

21.6.24

Keith

Job more secure.

Feb/March - complaint +

issue in staff member.

Untrusting; guarded. all correspondence by email.

Over road decision of a staff

Email conversation of complaints

1 spoke about informal catch ups for overcoming issues

2 managers complaining to me $\Rightarrow$ unresolved issue

$\rightarrow$ 1 submitted formal complaint

- coercive control of another staff + needs investigation (isolating a staff member)

She asserted I was colluding ^{defamatory remarks about me.} or corrupt.

23.05.24 - 1 submitted formal complaint.

GP report - bullying.

Had been trying to avoid formal pathway.

Replied it would be formally investigated

HR - call 4.06.24. 1 spoke about the key issues

+ requested conversation w 2 staff.

1 ^{was} requested to attend meeting - Monday

Me being investigated for bullying, sexual harassment
not allowed to attend work place.

1 raised it was retaliatory behaviour

1 engaged solicitor on Monday

1 had to attend legal meeting

1 requested the nature of meeting

Their lawyer - managing partner - (not independent -
conflict of interest)

1 advised I was waiting for legal counsel.

still waiting for guidance of what the counter
complaint about me is about.

she started there May 2022. I recruited her.

~~3 roles under me~~

3 roles operating without central cohesion & partnering
She asked for meeting

accused me of bullying her. Went off at me.

That I lacked self awareness
alarmed me so much, kept track of correspondence
She asked for a witness

↓
red flag to me → no more face to face meetings
all by

(I said she was insensitive - I realise that ~~was~~
shouldn't have said that but haven't
done anything else that could be deemed
bullying or harassment)

Monday - so stressed → GP. Couldn't eat or sleep;
SOB; tight chest

She recommended workers comp. Not option
→ sick leave; diazepam - afraid to take it -
can't drive & need to drive. afraid of being
reliant on it.

Why aren't I getting procedural fairness
Why are they using internal legal s?

Silence is deafening

Worried there's collusion in office
paranoid about it

What if I lose my job through this?

Head is spinning

Brought back in Hunter; about to start building.
Lawyer suggested advancing our plans.

Showed my wife the emails.

Worried for my family
financial pressure.

No clue where this could go.

I feel because of lack of procedural fairness, feel thrown to wind.

Only way to survive is if find no case.

Can't defend self

Damage to my reputation.

I'm a good people leader.

v. distressed; disturbed

& anxiety

Working from home - no distraction.

This manifested before RFS & not coping. This was catalyst to that situation

Been having conversations w manager to deal w situation without as catalyst

Support wasn't there to dissipate situation

Solicitor said don't respond; leave it to him.

Mind & anxiety <<

afraid to

fear - losing my home; financial pressure;

One other thing -

Oct '21 older bro died.

Were up at Wyong in lockdown meeting.

Lunch - I said I was staying put.

Feeling flat (2° bro). They came back from lunch & she said KUOK? she & I said thinking about bro.

She said her husband died 10 yrs ago.

I said it must have been hard relating to Mrs.

2 kids. Only time spoken about personal things.

Bro & I hadn't spoken for 15 yrs - & 4

Never got a chance to & anything.

(Bane Ca → palliative care; didn't tell any of the family). I've never come to terms w not being able to chat w him. Still my bro.

He ran away at 14 → AOD - THC

I was ~~11~~ 12 yrs younger

He tried to kill my F^o (his step F^o)
arrested; jail; drifted in & out of my life
Stopped talking as I found his mood & aggression erratic.
Highly unpredictable.

Didn't want kids around him.

Youngest bro - in Kingswood - same path; AOD

Last saw him 2009 - F^o funeral. Selling
bike gang; ICE.

When I was 16, older bro - lived at Kurrumbidgee.

Spent 16-19 yrs - spent w/ her together & got close.

He was stable; had a g/f. When split, <

Married Italian; &

D/V - police siege → Goulburn jail

His kids didn't know about his death.