



**Queensland
Government**

Office of the
Director-General

Department of
**Innovation and Information
Economy, Sport and Recreation
Queensland**

Mr Scott Volkens

REDACTED

Dear Mr Volkens

I refer to your facsimile of 27 March 2002 to Mr Alex Baumann, Director of the Queensland Academy of Sport (QAS), in which you advised that you had been charged with certain criminal offences.

In such circumstances, I have had to consider a number of matters in relation to your working arrangements with the QAS, in the interests of:

- maintaining a presumption of your innocence in relation to the charges against you, until such time as these matters are resolved by a court; and
- ensuring that, to all extent practicable, your interests as an employee of this agency are not compromised, while at the same time enabling the QAS to continue to satisfy the interests of its clients and stakeholders.

Accordingly, while due legal process should occur in respect of the charges which have been laid, there are certain matters in relation to the discharge of your duties which need to be addressed while the judicial process is in train.

In this regard – and at your request – I wish to confirm that the following working arrangements are to apply from this time and continue until the current charges against you have been heard and determined by a court.

Duties

I would like you to specifically focus on those aspects of your role which relate to the management and administration of the swimming program at the QAS. In the context of your employment contract, this would include the following duties:

- Design of high performance swimming training programs and competition schedules;
- Liaison with coaching staff, where required for the purpose of coach education and development;
- Developing, monitoring and evaluating the QAS North Queensland swimming program, liaising as necessary with Target Squad coaches and program staff;
- Managing all financial and administrative aspects of the swimming program
- Providing regular reports to the QAS and
- Ensuring the QAS Swimming program complements the national and state direction for the sport.

Contact with QAS Athletes

In carrying out these duties, you are not to have any contact (personal or otherwise) with athletes benefiting from QAS programs. Any information required from QAS athletes which may be necessary to enable you to perform the duties identified above should be obtained through either the Director, QAS or through the QAS Assistant Swimming Coach.

Workplace environment

I understand that you currently work from your home in the discharge of many aspects of your role. I am happy for this arrangement to continue. In addition, an office will be made available for your use at the premises of Sport and Recreation Queensland, Forestry House, 160 Mary Street, Brisbane. This office will be available for the purpose of conducting meetings with coaches and tasks associated with the performance of the duties outlined above.

Should it be necessary for you to visit the office of the QAS at the corner of Stanley and Dock Streets, South Brisbane to liaise with QAS administrative staff, this should only occur through prior arrangement and approval of the Director, QAS.

Attendance at conferences, events and other functions associated with the QAS

I would ask that you not attend or participate in conferences, events and any other functions associated with the QAS during this time. You are not to represent the interests of the Academy at state, national or international events, meetings or conferences.

Consistent with current arrangements, any travel which you may need to undertake as part of the performance of the duties outlined above must only occur with the prior approval of the Director, QAS.

As indicated earlier, the arrangements which I have outlined above shall commence immediately and continue until such time as the charges against you have been heard and determined.

I believe these arrangements reflect a balanced approach in recognising your interests and maintaining a presumption of your innocence in relation to the charges against you – while at the same time, enabling the QAS to continue to meet the needs of its other staff and clients. The arrangements outlined above also enable you to continue to make a contribution to the Swimming Program at the QAS.

If any issues should arise in relation to the implementation of these arrangements, I encourage you to raise these matters with the Director, QAS in the first instance.

Yours sincerely



Kevin Yearbury
Director-General

11 April 2002