



Response

Question	Response
<p>When did Wilson first advise anyone in the Department that Senator Sarah Hanson-Young was monitored in Nauru in December 2013 outside the RPC and what action did the Department take as a result?</p>	<p>There are detailed incident reporting protocols in place on Nauru, that govern how various types of events are recorded and reported between service providers and the Department of Immigration and Border Protection.</p> <p>Under Wilson Security's contract, only events that occur on Nauru that fall within the reporting protocols are formally reported to the Department of Immigration and Border Protection.</p> <p>Having satisfied ourselves that the Senator was not personally observed, that the incident was confined to an unauthorised observation from the carpark, and that no records were generated as a result of this observation, we made the decision to treat the matter as an internal disciplinary issue. Accordingly, because the incident reporting protocols do not require us to report internal disciplinary issues, we did not formally report the matter to the Department.</p> <p>We have since responded to queries about the incident from the Department, made to us in June 2015.</p>
<p>When did Wilson first advise anyone in the Department that a Wilson staff member was disciplined as a result of Senator Sarah Hanson-Young being monitored in Nauru in December 2013 and what action did the Department take as a result?</p>	<p>As mentioned above, the incident reporting protocols do not require us to formally report internal disciplinary issues, and therefore we did not report this matter to the Department.</p> <p>In response to queries from the Department in June 2015, we did inform the Department that a staff member had been disciplined in relation to this incident.</p>
<p>Please provide all incident reports and other contemporaneous documents logged by Wilson in relation to this incident.</p>	<p>We enclose in annexure 1 a file note prepared by the Shift Supervisor, , on 16 December 2013.</p> <p>The file note clearly demonstrates that the actions of the relevant supervisor were not in any way sanctioned or condoned by Wilson Security. This fact has been clearly admitted by the relevant supervisor.</p>



	Aside from the HR documents relating to the disciplinary action against the relevant supervisor, no other documents or material has been created in relation to the event.
Is Wilson required under its contract to report incidents of this nature to Transfield and/or the Department? What action has been taken against Wilson as a result of any contractual failure in this regard?	<p>As outlined above, Wilson Security is not required under our contract or the incident reporting protocols to report events of a disciplinary nature to Transfield or the Department of Immigration and Border Protection.</p> <p>As this event does not relate to any of our contractual obligations or key performance indicators, there has not been any action against Wilson Security in relation to this event in respect of our contract.</p>
How many Wilson staff were involved in the operation? How many were disciplined?	<p>The night shift Emergency Response Team Supervisor, without authorisation, took it upon himself to instruct two staff members to wait in the car park of the Menen Hotel. The Supervisor was himself not present at the Hotel.</p> <p>The Emergency Response Team Supervisor was disciplined as a consequence of this incident. The two officers he instructed were not aware of the unauthorised nature of the instruction, and therefore were not disciplined.</p>
Was Wilson staff member [redacted] told of the operation to monitor Senator Sarah Hanson-Young's movements before the operation took place? If so, by whom? What action was taken by [redacted] in response to this information? Was [redacted] disciplined? What is [redacted]'s current role in Wilson?	<p>[redacted] the Shift Supervisor, was not aware of the event until after it had taken place.</p> <p>He first became aware of the incident on the morning of 16th December 2013, and immediately reported the matter verbally to the Security Manager. He also prepared the file note, enclosed with this letter, on the same day.</p> <p>Mr [redacted] acted completely appropriately, and was correct in immediately informing the Security Manager of this event. As such, Mr [redacted] was not disciplined in respect of this event.</p> <p>[redacted] recently transferred to a Safety and Security Advisor role at Manus Island.</p>
Who was the staff member disciplined by Wilson and what was the disciplinary action?	<p>The Emergency Response Team Supervisor, [redacted], was disciplined by Wilson Security in relation to this event. Mr [redacted] was immediately suspended</p>



		<p>from duties on Monday 16th December 2013 after the Security Manager became aware of his involvement in the event.</p> <p>We then conducted a detailed disciplinary process, resulting in Mr [redacted] being demoted from his role of Supervisor.</p>
What is [redacted] current role?		<p>[redacted] was demoted as Emergency Response Team Supervisor in December 2013 as a result of his involvement in the event.</p> <p>He remained in a more junior role in the Emergency Response Team for the following nine months. He applied for the Emergency Response Team Supervisor role again in late 2014. Due to his excellent record over that nine month period, and his recognition of his error of judgement in relation to the event, he was appointed back into the position of Emergency Response Team Supervisor.</p>
Why were Wilson staff disciplined for monitoring Senator Sarah Hanson-Young?		<p>Mr [redacted] was disciplined for instigating an unauthorised and inappropriate operation. It was inconsistent with our values and represented poor judgment. In our view, in the circumstances, disciplinary action was appropriate.</p>

File Note

Name	CSO
Date / Time	16 December 2013 17:45
Subject	Failure to follow directions and giving unlawful instructions
Pages	One of

At round 17:05 On Sunday 15.12.13, I had been involved in the ERT team leader handover process and at that handover, ERT team leader in the execution of his role as the ERT Ops Team Leader for Senator Sarah Hanson-Young, provided night shift ERT team leader with a brief outlining the intended operations to ensure the safety and security of the Senator during Monday and Tuesday's visit.

The brief was specific in its detail, and not include any instructions for to conduct any form of surveillance on the Senator or her vehicle at the Menen Hotel. On completion of brief I then confirmed with that he understood the brief and that the operation planned would not formally begin until Monday morning at 10am, I also directed not to go outside the scope of the brief in its entirety during his shift.

At around 05:10 on Monday 16.12.13, I was again involved in the ERT shift handover process from ERT team leader to ERT team Leader . During this handover, I heard inform that he had given instructions to a couple of his team members to do surveillance on the Senator's car (Sarah Hanson-Young) at the Menen Hotel throughout the night. had informed his Staff, to perform a "Ghosting technique" on the car throughout their shift, I enquired with as to what authority he had, to conduct the surveillance, stated that he did this of his own volition, I further asked if the ERT Ops team leader had instructed him to conduct the surveillance, to which he replied "no", I then asked , why he didn't contact me to inform me of his intentions to conduct surveillance, he replied, "I didn't think it was necessary and wanted to keep it low key".

At around 07:40 on Monday 16.12.13, the security manager approached me and asked if the ERT nightshift had conducted surveillance on the Senator Sarah Hanson-Young to which I confirmed that the nightshift team leader had done so without my permission as ERT Supervisor.

On advice from , I stood the nightshift ERT team leader down from duties until he could be spoken to.

Supervisor – Emergency Response Team
Wilson Security
Nauru Regional Processing Centre.