

Attachment I

**Letter from Mr Cook to Dr Williams, 6 October
2006**

**Letter from Ms Jo Blackmore (Queensland Public
Sector Union) to Mr Cook, 17 October 2006**

**Letter from Mr Cook to Ms Blackmore, 23 October
2006**

issue 6



**Queensland
Government**

Enquiries Clive Cook
Telephone 40466610
Your reference
Our reference

Environmental Protection Agency

Incorporating the
Queensland Parks and Wildlife Service

6 October 2006

PRIVATE & CONFIDENTIAL

Paul Williams
Conservation Officer
QPWS
Townsville Qld 4810

Dear Paul

INTERACTIONS WITH THE MINISTER

I refer to our telephone conversation on Friday 29 September 2006 following an incident that occurred on Thursday, 28 September 2006.

This incident involved yourself and the Minister (Lindsay Nelson-Carr), wherein you represented your views on the management of National Parks and presented photographs to her.

As you are aware, I witnessed this event and determined that your interaction with the Minister was inappropriate and not representative of the view of this Agency.

Your responsibilities to government are to ensure political neutrality in all decision making and to implement government policy and Ministerial direction impartially and through appropriate line management. In this case the matters you raised and the views you expressed to the Minister were your personal views and not those of this Agency.

Your actions may be interpreted as a breach the Agency's Code of conduct specifically *Principle 3 – Integrity, section 3.5* regarding communication with Ministers provides that, communication with members of parliament on matters relevant to your official duties or the affairs of the Agency must be done through the proper channels ie. through your Director, Executive Director.

I remind you of your obligations under the Code of Conduct *Principle 1- Respect for the law and system of government* -particularly *section 1.4.3 – Personal objection*, which clearly states: "*where personal beliefs conflict with the direction and is likely to be an ongoing issue, the employee must recognize the Agency's right to determine how services are provided ...*"

I also take opportunity to remind you of your obligations under *Principle 1- Respect for the law and system of government* -particularly *section 1.5 - Personal Conduct*, in avoiding publicly criticizing Agency procedures or colleagues.

Furthermore, your personal views on how the Agency conducts its services are not necessarily shared by other employees who are also bound by their obligations as public officials. You must not allow your personal views to compromise or appear to compromise the integrity of public administration.

As a Public Service Officer, you are required to comply with the Agency Code of Conduct. If any aspects of the Code of Conduct are unclear then you should first seek clarification through your line supervisor.

I therefore require that you re-acquaint yourself with the Code of Conduct and in doing so you are required to undertake refresher training in the Code of Conduct via the self paced CD assessment tool (enclosed). Please complete this self-paced training no later than **close of business 31 October 2006** and forward the assessment sheet to the Regional Workforce management Officer in Cairns for evaluation.

There is an expectation that you comply with the Code of Conduct in the future.

Yours sincerely



Clive Cook
Director, Northern - QPWS

ISSUE 6

Enquiries: Jo Blackmore
Telephone: 3017 6155
Facsimile: 3017 6255
Email: jcb@qpsu.org.au
Please quote: jcb-6446



17 October 2006

Mr Clive Cook
Director
Northern Qld Parks and Wildlife Service
PO Box 2066
Cairns 4870

BY FAX 4031 4390

Dear Mr Cook,

Re Dr Paul Williams – inappropriate interaction with the Minister

The Union writes on behalf of Queensland Public Sector Union member Dr Paul Williams. Dr Williams is permanently employed with the department as a Conservation Officer.

The Union is advised by our member that you have raised an allegation that he may have breached the agency's Code of Conduct, this allegation and subsequent determination is noted in your correspondence to our member dated 6 October, 2006. The Union makes the assumption that your correspondence is in fact referring to the Honorable Lindy Nelson-Carr, Minister for Environment and Multiculturalism and her initiated conversation with our member at a "meet and greet" opportunity held on 28 September 2006.

The Union believes that your correspondence to our member constitutes as a detrimental employee record, as such we are seeking advice from you as to the policy applied by you to reach the determination that his interaction was inappropriate. The Union notes that you say you have determined that the interaction was inappropriate and then further state that Dr Williams may have breached the Code of Conduct.

Your correspondence appears to allege that Dr Williams has made public comments about the agency procedures or colleagues, I refer to your first paragraph on page two of your correspondence. Please provide further information about this allegation as this does not appear to relate to the internal agency meet and greet held on 28 September 2006.

The Union acknowledges all employees obligations to follow the Code of Conduct as it applies to all matters, given that you have made a determination that our member may have breached his obligation to do so, we seek the requested advice as a matter of urgency in order to ensure that procedural fairness has been applied.

Yours sincerely,

Jo Blackmore
Industrial Officer

Issue 6

me



**Queensland
Government**

Enquiries Clive Cook
Telephone (07) 40466610
Your reference jcb@qpsu.org.au
Our reference

Queensland Parks and Wildlife Service

An entity of the
Environmental Protection Agency

23 October 2006

Ms J Blackmore
QPSU
P.O Box 15175
City East 4002

Dear Ms Blackmore

I refer to your correspondence dated the 17th October 2006, wherein you requested advice regarding issues of relevance to Senior Conservation Officer – Mr Paul Williams.

As I have previously advised your member in relation to this issue, no determination has been made as to whether the conduct that Mr Williams engaged in constituted a breach of this Agency's Code of Conduct. Therefore, the requirement to fulfil the principles of natural justice and give your member the right to reply in this instance does not apply.

Mr Williams was merely reminded of his obligations under the Code of Conduct as they relate to interactions with Members of Parliament. Mr Williams was not disciplined nor was any penalty imposed. Furthermore, I assert my right as a Director to provide guidance to staff on what I believe constitutes appropriate conduct in relation to certain matters.

Whilst in my hearing Mr Williams made certain comments regarding the level of management of the Northern Region Protected Area Estate, as I have previously asserted with your member, I found these comments to be inappropriate in the circumstances and strongly recommended that he reflect upon the suitability of these comments at the forum in question.

Should any formal process be undertaken in relation to this employee I will ensure that all the principles of natural justice and a rigorous adherence to the this Agency's policy on managing breaches of the Code of Conduct will apply.

Yours sincerely

Clive Cook
Director

RECEIVED
26 OCT 2006

By: _____

5b Sheridan St Cairns
Queensland 4870 Australia
PO Box 2066 Cairns
Queensland 4870 Australia
Telephone 40466610
Facsimile 40314390
Website www.epa.qld.gov.au
ABN 87 221 158 786