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**From:** CJE [REDACTED]  
**To:** BANFIELD, Darren <darren\_banfield@deewr.gov.au>  
**Subject:** Re: Lodgement of complaint regarding actions of staff member at Wagga [SEC=UNCLASSIFIED]  
**Sent:** Fri, Aug 2, 2013 7:25:08 AM

Sir,

The WORD document that I sent to PLTOFF (AAFC) C J F was written by me, I understand that if you want me to sign it, but I can do so by faxing it to you if that is appropriate. That WORD document was created on the 25JUL13, as before hard I wrote a hard copy of it but then copied it onto a soft copy.

Nothing much was actioned by PLTOFF (AAFC) C J F and FLTLT (AAFC) Thompson, the "appropriate" actions were by PLTOFF (AAFC) C J F telling the DETCOM (FLTLT (AAFC) Thompson) as well as telling SQNLDR Hatch.

All I want out of this, is that how WOFF (AAFC) RED found out about this, specifically who from so then you can ask them as to how that attained that information, why he also questioned a CADET about the incident that occurred in January, and of course, appropriate consequences that any other staff member or cadet would receive as punishment, I'm sure it is written somewhere in the POLMAN.

I would like to keep communication with you via email, so I can personally keep track and documentation of our conversations.

Thank you,

**CJE**  
 Cadet Warrant Officer  
 ASSTADMINO, CSQNWOFF, CRGREP  
 302 (Rockdale) Squadron  
 Australian Air Force Cadets

**Mob:** [REDACTED]  
**Email:** [REDACTED]

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**From:** "BANFIELD, Darren" <darren\_banfield@deewr.gov.au>  
**To:** CJE [REDACTED]  
**Sent:** Friday, 2 August 2013 2:15 PM  
**Subject:** RE: Lodgement of complaint regarding actions of staff member at Wagga [SEC=UNCLASSIFIED]

**UNCLASSIFIED**

CWOFF CJE

This email is to acknowledge receipt of your complaint. I intend to undertake an assessment of the matter. This issue might take a few weeks to resolve depending on how accessible the witnesses are, along with other priorities.

As your email is not exactly what was seeking so can you please confirm for me that the attached WORD document is in fact a complaint that you provided to PLTOFF (AAFC) C J F and that the details contained are your representation of events. The attachment has no name, date nor signature and hence I need to verify that this is your document and that you stand by this version of events.

As you are the complainant I would like to understand what you are seeking from lodgement of this complaint. Can you please identify what action, if any, you are seeking by notifying me of this incident. I will take this into consideration when I engage with the various parties involved in the matter.

Also, are you aware of any action that has already been taken by either PLTOFF(AAFC) C J F or FLTLT(AAFC) Thompson over this incident? The attachment states that "PLTOFF(AAFC) C J F took appropriate actions" and I would to understand what this action was.

I am happy to talk with you via phone if that makes things easier for you or we can continue to exchange emails if that is more suitable.

**Darren Banfield**  
 Squadron Leader (AAFC)  
 Executive Officer Southern Region  
 3 Wing Headquarters  
 Australian Air Force Cadets

**Tel:** [REDACTED]

Email: [darren\\_banfield@aafc.org.au](mailto:darren_banfield@aafc.org.au)



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**From:** CJE [mailto:REDACTED]  
**Sent:** Thursday, 1 August 2013 9:55 AM  
**To:** BANFIELD, Darren  
**Subject:** Re: Lodgement of complaint regarding actions of staff member at Wagga [SEC=UNCLASSIFIED]

Sir,

In regards to the email you sent before, here are some of those questions that you want answered.

The incident occurred on the 12JUL13 and would've happened around 1500h, just before the parade was set to march off. Those who would've been around me when I said to CWOFF REDACTED that his 'best friend' was here, CUO REDACTED witnessed it as he saw my distressed towards the comments that CWOFF REDACTED said to me.

I reported this incident initially to PLTOFF (AAFC) CJF, as she then told FLTLT (AAFC) Thompson as well as SQNLDR Hatch.

If there are anymore questions that need to be answered, please don't hesitate to ask. Thank you for dealing with this incident.

Regards,

**CJE**  
 Cadet Warrant Officer  
 ASSTADMINO, CSQNWOFF, CRGREP  
 302 (Rockdale) Squadron  
 Australian Air Force Cadets

**Mob:** REDACTED  
**Email:** REDACTED

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**From:** "BANFIELD, Darren" <darren\_banfield@deewr.gov.au>  
**To:** REDACTED  
**Cc:** "co\_302sqnl@aafc.org.au" <co\_302sqnl@aafc.org.au>  
**Sent:** Tuesday, 30 July 2013 4:44 PM  
**Subject:** Lodgement of complaint regarding actions of staff member at Wagga [SEC=UNCLASSIFIED]

**UNCLASSIFIED**

CWOFF CJE,

I understand that you have a complaint to lodge with respect to the actions of a staff member who attended the graduation parade at the recent promotion courses in Wagga during July. I have a copy of an email to this effect from PLTOFF(AAFC) CJF. If an incident has occurred in relation to your current investigation process then this will be treated with a high level of importance.

As complaints are treated seriously and have a strict AAFC process that must be followed to ensure all parties are afforded natural justice you will need to commence the process appropriately. If you have a complaint to lodge then please detail your concerns to me, preferably via a signed minute, and I will then undertake a quick assessment of the matter. The first step for me would be to determine that the basis of the complaint is valid and that potentially a more thorough investigation is warranted.

Your complaint needs to identify the date and time of the event(s) and also any other witnesses who might support your claim. Also, if there has been any initial action(s) taken by other AAFC members then this needs to be identified as this could have a bearing on how the claim is processed or actioned.

It is also important that once you lodge your complaint that you treat the matter as confidential. Only those who have a genuine "need to know" should be advised of any process. I have copied CO302SQN as your unit commander as he indeed would be someone who should be aware of this process. Obviously I am aware that PLTOFF(AAFC) CJF has knowledge of the suggested event and as your support person throughout the current investigation you can share what you feel necessary with her.

Once I have received the complaint I will advise you of the next steps involved.

**Darren Banfield**  
 Squadron Leader (AAFC)  
 Executive Officer Southern Region  
 3 Wing Headquarters  
 Australian Air Force Cadets

**Tel:** REDACTED  
**Email:** [darren\\_banfield@aafc.org.au](mailto:darren_banfield@aafc.org.au)

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