:** URGENT - IMPORTANT Update on LAC (AAFC) Adams [SEC=UNCLASSIFIED]

UNCLASSIFIED

DCOORD

**The allegations against LAC Adams now involve more female cadets and there is increased likelihood of this matter becoming public knowledge.**

See below two email streams - one from OC 3 WG AAFC and one form T/CO 381 SQN.

The further allegations from OC 3 Wing are very serious allegations of an AAFC staff member having inappropriate sexual relationships with LAC (AAFC) Adams. These additional allegations involve current cadets and an ex cadet who are over age 17 to 19. Because LAC (AAFC) Adams is in a position of authority over the female cadets and he has responsibility for their care and training these additional matters will be passed to the NSW Police as further evidence for the cases involving females under age 18.

I have confirmed with T/CO 381 Squadron that LAC Adams now has medical/DCO support in place, and is now on two days stress leave.

I have discussed with T/CO 381 SQN her email below. The AAFC will wait for T/CO 381 SQN to advise that LAC Adams is in a fit state to be advised that serious allegations against him have been passed to the NSW Police. We will arrange to ensure that this message is passed to LAC Adams with medical and/or PAF support in the room (ie on base).

As LAC (AAFC) Adams is a member of the PAF there are considerable ramifications for Air Force action and reputation in this matter.

Dennis

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**From:** King, Sonia WGCDR  
**Sent:** Thursday, 20 June 2013 12:04  
**To:** Green, Dennis AIRCDRE 1; Davis, Peter GPCAPT  
**Subject:** RE: Member Requiring Support - 381ECSS [SEC=IN-CONFIDENCE:STAFF]

IN-CONFIDENCE:STAFF

AIRCDRE Green,

Sir - the LAC has departed RAAF WLM and is now at his place of residence in Newcastle on stress/sick leave until Tuesday.

I have my ADMINO at Medical now to talk to the health professionals to get a more accurate picture of the member's mental state and capacity. Upon receiving that, I will make a recommendation (obviously balanced and weighed with the possibility of media attention and the AFHQ intent) on how we proceed.

The member - to our knowledge - has not discussed any of this with his wife, and this will need to be considered before I make a decision as to whether a home visit is required, or to pull the member again back out to base, and keep him here to ensure he is in a fit state to again drive home etc afterwards.

Regards,

Sonia

***Sonia King***

T/WGCDR  
T/CO  
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RAAF Williamtown

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**From:** King, Sonia SQNLDR  
**Sent:** Thursday, 20 June 2013 11:31  
**To:** Davis, Peter GPCAPT; Green, Dennis AIRCDRE 1  
**Subject:** RE: Member Requiring Support - 381ECSS [SEC=IN-CONFIDENCE:STAFF]

**IN-CONFIDENCE:STAFF**

Sir,

As requested - update on 381ECSS member below.

The subject LAC was interviewed by the 381ECSS ADMINO this morning, who told him that I had been made aware of an interview between the LAC and a psychologist regarding an Air Force Cadet investigation. It was further explained that during the course of the interview the Psych became concerned about his mental state and that possible self-harm may be of concern and this was what prompted our concern for his welfare.

The ADMINO and LAC spoke about how the LAC was feeling and the causes - he explained that he was having issues with his wife due to her being so isolated from friends/family (she has recently moved from Brazil) and this was causing significant tension between them. The ADMINO explained DCO's role and has linked the LAC in with them, plus another couple of 381ECSS members who have had almost identical home-life issues. Given my understanding of the situation I am optimistic that this will go along way to helping both the member and his wife.

The LAC also indicated that being the subject of an Air Cadet investigation has added to his stress levels. He has already sought assistance from a RAAF LEGAL Officer that he knows through AAFC. Although he did not give specifics of the allegations (and wasn't asked for them) he did state that he only had minimal information on what he was accused of and that his plan was to get specific information.

While the ADMINO and I have no concerns regarding self-harm at this time, we are in no way professionals in this matter, therefore I have sent the LAC and his supervisor to medical for proper and appropriate assessment. The LAC was given two days stress leave as a result and we expect medical to contact us shortly with more information. The member is currently at DCO organising some further assistance.

*ADMINO's belly rub: 'The LAC presented as intelligent, articulate and seemed genuinely concerned about his home life and how to help his wife. While stressed, there was nothing that indicated to the ADMINO that possible self-harm was on the cards. WRT the Cadet investigation, he appeared resigned to refuting the allegations in a logical manner and did not seem overwhelmed by them. He certainly didn't come across as someone who has been caught doing a very bad thing.'*

I will continue to monitor and provide updates on the member's condition, and also professional and my opinion on when he may be in an appropriate condition to be told about NSW Police involvement in the matter. The unit will provide the member with continuing assistance across all his issues, and assist in ensuring he is afforded procedural fairness (note: there is no claim of unfairness that has been made to my knowledge). It appears at this stage that the member has not been approached to give his side of the story yet - happy to be corrected - and I assume this will come to light with whatever further investigation is conducted (NSW Police vs ADFIS).

The member has been assured that he has our full support.

Unless otherwise advised, I will update you both further with advice on the member's mental state and capacity upon receiving such advice from WLM Health Centre.

Regards,

Sonia

***Sonia King***

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**From:** King, Sonia SQNLDR  
**Sent:** Wednesday, 19 June 2013 16:31  
**To:** Davis, Peter GPCAPT; Green, Dennis AIRCDRE 1  
**Subject:** RE: Member Requiring Support - 381ECSS [SEC=IN-CONFIDENCE:STAFF]

IN-CONFIDENCE:STAFF

Sir,

WILCO.

Sonia

***Sonia King***

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**From:** Davis, Peter GPCAPT  
**Sent:** Wednesday, 19 June 2013 16:29  
**To:** King, Sonia SQNLDR; Green, Dennis AIRCDRE 1  
**Subject:** RE: Member Requiring Support - 381ECSS [SEC=IN-CONFIDENCE:STAFF]

IN-CONFIDENCE:STAFF

Sonia

Thanks for the SA. Once you speak to the LAC in the morning, please provide me with an update on the situation and plan of action to support him - I will then pass on to CDR CSG and ACAUST (who have both viewed the AAFC HIB).

Respectfully,

**P.A. (PETER) DAVIS**  
GPCAPT  
OC 395ECW  
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**From:** King, Sonia SQNLDR  
**Sent:** Wednesday, 19 June 2013 16:25  
**To:** Green, Dennis AIRCDRE 1; Davis, Peter GPCAPT  
**Subject:** Member Requiring Support - 381ECSS [SEC=IN-CONFIDENCE:STAFF]

IN-CONFIDENCE:STAFF

AIRCDRE Green,

Sir, thank you for your phone call this afternoon to inform me of concerns your staff have regarding the health and wellbeing of LAC at 381ECSS who has been the topic of a HIB submitted through the chain by AAFC.

As I understood our conversation, while the LAC was attending an AAFC activity on Sunday 16 Jun 13, he was informed by the AAFC CO there that he had been suspended from AAFC duties. I understand that while the reason was not communicated to the member at the time (for reasons outlined in the HIB), the member suspected the nature of the allegations made against him, and denied them.

Your reason for contacting me was to inform me that during a phone conversation on Tues 18 Jun 13, an AAFC psychologist was talking to the member with an intent to inform him that the incident had been turned over to the NSW Police, however made the judgement call not to do so, as their professional opinion was that with what the member had told them regarding his problematic home life, this advice could possibly reduce his mental state to a level where he might entertain self harm. You have requested that I immediately ensure the member has access to psych and medical support, and also entertain the possibility of providing DCO support to the member's wife.

#### **AIRCDRE Green and GPCAPT Davis**

The member is on day shift at his workplace (0600 - 1500h) in a reasonably supervised environment. Unfortunately, by the time I could contact his section, the member had already left for the day. AIRCDRE Green informed me in a subsequent phone call that he had been advised by the psychologist that there was no immediate concern of the risk of self harm as the member has not been informed of the NSW Police investigation yet, therefore I have made the decision not to contact the member tonight while he is at home.

Medical at RAAF WLM have been contacted, and will be on standby to see the member tomorrow morning with a view to fast tracking the member into Psychology Support. If required, CHAPs are available as well.

The member will be brought to 381ECSS HQ tomorrow by his SNCOIC, with a view to be offered support upon the unit being advised he has been suspended from AAFC duties (but the unit doesn't know why), and that there have been some concerns within the workplace that the member has been withdrawn and acting out of character. The member's SNCOIC has confirmed the withdrawal and change of character within the workplace, so that will be our starting point to launch from regarding offering a full range of support for both him and his family. We will monitor closely.

I'll advise further via e-mail upon receiving a report regarding the member's health from medical/psych, unless there is an urgent issue in which case you will both be notified via phone call.

Regards,

Sonia

***Sonia King***

T/WGCDR  
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