

Notes regarding conversations regarding Royce Comber

21/3/12 Conversation with Susan Booth - 2:00pm

Phone conversation – CIF called with a complaint that Royce has inappropriately touched her son. I requested an incident report.

Discussed the above call with Michael Norris, Pam Stiff & Katherine Carney.

21/3/12 Conversation with CIF - 2:25pm – with Michael Norris

CIF informed her husband has gone to the Police station to make a report. Wanted to know last name of staff member. Ryan informed CIF that if they notified the Police and got them to contact us we would fully comply with their investigation and relay that information to them.

CIF said CIE wrote Royce touched his penis until it was erect. He was on his own.

Ryan mention Royce has been trained and inducted in TDT procedures that included not being in the toilet alone.

CIF said she had also called Interchange and spoke with Liz or Trish. Lady who deals with it is Dale.

CIF said she has never had any nonsense with other male staff, like Michael at the program.

Ryan gave her contact numbers to give to the Police and for her record and offered support to CIF when needed.

22/3/12 Conversation with CIF - 9:35am

CIF explained she was seeing a pattern in Royce's behaviour – from the 2nd last holidays. He came to her and said "I want to build a decent relationship with CIE. How would you feel about me working with him Wednesday afternoons?"

She said she uses after school care for socialisation for CIE – he is intellectually bright.

Interchange – Royce let me know he was available to work with CIE

On Interchange shift Wednesday – came back early from a bike ride, usually likes bikes, normally gone for 2 hours and this meets curriculum for home schooling, but home early – said he was scared Royce would hurt him. He said he was bullying him

to assert his homosexuality. He wants to be friends with me and have a homosexual relationship. I didn't tell ^{CIE} that Royce was working with him that day – wanted it to be a surprise.

Royce didn't realise ^{CIE} could communicate verbally or by typing.

He said – “have built my own relationship”

Kath Boyce is the detective at Nowra Police.

^{CIE} said this has happened many times – when he came back he had reacted quite strangely. His look was strong when he saw Royce – like “your that guy”. Happened because he came here – and that's why he said what he did.

22/3/12 Conversation with Detective Kath Boyce – 4:35pm

A report was filed yesterday – referred to the Child Protection Unit in Wollongong. Aren't available until next week to discuss with family first then Royce.

Kath unavailable next week – talk to Det Serg Simon Shellala

What should be discussed with Royce – Received a complaint against you. Due to the nature of this complaint you are suspended until the investigation is complete.

22/3/12 Conversation with Royce Comber – 4:45pm

Received a complaint against you. Due to the nature of this complaint you are suspended until the investigation is complete.

Royce – Ok, sounds serious. Hear from you soon.

Offered EAP details

22/3/12 Conversation with Sandra Murray – 6:15pm

Discussed Royce's suspension

Had to go into the girls toilet – Michael there with him.

Asked if staff ever go into toilet cubicles one on one – Sandra replied never go in. Stand at the door.

23/3/12 Conversation with Dale - Interchange

Discussed –

- Royce's suspension – after discussions with Police.
- Mum discussed with REDACTED.
- Will keep informed of decision/outcome of investigation.

23/3/12 Conversation with REDACTED – REDACTED School

Discussed Royce's suspension – Police matter but not to discuss with Royce at this point.

Royce no longer on Leisure link shifts until investigation complete. Principal is being notified by REDACTED.

26/3/12 Conversation with Dale - Interchange

Interchange still waiting on a response

Cancelled all 1 on 1 care with Royce, but still working where supervised in Group care.

3/4/12 Conversation with CIF – 11:45am

CIF wants to speak to the "top" of the organisation Margaret. Explained I would contact Margaret as she is away for the next few days and get her to contact her as early as possible.

Emailed Margaret.

3/4/12 Conversation with Dale - Interchange

CIF spoke with Interchange for 3 hours – discussed "relationship" and the use of this term in the context of the investigation.

5/4/12 Conversation with Det. Sarah Norris - Child Protection Unit - 12:15pm

Interviewed CIF

Deemed Offence has occurred in interview today – clearly disclosed – indecent exposed. Interview Royce today.

Contact details – REDACTED

5/4/12 Conversation with Royce Comber – 4:18pm

Called – Bad service – Called back twice.

Interview will occur on 17th April – declined to be interview without legal advice

Asked for support from Organisation – told to contact EAP

Asked about other staff and if they are aware – explained who in the organisation knows and that it is not to be discussed – confidential

Asked what is his responsibility – explained disciplinary procedure, not to discuss, how it affects personal life

Dating REDA – what to say, Royce's call. REDA not to discuss at work.

Explained to seek legal advice.

Asked if it was the 1st time this had happened for me and the Org – explained 1st for me but can't speak on behalf of the Organisation.

10/4/12 Message left for ^{CIF}

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Contacted by CPU – Understand they have spoken with you and ^{CIE}. They have made us aware of the situation.

Will be following all recommendations of Police and CPU

Need any assistance feel free to call me.

19/4/12 Conversation with ^{CIF}

^{CIF} quite angry. Explained Police had given her a card on freedom of information act.

Wants a complete file on ^{CIE} – psychologists notes, staff notes etc.

^{CIE} explained he was disciplined at centre – left behind when others went to activity.

Not going to sue – just disappointed.

Want photocopies of everything – explained I would clarify if this could occur and let her know ASAP.

CIE has been making quite graphic disclosures

I feel bullied by the organisation – went against my wishes wanting Tuesdays – I don't want Tuesdays I asked for Thursdays as I had a course I was attending.

Staff are determined and deliberate

Royce – is a silly person

I want all the details.

20/4/12 Conversation with CIE – 2pm

Paperwork is ready to be collected – said she cant get in for a while

Discussed – blackout of client names – privacy / confidentiality. Staff names still visible.

Asked about Tues/Thurs issue from yesterday – as we give Wednesdays for ASC - said it was Interchange manipulating shifts so Royce could work. Ask if she felt we bullied her – said it was Interchange.

Staff don't understand CIE 's communication – top 5% in state.

Disappointed I couldn't stay in room when CIE started oosh/vac

He can communicate verbally – Royce laughed it off when I told him

Police are doing nothing – I have had more disclosure – explained she should speak to the Police about these if concerned.

She said she discussed with one other person – won't mention who

Sandra – is she the boss – explained main communication point. No different to other staff.

24/4/12 Conversation with Det. Sarah Norris – 1:45pm

Interviewed Royce – solicitor involved – declined a formal interview.

Not charged due to CIE unable to attend court. Royce told of allegations. Still a POI in DOCS and Police systems. Asked if it will show on a WWCC – said yes.

Case is closed – no further investigation. Happy for us to proceed.

26/4/12 Conversation with Royce Comber

Meeting tomorrow – 10am Nowra Office

Chat about complaint against him – starting our investigations

Can bring support along if he likes

Myself and Rhonda present.