

Steve Kilburn

I have enclosed my submission to the Senate inquiry into the Incident at Manus Island Detention Centre from 16th to 18th February 2014. These are my observations to the best of my recollection of my personal experiences and discussion with other staff members.

I was employed as a Safety & Security Officer (SSO) with G4S working at the Manus Island Regional Processing Center (MIRPC) from 12 October 2013 to 21 February 2014.

I resigned from my position due to concerns for my personal safety and for moral reasons.

Prior to working at Manus Island I have worked in the following.

1980-1989	Royal Australian Navy
1989-1995	Aviation Firefighter
1995-2009	Queensland Fire & Rescue Service
2009-2012	Member for Chatsworth Queensland Parliament
2012-2013	Mines Rescue Moranbah area.

On the 28th April I appeared on the ABC 4Corners program. I have provided links to the 4Corners program and to the extended interviews at the end of this document. I include these interviews as part of my submission.

In no way does anything I have stated in this submission make any adverse judgment about the actions of G4S management or expat G4S staff. At all times during my employment on the island I honestly believe that all staff were doing the best they could in the circumstances and nearly all staff that I interacted with at all levels of the organisation were genuinely interested in the welfare of the transferee's. I also have no doubt that the actions of G4S management and staff on the 16th & 17th February did a great deal to minimise the injuries sustained by the Manus Island transferee's and potentially saved lives. Many G4S staff including senior management put themselves in life threatening positions to protect the transferee's from injury and should be commended.

The actions of the IHMS staff providing medical assistance to the injured under enormously difficult conditions should also be recognised.

Observations.

1. Training

Initial training provided at the MIRPC was woefully inadequate. The training was supposed to take 6 days, but probably consisted of less than 16 hours of actual training. There were no dedicated training facilities and we moved from place to place looking for rooms and areas to conduct training. The training was inconsistent and often contradictory regarding what powers SSO's had and what actions they could take in

relation to use of force. On our third day of training we were sent to the compounds to shadow more experienced SSO's. Approximately 1 hour after being placed in Foxtrot compound as a shadow my SSO was required to leave due to staff shortages. I was then left unsupervised for the remainder of the shift. I had no radio or other means of communication. Other newly arrived SSO's were placed in the same position. Training was stopped prior to the 6 days due to staff shortages and we were placed on shift. No other training was provided to me during my time at the MIRPC.

2. Workplace Health and Safety (WH&S)

The WH&S systems at the MIRPC were almost non-existent. Breaches of WH&S requirements were widespread and potentially put the safety of staff and clients at risk. These issues were raised on numerous occasions by SSO's and I know many Officers' Reports were submitted regarding safety breaches; however, due to the difficulties of getting resources at Manus Island many staff felt that these issues were not being actioned quickly enough.

Examples of WH&S problems include:

- Lack of radios meaning SSO's could not call for assistance for their own safety or when help was required for a client. On one occasion I had a client who had attempted self harm, and none of the SSO's on duty in Foxtrot compound had a radio to call for assistance. This issue was being addressed by G4S management and more radio's had been provided however there was still problems with communication when I left the island. Some staff had stated that they would not work in the compounds alone without a radio.
- Lack of PPE and safety equipment. There was a lack of uniforms available for staff and the uniforms issued to staff were unsuitable for the extreme heat and humidity on Manus Is. To avoid heat stress, a number of staff purchased their own shirts and had the G4S logo embroidered on them when in Australia. Better quality uniforms arrived just prior to my departure from Manus Island.
- Gastroenteritis was widespread amongst staff and clients. During my first 4 week tour I was struck down with severe Gastro. I was placed in an isolation room for 5 days during which time I lost approximately 6 kilograms. I was visited once by medical staff and I often had to find a staff member and ask them to get me water or some bread. The ability to look after sick staff was severely limited; however, this

did improve when staff arranged with G4S management to set up a welfare system to look after G4S staff when they were sick.

- After a memo was issued to staff about a possible typhoid case we were told to use hand sanitiser at all times. I went to the store to get some sanitiser and was told there was none available and it would be up to 2 weeks before any arrived. Staff instead bought their own sanitiser from home or purchased or from the Manus Island Pharmacy.
- Client accommodation was substandard and breeched Australian Fire Regulations. Papa block in Foxtrot compound was a fire death trap and I stated such in an Officer's report that I submitted to management after witnessing a high-risk situation. There were approximately 140 people in the block with no smoke detection and escape routes that would not meet any standards. I was told it was too hard to install smoke detectors. I believe that Papa block was eventually closed to allow renovations to take place and transferee's were moved to more suitable accommodation.
- Clients were not issued with hats and were required to line up in the sun for hours on end. They also did not have regular access to sunscreen.
- SSO's were required to man static posts in positions with no protection from the sun. Numerous requests for shade were put to management but the only shade structure I saw built was for the smoking area. A small shade structure was erected outside of Oscar mess just prior to when I left Manus Island.
- Toilet facilities for staff were often unclean and unhygienic. The facilities at the accommodation area known as the swamp were not sufficient for the number of staff and there was no isolation area for staff with Gastro. Toilet facilities for clients were worse and a disgrace.

At times I could not walk past the toilets without feeling physically sick. At one point there was no water in the compound and the toilets could not be flushed for over 4 hours. Clients could not leave the compound to use any other toilets.

- Mosquito fogging took place regularly to minimise the risk of mosquito borne disease. This would occur at dusk and clients and staff could not leave the

compound. When fogging took place we were forced to breath in the fumes. Fogging would occur around the mess hall whilst clients were having dinner. On one occasion a transferee with asthma collapsed after breathing in the fumes. I requested to move clients with asthma out of the compound whilst fogging occurred, and I was told it was not possible until he had a medical certificate saying he needed to be moved. Some guards took it upon themselves to remove the client from the compound when fogging took place. I also requested that fogging not take place around the mess at mealtimes and I was told it was not possible to change the fogging program.

3. Contributing Factors

There are a number of factors that I believe contributed to the tensions, which led to the riots and subsequent injuries and the death of Reza Berati.

Within a week of arriving on Manus Island I had formed the opinion, and I made comments to my wife and people that I know that there is only one possible outcome on Manus Island and that is bloodshed.

I felt violence was inevitable because of the location of the centre, the poor conditions that transferee's and staff were required to live and work under, the tension between local PNG guards and transferee's, concerns about the MIRPC in the local community, the time being taken to process the transferee's asylum application and the decision by the Australian Government to tell the transferee's that they would never set foot on Australian soil, which took away their hope for a quick resolution to their asylum applications.

A number of PNG guards from Manus Island and from Port Moresby stated that they felt that Manus Island was the wrong place for the processing centre. Manus Island is geographically a long way from any support. It's a very remote part of PNG and one of the least developed parts of the country.

The local guards stated to me that the local hospital had very limited services, and that the island doesn't have the necessary infrastructure in place to deal with an influx of an extra two thousand or so people. The locals felt that the 1200 transferees were using limited resources on the island, which did cause some resentment amongst some locals. Other PNG guards felt that the centre would bring much-needed infrastructure to the island and were very supportive.

I had many conversations with PNG people and they expressed to me their concerns about

the movement of a large number of transferee's onto Manus Island. They raised concerns about the island's ability to sustain that large number of people.

Some PNG guards stated to me their frustration about the meals that the transferees had and the amount of wasted food. A number of guards felt that the transferees had better food than they were able to afford. The guards said that the PNG locals don't have a lot of money, the cost of rice is very expensive, and they would get upset about the fact that transferees would get meat or fish two or three times a day. They would see food going to waste and they would feel that the transferees were eating better and had more access to food than they were able to afford on their wages this caused tension amongst some PNG local staff.

The fact that a large number of transferees were Muslim also caused friction. Whilst PNG guards would behave professionally on a day to day basis, many told me in personal conversations that they resented the Muslims and that they felt that it was offensive to their Christian religion to have them on the Island. A group of PNG staff told me that they felt that God would punish them for letting the Muslims who worship an evil god into their country. They believed this would occur in the form of a natural disaster such as an earthquake or a tsunami. At one meeting I was told by a group of 8 PNG guards that felt the transferee's would not be safe if they ever tried to settle in PNG.

The MIRPC is causing concern amongst some locals due to its environmental impacts. Everything used in the compounds is disposable, every meal is served on plastic plates, and all cups and cutlery were disposable. We were using up to 6,000 plastic plates a day, knives and forks, cups, and thousands of plastic bottles. Manus Island is not set up to deal with that amount of rubbish and has no dedicated facility to deal with such a large amount of rubbish. A number of locals were very angry about the damage being done to their island by the rubbish coming from the MIRPC.

There's a lot of illness and sickness amongst both transferees and staff. The medical service provider IHMS was struggling to keep up with the high demand for medical services from clients and staff. Transferees would have to wait days for a medical appointment other than medical emergencies, which were always seen straight away. Some transferees were in pain from medical conditions and particularly dental problems. There was no or very limited dental facilities on the island. During and after the disturbances it was difficult for transferees to access their regular medication due to fears for the safety of IHMS workers.

Facilities for transferees suffering mental health issues or attempting self-harm were

inadequate. I spent a number of shifts working in D9, which is where transferees who were at risk of self harm were housed. The area was terrible and caused distress to some of those placed in there. I spoke to the IHMS mental health worker who stated that the set up was appalling and was making the situation for some transferees worse.

There were limited opportunities for the transferees to have physical exercise. Transferees in Delta compound in particular had no access to any open space. The Salvation Army provided treadmills, but because they were left in storage in PNG for so long rats had eaten through the electrical wiring. The treadmills were placed in Delta compound but never worked. The inability to get any relief from the conditions inside the compounds caused tension amongst the transferees.

Excursions were planned for transferees who had been well behaved. They would look forward to these trips, but they would often be cancelled without notice at the last minute due to lack of vehicles or drivers.

There was a lack of facilities and resources for education. There were few dedicated areas for classes and clients would often have to sit in extremely hot areas with a limited number of chairs available particularly in Delta compound. The Salvation Army instructors would try their best but the conditions were not satisfactory. Some Salvation Army staff I spoke to voiced their frustration at the lack of resources for education and recreation.

Some transferees did not treat PNG people with the respect they felt they deserved in their country. Prior to the incidents on the 16th & 17th February I did not see the PNG guards respond to what was sometimes obvious provocation from some transferees, but a number of PNG guards told me that they were not being treated respectfully by the transferees, particularly the PNG Eurest staff working in the mess providing meals.

Immediately prior to the incidents on the 16th & 17th Feb 2014, there was some taunting of the PNG staff by some of the transferees, who were making derogatory statements about PNG through the fence towards the PNG guards. This was causing a great deal of concern and upset for the local PNG staff. I know that the PNG people took these episodes very personally.

For a period of time prior to the riot there had been protests happening at the facility. This started in Oscar compound, where protests were held each day at around three o'clock. The protests started off with a small number of protesters and grew in number over time. The mainly Iranian protesters had banners and signs, and they would peacefully stand in a group

and call, “Freedom, freedom, freedom!”. The protesters in Oscar compound would attempt to get the other compounds, namely Delta and Foxtrot compound, to join in. My understanding was that they said they would put the protest on hold if they were given answers from DIBP to a number of questions regarding their future. Staff were told that at 2pm Sunday 16th February the leaders of the different cultural groups were taken for meetings with the Department of Immigration & Border Protection representatives and they were given answers to the questions that they had asked.

In conversations I had with transferees they made comments such as, “We’re being treated like idiots, they think we’re idiots. You know, we are not, we’re educated people, we have access to the Internet, we know what’s going on and they’re lying to us, and they’re treating us like idiots.” Others stated that they would never feel safe if they were forced to resettle in PNG.

That evening is the Sunday when the first incident occurred.

4. Incidents on 16th & 17th February 2014.

At approximately six o’clock on Sunday the 16th February, 2014, I was at the facility and I heard over the radio a message, “Code Green Code Green, Shut the gate! Shut the gate! Shut the gate! Multiple escapes!” At this time there were a number of PNG and Expat staff arriving to prepare for night shift, which commenced at 1900.

A bus full of expats arrived just as the transferees rushed through the gate. The gate was open to allow food to be delivered from the kitchen. There's one kitchen on the facility, where they cook the meals, put it in a hot box and is driven to the mess in each compound. When they opened the gate for the vehicle to drive through, a number of transferees with their sand shoes on were waiting around the corner, and as the gate was opened for the vehicle to enter Oscar compound the transferees ran out the gate.

The escapees were running up the road (Pugwash) with their arms in the air, shouting “freedom, freedom, freedom.” A number of Australian guards told me they as they arrived at the centre they saw a group of transferees running up the road with their arms in the air. They ran out and grabbed hold of them. They told me that as soon as they grabbed hold of them the transferees lay down on the ground without too much resistance.

There were also a number of PNG guards who saw the transferees running along the road.

In the opinion of the Australian guards who were present at the scene, the force used by some of the PNG guards was excessive. An Australian guard told me that the transferees were only putting up limited resistance once they were caught. One Australian guard told me that he had a transferee on the ground and he turned around just in time to see a PNG guard running towards them. The PNG guard proceeded to kick the transferee in the head.

There were a number of violent incidents before a number of the transferees attempted to return to Oscar compound by climbing over the fence. A number of transferees were dragged off the fence and beaten. Transferees inside Oscar compound saw what was going on and started yelling and screaming and may, I was told, but I never saw personally, have thrown rocks at the Guards who were fighting their friends outside. The PNG guards responded by entering the compound to attack and fight the transferees inside the compound. There were significant injuries amongst the transferees. I personally witnessed the injuries to the transferees, and there were significant injuries, head injuries, face injuries, where they'd been kicked in the head. One transferee could hardly move as his ribs had been broken.

Australian guards intervened and attempted to separate the transferees and the PNG guards. During this time a number of transferees made their way into the Oscar mess and were threatened by the protesting transferees for not joining in the fighting with the PNG guards. Those transferees feared for their safety and asked to be removed from the compound. A number of Afghani transferees were too scared to go back to Oscar compound due to fear of retribution from the Iranian protestors. Those transferees were moved to Charlie compound for their safety.

The fighting in Oscar compound continued between transferees and PNG guards until the Australian guards separated the groups and moved the PNG guards out of the compound. A number of injured transferees were transferred to IHMS for medical attention.

Foxtrot compound transferees then started to protest and then became agitated. A number of Australian guards, myself included, were then sent to try and calm that protest down, and it wasn't too bad at the start. There were a few rocks being thrown from within the compound, but they weren't thrown with any real intent. I was hit by a rock thrown from the A6 gate end of Foxtrot.

Expat guards were speaking to the transferees in Foxtrot and managed to settle the compound down.

Later in the evening, at approx 9pm, another protest started that escalated quickly with a large amount of rocks being thrown from the compound. Protesters tried to smash the gate down at the end of Foxtrot to get into Mike compound. PNG Police were positioned outside the compound near the kitchen. Insults were being directed at the PNG police from the protesters in Foxtrot compound. PNG police were urging the protesters to come outside. The police were armed. All guards had exited the compound and retreated away from the main area where the rocks were being thrown. There were reports of PNG guards throwing rocks back at the protesters. We were told get down there and try and stop it. A number of G4S expat guards went down there to try and calm the situation. The PNG staff were visibly upset. There were a few PNG staff that who getting really upset, but others were holding them and saying, "Calm down", and keeping them back. Everyone was taking shelter behind a series of containers to avoid getting hit by the projectiles being thrown from Foxtrot compound. At that point the PNG guards were maintaining calm, staying and talking to the expat guards. The situation then calmed down.

The Foxtrot transferees then proceeded to loot the mess area, removing food and anything else they could take. A decision was made not to intervene. All staff had remained outside of the compound and those transferees who did not want to be involved in the protests had gathered in the Foxtrot Gym area and near the A6 gate.

At around eleven o'clock protesting started again at the end of Foxtrot, and it just went off. The transferee's ripped down the gate between Foxtrot and Mike Compound. There was a barrage of rocks and stones and other projectiles.

The Incident Response Team (IRT) was sent in to take control and to hold that gate, and they did it whilst under attack from the protesters. The IRT were really belted for a while with stones and rocks and metal poles, anything people could get their hands on. They eventually pushed through and forced people back up into their rooms, into their areas, locked down the compound and stayed in there for most of the night. A shipping container was later placed across the end of Foxtrot compound to reinforce the damaged gate.

The IRT team is mainly PNG nationals who have been specifically trained for the role of IRT and from what I saw they did a very good and professional job that night in difficult circumstances. The Australian IRT supervisors told me that the IRT did a really good job under amazingly heavy conditions. What I personally witnessed in Foxtrot that night was the IRT doing their job well and professionally. Once they separated Foxtrot compound and

isolated it, the compound was calm for the rest of the night.

Delta compound didn't get involved and Mike compound was also reasonably calm that night. Due to the number of injured transferees from Oscar compound there was no ability to provide the normal medication run that occurred each evening. A number of sick transferee's were unable to access their medication that night.

The Sunday day shift had stayed late into the night and I think went home at about three thirty or four in the morning. They were due to come back at 0700 Monday morning, so they were told to try and get some sleep. The night shift stayed on until 1000 Monday morning, and were due to return at 1900 Monday night; however, at 1700 we got a call saying, "Everyone get up to the compound now."

All available staff were brought to the compound because there was intelligence that rioting was going to resume.

The transferees told me that they'd learnt their lesson the night before, missing out on dinner, and that they were going to wait until after dinner before they started on the Monday night. During this time, all through this, nearly every expat guard was trying to negotiate with the transferees to avoid any further violence.

G4S management was also meeting with the cultural group leaders in all of the compounds and trying to give them the same message. The message we were told to relay to the transferees was that "If we are forced to leave the compound due to concerns for our own safety, we cannot guarantee your safety or protect you from the PNG Police and locals."

I was speaking to the transferees in Charlie and Oscar compound begging them, saying that I'd seen what had happened to the guys last night. I saw them, I saw their faces, I saw them sitting there with busted jaws, and we didn't want any more of that. "Don't, please don't do it, again tonight", I pleaded.

There was a large number of local G4S guards on the roadway outside the compound because they had been removed from the compounds due to threats of violence. There was also a large number of PNG staff from Spick & Span, Eures as well as PNG locals dressed in civilian clothes on the roadway outside the MIRPC. Some were armed with sticks and metal bars and other weapons.

The transferees had armed themselves. They had broken metal braces off the beds, tied them together with sheets and had sharpened them up on concrete; we had seen them doing that during the day. It was too dangerous for Australian guards to enter the compounds and remove the weapons. The IRT did sweeps through the compound to try and remove weapons.

PNG locals had also been stockpiling weapons outside the MIRPC and during the day Australian staff had been removing as many weapons as possible.

Transferees told me that they had heard what happened in Oscar compound and they said “We are not going to attack anyone, but if someone comes over the fence to attack us this time we’re going defend ourselves, we’re not just going to be sit here.”

Delta compound in particular stayed out of it pretty much the whole time, even though they were being harassed by transferees in Oscar compound trying to persuade them to join in. They basically gave a guarantee that as long as no one came into Delta compound to attack them, they would not break out or leave. But they said, “If someone comes in here, we’re going to defend ourselves”, because they were concerned that people were going to come over the back fence and attack them, as word had by then got around about what happened in Oscar compound the previous night.

That night the tension was just incredible. We all knew what was going to happen, and it was an incredibly anxious time for everyone because we knew that potentially there was going to be a full-on battle going on, which caused a lot of anxiety amongst transferees and staff.

We were informed that the transferees in Oscar compound were going to break down the fence and try and get to Foxtrot and to Mike compound in an attempt to link up all the compounds. G4S management had been talking to all of the community leaders during the day trying to explain to them the potential consequences of another protest getting out of control and trying to calm the situation.

There were a couple of small protests in Oscar compound early in the evening but the expat guards worked very hard on keeping everyone calm and diffusing the situation.

There was fear amongst the transferees that they were going to be attacked and a lot of them would come up to the gate near where the expats were sitting and say, “I don’t want to be

involved in this” and sit and say to us, “Please keep us safe, please keep us safe!”. I had that experience myself where I had people saying to me, “Please, officer, please keep me safe.” I did not believe that we could guarantee their safety if the PNG locals decided to enter the compounds.

On the Monday night there were more police available, the dog squad was bought in, and many more resources in place to deal with any protests. When the transferees in Oscar compound saw the Police dogs they got quite wound up. When dogs walked past the compound they started kicking the fence and the dogs barked at them. The dog squad then patrolled the perimeter to ensure people were not throwing things into the compound and to ensure no transferee’s escaped.

At around 2200 a number of rocks were reportedly thrown from Foxtrot compound. This quickly escalated into a full-on attack from the end of Foxtrot compound to break through the gate, through the green zone as it’s called, and into Mike compound. The Foxtrot transferees were trying to get into Mike compound. The intensity of the protest was much higher than the previous night. The noise was just unbelievable, the yelling, the constant barrage of rocks hitting metal and poles smashing into fences. Over the number of hours they continued rioting, the IRT was in place but got violently attacked and were exhausted. They were being attacked with rocks and stones and poles for a number of hours and eventually had to withdraw.

The gate between Foxtrot and Mike was torn down, and then the gatehouse that the guards usually stay in was torn to pieces, the fence was knocked over and then the transferees then had access from Foxtrot into Mike.

Almost everyone had withdrawn at this point, although there were still some Australian guards, I believe, in Mike compound. There was a lot of radio talk going on, and there were a number of transferee’s who didn’t want to be involved; they called non-combatants. People who had put their hand up and said, “I don’t want to have anything to do with this”, had been sent to the mess hall in Mike for their own safety, which is a big hall made from containers, and told to stay in there for their own safety, that way they couldn’t get hit by the stones or the rocks and could be protected from other transferees. When the fence was broken down and the Foxtrot rioters had access into Mike compound, there was concern for the safety of those sheltering in the mess.

G4S management and expat staff were still talking to people, trying to calm them down,

even though there were rocks being thrown, then suddenly the power went off. It was a complete blackout in Foxtrot and Mike compound. The power is all fed off a generator and that generator had become unavailable for some reason. G4S management was very vocal over the radio about getting the power restored to ensure the safety of the transferee's and G4S staff. This was difficult due to the fact that the generator was adjacent to Mike compound and it would be difficult to protect maintenance staff from projectiles being thrown from Mike & Foxtrot compound.

There were transferees roaming freely between Mike and Foxtrot compound. From messages being sent over the radio there was concern was that this group could either attack the people who had decided not to take part and were in the mess hall, or that once that group got together, they could push over the perimeter fence and leave the compound.

A message was given over the radio that there are non-combatants in the mess hall, that we had to withdraw the IRT and we could not guarantee their safety. The Police needed to do whatever they needed to do to ensure the safety of those people. The PNG police were then in charge and shortly after I heard the first shots. There were a number of what sounded like shotgun blasts and then some automatic weapon fire. A message come over the radio saying they're firing warning shots in the air, and not to panic, because the sound of gunshots had caused panic amongst the transferees in the other compounds.

Straight after the gun shots started, Oscar compound, which had been calm or reasonably calm for most of the night, then erupted and transferees started running around the compound. Fortunately, some expat staff had thought ahead and had built a barricade from tables from the mess hall outside of Oscar compound between Oscar and Delta compound. The Oscar protesters started getting very worked up. People were trying to calm them down. They pushed the fence over from Oscar and tried to make their way up towards Mike. They were saying they have an obligation to go and help their brothers who are under attack. Expat guards and IRT members, with shields and helmets were placed near the barricade an expat guard told me that he said to them, "Please do not go past this barricade. If you go past here, there is nothing we can do. Don't do it!" Expats that I spoke to said that the Oscar transferees were upset and angry and were conflicted about what they should do. Should they go and help? Should they stay? They didn't know what to do. He said to me, a couple of them sort of punched and struck out at them but he said, "Their heart wasn't in it." They seemed genuinely conflicted about what do we do. Australian guards used DCP fire extinguishers as a non-violent method of dispersing the protesters and to stop them passing the barricade between Oscar and Delta compound. After a short period the protesters

went back into their compound, even though the fence was down, and didn't progress any further and stayed inside their compound for the rest of the night.

When the gunshots started I was required to escort the injured transferees from Charlie compound to the oval where we were going to keep them safe. A number of transferee's needed to be carried due to the injuries they had sustained. When we walked the injured transferees to the oval we had to pass through a large number of local people armed with sticks poles and other weapons, there was also a number of armed PNG police officers some of them were obviously affected by beetle nut.

They were shouting angrily at the transferees and accusing them of not respecting PNG. Myself and other expat staff had to negotiate the safe passage of the transferees. A number of local PNG staff were also trying to calm the crowd as we walked through. After arriving at the oval the transferees were divided into their compound groups and kept separated. There were 200 or so transferees taken to the oval for protection. A number of PNG staff also came to the oval to help protect the transferee's.

One transferee who had been injured passed out and needed to be transferred to the temporary medical facility, which had been set up on the jetty adjacent to the Bibby. I then proceeded to the wharf to assist with the injured transferees.

I saw a large number of seriously injured people including Reza Berati being treated by IHMS staff assisted by G4S and Salvation Army staff. Many of the staff providing assistance were visibly upset. There were over 40 people being treated by the IHMS staff.

I provided assistance to the injured transferees until I was required to return to the oval to assist moving transferees back to Bravo and Charlie compound at approx 0230 Monday morning.

5. Issues arising from the riots.

On the 3 nights after the riots I was posted to Charlie compound. Charlie compound is where International Organization for Migration (IOM) customers are usually housed. These are transferees who have indicated they wish to return home. As well as the IOM transferees Charlie was being used to house injured transferees and others who were afraid to return to their compound.

There were approx 20 people in Charlie compound a number were severely injured with

injuries including broken bones, eye and other facial injuries. We did not have enough facilities to deal with the injured transferees and the medical attention was very limited until extra medical staff arrived on the island. I was given 2 boxes of Panadol and told to give it out as required. Transferees were moaning in agony throughout the night we had no access to clothing or basics such as soap shampoo, etc. for the transferees. Some transferees clothing was covered in blood.

One young injured man was so traumatized that he soiled himself. Expat staff members had to try and find something for him to wear. Injured transferees were lying on the floor on mattresses that were dirty and stained with blood. We had no bedding to provide to them and did not have any clean bedding for a number of days.

Transferees with facial injuries could not eat the food provided so we attempted to find something for them to drink to keep their strength up; however, even simple things like a straw were not available. Expat staff obtained a tin of Sustagen and fed one transferee with a teaspoon.

A number of transferees with serious injuries were transferred off the island for medical attention.

Guards could not enter the compounds due to threats of violence. Food was provided in take away containers and transferee's cleaned up after themselves. It was a couple of days before normal medication delivery recommenced.

I would like to repeat that in no way does anything I have stated in this submission make any adverse judgment about the actions of G4S management or expat G4S staff. At all times during my employment on the island I honestly believe that all staff were doing the best they could in the circumstances and nearly all staff that I interacted with at all levels of the organisation were genuinely interested in the welfare of the transferee's. I also have no doubt that the actions of G4S management and staff on the 16th & 17th February did a great deal to minimise the injuries sustained by the Manus Island transferee's and potentially saved lives. Many G4S staff including senior management put themselves in life threatening positions to protect the transferee's from injury and should be commended.

The actions of the IHMS staff providing medical assistance to the injured under enormously difficult conditions should also be recognised.

It is my intention based on my experience that Manus Island is not a suitable location for the Regional Processing Centre and that we cannot guarantee the safety of the transferee's housed in this facility.

I resigned my position on Friday the 21st February, 2014.