



**SPECIAL COMMISSION OF INQUIRY INTO OFFENDING BY FORMER
CORRECTIONS OFFICER WAYNE ASTILL**

**PUBLIC HEARING
SYDNEY**

**FRIDAY, 27 OCTOBER 2023
AT 10.00 AM**

DAY 12

APPEARANCES

MR D. LLOYD SC appears with **MS J. DAVIDSON**, as Counsel Assisting
MR J. SHELLER SC appears with **MS C. MELIS** for Corrective Services NSW
MR BUTERIN appears for a group of current or former inmates at Dillwynia
MS J. GHABRIAL appears for a group of correctional officers
MR R. DEPPELER appears for a group of correctional officers
MR A. GUY appears for a group of correctional officers
MR C.J. WATSON and **MR J. KADAR** (solicitor) appears for two correctional officers
MR P. CARR appears for one correctional officer
MR E. JAMES appears for one correctional officer

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<THE HEARING RESUMED AT 10.02 AM

COMMISSIONER: Ms Davidson.

5 **MS DAVIDSON:** Commissioner, the next witness is Grant Riddle. I call him.

MR SELLER: Ms Melis will ask Mr Riddle questions.

10 **COMMISSIONER:** Come forward to the witness box, if you would. Will you take an oath on the Bible or an affirmation?

MR RIDDLE: An oath.

15 **COMMISSIONER:** An oath? The officer will help.

<GRANT RIDDLE, SWORN

COMMISSIONER: Take a seat, Mr Riddle.

20 **<EXAMINATION BY MS DAVIDSON:**

MS DAVIDSON: Is your full name Grant Riddle?

25 **MR RIDDLE:** Yes, it is.

MS DAVIDSON: And your address is known to the Commission?

MR RIDDLE: Yes, it is.

30 **MS DAVIDSON:** Did you complete a statement for the purposes of this Commission on 26 September 2023?

MR RIDDLE: Yes, I did.

35 **MS DAVIDSON:** And are the contents of that statement true?

MR RIDDLE: To my best (indistinct).

40 **MS DAVIDSON:** Commissioner, I tender Mr Riddle's statement. It is behind tab 70.

COMMISSIONER: That will be Exhibit 15.

<EXHIBIT 15 TENDERED AND MARKED

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MS DAVIDSON: Have you got a copy of your statement there with you -

MR RIDDLE: Yes, I have.

MS DAVIDSON: - in the witness box, Mr Riddle? You've been a Correctional Officer since September 2002?

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MR RIDDLE: Yeah, that's correct.

MS DAVIDSON: And is it right that you worked at a number of Correctional Centres before you came to start at Dillwynia from 9 February 2009?

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MR RIDDLE: Yeah, that's correct. Over my career, I've worked at - I think it's four or five Correctional Centres, plus two other departments with Correctives Services.

15 **MS DAVIDSON:** Plus two other departments within Corrective Services?

MR RIDDLE: Yeah.

MS DAVIDSON: Was that - inmate transfer was one of those?

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MR RIDDLE: Yes. Inmate transfer was one, and the other one was the Discharge Summary Unit, which no longer exists.

MS DAVIDSON: All right. Could you just pull the microphone a little closer to you or otherwise if you speak -

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MR RIDDLE: Yeah. Is that better?

MS DAVIDSON: Yes. Thank you. You ceased working at Dillwynia in January 2022?

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MR RIDDLE: Yeah, that's correct. Prior from that, from 2019 to 2022, I did do secondments one at another centre and two secondments with inmate transfers over that period of time.

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MS DAVIDSON: All right. So are you able to say when in 2019 you stopped working on the ground at Dillwynia?

MR RIDDLE: It would have been around September, I believe it was. Yes.

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MS DAVIDSON: All right.

MR RIDDLE: I did a secondment to the - I believe September was the Hunter Correctional Centre for approximately three months. Came back to Dillwynia. Did a three month - another three months with inmate transfers. I came back and then actually applied for a position there, which I won, which I took up. But I was

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offered a position at the Shortland Correctional Centre where I am at the present moment.

MS DAVIDSON: All right.

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MR RIDDLE: So I received the position, came back to Dillwynia for a couple of months before I went up to there.

MS DAVIDSON: So you're currently working at the Shortland Correctional -

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MR RIDDLE: Shortland Correctional Centre on Cessnock complex, yes.

MS DAVIDSON: And your rank through your time at Dillwynia - or throughout your time at Dillwynia was a Senior Correctional Officer?

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MR RIDDLE: That is correct, yes.

MS DAVIDSON: And are you still a Senior Correctional Officer?

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MR RIDDLE: Yes, I am.

MS DAVIDSON: Can you describe for the Commissioner the different areas that you were working in as a Senior Correctional Officer during your time at Dillwynia?

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MR RIDDLE: The two main areas were the reception room, which was an area that I was extremely good at and knew my job - way around. I was also - ran Medium Needs, which is in the old part of Dillwynia now.

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MS DAVIDSON: Yes.

MR RIDDLE: I ran that. That was the 140 - I think it was 140-odd inmates in that area that I controlled, yes.

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MS DAVIDSON: Was there a period where - you indicate that you worked in reception, but before and after you ran Medium Needs.

MR RIDDLE: Yep.

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MS DAVIDSON: Are you able to indicate roughly, in terms of time periods, when you were running the Medium Needs and when you were working - running reception or was it too mixed to be able to say that?

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MR RIDDLE: There was - Medium Needs was a fairly big stretch in the middle. 2019, I took up the reception area. It would have been - sorry, 2015. Two thousand and - it would have been around the '17/18 mark that I ran reception - I mean, ran Medium Needs in that - in that timeframe.

MS DAVIDSON: You indicate at paragraph 9 of your statement, if you can have a look at that, that between 2015 and 2019 you were in both reception and Medium Needs?

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MR RIDDLE: Correct.

MS DAVIDSON: And that part of that role - am I right in thinking part of your role in Medium Needs - talking about - there was running the greyhounds program?

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MR RIDDLE: Yeah, I actually ran the program for nearly 10 years at the Correctional Centre. I ran it whilst I was in the reception and in Medium Needs.

15 **MS DAVIDSON:** I see. So you remained responsible for it -

MR RIDDLE: Yep.

MS DAVIDSON: - throughout that period? And was that, that greyhounds program, a program that involved Medium Needs inmates?

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MR RIDDLE: Correct. Yes, it was.

MS DAVIDSON: Did it have any - well, did the High Needs inmates have any involvement in the greyhound program?

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MR RIDDLE: No. No.

MS DAVIDSON: As the person responsible with - for the greyhound program, were there particular inmates that you worked particularly closely with? Were there some who were -

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MR RIDDLE: Yes, I had a leading hand. (Indistinct) -

35 **MS DAVIDSON:** If you take out your pseudonym list, which is -

MR RIDDLE: This one?

MS DAVIDSON: It should be in the yellow envelope there.

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MR RIDDLE: (Indistinct). Sorry, Witness B was my leading hand -

MS DAVIDSON: Yes.

45 **MR RIDDLE:** - who was the main - main one that was in there. I did have another older lady there for a while, and I cannot think of her name, so I couldn't pick her off.

MS DAVIDSON: If you have a look there, was it Witness W?

MR RIDDLE: That's her, yes. Yeah, Witness W.

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MS DAVIDSON: Can you have a look at paragraph 16 of your statement. You're responding here to a question you were asked in relation to processes of inmate reporting.

10 **MR RIDDLE:** Yes.

MS DAVIDSON: And you describe there the houses that you were running, and I take it you're there referring to Medium Needs houses?

15 **MR RIDDLE:** That's correct.

MS DAVIDSON: How you would try to resolve issues between inmates. Can you describe what process you would use for that?

20 **MR RIDDLE:** Yeah. If it was a - a general issue within the unit itself - because the inmates weren't locked in cells. They were actually - lived in a communal basis. So they - they were in a house where they had a communal lounge room, communal kitchen, bathroom, the rest of it. If there were issues between the girls, I would actually run - I used to run house meetings, and they were run once a
25 month, unless I had to run a special one in between, and try and get the girls to basically deal with their issues between themselves and sort them out. That saved it going any further. The Seniors were, and still are, deemed as their areas are theirs to run, to keep them as - as calm as possible, and that was our job. So our
30 job was to sort out the issues - the minor issues to sort out with the girls. Worst-case scenario, you might have to move one out of one house and into another one to settle the situation down. But anything over and above that, then it was a different kettle of fish. If there was -

35 **MS DAVIDSON:** When you say "anything over and above that", you mean (crosstalk) -

MR RIDDLE: In regards to if it was - if it was an assault on an inmate - on the inmate, that's where it becomes a different kettle of fish. That's where there's a - misconduct reports have got to be done. Officers' reports have got to be done.
40 The inmates have got to be seen by Justice Health and checked out. Depending on the - the (indistinct) it's got to be questioned whether or not they want police action taken. So we've got to contact the local police station letting them know there's been an assault, that either, yes, they want police action taken or, no, they don't. And then all of that goes to what - our FM security - goes to FM security
45 and they then - or the area manager of the area, and they put the final little package together. They hear the charge on the inmate. It has nothing to do with the seniors once - once we've done our paperwork, so -

MS DAVIDSON: So that's not the kind of issue that - that is (crosstalk) -

MR RIDDLE: No. It's not the kind of issue that is solved by me.

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MS DAVIDSON: And is that also true, to your understanding, of any assault of an officer on an inmate?

MR RIDDLE: Yes. Correct.

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MS DAVIDSON: That is, it couldn't be resolved by a house meeting?

MR RIDDLE: No. If an officer assaults an inmate, then that - and it was witnessed by me or it was brought to me, that information is then put together in a report from me. The inmate is then again taken to Justice Health and checked by Justice Health staff. And that report goes straight to the Manager of Security - or I will take it directly to the Manager of Security. I will bypass our - our Area Manager or Principal and - or our Functional Manager and take it straight to the Manager of Security.

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MS DAVIDSON: Are you aware during your time at Dillwynia of any mediation between officers and inmates?

MR RIDDLE: No, not that I can recall. No.

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MS DAVIDSON: That is, it's not something that you used or you weren't aware of it being used in -

MR RIDDLE: No. No. Well, it's not something I use. But I believe it could have been used. But, no, it's not something - I - I can't recall at any point it ever being done, no.

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MS DAVIDSON: All right. Can you turn to paragraph 45 of your statement. You were asked a question in relation to the use of mediation to resolve a complaint. Read that paragraph there to yourself.

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MR RIDDLE: Yep.

MS DAVIDSON: So is your answer there in relation to mediation -

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MR RIDDLE: Is between inmates, not between officers and inmates.

MS DAVIDSON: All right. And is that by means of the kind of house meeting -

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MR RIDDLE: House meeting or if it was - if it was just two girls - and obviously because it's a female centre, if it was just two - two female inmates who were having a - a disagreement, prior to it - trying to catch it before it became a physical

altercation, the inmates would be brought together and attempt to mediate and sent to sort the issue out before we had to take it any further. And by "any further", it could be the means of one getting moved to another section of the gaol or, worst-case scenario, the inmate being moved out of the centre and - to alleviate any form of physical contact, I suppose - or physical combat, I should say.

MS DAVIDSON: Had you received any training in working with female inmates?

MR RIDDLE: When I first started at Dillwynia in 2009, within the first three months I did the Working with Female Inmates course. It was a two-day, face-to-face.

MS DAVIDSON: All right. Was that a course at the academy?

MR RIDDLE: No. No, they actually do it out - Dillwynia had a training room upstairs, so we would have a lot of our courses - if possible, they'd bring trainers out to the - out to the centre and run it for the staff.

MS DAVIDSON: Do you remember in that training there being any attention given to the question of assaults on inmates?

MR RIDDLE: The training was more to do with the issues of female - the difference between female and male inmates. So the issues that they have, the background that they've come from, whether they've been - and a lot of them do come from where they've been - domestic violence. They've been beaten. They've been sexually assaulted. And some of them from a very young age. So it's - it was more to do with the understanding of those sorts of - those sort of things that the girls could have and the different ways that you approach and treat the females to a male, I suppose.

MS DAVIDSON: Did you understand, having been trained in that kind of background in relation to the inmates, that as a result of inmates - or many inmates having that kind of background that they might be particularly reticent or worried about coming forward with assault allegations in the custodial environment?

MR RIDDLE: I believe they would be, yes. Yeah.

MS DAVIDSON: You refer at paragraph 17 to a reporting - I withdraw that. Paragraph 19 of your statement. Can you have a read over that.

MR RIDDLE: Yep.

MS DAVIDSON: You refer there to your biggest issue in relation to reporting another officer being fear of retribution.

MR RIDDLE: Correct.

MS DAVIDSON: Can you explain what you mean by you having a fear of retribution? Was that retribution from particular people?

5 **MR RIDDLE:** I've been in the job for, what, 21-plus years now. It was always - when I first started in the job, it was literally pushed down your throat that you don't paper another officer.

10 **MS DAVIDSON:** We've heard that term - I'll stop you there - you don't put someone down on paper or you don't paper them.

MR RIDDLE: Sorry. So basically to - it was pushed down your throat, if you place a report in on a fellow colleague or a fellow officer in regards to basically anything at all, there could be retribution. So retribution could be just bullying and harassment, ostracisation, this sort of thing. So -

15 **MS DAVIDSON:** And was that something that was - when you say "pushed down your throat", that occurred when you arrived at Dillwynia as well, that you don't paper another officer?

20 **MR RIDDLE:** No. No. No, I never - nothing was said at Dill. I'm - I'm going back to the days when I worked at - early days at Parklea and those sort of places where you had a lot of guys had been in the job for - for many, many years before I started. And it was - it was a culture back then. I think that culture has changed, and I think that's changed through - the Department's changed a lot of that, where
25 they've - and especially recently, come to us with other avenues we've got to report, so where we don't have to go through direct management, where it can go - where we can bypass management and take it to another level.

30 **MS DAVIDSON:** But at the same time, you've still said in your statement that your biggest issue would be fear of retribution?

MR RIDDLE: Yep. Correct.

35 **MS DAVIDSON:** Do we understand that you still carry that fear of retribution with you?

MR RIDDLE: I think every officer carries - I think every officer carries that fear. I don't think there's - there's an officer in the Department at the present moment that doesn't.

40 **MS DAVIDSON:** But if you paper another officer -

MR RIDDLE: Yeah. Basically, put a report in on another officer, there would be retribution. I'm not talking physical; I'm talking mental and (indistinct) going
45 through a big thing within - with this Department. So, yeah, I'm talking about that - being ostracised or - or bullied or - that sort of stuff in regards to retribution.

MS DAVIDSON: Did you see that happening to other officers during your time at Dillwynia?

5 **MR RIDDLE:** There's - there - I - there was bullying at Dillwynia in regards to certain staff members, and you have - I think "clique" is the easiest word I can use. So you had a group of people that - that basically they worked together, and they socialised together. And if you weren't part of that clique, then you were ostracised. I think that's the easiest word to use.

10 **MS DAVIDSON:** Who were the members of that clique?

MR RIDDLE: Well, there was - when I first got there, the - you had Wes Giles and his group of people that he - that he hung with. And don't get me wrong, I never had an issue with Mr Giles. But management had their own clique as well.
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MS DAVIDSON: All right. So let's take that step by step.

MR RIDDLE: Yep.

20 **MS DAVIDSON:** When you started there, you said Wes Giles had a group of people -

MR RIDDLE: Well, Wes - Wes ran - when I was there, Wes ran - when I started there -
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MS DAVIDSON: Yes.

MR RIDDLE: - Mr Giles ran High Needs.

30 **MS DAVIDSON:** Right.

MR RIDDLE: And he had his own crew of people that worked at High Needs with him.

35 **MS DAVIDSON:** Okay. And were they people who continued to work in the centre through into the 2015 to 2019 period?

MR RIDDLE: Yep. Yep. Correct.

40 **MS DAVIDSON:** And who were they?

MR RIDDLE: Oh God. High Needs - I - I - I cannot honestly - and I can't remember exactly all of them. I know Wes was - was the Senior up there at the time. I think Ron Brown was one of the ones that worked up there. I'm not 100 per cent sure.
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MS DAVIDSON: I'm not asking you about people who worked up there, but people you understood were part of Mr Giles' -

MR RIDDLE: In his -

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MS DAVIDSON: Yes.

MR RIDDLE: Yes, you're talking about the group that (indistinct) together. You're talking about Wes, Mr Peek -

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MS DAVIDSON: That's Timothy Peek?

MR RIDDLE: Yeah, Tim Peek. Ronnie Brown, Mishelle Robinson, Patricia Peek now. I can't think what her maiden name was prior. I can't think of any others, but they were the main group.

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MS DAVIDSON: Right. And what about the management clique?

MR RIDDLE: The management clique had - Leanne O'Toole was the Manager of Security at the time. It was common knowledge that Wayne Astill - his wife - or partner, I should say, Tania Hockey. And then he had Neil Holman, Michael Paddison. And they - they - again, they were a group that socialised together outside of work.

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MS DAVIDSON: Was Shari Martin a part of that?

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MR RIDDLE: I'm not - I don't think she was a big part of that social group. She was part of it, but I don't think she was as much a part of it as the rest of them.

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MS DAVIDSON: And how about Deb Wilson?

MR RIDDLE: I don't think Deb was part of that clique, no.

MS DAVIDSON: You said you saw bullying at Dillwynia.

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MR RIDDLE: Yep.

MS DAVIDSON: Who did you see being bullying?

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MR RIDDLE: Ms Berry was one.

MS DAVIDSON: Renee Berry?

MR RIDDLE: That's correct.

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MS DAVIDSON: What did you understand her to be bullied about?

MR RIDDLE: She was - it was going back to - well, the first lot of it that I saw was when the Witness C - sorry, can I - sorry. My apologies.

5 **MS DAVIDSON:** We can catch those -

MR RIDDLE: Catch those.

10 **MS DAVIDSON:** - things because there's delays on - a delay on our feed. But Witness C is the name you need to use there.

MR RIDDLE: C. Thank you. Witness C in regards to a -

MS DAVIDSON: I'll just have you hold on.

15 **MR RIDDLE:** Yep. Sorry.

MS DAVIDSON: Check that we're good? Thank you.

20 **MR RIDDLE:** Okay.

MS DAVIDSON: Yes.

25 **MR RIDDLE:** Witness C in regards to a ring that was confiscated from her after a visit that she had.

MS DAVIDSON: All right. We will come (crosstalk) -

MR RIDDLE: Back to that. But it was - yeah.

30 **MS DAVIDSON:** - details of that incident. That was the start of it from your -

MR RIDDLE: The was start of it. And it was the - and it was Wayne Astill who was the - the aggressor in regards to that. So -

35 **MS DAVIDSON:** Right. So you understood Ms Berry to have been bullied by Mr Astill?

40 **MR RIDDLE:** Ms Berry came to me and - and - and explained to me what was going on and, yes, I witnessed, then, words - protective, if you want to call it, of Ms Berry. She was a protege of mine. So - yeah.

MS DAVIDSON: So we will come back to more details of that incident.

45 **MR RIDDLE:** Yeah.

MS DAVIDSON: Were there other officers that you were aware of being bullied during your time at Dillwynia by members of either of those two cliques that you've described?

5 **MR RIDDLE:** Jean Dolly was another one. I believe she was ostracised in regards to - and, again, by Mr Astill, and I believe may have been some of the other members of management. I'm not 100 per cent sure on the other members, but yes.

10 **MS DAVIDSON:** All right.

MR RIDDLE: They're the only two that I can think of, because basically I was close to both of them. So - yeah.

15 **MS DAVIDSON:** And the term "papering" or not putting another officer down on paper -

MR RIDDLE: Yep.

20 **MS DAVIDSON:** - you understand that to be one that's still in common use amongst officers?

MR RIDDLE: I believe it's - I believe it would be, yes. Sorry. Yes, I do.

25 **MS DAVIDSON:** Have you heard that said -

MR RIDDLE: Not at Dillwynia -

30 **MS DAVIDSON:** - to people coming in or amongst officers, you don't paper another officer?

MR RIDDLE: Not at Dillwynia. Currently at the centre I'm at, at the present moment, I have heard it said there. So, yes, it's still around.

35 **MS DAVIDSON:** Right. Would you say that there's still cultural pressure of that kind amongst officers?

40 **MR RIDDLE:** I believe there still is. I don't believe it's as - "severe", I think, is the right word to use, as what it was, or as prevalent as what it was a number of years ago. And I think that's to do - a lot to do with the Department's - the way they've tried to bring changes and education into - into the - the job itself with the officers.

45 **MS DAVIDSON:** What's, in your opinion, the reason that that's - that those efforts have -

MR RIDDLE: Have come forward?

MS DAVIDSON: Well, no, a different question. What's the reason that those - that a question still remains despite those efforts, in your opinion?

5 **MR RIDDLE:** I think - I think it's just old school.

MS DAVIDSON: Old school?

MR RIDDLE: I think it's old school.

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MS DAVIDSON: That is, a lot of people have worked in prisons for a long time -

MR RIDDLE: A lot of people that have been in the job - they're referred to as dinosaurs, is what a lot of officers call them, anybody who's been in the job for sort of that 25 to 30 year mark.

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MS DAVIDSON: Right.

MR RIDDLE: And unfortunately -

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MS DAVIDSON: Does that include you now?

MR RIDDLE: Not quite. I've still got another couple of years yet before I become a dinosaur. But, yeah, I believe it is still there, and it's - as I said, I don't think it is as prevalent now as what it was, but I believe that it's still there - the culture is still there.

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MS DAVIDSON: You've referred to a number of people's partners. Were you aware of there being a lot of husbands and wives or people in intimate relationships amongst officers working at Dillwynia during the time that you were there?

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MR RIDDLE: Yes, I've known - there's - there's a - a few marriages have come around whilst I was at Dillwynia. The unfortunate part about the job that we're in is we're doing stuff that we don't talk about a lot outside of work. So there have been a number of - a number of marriage breakdowns have happened whilst people have been in the job over the 20 years. And they tend to stick together with officers. So relationships do happen, and they do grow, and then marriages become (crosstalk).

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MS DAVIDSON: So it leads to an environment that engenders that -

MR RIDDLE: Yeah, it is. It is.

45 **MS DAVIDSON:** (Indistinct) telling us. In your experience, did those relationships cause problems in the running of the centre?

MR RIDDLE: No. No, I don't believe so.

MS DAVIDSON: In paragraph 23 of your statement, you refer to -

5 **MR RIDDLE:** Yep.

MS DAVIDSON: - the IIS system?

10 **MR RIDDLE:** Yep.

MS DAVIDSON: And you say there you were aware of it. Do you remember how you became aware of it?

15 **MR RIDDLE:** Yeah, it actually came about - it was later on in the period of time whilst I was at Dillwynia, and I believe it was - Officer Westlake, if I remember rightly, was the officer that was telling me that there was another way of reporting stuff that would go to - it was two areas that it went to. If you put it through the first one, I can't - I - because I've never used it, so I apologise, I can't remember the - the - the definitions of each of them.

20 **MS DAVIDSON:** Yes. That's okay.

MR RIDDLE: But the first one is a report that goes to the Governor at the gaol, the Intel Officer at the gaol, as well as the intelligence group.

25 **MS DAVIDSON:** Yes.

MR RIDDLE: And the Intel Officer has, I believe, a period of time to act on it because the - or the - the Director and that can see it.

30 **MS DAVIDSON:** That's what Mr Westlake told you, is it?

MR RIDDLE: Yes. And then I believe the second one is one that bypasses management completely in the centre and goes directly to the investigations group, CIG or whatever it is.

MS DAVIDSON: And do you remember what was the context that Mr Westlake told you that about the IIS?

40 **MR RIDDLE:** It was after Mr Astill had been arrested.

MS DAVIDSON: After?

MR RIDDLE: After it was.

45 **MS DAVIDSON:** Right.

MR RIDDLE: And it was in regards to - because there was a question - if I remember rightly, there was a question I asked. So how - and I - and I think the question was along the lines of if there - and there wasn't trust in management. So if there was no trust in management, where do we go? What steps can we take to direct? So I knew -

MS DAVIDSON: You asked Mr Westlake that?

MR RIDDLE: Yep. I knew that we could - and I knew I could - if I needed to, I could bypass my manager or bypass the Governor, send it directly to the Director of the - of my area with a - and part of my report would have read that I don't have confidence in my management at the centre at the moment, that I wish to have something investigated.

MS DAVIDSON: That is, you knew that you could do that -

MR RIDDLE: I knew I - I knew I could do that before I spoke - before I -

MS DAVIDSON: Before you (crosstalk) the IIS?

MR RIDDLE: Yeah. Before I was -

MS DAVIDSON: How did you think you would bypass the Governor? What did you think you could do to do that - or how did you think you could do that?

MR RIDDLE: My report would go directly to the Director.

MS DAVIDSON: That is, send an email to the Director?

MR RIDDLE: Well, it'd be via email, and it'd be a - basically a formal report that I would send to him in regards to - if there was an issue that I believed management weren't capable or weren't willing to look at or investigate, I could bypass. And I've - I've known that for a long - for a fair while, that -

MS DAVIDSON: And how did you come to learn that?

MR RIDDLE: It's just that views of - that I've worked in different centres. It's conversations I've had with Intel Officers and - and - and other managements.

MS DAVIDSON: So that's not something you ever did, but you felt (crosstalk)?

MR RIDDLE: No. So it's something I knew I could do, but it's something I've never - I've never had to do, no.

MS DAVIDSON: Right. And, similarly, you haven't ever used the IIS -

MR RIDDLE: No, I've never used the IIS. No.

MS DAVIDSON: You say in paragraph 23 of your statement you were taught to use it around 2014 or 2015. Is that incorrect if Mr Westlake - you only asked Mr Westlake the question after Mr Astill was arrested?

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MR RIDDLE: Well, that'd be correct, yes. Sorry. If I could - I -

MS DAVIDSON: Which one is correct?

10 **MR RIDDLE:** Sorry, it was after Mr Astill was arrested. So -

MS DAVIDSON: Okay. So it wasn't 2014 or '15?

15 **MR RIDDLE:** No. But I could - to be honest with you, I couldn't remember when Mr Astill was taken into custody. So -

MS DAVIDSON: It was early 2019.

20 **MR RIDDLE:** There you go. Sorry.

MS DAVIDSON: You describe in - well, could you have a look at paragraph 25 of your statement there.

25 **MR RIDDLE:** Yep.

MS DAVIDSON: Just read over that. This is describing an incident between Witness B and Mr Astill. Firstly, just to be clear, were you there - were you present for this incident or was it something she told you about?

30 **MR RIDDLE:** No, I was not. No, she was - told me about it the day after or two days after.

35 **MS DAVIDSON:** All right. And did you understand she was telling you because you were the manager - or you were running the greyhound -

MR RIDDLE: Correct. I was actually off the day that that occurred. I wasn't at work.

40 **MS DAVIDSON:** All right. And can you tell the Commissioner what it was that she told you?

MR RIDDLE: Okay. That -

45 **MS DAVIDSON:** (Indistinct) her words as much as you remember.

MR RIDDLE: Yep. As much as I remember. She came and said to me that they had a - I think it was the afternoon - I think it was the afternoon muster. Mr Astill

was there, along with the other officers, conducting the muster. And she stated that Mr Astill walked the line, and she was saying that he directed it at her and Witness W, I think it was - I - I - I think it was W, in regards to this - that the place smells like dog. And at that point, I was allowing - and - and through - through
5 management, I was allowing the greyhounds to go back to take back at lunchtime and also to go back and stay overnight.

MS DAVIDSON: That is, to go back to the houses?

10 **MR RIDDLE:** Yep. Go back to the house and stay - stay in the - in the rooms with the girls that were looking after the dogs. And if the dogs needed to go to the bathroom - that's the easiest way to put it - during the night, the girls would knock up, we'd go up and unlock the door and let them out, do what they need to do and put them back. The purpose of the program that I was running was trying to
15 integrate - take dogs that had known nothing but a 10-by-8 cage that they've lived in all their life and they've known nothing but running around a racetrack, to becoming a family pet. So introducing them to smells and noises and this sort of stuff was a big part of the program that I was running. So having them back at the houses - and I call them houses because they weren't locked in cells. So having
20 them back at the houses was - it was a - it was a big part that the program was doing. So yeah.

MS DAVIDSON: And is it right to say you understood they were dogs that were very well looked after by the women who were involved -
25

MR RIDDLE: Extremely well looked after. They were, yes.

MS DAVIDSON: And they didn't smell at all?

30 **MR RIDDLE:** No, the dogs had - we - I'd had a - a bath unit built - specially built in the greyhound area, so the dogs were bathed - bathed on a regular basis and well looked after and well cared for.

MS DAVIDSON: And you had experience of the dogs being in the house and
35 (crosstalk).

MR RIDDLE: Yes. Yeah.

MS DAVIDSON: Did you know that the houses didn't smell of dogs?
40

MR RIDDLE: The house never smelt of dog. And if there were - if there was an issue in the house, I would have - it would have been raised with me, and I would have dealt with it at some point. So -

45 **MS DAVIDSON:** So what did you understand when Witness B said that Mr Astill had told - said to her something along the lines of, "I can smell dog," or, "All I can smell is dogs"?

MR RIDDLE: Well, I took it that - I took it as part of - because I - I then found out that Mr Astill had gone to Ms O'Toole, who was my direct boss over the top of the greyhound - the greyhound program, and had the dogs stopped from going back into the houses.

MS DAVIDSON: All right. But did you understand in terms of what -

MR RIDDLE: I didn't understand -

MS DAVIDSON: - Witness B was telling you that he was using dogs to refer to the actual smell of -

MR RIDDLE: I - no. No. I thought he was - well, my thing was he was referring to the dogs themselves. I had - I had no knowledge of any other reason why he would say what he said.

MS DAVIDSON: All right. You indicate that you didn't know any other reason why he would say what he said.

MR RIDDLE: No.

MS DAVIDSON: Did Witness B -

MR RIDDLE: Elaborate.

MS DAVIDSON: - raise a concern with you about some other use of the term "dog" or some other meaning of the term "dog"?

MR RIDDLE: No. No. No, Witness - the only thing - and the only thing, if I remember correctly, was that Witness B turned around - all she said was that, "Astill's got it in for me for something."

MS DAVIDSON: "Astill's got it in for me for something."

MR RIDDLE: Yeah. And that's - that's all that I can remember that she said in regards to - not anything in particular, just the fact that Astill had it in for her.

MS DAVIDSON: Did you ask her any questions about that?

MR RIDDLE: I just asked why, and she wouldn't answer it.

MS DAVIDSON: She said she wouldn't tell you?

MR RIDDLE: Yeah. She just - she said she doesn't - she's got - "I think he's got it in for me." He's - all she said was - she wouldn't give me an answer why. All she said was, "He's just - he's got it in for me." So I took it as that. And then there was

nothing further after that, so - because the dogs weren't allowed back in the houses anyway. So -

5 **MS DAVIDSON:** Did you wonder why he might have had something in for her?

MR RIDDLE: I - I wondered, but I didn't investigate, if you're - if that's what you're asking. I didn't ask questions on why, because there was nothing else brought up about it after that. If it had continued and she'd come back to me with further stuff, then I may have taken it a little bit further. But it was a one-off that he'd said something on a muster, and she told me. That was it. That was the only time it was spoken about.

10 **MS DAVIDSON:** Did she approach you in relation to his attitude to her after that? Do you remember having more conversations -

15 **MR RIDDLE:** No.

MS DAVIDSON: - with her about that subject?

20 **MR RIDDLE:** No, she never approached me again, not in regards to Astill.

MS DAVIDSON: You say in paragraph 26 -

25 **MR RIDDLE:** Yep.

MS DAVIDSON: Well, before we get to that, you say at the end of paragraph 25 you understood that the inmates knew Astill and O'Toole were good friends?

30 **MR RIDDLE:** It was common knowledge throughout the centre.

MS DAVIDSON: Right.

35 **MR RIDDLE:** So - officers spoke about it, so inmates knew about it. Officers, unfortunately, had a tendency to talk while inmates are around, and inmates have got very good listening skills and will take everything on board that's spoken and then use it when they have to use it.

40 **MS DAVIDSON:** Were you aware of Mr Astill being called "Teflon" within the centre?

MR RIDDLE: It was a nickname that was given to him, yes.

MS DAVIDSON: Yes. And do you know why that was?

45 **MR RIDDLE:** No, I didn't know why. Teflon is a - just sort of - it's a phrase that's used that - usually that means shit doesn't stick.

MS DAVIDSON: Yes. Non-stick surface, right?

MR RIDDLE: Yeah.

5 **MS DAVIDSON:** Yes. So is that what you understood to be the meaning of the nickname?

MR RIDDLE: Yep. Yeah. But in regards to - what it was in regards to, no, I had no idea.

10

MS DAVIDSON: Did you think that there was shit on Mr Astill?

MR RIDDLE: Mr Astill could be a pain in the backside. Mr Astill wasn't well liked by officers as well as inmates. So - he could be fairly arrogant - a fairly arrogant man. So -

15

MS DAVIDSON: Okay. Did you know of him being called "Teflon" by inmates as well as officers?

20 **MR RIDDLE:** No. Only officers.

MS DAVIDSON: Just officers?

MR RIDDLE: Yeah.

25

MS DAVIDSON: How about "poppy"? Are you -

MR RIDDLE: No, I hadn't heard that one until recently.

30 **MS DAVIDSON:** Okay. Given your understanding that the inmates knew Astill and O'Toole were good friends -

MR RIDDLE: Yep.

35 **MS DAVIDSON:** - did you understand that that would have - or was at the time impacting what they might say about Astill to other officers?

MR RIDDLE: If you're asking if I believe now that that's why they would not, then, yes, I agree. Back -

40

MS DAVIDSON: But at the time?

MR RIDDLE: Back at the time I knew nothing, and - it may sound strange, but I had no idea what was going on. And the reception room is literally like a mushroom box. So -

45

MS DAVIDSON: Like a mushroom box?

MR RIDDLE: You are kept in the dark. It's an area where - because you (indistinct) reception was an area where it was a one officer post with one inmate as your sweeper, and you literally don't interact with anybody for the day.

5

MS DAVIDSON: But during the time were you in Medium Needs (crosstalk) -

MR RIDDLE: During the time I was in Medium Needs, I had my issues with Mr Astill, before he became the Chief, when he was a Senior.

10

MS DAVIDSON: All right. So let's come to that. Paragraph 27. Can you just have a look at that. Can you just -

MR RIDDLE: That - and just there it states that I was running High Needs. That's incorrect. It was Medium Needs.

15

MS DAVIDSON: All right. So the word "High Needs" in the second line should be corrected for "Medium Needs"?

MR RIDDLE: Yeah. For "Medium Needs", please, yes.

20

MS DAVIDSON: Okay. So can you just describe what you can remember about your run-ins with Astill?

MR RIDDLE: Yep. Medium Needs was the first point of call for inmates that came into the centre. I had - I think it was four or five double units. As I said, they held 140 - 130-odd, 140 inmates.

25

MS DAVIDSON: So did inmates usually come spend a short period in High Needs and then move to Medium Needs or -

30

MR RIDDLE: Depending on what they came in as, yes, they would go from High - to High Needs first, then to me, or they'd come straight to Medium Needs.

MS DAVIDSON: Right.

35

MR RIDDLE: Then they'd spend a period of time with Medium Needs, and it was a progression for them to go down to Low Needs. So they had to earn the right to move down there. So well behaved, good case notes, no charges, were starting to push towards the - going out the front to the ILU, which is our Independent Living Unit for where they could then gain work outside of the gaol. And it's - it's those slow progresses to - to going back to normal citizenship.

40

MS DAVIDSON: Yes. Yes.

45

MR RIDDLE: And Medium - Low Needs was - at that point in time, Low Needs were out until 5.30 in the afternoon, where Medium Needs was locked up at half

past three. So it was a progression and - and a - and a step forward for the girls. So being the Senior in Medium Needs, I would work out who was next in line to go down to Low Needs. Mr Astill was the Senior and running Low Needs at that time, and Mr Astill attempted to tell me that I couldn't send down who I wanted to send down; he was going to dictate who he wanted. He made that - he made that public in my office in front of other members of staff and -

MS DAVIDSON: That is, he said, "I get to choose" -

10 **MR RIDDLE:** He turned around and said to me, "I'm not taking those inmates. I want this one, this one and this one." And my response to him was, "No, you're not. I dictate who goes down, and you'll take who's next in line for it." It got heated, not to the point of it becoming disgusting, but it did get heated. And he basically backed down at that point and took who I was sending down to the area.
15 So -

MS DAVIDSON: Did that happen more than once?

20 **MR RIDDLE:** That was the main one. It did happen - the biggest problem was when I wasn't there. He would - depending on who was sitting in my seat, Wayne could be very persuasive, I think is the right word to use, and would basically bully people into doing what he wanted done.

25 **MS DAVIDSON:** Did you ask yourself why it was that he was concerned with (crosstalk)?

30 **MR RIDDLE:** At that point - at that point, no, I didn't. It was - I don't know whether he was - just certain inmates that he preferred down there. And all of them were coming up to being in line to go down. That's the stupid part. They all would've eventually made it to Low Needs without an issue in the world, but he wanted certain ones down at certain times. And, no, I didn't question it. And now I sort of - in hindsight - and hindsight is a great tool. With hindsight now and with everything that I've found out, makes me understand why. But, yeah, at the time - at the time, no, I didn't question it because it didn't happen while I was on the
35 watch. He only did it while I wasn't there.

MS DAVIDSON: But he did do it once with your -

40 **MR RIDDLE:** He's done it - he's tried it with me once, and he never tried it with me again.

MS DAVIDSON: Did you think that that was strange, the occasion that he tried it with you? Did you -

45 **MR RIDDLE:** No, it was - that was Wayne. Wayne was - I'm trying to think of the right words to use. It had to be Wayne's way or there was no other way of

doing it. And, unfortunately, I'm not that sort of person. So, unfortunately, he hit a rock that he couldn't get past.

5 **MS DAVIDSON:** In thinking about that heated discussion, you said there were other officers present.

MR RIDDLE: There were. I can't remember who they were, to be honest with you.

10 **MS DAVIDSON:** I understand that.

MR RIDDLE: It was too long ago now to remember that.

15 **MS DAVIDSON:** Do you – well, the first question. Do you have any sense of when during the time that you were at Dillwynia that that might have happened?

MR RIDDLE: That was before he became Chief. So it would have been – around that '11/12 mark, I would say. About the '12 mark, I'd say – closer to 2012.

20 **MS DAVIDSON:** Right.

MR RIDDLE: I've been in Medium Needs four times over that period of time between the time I started at Dill in 2009 and when I'd left in two thousand – or, yeah, two thousand – well, the new section opened in 2020, I think it was, 25 roughly. Yeah. So between 2009 and 2020, I flipped between Medium Needs and reception room about four times.

MS DAVIDSON: So you can't –

30 **MR RIDDLE:** I can't be – I can't give you an exact time. I know it was before – I know it was when he was a Senior. Before he picked up the TA Chief position, he was the Senior running the Low Needs area. We did rotations, so I couldn't tell you exactly when.

35 **MS DAVIDSON:** Did you regard it as unprofessional for him to have -

MR RIDDLE: Yes. Very much so.

40 **MS DAVIDSON:** - raised it with you in that?

MR RIDDLE: Yep.

MS DAVIDSON: And particularly in front of other officers?

45 **MR RIDDLE:** Yep.

MS DAVIDSON: Did you -

MR RIDDLE: I didn't take it any further, if you're going to ask that question.

5 **MS DAVIDSON:** I understand that you didn't because we've heard what you said about papering. Did that pressure in relation to papering come into play? Do you think you were thinking about -

MR RIDDLE: No, I think it was just -

10 **MS DAVIDSON:** - reporting that?

15 **MR RIDDLE:** - the fact that I had a win, and I left it that I had a win. If he had attempted to do it again with me and it got to that point, it may have - it may have gone to another step. But at that point, no, I just had no - no reason to take it any further. I thought it was done and dusted. It was finished. He's understood where I stand and how I run a unit. So -

MS DAVIDSON: Can you have a look at paragraph 40 of your statement.

20 **MR RIDDLE:** Yep.

MS DAVIDSON: You're responding there to a question about different ways inmate complaints against officers can be resolved.

25 **MR RIDDLE:** In 40?

MS DAVIDSON: Yes. That's the - you see the question in 36, and you've given some different answers (crosstalk) different type of complaints.

30 **MR RIDDLE:** Yep. Sorry.

35 **MS DAVIDSON:** Can you explain what your understanding is of what the proper course of action should have been if an inmate had come to you with a complaint about an officer touching them in an inappropriately sexual way?

MR RIDDLE: What I would have done or how I would have expected -

MS DAVIDSON: What you understood needed to be done.

40 **MR RIDDLE:** What I understood and how I expected it to be done?

MS DAVIDSON: Yes.

45 **MR RIDDLE:** That if an inmate came to me with a - with a serious complaint with regards to an officer touching them or anything else inappropriate in a sexual way, whether - I would have basically approached them, interviewed the inmate a little bit further and found out more information in regards to what it was that

was going on, whether or not the inmate wanted action taken. If they didn't, I would still take action. So the action would be me doing a full report, submitting that report to the Manager of Security or the General Manager, depending on who was on board on the day. And -

5

MS DAVIDSON: You said in one of your early answers you had no confidence in the management?

MR RIDDLE: I never - I said if I had no confidence in the management.

10

MS DAVIDSON: If you had no confidence.

MR RIDDLE: If I had no confidence in the management, I would (crosstalk).

15

MS DAVIDSON: All right. Did you have confidence in the management?

MR RIDDLE: At that stage, I had no issues with either managers, whether it be Shari Martin or Leanne O'Toole.

20

MS DAVIDSON: All right.

MR RIDDLE: I've had - I had my run-ins with both of them, don't get me wrong. But I didn't have any issue - I didn't have any reason not at that stage to take a report to either of them in regards to a serious incident within the centre.

25

MS DAVIDSON: All right. So your view is that even if an inmate had said that they didn't want action taken that the proper course of action would have been for you to make a report in (crosstalk)?

30

MR RIDDLE: We have a duty of care. And that's - that's - from day dot - from the day you come into this job, you have a duty of care. And our duty of care is to ensure that the inmates, from the time we start work to the time we finish work, are safe and secure.

35

MS DAVIDSON: Now, that would have involved papering another officer (crosstalk) -

40

MR RIDDLE: Yes. Yep. And that that - I've never done it, but I'm telling you if an inmate came to me with an allegation of that sort, you - it wouldn't have mattered what was - it would have been put to paper. There's no way in the world you would allow anybody to conduct that sort of behaviour within the walls of the Correctional Centre.

45

MS DAVIDSON: Can we come to the incident - well, the knowledge in relation to the situation between Astill and inmate C. Can you turn to paragraph 47 of your statement. What did you know at the time about Astill's interest in Inmate C? You

say that you know that - or you knew that he showed more interest in her. What did you understand about that interest?

5 **MR RIDDLE:** In regards to the ring, I was actually -

MS DAVIDSON: Let's -

MR RIDDLE: Take it back.

10 **MS DAVIDSON:** Before we get to the ring, just - did you know before the ring incident -

MR RIDDLE: There were -

15 **MS DAVIDSON:** - about his interest in inmate C?

MR RIDDLE: There were rumours around the centre.

20 **MS DAVIDSON:** What were those rumours?

MR RIDDLE: Okay. So the - the only one I can remember and recall was a rumour that Mr Astill was entering J Left after hours on an - on an afternoon shift when he was the Senior in charge of the gaol and going to Witness C's cell. At that stage, either - who told me - it was about third or fourth hand that I got. 25 Somebody just said to me, "Have you heard?"

MS DAVIDSON: Was it an officer who said that?

30 **MR RIDDLE:** It was an officer who told me. I - I can't recall who it was. I do recall turning around and saying to that officer that they need to be careful of rumours because they can get you in a lot of trouble if you can't facilitate it - or get proof on the rumours that you're putting out. And I did advise them that if they know who did see it that they should be putting pen to paper and letting management know what's going on after hours.

35 **MS DAVIDSON:** So if they knew what -

40 **MR RIDDLE:** If they knew - if the person that saw him going into the unit - if they knew who it was that saw him going into the unit, that person should be doing a report to management and explaining to management exactly what they saw, when they saw it, in detail, and what happened on the day.

MS DAVIDSON: Do you actually remember having that conversation with -

45 **MR RIDDLE:** I had that conversation with the person that came to me and said, "Have you heard?"

MS DAVIDSON: But do you remember who that person was?

MR RIDDLE: No, I don't, to be honest with you. It's too long ago, and it was on a - it was on a - an afternoon shift, if I remember rightly.

5

MS DAVIDSON: But you remember the conversation?

MR RIDDLE: I remember the conversation because it was something that stuck in my head.

10

MS DAVIDSON: Was it a male officer or a female officer?

MR RIDDLE: It was a male officer, if I remember rightly. I just can't - I honestly cannot remember who it was that told me. I know it was male.

15

MS DAVIDSON: Was it someone more junior than you?

MS DAVIDSON: It was junior - it was a first class officer.

20

MS DAVIDSON: Right.

MR RIDDLE: Yeah.

MS DAVIDSON: Somebody working in Medium Needs?

25

MR RIDDLE: I don't think so, no. I don't know. I honestly - and that's being honest with you. I cannot remember who it was that told me. I do remember - I can't tell you when. I just do remember the conversation because it was - it stuck in my head. Somebody going into a unit after hours, there is no reason to go into a unit after hours unless you are supplying medication to an inmate or if they've had a knock up from an inmate that they need assistance in a cell. And then you don't go in on your own. You're always going in with at least three, because you've got one at your main door and - one stays by the main door, sorry, and the other two go to the cell door with medical or whatever it is that we've got to take in.

30

35

MS DAVIDSON: Would you agree that that allegation if true, represented, because of the things that you have just told us, very serious compromise in relation to - well, security first.

40

MR RIDDLE: Yes, it does.

MS DAVIDSON: And, secondly, potentially risk to the inmate in that cell?

45

MR RIDDLE: Yes, it does.

MS DAVIDSON: Do you remember thinking at the time that - about whether that was a rumour that management should have been aware of?

5 **MR RIDDLE:** Yes. But, again, as I'm saying, I've got it second, third hand. So rumours get extended and get twisted and get moved in all sort of different ways, and shapes and forms. If it had been the person that saw it that came to me, that would be a different kettle of fish.

10 **MS DAVIDSON:** I understand that. I'm asking you about the fact of the rumour existing -

MR RIDDLE: (indistinct).

15 **MS DAVIDSON:** - not even its truth. Do you remember thinking at the time -

MR RIDDLE: I didn't think at the time, I should've - and again hindsight, but I didn't think at the time that it needed to go any further because I didn't hear it again.

20 **MS DAVIDSON:** I think you just said there you should have.

MR RIDDLE: And I should have.

25 **MS DAVIDSON:** (indistinct).

MR RIDDLE: On thinking about it now, and with the - but I'm saying with the information I've got that's been placed in front of me with regards to what this bloke has done, yes. But again, rumours - and when they're second and third hand, it's not as if I'm getting it from the horse's mouth that has seen it -

30 **MS DAVIDSON:** Were there rumours -

MR RIDDLE: And I don't know if it's somebody that didn't like Wayne and you don't know these things.

35 **MS DAVIDSON:** Had you ever heard a rumour of that kind, that is the person who was in charge of the gaol -

40 **MR RIDDLE:** No.

MS DAVIDSON: - going into an inmate's cell after-hours alone?

MR RIDDLE: No.

45 **MS DAVIDSON:** In all your time as a Correctional Officer?

MR RIDDLE: In all my time as a Correctional Officer, no. It's always - if you enter a cell, if you enter anywhere where there's a cell, there's two people go with you (crosstalk). And that's purely to - well, sorry, it's an arse covering exercise to make sure that there is no - there can't be rumours, there can't be anything else said in regards to what was done.

MS DAVIDSON: So it was a pretty extraordinary thing for you to hear?

MR RIDDLE: It was something different for me to hear, yes.

MS DAVIDSON: Did you understand the first class officer to be coming to you seeking advice about what to do about it?

MR RIDDLE: No, he wasn't looking for advice. It was just something that came up in conversation, and I can't remember what the rest of the conversation was. That was one of the rumours that was floating around the gaol that sticks in my head.

MS DAVIDSON: And it would stick in your head because you hadn't heard a rumour like that before?

MR RIDDLE: That's the reason why -

MS DAVIDSON: Have you heard a rumour like that subsequently from anyone else?

MR RIDDLE: No.

MS DAVIDSON: Had you heard there were other rumours at that time floating around about Astill?

MR RIDDLE: Not that I'd heard. No, I tell a lie. There was one in regards to the same witness in regards to her and -

MS DAVIDSON: Witness C.

MR RIDDLE: In regards to her and Mr Astill sharing a can of Coke.

MS DAVIDSON: (indistinct).

MR RIDDLE: Yeah, that was the only other.

MS DAVIDSON: All right. Was that something that you also heard from another officer or something that you -

MR RIDDLE: That's something that you don't share food or drink with an inmate. Sorry, but you don't. It's just, well it's just something you don't. I'm sorry, that's - I can't put it any other way. It's just something -

5 **MS DAVIDSON:** Something you wouldn't do?

MR RIDDLE: It's never - it's something that's just not common practice for an officer to share anything. There's got to be boundaries. There has to be boundaries in our job. You can have the best rapport in the world with an inmate, which I had
10 with a number of the inmates at that centre, especially the ones that worked for me, but they still knew there was a line in the sand that was drawn, that you can't cross that line.

MS DAVIDSON: Do you remember whether you heard the Coke can rumour
15 before or after you heard the rumour about Astill going into the cells?

MR RIDDLE: I think - and I'm only saying I think - I think it was after.

MS DAVIDSON: After. When you heard the second one, that is the -
20

MR RIDDLE: I believe the Coke can one had already been reported to management.

MS DAVIDSON: You understood that?
25

MR RIDDLE: I believe so, yes.

MS DAVIDSON: Do you remember how you knew that?

30 **MR RIDDLE:** I believe it was Ms Barry that told me in regards to the can of Coke, and I know -

MS DAVIDSON: Judi Barry?

35 **MR RIDDLE:** That's Judi Barry - and I believe - I believe it was reported to management.

MS DAVIDSON: Did she tell you that she'd reported it (crosstalk)?

40 **MR RIDDLE:** I can't remember if it was - I think it may be in a conversation in regards to something that was going on and - but I think - and I'm only saying I think - I think it was Jude that told me it was reported to management or there was a report that it had gone in, in regards to it.

45 **MS DAVIDSON:** Did that make you think differently, that is hearing about the Coke can -

MR RIDDLE: I didn't even think about the previous, to be honest with you.

MS DAVIDSON: (Indistinct).

5 **MR RIDDLE:** No, no. You've got to understand that on a daily basis, things that
we go through every day and your brain works. You can have situations arise in
a heartbeat. So things that have been said to you or maybe have been said
previously, may not pop up into your head until somebody asks questions about it,
10 I sat with the police officers and talked about it. So -

MS DAVIDSON: So have said at paragraph 48 -

MR RIDDLE: Yep.

15

MS DAVIDSON:

"Astill would show more interest in Witness C during musters?"

20 Is that something you saw?

MR RIDDLE: I did on one occasion and it was only one.

MS DAVIDSON: Can you describe -

25

MR RIDDLE: Yep. Yep. Yep. We were doing a muster in the house at that stage.
We'd the changed the muster -

MS DAVIDSON: Is that in High Needs?

30

MR RIDDLE: In High Needs. At the end of the day, muster was done by their
doors. So inmates were called into the units, stand by your doors for muster. The
senior would walk around with the muster book. As he approached each door, the
inmates would step in. Another following officer would lock the door. Then
35 a following officer would do a door check. I was doing muster in J Left, I think
she lived in. Came around past her cell. Mr Astill was the chief on the day. He was
in there which most of the time the chiefs did. As I got to the last door, when
I turned, Mr Astill was still standing at Witness C's door with the door open. He
hadn't entered the cell but he was standing with the door open. I remember yelling
40 out to Mr Astill and saying, "Are we done? We've got more to do, can we - are we
done?" and he just said "Yes". The door was closed and locked. And that was
unusual for somebody to - to do that.

MS DAVIDSON: To hang around?

45

MR RIDDLE: To hang around whilst the musters are being done. We've got - it's
basically at the end of the day. It's a full gaol check being done, so every door's

been checked, locked, inmates are secured before we go home. So it's unusual for somebody to stand at a door and have a conversation with an inmate at a door at that time of the day. You could close the door, have a conversation through the door, but the door doesn't have to be open. So, yeah.

5

MS DAVIDSON: Do you remember whether that incident that you've just described was before or after the rumours about Astill and C?

10 **MR RIDDLE:** That was after. It was a day where I was overtime working in High Needs. So it would have been after.

MS DAVIDSON: Again, did you at that time -

15 **MR RIDDLE:** Again it never - I didn't put two and two together at that stage, no. It was just I was trying to get the musters done, ensuring the place was locked down. So it was just, "Are we done? Are we finished? Let's go." He closed the door, we walked on to the next unit and we continued with the muster.

20 **MS DAVIDSON:** Would you agree that the two rumours that you knew about, particularly in conjunction with what you'd seen in relation to that particular interest he was showing in her something that should have been reported up in some way through the gaol because it was relevant to the security of the gaol?

25 **MR RIDDLE:** The talking to her at the muster time now I'd say yes because of the - everything that I know that Mr Astill has been charged with and has done. But back then, no, because it's - it was a 30 second thing. By the time I got to the last door, she was about four doors off the last door, when I turned he was still there. He closed the door and we're done. What he was having a discussion with the inmate about, I didn't ask.

30

MS DAVIDSON: Have a look at paragraph 50.

MR RIDDLE: Yep.

35 **MS DAVIDSON:** You say there that you always felt that something wasn't right with Astill.

40 **MR RIDDLE:** With Wayne - only because he was the type of person, and his mannerisms and the rest of it. I worked with Wayne through Parklea for five years, I think it was, five or six years I was at Parklea with him.

MS DAVIDSON: Before Parklea was privatised?

45 **MR RIDDLE:** Yeah, before it was privatised. We actually got kicked out when it got privatised yep. And I went to - as I said, I started at Dill on 9 February 2009. I believe Wayne was supposed to start but didn't start for another - for a short period of time after that. And, yeah, there was just something about Wayne. Don't ask me

what it was. I can't put a finger on it, if I could put a finger on I'd tell you. But there was just something about Wayne.

5 **MS DAVIDSON:** You say you were wary about him.

MR RIDDLE: Yeah, because he was -

MS DAVIDSON: Why were you wary?

10 **MR RIDDLE:** Well, Wayne could be an angry and aggressive man at times and, as I said, like I had run-ins with him.

MS DAVIDSON: (Indistinct).

15 **MR RIDDLE:** So, yeah, in regards to that, I was wary in regards to how - how I'd interacted with Mr Astill.

MS DAVIDSON: Did that make you particularly wary about in any thinking you might have had about reporting him?

20 **MR RIDDLE:** No. No, if he'd done anything - as I said, if he'd done anything that was - if I knew of anything that he'd done at the level he has, I would have put pen to paper straightaway.

25 **MS DAVIDSON:** You say in paragraph 50 you understand he was friendly with Leanne O'Toole and you've mentioned that.

MR RIDDLE: Yes.

30 **MS DAVIDSON:** You also say that you believe Deb Wilson also?

MR RIDDLE: I think I don't know how friendly he was with Deb. I know he was extremely friendly with Leanne O'Toole. They holidayed together. They barbecued at each other's houses and that sort of stuff. Wayne was an ex-police officer. Ms O'Toole's husband was a police officer, I don't know whether that was
35 the link or what it was, but yeah. And I think Ms Martin's husband was - either was or was previously a police officer as well.

MS DAVIDSON: You say in paragraph 50 he was more familiar with the female
40 staff than the males?

MR RIDDLE: Yep, correct.

MS DAVIDSON: (Indistinct) the females.
45

MR RIDDLE: We hadn't been there long. I think we'd been there maybe 12 months. And I'd just had a couple of female officers turnaround and say that he

was sleazy. So didn't elaborate on it but just said he was sleazy. So I don't know whether it was the way he spoke to them or what he did, but yeah.

5 **MS DAVIDSON:** Did you see that?

MR RIDDLE: No, I never saw it.

MS DAVIDSON: (Indistinct) female officers?

10 **MR RIDDLE:** No, I only had, as I said, I had a couple of female officers approach me. It was on an afternoon shift, if I remember rightly, after work, after everybody had gone.

15 **MS DAVIDSON:** That was soon after you arrived?

MR RIDDLE: It was within the first 12 months of us being there. I couldn't tell you exactly when but it was within the first 12 months, I know that much.

20 **MS DAVIDSON:** Right. You say at paragraph 50 you recall being told by some female staff he was a touchy-feely person.

25 **MR RIDDLE:** Yeah, "sleaze" was the word they used. But, yes. Whether he put a hand on their shoulder or what it was but they said he was a touchy-feely and the "sleaze" was the word they used.

MS DAVIDSON: Do you remember thinking that that was inappropriate?

30 **MR RIDDLE:** If the girls didn't want to take it any further and they said they told him - and he hadn't done it again, nobody's come forward with it again, the girls had put him in his place.

MS DAVIDSON: Did you ask them about what had happened?

35 **MR RIDDLE:** No. They just turned around and said - and, again, you're asking me to remember something over five, seven years ago.

MS DAVIDSON: I know it was a long time ago.

40 **MR RIDDLE:** Yeah, it was a long time ago.

MS DAVIDSON: (indistinct).

45 **MR RIDDLE:** Yeah. What I can remember - all I can remember is that he came up in conversation and one or two of the girls turned around and said, "He can be a sleaze. He'll touch you as he walks past whether it's on the arm or the shoulder." They were the only parts of the body that I think somebody mentioned.

MS DAVIDSON: Do you remember asking them what they had done about that?

MR RIDDLE: Yeah, they told him - and excuse the language - but told him to "fuck off".

5

MS DAVIDSON: They told you that they'd said that?

MR RIDDLE: Yep, told him to "fuck off" and they never spoke about it again, so I assume that he took the message and left them alone.

10

MS DAVIDSON: Did you see him - I know you've indicated at various times you weren't working with other officers.

MR RIDDLE: Yep.

15

MS DAVIDSON: Did you observe him in the workplace very much?

MR RIDDLE: No.

20 **MS DAVIDSON:** Is that because were you working in different areas?

MR RIDDLE: Different areas, and whilst he was chief, the only time you'd see him was on musters, or if I had to go to his office to ask him something. While he was a senior in different areas, we don't - you'd see each other of a morning on parade and see each other of an afternoon when you're walking out the gate.

25

MS DAVIDSON: I ask you to go to paragraph 56. You're talking there about the culture, or you're asking a question there about the culture of reporting complaints. Do you see that in the heading above?

30

MR RIDDLE: Yep.

MS DAVIDSON: Can I understand first generally what you understood to be the culture of reporting complaints during the time that you were at Dillwynia and Shari Martin was the Governor?

35

MR RIDDLE: Yeah, a lot of staff at the gaol didn't believe that anything was done, that anything would get done or anything else in regards to reports, even down to charges being placed on inmates. So -

40

MS DAVIDSON: Even if charges had been (crosstalk).

MR RIDDLE: You've got to remember charges - charges back then were dealt with by your Chiefs, before we lost the Chief's rank, and it become FMs. And then the FMs took care of the charges.

45

MS DAVIDSON: So just to be clear, we're talking about internal gaol charges (crosstalk) -

5 **MR RIDDLE:** Yeah. Yeah, I'm talking about - I'm talking about a misconduct - yeah. I'm talking about misconduct from an inmate.

MS DAVIDSON: Right.

10 **MR RIDDLE:** So placing it - and the reason I'm going that far is because it goes back to that level of management. So placing the charge sheet in on an inmate and having an inmate basically dealt with, there was no consistency with the dealings. So if anyone knew who the inmate was, would depend on whether or not they'd cop a punishment or whether or not they'd get a reprimand or a caution.

15 **MS DAVIDSON:** So that was the inconsistency -

COMMISSIONER: Ms Davidson, the transcript probably didn't catch correctly what you were saying. You are talking at the moment about complaints against inmates?

20 **MR RIDDLE:** I'm, right at the present moment, Commissioner, I'm trying to cover from - from all upper management above seniors ranks which - and they deal with all complaints whether they be a complaint from us in regards to - in regards to an officer, they go to higher management. If it's issues in regards to
25 an inmate they go to middle management, if that makes sense.

COMMISSIONER: But let me understand correctly.

30 **MR RIDDLE:** Yep.

COMMISSIONER: If there's a complaint that you need to make about an officer.

MR RIDDLE: Correct.

35 **COMMISSIONER:** Then it goes to a higher officer?

MR RIDDLE: It goes to Manager of Security or manager, or Governor of the gaol.

40 **COMMISSIONER:** If it's a complaint you need to make about the behaviour of an inmate -

MR RIDDLE: It goes to - back then, the Chief Correctional Officer or once they were gone, to the Principal, which is the Functional Manager.
45

COMMISSIONER: And are you saying to Ms Davidson that in either case, you didn't believe that there would be a response?

MR RIDDLE: In either case there were staff members at the centre that believed that certain inmates, if it was an inmate complaint in regards to an inmate or a charge against an inmate, that certain officers believed that, depending on who
5 the inmate was, would depend on whether or not they got the appropriate punishment for the charge that were being put against them, or whether they got basically nothing being a reprimand and a caution. And in regards to the other complaints the staff members at the gaol believed if they sent it up and above to
10 the Manager of Security or the General Manager, that it would get pushed under the table or pushed under the rug.

COMMISSIONER: And did people identify who the inmates were who might be protected in this way?

15 **MR RIDDLE:** Not that I can remember, sir.

COMMISSIONER: Right.

MS DAVIDSON: Did you understand that to be because officers had a view that
20 there were certain inmates who were being treated as favourites by some of the chiefs?

MR RIDDLE: You've got to understand too that there were certain inmates coughing up intel in regards to other inmates, so they would receive - officers
25 believed a lesser penalty because they were giving up information they had to get something but they wouldn't get as what any other inmate would have got.

MS DAVIDSON: Did you understand there to be a belief amongst officers that Astill was one of the chiefs who was showing that kind of favouritism to inmates?
30

MR RIDDLE: Yeah, he was at that stage, I believe, yes.

MS DAVIDSON: Talking about - you talked about you took it higher.

35 **MR RIDDLE:** Yeah.

MS DAVIDSON: There was a belief that things would be pushed under the rug. Was that complaints about the conduct of other officers being pushed under the
40 rug?

MR RIDDLE: I believe, if I remember rightly - if I remember rightly basically certain staff members, and I can't remember who but there were staff members in the gaol that believed anything that went above the Principal or Functional
45 Manager that we currently have, anything that went above that would not be dealt with appropriately.

MS DAVIDSON: Anything at all in terms of a complaint about another officer?

5 **MR RIDDLE:** Whether a complaint, I've never seen a complaint go in against another officer in the gaol, and that's being honest with you, I haven't. I never had - I've never put one in. I do know of complaints that went up in regards to Mr Astill and how they were dealt with but I can't answer that question. I know there were beliefs that they wouldn't be dealt with appropriately.

10 **MS DAVIDSON:** Beliefs that complaints about Astill wouldn't be dealt with appropriately?

MR RIDDLE: Correct.

15 **MS DAVIDSON:** Is that because of the friendship that officers understood he had with Leanne O'Toole?

20 **MR RIDDLE:** You could read that into it, yes, but whether or not that was the case or not, I can't answer for why they believed it. I just know the belief was there, that if there, they went through - that they went to that point that they wouldn't be dealt with appropriately.

MS DAVIDSON: So was it your belief?

25 **MR RIDDLE:** I - I can't say yes or no to, that to be honest with you because I've never put a complaint in. I had, I had - I had a good rapport with both Leanne O'Toole and Shari Martin. At no point in time did I have to at any point take any other belief that they wouldn't do or deal with anything I put forward in front of them.

30 **MS DAVIDSON:** You said you were something of a mentor to Renee Berry; is that right?

MR RIDDLE: I taught Renee reception, and was there for her basically any time she needed any advice or information.

35 **MS DAVIDSON:** Did you understand her to hold this belief about complaints being swept under the carpet?

MR RIDDLE: I believe she did, yes.

40 **MS DAVIDSON:** You said this was due to his friendship with management.

MR RIDDLE: Wayne was -

45 **MS DAVIDSON:** The end of the last sentence in paragraph 56, did that include his friendship with Shari Martin?

MR RIDDLE: I don't know how close he was with Shari. I just know how close he was with Leanne.

5 **MS DAVIDSON:** Were there others who you remember holding that belief? That is, other officers that you were aware of holding that belief?

MR RIDDLE: Jean Dolly I believe might have been one - was one that believed it.

10 **MS DAVIDSON:** Judy Barry?

MR RIDDLE: Judy Barry may have had the same beliefs, yes.

15 **MS DAVIDSON:** Do you recall discussing with them any other steps that they could take?

20 **MR RIDDLE:** No, I didn't. The only time that Renee - Ms Berry's was in regards to the ring because Mr Astill was determined to get the ring back from property and give it back to the inmate. There are certain, within our policies within the Correctional Centre, the senior in charge of the reception was deemed as being the most informed and has the most - besides the Governor, their word stays. So if I, as a senior -

25 **MS DAVIDSON:** Their word stays?

MR RIDDLE: As the senior in reception -

MS DAVIDSON: In relation to property.

30 **MR RIDDLE:** In relation to property. If I was to take property off an inmate because it wasn't on their property card, anything that is of any value has to be registered. And I can tell you now a ring, when they first come into custody, would have been registered by the staff at the correctional centre because that's where she would have come through from. So if an item of jewellery is taken off
35 them, and they cannot prove ownership - they have a period of time to prove ownership. If that ownership can be proven then that property is either returned to the inmate and is placed in their property for them to collect when they depart the centre. There was no proof from, what Ms Berry was telling me - they could not
40 prove that the ring belonged to -

MS DAVIDSON: You were in reception, do you remember at the time (indistinct).

45 **MR RIDDLE:** I think Ms Berry was running reception at that stage. I was actually off on the day. I was in - I think I'd come into do - because I only live 10 minutes from the gaol, I'd come to do some reports. I think I was in the gaol on the day because Ms Berry approached me in regards to it.

COMMISSIONER: Can I just understand this?

MR RIDDLE: Sorry, sir.

5

COMMISSIONER: If an inmate comes in wearing a wedding ring -

MR RIDDLE: Yeah.

10 **COMMISSIONER:** Can they continue to wear it?

MR RIDDLE: They can. The Department states that they have got to sign a piece of paper that states that the ring is worth no more than \$50.

15 **COMMISSIONER:** No more than \$50?

MR RIDDLE: \$50, correct. Any piece of jewellery that they wear cannot be worth any more than \$50.

20 **COMMISSIONER:** What is the reason for that?

MR RIDDLE: I've got no idea, sir. Commissioner, it's been in place since I first joined the job.

25 **COMMISSIONER:** An inmate comes in without a wedding ring -

MR RIDDLE: If they come in without a wedding ring and all of a sudden they appear with one on their finger whilst they're in custody, then the ring is removed and they have a period of time to prove ownership, which is usually 28 days.

30

COMMISSIONER: Well, to prove that someone gave it to them?

MR RIDDLE: Yeah, or to prove it came in with them, whether they had it hidden on them, and we can prove that somebody on the outside can prove that they actually owned that ring so they can describe it in detail in regards to what it is. I mean, we're fair to a certain point, but inmates will place things in part of their body that we can't search. And they will bring stuff into a correctional centre and then once they're into a cell the stuff comes out and they'll start wearing it, and the rest of it. If they can't prove it was theirs before they come in, then it's taken.

40

Jewellery and this sort of stuff is commodity within a correctional centre. It's used to buy stuff off other inmates. So whether or not the ring was with somebody else and they've used it to purchase something off Witness C, I don't know. But the ring wasn't on her property card and it was removed from the inmate and placed in the consequent property.

45

MS DAVIDSON: This is in terms of what occurred on the day?

MR RIDDLE: Yep.

MS DAVIDSON: Were you at the incident when it first happened?

5 **MR RIDDLE:** No.

MS DAVIDSON: Can you just describe what happened on that day insofar as -

10 **MR RIDDLE:** Well, Ms Berry contacted me because I was in the centre, and informed me that Witness C had had a ring removed from her in the rear of visits when she was coming out of visits; that the ring was being placed down there. And that Mr Astill had verbally abused the officer that took the ring from the inmate, and then basically was chasing Ms Berry in regards to having that ring given back to her, registered on her property card, and given back to her.

15

MS DAVIDSON: Did she call you over?

20 **MR RIDDLE:** Ms Berry called me over - no, she called me over, I ended up attending - Wayne wasn't there. She called me to the reception room and I explained to her again the way basically the policy runs. I run the reception as per the book because then there's no arguments then. There is no ifs, buts or maybe whether I did things right way or the wrong way. It's all by the book. So the book states the ring is to be confiscated, placed in a confiscated property bag, registered on the confiscated register, placed in a safe, which all of the valuables
25 are that are confiscated. The inmate is given 28 days to prove ownership of the ring. If the ring's not - can't be proven, we hold it for the three months. At the end of three months, it goes into a lot of jewellery and valuable items that are then, once every six to 12 months are sent to auction.

30 **MS DAVIDSON:** So Ms Berry came to you and told you that Astill was being verbally abusive to her?

35 **MR RIDDLE:** Verbally abusive to the officer that took the ring and was then trying to stand over Ms Berry to have the ring placed back on - put onto this inmate's property and placed - either given back to her or placed in the valuables bag.

MS DAVIDSON: Did she come to you and ask you for advice?

40 **MR RIDDLE:** She did.

MS DAVIDSON: What advice did you to her about the procedure with the ring.

45 **MR RIDDLE:** To basically - that the only- this is in respect of the Governor - that the only person in the gaol that has the power to overrule a decision from the senior in reception, is the Governor which at that stage would have been Ms Shari Martin.

MS DAVIDSON: So when you say in the last sentence of paragraph 72:

5 "I explained the process and I told her that the only person that could override her was the Governor."

MR RIDDLE: Correct.

10 **MS DAVIDSON:** That's override Berry, the person who was in charge of reception that day; is that right?

15 **MR RIDDLE:** The Governor has the right to overrule the decision I make. And I have no issues with that. She - she or he is my basically most senior officer in the gaol and if they tell me to do something then I comply with that. But I do ensure that in the comments, when I - especially with property because you've got to register it on the computer system. In the bottom of that section there is a section there that gives you an area to make the comment, and that comment on that is always as directed by the General Manager or Governor whichever they're being called at that stage.

20 **MS DAVIDSON:** Right. So do you remember Ms Berry discussing with you, complaining about Astill's conduct in relation to that?

25 **MR RIDDLE:** I don't remember Ms Berry telling me that she spoke with the Governor or anybody else in regards to it. I know - or I believe she spoke to Ms Barry, but I don't know who else she spoke to.

30 **MS DAVIDSON:** Do you remember giving her advice one way or the other in relation to what she should do about raising it with the Governor?

35 **MR RIDDLE:** All I said to her was that it should be raised with the Governor. He's got no right to speak to any staff member in that way and especially in front of other staff members, which I believe were there in the back of visits. There would have been because it's not a one-officer post.

MS DAVIDSON: You understood it had to be to do with the ring taken from Witness C?

40 **MR RIDDLE:** Correct.

MS DAVIDSON: Do you remember if that was before or after you heard the two rumours about Astill and Witness -

45 **MR RIDDLE:** That was after.

MS DAVIDSON: That was after that?

MR RIDDLE: Yeah.

MS DAVIDSON: Do you remember whether it was before or after you had seen the cell door muster interest that he showed in her?

5

MR RIDDLE: That I can't remember, to be honest with you, I can't.

MS DAVIDSON: And, again, in hearing about this from Ms Berry, do you recall whether you thought that about the rumours that you'd heard about previously?

10

MR RIDDLE: No, I didn't. I didn't think about the rumours, no. To be honest, I didn't.

MS DAVIDSON: Do you remember at the time thinking that it showed something potentially inappropriate going on between Astill and C, that he was fighting so hard to get the ring back to her?

15

MR RIDDLE: No, I was more concerned with Ms Berry and what she was going through at that stage in regards to the way he was treating her, and making sure that she was all right and making sure that we basically reported the right way in regards to what was going on, everything that was going on, on the day. I didn't take into account anything else or any other rumours. You've got to understand that it was over a period of time and again, as I said, things happened. You think about what's happening at the start of that point in time, you don't think about things from - and they don't pop up that were in the past (crosstalk).

20

25

MS DAVIDSON: Do you agree now that should have started building up a picture in your mind, bearing in mind what you'd heard.

30

MR RIDDLE: If you're putting together everything that we know right now, yes I agree.

MS DAVIDSON: Putting together things you knew at that time?

35

MR RIDDLE: At that stage, if they'd come to mind, if they'd come forward and I was thinking about the other issues -

MS DAVIDSON: Something that (crosstalk).

40

MR RIDDLE: That could have been put together, two and two could have been put together and made four. Yes, I agree.

MS DAVIDSON: Do you agree that it should have been put together by you at that time?

45

MR RIDDLE: I'm not saying whether it should have been or shouldn't have been. Again, we're talking about a job that we do that we're dealing with crap on a daily

basis. And if it's over - I can't tell you what period of time that those rumours and things that were said were said were said. And no, I'm not going to say that I should have put it all together because unfortunately I didn't.

5 **MS DAVIDSON:** You say you deal with crap on a daily basis?

MR RIDDLE: Gaols are the sort of place where things can happen in a heartbeat.

MS DAVIDSON: I understand that.

10

MR RIDDLE: I have been involved in more - in major instances and that where officers have been injured and the rest of the stuff, and it's come out of nothing, it's happened in a heartbeat. So -

15 **MS DAVIDSON:** Can I ask you a question -

MR RIDDLE: Yes, you can. Yeah, go.

20 **MS DAVIDSON:** In relation to that crap, I appreciate that you are dealing with those sorts of incidents that can emerge from nothing on a daily basis.

MR RIDDLE: Yep.

25 **MS DAVIDSON:** But in your time at Dillwynia were you regularly dealing with suggestions or potential situations of inappropriate relationships developing between officers and inmates with female inmates?

MR RIDDLE: No.

30 **MS DAVIDSON:** So that was unusual about this particular piece of crap, is that right?

35 **MR RIDDLE:** Yeah. Well, it's not - the two rumours, or the rumour in regards to Wayne basically going to the doors after-hours was the only rumour that I ever heard about anybody in that centre. In the 13 years I worked at that gaol it was the only rumour I heard.

MS DAVIDSON: Of an officer going to -

40 **MR RIDDLE:** Of an officer that may have been doing something that was inappropriate. But he was breaching security protocols on that day, and that's why I said to the officer that told me about it, that the person that saw it in the first place should have put a complaint in, if they haven't they should. If they still recall it and got it all in their memory, they should put it on paper.

45

In regards to the can of Coke, Ms Berry told me about the can of Coke, and I believe that it had already been put to paper. So that wasn't my report to write. In

regards to the ring, everything was dealt with with the ring the way it was supposed to be dealt with. The fact that he was being aggressive and all the rest of it was the fact that Wayne had an attitude problem with everybody: if they didn't do things his way, he got the shits.

5

So if you're asking me should I put it all together again, I would say no, because they were all different things that happened at different times that - yes, all three of them are in regards to the same inmate. But you're asking me to put things together at that point in time weren't relevant to me. So the answer is no.

10 I shouldn't have because they weren't relevant.

MS DAVIDSON: Have a look at paragraph 56 - I'm sorry, I withdraw that, 58 of your statement. You are talking about there the way that, to the extent you saw it, Astill dealt with inmates?

15

MR RIDDLE: Yep. Dealt with inmates the same way he dealt with some officers. He could be either as good as gold and be polite and the rest of it, or if it wasn't going his way he could be aggressive and nasty. So I've seen him raise his voice at inmates, I've seen him yell at inmates, yes.

20

MS DAVIDSON: Did you hear him use foul language towards inmates?

MR RIDDLE: In regards to?

25 **MS DAVIDSON:** Well, at all.

MR RIDDLE: At all - I've heard the word "fuck" and I've him heard him call them "bitches" and all the rest of it. But -

30 **COMMISSIONER:** Sorry, what is the rest of it?

MR RIDDLE: Well, I've heard him use profanities. I've never heard him use the words - and may I?

35 **MS DAVIDSON:** Yes.

MR RIDDLE: I've never heard him use, use the word "cunt" towards an inmate. I've never heard him use the word sort of "slut" or "whore" towards an inmate. I've heard him use the word "bitch" in regards to basically abusing an inmate.

40

MS DAVIDSON: Have you heard that one, "mutt"?

MR RIDDLE: No, I've never heard Wayne use the word "mutt".

45 **MS DAVIDSON:** "Mole"?

MR RIDDLE: "Mole", I may have. Yeah, I'm not going to say I didn't. So, yes, I think I have.

5 **MS DAVIDSON:** Were those words during your time at Dillwynia that it was common to hear officers use in relation to inmates?

MR RIDDLE: No. No, I'm going to say no.

10 **MS DAVIDSON:** Were there words that some officers did repeatedly use though?

MR RIDDLE: I haven't heard officers use it a lot, no. I've heard Wayne - don't get me wrong, I've heard officers in a heated discussion with an inmate called them a "bitch" but I've never heard them use any of the other profanities towards an inmate.

15 **MS DAVIDSON:** I take it that's not language you'd ever use yourself towards an inmate?

20 **MR RIDDLE:** No. No.

MS DAVIDSON: Why is that?

MR RIDDLE: Because it's not professional.

25 **COMMISSIONER:** But you are not averse to using that sort of language?

MR RIDDLE: No, I'm not averse to using it, no.

30 **COMMISSIONER:** So you do use it yourself?

MR RIDDLE: Outside of work I'm not going to say I don't. But inside of work towards an inmate, no.

35 **COMMISSIONER:** And you are telling Ms Davidson that you haven't observed other officers using profanities towards inmates?

MR RIDDLE: Not in the context of the word "cunt" or "slut" or that, no, I have not.

40 **COMMISSIONER:** But nevertheless derogatory terms are used?

45 **MR RIDDLE:** I've heard heated arguments between inmates and officers, and I've heard inmates call officers names that you wouldn't hear on the outside. So it's been a to-and-fro conversation that I have split those arguments up and told inmates to take a walk and told officers to take a walk and calm down, and then brought the two of them back to finish their conversation in a civil manner, if that's what you're asking.

COMMISSIONER: I'm not sure what you're talking about as being possibly heard in the gaol isn't heard outside the gaol.

5 **MR RIDDLE:** I've heard it outside of the gaol. I've used the words outside of the gaol. I'm saying there's words I don't use inside the gaol because it's unprofessional within the gaol. If I have a conversation with friends on the outside, in regards to what I say to friends - and again we come from a culture where, when we talk to each other, we use profanities in a totally different light,
10 I suppose, if that's what you want to call it. We work in an industry where we deal with, on a day-to-day basis with some of the people who are incarcerated for some of the worst crimes in the world. So we don't talk about that stuff with our families. We don't - I don't take - what happens at work, I don't take home. So you hang on to it until you sit together with your fellow colleagues and, yeah, then,
15 I can tell you now profanities get used when I'm talking about, I will use the word crap again instead of others.

COMMISSIONER: When you are talking with your colleagues, do you use profanities to describe inmates?
20

MR RIDDLE: I'm not going to say I don't. Yep. Depending on the inmate that I'm speaking about and what's happened with that inmate. I'm not going to deny the fact, Commissioner, that I do outside of work, yeah.

25 **MS DAVIDSON:** Did you hear Astill use the kinds of language that we have been describing towards or about other officers?

MR RIDDLE: No.

30 **MS DAVIDSON:** Female officers, that is?

MR RIDDLE: No.

MS DAVIDSON: Do you recall Officer Berry or Officer Dolly ever coming to
35 you and saying that that kind of language had been directed towards them by another officer at Dillwynia?

MR RIDDLE: Yes.

40 **MS DAVIDSON:** Who was that who told you?

MR RIDDLE: Wayne. Mr Astill.

MS DAVIDSON: You didn't hear it?
45

MR RIDDLE: I didn't hear it come from Astill, that's what you asked me for, and no I had not heard it come out of Astill's mouth. But yes it has been told to me that it has been done.

5 **MS DAVIDSON:** In relation to both Officer Berry and Officer Dolly?

MR RIDDLE: Yeah, correct.

MS DAVIDSON: And Judy Barry as well?

10

MR RIDDLE: Yes.

MS DAVIDSON: Do you remember when they said they had been called?

15 **MR RIDDLE:** I can't remember off the top of my head to be honest with you (crosstalk) but it wasn't nice what he was calling all three of them.

MS DAVIDSON: Why did you understand from them he was calling them those things?

20

MR RIDDLE: Because they challenged him. I don't know what it was with Judy Barry, I know him and her locked horns on - on many occasions, I can't tell you. The one with Ms Berry would have been the ring incident because he was getting extremely abusive about that. Ms Dolly, I can't remember what it was, but Wayne had it in for Ms Dolly as well.

25

MS DAVIDSON: Commissioner, I note the time. It's probably another 15 minutes, I would say, with this witness.

30 **COMMISSIONER:** We'll take the morning adjournment.

<THE HEARING ADJOURNED AT 11.29 AM

<THE HEARING RESUMED AT 11.44 AM

35

MS DAVIDSON: Mr Riddle - I withdraw that. Commissioner, there's a new application for leave to be made by Mr James prior to continuing.

40 **MR JAMES:** Commissioner, I seek leave to appear on behalf of Michael Paddison, P-a-d-d-i-s-o-n.

COMMISSIONER: Your name is?

MR JAMES: James, initial E. -

45

COMMISSIONER: Thank you.

MR JAMES: - instructed by Mr Ayache.

COMMISSIONER: Yes. Thank you. You have leave.

5 **MR JAMES:** Thank you, Commissioner.

MS DAVIDSON: Mr Riddle, can I ask you to go back to paragraph 61 of your statement.

10 **MR RIDDLE:** 51, was it?

MS DAVIDSON: 61.

MR RIDDLE: 61, sorry.

15

MS DAVIDSON: Page 7.

MR RIDDLE: Yep.

20 **MS DAVIDSON:** You refer there to having heard about reports going missing.

MR RIDDLE: Correct.

MS DAVIDSON: Were they reports about Astill?

25

MR RIDDLE: No, they were just reports in general.

MS DAVIDSON: What's in general?

30 **MR RIDDLE:** In general. So it could have been - I can't tell you -

MS DAVIDSON: Like complaints or -

35 **MR RIDDLE:** I can't tell you exactly what they were. All I know - it's that we had officers - I had officers telling me that they believed that reports that they put in, in regards to - I'm not - cannot remember what, because nothing had been done. They believed that they'd been pushed under the rug.

40 **MS DAVIDSON:** Did that include officers who told you they were making complaints about Astill?

MR RIDDLE: Nobody - I knew of no complaints except for the ones in regards to the ring, and that was Ms Berry. I knew of no other reports that had been placed in on Mr Astill.

45

MS DAVIDSON: Did Ms Dolly say anything to you about putting in complaints about Astill?

MR RIDDLE: No, not that I recall.

5 **MS DAVIDSON:** You refer in paragraph 62 to a question you asked Adam Schreiber -

MR RIDDLE: Correct.

10 **MS DAVIDSON:** - who was the Governor of the centre around the time that Astill was arrested, as I understand it?

MR RIDDLE: That's correct.

15 **MS DAVIDSON:** Can you explain - firstly, what was the question that you asked?

MR RIDDLE: Yep. When Mr Astill received the TA as the Chief in the Correctional Centre, I was one of the officers that was - also applied for it.

20 **MS DAVIDSON:** You say the TA. Was that a temporary -

MR RIDDLE: Temporary appointment. Temporary appointment. It could have been for three months or six months, depending on - and it was an internal expression of interest that was put out.

25 **MS DAVIDSON:** Yes.

30 **MR RIDDLE:** So it wasn't one that was state-wide. I missed out on that appointment. When I found - when Mr Astill was arrested, I approached Mr Schreiber and asked him how the Department could have somebody that was under investigation for the things that he was under investigation for and finally arrested and charged for - how they could have somebody like him, how could he get it over me, and it was - basically the question. And the answer was, "Give a man enough rope and he'll hang himself."

35 **MS DAVIDSON:** So that was a one-on-one meeting, was it -

40 **MR RIDDLE:** That was a one-on-one meeting. That was just me going in and asking Mr Schreiber what - Mr Schreiber hadn't been there long. He was brought in - I think he was the second or third Governor we had after Ms Martin retired.

MS DAVIDSON: Can you have a look at paragraph 63.

45 **MR RIDDLE:** 63 or 50?

MS DAVIDSON: 63.

MR RIDDLE: 63, yeah.

MS DAVIDSON: Next page.

5 **MR RIDDLE:** Yep.

MS DAVIDSON: How would you describe Ms Martin's management style?

10 **MR RIDDLE:** I know I used the word "tyrant" in my statement. Ms Martin was very black and white. She was - it was her way or the highway, I think is the easiest way to describe her management - the way she was. I had a good rapport with Ms Martin. We had our run-ins and some doozies, but she was straight down the line, with me anyway. That's - and I'm only talking from experience from me.

15 **MS DAVIDSON:** When you say she was a tyrant -

MR RIDDLE: She was very -

20 **MS DAVIDSON:** - people were scared of her?

MR RIDDLE: There were officers there that were scared of her, yes. Yes. And it was - it was to do with the way that she presented herself and how she spoke. She was very blunt in what she said. So there was - there was no basically making things look pretty and (indistinct). It was down the line. It was, "This is how it's going to happen. If you don't like it, then" - on more than one occasion, I've been told that I could find another gaol to work at. So -

MS DAVIDSON: Did she use blunt language towards staff in their presence?

30 **MR RIDDLE:** Yep.

MS DAVIDSON: Were you present at staff meetings where staff were described as "cows"?

35 **MR RIDDLE:** No. No, I haven't - I'm talking about blunt language towards me when I've had meetings with her. So -

MS DAVIDSON: All right. In staff meetings, do you recall her -

40 **MR RIDDLE:** No.

MS DAVIDSON: - using blunt language?

45 **MR RIDDLE:** No, I don't, to be honest with you. I don't recall it anyway.

MS DAVIDSON: Were there any other ways in which - or any other aspects of her management that led you to describe her there as a tyrant?

MR RIDDLE: She was just very - as I said, it wouldn't be the first time - I'll be honest, it wouldn't be the first time I've been told to fuck off and get out of her office. So - where we've been having a heated discussion, and it got to that point.
5 So - but I have (crosstalk).

MS DAVIDSON: And was (crosstalk) raise an issue with her that you thought needed resolving in relation to the management of the gaol?

10 **MR RIDDLE:** Yeah. Could have been an issue in regards to something I believed that needed to be done within the centre or changes that I wanted to make within the centre, changes I wanted to make within the reception room. And, again, it was Shari's way or the highway.

15 **MS DAVIDSON:** You refer at paragraph 65 to an incident in relation to confiscating some items from inmates that -

MR RIDDLE: Yep.

20 **MS DAVIDSON:** - couldn't be bought through buy-ups. Could you describe what occurred there?

MR RIDDLE: Items confiscated - okay. So inmates are permitted to spend a certain amount of money on buy-ups per week. They're only permitted to keep
25 two weeks - two weeks' worth of buy-ups in their cells.

MS DAVIDSON: Right.

MR RIDDLE: There - you - we found - and I have found, searching inmates'
30 cells, where they've had a month's worth of buy-ups in their cell.

MS DAVIDSON: Stockpiles.

MR RIDDLE: Sorry?
35

MS DAVIDSON: Stockpiles.

MR RIDDLE: Stockpile, yeah. But that stockpile - they know they can't stockpile
40 it. We know they can't stockpile it. We also know that buy-ups are also a currency within the Correctional Centre. So depending on who the inmate was and depending on intel that was there on that inmate, we - the belief could have been that the buy-ups that they have in their cells were the profits from selling items within the Correctional Centre. So those, up to the two weeks where the buy-ups would be confiscated, given to the Intel Officer. They sit in the Intel Officer's
45 office until they investigated where they came from. They could have been legit. They could have had extra buy-ups go through that shouldn't have gone through.

But that's not my job to investigate that. My job is to confiscate and remove anything that shouldn't be in a cell.

5 **MS DAVIDSON:** So in paragraph 65, I think you're talking about not items that were stockpiled but items that couldn't be bought through buy-ups?

MR RIDDLE: Yeah. Correct. I - we -

10 **MS DAVIDSON:** Do you remember an incident of confiscating from two inmates -

MR RIDDLE: Make-up?

15 **MS DAVIDSON:** Well, you've said here "the items".

MR RIDDLE: (Indistinct).

MS DAVIDSON: I'm just wondering -

20 **MR RIDDLE:** The items -

MS DAVIDSON: Could you explain a bit more -

25 **MR RIDDLE:** Yep.

MS DAVIDSON: - if you remember a particular incident of confiscating those items.

30 **MR RIDDLE:** Confiscated from - there was one inmate in particular that there was a large quantity of lacy underwear, which they're not permitted to have. There was a large quantity of make-up products that you cannot purchase on buy-ups. And I'm talking brand -

35 **MS DAVIDSON:** Do you remember who that was?

MR RIDDLE: I couldn't - even if you told -

MS DAVIDSON: (Crosstalk) off the list?

40 **MR RIDDLE:** Even off the list, I couldn't tell you who - who it was.

MS DAVIDSON: Okay. If you can't remember, that's okay. I just wanted to -

45 **MR RIDDLE:** I'm just having a quick look to see whether anything jumps out. No, unfortunately nothing jumps out at me.

MS DAVIDSON: Do you recall that incident - any discussion of that confiscation being connected in any way to Astill?

5 **MR RIDDLE:** I'm trying to think what was said. There was - where I spoke earlier about Astill showing interest in certain inmates -

MS DAVIDSON: Witness C, yes.

10 **MR RIDDLE:** Yeah, Witness C. She wasn't one. The -

MS DAVIDSON: She wasn't the person you confiscated the things off?

15 **MR RIDDLE:** No. No, the person I confiscated the property off was an inmate in Medium Needs - I cannot recall the inmate's name, to be totally honest with you. But I know that Mr Astill brought - again, involved in the fact that I'd confiscated that property from the inmate and why did I confiscate it. And the answer was that, one, they're items that cannot be purchased on a buy-up. So they've either come in - and don't get me wrong, they could have been missed through reception. Depending on who was on duty in reception on the day, they could have been
20 missed and gone through. They've come through from another centre or they've come in through another means.

The simple fact of the matter was that the items weren't permitted to be in the Correctional Centre, so they were confiscated and taken. The same with the
25 underwear. The underwear could have been missed when it came through reception room, but - depending on who was on, again. And if it was missed, that's fine. It just gets confiscated. It was - I can remember the underwear - we didn't throw - we've actually placed it in the canvas bag. They could have it when they left the gaol. Didn't care. They just couldn't have it while they were in the Centre.
30 And I believe the make-up was the same. We placed it in the canvas bag for them to take when they were departed from the centre, but they just couldn't have it while they were in the Centre.

35 **MS DAVIDSON:** Do you remember whether this was before or after the Witness C ring incident?

MR RIDDLE: Before, I think. If I remember rightly, I think it was before.

40 **MS DAVIDSON:** But it didn't relate to Witness C?

MR RIDDLE: No. No, it had nothing to do with Witness C.

45 **MS DAVIDSON:** And do you remember discussing that with other officers after it?

MR RIDDLE: No, it would be only Ms Berry because she was working in the reception room at the same time I was. So we were running afternoon shifts, and

that's all she was - if I was on days off, we tried to work it so that we both ran it so that it was run the right way. So I remember discussing it with her.

5 **MS DAVIDSON:** And do you remember discussing it with her in connection with Astill or -

MR RIDDLE: No, just in regards to the amount of stuff that we confiscated and had no idea in hell where it came from. And the inmate wouldn't tell us where it came from, so -

10 **MS DAVIDSON:** Right. Do you remember asking the inmate about where it had come from?

MR RIDDLE: Yeah, we always do. It's a standard question, "Where did this property come from?" I've - I've had -

MS DAVIDSON: (Crosstalk) tell you you can't -

20 **MR RIDDLE:** You can't do anything about - can't put two and two together if you haven't got two things to put together. Most of them will turnaround and say, "I've always had it, Chief." And that's the answer you'll get, "I had it at the last gaol, Chief. I brought it with me, Chief."

25 **MS DAVIDSON:** Is that something that you would normally complete some sort of report about?

30 **MR RIDDLE:** No, it's just - basically, it's listed in the confiscated property - it's registered as confiscated property. As I said, when it comes - when it's personal items like that, we confiscate it, place it into - into the canvas bag. There's a notation put on there that the property is not to be re-issued whilst they're at the Centre.

MS DAVIDSON: If there's a large quantity of it, is that a relevant (crosstalk) -

35 **MR RIDDLE:** Depending on -

MS DAVIDSON: - about what's going on?

40 **MR RIDDLE:** Well, the quantity - well, I don't believe the quantity that we took was large enough for it to be taken any further than what it did. It was just a quantity of lacy underwear and a quantity of make-up and - or products that you cannot purchase on an activity buy-up within a Correctional Centre.

45 **MS DAVIDSON:** Were there some incidents during your time at Dillwynia that you were aware of sufficiently large quantities being confiscated that you did feel that you needed to report?

MR RIDDLE: No. Not that I believe should have gone any further than just being confiscated and placed in the - in the confiscated room, no.

5 **MS DAVIDSON:** Just taking you back up to the paragraph above, you refer at the end of that paragraph - this is 64 -

MR RIDDLE: 64.

10 **MS DAVIDSON:** - to officers holding a belief about Astill's link with bikies?

MR RIDDLE: Correct.

15 **MS DAVIDSON:** Do you have any memory of which officers held that belief - have that belief, I should say?

MR RIDDLE: Mr Brumwell. I knew he was.

MS DAVIDSON: You knew he was?

20 **MR RIDDLE:** I knew he was.

MS DAVIDSON: Affiliated with bikies?

25 **MR RIDDLE:** He was - he was associated with a group of bike riders.

MS DAVIDSON: Okay. So let's be clear about how we're using this term.

30 **MR RIDDLE:** Yeah. That's what I'm - that's what I'm about to change, yeah. He's - Mr Brumwell, who currently unfortunately lives in - he's in Europe - lives in Europe. He was the one that he had a holiday with Mr Astill. And I believe when he came back, Mr Brumwell stated that Mr Astill had had a few drinks while they were away and informed him that - of some of the things that he'd been doing within the Correctional Centre but also informed him that he - I - and I'm - I'm trying to remember the exact wording that he used, but I believe it was that the inmates knew he was associated - he was an ex-police officer, had connections and was associated with bike - a bikie group on the outside.

40 **MS DAVIDSON:** Is that something Mr Brumwell told you after he came back from holiday with Mr Astill?

MR RIDDLE: It was - Brumwell had a discussion with a couple of us in regards to it, yes. And that was when he was questioned, I believe, by detectives in regard to it, I believe. It was after the - Astill - the investigation started on Astill.

45 **MS DAVIDSON:** Was it after Astill had been arrested that he told you that?

MR RIDDLE: Yes, it was, after he'd been taken into custody. He didn't open his mouth prior. It was after he'd been taken into custody.

MS DAVIDSON: Brumwell didn't open his mouth?

5

MR RIDDLE: No. I believe Mr - Mr Brumwell was extremely scared of Mr Astill.

MS DAVIDSON: Can you have a look at paragraph 66. You refer there to threats that Astill had made. What did you hear about threats that Astill had made? 66, last sentence.

10

MR RIDDLE: 66. That was in regards to rumours. I was actually -

MS DAVIDSON: Sticking with (indistinct), what did you know about the threats?

15

MR RIDDLE: Well, the threats were to do with the rumours.

MS DAVIDSON: Right.

20

MR RIDDLE: Right. So the threats where I was actually at the Manager of Security's office in the morning prior to parade - at that stage, I was still one of the union delegates within the gaol. So every morning, I would speak with management in regards to how the staffing levels were, if there was anything that was - anything happening during the day. Whilst I was having the discussion with the Manager of Security - and I think it was Hariharan on the day.

25

MS DAVIDSON: Sury Hariharan?

MR RIDDLE: Yes, Sury Hariharan. Mr Astill was coming down the corridor into the Manager of Security's office and basically was very verbal and pissed off. And his words were - and I'm not exactly verbatim, but they were, "If the rumours continue, I will sue the fucking lot of them and take their fucking houses." So that was his rant on the day, if that's - and that's what I'm referring to in that -

35

MS DAVIDSON: Just go forward in your statement to paragraph 85, which is on page 10.

MR RIDDLE: 85. Yep.

40

MS DAVIDSON: This is the same incident that you're talking about there?

MR RIDDLE: Yes. Yeah, I couldn't remember if it was Leanne O'Toole on as Manager of Security or Mr Hariharan. But Astill came - that's exactly right. Astill came marching into the building and went straight to - I was - I'd just finished speaking to the Manager of Security in regards to the day, what was going on, when this incident happened.

45

MS DAVIDSON: And do you recall observing Leanne O'Toole or Sury Hariharan's reaction?

5 **MR RIDDLE:** I walked out of the office. I'll be honest with you, when he started his rant, I literally walked out and went out to parade and left it at that.

MS DAVIDSON: He didn't name people?

10 **MR RIDDLE:** No, he just turned around - the words were, "If the rumours continue, I will sue the fucking lot of them and take their houses."

MS DAVIDSON: And -

15 **MR RIDDLE:** Along those words to that effect.

MS DAVIDSON: I know you say you can't remember when that was, but -

MR RIDDLE: No.

20

MS DAVIDSON: - thinking about when he was arrested in about early 2019 -

MR RIDDLE: It was -

25 **MS DAVIDSON:** - are you able to say relative to that? Was it -

MR RIDDLE: I would say -

MS DAVIDSON: - six months before, a year before?

30

MR RIDDLE: I'd say six to 12 months prior. I'd say closer to the six mark.

MS DAVIDSON: About six months prior?

35 **MR RIDDLE:** Yeah.

MS DAVIDSON: So some time in 2018?

MR RIDDLE: Yeah. Yeah, around there somewhere.

40

MS DAVIDSON: Do you remember that there was a period where the rumours started becoming more frequent in relation to Astill?

45 **MR RIDDLE:** I - to be honest with you, the only rumours I heard were the ones that I've spoken about originally.

MS DAVIDSON: Yes.

5 **MR RIDDLE:** I heard nothing else until the day - because I didn't have a clue what he was talking about when he did the rant. That's why I thought, "I'm getting out." But I heard - I knew - and I know it sounds strange, but I actually knew nothing until the day he was arrested in regards to what he was up to.

10 **MS DAVIDSON:** I need to ask you about two documents that you were shown in the course of your interview for the purposes of preparing this statement. They're the ones that have annexures on a post-it note that should be in front of you. Mr -

MR RIDDLE: If I can be honest with you, I don't remember being shown anything when I had my interview. But please go ahead.

15 **MS DAVIDSON:** There was a discussion -

MR RIDDLE: I think we spoke about (crosstalk) discussion about -

MS DAVIDSON: I think you've referred to in your statement.

20 **MR RIDDLE:** Yep.

MS DAVIDSON: In fairness to you, I want to take you to the documents.

25 **MR RIDDLE:** Yep.

MS DAVIDSON: Commissioner, these weren't initially attached to the statement, so - they've been distributed, but I think they should be tendered separately. And I tender the document that I believe has been inserted in your folder behind tab -

30 **COMMISSIONER:** Which document are we talking about? The email?

MS DAVIDSON: Well, I was going to do them as a collective tender. There's an OIMS report on the first page and then an email.

35 **COMMISSIONER:** So there's two pages. Well, I'll attach them - yes. I'll attach them to Exhibit 15.

40 **MS DAVIDSON:** Thank you. Have you got an OIMS report on the first page and then an email there?

MR RIDDLE: Yep. I'm just reading it.

MS DAVIDSON: Yes. Just looking at the OIMS reports sheet there -

45 **MR RIDDLE:** Yep.

MS DAVIDSON: - that relates to Witness O. Can you have a look at your pseudonym list. See who Witness O is?

MR RIDDLE: Yep.

5

MS DAVIDSON: Do you remember - looking at the second entry there, which is an entry that's made by you. The second entry on the OIMS sheet.

MR RIDDLE: On - on the OIMS sheet. So you're talking about the two dot -

10

MS DAVIDSON: The entry for the 24th of the 10th.

MR RIDDLE: On this?

15

MS DAVIDSON: On the OIMS sheet. No, that's the email. On the OIMS -

MR RIDDLE: On this?

MS DAVIDSON: Yes.

20

MR RIDDLE: Sorry, 24th of the 10th.

MS DAVIDSON: Can you see that there?

25

MR RIDDLE: Yeah. I don't - and I - I even said this when I had the interview. I don't recall it. But if my name's on the report, then I placed the report in. Correct.

MS DAVIDSON: Sure. What I'm going to ask you is a slightly different question.

30

MR RIDDLE: Yeah. No, that's fine.

MS DAVIDSON: Do you remember being in any - I understand you don't remember making this entry?

35

MR RIDDLE: Yep.

MS DAVIDSON: Do you remember being in any meeting with Witness O and other officers about complaints she was making about Witness I and Witness J?

40

MR RIDDLE: No. No, I - I - to be honest with you, I don't recall actually doing the - the report. So you're talking 2018. I don't remember doing the report. But if I place a report in, then I place it in because Witness O has made a statement that the other two were touching her inappropriately. And it states here in regards to the NAs - if that's the case, I would have placed the NAs on those inmates as well.

45

MS DAVIDSON: All right. But you just don't remember -

MR RIDDLE: I don't recall - I honestly do not recall it at all.

MS DAVIDSON: Turning to the email, this is an email sent by Leanne O'Toole in November 2015 -

5

MR RIDDLE: Yep.

MS DAVIDSON: - sent to you, amongst other people.

10 **MR RIDDLE:** Yep.

MS DAVIDSON: Do you remember receiving this -

MR RIDDLE: I don't remember receiving it, but I would have received it.

15

COMMISSIONER: It's well over 100 people. Is that the whole of the staff?

MR RIDDLE: The whole - that's everybody in the gaol.

20 **COMMISSIONER:** And that's every staff -

MR RIDDLE: That's - every officer in the gaol would have received that email, yeah. There was a blanket email placed out to everybody.

25 **MS DAVIDSON:** All right. You say at paragraph 70 you think you approached Leanne:

"...and asked why I was in it, and it was to everyone because I don't chatter."

30 **MR RIDDLE:** Correct. That's what I stated to the police, yes.

MS DAVIDSON: Is that your - when you say you asked why you were in it, did you mean why you received it?

35 **MR RIDDLE:** Yeah. Basically I asked a question on why it wasn't sent to whoever it is that she was pointing it at, and her words were - not verbatim, but it's across the board so everybody knows.

40 **MS DAVIDSON:** And did you understand - do you remember whether that discussion with her also related to any particular rumours or gossip?

MR RIDDLE: No. No, it was just basically - it was a blanket email to everybody that gossiping wasn't permitted.

45 **MS DAVIDSON:** Turn to paragraph 77 of your statement.

MR RIDDLE: Yep.

MS DAVIDSON: Are you talking there about Judy Barry?

MR RIDDLE: Correct.

5

MS DAVIDSON: In the second sentence there - well, actually I think it's what comes after the comma in the first sentence.

MR RIDDLE: That's in regards to how to hide.

10

MS DAVIDSON: How to hide what?

MR RIDDLE: Reports.

15

MS DAVIDSON: Reports?

MR RIDDLE: Yep. Reports -

MS DAVIDSON: Reports from who?

20

MR RIDDLE: From Renee in regards to - and this - this was around the time with the gold ring from Witness C.

MS DAVIDSON: C.

25

MR RIDDLE: Yep. Because there was the - the inkling that rumours - that reports were going missing and if - she was questioning in regards to it. I have - me personally, any reports I do have three places that they go: one goes to the boss; one goes on an L drive on our computer which we all have, which nobody else has access to -

30

MS DAVIDSON: Like a personal drive?

MR RIDDLE: Yeah, it's a personal drive on your computer. And the other one goes to a hard drive or a memory stick.

35

MS DAVIDSON: Right.

MR RIDDLE: So I keep - all of my reports, I kept. So if at any point in time something from a previous or something comes up and they go, "We never received a report in regards to that," I can then pull out a report and say, "Well, this is the report I placed on your desk on the day. If you've lost it, then there's another copy for you."

40

45 **MS DAVIDSON:** You were keeping the receipts, basically?

MR RIDDLE: Yeah, basically keeping receipts. Exactly the same thing we tell the inmates in regards to property, "If you purchase it through your buy-ups, keep the receipts." Because human error - human error is human error. And I'll go back to the property side of it if - and in regards to the registering of the property,
5 Commissioner. If - when the - when the inmates purchase items through the gaol buy-up system, they're given a receipt - a full receipt of everything they purchase. Human error - there are some stuff - some things that get missed, so they get confiscated. If they don't turn up on the inmate's property sheet, they get
10 confiscated. If the inmate turns up with at the reception and says, "I handed them in to Mr Riddle. There's my receipt. I purchased it on this date," I fix it straightaway. And so do the officers that I've trained. So it gets fixed up on the system, they get the item back and everybody is happy. So -

MS DAVIDSON: You say here - so they - you showed Judy Barry how to hide
15 them.

MR RIDDLE: That was more - Renee and I were speaking in regards to the issue with the - the ring and the rest of it that was going on at that time, and Mr Astill had - was known to the reception room when we're not there or he's been rostered
20 in that reception room. So instead of leaving stuff out where he may be able to find it or may be able to see it, we devise places that we could place it where they couldn't be found if -

MS DAVIDSON: So you'd sort of hide things from Astill?
25

MR RIDDLE: Yes.

MS DAVIDSON: Did you think that that was a fairly extraordinary to have to do, you and Renee?
30

MR RIDDLE: Well, when it was - with - in regards to the ring, he was so - so over the top in regards to wanting to get this ring back and placed back in the property and stating that, "It was hers. It was hers when she came in," blah, blah, blah. I knew the relationship that he had with Ms O'Toole. Again, Ms O'Toole
35 would be sitting in the Governor's seat at times, and anybody sitting in that seat has the right to turn around and tell me to do whatever they want me to do with property.

MS DAVIDSON: So Leanne O'Toole was Acting Governor at -
40

MR RIDDLE: She can - I don't know if she was at that time, but she could have been.

MS DAVIDSON: So you were worried about Astill coming into reception -
45

MR RIDDLE: Yes.

MS DAVIDSON: That is, you and Renee together -

5 **MR RIDDLE:** As I said before, reception was a one officer post. So if I wasn't rostered on or Renee wasn't rostered on, then Wayne could have been - or anybody else could have been rostered on into that place, and they have full access to all of our cabinets and everything else that we have there - all of our filing cabinets, the whole lot they have access to.

10 **MS DAVIDSON:** And in the afternoons, would there -

MR RIDDLE: In the afternoon, after hours - anybody can access the reception room after hours. We did eventually have the lock changed on our office, so the only one that could open it would be with a key from our key bunch from the Senior's keys. But, again, anybody can go to the gate, and your Senior can go to 15 the gate and get those keys out. So there's no -

MS DAVIDSON: (Crosstalk)?

20 **MR RIDDLE:** Yeah, he was. That's what I'm saying. Like, anybody with that rank that had that clearance to get those keys out of that cabinet had access to that -

MS DAVIDSON: You had the lock changed because you were worried about what Astill - 25

MR RIDDLE: We had the lock changed for a lot of reasons. The last time the lock was changed was because it was changed from the reception room - that office was then being used as a - I think it was intel or urinalysis or something like that. So the lock was changed, and it was - it was - it was there. So we had what 30 we called a - a red key, which was a master key. So we had the lock changed to a master key. But the master key was on the night Senior's keys. It was on the C watch Senior's keys. It was on the reception room officer's keys. It was on just - it was on a lot of set of keys in the gaol, so - but a lot of people have access to that room at any point in time.

35 **MS DAVIDSON:** Let me see if I have this right.

MR RIDDLE: Yeah. Okay.

40 **MS DAVIDSON:** You and Ms Berry were sufficiently worried after the ring incident about Astill coming in and -

MR RIDDLE: And changing reports or moving reports or taking reports or losing reports and then going to management and having the decision that we made in 45 regards to the ring overruled. So -

MS DAVIDSON: You were hiding (crosstalk) -

MR RIDDLE: I was hiding stuff from Mr Astill. Yeah.

MS DAVIDSON: - from Mr Astill?

5

MR RIDDLE: Yes.

MS DAVIDSON: And at the same time - I'm just trying to understand your thinking at the time.

10

MR RIDDLE: Yeah. That's fine.

MS DAVIDSON: It seems like it was quite a logical thing to do in terms of what you were worried about, but did you also not think that that was something that someone in management should know about it or was it the fact that he was such friends with O'Toole that you didn't think there was any point?

15

MR RIDDLE: A bit of both. One, it was - I was assisting with Renee, because it had nothing - the actual ring incident had nothing to do with me, but Renee was asking me how to deal with stuff and I was explaining -

20

MS DAVIDSON: You were more experienced than her. You'd been -

MR RIDDLE: I'd been working in reception room and doing what I was doing what I was doing that way for - for a number of years. And, yeah, I believe the second part of it more than likely was the fact that he was in such close contact with Ms O'Toole. And if she is sitting in the Governor's seat, as I said, the Governor has - she has the overruling hand.

25

MS DAVIDSON: Did you consider taking it to Shari Martin, do you remember?

30

MR RIDDLE: No, I don't remember it ever - I don't know if Renee ever took it to Ms Martin, but no.

MS DAVIDSON: In another Correctional Centre -

35

MR RIDDLE: Yep.

MS DAVIDSON: - the one you're working in now -

40

MR RIDDLE: Yep.

MS DAVIDSON: - if - I don't know whether you work in reception now, do you?

MR RIDDLE: I still run reception, yes.

45

MS DAVIDSON: Right. If you found yourself in a situation where you had to hide things because you were worried about another officer coming in and interfering with what you were doing, is that -

5 **MR RIDDLE:** Would I find it strange now?

MS DAVIDSON: Or is that something you'd report?

10 **MR RIDDLE:** Hindsight, yes, I suppose I should have or it should have been reported. I don't know if Ms Berry did speak to Ms O'Toole or Ms Martin in regards to it. I couldn't tell you. The gaol I'm at at the present moment, totally different management. Totally different management -

15 **MS DAVIDSON:** I understand. And that's why I'm asking you.

MR RIDDLE: And that's - well, that's what I'm saying. It's never happened before. It's never happened again. If it happened again, yes, I would look at things differently.

20 **MS DAVIDSON:** (Crosstalk) while you were at Dillwynia -

MR RIDDLE: The only one that ever showed that much interest in any - any property that was ever confiscated from an inmate.

25 **MS DAVIDSON:** I suggest that's a fairly extraordinary position -

MR RIDDLE: It was an extraordinary -

30 **MS DAVIDSON:** - (crosstalk) in your position or Ms Berry's position to be put in -

MR RIDDLE: Correct.

35 **MS DAVIDSON:** - you felt the need to hide things from another Senior Correctional Officer.

MR RIDDLE: Correct.

40 **MS DAVIDSON:** And yet at the same time you felt you couldn't report anything about it.

45 **MR RIDDLE:** Well, again, it was - I was - it wasn't mine to report. If that - if it makes sense, I was - I was asked a question by Ms Berry in regards to, "What can we do because I think he's going to do this or he's going to do that." And I gave her the answers that I thought were appropriate. I can't remember discussing with her whether or not we - it was - whether we took it to Ms - Ms Martin or Ms O'Toole. I can't remember. It's -

COMMISSIONER: Surely the advice you should have given to her was, "This is a serious matter and should be reported," isn't that right?

5 **MR RIDDLE:** Yes, Commissioner, you're correct.

COMMISSIONER: You were, in fact, concluding dishonesty in a senior officer in the gaol. Isn't that a matter that the Governor should know about?

10 **MR RIDDLE:** Yeah, I suppose you're right. Yep. Yeah, I suppose you're right.

MS DAVIDSON: Can you turn to the last page of your statement, paragraph 87 and 88. You were asked a question about being alone in an office with inmates.

15 **MR RIDDLE:** Correct.

MS DAVIDSON: Am I right that you've acted as Chief at times?

20 **MR RIDDLE:** Numerous times.

MS DAVIDSON: Yes. So is this - am I understanding correctly that there might be situations as Chief where, in your experience, it would have to be one on one or you would -

25 **MR RIDDLE:** Yep. I have been - I have been one on one with inmates, especially when I'm doing charge sheets or misconducts for that inmate. Correct. Yes.

30 **MS DAVIDSON:** All right. Do you, in those instances, have a practice in relation to whether you keep the door open?

MR RIDDLE: Open.

MS DAVIDSON: Open. And why is that?

35 **MR RIDDLE:** That's basically for the inmate's safety as well as mine.

MS DAVIDSON: And we've heard some evidence about something called the sight or sound.

40 **MR RIDDLE:** That's correct.

MS DAVIDSON: What is that?

45 **MR RIDDLE:** The problem with - sight and sound is a policy where - sight and sound is more talking about when you're working in areas where you've got multiple inmates. So there are times where - again, I'll talk about the - the - the gaol I work in at the present moment because it's a different layout. So if I've got

to walk into a pod, so I've got to go in and get an inmate out, sight and sound is - so long as somebody else can see and hear me, I know I'm safe. I know that if something happens, somebody - somebody is going to report it and I'll have assistance with me straightaway. So that's where the sight and sound comes into it.

5 In regards to leaving the door open when you're alone with an inmate, that's more to cover myself for any form of allegations or anything else. The same as blinds are left open on windows and not closed. Doors are left open on offices. The office - some of the offices are in areas where you have no sight or sound.

10 **MS DAVIDSON:** So at the end of corridors, for example?

MR RIDDLE: Yeah, end of a corridor. So you've got other offices that are beside it. And I know you're speaking to the one in High Needs because I've acted in that position in there before.

15

MS DAVIDSON: Yes.

MR RIDDLE: So you are at the end -

20 **MS DAVIDSON:** Chief's office in High Needs?

MR RIDDLE: Yep. Yep. So you are at the end of the corridor -

MS DAVIDSON: Yes.

25

MR RIDDLE: - but you have SAPO's office directly outside your door, and I believe there was a second SAPO's office beside that one as well, so - and their doors were always open. So -

30 **MS DAVIDSON:** So you can't think of a situation in your practice or experience where you would be one on one in an office with an inmate and close the door?

MR RIDDLE: No. No. If an inmate came to me and requested to have a confidential - had something that they needed to speak to me about in regards to, for instance, an issue in one of the units in Medium Needs but she didn't want to talk in front of anybody else, my practice was to take a second officer into that - if I had to close the door, take a second officer in, and that was explained to the inmate, "The second officer is in here for your benefit as well as mine. It's to cover you from any allegations that I make, and it's to cover me from any allegations that you may make."

40

MS DAVIDSON: Is that something you were trained about, that -

MR RIDDLE: No, that's just - no. It's not - it's not something that you're trained about at all.

45

MS DAVIDSON: Including in the female (crosstalk)?

MR RIDDLE: Including the female - the only thing that we ever sought to do - and it was same as in male centres. If you are walking into - if - if - if Dillwynia was a male gaol as well - or a female gaol, because you're walking into a house that is housed by 11 inmates and it has blind spots everywhere, you always go in two-out. You never go in one-in.

MS DAVIDSON: Is it something that - that is, the practice of being one on one with female inmates with doors closed, do you think that's something that should be the subject of officer training? That is, not to (crosstalk)

MR RIDDLE: Yeah, yeah. If you're speaking it should be trained not to do it, yes, I agree.

MS DAVIDSON: Do you remember an inmate called Elizabeth Cox?

MR RIDDLE: Yes.

MS DAVIDSON: Right. The Commission has heard some evidence in relation to a meeting that Ms Cox had with Mr Astill at a time that she was concerned about false urine results. Do you remember -

MR RIDDLE: No. I have no recollection.

MS DAVIDSON: - hearing a concern of that kind from her?

MR RIDDLE: No.

MS DAVIDSON: All right. Do you remember an incident where she was in a room with Astill, and you opened the door and saw her trying to get out, and Astill yelled at you not to let her out?

MR RIDDLE: No, I don't recall that at all.

MS DAVIDSON: Do you recall at that point - I'm just trying to give some of the evidence that we've been given to see if it jogs your memory.

MR RIDDLE: Yeah, you're right. Yep.

MS DAVIDSON: Shutting the door and then realising that something was going on and so letting Elizabeth Cox out?

MR RIDDLE: No. No, seriously, I don't. I don't recall that incident at all.

MS DAVIDSON: Do you remember -

MR RIDDLE: And I had a fairly good rapport with Ms Cox. So, yeah, no.

MS DAVIDSON: Do you remember Astill ever directing you to restrain or hold on to Elizabeth Cox not to let her get away?

5 **MR RIDDLE:** No. No.

MS DAVIDSON: Do you remember having a conversation with Officer Dolly about that kind of incident occurring?

10 **MR RIDDLE:** To be honest with you, no, I don't recall having a conversation about it.

MS DAVIDSON: Do you recall discussing with Officer Dolly Ms Cox being distressed about Astill?

15 **MR RIDDLE:** No, I don't.

MS DAVIDSON: Is it possible that that was a conversation that you may have had with Officer Dolly who felt that Astill had it in for her, as I understand it?

20 **MR RIDDLE:** No. No.

MS DAVIDSON: Excuse me, Commissioner. Do you recall at any point yourself approaching Mr Virgo in relation to the use of the Integrated Intelligence System?

25 **MR RIDDLE:** No, I don't remember ever speaking to Virgo about it. No.

MS DAVIDSON: Was that because Mr Westlake had at some point?

30 **MR RIDDLE:** Had - already had shown me how to - how to use it, yes. But that's something that I believe we all should be trained in.

MS DAVIDSON: Do you remember a discussion in relation to making any report about Astill and Trudy Sheiles?

35 **MR RIDDLE:** No.

MS DAVIDSON: Those are my questions, Commissioner.

40 **COMMISSIONER:** Mr Riddle -

MR RIDDLE: Yes.

45 **COMMISSIONER:** - counsel took you to the email from Leanne O'Toole. Have you got a copy there in front of you?

MR RIDDLE: Yes, I have, Commissioner.

COMMISSIONER: The word "gold" sits above her name on the document. I assume that means something. Can you tell me what it means?

5 **MR RIDDLE:** I honestly don't know why the word is up there, Commissioner. I seriously don't know why the word "gold" is above it.

COMMISSIONER: Doesn't have anything to do with classification or -

10 **MR RIDDLE:** No. No.

COMMISSIONER: Now, without going through the whole of it -

MR RIDDLE: Yeah.

15

COMMISSIONER: - the second-last paragraph - in that paragraph she says:

20 "I have observed over a long period of time that the bulk of you in this centre had a great deal to say about management, and I might add that little of it is positive. This really doesn't bother me because when I look around, the majority of those making comment have never worked in another centre, moved out of their comfort zones, stood up to be counted as an individual or attempted to improve yourselves. I find it greatly amusing that those with such little experience at managing people have the audacity to pass
25 comment."

She continues on:

30 "Perhaps if you all spent as much time and energy on doing your job as you do on slamming each other and management, this centre would be a nicer place to work."

Now, Mr Riddle, I'll get the chance to ask Ms O'Toole about this document, but that bespeaks of a centre that's totally ineffective in its management.

35

MR RIDDLE: Yeah.

COMMISSIONER: And I take it that was your belief at the time too, was it?

40 **MR RIDDLE:** (Indistinct) I never had an issue with either Ms O'Toole or -

COMMISSIONER: You may not have had an issue with anyone.

MR RIDDLE: But what I believe from the staff -

45

COMMISSIONER: What I'm asking you is -

MR RIDDLE: (Indistinct), yes.

COMMISSIONER: - is this a reflection of the level of chaos in the management of this gaol at this time?

5

MR RIDDLE: Yes. I believe so, yes.

COMMISSIONER: And you say it's an accurate reflection on -

10 **MR RIDDLE:** It's an accurate reflection on the what the staff believed, yes.

COMMISSIONER: And an accurate reflection of the management problems?

MR RIDDLE: Yes. I believe so, yes.

15

COMMISSIONER: Yes. Thank you. Yes. Anyone else got questions?

MS MELIS: Thank you, Commissioner.

20 **<EXAMINATION BY MS MELIS:**

MS MELIS: Mr Riddle, we met earlier today. I'm one of the representatives of Corrective Services.

25 **MR RIDDLE:** Yep.

MS MELIS: Just following on from the Commissioner's questions in relation to that email, to be clear, you can see at the top of the email, it has a "from" and "to" section. Do you see that?

30

MR RIDDLE: Correct. Yep.

MS MELIS: And who was the email from?

35 **MR RIDDLE:** Leanne O'Toole.

MS MELIS: And - sorry, who was it from?

40 **MR RIDDLE:** From O'Toole, Leanne, and it's - she was the Manager of Security at the time. Right up the top?

MS MELIS: Sorry, above - at the top of the email.

MR RIDDLE: Sorry, I didn't even see the top.

45

MS MELIS: It's re Workplace Comments, which is the subject.

MR RIDDLE: Yeah. From Wayne Astill to Leanne O'Toole on Wednesday, 4 November 2015.

5 **MS MELIS:** And do you understand that the word "gold" is written from Mr Astill to Ms O'Toole in response to the email?

MR RIDDLE: I'd - I'd - I'd say so, yes. I'd say so, yes, because the original email was from O'Toole. I didn't even see the reply at the top. My apologies.

10 **MS MELIS:** Yes. And just for the benefit of the transcript, the email from Ms O'Toole to staff at Dillwynia is dated 3 November 2015 and then the email from Mr Astill to Ms O'Toole is dated 4 November 2015; correct?

MR RIDDLE: Correct.

15

COMMISSIONER: Can I - have I misunderstood this?

MR RIDDLE: The top of the email, Commissioner, where it's - that's actually - that "gold" is a reply from Mr Astill to Ms O'Toole.

20

COMMISSIONER: Just the one word "gold"?

MR RIDDLE: Yep.

25

MS MELIS: Correct.

COMMISSIONER: Right. I see. Yes.

MS MELIS: Mr -

30

COMMISSIONER: And I take it that reply hasn't gone generally; that's just gone to Mr -

MR RIDDLE: That went straight to Ms O'Toole. It didn't go to anybody else.

35

That's just - they've -

COMMISSIONER: Yes. Okay. I understand.

40 **MS MELIS:** Mr Riddle, you gave some evidence to Counsel Assisting in respect of the rumour you had been told about whereby Mr Astill was seen entering at J Block and entering the cell of Witness C.

MR RIDDLE: Correct.

45

MS MELIS: You recall that evidence?

MR RIDDLE: Yes, I do. Correct.

MS MELIS: I want to ask you some questions around protocol with respect to entering units.

5 **MR RIDDLE:** Yep.

MS MELIS: Am I correct in understanding that where an officer has a legitimate reason to enter a unit - we'll use J Unit as the example. And by "legitimate reason" - for example, there's been a knock-up by an inmate -

10

MR RIDDLE: Yep.

MS MELIS: - and an officer has been sent to respond to that knock-up.

15 **MR RIDDLE:** Correct. Yep.

MS MELIS: Would you agree that's a legitimate reason?

MR RIDDLE: Yep. It is.

20

MS MELIS: In those circumstances, is the protocol that the officer should radio to the control room that they are about to enter the unit?

25 **MR RIDDLE:** That's standard practice in every centre. So if - once - once a gaol is secured - so any - any entering of any unit is not - and it's recorded through the control room. So an example would be, again, say we've had a knock-up from an inmate and whether they need medical attention or it could be something as - as trivial as they've got no toilet paper in the cell. The officers that attend that would advise the monitor room by basically, "Officer Smith to monitor room, about to enter J Left." And they would have an alarm - or not alarm. They'd have - on the map of the gaol, the door to the front of the unit would glow red on their map system, showing that the door had been opened. And then when we close the door, we rattle it and we advise that the door is now secured. And they check it upstairs to ensure that it shows up on their alarm system as well.

35

MS MELIS: Right. So the purpose for putting in a radio message to the monitor room -

MR RIDDLE: Yep.

40

MS MELIS: - is to inform them that that door is about to be breached.

MR RIDDLE: Correct.

45 **MS MELIS:** But it is a legitimate breach of that door because there is an officer attending -

MR RIDDLE: It's also - it also can be for the other reason that we use it for as well. If I was to enter that unit with two officers, or with another officer and we got in, I've opened the cell door and a situation has arisen where we've ended up engaged in physical combat with inmates coming out of the cell, people around the centre know this on an afternoon shift, or in any gaol, you're down to a very minimal amount of staff within that centre. So your response to people coming can be from one side of the gaol to the other side of the gaol. You haven't got people in the immediate vicinity. So it's a double-edged sword. One, it lets everybody know that you are in there; two, it puts everybody on awareness if you need assistance they know exactly where to go and what to do.

MS MELIS: Thank you. What about the circumstance where that officer does not radio into the monitor room and they simply enter the unit with their keys?

MR RIDDLE: (Indistinct) doing their job, they should be radioed down and saying that the door to J Left has been breached, can somebody check it.

MS MELIS: So the alarm in the monitor room will still go off?

MR RIDDLE: Yeah, it's not an alarm, but basically on the map part of the gaol, because there's a full map of the gaol up in every centre, it shows that front door that centre goes from green to red. So it indicates that either it's been unlocked or there's a fault in the door and it's got to be checked.

MS MELIS: And in all your time as a Correctional Officer, that has been the protocol?

MR RIDDLE: That's standard practice in every centre I've worked in.

MS MELIS: You gave some evidence to Counsel Assisting in relation to the people you identified as being part of the Westley Giles clique?

MR RIDDLE: Yeah.

MS MELIS: And one of the people that you mentioned was Timothy Peek?

MR RIDDLE: Correct.

MS MELIS: Is that correct? What was it that you heard in relation to Timothy Peek that makes you say he was part of the Giles clique?

MR RIDDLE: Tim was just one of the group that they socialised. So they - outside of the centre they'd holiday together, they'd do things as a group. They had a group and it was just called the "Gilesy gang". But, yeah, that's the only reason I've named him in that. Like, not in any derogatory way or anything else. It was just the fact that he was one of that group, that group that stayed together.

MS MELIS: Did you ever work with Mr Peek or - did you ever work with him?

5 **MR RIDDLE:** Yeah, I've worked with Tim. He was one of the seniors at the centre. But never had an issue with Tim at all in regards to the way he works or anything else. Never had any complaints from anybody in regards to the way he works, so -

10 **MS MELIS:** Early on in your evidence, Mr Riddle, you said that there had been a change in the culture within the Department?

MR RIDDLE: Yep.

15 **MS MELIS:** Well, I withdraw that. I think your evidence was that there had been a culture change within the system or within -

MR RIDDLE: Within the system, yeah, that's correct.

20 **MS MELIS:** And that the Department had been the reason for that change. And you said that there had been other avenues that were made - there were other avenues that had been opened up to officers where you don't have to go to management, for example.

25 **MR RIDDLE:** Correct.

MS MELIS: That was one of the examples, I think that you gave?

MR RIDDLE: Yep.

30 **MS MELIS:** About how the culture has changed?

MR RIDDLE: Yep.

35 **MS MELIS:** Can you elaborate for the Commissioner on what other ways you say the culture has changed and how that culture has changed?

40 **MR RIDDLE:** I think the Department, not only due to this case but over the last couple of years we've had a number of cases where officers have been inappropriate with inmates. And the Department has now - and within the last six months, we've had, we have a half day meeting at the gaol that I'm at at the present moment where the Professional Standards Group along with - I can't think who the other departments that are joined with them - came out and the gaol was locked down. We had a full staff meetings. And things were explained to us on, one, how things worked, once we put the - and where we can place - who we can talk to in
45 regards to whether it be inappropriate behaviour between officers and inmates or whether it be allegations, or reports that you want to put in on officers themselves. So they've shown us - because it's not just the IMIS I think is what the other one is

called. There are other avenues now that we can go down, that we can place reports in. So I think the Department is - I think the Department is reactive not proactive, but they're being reactive in the right way at the present moment, I believe anyway.

5

MS MELIS: There been any other initiatives other than that?

MR RIDDLE: Not that I can recall, no, not that I can think of, no

10 **MS MELIS:** That briefing that you participated in -

MR RIDDLE: Yep.

MS MELIS: Was there any other written material provided to you?

15

MR RIDDLE: I believe there was an email sent out to everybody at the centre in regards to just an overview and information on who you can contact in regards to what.

20 **MS MELIS:** And did you find that briefing and email useful?

MR RIDDLE: Yes. Yeah, it was. It was an opportunity for everybody to understand that there are other avenues, and if you're not comfortable with going down one road, there's always another road that you can take.

25

MS MELIS: And do you feel confident that you understand yourself -

MR RIDDLE: Yes, I do.

30 **MS MELIS:** - what those avenues are?

MR RIDDLE: Yes, I do. As I said, the information that we're getting given now is a lot more than we've ever been given before, if that's the easiest way I can put it.

35

COMMISSIONER: You referred to there being, apart from this case, the last couple of years, you've said, there have been a number of cases where officers have been inappropriate with inmates?

40 **MR RIDDLE:** At different centres throughout the state, Commissioner, yes it happened.

COMMISSIONER: These have been reported to you or how do you know?

45 **MR RIDDLE:** One is at the centre I'm at, at the present moment, she was removed from the centre - or actually I think she was given the opportunity to resign.

COMMISSIONER: Right, and what about others?

5 **MR RIDDLE:** I believe there have been other cases at other centres around the state. I believe there was one at Mid North Coast within the last couple of the years. I can't think of any of the others.

COMMISSIONER: Where are you at?

10 **MR RIDDLE:** I'm at Shortland Correctional Centre on the Cessnock complex.

COMMISSIONER: So that's two centres you can name where you know that there have been -

15 **MR RIDDLE:** Two that I can name that I know as a fact that this stuff has happened, yes.

COMMISSIONER: Very well. And the concern expressed through educational issues or in educational meetings -

20

MR RIDDLE: Yes.

COMMISSIONER: - that's happened in the last six months, has it?

25 **MR RIDDLE:** The last - within the last six months we've had the Professional Standards Group, and they've come out to the centre and the whole information -

COMMISSIONER: On one occasion?

30 **MR RIDDLE:** One, in the last - yep. That's the first one that I know of that we've had - I've been at this centre for nearly two years.

COMMISSIONER: Have you been provided with any written material to help you in this area?

35

MR RIDDLE: There was an email came out after the meeting. They blanketed an email out to all staff at the centre with contact details and that sort of stuff on who to contact if you believe - or who to report to if you believe there was - it may be - it may not be of a (indistinct) misconduct but any form of misconduct within
40 Corrections.

COMMISSIONER: Do you remember who you were told to report it to?

MR RIDDLE: I would have to go back through my emails and find the details.
45

COMMISSIONER: Do we have that email, do we know?

MS DAVIDSON: I don't think we have the particular email that was sent to Mr Riddle. It may be that -

COMMISSIONER: He says it's a general email that was sent.

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MS DAVIDSON: If it was a general email to everybody it might have been attached to Mr Buckley's statement, but I would have to have that checked.

COMMISSIONER: We will check that out.

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MS DAVIDSON: If not, I'm sure the Corrective Services can provide it.

MS MELIS: We will assist, Commissioner. Those are the matters.

15

COMMISSIONER: Thank you.

MR DEPPELER: Very briefly, Commissioner, if I may. Mr Riddle -

COMMISSIONER: I think you need to introduce yourself.

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<EXAMINATION BY MR DEPPELER:

MR DEPPELER: My name is Deppeler and I appear on behalf of a number of Corrective Services officers.

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MR RIDDLE: Yep.

MR DEPPELER: You gave some evidence to Counsel Assisting that you were dealing with crap on a daily basis. But in response to questions that were asked in terms of rumours and your state of mind at the time, would you be able to elaborate for the Commission on what you and other non-executive correction officers were doing on a day-to-day basis at Dillwynia at the relevant period?

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MR RIDDLE: Well, as a senior in any gaol, but I'll use Dillwynia if you want me to use Dillwynia as a - as a ballpark. So, as a wing officer in charge of 140 inmates on a daily basis, it's not just your musters that you do every day, you've got your cell searches to do every day. You're controlling - you've got to remember Dillwynia was - and the only way we can describe it is free range. So once those front doors are open, the inmates had access to every part of the gaol except for High Needs because it was fenced in. So you're constantly on the go all day with things going on throughout the gaol. Whether it be a disagreement between two inmates or whether it be something that's come over the fence or if it's been somebody that's in an area they shouldn't be. So the day - it's not just an 8 till 4 start and finish day. Things change on a daily basis and they can change in a heartbeat. And it can - you can have an easy day. You can have a day where things run as smooth as silk and you go from 8 to 4 without an issue in the world. And then you can have a day where you walk in and start at 8 o'clock and open the

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front door and you're doing paperwork in regards to assaults and everything else from 8 till 4 in the afternoon. So that's what I meant by crap. That's what I mean: one day to the next day in a Correctional Centre is never the same.

5 **MR DEPPELER:** And in your experience, having worked at a number of correctional centres, the free range style of correctional centre that Dillwynia operated in, was more onerous or difficult for Correctional Officers?

10 **MR RIDDLE:** I believe it's more difficult for Correctional Officers than it is. I've worked in both male and female. I've worked in maximum security through to minimum security. Working in an area - and I'll take Dillwynia again as Area 1 which the new - or Area 2 - 1, 2, I can't remember. The new section of Dillwynia was built specifically as a maximum security section of the gaol. So the inmates are confined, a smaller number of inmates are confined to smaller areas where
15 they're easily controlled. So if something starts in a yard you're only dealing with the number of inmates that are in that yard. Where, on the free range if something starts in the middle of the compound and you have every inmate in the centre that decides to come and get involved in it, you were wrestling with 10 or 11 inmates, you're wrestling with 100 to 150 inmates. So I believe, personally believe, I
20 believe in the - the more structured the gaol, the easier the gaol is to run on a daily basis.

MR DEPPELER: Yes, thank you, Commissioner.

25 **COMMISSIONER:** Anybody else?

MR JAMES: Yes, Commissioner. My name is James. I appear on behalf of -

30 **COMMISSIONER:** Can you turn that microphone towards you.

MR JAMES: Apologies, Commissioner. Is that appropriate?

COMMISSIONER: Keep talking.

35 **MR JAMES:** Is that appropriate? Is that working to the level required?

COMMISSIONER: It's not brilliant.

40 **MR JAMES:** I can hopefully stand right - is that picking it up? Is that better?

COMMISSIONER: That's better.

MR JAMES: My apologies.

45 **<EXAMINATION BY MR JAMES:**

MR JAMES: In answer to some of Counsel Assisting's questions, you said a clique, being a friendship group, that you'd noticed during occasions.

MR RIDDLE: Yep.

5

MR JAMES: And you said that management had a bit of a clique?

MR RIDDLE: Correct.

10 **MR JAMES:** Do you mean by that at work functions you saw them associating with each other?

15 **MR RIDDLE:** Management and junior staff, I don't believe should have that clique. Management - there's a small amount of them, they work closely together every day, you would expect them to have a clique, if you want to call it that. You would expect them to be friendly with each other, if that's the easiest way to put it. So I don't find it out of place, but it's a fact that I think it's just about every centre I've worked at, it's been that so.

20 **MR JAMES:** You say they work together day-to-day (indistinct)?

MR RIDDLE: That's right.

MR JAMES: It wasn't unusual?

25

MR RIDDLE: Yep. It's not unusual.

MR JAMES: Your knowledge of any relationship or friendship between individual persons of that clique was based on those observations rather than personal knowledge?

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MR RIDDLE: Both. If you're talking about the relationship between Wayne Astill and Ms O'Toole, then that's both. It's - I've - they've both spoken - they used to speak about it frequently in regards to their trips overseas and their barbecues and dinners and all the rest of it, so that was common knowledge. If you're talking about the management clique, then yeah that's - they have their - their monthly meetings. They have their - the secret Santas and that sort of stuff at Christmas time because they don't - basically, don't believe and they don't have that - that clique and that connection with junior staff which is what - and we're taught, as you get rank your connections with the junior staff have to start to separate because you've got to remember that you're their boss. So that connection has to dissipate to a point.

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MR JAMES: What about any knowledge between - of a relationship or friendship between Mr Astill -

45

MR RIDDLE: Yeah.

MR JAMES: - and Mr Paddison?

5 **MR RIDDLE:** No. No, the - the - the only friendship I knew with Mr Astill was Ms O'Toole.

MR JAMES: Thank you, Commissioner.

10 **COMMISSIONER:** Yes. No questions? Thank you, Mr Riddle. That concludes your evidence. You are now excused.

MR RIDDLE: Thank you, Commissioner.

<THE WITNESS WAS RELEASED

15

MS DAVIDSON: Commissioner, the next witness is Ms Dolly.

20 **COMMISSIONER:** Ms Dolly, will you take an oath on the Bible or an affirmation?

MS DOLLY: Oath, please.

COMMISSIONER: Oath.

25 **<JEAN MARIE DOLLY, SWORN**

COMMISSIONER: Thank you. Take a seat, please.

<EXAMINATION BY MS DAVIDSON:

30

MS DAVIDSON: Ms Dolly, can you tell the Commission your full name?

MS DOLLY: Jean Marie Dolly.

35 **MS DAVIDSON:** And your address is known to the Commission?

MS DOLLY: Yes, it is.

40 **MS DAVIDSON:** Did you prepare a statement in this matter dated 25 September 2023?

MS DOLLY: That's correct.

MS DAVIDSON: Are the contents of that statement true?

45

MS DOLLY: Yes.

MS DAVIDSON: Commissioner, I tender the statement of Ms Dolly. It's behind tab 77.

COMMISSIONER: It will be Exhibit 16.

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<EXHIBIT 16 TENDERED AND MARKED

MS DAVIDSON: Thank you, Commissioner. Ms Dolly, is it right you've been a Corrective Services employee and officer since April 2008?

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MS DOLLY: That's correct, yes.

MS DAVIDSON: And that between 2008 and two thousand and - or around 2018, you worked at Dillwynia?

15

MS DOLLY: That's correct. There was a short time that I did a TA over at Silverwater Women's Correctional Centre.

MS DAVIDSON: A TA, that's a temporary appointment?

20

MS DOLLY: Temporary appointment. I think I was over there for three or four months.

MS DAVIDSON: Okay. Do you remember roughly when that was?

25

MS DOLLY: No.

MS DAVIDSON: Okay. You, throughout that time, were a First Class - I withdraw that. You ended that time as a First Class Correctional Officer, that is, your time at Dillwynia?

30

MS DOLLY: That's correct.

MS DAVIDSON: But during your time at Dillwynia, you moved through the ranks, being a Probationary and then a Correctional Officer?

35

MS DOLLY: That's correct.

MS DAVIDSON: And then after two years, you got your First Class Correctional Officer?

40

MS DOLLY: That's correct.

MS DAVIDSON: Can you explain what your role was in terms of where within Dillwynia you worked during the period you were employed there?

45

MS DOLLY: Wherever I was directed to work. In the later stages, it was a lot in Medium Needs when Mr Riddle was moved to reception. I was acting up as a Senior quite a lot. And I was acting in the Medium Needs area. But all - all shifts and all rotations.

5

MS DAVIDSON: And are you able to say about when you started acting up as a Senior, do you remember?

MS DOLLY: 2016 or thereabouts.

10

MS DAVIDSON: All right. And did you also act at times in the role of Chief Correctional Officer?

MS DOLLY: Yes.

15

MS DAVIDSON: And what were you doing in that role?

MS DOLLY: It was an A watch Chief's position, so I would be going and listening to charges - inmate charges and checking musters, making sure that the states were correct. Just the basic things of the Chief Correctional Officer.

20

MS DAVIDSON: And were you Chief - did you tend to act up as Chief in a particular area or in different areas around the gaol?

25

MS DOLLY: It was different areas, different Chief positions.

MS DAVIDSON: Okay. And are you able to say just time-wise whether there was any particular period during which you started - or from which you started acting as Chief?

30

MS DOLLY: Once I started acting up as a Senior, I started acting up as a Chief quite quickly after that.

MS DAVIDSON: Okay.

35

MS DOLLY: Yeah. But it wasn't a regular thing. It was just every now and then because I was training.

MS DAVIDSON: That is, you were learning the job as Chief?

40

MS DOLLY: Yes.

MS DAVIDSON: Is that something Judy Barry was showing you?

45

MS DOLLY: No, Pam Kellett -

MS DAVIDSON: Pam Kellett.

MS DOLLY: - and Pam Hotham were teaching me those roles.

5 **MS DAVIDSON:** Right. Right. And did you tend to act up for a day at a time or was it for a week at a time?

MS DOLLY: No, a day at a time.

10 **MS DAVIDSON:** Okay. Was it common for acting positions to be given out a day at a time, that is, people would act up just for a single day?

MS DOLLY: Yes. If - if the position was vacant, yes.

15 **MS DAVIDSON:** Did that tend to be because people were sick or do you know why?

MS DOLLY: Sick or leave or - any of those reasons.

20 **MS DAVIDSON:** All right. And were you sometimes given acting appointments for a longer period when someone was on leave?

MS DOLLY: Not - not myself, not personally.

25 **MS DAVIDSON:** Okay.

MS DOLLY: Not into the Chief's role, no.

MS DAVIDSON: Right.

30 **MS DOLLY:** But in the Senior's role, yes.

MS DAVIDSON: Can you have a look at paragraph 16 of your statement, on the second page.

35 **MS DOLLY:** Yeah.

40 **MS DAVIDSON:** You speak there of the time that Mr Astill - I withdraw that - Astill started working at Dillwynia. Can you explain how it was that he came to be introduced to you and the name that was used for him?

MS DOLLY: Yes, Tania Hockey actually introduced him to me.

MS DAVIDSON: She was already working there by that -

45 **MS DOLLY:** She was already working there, and we were friends at that time.

MS DAVIDSON: Yes.

MS DOLLY: Tania said, "This is my partner. This is Fox." But I'd already previously heard before he come that people were calling him "fox".

5 **MS DAVIDSON:** Did you understand why people called him "fox"?

MS DOLLY: Well, no, not at the time I didn't. I understood quite soon after, though.

10 **MS DAVIDSON:** Okay. So what happened quite soon after that led you to -

MS DOLLY: Just different incidences that I started to notice. There was one day I was Senior in the gate, and Mr Astill tried to bring his helmet into the centre - his motorbike helmet.

15 **MS DAVIDSON:** Right.

MS DOLLY: I refused. There was no way he was bringing that helmet into the centre.

20 **MS DAVIDSON:** That's not something that would be allowed?

MS DOLLY: No. He's got lockers for that, and I told him he could put it in the locker. He became quite abusive because I'd stood up to him and because - yeah, I don't know, but he became quite abusive. So I ended up ringing Shari Martin and saying, "This is the problem I've got. He's wants to bring his helmet in. I'm not allowing it." Shari then responded to me, "That's fine to put it in a locker." I told him to put it in a locker. He unwillingly put it in the locker and then abused me all the way through the day.

30 **MS DAVIDSON:** And this was soon after -

MS DOLLY: That was probably three months after he started.

35 **MS DAVIDSON:** When you say abusing you, do you remember the language that he was using on that first occasion?

MS DOLLY: Yeah. I was known as the fat - excuse my language, Commissioner.

40 **MS DAVIDSON:** You don't need to be shy, Ms Dolly. We're heard a lot of it.

MS DOLLY: I was known as the fat cunt. "You're nothing but a stupid bitch."

MS DAVIDSON: What do you remember him saying - just focusing on that first occasion -

45 **MS DOLLY:** That was the first occasion. And -

MS DAVIDSON: You remember he used those words?

MS DOLLY: Yep. Yep.

5

MS DAVIDSON: What did you think after that?

MS DOLLY: Well, I was pretty hesitant to be anywhere near him.

10 **MS DAVIDSON:** Had you ever been called a fat cunt or a stupid bitch by anybody in the workplace before?

MS DOLLY: No. The industry that I came from was outside. I was international senior buyer for a supermarket chain. So, no, that language to me was very
15 uncommon and not appreciated, really.

MS DAVIDSON: Did you think about raising that with anybody else after it had happened?

20 **MS DOLLY:** No. Because - because he'd only just started, I thought I would give him the benefit of the doubt. And I sort of kept that to myself. There was another officer in the gate. I discussed it with them, and I can't recall who that was right now. But I decided, no, that I will just keep that to myself.

25 **MS DAVIDSON:** We will come later of course to (indistinct).

MS DOLLY: Yeah.

MS DAVIDSON: - later on. You mention in paragraph 16 that he told you that he
30 was a police officer?

MS DOLLY: That's correct.

MS DAVIDSON: (Indistinct) Correctives.

35

MS DOLLY: Yes.

MS DAVIDSON: Do you remember when he told you that?

40 **MS DOLLY:** It was pretty much in the first day that I had met him. Because he knew that Tania and I spoke, he was quite open and happy to tell me about his past, but he told me that he was a police officer. He then told me that he left there and worked at Parklea, and now he was here with us.

45 **MS DAVIDSON:** You describe at the bottom of page 2, this is where you started seeing him with Tania in the night senior's office?

MS DOLLY: That's correct.

MS DAVIDSON: Can you explain what it was that you saw?

5 **MS DOLLY:** Yep. On a C watch there's limited staff, there's three staff, the senior -

MS DAVIDSON: Did you commonly work at C watch?

10 **MS DOLLY:** In those stages, yes, I did. Not for extended periods of time after this began to happen, though; I sort of got out of there. Wayne Astill would be dry humping his partner Tania Hockey over the kitchen sink in the night senior's office in front of the junior staff.

15 **MS DAVIDSON:** Where you say "dry humping" and again I know that this is difficult to describe, was he standing behind her?

MS DOLLY: Standing behind her.

20 **MS DAVIDSON:** And there were other staff around at the time?

MS DOLLY: Yes.

25 **MS DAVIDSON:** That was Correctional Officers or other first class - you were a first class Correctional Officer.

MS DOLLY: I was first class at that point -

MS DAVIDSON: (Indistinct).

30

MS DOLLY: - and it was other first class officers. And during those shifts there was always Tania Hockey on duty with him. So there would be him and Tania and two other staff members.

35 **MS DAVIDSON:** Right. You say that that could be seen - or you say in paragraph 16 you could see all the areas of the gaol.

MS DOLLY: Yep.

40 **MS DAVIDSON:** Is that something that would have been visible to inmates?

MS DOLLY: No.

45 **MS DAVIDSON:** Or would inmates have been secured in their houses by that -

MS DOLLY: The inmates would have been secured. This was just before we stopped to have dinner around 5.30, 6 clock.

MS DAVIDSON: What did you think when you saw that?

5 **MS DOLLY:** I was quite disgusted, very unprofessional, and not something I would expect. And that's when I withdrew from Tania. Tania and I sort of stopped talking after that.

MS DAVIDSON: Did you say anything to Tania about it?

10 **MS DOLLY:** I did say to Tania, like, "That's not acceptable" and she said, "What am I supposed to do?"

MS DAVIDSON: Can you have a look at paragraph 17. You say you saw that on several occasions?

15

MS DOLLY: That's correct.

MS DAVIDSON: Did you see other interactions while were you still working on C watch between Wayne and -

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MS DOLLY: Absolutely.

MS DAVIDSON: - (indistinct) concerned you?

25

MS DOLLY: Absolutely.

MS DAVIDSON: Try and describe it as much as possible and the words you can remember hearing?

30

MS DOLLY: If they were fighting prior to starting the shift, it would be very uncomfortable for anybody else that was on duty that day. Tania would be crying. She would be down in the clinic. He would come up and he would direct the other junior staff to go and get his dinner, "Tell that bitch, tell that cunt to go and get my dinner." I didn't -

35

MS DAVIDSON: He would say that directed -

MS DOLLY: He would say that directed at the junior staff to go down and tell Tania to get his dinner ready.

40

MS DAVIDSON: He used that language?

MS DOLLY: Yes. Yes.

45

MS DOLLY: He used to call -

MS DAVIDSON: Did you hear that on more than one occasion?

MS DOLLY: Yes.

MS DAVIDSON: How did you react?

5

MS DOLLY: The first time I was quite shocked, and the officer I was with, we left the office. I didn't know what to say. I found the behaviours very, very unprofessional. And then because he hadn't actually said it directly to me at that point. Then there was a couple of nights later where he actually said it to me and I said to him, "Wayne, if you want your dinner go down there and either get your own dinner or you get Tania to get your dinner."

10

MS DAVIDSON: How did he react?

15 **MS DOLLY:** Well, I was abused of course.

MS DAVIDSON: So this was after the incident with the helmet?

MS DOLLY: Yep.

20

MS DAVIDSON: When you say you were "abused" was it similar kind of language?

25

MS DOLLY: Similar kind of language, yep. I was every name under the sun to him. I was treated poorly by him for seven years straight every day.

MS DAVIDSON: We'll come to the history.

MS DOLLY: Yes.

30

MS DAVIDSON: In paragraph 18 you say that you first made - is this the first occasion you made a report to Ms Wilson?

35

MS DOLLY: Yes. I was disgusted by the behaviours that were happening and no junior staff should have to witness that.

MS DAVIDSON: Was that about the yelling or about the dry humping?

MS DOLLY: Both.

40

MS DAVIDSON: Do you remember?

MS DOLLY: Both.

45 **MS DAVIDSON:** And you made a written report?

MS DOLLY: A written report and I actually handed it to Deb Wilson the next day.

5 **MS DAVIDSON:** Do you remember the type of form that you put it on? Was there a specific form that you thought you had to use for this sort of thing?

MS DOLLY: At the time, before - they've changed them to incident witness statements. Prior to that, I just put it on an officer's report.

10 **MS DAVIDSON:** Okay, which was, what, a standard form you would use for a report -

MS DOLLY: Yes.

15 **MS DAVIDSON:** - of things you saw in the gaol?

MS DOLLY: Yeah.

20 **MS DAVIDSON:** Did you have to type that out?

MS DOLLY: Yes, I did type it out.

MS DAVIDSON: Do you remember whether you saved it in a specific spot?

25 **MS DOLLY:** I did save it but then when I went to the other gaol, I lost the majority of my things off my personal drive.

MS DAVIDSON: You had an L drive. Is that - we've heard some evidence about people having L drives.

30

MS DOLLY: Yep.

MS DAVIDSON: Is that what it was called?

35 **MS DOLLY:** Yes.

MS DAVIDSON: But you think that when you changed gaols, you lost -

40 **MS DOLLY:** I lost a lot of -

MS DAVIDSON: (Indistinct)

MS DOLLY: Yeah.

45 **MS DAVIDSON:** At that time when you started making - well, this is the first, I think in the rest of your statement, of many reports that you made, were you

thinking at that time about keeping a copy of that statement or saving it in some way?

5 **MS DOLLY:** I did - I did save it. I saved it in a spot on my desktop. But then when they've done all these projects where they've merged us and changed us, I can't access even a lot of the stuff I've only recently done. So I have lost a lot over that period of time.

10 **MS DAVIDSON:** You printed it out, did you and gave it -

MS DOLLY: I printed it out and I handed it to Deb Wilson the next day.

MS DAVIDSON: Do you remember saying anything to Deb Wilson?

15 **MS DOLLY:** Yes, I did.

MS DAVIDSON: After you handed it to her?

20 **MS DOLLY:** I did. I said, "These behaviours are unacceptable."

MS DAVIDSON: Did you tell her what was in there, about -

MS DOLLY: Yeah.

25 **MS DAVIDSON:** - the content of the report?

MS DOLLY: I did.

30 **MS DAVIDSON:** What did she say?

MS DOLLY: She goes, "I'll have a look at it and I'll get back to you."

MS DAVIDSON: Commissioner, that might be a convenient time.

35 **COMMISSIONER:** Very well. We'll take lunch.

<THE HEARING ADJOURNED AT 1.01 PM

<THE HEARING RESUMED AT 2.01 PM

40 **COMMISSIONER:** Yes, Ms Davidson.

MS DAVIDSON: Ms Dolly, before lunch we commenced with the first report that you made to Ms Wilson, which you had indicated that you took to her -

45 **MS DOLLY:** Yes.

MS DAVIDSON: - and she said that she would look at it or look into it. Did you receive any response after that in relation to that report you had made?

MS DOLLY: No.

5

MS DAVIDSON: Did you try to follow it up with her?

MS DOLLY: I asked about it further down the track, and there was still no response. The only response I received was that they were working on it.

10

MS DAVIDSON: She said they were working on it. And what did you understand that to mean?

MS DOLLY: That they were actioning it, that something was happening.

15

MS DAVIDSON: Did you observe any change in the way that he behaved?

MS DOLLY: No, I didn't.

20 **MS DAVIDSON:** Can you have a look at paragraph 19 of your statement. Have a read over that.

MS DOLLY: Yep.

25 **MS DAVIDSON:** Just in terms of thinking about the time period that you're referring to there, is that when you were still working on C watches?

MS DOLLY: Yes.

30 **MS DAVIDSON:** So is that near to the beginning of the time you think that he started working at the centre?

MS DOLLY: That's correct.

35 **MS DAVIDSON:** Right. You say - you refer there to him moving Tania to the control room?

MS DOLLY: That's correct.

40 **MS DAVIDSON:** Was that something he was able to do because of the rank that he held -

MS DOLLY: That's correct. He was -

45 **MS DAVIDSON:** - with the other officers at the time?

MS DOLLY: He was the night Senior, so he was in charge of the gaol and he directed us as to where we would be working and how we would be working.

5 **MS DAVIDSON:** Okay. At that stage, did you have any idea what Tania was doing in the control room?

10 **MS DOLLY:** Not at that stage. I know that she was up there a lot when she was upset, like, if they'd been fighting, as I said previously. And then she would go and sit up there for the rest of the night.

MS DAVIDSON: Would there be anyone else in the - was there usually somebody in the control room the whole time -

15 **MS DOLLY:** Not while she was up there, no.

MS DAVIDSON: Right. So, that is, she would go there, which would mean somebody else could move out there.

20 **MS DOLLY:** Yeah.

MS DAVIDSON: Is that what would happen?

MS DOLLY: That's correct. Yeah.

25 **MS DAVIDSON:** So he would disappear, and you didn't know where he was?

MS DOLLY: Yes.

30 **MS DAVIDSON:** Again, was that during - while you - the time period that you were working on C watch?

MS DOLLY: Yes. We would - we would go out and do our security checks and do the (indistinct), check the doors, and he wouldn't be anywhere to be seen.

35 **MS DAVIDSON:** So you just had no idea where he was?

MS DOLLY: No.

40 **MS DAVIDSON:** Go to paragraph 21.

MS DOLLY: Yep.

45 **MS DAVIDSON:** Could you describe what he did to you in relation to physical contact with you?

MS DOLLY: Yes. On one of the afternoon shifts, he actually came towards me and rubbed himself against me.

MS DAVIDSON: When you say rubbed himself against you, his whole body or some part of his body?

5 **MS DOLLY:** His - no, his whole body. He was within my personal space and rubbing against me.

MS DAVIDSON: That is, his front to your front?

10 **MS DOLLY:** No, to my back.

MS DAVIDSON: His front to your back.

15 **MS DOLLY:** And after witnessing what I'd seen him doing to Tania, I wasn't comfortable with him being anywhere near me.

MS DAVIDSON: Did he ask to approach you before that?

20 **MS DOLLY:** No.

MS DAVIDSON: He just came up to you and rubbed himself -

MS DOLLY: That's correct.

25 **MS DAVIDSON:** Rubbing himself up and down?

MS DOLLY: No, just sort of brushing - slight brushing movements past and then he would brush back the other way.

30 **MS DAVIDSON:** Was he moving past you at the time or was he standing still?

MS DOLLY: No, he was standing reasonably still.

35 **MS DAVIDSON:** And what happened when that occurred? What did you do?

MS DOLLY: I advised him that I didn't like him being in my personal space, and I asked him to remove himself and, "Don't do that again, I don't like it."

40 **MS DAVIDSON:** And what did he say?

MS DOLLY: As previously, "You're nothing but a fat cunt."

MS DAVIDSON: You indicate in that paragraph that you saw him doing similar things to other officers?

45 **MS DOLLY:** Absolutely.

MS DAVIDSON: Are you able to indicate whether that was in the afternoon - the period you were working (crosstalk)?

5 **MS DOLLY:** No, that was on day shifts. That was during the day. I think he was on D watches at that point.

MS DAVIDSON: This was later on?

10 **MS DOLLY:** Yeah. It was on D watches, and it was later in the afternoon.

MS DAVIDSON: Right. And what did you see him do to other female (crosstalk) female staff?

15 **MS DOLLY:** Female staff, yes.

MS DAVIDSON: What did you see him do?

20 **MS DOLLY:** He would rub himself up against Kerri Pedley, now known as Kerri Keogh. He did that on regular occasions, and also with Pauline Cody.

MS DAVIDSON: That is, again, coming up behind them?

25 **MS DOLLY:** Yeah. Or brushing them from the front. Whichever opportunity he had to brush against a female staff member, he would utilise.

MS DAVIDSON: So when you say brush against a female staff member, do you mean that if he was passing them, he would put himself close -

30 **MS DOLLY:** And walk closer - correct.

MS DAVIDSON: Right. Did you speak to - well, firstly did you see him do that to Kerri Pedley, now Kerrie Keogh?

35 **MS DOLLY:** Yes.

MS DAVIDSON: And did you see him do that to Pauline Cody?

MS DOLLY: Yes, I did.

40 **MS DAVIDSON:** And did you speak to them about - did you first - well, did you see their reactions to that?

45 **MS DOLLY:** Yeah. Neither of them looked very impressed with the situation. Kerri Keogh was trying to get promotion at the time, so she was a bit hesitant to say anything. And Pauline Cody didn't really acknowledge much of what was going on. She didn't like it, but she didn't acknowledge it.

MS DAVIDSON: Did you speak to them about taking any steps in relation to that?

5 **MS DOLLY:** No, I actually submitted a report - another report in relation to him rubbing against staff or brushing staff. I did submit a report in relation to that.

MS DAVIDSON: Was that against Deb Wilson?

10 **MS DOLLY:** That one went into the intel pigeonhole. So I don't know who actually got that one -

MS DAVIDSON: Right.

15 **MS DOLLY:** - because I submitted that when I was leaving at 3.30.

MS DAVIDSON: So you printed it out and put it in the intel pigeonhole?

MS DOLLY: Correct.

20 **MS DAVIDSON:** Was that because you assumed that whoever was the Intel Officer the next day would get it?

MS DOLLY: Yes.

25 **MS DAVIDSON:** Was that during the time before you realised that Mr Astill was - I withdraw that - Astill was acting in the Intel Officer position?

30 **MS DOLLY:** That's correct. So I thought it may have either been Wilson or Pam Kellett that would have picked up that report, because they were the two that would working in there at that time.

MS DAVIDSON: So at paragraph 22, you say the Functional Manager of Intelligence was Deb Wilson.

35 **MS DOLLY:** That's correct.

MS DAVIDSON: Were there others who you knew at the time that Deb Wilson was fulfilling that role, apart from Astill, who were also filling in for Ms Wilson in that role?

40 **MS DOLLY:** Sorry?

MS DAVIDSON: Were there others, apart from Astill, who you knew were also filling in for Ms Wilson in the intelligence role?

45 **MS DOLLY:** Pam Kellett.

MS DAVIDSON: Okay. Have a look at paragraph 22 there.

MS DOLLY: Yep.

5 **MS DAVIDSON:** You say there from the start to the finish, I think there was about 35 reports -

MS DOLLY: That's correct.

10 **MS DAVIDSON:** - you completed. Is that 35 reports in relation to Astill?

MS DOLLY: The majority of them were, yes.

MS DAVIDSON: Okay. And -

15

MS DOLLY: The ones - the ones that weren't were about the brushing - well, they were all with Astill. They were just different forms of things that I had seen, heard, witnessed, been spoken to about.

20 **MS DAVIDSON:** And how did you come up with that number? Is that just your best estimate thinking about different incidents or -

MS DOLLY: No, no, no. In my diary, I - I sort of ticked if I wrote a report.

25 **MS DAVIDSON:** Okay. You kept a diary?

MS DOLLY: So - yeah, but I didn't write what the report was. I just - that was just for my knowledge in case anybody found my diary.

30 **MS DAVIDSON:** Was that a personal diary that you had?

MR SHELLER: It's the work diary.

MS DAVIDSON: The work diary. Do you still have that work diary?

35

MS DOLLY: I could have.

MS DAVIDSON: Could have?

40 **MS DOLLY:** Could have.

MS DAVIDSON: That would be somewhere at home maybe?

MS DOLLY: Yeah.

45

MS DAVIDSON: Right. So when you came up with that 35 number, did you go back through that work diary to -

MS DOLLY: I - yeah. I went back through some notes and stuff that I had made myself, just little handwritten notes, post-it notes, things like that that I'd stuck in my diaries.

5

MS DAVIDSON: Okay.

MS DOLLY: And I sort of was transferring them from diary to diary so that I'd have a better idea at the end of it all what was happening.

10

MS DAVIDSON: And you did that before you spoke to police and making your statement?

MS DOLLY: Yes, I did. Yeah.

15

MS DAVIDSON: So relatively recently?

MS DOLLY: Yeah.

20 **MS DAVIDSON:** Okay. So you could go back to find those notes if you needed to?

MS DOLLY: I can, yeah. It might take me a little while, but I can.

25 **MS DAVIDSON:** Yes, I understand. When you say you made post-it notes to put in your diary, what sort of things did you write down?

30 **MS DOLLY:** Just if anything really obscure had happened during that day, I would just make a little notation and just stick the post-it note so that I could recall what had been said or done.

MS DAVIDSON: When you say "really obscure", do you mean, like, in relation to Astill or -

35 **MS DOLLY:** Yeah, pretty much so.

MS DAVIDSON: Okay. And did you write it down, what had actually happened, or were you using some kind of code?

40 **MS DOLLY:** No, it was just, like, one or two words to remind me of what had happened.

MS DAVIDSON: But you wrote that down at the time?

45 **MS DOLLY:** Yes.

MS DAVIDSON: And then you stuck that on a post-it note?

MS DOLLY: And then just stuck them all in my diary. I lost a few over the years, but (indistinct).

5 **MS DAVIDSON:** Okay. And you say you moved them from diary to diary. How did you keep track of what days they -

MS DOLLY: Well, I didn't really. And that's why I couldn't produce dates -

10 **MS DAVIDSON:** Okay.

MS DOLLY: - and a timeline. It was more so the fact that I just needed to remember, so I utilised those one or two words -

15 **MS DAVIDSON:** Okay.

MS DOLLY: - to make me, "Okay. That happened."

20 **MS DAVIDSON:** And did you count up the post-it notes to get to that 35 number?

MS DOLLY: No, I counted the ticks that I had.

25 **MS DAVIDSON:** Counted the ticks. I see. Because they were on the days -

MS DOLLY: Yeah.

MS DAVIDSON: They were on particular dates.

30 **MS DOLLY:** That's correct.

MS DAVIDSON: Okay. So am I right in thinking this: if you had enough time - I'm not asking you to do it right now, but you could say what dates you put ticks in your diaries -

35

MS DOLLY: Yes.

MS DAVIDSON: - for making those reports?

40 **MS DOLLY:** Yes, I could.

MS DAVIDSON: And your evidence is they were all reports about Astill -

MS DOLLY: Yes.

45

MS DAVIDSON: - so far as you can recall?

MS DOLLY: There were two reports in there about Westley Giles.

MS DAVIDSON: Right.

5 **MS DOLLY:** In that amount of reports, there were two that were about Wes and his behaviour.

MS DAVIDSON: Okay. Was that behaviour towards you?

10 **MS DOLLY:** Yes, that's correct.

MS DAVIDSON: Okay. Were they also reports that you made to Deb Wilson?

MS DOLLY: Yes.

15

MS DAVIDSON: And what was the nature of that behaviour that you were reporting to Deb Wilson about Mr Giles?

20 **MS DOLLY:** There was an incident - the first one was an incident at the very beginning when I started at Dillwynia in 2008. I did a lot of B watch night shifts. On those B watch night shifts, because I was an older officer, Mr Giles wouldn't allow me to come into the centre at half time. He would keep me out the front. And he would bring in the brand new officers that were young, fair, pretty, attractive, skinny, and bring them in. And when I formally made a complaint, I
25 was told, "You'll work as directed."

MS DAVIDSON: Okay. And what was the second one?

30 **MS DOLLY:** And the second report was in relation to an incident that had happened in High Needs where, again, I confronted Wes over some issues that were happening in the area, and he abused me again.

MS DAVIDSON: That was language directed towards you?

35 **MS DOLLY:** Correct.

MS DAVIDSON: What did he say to you? Do you remember?

40 **MS DOLLY:** To the effect of "cunt". I was just a cunt to that group.

MS DAVIDSON: To that group, that is, there were inmates around at the time?

MS DOLLY: Yeah. Yeah. I copped abuse off Wayne and Wes in front of inmates.

45

MS DAVIDSON: Okay. Where you said you were a cunt to that group, which group are you referring to? I'm just trying to understand.

MS DOLLY: We - they had the nickname of "the golden circle".

MS DAVIDSON: Golden circle?

5

MS DOLLY: Yes. They were the High Needs staff. It was Wes Giles as the leader. You had Jeff - Steve Vella. You had Dave Edwards, Curtis Gaffney and Trish Peek, Mishelle Robinson -

10 **MS DAVIDSON:** Do you know why they were called "the golden circle"?

MS DOLLY: Because they got away with so much.

MS DAVIDSON: Right.

15

MS DOLLY: They were part of - Wes was part of the boys' club that was happening in the centre. Shari Martin selected her group of gentlemen that would run the centre for her.

20 **MS DAVIDSON:** And who was in that group of gentlemen that were Shari Martin's gentlemen?

MS DOLLY: Yeah. That'd be Michael Paddison, Wes Giles, Neil Holman.

25 **MS DAVIDSON:** And Astill?

MS DOLLY: Astill - Astill definitely was amongst that. Yeah. And they ran the gaol.

30 **MS DAVIDSON:** And were those two circles - or groups were going at the same time?

35 **MS DOLLY:** Yeah. Because Wes was good friends with Ms Martin, he had free reign of High Needs. He had the option of who he was having in his rotation. And they stayed together for years and years and years, and all they did was bullied and harassed everyone that was not part of that group.

40 **MS DAVIDSON:** You talk about, in paragraph 22, reports that you made in writing and gave to Deb Wilson.

MS DOLLY: Yeah.

MS DAVIDSON: If she was not in, you'd put them in the pigeonhole.

45 **MS DOLLY:** Yeah.

MS DAVIDSON: Do you remember when you started becoming aware that Astill had access to the pigeonhole - the intel pigeonhole?

5 **MS DOLLY:** I knew that everybody had access to the pigeonhole, but what I used to do is staple each - fold my report so that you could just see the "intel". And then I would just staple both sides so that they would know if it had been opened.

10 **MS DAVIDSON:** Right. And is that something you'd been taught to do in relation to intel reports?

MS DOLLY: No, that's just something that I have always done. I do it when I'm sending things to any area. I staple the sides for privacy.

15 **MS DAVIDSON:** Right. Was email between officers something that was used at this time?

MS DOLLY: Yeah.

20 **MS DAVIDSON:** Did you ever considering emailing your reports?

MS DOLLY: No.

MS DAVIDSON: Do you remember why that was?

25 **MS DOLLY:** I was more comfortable handing them to one of my superiors. That way I knew that I could confidently say, yes, they received that report.

MS DAVIDSON: But in instances where Deb Wilson wasn't in, for example -

30 **MS DOLLY:** I would take them down to Kellett. It was only if an incident happened very late in the afternoon and I was getting ready to leave, then I would leave them in the pigeonhole. Other than that, they would go under the door of the Intel Office or they would actually be handed directly to Pam Kellett or Deb Wilson.

35 **MS DAVIDSON:** All right. And did you hand them to Pam Kellett on days that you knew she was filling in as Intel Officer or were you handing them to her more generally?

40 **MS DOLLY:** No, no. Just when I knew she was filling in in Intel.

MS DAVIDSON: You say in paragraph 23 you came to believe that Astill was reading at least some of the reports that you were making about him?

45 **MS DOLLY:** Absolutely.

MS DAVIDSON: Can you explain how it was that you came to that belief?

5 **MS DOLLY:** Yep. When I was working up in Medium Needs, he would come up to Medium Needs. He would wait until the junior staff were out. And I was still a junior staff, but I was acting up as a Senior at that point. He waited until they went to do checks and searches and things. He would come into the office, and he would tell me what was in my report and then laugh at me and tell me that he shredded them.

10 **MS DAVIDSON:** How did you react to that?

MS DOLLY: What do you do? How did he get those reports?

MS DAVIDSON: Did you speak to Deb Wilson about that?

15 **MS DOLLY:** I did ask the question, and Deb couldn't answer that question. But I do -

MS DAVIDSON: Did he tell you how he was getting them?

20 **MS DOLLY:** How he was getting them. And then I did ask the question at another point in time, and I was told that all reports were now being photocopied and placed in a safe in Shari Martin's office.

25 **MS DAVIDSON:** Is that something Deb Wilson told you?

MS DOLLY: Yes.

30 **MS DAVIDSON:** Right. And did you understand that to be something she was telling you because you were worried about reports getting shredded?

MS DOLLY: Absolutely. And the fact that the reports were about him, but he was well aware of what was in those reports.

35 **MS DAVIDSON:** What did you think about he could have been getting them? You thought it was because he was acting up as the Intel Officer - or acting as the Intel Officer?

40 **MS DOLLY:** I don't believe so. I believe that when he had free reign of the gaol on the night shift, like the C watches, the afternoon - when everyone went home, he could access that office.

MS DAVIDSON: So you think he had access to the Intel Office?

45 **MS DOLLY:** Absolutely.

MS DAVIDSON: And that he - well, what led you to that belief?

MS DOLLY: That's the only other way he could be getting them unless someone from management was giving them to him.

5 **MS DAVIDSON:** Right. You didn't ever see him getting (crosstalk)?

MS DOLLY: No. No.

10 **MS DAVIDSON:** And did anybody ever tell you that they saw him having access to the intel office?

MS DOLLY: No.

15 **MS DAVIDSON:** Did you ever try to raise with Shari Martin that the reports - that Astill was getting reports that you were making about him?

MS DOLLY: I raised it with Leanne O'Toole on several occasions.

MS DAVIDSON: Raised it with O'Toole?

20 **MS DOLLY:** Yep. And I was told to get the fuck out of the office. And that was a regular thing.

25 **MS DAVIDSON:** Do you remember the first - just try to think in time about when you first raised with this Leanne O'Toole.

MS DOLLY: 2015 would have been the first time.

MS DAVIDSON: Right.

30 **MS DOLLY:** And again, I raised another issue in 2016 with Leanne O'Toole about the same thing.

MS DAVIDSON: About your reports getting shredded?

35 **MS DOLLY:** That's correct.

MS DAVIDSON: And did it relate to Astill?

40 **MS DOLLY:** Yes.

MS DAVIDSON: And what did she say? Can you remember what the -

MS DOLLY: Yep. The conversation was exactly -

45 **MS DAVIDSON:** (Crosstalk).

MS DOLLY: The exact words were, "Get the fuck out of my office. You're a troublemaker."

MS DAVIDSON: Do you know why she thought you were a troublemaker?

5

MS DOLLY: Unfortunately, I won't hold back if I think something's not right. I will tell people that it's not right. And confronting some of these people has made me a target. It made me a target at work. I was bullied regularly. I was called down to Shari Martin's office and Leanne O'Toole's office nearly every day, to the point where, even when I wasn't on duty, staff would say, "Dolly did it." Because -

10

MS DAVIDSON: Other staff would say that -

MS DOLLY: Yep. And it was just constant, whether I was at work or not.

15

MS DAVIDSON: Have you heard the term "papering another officer"?

MS DOLLY: Yep.

MS DAVIDSON: Putting them down on paper?

20

MS DOLLY: Yep.

MS DAVIDSON: What do you understand that to mean?

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MS DOLLY: That's putting another officer in writing and submitting it to management.

MS DAVIDSON: What you were doing, is that -

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MS DOLLY: Absolutely.

MS DAVIDSON: Did you understand the culture at Dillwynia at that time to put pressure on officers not to do that?

35

MS DOLLY: Yep. It was frowned upon.

MS DAVIDSON: Did you experience - we've heard some evidence about that being communicated by long-serving officers in relation to people starting.

40

MS DOLLY: Yep.

MS DAVIDSON: Did you experience that when you started as a Correctional Officer?

45

MS DOLLY: Yes, I did.

MS DAVIDSON: And did you experience it at Dillwynia?

MS DOLLY: Yes.

5 **MS DAVIDSON:** From whom? The papering - the pressure against papering?

MS DOLLY: Wes Giles. Wes Giles was just adamant that you don't do that.

10 **MS DAVIDSON:** And was that around the time that you started or later on?

MS DOLLY: No, around the time I started.

MS DAVIDSON: Do you remember being told it by any other officer?

15 **MS DOLLY:** No, not really.

MS DAVIDSON: You've indicated that - well, have a look at paragraph 24 of your statement.

20 **MS DOLLY:** Yep.

MS DAVIDSON: You indicate there that you didn't hear back from Deb Wilson in relation to any of the reports that you submitted.

25 **MS DOLLY:** No.

MS DAVIDSON: Did you know whether they were getting to Shari Martin?

30 **MS DOLLY:** At that point, I had no idea what was happening with them, because you'd ask the question, "What's happening with that report?" And you would get nothing. They're - they're actioning it. They're working on it. I didn't see that. I haven't got that. When, in fact, it had been handed to them personally.

35 **MS DAVIDSON:** When she said something to you like, "I didn't see that," or, "I haven't got that," would you go back and try to print her another copy?

MS DOLLY: Well, back then, I did have the drive, and I had them all saved. So, yes, I would go back and - and reprint it for her.

40 **MS DAVIDSON:** Do you remember doing that on -

MS DOLLY: I did that on three or four occasions, yes.

45 **MS DAVIDSON:** And do you remember what those three or four occasions related to?

MS DOLLY: No.

MS DAVIDSON: You say in that paragraph you were aware that Pam Kellett was aware - you were aware that Pam Kellett was aware -

5 **MS DOLLY:** Yep.

MS DAVIDSON: - of at least some of those reports -

MS DOLLY: Absolutely.

10

MS DAVIDSON: - because you'd spoken to her about them.

MS DOLLY: Yep.

15 **MS DAVIDSON:** What did she say about those reports?

MS DOLLY: She said that they're actioning them. That's what we kept getting told, they're being actioned -

20 **MS DAVIDSON:** (Crosstalk) a response.

MS DOLLY: - and nothing was happening.

MS DAVIDSON: Right. You say that:

25

"Pam was Chief Correctional Officer at the time, so she was one of our reporting lines."

MS DOLLY: Correct.

30

MS DAVIDSON: Did you indicate earlier that she was also teaching you the Chief's job?

MS DOLLY: Yes, she was.

35

MS DAVIDSON: Did you regard her as something of a mentor?

MS DOLLY: At the time, yes.

40 **MS DAVIDSON:** Right. Was there a time that that changed?

MS DOLLY: Once I started monitoring the behaviours of Wayne and the fact that we weren't - nothing was happening with our reports, I took a step back and - and just was watching how management team was behaving, basically. And there was something seriously wrong.

45

MS DAVIDSON: When you say - in your answer there, you refer to "our reports". Is that somebody else's reports as well as yours that were made at this time?

5 **MS DOLLY:** Well, there were - at that time, there were a lot of reports going in from all different people over different things that they had seen. Unfortunately, if all the staff at the time had have spoken to one another about the issues that they were dealing with, we may have been able to do something different.

10 **MS DAVIDSON:** So did you know that other staff at the time were putting in reports about Astill?

MS DOLLY: Yes.

15 **MS DAVIDSON:** Who did you know was putting -

MS DOLLY: I knew that Jude Barry had. I knew that Renee Berry had. I was hearing the rumours about the can of Coke situation with Witness C and -

20 **MS DAVIDSON:** Cut.

MS DOLLY: Sorry.

25 **MS DAVIDSON:** It's all right. We're okay. Inmate C.

MS DOLLY: Inmate C, sorry. And sort of all the talk that was going on. So a lot of people had - had begun to say, "Well, something's not right." And -

30 **MS DAVIDSON:** This is around the time of the can of Coke incident -

MS DOLLY: Yes.

MS DAVIDSON: - that a lot of people were starting to say that?

35 **MS DOLLY:** Yeah.

MS DAVIDSON: Did you discuss with those people whether they were putting in reports about it?

40 **MS DOLLY:** I did.

MS DAVIDSON: And do you know who they were putting in reports to - or who they told you they were putting in reports to?

45 **MS DOLLY:** We were all - everyone was putting them in to intel.

MS DAVIDSON: That is, to Ms Wilson?

MS DOLLY: That's correct.

5 **MS DAVIDSON:** And do you know whether - did they tell you whether they were putting in reports by the same way that you were, that is, printing them out and -

MS DOLLY: Yeah. Most - most of us did it like that at that time.

10 **MS DAVIDSON:** Right.

MS DOLLY: It was a - just a printed report, and it would go to the Intel Officer, unless it was something critical, which you'll see in my statement with Elizabeth where I took that directly to the Governor because there was -
15

MS DAVIDSON: Yes, we'll come to that.

MS DOLLY: Yeah.

20 **MS DAVIDSON:** Right. But generally your practice was, through the whole period, you would print out the report?

MS DOLLY: Yes.

25 **MS DAVIDSON:** And once you started realising that Astill was getting access to those reports and coming to you and saying that he was shredding them, did you change your practice in any way in terms of what you were - where you were giving your report - what you were doing with your reports, physically?

30 **MS DOLLY:** I didn't at the time. At that time, I became fearful because he was becoming more and more aggressive towards me.

MS DAVIDSON: And did that stop you from putting in reports about things?

35 **MS DOLLY:** No, it didn't stop me, but it didn't change the way that I was reporting either.

MS DAVIDSON: So you didn't think about, then, whether you could have done it some other way?
40

MS DOLLY: No.

MS DAVIDSON: And was that because of what Ms O'Toole had said to you about being a troublemaker?
45

MS DOLLY: Pretty much.

MS DAVIDSON: Do you remember at this stage having any discussion with Shari Martin about the reports you were putting in?

5 **MS DOLLY:** I did speak to - I did speak to Shari Martin on one occasion about the fact that none of these reports had been responded to or actioned in any way.

MS DAVIDSON: Do you have any idea of when that was in this (crosstalk)?

10 **MS DOLLY:** That would have been around 2017 - at the end of 2016, 2017.

MS DAVIDSON: Would your diary indicate when you spoke to Shari Martin about it?

15 **MS DOLLY:** No.

MS DAVIDSON: No. Okay. So what can you remember about that conversation with Shari Martin?

20 **MS DOLLY:** Not a lot, except for when I spoke to Shari, she said, "Look, we've got the reports," and she confirmed that those reports were in a safe in her office, which Deb had told me previously.

MS DAVIDSON: Right.

25 **MS DOLLY:** So I knew that they existed at that point.

MS DAVIDSON: Yes.

30 **MS DOLLY:** And I was told that they were actioning it and it was none of my concern.

MS DAVIDSON: So she said the same kind of thing?

35 **MS DOLLY:** Pretty much.

MS DAVIDSON: Do you think she knew what the reports were about in terms of his treatment of - the way that he was behaving towards you?

40 **MS DOLLY:** She would have had to have. If she's got a copy of those reports in her safe in her office, she would have known what was in those reports.

MS DAVIDSON: You said that Ms O'Toole called you a troublemaker.

45 **MS DOLLY:** Yes.

MS DAVIDSON: Was that also language that Ms Martin used towards you?

MS DOLLY: Yes.

MS DAVIDSON: Have a look at paragraph 27 of your statement.

5 **MS DOLLY:** Yep.

MS DAVIDSON: You're describing there, two staff meetings -

10 **MS DOLLY:** Correct.

MS DAVIDSON: - that Shari Martin had called - was it all the staff in for or -

MS DOLLY: Yes.

15 **MS DAVIDSON:** All right. So just starting with the one that was before Astill was arrested that you're describing there, can you tell us - try and remember as closely as you can the words that were used by Ms Martin, and you don't need to be shy about the language - what she said.

20 **MS DOLLY:** Okay. At the very first staff meeting - you've got to remember I've come from an international buyer's role in a supermarket chain to my first staff meeting, thinking, "Okay. This is going to be great. The Governor's going to give us a heads up of what's going on." She walked in and she said, "You're nothing but a bunch of fucking cattle."

25 **MS DAVIDSON:** To the whole staff?

MS DOLLY: To the whole staff.

30 **MS DAVIDSON:** Do you remember what that related to?

MS DOLLY: I had no idea what it related to. I was - I had only been there probably a week when that took place. And -

35 **MS DAVIDSON:** Were you shocked by that?

MS DOLLY: Yeah. I actually turned around to one of the girls that came through in my course as well, Jo Pearson, and said, "What the hell is that about?" I have never ever heard a manager in any department or any workspace speak like that. And that was in 2008 just after I came out of the academy.

MS DAVIDSON: And do you remember other people seeming shocked or surprised by that?

45 **MS DOLLY:** There were a lot of shocked people. All the new recruits that were in my class were just looking at one another.

COMMISSIONER: Did she say anything else derogatory to the staff?

MS DOLLY: She was constantly swearing, sir.

5 **COMMISSIONER:** But did she say - can you tell us what else she said to the staff on that occasion?

10 **MS DOLLY:** On that occasion, that was probably the worst of it, just calling us a bunch of fucking cattle. But then there was another staff meeting when all the rumours started about Astill, and that's where we were told to fucking stop causing trouble, stop the rumours, and she was very abrupt during that meeting as well.

COMMISSIONER: In paragraph 27, you've told us in words -

15 **MS DOLLY:** Yep.

COMMISSIONER: - of one of the things she said, but you haven't mentioned the other.

20 **MS DAVIDSON:** The Commissioner is referring to -

MS DOLLY: Say it - cunts. Yeah.

COMMISSIONER: Did she -

25

MS DOLLY: We were called cunts, and we were regularly called cunts by Shari Martin.

COMMISSIONER: Okay.

30

MS DAVIDSON: Do you remember the particular meeting before - that you're referring to in paragraph 27 before Astill was arrested? It seems there from what you've said in your statement like she was saying something about Astill or in relation to Astill?

35

MS DOLLY: Yes, that's right.

MS DAVIDSON: Can you -

40 **MS DOLLY:** Not the one in 2008.

MS DAVIDSON: No.

45 **MS DOLLY:** One later on. And I think it was around 2016/17 that this meeting took place. And she come out, and she basically said - she stated, "The rumours about Astill will stop. You're nothing but a bunch of cunts. I'm not going to tolerate it."

MS DAVIDSON: Do you remember there being any further discussion in that meeting? Were you -

5 **MS DOLLY:** I turn off. When - when a manager is going to speak to me like that, I'm not interested in what you've got to say. I'm sorry.

MS DAVIDSON: Were you shocked by that point of her calling the staff cunts?

10 **MS DOLLY:** Not really. It was common practice for her to swear at staff and treat staff in a really demeaning manner.

MS DAVIDSON: Had she called you a cunt in a meeting with -

15 **MS DOLLY:** I've been called several names by Shari Martin. I've had fingers pointed in my face. I've had doors slammed and told to get the fuck out of the office. I've - yeah. Because I challenged Westley Giles when I first started, so I became her target. And as I said, every day I was called down to her or Leanne's office. And for most of the time, it was something I hadn't even done.

20 **MS DAVIDSON:** So did you understand that her approach to you was influenced by a challenge that you'd made to Mr Giles -

MS DOLLY: Correct.

25 **MS DAVIDSON:** - early on?

MS DOLLY: That's correct.

30 **MS DAVIDSON:** Was that because he was one of the people who -

MS DOLLY: Part of the boys' club.

MS DAVIDSON: Part of her boys' club?

35 **MS DOLLY:** Correct.

40 **MS DAVIDSON:** Right. Who were you speaking to about what was going on for you? Were there other officers through this period that you were confiding in about what was occurring?

45 **MS DOLLY:** On occasions, Renee Berry, Davey Jeans - because Davey worked a lot of the same shifts as I did. And towards the end of all of this, when it got to the point where I wasn't getting any responses, I was confiding in Stephen Virgo.

MS DAVIDSON: Mr Virgo. We'll come to some evidence you've given in your statement about that.

MS DOLLY: Yes.

5 **MS DAVIDSON:** Was he working at Dillwynia during the time (crosstalk)?

MS DOLLY: No. No.

10 **MS DAVIDSON:** So is this right: there was nobody in the management at Dillwynia that you felt able to speak to about what was going on -

MS DOLLY: Absolutely not.

MS DAVIDSON: - how you were being spoken to by -

15 **MS DOLLY:** Absolutely not.

MS DAVIDSON: - Ms O'Toole and Ms Martin?

20 **MS DOLLY:** No. You couldn't approach any of the managers. The managers were more - the managers were more interested in their affairs and demeaning staff. It's as simple as that.

MS DAVIDSON: Can you have a look at paragraph 28 of your statement.

25 **MS DOLLY:** I'm allowed to say the name, aren't I?

MS DAVIDSON: Yes, you are. So this is an incident involving Elizabeth Cox. Can you just describe as much as you can remember in relation to her approaching you.
30

MS DOLLY: Yep. I was - I was Acting Senior in Medium Needs that day. It was a really busy day. She came to the door - Elizabeth came to the door. When I opened the door, she pretty much latched on to me. She said, "Please don't make me go, Dolly. Please don't make me go." I said, "What's going on? What's wrong with you?" And - like, I'd known Elizabeth for a long time. I considered her a very
35 strong inmate. So to have her in that state, I knew something was very, very wrong.

40 **MS DAVIDSON:** Do you have any idea of when this was?

MS DOLLY: No.

MS DAVIDSON: Would you have make a tick or a notation or something in your diary?
45

MS DOLLY: No. The only way I could remember it was towards - she was placed in the High Needs unit, and I thought she was put on a truck the next day out of the centre.

5 **MS DAVIDSON:** So it was just before she left?

MS DOLLY: Yes. So what had happened was she came in. As I said, she - she grabbed hold of me and, "Please don't make me go." Immediately I knew something was not right. So my first thought - and even though it was probably
10 against policy - is I placed her in the Medium Needs storeroom. I closed the door, and I gave Peter Bartlett, my - my baggy, a direction to stand in front of the door and not let anybody in or out.

MS DAVIDSON: Pausing there, we've heard the term "baggy" a little bit. Can
15 you explain what you -

MS DOLLY: A baggy is a first class officer.

MS DAVIDSON: Okay. Why are they called that?
20

MS DOLLY: Apparently when Corrections started, they were all given pretty much the same size uniforms and they had to grow into them.

MS DAVIDSON: I see.
25

MS DOLLY: I don't know. I don't know how accurate that is.

MS DAVIDSON: Right. So if you could go back to the incident.

MS DOLLY: Yep. So I put her in the storeroom. And then shortly after, the door was slightly ajar. Wayne come over and said, "Where is she?" And I said, "I don't know what you're talking about." He goes, "Where's Cox?" I said, "She's not here. I don't know what you're talking about." Again, I copped, "You're nothing but a fat cunt. Why don't you just fucking do your job?" And just hurled abuse at me. He
35 walked out. He slammed the door shut. And then I waited and I got one of my other baggies to see that he'd gone back around to The Hub office, because The Hub office was situated just in front of and to the side of Medium Needs. So I waited until he was gone.

MS DOLLY: I then got Elizabeth out of the storeroom, took her behind High Needs down the sterile zone into the administration building. And I said - because on the way down, she had said to me, "I want an AVO against Wayne Astill." So immediately I knew that something major was happening in front of me. I walked her down. We got to Shari's office. I said, "Ma'am, Elizabeth Cox would like to take an AVO
45 out against Wayne Astill." When we got there, Shari Martin looked at Elizabeth and said, "You will not be fucking taking an AVO against one of my best officers." And then she looked at me and said, "You're a fucking troublemaker.

Take her to the BIU. Get the fuck out of my office." Didn't speak to Elizabeth. Didn't ask a question to Elizabeth. Was just demanding that we get - get out of there. I - I - I started to walk out of her office and take Elizabeth to the BIU. She then radioed and said, "No, take her to High Needs." So I took her up to High
5 Needs -

MS DAVIDSON: Had she been in High Needs before that?

MS DOLLY: She had been, yes. So I secured her in High Needs.
10

MS DAVIDSON: In her cell?

MS DOLLY: No, I - I gave - I gave her to the High Needs staff -

MS DAVIDSON: Right.
15

MS DOLLY: - and they - they secured her in the cell. I didn't pack up her property because it was - we had to get musters done. This was - this situation happened around 2:30 in the afternoon - 2:30, 3 o'clock. So once all that
20 happened, I got her settled over there, came back over and I conducted muster in Medium Needs. And then I - I would say the C watch packed up her gear and took it over to High Needs.

MS DAVIDSON: And so she had been - just in terms of taking her over to High
25 Needs, you said that she was a High Needs inmate but not immediately before this -

MS DOLLY: No, she was actually in Medium Needs when that incident took
30 place.

MS DAVIDSON: Okay.

MS DOLLY: There was another incident where I did have to pack her up on
35 Wayne Astill's direction and move her to High Needs, but that was an -

MS DAVIDSON: (Crosstalk)?

MS DOLLY: No, that was an incident prior to this.

MS DAVIDSON: Right.
40

MS DOLLY: And that was something to do with urines - dirty and clean urines or urines being swapped or something to that effect.

MS DAVIDSON: We've heard some evidence from Ms Cox about an incident
45 around urines being swapped. Can you tell us what you can remember about that incident where she came to you?

MS DOLLY: She came and spoke to me and said that her urines had been changed. Like, I don't know whether it was from dirty to clean or clean to dirty - I have no idea.

5

MS DAVIDSON: Right.

MS DOLLY: I know that she -

10 **MS DAVIDSON:** Did she tell you she'd seen Astill about that?

MS DOLLY: Apparently so. Apparently she went over to see Astill in The Hub. And then when she came back, she yelled out - she made a comment - and I can't remember the inmate's name now, "Why don't you change my urine like you did for one of the other inmates?" And I cannot remember her name, I'm sorry. And then Wayne -

15

MS DAVIDSON: Where were you at this time?

20 **MS DOLLY:** I was in the Medium Needs office.

MS DAVIDSON: Right.

MS DOLLY: And then Wayne come across about 20 minutes, half an hour later, and he said, "Move her to High Needs." And I said -

25

MS DAVIDSON: Was she still with you at that point?

MS DOLLY: No, she had gone back to her unit.

30

MS DAVIDSON: Right. So he -

MS DOLLY: He had told her she was -

35 **MS DAVIDSON:** - (crosstalk)?

MS DOLLY: He had told her she was moving. So she had gone back to her unit after she spoke to me, and she was packing her gear to move.

40 **MS DAVIDSON:** Right. So was there ever an incident where you recall being chased by Astill in relation to moving Elizabeth Cox?

MS DOLLY: I've been chased by Astill a couple of times.

45 **MS DAVIDSON:** Right. Was it in relation to this incident?

MS DOLLY: Not about that, no.

MS DAVIDSON: Can you tell us what else you remember being chased by Astill about?

5 **MS DOLLY:** Yep. There was one day Davey Jeans and I were walking up to Medium Needs. We were going up there for muster. And we noticed that Mr Astill was in M Right smoke-out with Inmate N, and he commenced to start barking at us. He called us "mutts", called us, "Here come the cunts."

10 **MS DAVIDSON:** And did you understand the barking to be a reference to you -

MS DOLLY: Me being a dog.

MS DAVIDSON: - dogging on him?

15

MS DOLLY: Correct.

MS DAVIDSON: What happened after that?

20 **MS DOLLY:** And then I made a comment back to him, and - and it probably was derogatory, because by this stage I'd had enough. And when he come out, he was ropeable. His face was red. He was agitated, and he come walking towards me and started to raise his arm. And Davey Jeans said, "If you want to hit someone, you hit me."

25

MS DAVIDSON: You believe that was relative to -

MS DOLLY: That was around the Elizabeth Cox incident.

30 **MS DAVIDSON:** Around the same time?

MS DOLLY: Yeah.

MS DAVIDSON: Do you know whether it was before or after?

35

MS DOLLY: I can't tell you, I'm sorry.

MS DAVIDSON: Okay. So when the Elizabeth Cox incident happened, did you write down anything about that incident, do you remember?

40

MS DOLLY: No. That was embedded in my head, and still is. It's due that to that incident that I'm actually on a back-to-work plan at the moment.

45 **MS DAVIDSON:** Right. And did you feel that because you'd taken her to the Governor, you'd reported what she wanted in relation to Astill - do you remember considering at the time whether there was any other way to report that or -

MS DOLLY: I did.

MS DAVIDSON: - you'd gone to the Governor, you'd gone to the highest person in the gaol -

5

MS DOLLY: No. At that point in time, once she told me to get out, I knew that now definitely nothing's been doing and no action's been taken. That is when I started to contact Steve Virgo to get some assistance and some information on what was happening. And he was an FM at Emu Plains at the time.

10

MS DAVIDSON: Was that the trigger, you think, for you contacting Steve Virgo?

MS DOLLY: Yeah.

15

MS DAVIDSON: Right. Do you remember how long after it was that you -

MS DOLLY: It was the same day that that incident happened that I rang Mr Virgo.

20

MS DAVIDSON: How did you know Mr Virgo?

MS DOLLY: I had worked with him. He was my Senior in the Behaviour Intervention Unit for two years prior to that.

25

MS DAVIDSON: Okay. During his first stint at Dillwynia -

MS DOLLY: Yes. So he was -

30

MS DAVIDSON: (Crosstalk) but an earlier stint at (crosstalk).

MS DOLLY: Yes. He was actually training me up to become a Senior at that time. So I trusted Mr Virgo, and I had no reason - I knew he would help me if I asked for it. At that time, I had no information about the IIS system. Never heard of it. Never used it. It wasn't until I spoke to Stephen, and he said, "This is how you do it."

35

MS DAVIDSON: Okay. So he gave you some more information -

40

MS DOLLY: He gave me - yes.

MS DAVIDSON: - about the IIS system?

MS DOLLY: Yes.

45

MS DAVIDSON: And did you remember - or do you remember whether you, at that point, considered putting something on the IIS system about the incident with Mr Astill?

5 **MS DOLLY:** I did.

MS DAVIDSON: You put -

10 **MS DOLLY:** I did - while I was on the phone to Mr Virgo, he was telling me how to access it and what to do, and I put it on before I left to go home that afternoon.

MS DAVIDSON: Do you remember what kind of IIS report it was that you made? We've heard some evidence about (crosstalk).

15 **MS DOLLY:** Yeah, it wasn't the - it wasn't the general one. It was the SIU.

MS DAVIDSON: And did it name Elizabeth Cox?

20 **MS DOLLY:** Yes.

MS DAVIDSON: Did it name Astill in relation to what -

MS DOLLY: Yes, it did.

25 **MS DAVIDSON:** - Shari Martin -

MS DOLLY: It - it named Shari Martin as well.

30 **MS DAVIDSON:** Right. The intelligence reports that have been received by this Inquiry don't include any intelligence report of that kind.

MS DOLLY: There was one done. I can't -

35 **MS DAVIDSON:** Are you able to remember whether you pressed some button to submit it? Do you remember the process of typing it? What (crosstalk) -

40 **MS DOLLY:** I had Stephen Virgo on the phone, instructing me - once I typed it, instructing me how to submit it, how to do it. I had no - it was an alien system to me. I didn't - didn't know about it. And that's why I sat with him on the phone and made sure that it was submitted correctly.

MS DAVIDSON: Do you remember whether you put anything in your diary that day?

45 **MS DOLLY:** No. I knew it was something I'm never going to forget.

MS DAVIDSON: Can you turn to paragraph 38 of your statement.

MS DOLLY: Yep.

5 **MS DAVIDSON:** You talk there about a second incident report that you made.
Can you tell us, firstly, what you remember about the incident and, secondly, what
you remember, if you can, what you put in your report about it?

10 **MS DOLLY:** Yep. With that one, every day when we did muster and Astill was
the Chief in that area, he would come to muster, but he would walk ahead of us.

MS DAVIDSON: Walk ahead of the first class -

15 **MS DOLLY:** He would walk ahead of the Senior and the first class, and - which
he shouldn't have been doing, but that's what - what he did. And no one would
question him because he's just going to abuse you anyway. And on this - several,
not one occasion - it was several occasions - he would walk in and say, "It smells
like dog in here." And that -

20 **MS DAVIDSON:** Just to be clear, this is in the Medium Needs?

MS DOLLY: Yes, M Right.

MS DAVIDSON: M Right?

25 **MS DOLLY:** Yes.

MS DAVIDSON: And that's where Witness B was living?

30 **MS DOLLY:** Correct.

MS DAVIDSON: Okay. So you observed him doing that?

MS DOLLY: Yes.

35 **MS DAVIDSON:** Did you understand it to be directed at anyone in particular?

MS DOLLY: Yes. He would stare straight at Witness B.

40 **MS DAVIDSON:** Did you understand why he was doing that or saying that?

MS DOLLY: At that point in time, no, because I was unaware of any information
that those girls had, and he - he made it appear like it was over the greyhounds.
However, it wasn't. It was very derogatory, and some of it was even aimed at me
at that time. So -

45 **MS DAVIDSON:** When you say some of it was aimed at you, when he was
saying it smelled like -

MS DOLLY: Dog in here. Yeah. He would just -

5 **MS DAVIDSON:** You thought that he might have been referring to you as well?

MS DOLLY: Absolutely.

10 **MS DAVIDSON:** Okay. So was there a time after this had occurred that
Witness B came to you about it?

MS DOLLY: She did, and I said, "Yes, I've witnessed it, and I've reported it."
And that's when I did my first IIS report on my own -

15 **MS DAVIDSON:** Right.

MS DOLLY: - without Virgo. So whether that one has gone through, I don't
know. But I did submit it to the best of my ability.

20 **MS DAVIDSON:** Do you remember - again, that might have been some time ago,
but do you remember what you put in the report?

MS DOLLY: Yeah. Because -

25 **MS DAVIDSON:** What did you say you were reporting about?

30 **MS DOLLY:** What happened was - it was about his behaviours within the wing.
A Chief shouldn't be speaking like that and shouldn't be acting like that or making
derogatory terms like that to an inmate. So basically it wasn't the first time I'd
heard it, and I did pull him up on one occasion, and it was very aggressive, in front
of all the inmates. He verbally abused me in front of them and said, "Your - you
need to learn how to respect the rank. You're nothing. I will tell you what to do.
You will not tell me what to do." And that's when I - that's when I went, "That's it.
That's enough," and did the report. In that report, I named Witness B, and there
was others. I think from memory at that time -

35 **MS DAVIDSON:** Just pause for a second.

MS DOLLY: Oh, sorry.

40 **MS DAVIDSON:** It's all right.

MS DOLLY: I did it again. I'm so sorry.

45 **MS DAVIDSON:** That's okay.

MS DOLLY: Inmate B. Sorry. And I think at one point, inmate V was even in
there.

MS DAVIDSON: That is, was there for the muster or was there in the report?

5 **MS DOLLY:** No, was in the report. Because she had moved into there - she was working over at Principal Avery's office in Industries.

MS DAVIDSON: So it mentioned - just - am I right about this: it mentioned him using the word "dog" or "smells like dog"?

10 **MS DOLLY:** Yep. He would call them "mutts". He would call them "dogs". He would call them "cunts".

MS DAVIDSON: And you named Astill in the reports?

15 **MS DOLLY:** Yes. Absolutely.

MS DAVIDSON: You think this was after the report that you did in relation (crosstalk).

20 **MS DOLLY:** It was the second - correct. It was the second one. The first one, Stephen Virgo helped me with. The second one, I thought I was brave enough to do it by myself.

25 **MS DAVIDSON:** All right. You can take it from me that of the intelligence reports the Inquiry has asked for, we don't have any record of that one. Did anybody ever approach you in relation to either of the two intelligence reports -

MS DOLLY: No.

30 **MS DAVIDSON:** - that you submitted?

MS DOLLY: No.

MS DAVIDSON: But do you think you used the SIU function -

35

MS DOLLY: I used the SIU function, not the general one.

MS DAVIDSON: What did you understand from what Mr Virgo had told you about what would happen with that SIU - by using the SIU -

40

MS DOLLY: He told me that that would go straight to the Directors or someone up near the Commissioner.

MS DAVIDSON: So you thought it was going above the Governor?

45

MS DOLLY: I thought it was going out of the gaol, and that's what needed to happen, because no one in the gaol was trustworthy.

MS DAVIDSON: Can you have a look at paragraph 41 of your report - I mean your statement.

5 **MS DOLLY:** Yep.

MS DAVIDSON: Firstly, you're talking here about noticing camera movements.

MS DOLLY: Yes.

10

MS DAVIDSON: And you suggest this is maybe some time in early 2016.

MS DOLLY: Yep.

15 **MS DAVIDSON:** Is there something that enables you to place it in early 2016?

MS DOLLY: Not - not anything specific, but that was around the time when Tania was spending a lot of time in the control room.

20 **MS DAVIDSON:** Was it a work pattern that you had - I think you said you had stopped working the afternoon shift.

MS DOLLY: Yeah, I was - yeah.

25 **MS DAVIDSON:** You moved on to night shifts.

MS DOLLY: Correct.

MS DAVIDSON: Right.

30

MS DOLLY: This was just before that, because I was doing a lot of night shifts. But this was still during my C watches.

MS DAVIDSON: Right.

35

MS DOLLY: It was still (crosstalk).

MS DAVIDSON: So you were working C watch? Okay.

40 **MS DOLLY:** Yeah. And in the night Senior's office, they had cameras and you could see if someone was moving them.

MS DAVIDSON: That is, from the night Senior's office, you could see what was going on with the control room cameras -

45

MS DOLLY: Yes.

MS DAVIDSON: - or were these different -

5 **MS DOLLY:** No, they were the - the control room cameras. The control room had cameras for every camera in the centre. But the night Seniors only had specific cameras that we could monitor.

MS DAVIDSON: I see. So the idea was even that even if you weren't in the control room, from the night Senior's office you could see some of the cameras?

10 **MS DOLLY:** Yes, that's correct.

MS DAVIDSON: And was one of those cameras that you could see from the night Senior's office a camera that showed the High Needs area?

15 **MS DOLLY:** That's correct. That was constantly moving.

MS DAVIDSON: So this is - was it normally constantly moving -

20 **MS DOLLY:** No.

MS DAVIDSON: - or you saw it moving?

MS DOLLY: I saw it moving. It happened regularly.

25 **MS DAVIDSON:** Was that unusual?

30 **MS DOLLY:** Yes. The only time it wouldn't be unusual if you're in the visits area and you're moving cameras to check visitors. But other than that, there's no real reason that you would need to move those cameras unless you've got a suspicious - something suspicious has happened. When everyone is locked down, there is no reason for those cameras to be moving.

35 **MS DAVIDSON:** And how would they be moving, in what orientation or direction?

MS DOLLY: They would just sort of move side to side -

MS DAVIDSON: Okay.

40 **MS DOLLY:** - and that would be done by the person in the control room.

45 **MS DAVIDSON:** Can you just have a look at paragraph 41 again. About the middle of the paragraph, you describe how you saw the cameras moving, which shouldn't have been happening at night.

MS DOLLY: Yep.

MS DAVIDSON: Does that prompt your memory in relation to seeing the cameras move in a particular way or it is right that you were just seeing them moving from side to side?

5 **MS DOLLY:** Yeah, they were moving away from the gate area. The camera was moving so that -

MS DAVIDSON: Moving away from the door to High Needs?

10 **MS DOLLY:** Yes.

MS DAVIDSON: Right. You say:

"Then we started doing walks."

15

MS DOLLY: Yep.

MS DAVIDSON: Who's the "we" that you're referring to there?

20 **MS DOLLY:** The other - the other staff that were on the - the watch. We have to go and do our security checks.

MS DAVIDSON: So was it because you saw the cameras moving that you were doing a security check or you were just doing standard security checks?

25

MS DOLLY: No, we often - back then, you could take your (indistinct) and do your checks at any time. So once we seen that, we would get up and go for a walk just to see what was happening.

30 **MS DAVIDSON:** Right. And can you describe what you saw?

MS DOLLY: At one point, Wayne was over in the High Needs area. But we thought it was quite odd because there was no radio call to say that an alarm had gone off over there. There was nothing. So I knew - with me personally, because of the issues he had with me, there was no way I was going to say, "What are you doing in there?" He should never have been there, and the door should never have been opened at that time of night. But I'm not going to do that on a watch with another staff member. No.

40 **MS DAVIDSON:** Did you see a cell door open?

MS DOLLY: No.

45 **MS DAVIDSON:** You say in paragraph - three lines up from the bottom of that paragraph 41 that did you question him as to why he was there. You say (crosstalk) -

MS DOLLY: At one time, I asked him - I asked him why he was in High Needs, why he was in the area -

MS DAVIDSON: Yes.

5

MS DOLLY: - and he said he had to get some paperwork out of - I think the - the Chief's office was at the back, and he said he needed to get some paperwork. But when he came out, he didn't have paperwork. So I don't know.

10 **COMMISSIONER:** Ms Dolly -

MS DOLLY: Yes, sir.

15 **COMMISSIONER:** - when you spoke about the camera moving, you gave me the impression that it was sweeping from side to side, is that right?

MS DOLLY: No, it was just moving so that it was away from the gate. And then it -

20 **COMMISSIONER:** So it would move and then stop or did it keep moving?

MS DOLLY: No, it would move and then stop. And then - they're on a timer that they go backwards and forwards. So then it would move again and turn it back away from the gate.

25

COMMISSIONER: Sorry. So it would start off looking at the gate -

MS DOLLY: Yep.

30 **COMMISSIONER:** - and then someone could move it -

MS DOLLY: Yep.

COMMISSIONER: - so it looked away from the gate -

35

MS DOLLY: Yep.

COMMISSIONER: - and then stayed in that position for a period of time?

40 **MS DOLLY:** And then it would go back.

COMMISSIONER: How long would it stay away from the gate?

MS DOLLY: I don't know what they were set at, Commissioner.

45

COMMISSIONER: Okay. We're talking two minutes or 10 minutes?

MS DOLLY: No, not that long.

COMMISSIONER: Not that long. Then it would go back to the gate?

5 **MS DOLLY:** And then it would - yeah, would be turned off - turned again.

COMMISSIONER: But to make it move either way, do you have to use a switch or a -

10 **MS DOLLY:** Yes. Someone had to do it - someone had to do it from the control room.

COMMISSIONER: To go either way?

15 **MS DOLLY:** Yes.

COMMISSIONER: Yes.

20 **MS DAVIDSON:** You indicate in the last sentence in paragraph 41 that he shouldn't have been there.

MS DOLLY: No.

25 **MS DAVIDSON:** He definitely shouldn't have been cracking cells.

MS DOLLY: No.

MS DAVIDSON: Did you know that he was cracking cells?

30 **MS DOLLY:** At that point, there was no other - there was no explanation for what he was doing up there. So I don't know that he was cracking cells.

MS DAVIDSON: You didn't ever see him open a cell door?

35 **MS DOLLY:** I, personally, no.

MS DAVIDSON: Do you know whether - did anybody else tell you that they had seen him cracking a cell?

40 **MS DOLLY:** Yes. Several officers said that they'd seen him on the C watches cracking cells. And they were always -

MS DAVIDSON: That's something they told you at the time?

45 **MS DOLLY:** Yeah, it was while I was working C watches.

MS DAVIDSON: Do you remember who told you that?

MS DOLLY: Davey Jeans had witnessed it. Amanda Smith, I think, is another one that witnessed it.

5 **MS DAVIDSON:** They told you at the time?

MS DOLLY: Yeah.

10 **MS DAVIDSON:** Was that something that you considered reporting?

MR DEPPELER: Commissioner, I take a formal objection pursuant to section 23 of the Act.

15 **COMMISSIONER:** Very well. I require you to answer, Ms Dolly.

MS DOLLY: Okay. Sorry, repeat the question.

20 **MS DAVIDSON:** Was that something that you considered reporting, what you'd heard from the other officers about Astill cracking cells?

MS DOLLY: No, I did ask them to submit reports.

MS DAVIDSON: Right.

25 **MS DOLLY:** I was already in enough strife.

MS DAVIDSON: And do you know whether they did?

30 **MS DOLLY:** I'm not sure. I couldn't tell you.

MS DAVIDSON: For you to keep reporting - the evidence is that you did - obviously the situation you were in took a lot strength from your perspective. Did you talk to other officers in telling them to make reports about -

35 **MS DOLLY:** I did.

MS DAVIDSON: - the process or what was happening to you?

40 **MS DOLLY:** I did.

MS DAVIDSON: So officer Jeanes, for example?

45 **MS DOLLY:** I know that Mr Jeanes did submit quite a few reports, from my knowledge. I know Ms Berry submitted quite a few.

MS DAVIDSON: Did you hear from them that similar things were happening to their reports in terms of not being told anything about what was going on?

MS DOLLY: No one was told anything. The only time we were told anything was when we were told to shut up at that meeting.

5 **MS DAVIDSON:** Did you hear from them - so at that meeting when you were told to shut up, which meeting are you referring to there?

MS DOLLY: The one where we were called "cunts" and stop -

10 **MS DAVIDSON:** Right. That was the meeting about the rumours where Shari Martin -

MS DOLLY: That's correct.

15 **MS DAVIDSON:** - had said to stop talking about rumours?

MS DOLLY: Yeah.

20 **MS DAVIDSON:** Right. Did you understand that to be directed at the making of reports, though, when you were reporting things or did you understand that to be about rumours that were circulating amongst officers in the gaol?

MS DOLLY: Probably a bit of both.

25 **MS DAVIDSON:** Right. Do you know - did Officer Jeanes ever tell you about Astill having access to reports that he had been making?

MS DOLLY: No.

30 **MS DAVIDSON:** Right. Can you have a look at paragraph 42.

MS DOLLY: Yep.

35 **MS DAVIDSON:** You're describing there an incident that you say happened in about 2016. Again, was there anything that enables you to place it in 2016?

MS DOLLY: Only that I had started acting up into the Chief role on occasion then.

40 **MS DAVIDSON:** You know this has happened at a time when you were acting as Chief because you came to the - you went to the executive meeting?

MS DOLLY: That's right.

45 **MS DAVIDSON:** Right. Can you describe what it was that the inmate told you?

MS DOLLY: Yep.

MR DEPPELER: Commissioner, I formally object under 23.

COMMISSIONER: Yes. Very well. I'll require you to answer the question.

5

MS DAVIDSON: Can you describe what it was that the inmate told you?

MS DOLLY: Okay. She said, "Doll, can I have a chat with you?" It was my sweeper, so I had a very good rapport with her, but I can't for the life of me remember her name now. So, again, the Medium Needs storeroom. I went in and Mr Barglik was outside the door. And I said -

10

MS DAVIDSON: You went into the storeroom?

MS DOLLY: I went into the storeroom so that -

15

MS DAVIDSON: Why was it that you took her into the -

MS DOLLY: I took her into the storeroom so that other - other inmates didn't see her. She - it was more for a privacy thing.

20

MS DAVIDSON: Was that something you did regularly, take inmates -

MS DOLLY: No, it's not. No. But I did have Mr Barglik standing outside the door, and the door was ajar so that he could hear what was happening.

25

MS DAVIDSON: I see.

MS DOLLY: I was not going to put myself into any sort of harm's way. Anyway, she said, "Doll, can I speak to you? Can I have a chat with you?" Took her into the storeroom. And at that point in time, she said, "Do you know why they're calling him - calling Astill 'poppy'?"

30

MS DAVIDSON: Did you know that they were calling him "poppy" by this time?

35

MS DOLLY: No, it was probably the first time I'd heard it. And I - I said to her, "What do you mean they're calling him 'poppy'? What's going on?" And she said, "He's bringing stuff in for them, drugs and tobacco." She wouldn't emphasise what drugs were coming in. So me being me and not really thinking about it too much, the next morning when I went down to the exec meeting -

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MS DAVIDSON: That was a meeting - just pausing there, that was a meeting that happened every morning, was it, for the members of the executive?

MS DOLLY: That's correct, yes, the executive meeting, at 9 o'clock in the morning. So I went down - and I'm sorry, I've got to read this because I've got to refresh my memory who was there. I went into the exec meeting. The following

45

were present: Astill, Pam Kellett, Neil Holman, Michael Paddison, Shari Martin and Pam Hotham.

5 **MS DAVIDSON:** Pausing there. I know you just read that from your statement, but in terms of your recollection -

MS DOLLY: Yep.

10 **MS DAVIDSON:** - about who was there, thinking about it now and at the time you were preparing your statement, did you have an actual recollection of those people being there?

15 **MS DOLLY:** Yes. The only ones that weren't there - and I don't know why they weren't there - was Leanne O'Toole and Deb -

MS DAVIDSON: Wilson.

MS DOLLY: - Wilson.

20 **MS DAVIDSON:** Can you describe what happened in the meeting?

25 **MS DOLLY:** Yep. I walked in, and everyone was sitting down, and I walked up to Wayne, and I said, "Wayne, why are the inmates calling you 'poppy'?" And he said, "That's easy. Tania's told them I'm going to be a grandfather."

MS DAVIDSON: And do you know whether that was or wasn't true at the time?

30 **MS DOLLY:** I have no idea. But I looked at him and I said, "You are nothing but a fucking liar." I said, "I've been told that you're bringing drugs and tobacco into the Centre for the inmates." At that point in time, Michael Paddison told me to leave the meeting, "Get the fuck out. You're not required."

MS DAVIDSON: That was the language that -

35 **MS DOLLY:** Yep. That's the language that got spoken every day.

MS DAVIDSON: Amongst the staff generally?

40 **MS DOLLY:** Pretty much.

MS DAVIDSON: You were told to fuck off, get the fuck out?

MS DOLLY: Yep. Yep.

45 **MS DAVIDSON:** We've heard some evidence about the way that inmates were referred to.

MS DOLLY: Yep.

MS DAVIDSON: You've given some evidence about the way that inmates were referred to by Astill.

5

MS DOLLY: Yep. He's not the only one.

MS DAVIDSON: Can you describe anything about this time - that is, before Astill was arrested -

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MS DOLLY: Yep.

MS DAVIDSON: - what, in your experience, was the way that inmates were regularly referred to by officers? Were there derogatory terms regularly used?

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MS DOLLY: Just Astill or other officers as well?

MS DAVIDSON: Well, I'm asking you about beyond Astill.

MS DOLLY: Yeah, beyond Astill. A regular term in the centre would have been "cunt".

MS DAVIDSON: Towards inmates?

25 **MS DOLLY:** Towards inmates?

MS DAVIDSON: In their presence?

MS DOLLY: Yep. At them. Yes, directed to them. "Bitch".

30

MS DAVIDSON: Was that language that you ever used towards inmates?

MS DOLLY: I have on one occasion. I was involved in an altercation and, yeah, it was very nasty. And I had lost my mum, so I wasn't probably the right head space to be called every name under the sun that day, and I did.

35

MS DAVIDSON: What about "sluts"? Was that it term that you ever directed towards inmate?

40 **MS DOLLY:** No. No.

MS DAVIDSON: "Moles"?

MS DOLLY: I've never heard that one. No.

45

MS DAVIDSON: And how regularly would you say inmates around that time were being called to their face "cunts" by officers?

MS DOLLY: In High Needs, regularly. Daily.

MS DAVIDSON: Daily?

5

MS DOLLY: Daily. Yep.

MS DAVIDSON: How much time did you spend working in High Needs around this time?

10

MS DOLLY: Not a lot. It was more so when I was escorting inmates backwards and forwards. I did work over there on occasion, but that was the general demeanour of Mr Giles. That was the language he used. He used it to officers and he used it to inmates.

15

MS DAVIDSON: Did you hear other officers than Mr Giles use that language and Astill?

20

MS DOLLY: Mr Vella, Steve Vella, used that language as well. It got to the point where Mr Vella would go into - and this is how blase management were - Mr Vella would go into the SMAP units, J and K - sorry, J Left and J Right, and would fart in those in their wings and then would do lock-in. And it was treated as an absolute joke. They were farting over the radios. People have to use those radios and management didn't - didn't acknowledge any of that.

25

MS DAVIDSON: You heard that occurring?

MS DOLLY: Regularly.

30

MS DAVIDSON: Is that something that you reported?

MS DOLLY: I didn't need to report it.

MS DAVIDSON: Why?

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MS DOLLY: Management, right up to the Governor, had radios on them.

MS DAVIDSON: I see. So you thought they could have heard it?

40

MS DOLLY: They definitely would have heard it. I will tell you how I know that they heard it. One morning at 6 am I jammed my finger in the lock in the reception area when the truck was coming in, and as I jammed my finger in the lock I was trying to get some assistance and I hit my radio but I said "Fuck" as I did it, because my finger was hurting. And I got abused by Leanne O'Toole for swearing over the radio. So that's how I know they're well aware that these people are

45

farting and burping and carrying on over the radio.

MS DAVIDSON: Sorry, I might be missing something. How was it that her telling you not to swear over the radio indicated that she knew that there was farting?

5 **MS DOLLY:** Well, she has a radio. She has a radio on her. If she can hear me jamming my finger in a lock -

MS DAVIDSON: She's also be able to hear -

10 **MS DOLLY:** Then she would also be able to hear what is happening.

MS DAVIDSON: All right. Thank you. In paragraph 43, you are still describing, I think, what happened after that meeting.

15 **MS DOLLY:** Yes.

MS DAVIDSON: Ms Hotham came and said something to you, and do you remember what it was that she said?

20 **MS DOLLY:** She just wanted to check on my wellbeing, basically. She put her arm around me and said, "Are you okay?" because I was basically insulted in front of the whole management team for asking the question that would have been prevalent to the reports that had been submitted prior.

25 **MS DAVIDSON:** Yes. Did she say anything else to you?

MS DOLLY: No. She just made sure I was okay.

MS DAVIDSON: Do you remember doing any reporting after that?

30

MS DOLLY: I did do a report that afternoon and that went to Deb Wilson, but again -

MS DAVIDSON: So, again that was a reported you printed out?

35

MS DOLLY: Yeah.

MS DAVIDSON: Do you remember whether you handed it to Deb Wilson or you put in her pigeonhole?

40

MS DOLLY: I can't remember offhand. But most reports, as I said earlier, I did hand to Deb Wilson.

45 **MS DAVIDSON:** So that would have been a day you had a tick in your diary that day.

MS DOLLY: Yeah.

MS DAVIDSON: Did you maintain that practice of putting a tick -

5 **MS DOLLY:** Not always. Too many things were happening to even warrant keeping those records. I didn't even think at the time. It was just event after event. And I was going home of an afternoon in quite a state every day because of the way I'd been treated.

10 **MS DAVIDSON:** If you turn to paragraph 46, you talk about making contact with Steve Virgo and you've already given some evidence about that.

MS DOLLY: That's correct.

15 **MS DAVIDSON:** You say that you are confident - or you started being confident something might get done. Did you speak to Mr Virgo about the incidents that you were reporting about?

20 **MS DOLLY:** Some of the incidents, yes. He was aware of some of the incidents. I was seeking advice from him because we had no one else to go to. And at that time, as I said, the main incident was Elizabeth Cox. At that time, I didn't know that I could go to the police; I didn't know that I could get them involved. I had always been trained that you follow your chain of command and, unfortunately, our chain of command didn't exist.

25 **MS DAVIDSON:** That is, you didn't feel that there was anyone within the gaol that you could go to?

MS DOLLY: No, absolutely not.

30 **MS DAVIDSON:** And you hadn't been given any training, am I right in thinking about how you might report outside in relation -

35 **MS DOLLY:** No. I didn't even know that that IIS system existed until I spoke to Mr Virgo.

MS DAVIDSON: When you weren't hearing back after the IIS reports that you describe putting in, do you remember going back to Mr Virgo after that?

40 **MS DOLLY:** I did ask Mr Virgo what happens with them. He said, "You'll never see it again." So -

MS DAVIDSON: You didn't expect necessarily to be -

45 **MS DOLLY:** I didn't expect, but I would have expected that maybe something would have started happening. But nothing still happened.

MS DAVIDSON: Can you have a look at paragraph 47. You are describing there a process where you were asked to mediate with Mr Astill?

MS DOLLY: That's correct.

5

MS DAVIDSON: Do you have any idea of when that was?

MS DOLLY: I don't. I submitted a report in relation to him bringing drugs, and so it was around the same time as that exec meeting because I - I submitted a report
10 in relation to him bringing drugs and tobacco in, and then I heard nothing.

MS DAVIDSON: That is the report that you gave to Deb Wilson that you've told us about?

15 **MS DOLLY:** Yes, and then I heard nothing back about that. And then, all of a sudden, I had Shari Martin saying that she wanted me to mediate with him, and she was giving me a direction to mediate with him. It wasn't an option. It was a direction.

20 **MS DAVIDSON:** What did she tell you she wanted to mediate with him about?

MS DOLLY: Apparently he had submitted a report that I had given false - made false allegations against him about bringing drugs and tobacco into the centre.

25 **MS DAVIDSON:** She told you that?

MS DOLLY: Yeah. A report had been submitted by him. He'd been given my report to read and he had the right of reply. So that's how mediation came about.

30 **MS DAVIDSON:** She told you that you needed to mediate.

MS DOLLY: I had - was given a direction to mediate because I didn't want to be in the same room as him.

35 **MS DAVIDSON:** No, what did you understand mediation to be about as between you and him about this allegation? What did you think was the point to it?

MS DOLLY: Well, I didn't think there was any point to it and I only went to appease them because there's no point fighting. I was going to mediation whether
40 I wanted to or not.

MS DAVIDSON: You were trying to get a promotion at this point?

45 **MS DOLLY:** At that point time, yes. At that point it was promotion to senior still, I hadn't picked up my senior's.

MS DAVIDSON: You had been acting as senior through all this time.

MR DOLLY: Yeah.

5 **MS DAVIDSON:** When you say picked up your seniors, do you mean getting that as a permanent -

MS DOLLY: Yes, and then I moved to Geoffrey Pearce, yeah.

10 **MS DAVIDSON:** Can you describe - if you need to look at paragraph 48 that's okay - but can you describe what happened in the mediation? First, who was there?

15 **MR DOLLY:** Yeah, Michael Paddison was the mediator. Myself and Wayne Astill was -

MS DAVIDSON: Were the only people there?

20 **MS DOLLY:** That's correct. We were sitting opposite each other and Michael Paddison was sitting to the side. When I walked in, I was intimidated from the onset.

MS DAVIDSON: When you say "intimidated" can you describe -

25 **MS DOLLY:** Astill stood up, and he stood over the table and lent over and began to point and he started swearing at me. He called me various names while I was in there, "fat cunt", "fat dog", "You're a mutt". I immediately turned to Michael Paddison to seek some sort of "Please help me."

30 **MS DAVIDSON:** Did you say anything to him?

MS DOLLY: In the end that only lasted a few minutes and I got up and said, "Mediation is over, I'm done."

35 **MS DAVIDSON:** Did Mr Paddison say anything -

MS DOLLY: No.

MS DAVIDSON: - the whole time that you remember?

40 **MS DOLLY:** No.

MS DAVIDSON: You say that you were asked to do that again?

45 **MS DOLLY:** Yes. I was asked to mediate a second time because the first time didn't go very well.

MS DAVIDSON: Is that what Shari Martin said to you?

MS DOLLY: Pretty much, yes, in those words. And then we went in a second time. Again, I had Michael Paddison as the mediator, we walked in and the same scenario started to replay itself. I got up out of my chair. I turned around to
5 Michael Paddison, I said, "I want the minutes from the two mediation meetings, the mediation is now over, there will not be another one" and I got up and walked out.

MS DAVIDSON: Was he taking minutes, Paddison?
10

MS DOLLY: No. There weren't many minutes to take except he was calling me a "fat dog" and a "mutt" and "cunt" every other name under the sun. But I did ask for the minutes because I wanted to have it on record that there's your two mediations I've done" and there is nothing. Michael never forwarded minutes to
15 me in relation to that, and nor - nor did he apologise or make sure I was okay when I left.

MS DAVIDSON: Did you have any conversation with Shari Martin after that second mediation?
20

MS DOLLY: No.

MS DAVIDSON: About it?

MS DOLLY: No.
25

MS DAVIDSON: Did you consider, after that experience, whether there was a way that you could raise what had happened in the mediations with anybody outside the gaol? Did you know whether there was any human resources type department or function within Corrective Services?
30

MS DOLLY: I knew that we could speak to the - I forget what she is called - the Official Visitor I knew that she was for us as well, but I was hesitant to use her because I was of the belief that she goes to the Governor and there is no point.
35

MS DAVIDSON: You thought that she would take everything back to Shari Martin?

MS DOLLY: Mmm. My only way out was to gain promotion and get out of there.
40

MS DAVIDSON: And that's what you were trying to do -

MS DOLLY: And that's what I was trying to do, and she blocked me at every avenue, including with the directors. I had a director come in. Shari Martin had said, because in talent pool for several years, and Shari Martin had said to me, "Oh, you won't be getting this promotion because you've got a letter and you've been in trouble with PSB in the last 12 months" and I said, "No, I haven't."
45

MS DAVIDSON: Just stopping there. Did you know about having been in trouble with PSB?

5 **MS DOLLY:** I wasn't in the last 12 months, I hadn't been. Mr Shearer came out who was a director at the time, and he had his little laptop and he said, "Ms Dolly, you won't be getting promoted because I have a letter here in front of me that states within the last 12 months you've been on a PSB matter." And I said, "Well I'm sorry, but I don't know what you're talking about. I've never been served
10 a letter." And I said, "May" I have a look" and when I had a look, the letter was actually from three years previous.

MS DAVIDSON: Did you point that out to Mr Shearer?

15 **MS DOLLY:** I did. He apologised. And it wasn't long after that that I picked up my senior's.

MS DAVIDSON: Do you understand what that meeting related to, why Mr Shearer had come? Had he come to see you or was it -

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MS DOLLY: No, he'd come to assist Ms Shari, he'd come to assist Shari Martin.

MS DAVIDSON: To assist her, do you know in relation to what?

25 **MS DOLLY:** In stopping me getting any sort of promotion or -

MS DAVIDSON: Why is it you understood he was assisting her? Just from what he said to you about the letter?

30 **MS DOLLY:** Pretty much, yeah. I mean, a director you would think someone at that rank, if they're coming out to show you something, you would think that it's correct and he would have had a look at it prior rather than come out with some sort of rubbish.

35 **MS DAVIDSON:** Was it a meeting with you and him or was Shari Martin present?

MS DOLLY: Shari Martin was present.

40 **MS DAVIDSON:** When he apologised to you, what did she do?

MS DOLLY: Just grunted, like she always does.

MS DAVIDSON: Had you asked to have that meeting with Mr Shearer?

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MS DOLLY: No.

MS DAVIDSON: But it was a meeting about your promotion.

MS DOLLY: Correct.

5 **MS DAVIDSON:** Or for your progression; is that right?

MS DOLLY: Correct. Yeah.

10 **MS DAVIDSON:** Can you turn to paragraph 62. You've given some evidence about a mediation you were asked to participate in with Astill. You are referring here to a mediation or being requested to mediate with an inmate?

MS DOLLY: Yep.

15 **MS DAVIDSON:** Tell us what you remember about her or what it related to?

MS DOLLY: I can't remember - I can't remember the name of the inmate.

20 **MS DAVIDSON:** Or what the issue was?

MS DOLLY: To be honest, all I remember was, and it sticks in my mind because there's no way I'm mediating with an inmate.

25 **MS DAVIDSON:** Why was that?

MS DOLLY: Because it's not the done thing. And I'm not going to put an inmate's life at risk by sitting there having a mediation with me, and then other inmates going, "What's that about." No, it's not a done thing.

30 **MS DAVIDSON:** How did you understand you would put an inmate's life at risk by having a mediation with you?

MS DOLLY: Because if inmates see another inmate in an office with two staff members - again, they've got a rumour mill as well.

35

MS DAVIDSON: They might be thinking that the inmate was -

40 **MS DOLLY:** Dobbing someone in or something to that effect. And you know what? It's not right. If there's an incident, I shouldn't have to mediate with an inmate. I've got enough rapport and the ability to build rapport with these inmates. I shouldn't have to mediate and I should have the backing of my staff, my Governor and my management team to go: all right, well, this has happened, maybe not mediate, maybe just have a chat. Do you know what I mean? Like - or just accept the fact that, hey, maybe Dolly is right.

45

MS DAVIDSON: Did that happen on more than one occasion that you were asked to mediate with an inmate?

MS DOLLY: Only once because I refused and I said, "It will never happen so don't bother asking me again."

5 **MS DAVIDSON:** Were you aware of it being a regular practice at Dillwynia, at the time that you were working there, for officers to be asked to mediate with inmates?

10 **MS DOLLY:** I don't know who else has been asked. I know that some may have been, but I don't know. And I can't see anybody mediating, I'll be honest. It's not the done thing. It's not - it's not normal practice.

15 **MS DAVIDSON:** So when you say "it's not normal practice", you haven't been asked to do it subsequently and working in a different correctional centre?

MS DOLLY: No.

20 **MS DAVIDSON:** You said you thought some other officers might have been asked. How do you come to know about that.

MS DOLLY: Well, there were a lot of things going on in the gaol and there was a lot of upset and unrest, so I'm -

25 **MS DAVIDSON:** You're assuming -

MS DOLLY: No, that's not something I know 100 per cent, no.

30 **MS DAVIDSON:** You say at paragraph 64 you believe they wanted Jude Barry to mediate with Astill.

MS DOLLY: Yeah.

MS DAVIDSON: Do you know how you formed that belief?

35 **MS DOLLY:** Jude actually said she was quite upset and she was concerned that now she was given the direction to mediate with Wayne.

40 **MS DAVIDSON:** She told you that, did she? Do you remember hearing anything more about that?

MS DOLLY: No.

45 **MS DAVIDSON:** If you have a look at paragraph 67, you are talking there about a RIM module on OIMS.

MS DOLLY: Yes.

MS DAVIDSON: So we can clear, that's not a module that you used to put in any of your reports about Astill, is it?

5 **MS DOLLY:** No. That is more for incidents happening in the centre, recording the inmate, the officers involved, uses of force, things like that, health, medical.

MS DAVIDSON: You describe in paragraph 69 you had information being provided to you by Elizabeth Cox by Trudy Sheiles and by Witness N.

10 **MS DOLLY:** Yep. Yep.

MS DAVIDSON: Can you describe what it was that any of those inmates told you in relation to Astill? We've already talked about the Elizabeth Cox incident.

15 **MS DOLLY:** They all had issues -

MR DEPPELER: Commissioner, I formally object under section 23 of the Act.

20 **COMMISSIONER:** Yes, I require you to answer.

MS DOLLY: Thank you. They all had issues with two - we had two [...] inmates in the centre. J is one of them and I don't know if the other one is on there, I can't see it. But there were two [...] inmates and those three other inmates that we discussed earlier were all concerned that there was special favours happening for them.

MS DAVIDSON: So that is Elizabeth Cox and Trudy Sheiles and Witness N?

30 **MS DOLLY:** Yes.

MS DAVIDSON: (Indistinct) about that?

MS DOLLY: Yes.

35 **MS DAVIDSON:** And they all came to you about that?

MS DOLLY: And spoke to me about different issues that they had in relation to things that Wayne was doing.

40 **MS DAVIDSON:** All right. So taking that one by one: you indicated at page 13 that you put in a report about something Witness N said?

MS DOLLY: Yes.

45 **MS DAVIDSON:** Do you remember what was in that report?

MS DOLLY: Just the fact that the inmate approached me and given me that information. I got to the point where any information I received from inmates, I was reporting, even if it was minor or nothing.

5 **MS DAVIDSON:** That is any information you received about Astill?

MS DOLLY: Yes.

10 **MS DAVIDSON:** Did it relate to sexual activity?

MS DOLLY: That one didn't.

MS DAVIDSON: Okay. So what did that one relate to, do you remember?

15 **MS DOLLY:** Well, it was but it wasn't - I didn't know the detail of what it was. It just said that there was sexual activity but not - I couldn't define what that activity was.

20 **MS DAVIDSON:** Okay.

MS DOLLY: And that was with the [...] inmates.

25 **MS DAVIDSON:** All right. And you gave that to - well, did you follow the same practice?

MS DOLLY: Yes, I did.

30 **MS DAVIDSON:** That you did in terms of the printing it out and giving it to Ms Wilson?

MS DOLLY: Yeah.

35 **MS DAVIDSON:** You then referred to Witness B telling you about her having witnessed things?

MS DOLLY: Yep.

40 **MS DAVIDSON:** Do you remember what it was that she said she witnessed, or did she tell you what she had witnessed?

MS DOLLY: No. Not a lot of them would give you a lot of information. It would just be snippets of information that they would give.

45 **MS DAVIDSON:** So did she tell you that she'd seen things that involved Astill?

MS DOLLY: Yes. She was being bullied quite badly by Astill, Witness B.

MS DAVIDSON: That related to the "dogs" comment?

5 **MS DOLLY:** The dogs. When I was in Medium Needs and we'd go and do searches, he would send the staff out and - and give directions to staff over me to go and strip their rooms, empty their rooms completely out, turn them upside down. And that's not - that's not how we did searches.

10 **MS DAVIDSON:** So who was being told - he was telling other officers (crosstalk) the cell; is that right?

MS DOLLY: He was telling - correct. Not only - not only her cell but a couple of others that were living in there, and I can't remember exactly who was in there at the time.

15 **MS DAVIDSON:** Right. Did you hear Astill use the term "therapy"?

MS DOLLY: "Therapy"? No, but he needed some.

20 **MS DAVIDSON:** But not in relation to witnesses' cells?

MS DOLLY: No, he wouldn't be that polite to use a word like that. He would just go in there and just make a hell of a mess or get the staff to do it and then just sit back and laugh.

25 **MS DAVIDSON:** In relation to Witness B -

MS DOLLY: Yeah.

30 **MS DAVIDSON:** - do you remember putting in a report about what she had said to you -

MS DOLLY: Yes.

35 **MS DAVIDSON:** - that something wasn't right? And did you record that in the same -

MS DOLLY: No, that one wasn't - that wasn't written in the report. That was actually in email form.

40 **MS DAVIDSON:** In email form?

MS DOLLY: And I can't - I think it was Pam Kellett that got that.

45 **MS DAVIDSON:** In relation to Witness B having -

MS DOLLY: Yeah.

MS DAVIDSON: Was it in relation to bullying of her?

MS DOLLY: It was the bullying, the name-calling, the continual ramping of the cell.

5

MS DAVIDSON: And why was it that you chose to email Pam Kellett about that?

MS DOLLY: Only because I didn't want to do a report.

10 **MS DAVIDSON:** So am I right there was some point in time where you started using email; is that right?

15 **MS DOLLY:** Yeah, that was only because Pam was still reasonably close and mentoring, and it was just - it wasn't more for informing them of what was happening in - as - in such a way; it was more to just let her know. You know what I mean? It was just to let her know rather than officially.

MS DAVIDSON: You didn't want to do something as formal as a report -

20 **MS DOLLY:** No.

MS DAVIDSON: - (crosstalk) email?

MS DOLLY: Did an email.

25

MS DAVIDSON: Is that the only occasion you can remember sending an email?

MS DOLLY: Yes.

30 **MS DAVIDSON:** Is that still an email you'd have access to?

MS DOLLY: Maybe. I don't know. At the moment, I can't access anything.

35 **MS DAVIDSON:** You refer to information that was given to you by Trudy Sheiles.

MS DOLLY: Yep.

MS DAVIDSON: Can you describe what that was?

40

MS DOLLY: That was of a sexual nature.

MS DAVIDSON: Right. So what was it that she told you?

45 **MR DEPPELER:** Commissioner, I might take a formal objection.

COMMISSIONER: Very well. I require you to answer.

MS DOLLY: She advised me that Wayne Astill was coming into a cup, grabbing her by the hair and making her drink it.

5 **MS DAVIDSON:** If you need a moment, that's okay. There's water there as well, Ms Dolly. Was that just after the Elizabeth Cox incident that you described?

MS DOLLY: Yeah. Yes, it was.

10 **MS DAVIDSON:** And you put that into a report?

MS DOLLY: Yep. But that's one of the ones Wayne got.

MS DAVIDSON: So you know that because he came to you about it?

15

MS DOLLY: Yep.

MS DAVIDSON: Can you remember what happened when he came to you about that report?

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MS DOLLY: He showed me the report, and he was laughing, and he shredded it in front of me.

MS DAVIDSON: Do you remember where you were sitting at the time, where that took place?

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MS DOLLY: Medium Needs.

MS DAVIDSON: Did you remember whether at that time you considered putting in an intelligence report about that?

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MS DOLLY: By that time, I was broken.

MS DAVIDSON: You were broken?

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MS DOLLY: Yep.

MS DAVIDSON: That is, although you'd put in something about Elizabeth Cox, you didn't feel that you could about Trudy?

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MS DOLLY: That's just - those behaviours are - they're just appalling. They're unacceptable behaviours. No, it got to the point where I couldn't wait to get out of Dillwynia. I'd had enough. I was now broken. I was being bullied every day. I had inmates that were relying on us for help, and we couldn't help them. And there was no one we could turn to to help them. That's gut-wrenching.

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MS DAVIDSON: Can we come back to other things that you were aware of going on in Dillwynia, in terms of paragraph 73 of your report.

MS DOLLY: Yeah.

5

MS DAVIDSON: Can you just have a look at that paragraph.

MS DOLLY: Yes.

10 **MS DAVIDSON:** Can you just describe what you were told about - the officer and the inmate's name has been redacted, and that's okay. We can just refer to "an inmate".

MS DOLLY: Yeah.

15

MS DAVIDSON: What you were told about that or was it something you'd witnessed?

20 **MS DOLLY:** I was the night Senior on the C watch. There had been previous talk to keep an eye on this officer.

MS DAVIDSON: That's Officer Young?

25 **MS DOLLY:** Officer Brittany Young. There was talk to - a lot of talk going on that she was in a relationship with an inmate. And -

MS DAVIDSON: Were you aware of that talk?

30 **MS DOLLY:** Yes, I was aware of that talk, and I was watching - I was very vigilant in watching what was happening. On the C watch that afternoon just prior to Pam Kellett going home, Pam Kellett advised that me that, "She needs to be watched. You need to keep her away from that" -

35 **MS DAVIDSON:** That is, the officer needed to be watched?

MS DOLLY: Yeah.

MS DAVIDSON: Right.

40 **MS DOLLY:** And keep her away from that area - from the area where that inmate was residing. I found it to be a babysitting journey. Now management were aware of that, so why am I monitoring that officer?

MS DAVIDSON: And did she tell you why?

45

MS DOLLY: We all knew why. The rumours were already out there.

MS DAVIDSON: But did Ms Kellett say -

MS DOLLY: No.

5 **MS DAVIDSON:** - it's because she's in a relationship with an inmate or something like that?

MS DOLLY: No. She said something's right.

10 **MS DAVIDSON:** Okay.

MS DOLLY: That's what she said, something's not right. But the whole gaol was already talking about that relationship. And for management to ask a Senior to babysit is - why - why am I babysitting? Why aren't you doing your job and
15 removing that officer from the centre?

MS DAVIDSON: Did that happen on more than one occasion?

MS DOLLY: Yep.
20

MS DAVIDSON: That is, you were asked to babysit the officer -

MS DOLLY: Yeah. I did a C watch, and a couple of days later I was on the A watch, and she was on, and there - I can't remember what even it was. There was
25 an event in the centre, and all the girls - it might have been one of the Aboriginal days or something like that, and the girls were singing and stuff, and she was sneaking off. And I was told again to go and get her and keep her over where she could be seen.

30 **MS DAVIDSON:** The officer?

MS DOLLY: Yes.

MS DAVIDSON: Right. And what ended up happening to the officer, do you
35 know?

MS DOLLY: She ended up over at Geoffrey Pearce when I went over there as a Senior, and I was mortified that she was still in the job at that time. I submitted some reports in relation to what I'd seen on Facebook, being the inmate and
40 her - now that the inmate's out, that they were together and things like that. And I submitted some other information that - prior to the inmate being released and, yeah, shortly after she resigned.

MS DAVIDSON: So are you able to say when it was that you were observing this
45 at Dillwynia? Do you remember - that was before you went to Geoffrey Pearce?

MS DOLLY: It was - yeah. So that would have been around 2017, 2018.

MS DAVIDSON: Right. And did you submit reports about that at the time, do you remember?

5 **MS DOLLY:** I didn't think I needed to. When I've got my management team telling me to babysit her, I'm pretty sure that they're aware of what's going on.

MS DAVIDSON: Can you have a look at paragraph 75 of your statement.

10 **MS DOLLY:** Yep.

MS DAVIDSON: This is another incident you describe in relation to an officer. You say:

15 "…while all the Wayne stuff was going on."

Did you see or hear anything in relation to that incident?

20 **MS DOLLY:** Yes. There was a lot of talk about that incident.

MS DAVIDSON: All right. You heard about it from other officers?

MS DOLLY: Yeah, I - I very rarely worked in the AVL section.

25 **MS DAVIDSON:** Right.

MS DOLLY: And as the Senior, he was in there on his own.

30 **MS DAVIDSON:** All right.

MS DOLLY: So -

35 **MS DAVIDSON:** So you indicate there that he was stood down for sexual assault on an inmate.

MS DOLLY: Yes, he was.

MS DAVIDSON: How was it that you came to know that?

40 **MS DOLLY:** We were told - the whole gaol was told.

MS DAVIDSON: You were told that.

45 **MS DOLLY:** Yeah.

MS DAVIDSON: By who?

MS DOLLY: I can't remember. We were told, though.

MS DAVIDSON: By Shari Martin?

5 **MS DOLLY:** I'm not sure who told us.

MS DAVIDSON: Do you remember it being an email or being told in a meeting?

10 **MS DOLLY:** No, no. We were told on parade that he'd been stood down.

MS DAVIDSON: And were you told why?

15 **MS DOLLY:** Not - not the full facts. We were just told that he was stood down. We already knew what had been happening. His son worked in Justice Health, and he was acting dumb or something at the time as well. And the thing is the gentleman that we're talking about, he was actually a trainer at the academy. So he should have known that that's not acceptable.

20 **MS DAVIDSON:** You say you, after that time, were asked to do a course again -

MS DOLLY: That's correct.

MS DAVIDSON: - about not being intimate with inmates?

25 **MS DOLLY:** That's correct.

MS DAVIDSON: Do you remember what the nature of that course was? Was it something you had to do online or did someone come?

30 **MS DOLLY:** To be honest, I can't remember. But we all had to do this course, and we all had to sign a piece of paper to say that we'd completed the course.

MS DAVIDSON: It was while you were still at Dillwynia.

35 **MS DOLLY:** Yeah.

MS DAVIDSON: Do you remember signing the piece of paper?

40 **MS DOLLY:** Yeah.

MS DAVIDSON: Was Astill there at that time?

MS DOLLY: He would have been.

45 **MS DAVIDSON:** At paragraph 76, you're talking about another officer being moved out of Dillwynia because he patted an inmate on the backside in the Independent Living Unit.

MS DOLLY: Yep.

MS DAVIDSON: How did you know about that?

5

MS DOLLY: Again, the - the inmates tell you what's going on.

MS DAVIDSON: Right.

10 **MS DOLLY:** The inmate told me about that one. He was actually moved back to John Morony, to a male centre.

MS DAVIDSON: Was that an officer you knew or had worked with?

15 **MS DOLLY:** Yes.

MS DAVIDSON: But you hadn't witnessed any of the -

MS DOLLY: No. I was told by the inmate.

20

MS DAVIDSON: By the inmate who you understood had experienced that or by -

MS DOLLY: Experienced that.

25 **MS DAVIDSON:** And do you know whether that was reported by that inmate?

MS DOLLY: Yes, it was, from my knowledge.

MS DAVIDSON: She told you that she'd reported it?

30

MS DOLLY: Yeah.

MS DAVIDSON: Now, again, this was something that happened, I take it, during your time at Dillwynia while were you still working there?

35

MS DOLLY: Yes.

MS DAVIDSON: And the officer got moved out.

40 **MS DOLLY:** Yep.

MS DAVIDSON: Were you surprised at that happening when you'd been making all these reports about Astill?

45 **MS DOLLY:** And he was still there.

MS DAVIDSON: Still there.

MS DOLLY: Yep. It's demoralising. That - that's why I gave up in the end. You - you can only fight so much before you break. And that's what we were doing, and we're watching people that have done lesser things - like, this particular officer, it wasn't anywhere near as bad as what Astill was partaking in. And, admittedly, it's still very, very wrong, but it was not even in the same ballpark.

MS DAVIDSON: Do you remember whether there was before or after - that is, this incident that you've described at paragraph 76, was before or after the incidents with Elizabeth Cox and the report you made about Trudy Sheiles?

MS DOLLY: That was before.

MS DAVIDSON: Before.

MS DOLLY: Yeah.

MS DAVIDSON: You refer at paragraph 77 -

MS DOLLY: Yep.

MS DAVIDSON: - to an incident involving Mr Foster.

MS DOLLY: Yeah.

MS DAVIDSON: Do you know whether that's something that occurred while you were working at Dillwynia?

MS DOLLY: Yes.

MS DAVIDSON: That is, it occurred during -

MS DOLLY: It - it occurred. With Mr Foster - he's - he should have been a SAPO, a programs officer. Very caring towards inmates. Always listens. I think that was an innocent pat on the knee, as in, I don't think it was a sexual thing. It was just a, "You'll be okay."

MS DAVIDSON: You didn't see it?

MS DOLLY: I didn't see it, no.

MS DAVIDSON: In paragraph 78, you refer to Mr Paddison and Mr Holman.

MS DOLLY: Absolutely.

MS DAVIDSON: What did you know about their behaving - what did you see or hear about their having intimate relationships with other staff at the centre?

MS DOLLY: Neil Holman was in a relationship with Shona Robertson. It was very uncomfortable. Michael Paddison was sleeping with whoever he could at the time.

5

MS DAVIDSON: When you say "at the time", what time are you referring to?

MS DOLLY: From the period of 2012 to 2018 when I left.

10 **MS DAVIDSON:** All right. Did you understand those to be consensual relationships?

MS DOLLY: Yeah, they probably were. But when it affects everybody else in the centre's livelihood and their work priorities -

15

MS DAVIDSON: But how did you understand it to be affecting everybody else in the centre's -

20 **MS DOLLY:** Well, I'll give the incident for me. Michael Paddison and Neil Holman used to come and sit in the Medium Needs area, and on some occasions I would have Vicki Tessararo and Shona Robertson as my baggies. And -

MS DAVIDSON: Right. First class officers (crosstalk)?

25 **MS DOLLY:** First class - sorry, first class officers. And I would be left to do all the work for the day while they all sat and drank coffee and chatted. There was another incident where there was an escort that needed to go out, and Michael Paddison had asked six officers, including Shona, Vicki Tessararo, Amanda Smith and a couple of others - some had to go and feed their dogs. Some had to look
30 after their kids. Everyone had an excuse, and it got down to me, and he said, "I'm directing you to go to the hospital." I said, "So what is my child? Is my child just a garden statue?" He said, "You're fucking going on the escort, so go and get the bag." You know, things like that, the favouritism, these relationships. I mean, Michael Paddison was nicknamed "dick first". That's -

35

MS DAVIDSON: That was the name being used in relation to him?

MS DOLLY: That's what everybody called him, "dick first".

40 **MS DAVIDSON:** Was that during the period you've referred in paragraph 79 to 2016 to 2018?

MS DOLLY: It would have been - yeah. It - it might have been a little bit before that as well.

45

MS DAVIDSON: Before that?

MS DOLLY: Yeah.

MS DAVIDSON: Did that name continue?

5 **MS DOLLY:** Yep.

MS DAVIDSON: You - well, could I ask you to go to paragraph 87.

MS DOLLY: 87?

10

MS DAVIDSON: 87, on the last page.

MS DOLLY: Yep.

15 **MS DAVIDSON:** You're responding to a question there about whether you heard staff making comments about Astill's conduct towards inmates.

MS DOLLY: Yeah.

20 **MS DAVIDSON:** And you say in the first line there:

"The whole gaol was discussing it."

MS DOLLY: They were.

25

MS DAVIDSON: And where you say that, you mean all the officers that you were interacting with?

MS DOLLY: Yeah, pretty much. And others that you don't interact with.

30 You - you just hear things. Everybody was talking. Yes.

MS DAVIDSON: And around what period, are you able to indicate, when you think the whole gaol was discussing it?

35 **MS DOLLY:** Definitely 2017/2018. By that stage, everyone in the gaol was aware of what was happening -

MS DAVIDSON: When you say -

40 **MS DOLLY:** - from Governor down.

MS DAVIDSON: - what was happening, are you talking about favouritism towards inmates or was what was being spoken of sexual contact?

45 **MS DOLLY:** Both.

MS DAVIDSON: Both. And what did you hear from other officers in the gaol about him having sexual contact with inmates?

5 **MS DOLLY:** Well, the first incident with - I nearly did it again. The first incident with inmate C was the beginning of it all. And then -

MS DAVIDSON: The can of Coke incident?

10 **MS DOLLY:** Yeah, the can of Coke incident. Everyone was discussing that. And then -

MS DAVIDSON: And that non-sexual contact (crosstalk) -

15 **MS DOLLY:** Well, it was.

MS DAVIDSON: But was there discussion - just so I can understand what the talk was, was the discussion that he was sharing a can of Coke with Witness C because she was giving him sexual favours?

20 **MS DOLLY:** It was actually sexual. The can of Coke was in her cleavage. They weren't just walking down the path with a can of Coke; it was being placed in and out of her cleavage.

25 **MS DAVIDSON:** That's something that you - somebody had told you about or something that you saw?

MS DOLLY: No, no, no. Apparently that's what was in the footage, that it was in the cleavage; it wasn't just walking down the path.

30 **MS DAVIDSON:** All right. And when you say, "Apparently that's what was in the footage," you're talking about -

MS DOLLY: The staff on the C watch.

35 **MS DAVIDSON:** Do you remember -

MS DOLLY: I don't recall. They had watched the footage. I'd never seen the footage.

40 **MS DAVIDSON:** So there was - there was that. That was at some time in 2015?

MS DOLLY: Yep.

45 **MS DAVIDSON:** Is that right? After that, did the rumours continue? The talk?

MS DOLLY: The - the - the rumours continued about his behaviours.

MS DAVIDSON: Right.

5 **MS DOLLY:** He was very erratic. He was very sly, hence the reason I think he got the name "fox" is because of his slyness. I - everyone was talking about any and every incident that Wayne was involved in. The only problem was there was some staff that were actually going through a lot of these things and reporting, that were talking to one another. Because if we had have spoken to one another, we may have been able to stop this a lot sooner and realised how big the problem was. You can't go by the gossip and innuendo in the gaol because people are adding
10 their own little flavours to it and stuff like that. But we witnessed a lot of the stuff.

MS DAVIDSON: All right. But where you say "we", you and Renee Berry were -

15 **MS DOLLY:** Myself, Renee Berry, Judy Barry, Davey Jeans.

MS DAVIDSON: And you were talking to each other at the time?

MS DOLLY: Well, we were, but not about that.

20 **MS DAVIDSON:** Not about sexual contact -

MS DOLLY: Not about - no. I didn't realise - even though we were talking about his behaviours -

25 **MS DAVIDSON:** Yes.

MS DOLLY: - we were talking more about his demeanour and the way he's treating staff. They were issues that we sort of kept - I had my inmates that I was looking after. Glenn Clark had his inmates. And Glenn Clark and I had a big fight
30 because I - I was trying to protect the inmate I was looking after. He was trying to protect the inmate he was looking after. We didn't realise we were protecting the inmates from the same thing.

35 **MS DAVIDSON:** Right. So is that in reference to Elizabeth Cox when he was looking after Trudy Sheiles?

MS DOLLY: Correct.

40 **MS DAVIDSON:** Is that right?

MS DOLLY: Yeah.

MS DAVIDSON: And what was the fight about?

45 **MS DOLLY:** He wanted one moved into an area, and I said, "No, you're not moving her into this area. I need Elizabeth to go there."

MS DAVIDSON: I see.

MS DOLLY: And we ended up a really big argument. He said, "You've got no idea. You don't understand what's going on." And I said, "You've got no idea."
5 Little did we know, we're fighting over the same thing.

MS DAVIDSON: You were both trying to get them into areas where they would be safe (crosstalk).

10 **MS DOLLY:** Exactly.

MS DAVIDSON: Is that right?

MS DOLLY: Yeah, that's correct.
15

MS DAVIDSON: What area was that that you regarded -

MS DOLLY: I think we were trying to get them back out of the BIU at that point.

20 **MS DAVIDSON:** Right. You say there were several - I'm going back to paragraph 87, that there were staff witnessing Witness N's interaction with Astill and the fact she was regularly found in the High Needs area when she should have been in the Medium Needs area.

25 **MS DOLLY:** Yeah.

MS DAVIDSON: Was that something that you witnessed?

MS DOLLY: Yeah. And I regularly witnessed Astill in M Right with that inmate.
30

MS DAVIDSON: Was there any - well, M Right is a Medium Needs area?

MS DOLLY: Correct.

35 **MS DAVIDSON:** You're referring here to inmates being in the High Needs area when they should have been in the -

MS DOLLY: She would always go over to the High Needs area, and Westley Giles allowed her to go into that area. Inmates aren't allowed normally from
40 Medium Needs to go to High Needs.

MS DAVIDSON: And that's because the High Needs inmates, or at least some of them, are protected SMAP inmates?

45 **MS DOLLY:** That's right. Yeah. But even when the - the K Units were out, the inmate would need to ask the Senior to be able to go over there, and it would

usually be on a every now and then basis. But that particular inmate was going across every single day and being allowed to do that.

5 **MS DAVIDSON:** It was more regular than - and was that something that you reported?

MS DOLLY: No. I just wanted to bat and was keeping an eye on what was going on.

10 **MS DAVIDSON:** All right. In paragraph 88, you say:

"All staff members prior to Astill's arrest were discussing events they had witnessed or someone had mentioned."

15 You were at the centre immediately before Astill's arrest, is that right? You'd moved to Geoffrey Pearce -

MS DOLLY: That's correct, yeah. And it was a few months later that he got arrested.

20

MS DAVIDSON: Yes.

MS DOLLY: Yeah

25 **MS DAVIDSON:** So where you're talking - what you're talking about in paragraph 88 is a period in 2018, is that right?

MS DOLLY: That's correct. That would have been about April, 2018.

30 **MS DAVIDSON:** Where you say staff were discussing the behaviour of Astill on the C watches, was the behaviour that they were talking about the dry humping with Tania Hockey or was it some other behaviour on the C watches?

MS DOLLY: Tania Hockey. Dry humping Tania Hockey.

35

MS DAVIDSON: Was there discussion amongst staff, do you know, about Astill being on the C watches, going into the High Needs area?

MS DOLLY: There were discussions about that, yes.

40

MS DAVIDSON: Amongst other staff?

45 **MS DOLLY:** Yep. Everyone was talking about every incident. The - the whole gaol - and this, again, is why I do not understand how management can say that they are unaware of what went on, because everybody was talking about it. Everybody from the SAPOs, the chaplains, non-custodial staff, custodial staff. Everyone was talking about it.

MS DAVIDSON: And was the talk - that talk that you're talking about, then, in 2018, talk about his sexual contact with inmates?

5 **MS DOLLY:** Pretty much. By that stage, people had started working out that what he - what they assumed he was doing was actually happening.

MS DAVIDSON: Right. And when you say people had started working it out, that officers come to you and told you they'd worked it out?

10

MS DOLLY: They didn't need to. When - when they're telling you what's happening and you know from the incidents you've dealt with, that - that's pretty accurate.

15 **MS DAVIDSON:** So you'd certainly worked it out, but you don't know whether they'd worked it out; is that right?

MS DOLLY: No.

20 **MS DAVIDSON:** Those are my questions, Commissioner.

COMMISSIONER: Yes. Does anyone else have any questions?

MR SELLER: Just pardon me one moment, Commissioner.

25

<EXAMINATION BY MR SELLER:

MR SELLER: Ms Dolly, my name is James Sheller. I'm one of the legal representatives for the Corrective Services. I'm just wondering whether - there's a couple of folders just there near your right hand. I'm just wondering if you could open probably the - the bottom one, and tell me if that's got some number tabs.

30

MS DOLLY: It's heavy.

35 **MR SELLER:** It is heavy. Does it start - hopefully it'll start at about number 47 or 48.

MS DOLLY: That's correct.

40 **MR SELLER:** Would you go behind tab 70 of that folder, please. Is there something behind there, tab 70?

MS DOLLY: It only goes up to 64A.

45 **MR SELLER:** I'm just wondering if - just pardon me one moment and we'll get it for you. Actually, we'll hand up a document to you. Thank you. I'm sorry. Could I approach, Commissioner?

COMMISSIONER: Yes. Yes.

5 **MR SHELLER:** Ms Dolly, I'm just showing you a document, which is an email. It's in two parts. You'll notice up the top of the document a section - sorry, heading, Workplace Comments, and then beneath it:

"From Wayne Astill."

10 Do you see that?

MS DOLLY: Yes.

15 **MR SHELLER:** And you'll see, just beneath that, upper case the word "gold"?

MS DOLLY: Yep.

20 **MR SHELLER:** And beneath that, an email from Leanne O'Toole addressed to a very large number of people. Can you see that?

MS DOLLY: Yes.

25 **MR SHELLER:** And then if you look in the fourth line of that large number of people, you'll see your name towards the right-hand side?

MS DOLLY: I remember that email well.

30 **MR SHELLER:** And you wouldn't have seen Mr Astill's responsive email before?

MS DOLLY: No.

35 **MR SHELLER:** You'd accept from me - at least our interpretation is that by Mr Astill putting the word "gold" there in response to Ms O'Toole, he was agreeing with everything she'd said?

MS DOLLY: Yeah, it was pretty much a pat on the back from Leanne O'Toole.

40 **MR SHELLER:** And can you tell us if you remember - I appreciate it's eight years ago, or near enough to eight years ago - whether you had any reaction to receiving this email?

MS DOLLY: I ignored it.

45 **MR SHELLER:** Can you recall whether there was any discussion with fellow officers (crosstalk)?

MS DOLLY: There was plenty of talk. People were laughing at that email. It was just another form of bullying by Leanne O'Toole.

5 **MR SHELLER:** And if I could just ask you to go to your statement for the Commission. I just wanted to ask you one question. What you describe - sorry, a couple of questions about paragraph 41. It's on page 8 of your statement.

MS DOLLY: Yes.

10 **MR SHELLER:** This incident that you describe, that is, Ms Hockey operating the cameras or moving the cameras around -

MS DOLLY: Yes.

15 **MR SHELLER:** - do you have any recollection now whether that incident, or your observation of that, is something that was reported by you to anyone?

MS DOLLY: I don't recall whether I reported that.

20 **MR SHELLER:** Yes. Thank you. Those are my questions.

COMMISSIONER: Does anyone else have any questions?

25 **MR KADAR:** Commissioner, I don't have any questions at the moment, but -

COMMISSIONER: Sorry, you'll have to find a microphone.

30 **MR KADAR:** Sorry, Commissioner. That's better. I don't have any questions at the moment, but I would seek the Commission's indulgence to adopt a similar practice to what we put in place yesterday with Mr Foster. And if it comes to fruition that we do want to make an application to recall this witness, we let Counsel Assisting know by Sunday afternoon at the very latest. There are some matters that have been raised here that touch upon my client which I do need to get instructions on.

35 **COMMISSIONER:** Yes. Very well. Your client hasn't been here today?

40 **MR KADAR:** He has not, your Honour. I'm meeting with him tomorrow. I've spoken to him over the phone, but tomorrow will be my first proper conference with him.

COMMISSIONER: All right. Ms Davidson, I think that we've probably got no choice.

45 **MS DAVIDSON:** Well, given the time, it's probably not convenient, unfortunately, because I would like to not inconvenience Ms Dolly either.

COMMISSIONER: Ms Dolly, you can be here on Monday if you need to be, can you?

MS DOLLY: On Monday, sir?

5

COMMISSIONER: Yes.

MS DOLLY: Yes.

10 **COMMISSIONER:** Yes. All right. Well, are arrangements in place with you or Mr Lloyd for phone calls on Sunday afternoon?

15 **MS DAVIDSON:** They certainly can be. Mr Lloyd had an arrangement with our learned friend, and I'm sure something can be worked out. We'll have to make sure that we can communicate with Ms Dolly on Sunday afternoon as well to let her know one way or the other.

20 **COMMISSIONER:** All right. Now, no one else has any questions? Very well. Well, we'll adjourn on the basis that unless you're told on Sunday that your attendance is required on Monday, you're excused -

MS DOLLY: Okay. Thank you.

25 **COMMISSIONER:** - And I thank you for your evidence. Thank you.

<THE WITNESS WAS RELEASED

30 **MS DAVIDSON:** Commissioner, it had been estimated that we might reach Mr Bartlett today. Obviously that's not going to be possible. We had indicated that to him during the luncheon adjournment. He will be - his evidence, obviously, will be taken, but I don't anticipate that that will occur on Monday. That is, the witnesses for Monday are still anticipated to be Ms Johnson, Ms Barry and Ms Berry.

35 **COMMISSIONER:** Very well. Well, we're slipping a little, so we'll have to attend that.

MS DAVIDSON: We will. Yes.

40 **COMMISSIONER:** Otherwise, I'll adjourn until 10 o'clock on Monday.

<THE HEARING ADJOURNED AT 3.56 PM TO MONDAY, 30 OCTOBER 2023 AT 10.00 AM