

Wanda Kropp

From: Shauni Holec
Sent: Friday, 14 April 2023 9:25 AM
To: Tracey Nielsen
Subject: Management Action - [REDACTED]
Attachments: Allegation 1 - B.png; Allegation 1 - A .png

Follow Up Flag: Follow up
Flag Status: Flagged

Hi Tracey,

Please see attached allegation relating to [REDACTED] and relevant excerpts from the complaint for management action. Please note that we have no other information, and the complainant did not provide further particulars when asked to do so. I have had a conversation with [REDACTED] as soon as we received this complaint to confirm whether [REDACTED] was sexually assaulted in the workplace, which [REDACTED] denied.

1. In 2016/2019, [REDACTED] had sex with an unknown Fire Fighter at the Roma Street Fire & Rescue Station.

Kind regards,



Shauni Holec

A/Principal Investigator | Conduct Investigations Unit
Relations and Standards Branch

QFES People | Queensland Fire and Emergency Services

P 07 3635 3702 / [REDACTED]

E shauni.holec@qfes.qld.gov.au

Emergency Services Complex, C1 Block, Mail Cluster 15.9

[125 Kedron Park Road, Kedron QLD 4031](#)

GPO Box 1425, Brisbane, QLD 4001

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Wanda Kropp

From: Shauni Holec
Sent: Friday, 14 April 2023 9:14 AM
To: Tracey Nielsen
Cc: Lesley Phinn (QFES)
Subject: Management Action for [redacted]
Attachments: Allegation 2 - A.png; Allegation 2 - B.png; Allegation 3 - A .png; Allegation 3 - B.png; Allegation 1 - A.png; Allegation 1 - B.png

Follow Up Flag: Follow up
Flag Status: Flagged

Hi Tracey,

I will send you one email per subject officer for clarity – please let me know if anything does not make sense.

Please see attached allegations relating to [redacted] and relevant excerpts from the complaint for management action. Please note that we have no other information, and the complainant did not provide further particulars when asked to do so.

1. On an unknown date / May 2022, [redacted] has spread rumours about [redacted] in the workplace, including that [redacted].
2. On an unknown date / 2017-18, [redacted] collected (drove) [redacted] from pubs and nightclubs in [redacted] QFES allocated emergency response vehicle.
3. On an unknown date, [redacted] failed to report that [redacted] had either been sexually assaulted or had sex in Roma Street Fire Station.

Kind regards,



Shauni Holec

A/Principal Investigator | Conduct Investigations Unit
Relations and Standards Branch
QFES People | Queensland Fire and Emergency Services

P 07 3635 3702 / [redacted]
E shauni.holec@qfes.qld.gov.au

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Matthew Bulow

From: Matthew Bulow
Sent: Wednesday, 12 July 2023 5:24 PM
To: Lance Duncan; [redacted]
Subject: Re: Confidential Summary of Conversation

Thanks Lance

Yes, This is correct

Regards

Matthew Bulow
Chief Superintendent
Queensland Fire and Emergency Services
Mob: [redacted]

From: Lance Duncan <Lance.Duncan@qfes.qld.gov.au>
Sent: Wednesday, July 12, 2023 5:05:44 PM
To: Matthew Bulow <Matthew.Bulow@qfes.qld.gov.au>; [redacted]
Subject: RE: Confidential Summary of Conversation

Hi Matthew,

We understand that this matter is finalised, but could be further investigated if information or evidence to support the allegations against [redacted] is provided.

Thank you.



Lance Duncan
Treasurer
Queensland Fire and Rescue
Senior Officers Union of Employees
Mobile: [redacted]
Email: Lance.duncan@qfes.qld.gov.au
Web: www.qfr-sou.asn.au

From: Matthew Bulow <Matthew.Bulow@qfes.qld.gov.au>
Sent: Wednesday, 12 July 2023 4:51 PM
To: [redacted]
Cc: Lance Duncan <Lance.Duncan@qfes.qld.gov.au>
Subject: Re: Confidential Summary of Conversation

Hi [redacted]

Thanks for reaching out. Due transitioning into the DRO role, I haven't progressed the matter any further yet.

I mentioned at our meeting, this matter has not been considered as a complaint or assessed by the complaints assessment team. As the topics we discussed came to QFES via a third party with no supporting evidence, I was asked to conduct some preliminary enquiries and have a conversation with you to obtain any additional information that may support the information provided by the third party.

If I felt as though there was any substance to the information provided after our discussion, then the next steps would be to refer the information to the complaints assessment team for their review, assessment and recommendations moving forward.

Based on the information that you have provided to me and supported by the file note you've endorsed, I do not feel as though there is enough credible information available to progress any of the matters discussed. As a result, I will be providing the file note back to WLU with a recommendation that unless any further/additional evidence that relates to the matters we discussed is provided in the future, that no further action is taken.

I hope this helps clear up the matter.

Regards

Matthew Bulow
Chief Superintendent
Queensland Fire and Emergency Services
Mob: contrary to the public interest

Contrary to the public interest

From: Matthew Bulow <Matthew.Bulow@qfes.qld.gov.au>

Sent: Thursday, 29 June 2023 2:52 PM

To: Contrary to the public interest

Subject: FW: Confidential Summary of Conversation

Thanks [redacted]

I appreciate you getting back to me so quickly.

Regards

Matthew Bulow
Acting Assistant Commissioner
Brisbane Region
Queensland Fire and Emergency Services
P (07) 3635 1917 M [redacted]
E matthew.bulow@qfes.qld.gov.au



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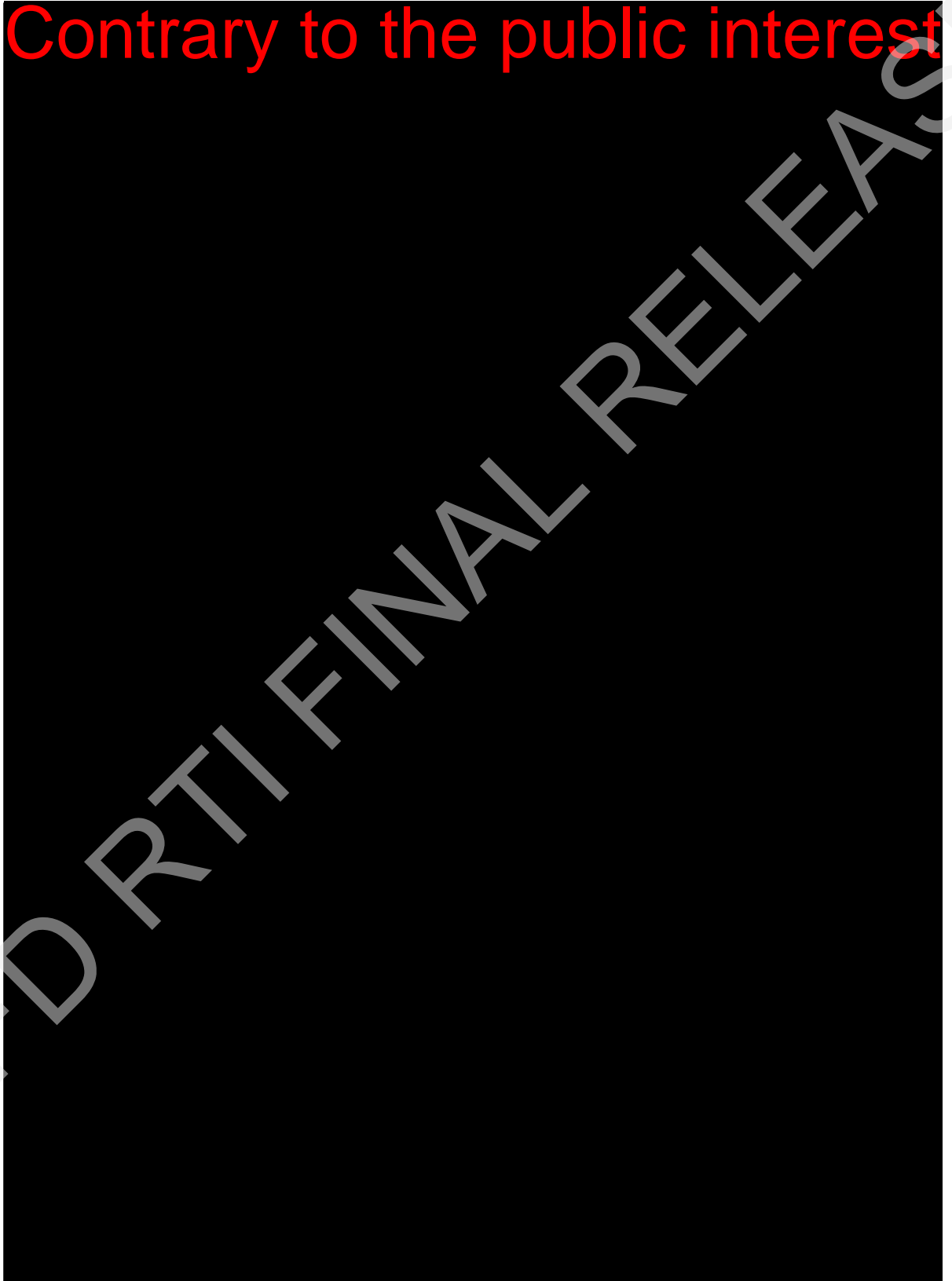
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Summary

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I do not feel as though there is enough credible information available to progress any of the matters discussed. As a result, my recommendation is that unless any further/additional evidence that relates to these matters is provided in the future, that no further action is taken.

Regards

Matthew Bulow

A/Assistant Commissioner

Brisbane Region

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Matthew Bulow

Subject: Preliminary Enquiries
Location: AC BR Office

Start: Tue 27/06/2023 12:30 PM
End: Tue 27/06/2023 1:00 PM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Matthew Bulow
Required Attendees: Contrary to the public interest

Good afternoon Contrary to the

The purpose of this meeting is for me to make some preliminary enquiries in relation to an alleged incident that may have occurred at Roma St Fire and Rescue station Contrary to the public interest
Contrary to the public interest This conversation is confidential
s.73 - Irrelevant information This conversation
should take no longer than 30 mins.

Due to the confidential and personal nature of this matter, I ask that you have a support person present with you in this meeting and that can include either a union or legal representative. Please confirm with me 24 hours prior to the meeting who you will be bringing anyone with you. If you choose not to bring a support person, I will ask for a member of my staff to be present at this meeting. For further information about the role of a support person refer to the QFES Support Person and Union Representative Guidelines. I will be making notes during the meeting which I will share with you after the meeting for verification.

Please note that this matter is confidential and is not to be discussed with any of your QFES colleagues, apart from your support person, union or legal representative.

The Fire and Emergency Services Support Network (FESSN) is available for you to access if you would like support with this matter. FESSN is a 24 hour confidential support and counselling service and can be contacted on 1800 805 980.

Regards,

Matthew Bulow
Acting Assistant Commissioner
Brisbane Region
Queensland Fire and Emergency Services
P (07) 3635 1917 M Contrary to the public interest
E matthew.bulow@qfes.qld.gov.au



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Microsoft Teams meeting

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Meeting ID: **Contrary to the public interest**

Passcode: **Contrary to the public interest**

[Download Teams](#) | [Join on the web](#)

Join with a video conferencing device

teams@vc.qfes.qld.gov.au

Video Conference ID: **Contrary to the public interest**

[Alternate VTC instructions](#)



QFES Team Meeting Invitation

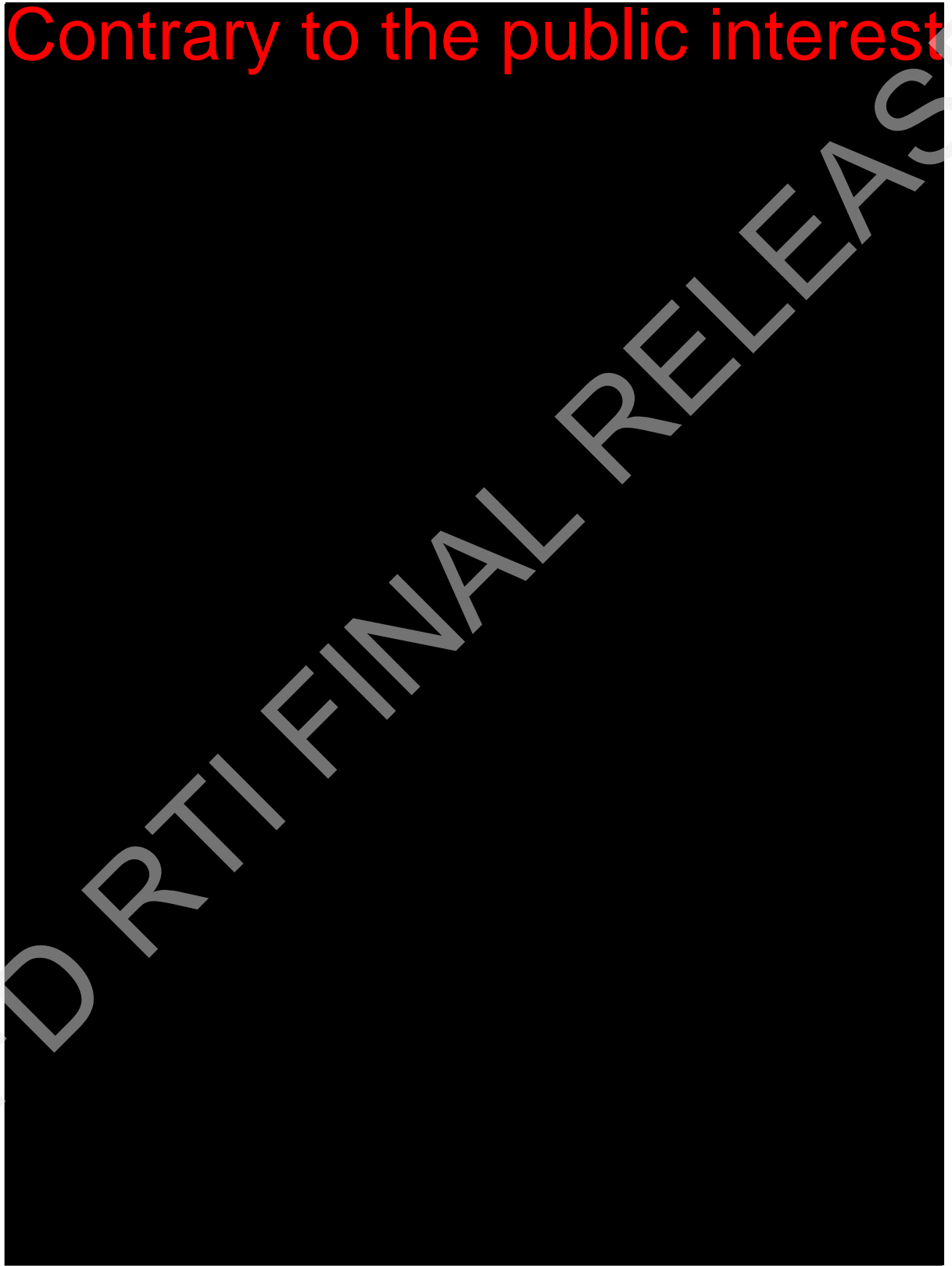
[Learn More](#) | [Meeting options](#)

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Summary

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Contrary to the public interest

I do not feel as though there is enough credible information available to progress any of the matters discussed. As a result, my recommendation is that unless any further/additional evidence that relates to these matters is provided in the future, that no further action is taken.

Regards

Matthew Bulow

A/Assistant Commissioner

Brisbane Region

Matthew Bulow

From: Matthew Bulow
Sent: Tuesday, 4 July 2023 1:13 PM
To: [Redacted]
Subject: RE: [Redacted] File Note

Thanks [Redacted]

Appreciate your engagement in this process.

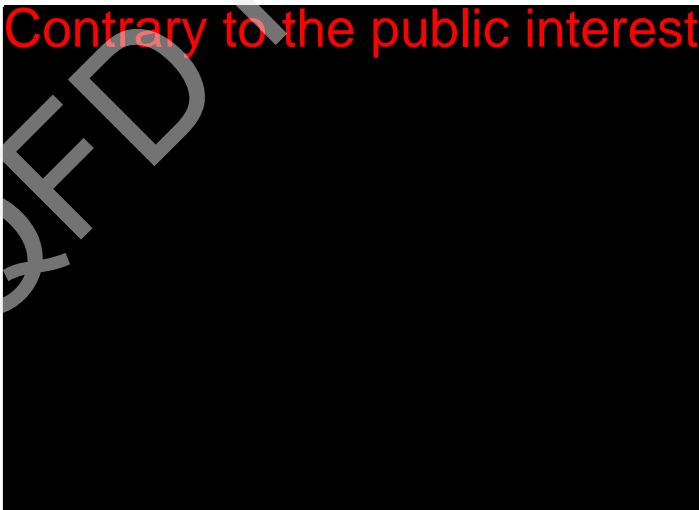
Regards

Matthew Bulow
Acting Assistant Commissioner
Brisbane Region
Queensland Fire and Emergency Services
P (07) 3635 1917 M [Redacted]
E matthew.bulow@qfes.qld.gov.au



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Outcome

When the complaint was received and reviewed CIU conducted a welfare phone call with the nominated complainant/victim to make [redacted] aware of the complaint, to ascertain if [redacted] had been

assaulted in the manner alleged, to offer support and [redacted] options to progress the matter. [redacted] advised that the incident did not occur.

The complaint was assessed and determined that management action conversations were to occur in relation to concerns involving the alleged [redacted] complainant/victim as well the nominated senior officer who was alleged to have been made aware. These were allocated to Brisbane region and conducted by A/AC Bulow. A/AC Bulow spoke with the 2 nominated subject officer in June 2023, based on the fact finding these matters were unsubstantiated.

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