

Wayne Laycock -REDACTED
To: "Green, Dennis AIRCDRE 1" <dennis.green1@defence.gov.au>
Cc: Ken Given <cdr@aafc.org.au>
Re: CJO [SEC=UNCLASSIFIED]

25 June 2013 12:18 PM

Sir

These are my comments regarding the issues raised here. It took me a while to settle down after reading what she is complaining about. The people dealing with her and her daughter have gone out of their way to provide support. I have checked CadetOne and it is actually Mrs. CJO who is nominated as NOK. The family arrangements as outlined to me by Darren Banfield is that she resides with her natural father.

As you will see in my last comment that she is expecting someone from the cadet branch leadership to contact her, not me. I am now part of her complaint as she has complained that I have not contacted her. I do not believe it is appropriate for me to speak to her.

Just initial thoughts at the moment

Wayne Laycock

Sir,

as discussed yesterday my notes indicate that Mrs. CJO

wanted to express her concern that she believed the matter had been mishandled. The process we operate under was explained to her by Darren Banfield. I think it is more that she doesn't accept our process.

believes that the time lag between first being notified that the alleged event had been discovered and eventually handed to the civil police was too long. It was 20 days from the time I was made aware of the matter until handed to Police. During that time a QA was conducted, then an investigation was commenced. This is a well-run organisation and that time frame is pretty good.

believes that the person assigned to manage the initial QA was inexperienced and unqualified and should not have been given the task. All AAFC staff are inexperienced in conducting inquiries. There is no training to qualify any person. The person conducting the QA was being mentored by someone who has done inquiries before.

believes that she and her daughter should have been engaged more and kept in the loop. Darren Banfield has gone out of his way to provide information to Mrs. Les Fargrave as has gone out of her way to provide support.

believes that her daughter is anxious that this alleged event will adversely affect the staff perception of her and will diminish the regard with which her daughter is held within the AAFC. She believes that AAFC should have assured her that this is not the case. That was done by Darren Banfield. That was always our strategy. There has been no mention made of the other consideration you are dealing with.

Wants to know when her daughter will be spoken to by Civpol. This is not something that the AAFC nor Defence have any control. The police will conduct their own assessment and investigation and we have no power to influence that. She has already spoken to the Crime Co-ordinator at Wagga.

Wants a timeline as to how this matter will proceed from this point. The AAFC will not conduct any further investigation until the Police matter is completed. The AAFC will then review any breaches of the Code of Conduct allegedly committed. Policies and procedures will be reviewed/reinforced to prevent similar matters.

Believes that the level of psych support is not sufficient and contends that the person on offer, albeit well qualified, would not have the capacity to provide the level of care and immediacy of care should there be a short notice need for her to see the daughter. We can only advise Mrs. CJO of the services available. Rec Fargrave has recommended "Headspace" as good. Also Anglocare as good. She is prepared to continue to provide telephone support. Les also supports the use of a private psychologist if Mrs. CJO doesn't want any of those suggested.

Believes that Wayne Laycock should have been in touch with her by now to explain what is going on. (she is of the opinion he is the head of the AAFC). A senior member was appointed to do this as I had to remain out of it to be able to adjudicate fairly.

She also wanted an assurance that the PAF member alleged to have participated in this event will have no further contact with cadets. He has been suspended until the matter is dealt with. He has been instructed he is not to have any contact with any cadets until the matter is finalised. He is entitled to "natural justice" and at this stage they are only allegations.

I have listened to her and advised that someone from cadet branch leadership would be in touch before COB Tuesday and they would address her concerns including identification of alternative psych care resources that could be made available for her daughter. Mrs. CJO has been told by DCO/BBG that someone from cadet branch leadership will contact her. Perhaps I am not the appropriate person.

Mrs. CJO divulged that this matter has created an extraordinary degree of tension at home which, on top of existing family tensions, has affected not only her daughter but the extended family. As you can imagine she was frustrated and upset.

Thankyou for your help in assisting Mrs. CJO with her concerns.