

----- Forwarded message -----

From: **Simon Draper**<simon.draper@industry.nsw.gov.au>
Date: Tue, Aug 28, 2018 at 4:16 PM
Subject: Re: Your help is needed to stop me being bullied by exclusion
To: Paul Coore <paul.coore@industry.nsw.gov.au>

Paul

I have only just seen your email. I apologise for missing it. No excuse, but I was travelling last week with a very full diary and did not pick it up until now.

I am going to ask Anat Hassner, head of People and Culture, to review further, discuss with you how can offer support, and advise me further.

Simon

Simon Draper | Secretary
NSW Department of Industry

L49 MLC Centre | 19 Martin Place | Sydney NSW 2000(GPO Box 5477 | Sydney NSW 2001)
T:02 9338 6808 | F:02 9338 6809 | E:simon.draper@industry.nsw.gov.au
W:www.industry.nsw.gov.au

On Tue, Aug 21, 2018 at 1:33 PM, Paul Coore <paul.coore@industry.nsw.gov.au>wrote:

Simon,

I write this email out of a sense of sadness and extreme disappointment

My name is Paul Coore and I am the Senior Risk Officer in the Department of Industry Risk Management Team.

The only interaction you will have had with me was in regard to the brief BN18/1656 on Senior Executive Private Interest declarations.

I am seeking your help so that I can use the skills I brought to the department.

The behaviour of the CRO towards me has not only impacted on my well being it also impacts of the quality and timeliness of the work being done to address the Matthews Investigation recommendations on ethical behaviour and improve risk culture across the department.

Some background:

- A status update(which included recommendations) shared with the CRO in January has been ignored.
- Deloitte were engaged even though the risk team advised against it
- A GRE project team was been established without any consultation with the risk team as to what help we needed.

- I shared my CV with the CRO in April. He has yet to discuss my skill set with me.
- He also agreed to pay me as a manager at one point in April but never followed through. I eventually told him I did not want the money and would look elsewhere.

This year I have been:

- excluded from the engagement with Deloitte apart from two exploratory meeting prior to a contract being signed and a second meeting where the risk team were invited to a meeting without being notified of an agenda.
- excluded from the planning of the stock take
- excluded from the division risk profile workshops
- excluded from the design phase of the GRE project plan
- excluded from the review of potential risk systems and gathering of requirements.
- excluded from engagement activities with division risk leads
- excluded from the development of the "how we work" document

and I have

- had my joint responsibility for managing the behaving ethically framework project removed without consultation or explanation
- had my feedback ignored in regard to value of the risk guide
- had my guidance from ICAC on Policy development ignored

Today I have been excluded from meetings to discuss Communication Strategy for the GRE project and a discussion on the next steps in the ethics space.

This has provided the impetus for me to finally be brave and openly speak up. I could have used the confidential speak up service to make a general complaint but decided not to.

While I continue to look for a role externally I would like the opportunity to add value while I am here.

If you would prefer me to put in a formal complaint by another method please let me know.

Cheers

Paul

Ph: 0409073485

Paul Coore | Senior Risk Officer | **Industry Risk Management Team**
NSW Department of Industry | Legal Services
[Level 7 | 323 Castlereagh Street | Sydney NSW 2001](#) | PO Box K348, Haymarket, NSW, 1240
T: 02 8267 7677 | F: 02 9934 0888
E: paul.coore@industry.nsw.gov.au