

I am a current serving (*****) State Police Officer. I have been a Police Officer for over 13 years.

I was seconded to the Australian Federal Police (AFP) in late 2006 to work at an Australian International Airport as part of the federal Government, Anti Terrorism Strategy.

Whilst employed by the Australian Federal Police (AFP) I observed significant security deficiencies at (*****) Airport, both Domestic and international, occupational work safety concerns and other relevant issues relating to work place practices. I raised these issues with both the Australian Federal Police Management and my State Police Force, Management.

I was subsequently subjected to verbal abuse by (AFP) management staff. The harassment and bullying was in various forms, my uniform clothing locker was moved around the building from the staff change room, offensive and threatening stickers and messages were left on the front of the locker, clothing items were removed and stolen, the locking mechanism was tampered with. I was verbally abused by a (AFP) manager in front of other (AFP) officers and told "You better keep in mind we can call people to make sure you don't have a job to go back too." Rumours of me being homosexual were spread throughout the workplace.

In early 2007 I attempted to speak to a female (AFP) confidant, a representative for the (AFP) Professional Standards (PRS) but within minutes of the meeting commencing was directed to leave the meeting by two (AFP) managers. These two (AFP) managers entered the closed door meeting without warning or consent.

These two (AFP) managers escorted me to a locked room in the (AFP) facility and then proceeded to interview me as to the nature of my conversation with the female (AFP) PRS confidant.

They informed me that I had to tell them what I had said to her and that they were aware that I had spoken to my State Police Force welfare support staff. They continued to pressure me to reveal what I had said to the AFP PRS member and further what I had said to any welfare staff members. I advised them that anything said to welfare was protected, but I was further verbally threatened by these two AFP managers for over an hour to reveal my conversations.

In May 2007 shortly after the above mentioned incident, I submitted a formal written complaint to the AFP PRS unit. This complaint detailed the incidents of harassment, bullying and verbal threats that had occurred in the work place. I nominated the (AFP) employees and witnesses to each incident. I was then required to attend the AFP PRS offices in Melbourne for a recorded interview with AFP PRS investigators to further elaborate on my complaint. I again provided the names of the alleged offenders, supporting witnesses, times, dates and locations of each incident.

Soon after my formal written complaint I was advised by other (AFP) staff that the workplace managers were aware of my complaint to the (AFP) PRS. I was then scheduled to perform single shifts, AFP managers then held a meeting allegedly to discuss any poor work performance issues concerning myself. AFP managers at my work place approached staff at my AFP work place and previous State Police work sites to source any negative rumours about myself. These requests for any adverse rumours were also detailed in emails between (AFP) managers obtained under a freedom of information request to the (*****) Police Force.

I repeatedly approached the (AFP) PRS to advise them of the fact that the nominated offenders and work place staff were aware of the investigation and my complaint. I requested I be relocated to another work place location pending the completion of the investigation but it went unheard.

I was repeatedly approached and counseled by AFP staff about trivial minor work related matters. I took sick leave combined with my personal recreation leave for nine weeks to avoid being at the work location during the investigation due to feeling uncomfortable and intimidated.

I was later advised that the employee roster in the main work location common area had me listed as on , "Stress Leave." I was continually called by other concerned staff to check on my welfare. I later returned to work to find I was rostered on single shift patrol by myself. (no AFP officer had previously been rostered to work single patrols) My firearm had been removed from my gun locker and I was informed it was procedure to take a firearm from any member on , "stress leave." I was informed by (AFP) management from another work location that the removal of my firearm under these circumstances was not in accordance of (AFP) regulations. I was also made aware that (AFP) management had opened my locked correspondence locker and rummaged through it within full view of other (AFP) members without my permission, consent or knowledge.

Having my firearm removed, my correspondence locker searched and the notation on the roster of stress leave was insulting and gave my work colleagues the impression of me being unfit to work with. I did not take any stress leave or any form of work cover leave whilst employed by the (AFP).

I was soon informed I was to have my employment terminated for poor work practices and behavior. Prior to making my written complaint I had no adverse work history and had received a written commendation for several arrests.

I continually contacted the (AFP) PRS unit for progress of the investigation or the outcome. I was never contacted or any correspondence replied to for over 16 months. I then approached the Commonwealth Ombudsman's Office for assistance.

Several months later with the assistance of the Commonwealth Ombudsman's Office I received a letter of outcome from the (AFP) PRS. The latter detailed a matter which was not in any way part of my complaint. It stated an AFP Sergeant of police had made negative remarks to AFP staff about AFP PRS staff. The letter stated it was not substantiated as it occurred over twelve months ago.

I continued to persue the (AFP) PRS for a letter of outcome in relation to my complaint of bullying and harassment by nominated AFP offenders. I continued to request the assistance of the Commonwealth Ombudsman's Office but was hampered by extensive time delays and remarks from Commonwealth Ombudsman Staff that they lacked the powers to push for a suitable response from the AFP PRS. They stated on several occasions they, "We are a toothless tiger. "

In may 2010 I received another (2nd) letter of outcome from the (AFP) MPRS stating that the matter has been found substantiated but no person or (AFP) employee had been identified. This letter was brief and had no detail in regards to what part of my complaint had been substantiated.

This was despite listing the (AFP) employees by name and rank, dates, times and locations of each alleged incident of harassment and bullying. I further nominated witnesses to several of these incidents. The outcome letter was short and had no detail as to the harassment or bullying substantiated. The (AFP) PRS would not respond to any form of communication verbal or written from me in relation to the is matter. All communication to receive this letter of outcome was trough the Commonwealth Ombudsman's Office.

I was later contacted by a human source within the AFP PRS who unofficially advised me in confidence that the AFP MPRS had attempted to close and hinder the investigation to avoid any adverse public attention.

After further assistance from the Commonwealth Ombudsman's Office the AFP MPRS perverted the investigation by a second AFP PRS investigator to focus only on the allegation of my clothing locker being damaged and moved as there were no AFP employees nominated or witnesses to these incidents. This would later be the result of the second outcome letter.

During my pursuit to have my matter dealt ethically with by the (AFP) MPRS from 2007 to today I have sought the assistance of the following;

- Australian Federal Police (AFP) , PRS, MPRS and (AFP) freedom of information unit.

The Australian federal Police (AFP) refuses to release approximately 95% of the information in relation to my investigation/complaint.

- Commonwealth Ombudsman's Office.

The following listed government officials and their respective departments responded to me by forwarding my correspondence requests for assistance back to the (AFP). Further stating that I should seek assistance from the (AFP) or the Commonwealth Ombudsman's Office.

- Minister for Home Affairs Brendan O'CONNOR 2010 / 2012 Jason CLARE.
- Prime Minister Julia GILLARD.
- Opposition leader Tony ABBOTT
- Federal attorney General
- (*****) State Premier
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- Australian information Commissioner
- (*****) Police Force

I am unable to detail the continuation of the bullying, harassment and lack of support from my current state employer (*****) Police as the (*****) State Government has a policy that if a state government employee makes any public / negative statement relating to the (*****) Government he shall face termination of his employment.

The (*****) State Government has a policy that in it's simplest definition precludes any State (*****) Government employee from speaking publicly, making any negative comment or criticism of the (*****) Government.

This impedes any Government employee from exposing corruption, bullying or any other unethical behavior within the Government publicly.

It is in stark contrast to federal laws protecting the rights of so called , "**Whistle blowers**."

A small number of the AFP employees who inflicted this harassment and bullying upon me are employed by (*****) Police and continue to subject me to work place harassment via other (*****) police employees.

I have exhausted all procedural avenues available to me since 2007. Both my State Government Police Employer, Australian Federal Police and the other noted Federal Government Agencies have failed to assist or resolve this matter.

I have been unable to obtain an adequate responses or information from the AFP or via Freedom of Information requests.

I have pursued this matter for the past six years. It has caused me to lose my position within the Australian Federal Police (AFP), caused stress, depression, anxiety and other related symptoms.

Making the formal complaint has also adversely affected my current employment within (*****) Police as I am referred to as a "Whistle Blower."

As a serving police officer of over 13 years I am appalled to think that as a current State Government employee and former Federal Government employee I am unable to resolve this matter within the mechanisms currently in place within the State and Federal Governments.

How can we as State and federal employees be trusted to protect the rights and well being of average everyday Australians in our public work places and society, if we can not be trusted to protect our own State and Federal Government employees.

Former Australian Federal Police Officer
Current (*****) State Police Officer