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	BRIEF FOR OC 395ECSW	
	MANAGEMENT OF LAC ADAMS, 8564865 BY 381ECSS	
Unit/Section: 381ECSS	OBJECT ID: G6258457	

References:

- A. E-mail WGCDR King/AIRCDRE Green of 16:25, 19 Jun 13
- B. E-mail WGCDR King/AIRCDRE Green of 11:31, 20 Jun 13
- C. E-mail WGCDR King/AIRCDRE Green of 15:41, 20 Jun 13

Background

1. LAC Chris Adams, 8564865 is employed as a Fire Fighter within 381ECSS at RAAF Williamtown. As an extracurricular activity, LAC Adams is also an Air Force Cadet instructor.
2. At approximately 1400, 19 Jul 13, CO 381ECSS was contacted by AIRCDRE D. Green, DG Cadets Air Force, and informed of an investigation into LAC Adams' actions while an Air Force Cadet Instructor. The allegations were that LAC Adams had inappropriate relationships with a number of Air Force Cadets.
3. During the initial investigation of this matter by AAFC LAC Adams was interviewed by a psychologist, who during the course of the conversation became concerned about LAC Adams' mental state due to issues in his homelife. A decision was made by the psychologist at that time not to mention the fact that the investigation was going to be handed to the NSW Police as she was concerned that this information would further deteriorate LAC Adam's mental state and may have resulted in self-harm.

Purpose of Brief

4. The Purpose of this brief is to give provide the CoC with awareness of 381ECSS' actions with the management of LAC Adams' situation and welfare.

381ECSS Actions

- On being made aware of the allegations made against LAC Adam's and the concern the Psychologist had for his welfare, CO 381ECSS, called a meeting at approx 1400 with XO and ADMINO 381ECSS as well as LAC Adam's Flight Commander. CO 381ECSS did not release the nature of the allegations made against LAC Adam's but highlighted that there were concerns for his welfare due to an AAFC investigation.
- Due to the member being a shift worker, LAC Adams had already stood down for the day and after consultation with WLM Health Centre (WLM HC) it was determined that by the time he was recalled there would be no medical practitioner available to see him. As CO381ECSS had received a follow up phone call from AIRCDRE Green stating there was no immediate concern of self harm the decision was made by CO 381ECSS

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not to recall the member and to interview him first thing the next morning. The ADMINO contacted the member to organise this, and the member was agreeable to the timing.

- CO 381ECSS advised AIRCDRE Green and OC 395ECSW of this decision and her intent via email at reference A.
- At 0730, 20 Jul 13, ADMINO 381ECSS interviewed LAC Adams in the presence of his immediate supervisor to ascertain his current circumstances and state of mind. The member spoke openly of issues surrounding his wife and the difficulties she was having moving from her native country of Brazil and the isolation that this had caused her. ADMINO 381ECSS was able to provide advice regarding DCO assistance for the wife which should assist her in finding work and integrating her into the local community. LAC Adam's section was also able to offer support to the member as a number of other members had similar issues as they have also married foreigners.
- At this time LAC Adams admitted to being the subject of an AAFC investigation which had added to his stress levels but did not elaborate on the nature of the investigation.
- Once LAC Adams had been made aware of DCO and other support channels available to him, he was sent to WLM HC for psychological assessment.
- An update was then provided by CO 381ECSS at Reference B.
- At 1200 381ECSS was advised by WLM HC that while LAC Adams was suffering from stress there were no concerns of self-harm and that the member was mentally robust enough to handle further bad news. WLM HC was advised that the member may require additional support at short notice as he may be given additional stressors.
- At 1300 CO 381ECSS was contacted by AIRCDRE Green who informed her that a representative from AAFC was going to advise LAC Adams that he was going to be the subject of a NSW Police investigation and that the AAFC investigation was suspended as a result.
- A phone interview with LAC Adams and WGCDR (AAFC) W. Laycock was organised so that he could be informed of the impending Police investigation. This occurred at 1400 with CO, ADMINO and SQNWOLF present to offer support to LAC Adams. The member appeared to be a little shocked by the news but understood the information that was given to him. He refused any further support at that time, however, agreed to contact ADMINO 381ECSS on the morning of 21 Jun 13 to let him know how he is coping. A decision will be made during that phone call as to whether further daily 'check-in' phone calls to a designated unit contact will be required while the member is on stress/sick/recreation leave over the next week.
- CO 381ECSS then provided the CoC a further update at Reference C.

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Further action

5. 381ECSS will closely monitor LAC Adams' welfare through his supervisors and feedback from the member over the course of the next few weeks to ensure that he has access to relevant support mechanisms. Consideration will be given to removing him from his duties as a Fire Fighter if his mental states deteriorates to a point where safety may be compromised.

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