

**Commission of Inquiry into the  
Tasmanian Government's  
Responses to Child Sexual Abuse  
in Institutional Settings**

**Response to a Notice to Prepare  
and Produce a Document or  
Statement issued under Sections  
22(1)(b), 23(1) and (4) of The  
Commissions of Inquiry Act 1995  
(Tas)**

Statement of Colleen Susan Ray

My name is Colleen Susan RAY. My preferred name is Sue. My date of birth is [REDACTED]. I reside at [REDACTED] Tasmania, [REDACTED]. I am employed as a Youth Worker at Ashley Youth Detention Centre (AYDC) with the Department of Communities Tasmania.

**General:**

1. I commenced work at AYDC in December 2002
2. My starting role at AYDC was Youth Worker. I am still in that role/ I have also worked as Team Leader, Acting Admissions Officer, Operations Support Officer, EOI Training Coordinator parttime 2021. Voluntary positions HSR Representative WHO committee member, Workplace support officer.

My duties in my original role of youth worker were to implement services designed to meet the needs of individual clients exhibiting challenging behaviours.

Primary tasks were to provide individual support and group work. Facilitate empowerment of young people within the project, assist young people in setting goals for personal change liaising with their respective case managers to achieve set goals. to promote self-esteem growth in young people, encourage participation in recreational activities education, endgame being that the young people's rehabilitation to community acceptable behaviours as set out in the youth justice act.

To promote the program in a positive way and engage the clients to participate.

Other duties were to maintain records and statistics required by the department. To participate in training to ensure personal growth as a youth worker.

3. When I commenced, I reported to the team leader who was F Atkins. I currently report to Colin [REDACTED] who is Operations Coordinator. I am currently on long service leave.
4. I found out about the job at AYDC by Advertisement's did submit a written application for the position. I was/ required to attend an interview. The people who interviewed me were [REDACTED] and four other men whom I do not recall their names.
5. I did not know people when I applied for and obtained my position at AYDC.

When I applied for and obtained my position at AYDC I was a I was a volunteer with Suicide Prevention through the Sheffield Council and the Sisters of Charity Devonport.

6. Over the years I have not continued a membership of any group.
7. My current role is the same as my role upon commencement at AYDC having resigned my EOI as Training Coordinator to go on long service leave.
8. My current role at AYDC if that of youth worker and the duties are contained in the current description of duties.
9. When I commenced at AYDC Youth Worker Certificate for [REDACTED] of NZ was the highest level of education that I had completed. Secondary College year 6. I obtained enough credits to go to university but started work with the [REDACTED] NZ. This position involved teaching Gymnastics to girls and boys of all ages. It also involved working with at risk youth through the Police at the [REDACTED] teaching Citizenship training and education. I had also worked for the Education Department at [REDACTED] to relieve their PE teacher for approximately 6 months.

Prior to AYDC I worked for the Education Department as a support worker for disabled high school students and was involved with their many and varied training and upskilling opportunities. February 2002 to December 2002.

10. I did have experience in caring for children and young people before I commenced at AYDC. Details being through the [REDACTED] of NZ (Girls Work Secretary)

when I worked for them straight out of college. This position involved teaching Gymnastics to girls and boys of all ages. It also involved working with at risk youth through the Police at the [REDACTED] teaching Citizenship training and education. I had also worked for the Education Department at [REDACTED] to relieve their PE teacher for approximately 6 months.

Prior to AYDC I worked for the Education Department as a support worker for disabled high school students and was involved with their many and varied training and upskilling opportunities. February 2002 to December 2002.

### Education and training.

11. I did have experience in caring for children and young people before I commenced at AYDC. Details being through the [REDACTED] of NZ (Girls Work Secretary) when I worked for them straight out of college. This position involved teaching Gymnastics to girls and boys of all ages. It also involved working with at risk youth through the Police at the [REDACTED] teaching Citizenship training and education. I had also worked for the Education Department at [REDACTED] to relieve their PE teacher for approximately 6 months.
12. Prior to AYDC I worked for the Education Department as a support worker for disabled high school students and was involved with their many and varied training and upskilling opportunities. February 2002 to December 2002.
13. I have completed further education since I have been employed. Details. While at AYDC I completed my Australian equivalent of my NZ youth worker Certificate My Youth Justice Diploma TAFE NSW, Provide Assist with self-medication and provide physical assistance with medication. I also completed my Professional Honour Certificate at UTAS in Communications and Wesley Mission suicide prevention. Good Grief towards healing 2004, HSR - Workplace health and safety officer, Workplace Support Officer 2018 Voluntary position to assist staff, Drumbeat facilitator training, Domestic Violence in the workplace training and awareness for staff support. Fire Warden training processes.
14. I did receive induction when I commenced at AYDC. I received 4 days of induction training only as it was curtailed when Bronte Unit was trashed (at the time it was called a riot) by young people housed within the detention centre. I was brought on shift and buddied with 2 experienced workers in the Franklin Unit that had been just refurbished after having been trashed prior to by young people. 15 young men housed in this unit to 3 staff. I was on a 6 months' probation period which was overseen by Chester [REDACTED]. This was signed off as satisfactory with the provision that I need to work in the girl's unit as at that point I had been placed in the male units.

15. I did receive further training in the course of my work at AYDC Details.

16. During the course of my work at AYDC, I can provide the following details relating to the training in the specific areas of:

a. Record keeping training was ongoing and as the facets of this changed, we were given training on training days or in the unit as was necessary. Other training in regard to incidents of violence or inappropriate behaviours by young people were done at training days with scenario role plays and or training in written form of incident report writing. I completed a training day with NSW officers on "Young Women in Detention". I also participated in a two-week course on leadership and supervision in Detention settings with people from a NSW Detention background. Mandatory training in nonviolent crisis intervention was on going as was incident report writing and case note writing. These are readdressed every 18 months 2 years or as changes in standard operation procedures happened. Mandatory training covers First Aid Resuscitation Fire and emergency, Workplace safety and responsibilities and Suicide prevention training, non-violent crisis intervention, chain of control of evidence, case note writing, incident report writing, Standard operation procedures and codes and understanding, search procedures, Mental Health, Understanding the Youth Justice Act and other legislation that AYDC must work to. In my early years our training officer was [REDACTED]. Then [REDACTED] (deceased) then Fiona Atkins.

b. Behaviour management techniques for detainees

These changed over time. Were static till about 2006 when some changes were instigated mainly Case Management involvement and case plan review with the young people taking a more involved position in their case plans and management. These changes were ongoing through my time at AYDC with each individual young person the centre of the focus through to young people being allowed to attend CST a weekly meeting that deal with each in an individual way assessing their week prior behaviour within the centre. Behaviour management was a colour and privilege system called the BDS (Behaviour Development Scheme). This scheme has been reviewed again recently. At each change or adjustment, we were advised by memo of changes some training at training day or while on shift but not always, often picking it up on shift from one staff member to another. If we had time, we could read the new policy or SOP online. On restraint, removal of privileges and isolation this became a "he said she said" without a clear conclusion for a long time as we were informed it was about our interpretation that was wrong and that the legal department in Hobart had decided that theirs was the

correct one. Apparently for years our interpretation was left unscrutinised from the departments legal team only lately the last 4 years being determined wrong, and changes being made.

c. Trauma-informed responses to detainee behaviour.

I can only say that these practices had become “the new thing” and I embraced the training or reading direction or whatever I could learn online. I cannot say with any certainty what others may have done.

d. Harmful sexual behaviours

I was aware that the above was deemed probable for our cohort of clients. I always attempted to be a role model to our young people in what was community acceptable sexual behaviours and those that displayed harmful ones were brought to the attention of the young person that it was not acceptable and to chain of command either by personal communication with the follow up in case notes to that fact. For others I cannot say what their response may have been.

e. De-escalation techniques.

For the last 15 years my memory is that the universal “Non-violent Crisis Intervention” training was the preferred method being used in hospitals and other Government workplaces Australia wide. Our techniques were of distraction and refocus on something else and non-violent crisis intervention also covered different phases of incident escalation and it maybe that we were able on most counts to bring that person under control without use of force, merely by using the training within its concept.

f. Personal searches.

Again, to ensure the safety and security of all in the detention facility at any time. Not just to ensure our young people’s safety but all those who have business to be in the detention centre.

Asking a young person first if they had something, weapon contraband was always our first response. If they failed to hand over said item then Wand, or pat down would follow. Full scale de-clothing searches were only used as a last resort. These always required staff to seek permission from chain of command. De-clothing searches when done were done in a way least to be intrusive or embarrassing for both the young person and staff. Done only by experienced staff with a 2<sup>nd</sup> person to sight the staff member at all times (not the young person) and gender being taken into account. (Males doing males and females doing females). Search was in such a way, that only the top half first, then re clothed, then the bottom half then re clothed. Young person always being asked beforehand if they had anything to declare and an explanation of how a search was carried out before it happened. This way the search was done in the shortest possible time.

It wasn't for many years, and only recently that we were informed by the legal team in Hobart that our interpretation was not correct and that a gown was to be given to the young person to put on, and they undressed and dressed again under it. Until then scrutiny from the legal department had been amiss. Once we were informed of the changes to the interpretation our SOPs (standard operating procedures) were changed. A memo given to staff on how searches were to be performed. The SOPs and policy documents are what governs our work and how it is to be performed. We must work to the current documents at any time.

Training was given as part of our mandatory training requirements and again renewed each year along with searches, isolation or as a SOP changed. I again received this training whether physical or online training.

g. Use of force.

This SOP (standard operating procedure) is there to ensure the safety and security of anyone within the Detention facility and only as a last resort. Again, training whether physical or written should be yearly or if changes occurred to that SOP. I also received this training on many occasions for which I would have signed an attendance sheet.

h. Hygiene for detainees

This is part of the induction training for all admissions to the Centre whether they are brand new or repeat admissions. On admission each receives a pack of toiletries. They are also given induction training on their responsibilities to keep themselves clean, their unit/chores expectations and how they go about ordering toiletries each week. Induction training takes place each time a young person comes into the centre. There is a sign off sheet for each individual to go in their files to stay they have completed said inductions or refused to take part. Induction training is part of the training procedure that all staff receive at their own induction, as I did or as required by the centre. If the SOP changes, then memo is sent to staff, or a physical training is done at a training day many of which are now online and are completed on a regular basis.

i. Occupational Health and safety.

All staff receive this as part of their own induction training. Those staff that were so inclined could join the OH & S committee.

j. Sexual harassment and discrimination

This is part of our online training package.

k. Professional conduct in the workplace or codes of conduct or complaint and grievance processes.

These are also online learning. When completing an online training at the end you receive a certificate if you have passed, and this is handed to the training

officer or whoever is deemed at the time to take these and process them into the training completed database. This applies to many of the above.

### Knowledge of policies and procedures

18 To the best of my knowledge, the policies and or procedures relating to the specific subject matter is as follows:

- (a) Policy or procedure which governed the use of isolation facilities as been an evolving thing. The use of the word isolation was not ready used for many years and only became apparent when legal scrutiny began some years ago. We used to have 2 times a day when all young people were in their rooms for 45 minutes in order to give staff breaks of 20 minutes each and still have enough staff to work a unit and do observations of young people while in their rooms. This was time when young people could take time apart from others read write shower and rest. It was later deemed isolation and was prohibited. The meaning being that being set apart from others separately in a room or space without a staff member in that physical space with them was isolation and prohibited. Isolation could only happen in extreme circumstances where the risk to the person or others was high. Again, consent from chain above and paperwork as to the reason why plus isolation form of observation forms done on the person were completed. These periods could be extended with permission if the young person was still a high risk to themselves and others.
- (b) Personal searches changed over time. The concept of personal searches is now wand or pat with chain of command consent was allowed. e.g., Leaving the woodwork room, a young person could have concealed a tool or piece of wood or metal that cause harm to themselves or others, so this was allowed in this circumstance for us to do a wand search. All other searches pat or wand or the unclothed type (done using a gown so that the person can cover themselves) could only be given if the risk of harm was high and consent from above (ops coordinator or above) was gathered and given beforehand. Paperwork pertaining to this was to be filled in signed off. Searches to be gender specific and two of. One to do the search the other to watch the searcher and make sure it was according to the SOP. All searches signed off on the online register. Before the new ruling 4 or so years ago unclothed searches were done as explained above.
- (c) Use of force was always "as a last resort". Procedures around use of force changed in that we had to get permission before we could use "use of force". This meant depending on staffing ratios depended often how timely we could be. So, where response to an incident that was deemed unsafe extreme risk for staff or the young person or the centre, we now had to either radio or use

- the telephone to contact our ops coordinator or manager to get permission before we could begin to take action or call a code to get others to respond. This meant young people fighting one another would go longer before we could take action or if a staff member was being assaulted before we could take action.
- (d) Officials and/or Youth workers interaction towards detainees was to be of a professional standard (not of a friend or mate) was to be at all times empathic honest responsible transparent ethical to be role modelling community expectations and to use trauma informed practices at all times. To carry out the policies and SOPs of the centre and any legislated requirement of a detention centre.
- (e) As a professional body of people to act as such with one another at all times on shift without discrimination fear or favour. Act with care diligence integrity while carrying out our duties and in a way that promotes the services mission statement and duties.
- (f) The policy that governed access to our young people was that visits from family, friends professionals', workers who interact with the young person in the community, legal profession be encouraged, that these relationships should be maintained into the future so as the young person returned to family and friend community the contact was still there.
- (g) Incident keeping SOP changed over time in that it was a physical paper file for each young person and any incidents that they were involved in. Over time this became an electronic file called AIMS. All incidents were done electronically as they happened. RI recorded incident may be about undesirable behaviours that were becoming apparent, more like a history keeping. MI Minor incident was one that was dealt with within the centre. DO Detention Centre Offence is one where the incident is substantial in risk to safety of others and the centre and is a police reportable incident.
19. In relation to any policy requiring the reporting of misconduct or potential misconduct by Officials, all incidents that happened in the centre were accessed by a panel of people whose sole job was to ascertain that the event did or did not contain any element of misconduct on the part of staff. Ways of reporting misconduct was a Complaint by a young person through the complaint procedure or from a mandatory report from staff about misconduct or viewing of camera footage of an incident that showed something that maybe misconduct where an investigation would be held.

20. I am aware of other policies or procedures which were known to me at AYDC. Of particular relevance to my work at AYDC was State Services conduct policy, young person Human rights, AJJA, Tasmanian Youth Justice Act.

### Workplace Safety

21. I have felt unsafe during my work at AYDC. I felt particularly unsafe. There were times when I felt unsafe at work over the last 20 years. Times when coming on shift and going to a unit and having a gut feeling that all was not well. I say it's a tangible feeling that things are not normal. That these times and times when staffing was short it was unsafe. One would put on a brave face and get on with it trying to get to the bottom of the oppressive feeling. Carry on as normal and try to be ahead of whatever was in the making. I have been taken hostage in that I was unable to leave a storeroom because young people on the other side chose to hold the door shut and not allow me to come out.
22. Times when a unit of 12 young men decided that they were not going to take staff direction and refused to go to their rooms for a Quiet time period and decided to have a sit in. The overwhelming feeling of something was about to happen had been present some hour before and I was able to put in places services and action to assist if it did happen.
23. Times when at night we had intruders inside the centre, and I was the only staff in that unit. One has to continue to function to carry out normal duties not knowing what was happening.
24. Times when young people assault one another including staff and staff have to try and break it up before too much damage/injuries occur the those fighting.
25. Times when we have had fires inside the residential units. Young people have lite fires in their bedrooms, or several of them are lighting paper in their rooms and pushing under doors on the carpeted surface of hallways. You have run up and down putting each one out. Lighters are easily got into the centre especially now our personal search procedures have changed to include young person being allowed a gown to change under. The same with small weapons. Young people go offsite to court to dentist appointments and other recreational events
26. Times when young people have been at programs and during change over period they have banded together to riot inside the centre. One would be a fool not to be afraid. Fear keeps us moving towards solving/resolving issues,

keeps us safe makes one think outside the box and use our SOPs to the letter,

27. I am aware of other Officials feeling unsafe. Many times, we have been unsafe. One can see it in the faces of others as they can see it in you. Its normal human expression/state. it what keeps on our toes and having operating procedures drummed into us we can operate almost by automation. It all kick in and away we go.
28. I have been involved in a physical confrontation with a Detainee. The details are as follows I have been in many confrontations with young people over the years. Young people returning to the unit from school. Only one staff member in the unit. The second YP let into the unit was set upon by the first one. You stand between them doing the talk down to the aggressor, giving instructions to the young person being set upon to stay behind you at all times. You deal with what's in front of you call a code on the radio or push your duress button as soon as you can. You continue the talk down but 40 seconds to a minute is a long time when confronted with violence and waiting for assistance.
29. Riots are the other one when you can be injured very easily with flying objects. Fights in the dining room between young people can means flying chairs, cutlery that you need to be aware of. In the school when a young person becomes aggressive there can be tables, chairs and computer equipment to take into account that can be thrown at any time.
30. I have witnessed other Officials engaged in or injured by a detainee. I have witnessed many incidents in my time at AYDC. It's part of what we train for, it's part of our policies. All have an impact on the staff members and the young person. It is ingrained into us that the safety of the centre with includes all who at the time are there comes first. Impact of incidents is an individual thing so cannot say how someone else would feel.
31. I have never been injured by or engaged in a physical confrontation with another Official.
32. I have not witnessed a physical confrontation between an AYDC Official and another Official. Details

### **Conduct of Other Officials: Sexual Misconduct**

26. I have not ever witnessed any Official engage in any form of sexual or sexually suggestive behaviour towards Detainees. If I did, I would report it immediately.
27. I did receive reports or information from Detainees or other Officials about other Officials engaging in any form of sexual or sexually suggestive behaviour towards

detainees. Where it was reported to me by a young person that sexual or sexualised behaviour had occurred towards them from an official, I have encouraged the young person to report this act. This comes under Mandatory reporting, and we have a process that we help the young person with fill out forms and deciding who they with the incident to go to. Whether it we the Secretary of the Detention Centre or the Commissioner for children. We are then required to ensure that the paperwork goes to the appropriate person on behalf of the young person.

### **Conduct of Other Officials: Other forms of Misconduct**

28. If in the scope of my work a young person thought they had been unjustly dealt with, I would encourage the said person to write an appeal to deal with what they felt. This would go to the Manager of the centre. Doing an appeal meant that the young person could have an answer within 24 hrs incident being investigated by the Manager or who he/she authorised to do so. Further to this process I would encourage and help a young person through the grievance process to fill out forms being the attention either of the Manager or the Commissioner for children's attention.
29. On one occasion, I cannot recall the dates, A racial or gender slur was made within my hearing. I called it out right then no hesitation. I named it in front of those workers, advised that it was uncalled for in the workplace and said if I heard of such a thing again, I would officially report it. I found that this worked for me being a small female that was not afraid to speak up.
30. I took the following steps after witnessing young people have report to me that another young person had said some pretty awful things about me. If it was not a possible assault on my person I would role model to the young people what a normal response would be from an adult. i.e., That someone was obviously upset with how something had happened and that it was human nature to vent but as an adult I could just opt to ignore the comments, or I could have a conversation to that person at a later stage when they were more settled and try and resolve what issue they had. This often settled the young people enough so that they didn't feel they had to act on my behalf.
31. I took the following steps after the reports were made to me. I chose in this instance to wait a day then have a quiet conversation with the person who felt hard done by. To explain that the names he had called a female Detainee in our care were inappropriate in this setting and any other. That sexual gender abuse was uncalled for. That I felt he was a person who could understand that he would not like it if the abuse was towards him, and it was against the law. I also asked what he would do if a female friend was abused by someone else how he would react. It's a hard road trying to get the message of violent and abuse towards women is not ok in our setting as it is part of a stereotype of behaviour, they witness daily either in their own families and communities.

32. I have not received information from other Officials and/or Detainees about behaviour of an Official towards another Official that was inappropriate.

#### **Detainee Behaviour:**

33. I would make reports or formal records in the following circumstances in any circumstance where there was a clear breach of the Behaviour management scheme regarding unacceptable behaviours listed in the incident report settings RI Recorded incident, MI Minor Incident, DO Detention Centre Offence.

34. The reports were made by the following These reports used to be done by hand. Selecting the appropriate forms and filling by writing in the spaces provide for the information to be listed. These later became electronic in nature being recorded electronically in AIMS. (Ashley Incident Management Scheme)

35. I received the following training specifically regarding reporting. Training and updates on training for incident report writing happen in induction of all new staff training, by memo as a procedure is changed and or at a team training day. By memo presented problems in that we were not given time before beginning our shift to ensure we had all the latest information. We were often understaffed so there was not time to go looking for this information. Often staying after our shift to carry out this incident report writing only to be told that overtime would not be paid. We did this to ensure that the reports went in on time, that we had time to ensure reports were accurate.

36. I have witnessed a Detainee engage in physical violence or sexually inappropriate behaviour. I witnessed violent and or sexualised behaviours between young people. Too numerous to place here. Over 20 years of service the above appeared to be ingrained into many young people which was a product of learnt behaviour they had personally happen to them within their own family community and peers. Both verbal and physical abuse appear to be part of who they are. Males often said they were only having a joke when they pinched the nipples of other boys or slapped them in their groin area. Sexualised behaviours were more prevalent in our male population than our female population. Males said it's what males do to one another. It's what they have been show as normal behaviours within their peer groups and families.

37. I took the following action after witnessing what is outlined above in paragraph 36.

Action taken was an incident report written, notes of what occurred in case and shift notes. Verbal interaction from staff with the young people that perpetrated

this kind of behaviours would be lengthy and ongoing and watched out for into the future. Communication that it was not ok whether it was a joke or not. Often the young person who was on the receiving end of these behaviours were asked if they would like to also put a report/statement in about it was turned down by the young person and or passed off as a joke. Mandatory reporting was done via an information form that had a degree of harm caused which meant whether it would reach the top of management for investigation.

38. I have received reports or information from Detainees or Other Officials about other Detainees engaging in physical violence or sexually inappropriate behaviour. Our daily communications book was whether notes on a shift and what happened could be written. If an incident report had been written or remarks in case notes made or and information sheet done generally you could read it when next coming on shift. So, with the daily communication book and case and shift note one could get a picture of what had transpired and what action taken place but not always. Sexualised language was a way young people hoped to shock and deem others including have others think they were tuff. Not an unusual occurrence.

39. The action I have taken in the past was verbal interaction with the person concerned, incident report writing, shift and case note writing plus the new information sheet that became available a few years back. All form online now with the Daily communication book being the only one not online.

### **My conduct**

40. I have not ever engaged in any form of sexual or sexually suggestive behaviour towards a Detainee.

41. I have not engaged in behaviour that was inappropriate or a breach of policy.

42. I have not had any allegations made about me concerning the treatment of or behaviour directed towards a Detainee.

### **Sources of Information for this Statement**

43. I have liaised with my Union (HACSU) and Officials employed by the Union to assist with the format with the actual statement writing. I have used a separate legal source to ensure that I have supplied as asked legally within this document. I have attached a statement of duties for my position as a youth worker from 2002.

44. I have spoken to no one except for my Union and have relied on my memory.

### Other Information

45. At any time in any workforce, the vast majority of the workplace take their roles seriously and perform them with due diligence. There is always a small percentage in a workplace that do not carry out their duties according to policy and **procedures. I believe that the way in which the staff at AYDC have been** portrayed by the media via political influence and not parliamentary privilege **has** labelled our workforce as abusive and sexual bullies. The majority of are now without the capacity to be employed elsewhere because of the way we have been portrayed. After 20 years of service, I feel violated, and I feel let down. In all my years at AYDC, not one Manager or Agency secretary has come to our aid, put the media right, so the myth that AYDC was "bad as bad place" and its staff bad people, and this has been perpetuated by not being corrected by the Department or anyone else. The sensationalisation of Youth Detention in the media is laughable.
46. I have undertaken to treat every young person I have worked with within our policies and SOPs, at any given time. Changing my ways of work according to any changes and updates made with them. I have treated them as I would my own and have always strived to educate them to community acceptable behaviour as in the Youth Justice Act.  
I have worked in accordance with our legislation policies and standard operating procedures that were current practice at that time.
47. It is not the fault of the workforce if said different interpretations were being made and not acted upon and rectified by the legal departments of a government in

power at that time, and that only now because a said "hot 60 acres" of land around our youth detention facility became apparent and that to close AYDC could be done in order for a northern prison to be built again the manner it how it was done continued that myth that AYDC was a bad place.

48. I feel I have been made a scapegoat for political purposes. AYDC had changed and was engaging in therapeutic practices and had been for a long time. One conversation with one person that had very little experience with AYDC formed the stroke that closed AYDC and labelled the workforce as bullies and sexual predators. To me personally, this is unforgivable and an attack on hardworking and dedicated Youth Workers who have done more for at risk Young People than all the government Departments and all the inquiries ever have done

49. I feel for those young people that have not had the opportunities that I have had, but at the same time I have tried to provide young people with opportunities of rehabilitation, self esteem building and life skills to carry them forward through my 20 years of service. I feel for those who are victims of abuse of any kind and have role modelled those thoughts in my work practices for the benefit of young people in my care.

50. I was initially emailed a draft copy of the request to provide a statement with no dates or no information other than a form letter. It had no reference number, no dates to be completed by, or my actual name on it. Once informed of a deadline, we were given four days to complete a statement. The Union were able to get an extension on our behalf but only a very short one. I have been employed at AYDC for in excess of two decades, I believe that I should have been provided with actual support from my employer to complete a far more extensive statement and the time and resources to do so.

Attachment list:

- a. CSR Annexure A: Statement of Duties – Youth Worker 1
- b. [REDACTED] Annexure B: Statement of Duties Youth Worker 2

Full Name: Colleen Susan Ray

Signature: [REDACTED]

Witness Full Name: [REDACTED]

Signature: [REDACTED]

Date: [REDACTED]