

Statement of JAMES BELLINGER

RFS-TAS-113

| | |
|----------|--|
| Name | James Bellinger |
| Address | C/O Launceston General Hospital, Tasmania |
| Position | Human Resource Manager, Department of Health |

This statement is made by me in response to RFS-TAS-113 (**'RFS'**), dated 2 August 2022 and received by me on 2 September 2022, by the President of the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings (the Commission), the Honourable Marcia Neave AO.

As indicated above, I did not receive the Notice to Prepare and Produce a Document or Statement (NTP) until 2 September 2022 and as a result my response to it has been hurried and time limited; I have completed the Statement to the best of my ability given the resourcing and time I had available.

B. REQUEST FOR STATEMENT

Background

1. When did you start working at the Department, the THO and/or THS?

18 February 2004

2. State each role that you have had at the Department, THO and/or THS during the Relevant Period and identify which of these role(s) involved you working as a member of the Human Resources Team.

Each role I performed with the Department, and its various incarnations, is described in my CV (Appendix I).

The Notice to Produce defined the Human Resources Team to mean all individuals who performed a human resource advisory or management role in relation to the LGH from 1 January 2000 to the date of the Notice (2 August 2022) regardless of whether they based at the LGH or which Department they were employed by. The definition excludes those who performed administrative duties, payroll functions or a clinical role with supervisory functions.

Given the abovementioned definition:

- From July 2005 – 19 March 2006 I was a member of the Human Resources Team as defined.

However, my role was to support the implementation of a new recruitment software program (PageUp People) and to support managers with the administrative processes required for advertising positions and non-advertising staff movements.

Aside the implementation of the new software program the role was administrative/transactional in nature.

Whilst the role was located in a team that provided HR advisory services I did not, and was not involved in, providing such services.

- Effective from 16 April 2012 I began performing the HR Consultant (Health Services) role, initially on a fixed term basis. This role serviced the Launceston General Hospital, among other business units. I enclose a copy of the form appointing me to the position (**Appendix 2**). For completeness, I also enclose a copy of the form appointment me to work for the Human Services portfolio immediately prior to this appointment (**Appendix 3**).
- All roles following 16 April 2012 have in some way required me to work as a member, or direct/advise members of, the Human Resources Team.

Whilst I was the Director of ER and WHS Manager I continued to perform my substantive duties of HR Manager.

Whilst I was A/Chief People Officer, a HR Manager would have been covering my absence and been responsible for the Launceston General Hospital; they would have reported to me.

3. In respect of any period(s) during the Relevant Period when you were a member of the Human Resources Team, state the names of other members of the Human Resources Team.

In responding to this question I sought and received a report from the Department's data analysts. The report, filtered by the names of employees falling within the definition of HRT is at appendix 44 and shows the approximate period that employees occupied the named positions.

I have also summarised the names below, noting that includes past and temporary employees.

HR Generalist Team Launceston:

██████████
Bellinger, James T
██████████

[REDACTED]
 Fratangelo, Luigino
 Harvey, Mathew B
 [REDACTED]

The Employee Relations team also falls within the definition of HRT:

[REDACTED]

HR Executives would also fall within the definition of HRT:

[REDACTED]

Disclosures

4. ***Set out any information that you have (whatever its source, or your view of its reliability) about any aspect of the Police Disclosure, including but not limited to:***
 - a. ***The circumstances in which you received the information;***
 - b. ***Who was aware of, or made of, the Police Disclosure (on an anonymous basis or otherwise); and***
 - c. ***Whether any records, emails or notes were made in connection with the Police Disclosure (on an anonymous basis or otherwise).***

The only information I have about the Police Disclosure is the evidence of Ms McBeath and Dr Ayre before the Commission on 1 July 2022. I did not watch either of their evidence but am broadly aware of its contents.

I do not recall if this was raised during the Nurse Podcast and have not revisited the Podcast in constructing my statement.

I have no other information about the Police Disclosure. As indicated above, from 2004 to 2008 I was not responsible for providing HR advice and would not have been involved or informed in any way of such matters.

5. **Set out any information that you have (whatever its source, or your view of its reliability) about any aspect of the Pearn Disclosure, including but not limited to:**
- a. The circumstances in which you received the information;**
 - b. Who was aware of, or made of, the Pearn Disclosure (on an anonymous basis or otherwise); and**
 - c. Whether any records, emails or notes were made in connection with the Pearn Disclosure (on an anonymous basis or otherwise).**

Nurse Podcast:

The Nurse Podcast made reference to the Pearn Disclosure, I listened to the Podcasts at the time they were released. I have not refreshed my memory of the contents of the Podcast in preparing my statement.

Tasmania Police inquiry:

In or around October 2019 I was contacted by Detective Senior Constable Glenn Hindle seeking to access any records we may have in relation to the Pearn Disclosure.

At the time I informed [REDACTED] of the enquiry and sought [REDACTED] recollection.

One email was sent in connection with the Tasmanian Police inquiry regarding the Pearn Disclosure **(Appendix 4)**.

Additionally I was shown, but was not provided, a copy of a statement that I understand Stewart made to Tasmania Police in or around 2019. That was shown to me by Counsel assisting the State's response to the Commission of Inquiry.

Departmental response to Commission of Inquiry Notice to Produce (2 September 2021):

The Commission of Inquiry sent various Notice's to Produce to the Department. These were coordinated centrally by the Departments COI Response team and distributed to relevant people who may have information throughout the Department.

On 2 September 2021 I received Commission of Inquiry NTP3 - Item 8 **(Appendix 5)**. The information required by that NTP is as follows:

"Within our current information for this item a victim has referenced a meeting held with HR North and Stewart Millar (retired) around 2010 in relation to historical allegations of child sexual abuse by James Griffin. The information also refers to informal advice from Tasmania Police that they did not think there was sufficient information to press charges.

To assist with Department's response to this item can you please advise of any information or knowledge of meetings of this nature around 2010."

As above the DOH COI Response team managed the distribution of the enquiry, I am not aware of who they informed.

As to my involvement, it was agreed that I would contact Stewart Millar and Gino Fratangelo to gain a statement regarding their recollection of the meeting with Kylee in 2010 (**Appendix 6**).

At the time of agreeing to seek those statements I was not aware that I was to be implicated in attending the meeting. Given I did not work for the Human Resources Team, as defined, in 2010 it had not occurred to me that it would be alleged that I attended the meeting.

My email records reflect that I met with Stewart in October 2021, although I am unclear on the exact date, however my email reflects a discussion in the week ending 30 October 2021 (**Appendix 7**).

Stewart made some revisions to his statement on 3 November 2021 (**Appendix 8**) and attended the HR office to sign the statement on 8 November 2021 (**Appendix 9**). I provided a copy of Stewart's statement to the Departments COI response team.

I met with Gino to seek his recollection on 13 October 2021. As reflected in **Appendix 6**, Gino did not recall the meeting and advised the COI response team of that.

Writs served against Department of Health:

I am aware that the Pearn disclosure is also referenced in a writ(s) served on the state. As this relates to current legal proceedings, I have been advised that I am unable to comment or release them. Should the Commission require further information, those queries can be directed to the Department.

Commission of Inquiry Statements of Pearn and Millar:

For completeness, I have also been provided with Ms Pearn and Mr Millar's statements to the Commission and watched their evidence. I have not reproduced those documents here.

6. ***Set out any information that you have (whatever its source, or your view of its reliability) about any disclosure made to any member of the Human Resources Team during the Relevant Period to the effect that there was any concern whatsoever that Griffin or any other person:***

The definition of child sexual abuse in the NTP includes 'boundary breaches by an adult'. In accordance with the preamble to 'B REQUEST FOR STATEMENT' of the NTP, the term boundary breaches is ambiguous or uncertain and therefore I provide the below for the purpose of clarification and confining my reply to relevant matters.

In the health care context professional boundaries are broader than the scope of the Commission, for example an enrolled nurse performing a task that is restricted to a registered nurse.

The expression 'boundary breaches by an adult' used in the NTP definition of child sexual abuse is unclear. For the purposes of this statement, I confine my answer in relation to

Consistent with the definition of the HRT I have confined my reply to those matters raised with the HRT supporting the Launceston General Hospital and associated services across the North/North East. My position also supports the North West region and I am aware of matters involving the police from the North West, however I have not provided them below.

- a. Was alleged to have engaged in child sexual abuse; or**
- b. Was, might or should be the subject of police inquiries.**

In respect of each such disclosure, set out all the information you have about the disclosure, including but not limited to:

- a. The circumstances in which you received the information;***
- b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and***
- c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).***

Griffin:

In addition to the above, a full account of my knowledge of the disclosures made to any members of the HRT in relation to Griffin is provided in my statement RFS-TAS-059 including, but not limited to, questions 39 – 70.

Other persons, Child related:

I. **George** [REDACTED]:

- a. The circumstances in which you received the information;**

An RTI request was made citing historical allegations of a sexual assault against a child.

- b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and**

The Case was managed by the Department of Health's Commission of Inquiry Response team, I confine my answer to my knowledge/involvement.

Peter Renshaw, Executive Director Medical Services.

[REDACTED] Nursing Director Primary Health.

Helen Bryan, Executive Director of Nursing.

The Departments COI RT, and Employee Relations Director.

Chief People Officer.

Secretary.

State Service Management Office were required to be consulted regarding the Sanction applied to **George**.

George [REDACTED], and his representative [REDACTED].

- c. ***Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).***

A case management file exists, the complete file is retained by the DOH COI response team. Refer **Appendix 10** for those parts of the file readily accessible to me.

2. [REDACTED]

An anonymous complaint was made that claimed [REDACTED] had a sexual relationship with a teenage client of AYDC.

- a. ***The circumstances in which you received the information;***

The matter was managed by Employee Relations, I was on leave at the time. I have peripheral knowledge of the matter and access to parts of the file.

- b. ***Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and***

Refer to file note at **appendix 11**.

- c. ***Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).***

Refer to file note at **appendix 11**.

Other persons who were, might or should be the subject of police inquiries that were not child related:

3. [REDACTED]

[REDACTED] was found to have contrary to the Code of Conduct in relation to the administrative and misappropriation of finances. The matter was referred to Police.

- a. ***The circumstances in which you received the information;***

I was first made aware of the information when I commenced working in the HRT, the investigation had commenced prior to my transfer into the team.

- b. ***Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and***

The file for this matter is voluminous and for that reason I have not included all of it or reviewed it in detail in developing my statement.

Should the Commission require further information, the files or aspects of it can be provided by the Department.

I enclose a copy of the decision with respect to [REDACTED] conduct (**Appendix 12**).

c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).

Five files exist regarding this matter, I have not had the capacity to review or provide all files in producing my statement. I enclose a copy of the decision with respect to [REDACTED] conduct Refer to Appendix 11. If the Commission seeks to be provided with all files I can provide a supplementary appendix.

4. [REDACTED]:

In [REDACTED] submitted an online enquiry stating 'In [REDACTED] I was a registered nurse working in the LGH. I was orally raped by a [REDACTED] when I was on call doing assessments in the area of mental health. This was a long time ago but I feel that I should come out about this assault'.

a. The circumstances in which you received the information;

An brief online enquiry was submitted by [REDACTED], it was then forwarded to the Peter Renshaw and Helen Bryan who provided a copy to HRT.

b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and

To my knowledge, Peter Renshaw, Helen Bryan, [REDACTED]
[REDACTED] Mat Harvey, Gino Fratangelo, and me.

c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).

Appendix 13 provides the emails that I have a record of. A consumer complaints file may have been created, I do not have access to that file.

5. [REDACTED] complaint regarding son of patient

[REDACTED] was subjected to threats from the son of a patient and made a complaint to the Police.

a. The circumstances in which you received the information;

Via email from the Nursing Director.

b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and

Refer to **Appendix 14**

c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).

Refer to **Appendix 14**

6. [REDACTED]

[REDACTED] was the respondent to an ED5 investigation with respect to his behaviour towards [REDACTED] in the workplace someone he formerly had a relationship with.

Secondary to the investigation it was claimed that a number of events occurred outside of the workplace;

- A. that rocks were thrown through the window of [REDACTED] house,
- B. that at one point when [REDACTED] were together [REDACTED] was so loud the police were called,
- C. and [REDACTED] intended to seek a restraining order against [REDACTED].

a. The circumstances in which you received the information;

- A. [REDACTED] advised her manager, her manager advised HRT.
- B. Formed part of [REDACTED] reply to the investigator.
- C. Email from [REDACTED] to HRT.

b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and

Refer to my reply in 'a' above.

In preparing my reply I have not had the opportunity to re-read the file in its entirety (**Appendix 15**) and cannot recall if A and C formed part of the investigation report/Minute to the Head of Agency (HoA).

[REDACTED] claim that [REDACTED] was so loud that the Police were called formed part of the investigation report, this was provided to the HoA.

c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).

A case management file exists inclusive of documentation of all of those matters,

refer **Appendix 15**.

The files for this matter are voluminous and for that reason I have not included all of it or reviewed it in detail in developing my statement.

Should the Commission require further information, the files or aspects of it can be provided by the Department.

7. [REDACTED]

[REDACTED] made a complaint to Police in relation to a patient throwing an object at her.

a. The circumstances in which you received the information;

[REDACTED] submitted an SRLS about the incident. [REDACTED] also raised concerns with the Ministers office after information was released to the patient.

b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and

Gino Fratangelo, [REDACTED] Peter Renshaw, [REDACTED] Mat Harvey, and the Ministers Officer.

c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).

Refer **Appendix 16**

8. [REDACTED]

[REDACTED] alleged that she had been assaulted in the workplace by her supervisor, charges dismissed.

a. The circumstances in which you received the information;

Matter raised by [REDACTED] with her Nursing Director and WHS.

b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and

Refer **Appendix 17**.

Additionally, I understand that [REDACTED] made an application for workers compensation re the same. The Injury Management unit would have their own file and have made others aware of the claim.

c. Whether any records, emails or notes were made in connection with the

Disclosure (on an anonymous basis or otherwise).

Refer **Appendix 17.**

9. [REDACTED] Christmas party

An employee raised concerns regarding the behaviour of her colleagues at a Christmas function, she provided a copy of her concerns to Tasmania Police who referred the matter back to the Department.

a. *The circumstances in which you received the information;*

It was first raised by an employee to their NUM and was address in accordance with a grievance management process.

b. *Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and*

Refer **Appendix 18**

c. *Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).*

Refer **Appendix 18**

10. Tas. Police request re theft from clients home

a. *The circumstances in which you received the information;*

I was made aware via email that Tasmania Police were seeking the details of any staff members who had worked with a client at their home, as the client had been stolen from.

b. *Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and*

Refer **Appendix 19**

c. *Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).*

Refer **Appendix 19**

11. [REDACTED]

a. The circumstances in which you received the information;

The matter was addressed in 2005 by the HRT, prior to me for HRT. I did not receive the information however have access to our historical file.

b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and

Refer to **Appendix 20**.

c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).

Refer to **Appendix 20**.

12. [REDACTED]

a. The circumstances in which you received the information;

The matter was addressed in 2011 by the HRT, prior to me working for the HRT. I did not receive the information however have access to our historical file.

b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and

Refer to **Appendix 21**.

c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).

Refer to **Appendix 21**.

13. [REDACTED]

a. The circumstances in which you received the information;

Tasmania Police contacted Peter Renshaw, who provided a copy to me, re concerns that [REDACTED] may be removing medication from the Hospital and providing it to her partner.

b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and

Peter Renshaw, me, [REDACTED] (Director of Employee Relations) and Mat Harvey.

c. Whether any records, emails or notes were made in connection with the

Disclosure (on an anonymous basis or otherwise).

Refer to **Appendix 22.**

14. [REDACTED]

Charged with serious offences under the Misuse of Drugs Act 2001.

a. The circumstances in which you received the information;

As I understand it, the first the Department was aware of the matter was the Examiner Newspaper article of [REDACTED].

b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and

Refer to **Appendix 23.**

c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).

Refer to **Appendix 23.**

15. [REDACTED] **incident:**

Patient's husband had alleged that the patient had been sexually assaulted whilst an inpatient.

a. The circumstances in which you received the information;

The Nursing Director rang me and informed me of the allegation, having previously been informed of the allegation by the After Hours Nurse Manager.

b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and

Refer to file note at **Appendix 24.**

c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).

Refer to file note at **Appendix 24.**

16. [REDACTED]

Patient rang Hospital Complaints department making allegations of sexual assault and rape.

a. The circumstances in which you received the information;

I was brought into the email conversation regarding the complaint.

- b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and**

Refer to file at **Appendix 25**.

- c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).**

Refer to file at **Appendix 25**.

17. [REDACTED]

Sentenced to 9 months imprisonment for illegally claiming money from Centrelink.

- a. The circumstances in which you received the information;**

The information was brought to the HRTs attention as a consequence of newspaper reporting of the charges.

- b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and**

Refer to file at **Appendix 26**.

- c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).**

Refer to file at **Appendix 26**.

18. Patient [REDACTED]

A patient ([REDACTED]) attended [REDACTED] and whilst attending her husband was abusive to her and the patient's daughter, who we understand to be a child as defined by the *Children, Young Persons and Their Families Act 1997*.

- a. The circumstances in which you received the information;**

We are reviewing other events unrelated to the patient's husband and related to a DoH employee's actions during the episode of care to consider whether any misconduct occurred.

In reviewing the employee conduct it was identified that the patient's husband should be reported to Tasmanian Police and a mandatory notification made to Child Safety Services.

- b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and**

Refer to email at **Appendix 27**. The employment matter continues to be reviewed,

as a consequence of that matter others are likely to be notified.

- c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).**

Refer to email at **Appendix 27**. The employment matter continues to be reviewed, as a consequence of that matter others are likely to be notified.

19. [REDACTED]

[REDACTED] was assaulted by a patient in the workplace and I understand he reported the matter to Tasmania Police.

- a. The circumstances in which you received the information;**

I was made aware of the incident by the Manager who contacted me directly on the day it occurred, an SRLS was also submitted.

- b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and**

Refer to SRLS at **Appendix 28**, additionally our EAP provided was engaged to provide a critical incident stress management process.

- c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).**

Refer to SRLS at **Appendix 28**.

20. [REDACTED]

- a. The circumstances in which you received the information;**

[REDACTED] had not attended work, her NUM contacted [REDACTED] emergency contact who later reported to [REDACTED] that Tasmania Police had to be called to enter the property and found [REDACTED] asleep with drug paraphernalia nearby.

- b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and**

HRT and Nurse Unit Manager.

- c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).**

A file has been retained in relation to the employee's health. I do not believe the emergency contact's comment in relation to Tasmania Police's involvement is recorded on that file

21. [REDACTED]

[REDACTED] was the subject of several serious drug and firearm offences.

a. The circumstances in which you received the information;

I was first appraised of the matter by [REDACTED] manager who was informed of the allegations from one of her staff members, I understand that staff member saw [REDACTED] listing on the Court's daily list.

b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and

Refer to file note at **Appendix 29**.

c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).

Refer to file note at **Appendix 29**.

22. [REDACTED]

[REDACTED] was listed to appear in the Launceston Supreme Court, for sentencing relating to charges of stealing by misappropriation. The charges relate to a previous employment with [REDACTED] and occurred between [REDACTED] and [REDACTED]

a. The circumstances in which you received the information;

To the best of my recollection, we became aware of the charges after they were reported in local media.

b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and

Refer to file note at **Appendix 30**.

c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).

Refer to file note at **Appendix 30**.

23. [REDACTED]

[REDACTED] was charged with multiple drug related offences, including trafficking related offences.

a. The circumstances in which you received the information;

The file suggests, and to the best of my recollection, that the first we knew of [REDACTED] charges was when they appeared on the Courts daily court list.

- b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and**

Refer to file note at **Appendix 31**.

- c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).**

Refer to file note at **Appendix 31**.

24. [REDACTED]

[REDACTED] pleaded guilty to charges of driving a vehicle under the influence of intoxicating liquor and failing to comply with the duties of a driver involved in a crash.

- a. The circumstances in which you received the information;**

I was first made aware as a consequences of newspaper articles on [REDACTED] 2022.

- b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and**

Refer to file note at **Appendix 32**.

- c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).**

Refer to file note at **Appendix 32**.

25. [REDACTED]

[REDACTED] and another employee had a verbal exchange at the [REDACTED] resulting in an application for a restraining order and separately Tasmania Police were informed when [REDACTED] allegedly threatened to kill staff.

- a. The circumstances in which you received the information;**

I have not had the time to review the file since being requested to make this COI statement, and there were many allegations between the colleagues. With more time to review the file I am sure it would become clear.

I seem to recall that [REDACTED] and/or the other employee advice the Department of the exchange [REDACTED] A third employee advised their NUM, who in turn advised HRT, of the threat to kill staff.

- b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and**

Refer to file note at **Appendix 33**.

- c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).**

Refer to file note at **Appendix 33**.

The files for this matter are voluminous and for that reason I have not included all of it or reviewed it in detail in developing my statement.

Should the Commission require further information, the files or aspects of it can be provided by the Department.

26.

retained a dose of the Hospital's diazepam for his personal use. The matter was referred to AHPRA, the pharmaceutical services branch and Tasmanian Police.

- a. The circumstances in which you received the information;**

HRT were advised by the NUM of the incident.

- b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and**

Refer to file note at **Appendix 34**.

- c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).**

Refer to file note at **Appendix 34**.

27.

was charged with assaulting a patient, the charges were later dismissed.

- a. The circumstances in which you received the information;**

The Patient lodged a complaint, and that complaint was referred to HRT by the clinical unit.

- b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and**

Refer to file at **Appendix 35**.

- c. ***Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).***

Refer to file at **Appendix 35**.

The files for this matter are voluminous and for that reason I have not included all of it or reviewed it in detail in developing my statement.

Should the Commission require further information, the files or aspects of it can be provided by the Department.

28. Police report [REDACTED]

- a. ***The circumstances in which you received the information;***

I was provided a copy of notification by the DOH COI Response team.

- b. ***Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and***

Refer to file note at **Appendix 36** for my knowledge of the matter.

- c. ***Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).***

Refer to file note at **Appendix 36** for my records of the matter, the DOH COI team may have further records.

29. [REDACTED]

FVO was in place between two employees as a consequence of events arising in 2010.

- a. ***The circumstances in which you received the information;***

The original matter occurred prior to my employment in the HRT, although I had access to the file. [REDACTED] subsequently raised a complaint about the manner with which the Department handled her complaint in 2021.

- b. ***Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and***

Refer to file at **Appendix 37**.

- c. ***Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).***

Refer to file at **Appendix 37**.

I have not included [REDACTED] request for review of the management decision; should the Commission require further information, the files or aspects of it can be provided by the Department.

30. [REDACTED]

a. The circumstances in which you received the information;

Tasmania Police contacted me with concerns that [REDACTED] may have breached privacy by covertly recording conversations.

b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and

Refer to file at **Appendix 38**.

c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).

Refer to file at **Appendix 38**.

31. [REDACTED]

[REDACTED] was investigated by Tasmania Police in relation to an allegation that he placed his arms on a consumer and kissed her on the head without her consent. Tasmania Police did not press charges. An ED5 investigation continues.

a. The circumstances in which you received the information;

On [REDACTED] 2021, Anglicare Tasmania wrote to the Launceston General Hospital on behalf of the complainant. I was provided a copy on [REDACTED] 2021.

b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and

Refer to file note at **Appendix 39**.

- c. *Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).*

Refer to file note at **Appendix 39**.

32. [REDACTED]

Employee hit residential aged care patient.

- a. *The circumstances in which you received the information;*

Provided information by Nursing Director.

- b. *Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and*

Refer to file note at **Appendix 40**.

- c. *Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).*

Refer to file note at **Appendix 40**.

The following matters I refreshed my memory with [REDACTED] of the HRT.

33. [REDACTED]

- a. *The circumstances in which you received the information;*

[REDACTED] informed her NUM of criminal charges she was facing.

- b. *Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and*

Refer to **Appendix 41**

- c. *Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).*

Refer to **Appendix 41**

34. [REDACTED] student/Security Officer

This matter pertains to two people who are not employees of the State, therefore HRTs involvement is limited.

a. The circumstances in which you received the information;

House Services manager was advised of the allegation, and sought HRT advice.

b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and

Refer to **Appendix 42**

c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).

Refer to **Appendix 42**

35. [REDACTED]

a. The circumstances in which you received the information;

Employee raised concern with her manager regarding an alleged assault that occurred at a private function among work colleagues.

b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and

Refer to **Appendix 43**

c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).

Refer to **Appendix 43**

36. [REDACTED]

a. The circumstances in which you received the information;

[REDACTED] client reported missing money, Tasmania Police contacted manager seeking to interview staff member.

b. Who was aware of, or made aware of, the Disclosure (on an anonymous basis or otherwise); and

Manager and HRT.

c. Whether any records, emails or notes were made in connection with the Disclosure (on an anonymous basis or otherwise).

None discovered.

7. ***If you are aware of any records, emails or notes made in connection with the Pearn Disclosure, the Police Disclosure and or any other disclosure identified in response to paragraph 6, state how those records were stored and whether they are presently accessible (and if they are not presently accessible, explain why this is the case).***

Most of the abovementioned records are kept on case management files that are accessible to either, or both, the HR Generalist team and Employee Relations team. These files are now kept electronically within network folders, however previously kept in hard copy files; which remain available to us. Since it's inception the DoH COI Response team have also maintained case management files, personally I do not have access to those; the Department does.

Any matter progress to the Head of Agency occurs via an electronic workflow management system, previously WITS and now CM9.

The Chief Executive Hospitals also has a records management tracking spreadsheet and filing system.

Other information

8. ***Are there any other matters about which the Commission of Inquiry ought to be aware in light of the enquiries set out in this Notice?***

The Agency does not possess a coordinated or resourced records management system for employment matters. The tools that are in place do not systemically record Tasmania Police involvement. Therefore the reply to question 6 is to the best of my ability and recollection.

In sourcing the above files I have; used my memory, and searched all case management spreadsheets, key words such as Police, Charge, Criminal, Conviction, and searched all emails and network folders for Police. I have not requested the current Human Resources Team to do the same.

9. ***Is there further information you would like to provide to the Commission regarding the Launceston General Hospital?***
10. ***Is there further information you would like to provide to the Commission regarding the Department, the THO or the THS (including any other hospital within the THO or THS)?***

C. Request for Documents

11. ***Produce a copy of any document referred to in response to any paragraph in this Notice (including any document which you used to refresh your memory or any document in your possession which records or refers to any of the disclosures set you above).***

In some instances records, or some parts of files, are kept in HR employees emails.

Given the limited time I had to produce this statement and, as noted above, the voluminous of some files I have not had the capacity to include all documentation relevant to all files or

review it in detail in developing my statement.

Should the Commission require further information, the files or aspects of it can be provided by the Department.