

**Kylie Pearson**

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**From:** Phillip Hare  
**Sent:** Wednesday, 26 October 2011 11:25 AM  
**To:** Kylie Pearson; Liam Whitley; Shane Demir; James Ellender; Jacqui Barnat; Anne-Mary Nolan; Irene Minos  
**Cc:** Adam Blatch; Jaclyn Pearse  
**Subject:** RE: Caringbah Childcare Update - Important

Thanks for the feedback.

One change Danielle will not go back to Caringbah until we meet and clarify a few items. If possible Liam, Ann Mary, Jacqui and I will meet tomorrow at 5.00pm to discuss this.

Regards,

Phillip Hare  
 Chief Executive  
 YMCA of Sydney

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**From:** Phillip Hare  
**Sent:** Wednesday, 26 October 2011 10:52 AM  
**To:** Kylie Pearson; Liam Whitley; Shane Demir; James Ellender; Jacqui Barnat; Anne-Mary Nolan; Irene Minos  
**Cc:** Adam Blatch [REDACTED]; Jaclyn Pearse [REDACTED]  
**Subject:** Caringbah Childcare Update - Important  
**Importance:** High

Good morning all,

I am at Caringbah and want to confirm our plan forward.

1. Additional correspondence to go out to all parents, principals today.
  - James I will review and confirm in the next hour.
2. Staff meeting to be held tomorrow night Thursday at 6.30pm at the Caringbah Y for all Caringbah Childcare staff and appropriate Caringbah Staff
  - Shane to invite staff
  - Jaci to invite all childcare staff
  - PH and JE to facilitate meeting
  - Professional support details to be made available (EA). Kylie to develop 1 page support sheet / contact details on EAP.
3. Internal fact sheet to be updated for all staff
  - JE to develop based on public / known facts, plus reasonable other facts we are aware of and staff can communicate
4. Child Protection parents advice sheet
  - AMN is you able to develop a general advice sheet to parents on Child protection and how to ask questions of children. I will give you a phone to discuss.
5. Danielle to return Caringbah on Friday
  - After the meeting tomorrow night I will have an additional meeting / briefing session with Danielle prior to her returning to the OSHC centre on Friday.
  - Jacqui will support Danielle by working at Caringbah OSHC on Friday and into next week
6. Confidentially agreement signed by staff to be dismissed. We have nothing to hide or be ashamed about. Staffs needs to be advised about the legalities of sub judice at the meeting.
7. Challenging parents. We have, understandably, challenging parent's staff to refer them through to myself. This should be both as a response to such parents but also as a proactive measure when such parents are known. I will give my business card details to all staff tomorrow evening.

If we are all ok with this we can roll – out after 1pm  
Please phone me if you have any concerns with the plan above.

Regards,

Phillip Hare  
Chief Executive  
YMCA of Sydney

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**From:** Kylie Pearson  
**Sent:** Wednesday, 26 October 2011 9:24 AM  
**To:** Liam Whitley; Phillip Hare  
**Cc:** James Ellender  
**Subject:** RE: Caringbah Team

Hi Guys,

I think we should offer the EAP contact to staff in the correspondence so they have the option to personally use this.

So, Liam and I discussed that it may be a good time to get a professional from the EAP service to provide a structured, controlled session with staff on managing the situation – more to show support and positive reinforcement and justification of their feelings.

We can tailor this to deliver the message we think is appropriate so that it doesn't flare things up more with staff.

Happy to discuss when you are back in the office.

**Kylie Pearson**  
Human Resources Manager

**YMCA of Sydney**  
Level 5, 91 George St  
Parramatta NSW 2150  
Ph: [REDACTED]  
Fax: [REDACTED]

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**From:** Liam Whitley  
**Sent:** Tuesday, 25 October 2011 9:01 PM  
**To:** Phillip Hare  
**Cc:** James Ellender; Kylie Pearson  
**Subject:** Fwd: Caringbah Team

Phil

FYI below. I have also had an email and numerous txts from Shane Demir expressing his concerns.

Cracks are starting to appear with the Caringbah team at main centre and satellite locations.

I spoke to Kylie this morning and she was hoping to get your updated view following our chat last Thursday.

Can we activate a professional staff support / debrief session/s asap ?

Regards

Liam Whitley  
General Manager  
Children's Services  
YMCA of Sydney

Begin forwarded message:

**From:** Jacqui Barnat [REDACTED]  
**Date:** 25 October 2011 8:35:35 PM AEDT  
**To:** Anne-Mary Nolan [REDACTED], Irene Minos [REDACTED]  
**Cc:** Liam Whitley [REDACTED], Shane Demir <[REDACTED]>  
**Subject:** Caringbah Team  
**Reply-To:** Jacqui Barnat <[REDACTED]>

Hey guys,

I did a visit to all the OSHC sites this afternoon to check on how the staff were dealing with all of this and it is clear as I mentioned already that the pressure is starting to pay toll the team, some of them are even starting to blame themselves for not seeing something, there were also some very confronting parent encounters in the crèche which I wasn't made aware of at the time but a couple of the staff told me of late this afternoon.

I just read the Ninemsn report and it made me feel very sick and is going to cause some real concern to the rest of my team. I really think we need to get onto the debriefing/team counselling session as soon as physically possible.

Am I able to contact Kylie directly and see how this is tracking?

Regards,

Jacqui Barnat  
Children's Services Co-ordinator

Caringbah YMCA  
5 Jacaranda Road  
Caringbah NSW 2229  
Ph: [REDACTED] Fax: [REDACTED]  
Mob: [REDACTED]  
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Facebook: [www.facebook.com/caringbah](http://www.facebook.com/caringbah)  
Twitter: [www.twitter.com/ymcasydney](http://www.twitter.com/ymcasydney)  
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