



File: T&F20/1801
A1750623

State Administration Centre
200 Victoria Square
Adelaide SA 5000
GPO Box 1045
Adelaide SA 5001
DX56205
Tel 08 8226 9500
Fax 08 8226 3819
<http://www.treasury.sa.gov.au>
ABN 19 040 349 865

16 March 2021

Ms Nat Cook MP
Shadow Minister for Human Services
Member for Hurtle Vale
PO Box 158
WOODCROFT SA 5162

Sent via email: shadowhumanservices@parliament.sa.gov.au

Dear Ms Cook

Freedom of Information – Investigations into SA Housing Authority culture

I refer to your application under the *Freedom of Information Act 1991* (FOI Act), received by the Department of Treasury and Finance (DTF) on 10 December 2020.

Your application specifically requested:

'Between 30 June 2019 to 9 December 2020, details of any investigation into SAHA culture and in particular including significant allegations of bullying and harassment by members of the SAHA executive (of all levels). Provide all details of the recommendations of any of those investigations. If there were no investigations by the OCPE please advise reasons for not carrying out an investigation into SAHA culture.'

Under the Act, an agency has 30 days to respond to a freedom of information request. As DTF did not respond to your request within the time frame required, the department is deemed to have refused you access to all documents relevant to your application. However, I have determined to process the request as if the statutory time frame had been met.

The purpose of this letter is to advise you of my determination.

A total of 31 documents were identified as answering the terms of your application and I have determined as follows:

- I grant you access in full to 1 documents, a copy of which is enclosed
- I grant you access in part to 14 documents, copies of which are enclosed, and
- I refuse you access to 16 documents.

Please refer to the attached schedule that describes each document and sets out my determination and reasons in summary form.

Documents released in full

Document 5

Documents released in part

Documents 1, 3, 7 - 10, 24 – 31

These documents contain information relating to the personal affairs of third parties. Under clause 6(1) of Schedule 1 to the Act, a document is exempt if its disclosure would involve the 'unreasonable disclosure of information concerning the personal affairs of any person'. This information falls within the definition of personal affairs under the FOI Act and is therefore exempt from release pursuant to clause 6(1).

Documents 9, 30

These documents also contain allegations, the truth of which has not been established by a judicial process. The release of this information would be unreasonable and I have therefore determined to exempt it from release pursuant to clause 6(2) of Schedule 1 to the FOI Act.

Documents refused in full

Documents 2, 4, 6, 11 – 23

These documents consist of information relating to the personal affairs of third parties. Under clause 6(1) of Schedule 1 to the Act, a document is exempt if its disclosure would involve the 'unreasonable disclosure of information concerning the personal affairs of any person'. This information falls within the definition of personal affairs under the FOI Act and is therefore exempt from release pursuant to clause 6(1).

Documents 2, 11 - 22

These documents also contain allegations, the truth of which has not been established by a judicial process. The release of this information would be unreasonable and I have therefore determined to exempt it from release pursuant to clause 6(2) of Schedule 1 to the FOI Act.

Exemptions***Clause 6 – Documents affecting personal affairs***

- (1) A document is an exempt document if it contains matter the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).*
- (2) A document is an exempt document if it contains allegations or suggestions of criminal or other improper conduct on the part of a person (living or dead) the truth of which has not been established by judicial process and the disclosure of which would be unreasonable.*

Appeal Rights

If you are aggrieved with this determination, you have a right to apply for internal review under subsection 29(1) of the FOI Act. Pursuant to subsection 29(2), your application must:

- be in writing
- be addressed to the principal officer, and

- be lodged at an office of DTF, or emailed to freedomofinformation2@sa.gov.au within 30 days after the day on which you receive this letter or within such further time as the principal officer may allow.

If you require any further information please phone Natalie Haigh on (08) 8429 0839.

Yours sincerely

A handwritten signature in black ink, appearing to be 'MR' followed by a stylized flourish.

Maria Ross
ACCREDITED FREEDOM OF INFORMATION OFFICER

Schedule of Documents

T&F20/1801 - Nat Cook MP - "Between 30 June 2019 to 9 December 2020, details of any investigation into SAHA culture and in particular including significant allegations of bullying and harassment by members of the SAHA executive (of all levels). Provide all details of the recommendations of any of those investigations. If there were no investigations by the OCPE please advise reasons for not carrying out an investigation into SAHA culture"

Doc. No.	Date	Description of Document	# of pages	Determination	Exemption Clause
1	4/07/2019	Email	1	Released in part	6(1) - Unreasonable disclosure of personal affairs
2	11/07/2013	Witness Statement - attachment to 001	7	Refused in full	6(1) - Unreasonable disclosure of personal affairs
					6(2) - Contains allegations/ suggestions not established by judicial process and disclosure would be unreasonable
3	4/07/2019	Email	1	Released in part	6(1) - Unreasonable disclosure of personal affairs
4	2/07/2019	Complaint attached to doc 03	3	Refused in full	6(1) - Unreasonable disclosure of personal affairs
5	26/02/2019	Advertiser article	1	Released in full	
6	5/07/2019	File note - complaint	2	Refused in full	6(1) - Unreasonable disclosure of personal affairs
7	8/07/2019	Transit Cover Sheet	1	Released in part	6(1) - Unreasonable disclosure of personal affairs
8	10/07/2019	Email to complainant from CPSE	1	Released in part	6(1) - Unreasonable disclosure of personal affairs
9	8/07/2019	Letter from CPSE to complainant	1	Released in part	6(1) - Unreasonable disclosure of personal affairs
					6(2) - Contains allegations/ suggestions not established by judicial process and disclosure would be unreasonable
10	10/07/2019	Email - complainant forwarded the email/letter back to CPSE	1	Released in part	6(1) - Unreasonable disclosure of personal affairs
11	1/08/2019	Email	3	Refused in full	6(1) - Unreasonable disclosure of personal affairs
					6(2) - Contains allegations/ suggestions not established by judicial process and disclosure would be unreasonable
12	1/08/2019	Email	3	Refused in full	6(1) - Unreasonable disclosure of personal affairs
					6(2) - Contains allegations/ suggestions not established by judicial process and disclosure would be unreasonable
13	31/07/2019	Email	5	Refused in full	6(1) - Unreasonable disclosure of personal affairs

Schedule of Documents

Doc. No.	Date	Description of Document	# of pages	Determination	Exemption Clause
					6(2) - Contains allegations/ suggestions not established by judicial process and disclosure would be unreasonable
14	3/09/2019	Email	5	Refused in full	6(1) - Unreasonable disclosure of personal affairs
					6(2) - Contains allegations/ suggestions not established by judicial process and disclosure would be unreasonable
15	3/09/2019	Email	3	Refused in full	6(1) - Unreasonable disclosure of personal affairs
					6(2) - Contains allegations/ suggestions not established by judicial process and disclosure would be unreasonable
16	2/08/2019	Email	4	Refused in full	6(1) - Unreasonable disclosure of personal affairs
					6(2) - Contains allegations/ suggestions not established by judicial process and disclosure would be unreasonable
17	2/08/2019	Email	4	Refused in full	6(1) - Unreasonable disclosure of personal affairs
					6(2) - Contains allegations/ suggestions not established by judicial process and disclosure would be unreasonable
18	2/08/2019	Email	4	Refused in full	6(1) - Unreasonable disclosure of personal affairs
					6(2) - Contains allegations/ suggestions not established by judicial process and disclosure would be unreasonable
19	2/08/2019	Email	5	Refused in full	6(1) - Unreasonable disclosure of personal affairs
					6(2) - Contains allegations/ suggestions not established by judicial process and disclosure would be unreasonable
20	13/09/2019	Email	5	Refused in full	6(1) - Unreasonable disclosure of personal affairs
					6(2) - Contains allegations/ suggestions not established by judicial process and disclosure would be unreasonable

Schedule of Documents

Doc. No.	Date	Description of Document	# of pages	Determination	Exemption Clause
21	13/09/2019	Email	10	Refused in full	6(1) - Unreasonable disclosure of personal affairs
					6(2) - Contains allegations/ suggestions not established by judicial process and disclosure would be unreasonable
22	24/09/2019	Email	1	Refused in full	6(1) - Unreasonable disclosure of personal affairs
					6(2) - Contains allegations/ suggestions not established by judicial process and disclosure would be unreasonable
23	18/09/2019	Executive Paper from CE, SA Housing Authority regarding complaint	3	Refused in full	6(1) - Unreasonable disclosure of personal affairs
24	25/09/2019	Cover sheet for approvals	1	Released in part	6(1) - Unreasonable disclosure of personal affairs
25	27/09/2019	Email	1	Released in part	6(1) - Unreasonable disclosure of personal affairs
26	27/09/2019	Minute from Commissioner to Mr Jim McDowell	1	Released in part	6(1) - Unreasonable disclosure of personal affairs
27	27/09/2019	Email	1	Released in part	6(1) - Unreasonable disclosure of personal affairs
28	27/09/2019	Minute from Commissioner to Mr Michael Buchan	1	Released in part	6(1) - Unreasonable disclosure of personal affairs
29	24/09/2019	Email	1	Released in part	6(1) - Unreasonable disclosure of personal affairs
30	17/09/2019	Email	1	Released in part	6(1) - Unreasonable disclosure of personal affairs
					6(2) - Contains allegations/suggestions not established by judicial process and disclosure would be unreasonable
31	31/07/2019	Email	1	Released in part	6(1) - Unreasonable disclosure of personal affairs

Mayor's conduct gets out of hand

SIMEON THOMAS-WILSON
CITY EDITOR

A PROMINENT Adelaide mayor has been investigated over his momentary hand gesture to get his council's chief executive to stop talking and sit down at a public meeting.

Prospect Mayor David O'Loughlin, pictured, who is president of the Australian Local Government Association, has apologised to chief executive Cate Hart after the incident.

Kelley Jones Lawyers conducted an investigation for the council after complaints by two Prospect residents. A summary of the firm's report will be discussed at the council's meeting tonight.

It says Mr O'Loughlin, who has been Mayor since 2006 and was a Labor candidate for the state seat of Adelaide in 2014, "acted in a manner that was not reasonable and respectful" to Ms Hart at a council meeting in September last year.

The council was discussing an application from Prospect Rd restaurant Meze Mazi for a footpath extension and extra seating for outdoor dining when the incident occurred.

After councillors had finished debating the item, Ms Hart was discussing the council's next moves about the restaurant's proposal.

Video of the meeting shows that as Ms Hart spoke, Mr O'Loughlin made a gesture to-

wards her. Kelley Jones found "the effect of (the gesture) was to (and did) stop the CEO from speaking, and to have her take her seat".

The investigation found it was "contrary" to the code of conduct for councillors, which says they must "act in a reasonable, just, respectful and non-discriminatory way when dealing with people".

Mr O'Loughlin told *The Advertiser* he had to wait until tonight's meeting before commenting. Ms Hart returns today from two weeks annual leave. The investigation also found Mr O'Loughlin breached a separate section of the code, which says elected members must refrain from directing or influencing council staff on the way they perform their duties.

Kelley Jones found Mr O'Loughlin had monthly meetings with each of the council's directors, independent of the chief executive, until 2016 when Ms Hart took up her role and attended the meetings too.

The investigation found Mr O'Loughlin "involved himself in operational matters" and had "requested certain matters to be followed up and/or addressed in relation to operations", which was outside the scope of his role.

The report summary says he has since "ensured he only involves himself in strategic and policy matters" of the council.

**WATCH THE VIDEO AT
ADVERTISER.COM.AU**



Haigh, Natalie (DTF)

From: OCPSE:Public Sector
Sent: Thursday, 4 July 2019 11:00 AM
To: Zadow, Tiffany (OCPSE)
Cc: Vinall, Sarah (OCPSE)
Subject: FW: Private and Confidential Bullying Public Sector Email 2
Attachments: **Clause 6(1)**

Hi Tiffany,

Please see the email below relating to bullying in the Public Sector.

Kind regards,

Celine Parker

Administrative Officer

Office of the Commissioner for Public Sector Employment | publicsector.sa.gov.au

T (08) 83032158 | E celine.parker@sa.gov.au

Ground Floor, State Administration Centre, 200 Victoria Square, Adelaide SA 5000

GPO Box 1045, Adelaide SA 5001 | DX 56201



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 Please consider the environment before printing this e-mail.

From: **Clause 6(1)**

Sent: Wednesday, 3 July 2019 12:39 PM

To: OCPSE:Public Sector <PublicSector@sa.gov.au>

Cc: OMB:Ombudsman <Ombudsman@ombudsman.sa.gov.au>; **Clause 6(1)** ; davenport@parliament.sa.gov.au

Subject: Private and Confidential Bullying Public Sector Email 2

As per attached

- “Accepted” Legal Witness Statement

With Thanks

Haigh, Natalie (DTF)

From: OCPSE:Public Sector
Sent: Thursday, 4 July 2019 11:03 AM
To: Zadow, Tiffany (OCPSE)
Cc: Vinall, Sarah (OCPSE)
Subject: FW: Private and Confidential Bullying Public Sector E mail 1
Attachments: **Clause 6(1)**

O'LoughlinAdvert260219.pdf

Hi again Tiff,

Please refer to the attachments regarding bullying in the public sector.

Thank you,

Celine Parker

Administrative Officer

Office of the Commissioner for Public Sector Employment | publicsector.sa.gov.au

T (08) 83032158 | E celine.parker@sa.gov.au

Ground Floor, State Administration Centre, 200 Victoria Square, Adelaide SA 5000

GPO Box 1045, Adelaide SA 5001 | DX 56201



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Please consider the environment before printing this e-mail.

From: **Clause 6(1)**

Sent: Wednesday, 3 July 2019 12:39 PM

To: OCPSE:Public Sector <PublicSector@sa.gov.au>

Cc: OMB:Ombudsman <Ombudsman@ombudsman.sa.gov.au>; **Clause 6(1)**

davenport@parliament.sa.gov.au

Subject: Private and Confidential Bullying Public Sector E mail 1

As per attached:

- Letter (3 pages)
- Article Advertiser P3, dated 26/2/19 D O'Loughlin

E mail 2 will contain "Accepted" Legal Witness Statement

With Thanks

Transit Cover Sheet



Government of South Australia

Office of the Commissioner
for Public Sector Employment

CLASSIFICATION: Public-I2-A2

DATE CREATED:
8/07/2019

SUBJECT: LETTER FROM CPSE TO **Clause 6(1)**

PRIORITY Standard

ACTION REQUIRED

For Approval

KEY POINTS:

- Endorsement from the Commissioner is sought for the attached draft correspondence to **Clause 6(1)**

PREPARED BY: Tiffany Zadow

CHECKLIST

- Q1. Is there an impact on OCPSE's budget? No
 • If yes, I have discussed with the Executive Director HR Transformation [Choose an item.](#)
- Q2. Is communication to staff or stakeholders required? Yes
 • If yes, I have discussed with the Manager Communications Strategy Not Applicable
- Q3. Is this matter going to Cabinet? No
 • If yes, I have discussed with the Principal Policy Adviser? [Choose an item.](#)
- Q4. Has a document number been created in Objective? Yes
 • If no, please outline reasons why [Click here to enter text.](#)
- Q5. Has your manager/executive approved this briefing? Yes

DECISION

Approved / Not Approved

Noted / Not Noted

Return to Action Officer

Comments:

Erma Ranieri
Commissioner for Public Sector Employment

Date:

Haigh, Natalie (DTF)

From: OCPSE:Public Sector HR
Sent: Wednesday, 10 July 2019 9:46 AM
To: **Clause 6(1)**
Subject: Confidential: Letter from the Commissioner for Public Sector Employment to **Clause 6(1)**
Attachments: Letter from CPSE to **Clause 6(1)**.pdf

Importance: High
Sensitivity: Confidential

Dear **Clause 6(1)**

Please find attached letter from the Commissioner for Public Sector Employment in response to your recent correspondence.

Kind regards

Office of the Commissioner for Public Sector Employment | publicsector.sa.gov.au

P (08) 8226 2700 | **E** publicsectorhr@sa.gov.au |

Ground Floor, State Administration Centre

200 Victoria Square, Adelaide SA 5000 | GPO Box 2343, Adelaide SA 5001 | DX 56201

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 Please consider the environment before printing this e-mail.



Proudly working with White Ribbon to create a safer workplace
Australia's campaign to stop violence against women



File: OCPSE19/0039
Reg: OCPSE19D00019

Ground Floor
State Administration Centre
200 Victoria Square
Adelaide SA 5000
GPO Box 1045
Adelaide SA 5001
DX 56205
Tel 822 62721
www.publicsector.sa.gov.au

8 July 2019

Clause 6(1)

Dear Clause 6(1)

I refer to your recent correspondence dated 2 July 2019, and forwarded to my Office, as well as various other recipients, by way of email received on 3 July 2019.

Clause 6(1)

My responsibility as Commissioner for Public Sector Employment is to bring together a number of central functions within the South Australian Public Sector and undertake my statutory responsibilities as outlined under various legislation in relation to public sector employment. I am unable to act as an employee advocate in relation to individual employment matters.

As I understand that Clause 6(1) are no longer current employees within the South Australian Public Sector and have not been for some time now, unfortunately the ability for me to take any action in relation to the matters you have outlined is limited. In addition, I understand that substantial time has now passed since the incidents that you have outlined within your correspondence occurred, and this further limits any remedies available to me in relation to this situation.

With regard to the restrictions outlined above, should you still wish to further explore this matter, please outline what specific action/s you are seeking from my Office.

Yours sincerely

Erma Ranieri
COMMISSIONER FOR PUBLIC SECTOR EMPLOYMENT

Haigh, Natalie (DTF)

From: Clause 6(1)
Sent: Wednesday, 10 July 2019 10:57 AM
To: OCPSE:Public Sector HR
Cc:
Subject: FW: Confidential: Letter from the Commissioner for Public Sector Employment to Clause 6(1)
Attachments: Letter from CPSE to Clause 6(1).pdf

Importance: High
Sensitivity: Confidential

From: OCPSE:Public Sector HR <PublicSectorHR@sa.gov.au>
Sent: Wednesday, 10 July 2019 9:46 AM
To: Clause 6(1)
Subject: Confidential: Letter from the Commissioner for Public Sector Employment to Clause 6(1)
Importance: High
Sensitivity: Confidential

Dear Clause 6(1)

Please find attached letter from the Commissioner for Public Sector Employment in response to your recent correspondence.

Kind regards


Office of the Commissioner for Public Sector Employment | publicsector.sa.gov.au

P (08) 8226 2700 | **E** publicsectorhr@sa.gov.au |

Ground Floor, State Administration Centre

200 Victoria Square, Adelaide SA 5000 | GPO Box 2343, Adelaide SA 5001 | DX 56201

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Proudly working with White Ribbon to create a safer workplace
Australia's campaign to stop violence against women

Transit Cover Sheet



Government of South Australia

Office of the Commissioner
for Public Sector Employment

CLASSIFICATION: Public-I2-A2

DATE CREATED:
25/09/2019

Clause 6(1)

PRIORITY Standard

ACTION REQUIRED

For Approval

KEY POINTS:

Clause 6(1)

PREPARED BY: Tiffany Zadow

CHECKLIST

- Q1. Is there an impact on OCPSE's budget? No
 • If yes, I have discussed with the Executive Director HR Transformation [Choose an item.](#)
- Q2. Is communication to staff or stakeholders required? No
 • If yes, I have discussed with the Manager Communications Strategy [Choose an item.](#)
- Q3. Is this matter going to Cabinet? No
 • If yes, I have discussed with the Principal Policy Adviser? [Choose an item.](#)
- Q4. Has a document number been created in Objective? Yes
 • If no, please outline reasons why [Click here to enter text.](#)
- Q5. Has your manager/executive approved this briefing? Yes

DECISION

Approved / Not Approved

Noted / Not Noted

Return to Action Officer

Comments:

Erma Ranieri

Commissioner for Public Sector Employment

Date:

Haigh, Natalie (DTF)

From: Zadow, Tiffany (OCPSE)
Sent: Friday, 27 September 2019 1:04 PM
To: McDowell, Jim (DPC)
Cc: Vinall, Sarah (OCPSE)
Subject: Confidential: Minute from CPSE to CF DPC - Closure of Complaint Matter **Clause 6(1)** - South Australian Housing Authority
Attachments: Minute from CPSE to CE DPC - **Clause 6(1)**

Sensitivity: Confidential

Dear Mr McDowell

Please find attached correspondence from the Commissioner for Public Sector Employment in relation to the closure of a complaint matter **Clause 6(1)** South Australian Housing Authority.

Kind Regards

Tiffany Zadow

Senior Human Resources and Employee Relations Consultant

Office of the Commissioner for Public Sector Employment | publicsector.sa.gov.au

P (08) 8226 4008 | E Tiffany.Zadow@sa.gov.au |

Ground Floor, State Administration Centre

200 Victoria Square, Adelaide SA 5000 | GPO Box 1045, Adelaide SA 5001 | DX 56205

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MINUTES forming ENCLOSURE to

File: OCPSE19/0039

Reg: OCPSE19D00200

TO: MR JIM MCDOWELL, CHIEF EXECUTIVE, DEPARTMENT OF THE PREMIER AND
CABINET

SUBJECT: CLOSURE OF COMPLAINT MATTER – Clause 6(1)
SOUTH AUSTRALIAN HOUSING AUTHORITY

I refer to recent correspondence and discussions between yourself, myself, and
representatives of my Office, regarding a complaint you received via email correspondence
on 30 July 2019 from Clause 6(1) South Australian Housing
Authority (SAHA).

Clause 6(1)

Please note, I have also provided correspondence to Mr Buchan confirming I am satisfied
with the action being taken by SAHA in relation to this matter.

Should you have any questions or concerns regarding this correspondence, please contact
Ms Tiffany Zadow, Senior Human Resources and Employee Relations Consultant, Office of
the Commissioner for Public Sector Employment, via email tiffany.zadow@sa.gov.au or by
phone 8226 4008.



Erma Ranieri
COMMISSIONER FOR PUBLIC SECTOR EMPLOYMENT

27 September 2019

Haigh, Natalie (DTF)

From: Zadow, Tiffany (OCPSE)
Sent: Friday, 27 September 2019 1:07 PM
To: Buchan, Michael (Housing)
Cc: Vinall, Sarah (OCPSE); Dickson, Deborah (Housing)
Subject: Confidential: Minute from CPSE to CE SAHA - Closure of Complaint Matter **Clause 6(1)**
Attachments: Minute from CPSE to CE SAHA - Closure of Complaint **Clause 6(1)**

Sensitivity: Confidential

Dear Mr Buchan

Please find attached correspondence from the Commissioner for Public Sector Employment in relation to the closure of a complaint matter regarding **Clause 6(1)**, South Australian Housing Authority.

Kind Regards

Tiffany Zadow

Senior Human Resources and Employee Relations Consultant

Office of the Commissioner for Public Sector Employment | publicsector.sa.gov.au

P (08) 8226 4008 | **E** Tiffany.Zadow@sa.gov.au |

Ground Floor, State Administration Centre

200 Victoria Square, Adelaide SA 5000 | GPO Box 1045, Adelaide SA 5001 | DX 56205

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MINUTES forming ENCLOSURE to

File: OCPSE19/0039

Reg: OCPSE19D00199

TO: MICHAEL BUCHAN, CHIEF EXECUTIVE, SOUTH AUSTRALIAN HOUSING
AUTHORITY

CC: DEBORAH DICKSON, EXECUTIVE DIRECTOR, PEOPLE AND SAFETY, SOUTH
AUSTRALIAN HOUSING AUTHORITY

SUBJECT: CLOSURE OF COMPLAINT MATTER **Clause 6(1)**
OUTH AUSTRALIAN HOUSING AUTHORITY

I refer to recent correspondence and discussions between you, representatives of your office, and myself, regarding a complaint initially received by Mr Jim McDowell, Chief Executive, Department of the Premier and Cabinet, from **Clause 6(1)**, South Australian Housing Authority (SAHA).

Clause 6(1)

Please note, I will also be providing correspondence to Mr McDowell confirming my satisfaction with the steps being taken by SAHA.

Should you have any questions or concerns regarding this correspondence, please contact Ms Tiffany Zadow, Senior Human Resources and Employee Relations Consultant, Office of the Commissioner for Public Sector Employment, via email tiffany.zadow@sa.gov.au or by phone 8226 4008.



Erma Ranieri
COMMISSIONER FOR PUBLIC SECTOR EMPLOYMENT

27 September 2019

Haigh, Natalie (DTF)

From: Vinall, Sarah (OCPSE)
Sent: Tuesday, 24 September 2019 2:28 PM
To: Zadow, Tiffany (OCPSE)
Cc: Collins, Vy (OCPSE)
Subject: Matter #1 for assistance
Attachments: Re: CPSE Speaking Notes - CPSE phone call to CF SAHA re: Email **Clause 6(1)** (SAHA employee) to Jim McDowell; Re: CPSE Speaking Notes - CPSE phone call to CE SAHA re: Email **Clause 6(1)** SAHA employee) to Jim McDowell; FW: Follow up from last week's discussion

Hi Tiffany

Clause 6(1) has been corresponding with Jim McDowell in relation to a **Clause 6(1)** was an email from Michael Buchan back to Erma saying he was meeting with his ED, People and Culture and would be in touch.

The last correspondence I saw

The information is in the below folder on the drive, and in the attached emails.

<R:\OPER\CPE&ExOffice\2019\Grievances and Complaints> **Clause 6(1)**

Sarah Vinall

Principal HR & ER Consultant

Office of the Commissioner for Public Sector Employment | publicsector.sa.gov.au

T | 822 68757 **M** | 0466 925 652 **E** | sarah.vinall2@sa.gov.au

Ground Floor, State Administration Centre | GPO Box 1045, Adelaide SA 5001 | DX 56205



Government of South Australia
Office of the Commissioner
for Public Sector Employment

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Please consider the environment before printing this e-mail.

Haigh, Natalie (DTF)

From: Vinall, Sarah (OCPSE)
Sent: Tuesday, 17 September 2019 8:16 AM
To: Ranieri, Erma (OCPSE)
Cc: Collins, Vy (OCPSE); Corletto, Angela (OCPSE)
Subject: Re: CPSE Speaking Notes - CPSE phone call to CE SAHA re: Email from Clause 6(1) (SAHA employee) to Jim McDowell

Not a problem Erma. Will draft something up and we can go over next steps at our catch up this morning.

On 17 Sep 2019, at 8:12 am, Ranieri, Erma (OCPSE) <Erma.Ranieri@sa.gov.au> wrote:

Sarah can you prepare an email as a follow up to my conversation with Michael Buchan on Friday. Clause 6(1)

Erma

Erma Ranieri

Commissioner for Public Sector Employment
Office of the Commissioner for Public Sector Employment | publicsector.sa.gov.au

My executive support is provided by Angela Corletto
 T +61 (8) 8226 2721 | E angela.corletto@sa.gov.au

<image003.jpg>

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 Please consider the environment before printing this e-mail

From: Collins, Vy (OCPSE)
Sent: Friday, 13 September 2019 12:56 PM
To: Ranieri, Erma (OCPSE) <Erma.Ranieri@sa.gov.au>
Cc: Corletto, Angela (OCPSE) <Angela.Corletto@sa.gov.au>; Vinall, Sarah (OCPSE) <Sarah.Vinall2@sa.gov.au>
Subject: CPSE Speaking Notes - CPSE phone call to CE SAHA re: Email from Clause 6(1) (SAHA employee) to Jim McDowell

Hi Erma

As discussed on Tuesday, please see below speaking notes for your phone conversation to Michael Buchan **Clause 6(1)** regarding the latest email from **Clause 6(1)**, SA Housing Authority to Jim McDowell earlier this week.

As per Jim's email, he wants OCPSE to investigate **Clause 6(1)** and then to get back to Jim with advice.

For your background, I have also outlined a summary of the emails between ^{Clause 6(1)} Jim and Michael regarding **Clause 6(1)**

Please let me or Sarah know if require any additional information.

Thanks

Vy

Clause 6(1), Clause 6(2)

Clause 6(1), Clause 6(2)

Clause 6(1), Clause 6(2)

From: Collins, Vy (OCPSE)
Sent: Tuesday, 10 September 2019 8:20 AM
To: McDowell, Jim (DPC) <Jim.McDowell@sa.gov.au>
Cc: Ranieri, Erma (OCPSE) <Erma.Ranieri@sa.gov.au>
Subject: RE: Summary of meeting outcomes

Hi Jim

Confirming that Erma will contact Michael Buchan regarding **Clause 6(1)** latest email to you.

Kind regards
Vy

Vy Collins

Manager, Governance and Advice

Office of the Commissioner for Public Sector Employment | publicsector.sa.gov.au

T (08) 8226 8814 | **M** 0466 856 235 | **E** Vy.Collins@sa.gov.au |

Ground Floor, State Administration Centre, 200 Victoria Square (Tarndanyangga), Adelaide SA 5000 |

GPO Box 1045, Adelaide SA 5001 | DX 56201

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We acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Owners of this country throughout Australia, and their connection to land and community. We pay our respects to them and their cultures, and to Elders both past and present.

From: McDowell, Jim (DPC) <Jim.McDowell@sa.gov.au>
Sent: Monday, 9 September 2019 12:48 PM
To: Collins, Vy (OCPSE) <Vy.Collins@sa.gov.au>
Subject: FW: Summary of meeting outcomes
Importance: High

Clause 6(1), Clause 6(2)

Clause 6(1), Clause 6(2)

<image015.png>

<image014.jpg>

Visit Housing SA at:
www.sa.gov.au/housing

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Act for a sustainable future: only print if needed.

Haigh, Natalie (DTF)

From: Collins, Vy (OCPSE)
Sent: Wednesday, 31 July 2019 9:16 AM
To: OCPSE:Public Sector HR
Subject: Name check please

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Georgia Hall

Hi Georgia

I have to meet with Jim later this morning about a complaint he has received, can you please do a check in our mailbox and drives and see if the **Clause 6(1)** SA Housing Authority (previously DHS) has ever raised concerns about leadership with our Office?

Thanks Georgia.

Cheers
 Vy

Vy Collins

Manager, Governance and Advice


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