

From: Green, Dennis AIRCDRE 1
Sent: 27 Jun 2013 22:17:20 +1000
To: Courtney, Barbara GPCAPT;Ballard, Jeff MR
Cc: Spittle, Murray GPCAPT 1;Hatch, Jacqueline SQNLDR;Topp, Daryll
 WGCDR;Watson, Sean FLT LT 1
Subject: REPORT TO COMCARE RE LAC ADAMS [SEC=UNCLASSIFIED]

UNCLASSIFIED

DCOORD

See email trail below. Comcare have received a report which I have determined is related to the complaints against LAC (AAFC) Adams for inappropriate relationships with 17 year old cadets.

I rang an AAFC female staff member (PLTOFF) who has been providing mentor support over at least the last six months for one of the female cadets who has made complaints about LAC (AAFC) Adams. The PLTOFF has been in frequent contact with Mrs CJO and her daughter (described as hourly with the daughter over recent weeks). AAFC staff at 3 WG HQ had, with good intentions, tried to establish a single poc (SQNLDR Banfield) to Mrs CJO and her daughter. The PLTOFF had a long term support role with the cadet. Mrs CJO, her daughter and the PLTOFF were deeply resentful of the perceived attempt to have the PLTOFF moved aside. At the same time the PLTOFF considered that the 3 WG HQ staff had taken too long to suspend the LAC. I explained that there was a need for due process to get some confirmation of the allegation. The advice I had received indicated OC 3 had acted to suspend the LAC within hours of confirmation of the allegations, reported the matter to CDR the next day and to the police the following day. The PLTOFF indicated that Mrs CJO and her daughter were very stressed and unhappy with the situation, and the lack of confirmatory emails and telephone calls from SQNLDR Banfield and OC 3 WG. The PLTOFF had also formed the view that the incident was outside the AC563 time period for reporting and that potential compensation would be compromised by the lack of reporting. As a result of attempts to convince her otherwise, the LAC formed the view that she was being bullied and harassed, that the HQ staff were not providing the required support. She then contacted COMCARE to provide the sketchy details outlined in the email below.

Subsequently I contacted OC 3 WG who is bewildered by the actions of the PLTOFF, and indicated that the PLTOFF had recently done something for which he was planning disciplinary action (not discussed). He was perplexed that he had a completely different view of Mrs CJO's discussion of the situation and the support being provided. I indicated a need to suspend any action against the PLTOFF at this time, and for the SQNLDR and OC to step back from contact with Mrs CJO and her daughter without prejudice for anything which may or may not have occurred. I then discussed the matter with CDR AAFC. I proposed that a new poc be established, and suggested SQNLDR Jac Hatch from CB-AF. CDR AAFC discussed the matter with OC 3 WG and they agreed with my suggestion.

I rang SQNLDR Hatch and she has agreed to assist by being POC for Mrs CJO, her daughter and the PLTOFF.

I then called the PLTOFF. I provided her with SQNLDR Hatch's mobile and requested the PLTOFF contact SQNLDR Hatch, explain all the issues she had concerns about, and provide Jac with the contact details of Mrs CJO and her mother. I requested that the PLTOFF then contact MRS CJO and her daughter and request they make contact with SQNLDR Hatch. I discussed at length with the PLTOFF the need for everyone to focus on the best outcomes for the female cadet and her mother. There was time to examine the lessons from this matter in slow time, and invited the PLTOFF to put her concerns in writing when she had a chance to reflect on the matter.

The PLTOFF is travelling to Wagga tomorrow with the female cadet to be staff members on the cadet promotion courses.

MRS CJO is moving house tomorrow, and she and her daughter are packing house tonight. There is plenty of stress in their lives!

I explained to the PLTOFF that we were treating this matter as an inappropriate relationship issue and not a WHS AC563 incident (had not even thought of that), and that there was no time limit on Mrs CJO or her daughter seeking some compensation. Putting in a claim now would be before the police action and I suggested that it would be best to wait for the outcome of any court case i(f it got that far). The focus needed to be on supporting the female cadet today and tomorrow, and through the year 12 and into her future career.

The PLTOFF was very grateful for the support I had provided and for the opportunity to discuss the issues about which she had concerns.

The PLTOFF indicated an intent to recontact Comcare and amend her report in some way (unstated)

I will await feedback from SQNLDR Hatch from her conversations.

For Jeff Ballard

Please contact COMCARE and advise the following:

The matter refers to an alleged incident of inappropriate relationships between a male AAFC staffer and a female cadet age 17 at a RAAF base in January 2013. The allegations were first brought to the attention of staff in May. After confirming the facts, the matter has been referred to the NSW Police, and all Defence investigation and executive action has been suspended until that process is completed. No allegations of bullying and harassment have been submitted related to this matter. The focus of effort is on providing support to all parties involved. We have no knowledge of the time that it will take the NSW Police to consider and act on this matter. We will advise COMCARE of the outcome of the NSW Police matter if they wish.

Dennis Green

From: Ballard, Jeff MR
Sent: Thursday, 27 June 2013 15:23
To: Green, Dennis AIRCDRE 1
Cc: Topp, Daryll WGCDR; Spittle, Murray GPCAPT 1
Subject: FW: Call [SEC=UNCLASSIFIED]

UNCLASSIFIED

Sir,

I have received a request from Comcare via WHS Branch in relation to an alleged incident. It is rather vague and I have requested clarification. This may be sensitive so I will keep you advised of developments and clear responses with you. I am reluctant to contact the individual named below not knowing their position or involvement.

Jeff

Jeff Ballard

National Safety Advisor
Cadet Branch - Air Force

28 Fairbairn Avenue
Fairbairn
PO Box 7933
Canberra BC ACT 2610

Tel: [REDACTED]; Fax: (02) 6128 7628; Mob: [REDACTED]

Email: jeff.ballard@defence.gov.au

From: Ballard, Jeff MR
Sent: Thursday, 27 June 2013 15:16
To: 'Devlin.Berenice@comcare.gov.au'
Cc: Legge, Alan MR
Subject: FW: Call [SEC=UNCLASSIFIED]

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Good afternoon Berenice,

I can confirm that the Australian Air Force Cadets (AAFC) has a robust system for notification and reporting of WHS incidents. The system has recently been re-invigorated with comprehensive guidance consistent with Comcare and Defence guidance material. I have also recently introduced an electronic reporting solution to ensure legislated and Defence timeframes can be met. In relation to any specific incident or allegation I will need a little more detail. I am happy to follow up on this matter but details of the unit, location, individual/s involved etc would be most helpful.

Kind regards

Jeff

Jeff Ballard

National Safety Advisor
Cadet Branch - Air Force

28 Fairbairn Avenue
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Tel: [REDACTED]; Fax: (02) 6128 7628; Mob: [REDACTED]

Email: jeff.ballard@defence.gov.au

From: Legge, Alan MR **On Behalf Of** WHS DWHSAC
Sent: Thursday, 27 June 2013 13:38
To: Ballard, Jeff MR
Cc: Clever, Elmar MR
Subject: FW: Call [SEC=UNCLASSIFIED]

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Good Afternoon Jeff

Can you contact Berenice to see what she is actually after. If some sort of formal response is required can you let us know so we can request an event number prior.

Regards

Alan Legge

Assistant Director Regulator Relations
BP35-5-15
Department of Defence
Canberra ACT 2600

Phone: [REDACTED]
Mob: [REDACTED]
Fax: 02 6127 2118
Email: alan.legge@defence.gov.au

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From: Berenice Devlin [mailto:Devlin.Berenice@comcare.gov.au]
Sent: Thursday, 27 June 2013 11:46
To: WHS DWHSAC; Legge, Alan MR
Subject: Call [SEC=UNCLASSIFIED]

Hi Alan

WHS helpdesk has received a call from CJF regarding an alleged serious incident that has occurred on a RAAF Base involving a Cadet. The incident apparently occurred in Jan but was not reported until May. The incident has since been reported to Police who are investigating. Subsequent to this there is an allegation of bullying and harassment by various people in relation to this incident and how it is being managed. In addition the parents of the cadet are concerned that their child has been harmed and the proper process for WHS has not been followed.

This may simply be a matter of ensuring the WHS process for reporting within DoD when the matter concerns a cadet, has been followed and advising all parties of this, but I would appreciate it if you could make enquiries and provide advice please.

CJF (pronounced CJF) contact number is REDACTED she is an APS member from what I understand at a RAAF base in NSW.

Thanks

Berenice Devlin

Workplace Relationship Resolution
Regulatory Services Group
Inspector Appointed under the Work Health and Safety Act 2011
P REDACTED M REDACTED

GPO Box 9905 Canberra ACT 2601
1300 336 979 www.comcare.gov.au

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