

## Inquiry into volunteering in Queensland

Submission No: 19

Submitted by:



Publication:

Attachments:

Submitter Comments:

## **Volunteering in Queensland**

Dear Committee,

Firstly in accordance with the requirements for Submissions I am supplying the following:

Full Name – [REDACTED]

Submission – This submission is made by an individual. Any organisation contacted must NOT include my name due to the details given in the submission.

Email Address – [REDACTED]

Mailing Address – [REDACTED]

Daytime Phone Number – [REDACTED]

### **Background**

1. I have been involved in various Volunteer Organisations for over 40 years in both New South Wales and Queensland.
2. Since 2014 I have been the Carer for [REDACTED] who suffered a brain injury in a fall in 2010. [REDACTED] receives both the Disability Support Pension and the NDIS. We have both been members of Volunteer Organisations since 2014.
3. I retired in 1999 and I was previously a Warehouse Manager for the Dept of Defence Navy and had in excess of 200 people working for me in one of the biggest ammunition depots in Australia.

### **Comments against Terms of Reference(TOR)**

#### **TOR 1 – Current State**

4. Volunteering in Queensland requires many changes to allow full support for Volunteers and remove any misuse of power by those in positions of power within organisations.
5. [REDACTED] and I have now suffered for 8 Months resulting from a serious incident that happened on the 20<sup>th</sup> May 2024 and NO action at all has been taken against those Volunteers responsible. Volunteers who held management positions in an incorporated association.
6. In my case the benefits to me being a volunteer are as follows:
  - i. Gives me respite away from [REDACTED] who usually has support workers present when I am absent.
  - ii. In [REDACTED] case volunteering has actually provided her with valuable reasons to actually use her brain to investigate and look at the rules and regulations covering the Organisation.
  - iii. In my case it allows me to share my music and knowledge with not only members of the community but an international audience as well. It promotes the local community to an international audience.
  - iv. It also allows me to share information about community events and other volunteer organisations with members of the community.
  - v. Allows me to broadcast weather warnings and road problems to the local community.

- vi. I am a member of two volunteer organisations within the Hervey Bay Community and both are completely different organisations managed by completely different people. The actual comparison between the two is really worth noting.
- 7. The negative aspects of volunteering are as follows:
  - i. Organisations do NOT make full use of the experience and qualifications of all volunteers. In my case I definitely have NOT been used efficiently at all with organisations due to the misuse of power within organisations. There are those in management who do NOT want to be shown up as inefficient due to their lack of performance in their positions. Indeed there is often NOT even a review of the actual performance of management as often required in the governance of the organisation.
  - ii. Members of organisations are able to rig elections so that they are re-elected each year and rig attendance at meetings so that only those attending comply with their wishes and if anybody speaks out at a Meeting they are even suspended from the organisation. Nobody enforces notification to all members of General or Annual General Meetings.
  - iii. Organisations have shown that there is a lack of communication with members. There are a lot elderly members out there who are NOT being used effectively due to their lack of use of email, social media and smart phones.
  - iv. In one case the organisation did NOT even have a Health and Safety Policy and their Constitution was dated 2016. When I asked for a Constitution Update to be included as an Agenda item for General Meetings it was refused so they did NOT want members to know the status. They did NOT even have a Grievance Officer as required in their Constitution or in fact a Complaints register.
  - v. Any aspects of Conflicts of Interest in Volunteer Organisations can easily be overlooked without anybody taking suitable action against those involved.
- 8. Volunteering in Queensland is mainly governed by the **Associations Incorporation Act 1981** which is managed by The Office Of Fair Trading. Organisations such as a Community Radio Stations are also governed by the Broadcasting Services Act of 1992 which is managed by Australian Communications and Media Authority with assistance from the Community Broadcasting Association of Australia, the CBAA. Other organisations such as Surf Life Saving Clubs have Surf Life Saving Australia which has specific Governance Regulations.
- 9. Plus there is also the Charities and Not For Profits Commission(ACNC) where reports have to be provided.

## **TOR 2 – Views on Current Barriers**

10. There are so many Great Volunteers who have been mistreated by those in the Management of Organisations that actually refuse to be involved again as Volunteers. Nobody compiles records of the numbers of Volunteers dismissed by organisations to indicate that there is a problem with the management of that organisation. Nobody even verifies that the organisation has a proper grievance management system in place. One organisation that I belong too had never had a grievance officer as required by their Constitution and deliberately did not have a register of complaints at all. This is because the management get away with their illegal actions and can actually dismiss members to prevent complaints being actioned and yes members have been dismissed to prevent complaints being actioned.
11. If you lodge a complaint against a member of the Management Committee, the Management Committee are supposed to investigate the complaint and this is clearly a Conflict of Interest. Members of a Management Committee that have a complaint lodged against them can even vote to dismiss the person or persons that actually raised the complaint, again a total Conflict of Interest.
12. It's NOT that the legislation is excessive, it's the fact that it fails to adequately cover current systems and in fact the current legislation restricts the actions that can be taken against Management of Volunteer organisations. Most government organisations responsible for supporting or regulating Volunteer organisations only have two staff in the Section and that definitely applies to both Office of Fair Trading and ACMA. The actions they can take are also very limited by the legislation. Volunteers do not have the finances to take an organisation to The Supreme Court and cases that have in fact been successful in the Supreme Court have not even achieved the desired result after all.
13. The Secretary of a Volunteer Organisation can deliberately omit discussions from the Minutes to a Meeting and nobody takes any action at all. The Secretary can even have enough members present at the next Meeting to ensure that any objection is overruled and the incorrect Minutes are accepted. Questions are asked and because the Secretary does not want the question included in the Minutes the question is deliberately omitted. This is the power that a Secretary of a Volunteer Organisation can have.

## **TOR 3 – Current Experiences / Recommendations**

14. Our Current Experiences are detailed in the Attachments for ease of reading.
15. Our Recommendations are also listed as an Attachment with detailed reasons why these should happen.

## **TOR 3 – Challenges by people from Diverse Backgrounds.**

16. I can only address this Term of Reference based on my experience as the Carer for [REDACTED] who has an acquired brain injury.
17. The way she was treated as detailed in our current experience clearly is evidence that a Community Radio Station does NOT allow for or treat a person with a disability with respect and dignity.

18. There has been no actual training in their Policy on Discrimination and Respect and any such training must be mandatory for all volunteers. This has now been agreed by New Management.
19. In some respects other organisations have fully adopted people from diverse backgrounds but yet again there is nobody who actually collects statistics on the number of Volunteers from diverse backgrounds. In one case the organisation ensured full access for a person in a wheelchair but one must ask the question exactly how many volunteer organisations have full access for wheelchairs?
20. In our case the station could have made much more use of [REDACTED] free time and when she had done research and recommended changes she was verbally attacked and had her disability questioned yet both the President and Secretary were fully aware of her disability. These changes have still not been accepted or discussed in detail.
21. As far as I know it is not mandatory at all for Volunteer organisations to actually have representative purely for advice to people from a diverse background and maybe this should be mandatory for all Volunteer organisations. Maybe Volunteering Queensland should have a Disability Section or Person?

#### **TOR 5 – Current Government Support**

22. Whilst current Government support is suitable to actually support Volunteers and Volunteer Organisations, there is in fact very little actual support when there are problems in Volunteer Organisations.

#### **Queensland Office of Fair Trading(OFT)**

23. Office Of Fair Trading have openly stated that they do not get involved in disputes within a Volunteer or Incorporated Association. Indeed the powers that they have in the legislation can only result in de-registration of the association or have the victims undertake legal action in the Supreme Court. No Volunteer has the finances to go to the Supreme Court and those that have mortgaged their house to go to Court have in fact not achieved the desired result even though they won the case.
24. In one case of an actual case of fraud involving a Volunteer organisation, Office of Fair Trading has failed to take any action because of apparent false statements made by those involved. Surely to have a contract placed on a company owned by the son of the president must be very much a conflict of interest.
25. The complaint was lodged with the OFT on the 28<sup>th</sup> June 24 and we still have not received a final report on any actions taken. The OFT does NOT follow up Incorporated Associations with out of date Constitutions.
26. Where a Secretary has deliberately not completed Minutes correctly apparently nobody can take suitable action.
27. I am unable to find anything in the Associations Incorporated Act about the submission of Motions at a General Meeting.

### **Queensland Human Rights Commission(QHRC)**

26. In our case QHRC had a backlog of between 8 and 9 Months before an actual complaint of the breach of the Ant-Discrimination Act could even be looked at.
27. Once we provided evidence that requested a higher priority because a person with a disability was suffering, a Mediation was arranged for the 20<sup>th</sup> December and the other party then agreed to reinstate us. The original complaint was lodged in May or June 2024. The other party had previously refused Mediation using the QLD Justice Department section.

### **Australian Communications and Media Authority(ACMA)**

28. [REDACTED] lodged a complaint with ACMA on the 28<sup>th</sup> June 24 but ACMA will not act upon complaints until the other party has had the complaint for 60 days.
29. This complaint clearly specified breaches of the Broadcasting Act and breaches of the Codes of Practice for a Community Radio Station.
30. Here it is January 2025 and likewise we have not had any reply at all from ACMA regarding actions or investigations they have undertaken.

### **TASC National**

31. [REDACTED] sought the assistance of an advocate and after many attempts including seeking legal advice from the Community Legal Network we finally had a Advocate allocated from TASC.
32. The lady attended a Meeting on [REDACTED] behalf, a meeting that was clearly staged by the Management Committee to achieve a desired result. I still maintain that NOT all members were advised of the Meeting and nobody takes any action at all to ensure that is the case.
33. TASC do NOT supply any report at all to the client regarding what happened at the Meeting.

### **Australian Charities and Not-for-profits Commission (ACNC)**

34. The ACNC receives limited reports from Charities and Not For Profit Organisation. There is very little if any follow up if an Organisation fails to lodge reports.
35. Our complaint lodged in August still has not been actioned.

### **Summary of Terms of Reference 5 and Actions Recommended**

34. Government Support for Volunteers who are abused or mistreated by the Management of a Volunteer Organisation is virtually non-existent.
35. All Government Organisations are under funded and the legislation completely fails to actually support a Volunteer member of an Incorporated Association.
36. In most cases there is Nobody who is independent to investigate a complaint raised against a member of a Management Committee.
37. It is easy for a Secretary to manipulate elections by opening nominations received prior to the closing date. Each Volunteer Organisation MUST have a locked box for nominations that is only opened after the closing date for Nominations.



38. Volunteer Organisations MUST NOT accept new members within 60 days on an Annual General Meeting. This stops the Management Committee from getting friends as new members to ensure their re-election.
39. Procedures on the Inclusion of Agenda Items and Motions at a General Meeting must be included in both the Model Rules and the Associations Incorporated Act.
40. Any Member who has been on a Management Committee for longer than 4 Years MUST stand down and be ineligible for re-election for 4 Years unless nobody else nominates for the position. This would immediately bring new members with new ideas to a Management Committee and prevent those with ideas of Power from retaining positions. In some cases the same person has been on Committees for many years.
41. The relevant Minister MUST have the power to dissolve the Management Committee of any Volunteer Organisation and make a ruling on when if ever they can be eligible for re-election. This happened with an Aboriginal Land Council in NSW and I see no reason why this cannot happen in Queensland.
42. All Volunteer Organisations MUST have a State or Federal Organisation that can actually investigate complaints raised against members of the Management Committee. A Management Committee cannot investigate complaints against its own members because it's a clear conflict of interest.
43. All contracts over \$10,000 raised by a Volunteer Organisation must be detailed as an Agenda item in a General Meeting and voting by the Management Committee MUST be advised to all members together with full details of the contract. A copy of all contracts and tenders over \$10,000 must be forwarded to Office Of Fair Trading for information.

#### **TOR 6 – Leverage of Support and 2023 Olympics**

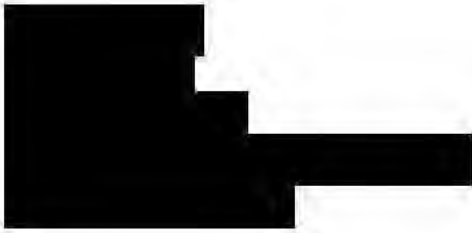
44. Growth in Volunteering is very much limited by the lack of co-ordination and assistance in obtaining grants that support Volunteering Organisations. Some Organisations do NOT even have a Grant Officer and do NOT have a clear 5 Year Plan identifying new equipment requirements.
45. Often Volunteer Organisations miss out on Grants or fail to apply for grants correctly.
46. Growth in Volunteering remains limited by the treatment of Volunteers in some organisations and those in positions of power that manipulate systems to ensure that they remain in power even if their performance is nowhere near efficient. The Governance of some Organisations clearly fails because there is little or no actual review of performance.
47. I live in Hervey Bay and whilst I would like to Volunteer for the Olympics in 2032 I really cannot see that even happening due to the distances involved.

#### **TOR 7 – Emergency Response Volunteering**

48. I am totally unaware of any systems in place whereby I can volunteer for Emergency Response. Does this inform you of a total system failure?

49. Are ALL Volunteer Organisations even advised of the system in place for their Volunteers to be used in Emergency Response?

**NOTE:** I am unable to comment on TOR 8 and 9.





## **Experience with Fraser Coast Community Radio Incorporated(FCCRI) in 2024.**

1. We relocated to Hervey Bay in March 2021 and I sought admission to FCCRI as a Volunteer and Radio Presenter and [REDACTED] joined as a Member.
2. I performed two radio shows a week and was really happy and involved in the Community until February 2024 when someone decided to introduce a major programming change without the approval of Members. Members were NOT even informed of the voting results at a Management Committee Meeting.
3. The Volunteer Organisation had Presenter Meetings for which NO Minutes were issued and questions at the Meetings were not even given accurate answers or replies. This is a clear breach of the Act which states that all Meetings must have Minutes recorded. Also the Constitution states that all questions must be included in the Minutes to Meetings.
4. At a General Meeting on the 20<sup>th</sup> May 2024, [REDACTED] tried to present six Motions and was yelled at, had her Disability questioned and had documents thrown back at her. [REDACTED] and me were not even given the right of reply and the Meeting was immediately closed.
5. The Minutes to the Meeting were incomplete and did not include all questions asked.
6. It took the Management Committee until the 26<sup>th</sup> June 2024 to advise that Management Committee Members present where interviewed but only one recalled yelling and nobody actually recalled what was said. They did NOT say who did the interviews or why other members present were not interviewed.
7. Here is January 2025 and NO ACTION at all has been taken against those responsible and we have not been officially reinstated.
8. Attached is a Timeline of Events as a result of the incidents. Note that we have Two Statutory Declarations about what happened at the Meeting.
9. Due to an attempt of mediation by the Queensland Human Rights Commission on the 20<sup>th</sup> December 2024, we hope to be reinstated soon but the six complaints lodged in June 2024 still HAVE NOT even been investigated.
10. This is one example of what can go on in a Volunteer Organisation due to the clear misuse of power by those in positions of Management.
11. These people who verbally abused a person with a disability should be banned for membership for a number of years and nobody has the power or authority to undertake that source of action, not even the Minister for Disability.

### **Timeline Of Events – Fraser Coast Community Radio Inc**

1. June 2023 – Revised Grievance Policy Issued – No Training Of Committee Members or Volunteers Undertaken at All.
2. Sunday February 18<sup>th</sup> – Reminder Received For General Meeting 19<sup>th</sup> February. Sent by Secretary.
3. Sunday February 18<sup>th</sup> – Paul emailed that [REDACTED] would be attending both meetings on Monday 19<sup>th</sup> as no Support Worker Available. Desley did NOT inform other Committee Members that [REDACTED] would be attending both Meetings.
4. Sunday February 18<sup>th</sup> – Desley emailed that [REDACTED] should stay home despite previous approvals that [REDACTED] could attend Meetings of a support worker was unavailable. Stated that Minutes to Both Meetings Would be Sent Out Next Week. Minutes to the Presenter Meeting were never received only Notes from the President who was not authorised to take Notes or Minutes since it was the duties of the Secretary.
5. Sunday February 18<sup>th</sup> – Paul emailed Desley that [REDACTED] would be attending Meetings on the 19<sup>th</sup> because no support worker was available.
6. Sunday February 18<sup>th</sup> – Agenda and Minutes for General Meeting sent out by Secretary to email FCCRI membership the day before the Meeting.
7. Monday February 19<sup>th</sup> 3pm - Email from [REDACTED] about Rumour of Operations Manager which was stated in an email sent out by Treasurer. (This email was not replied to until 25<sup>th</sup> February)
8. Monday February 19<sup>th</sup> – We arrived at Meetings early because [REDACTED] was ready early. Cesare approached [REDACTED] and rather rudely told [REDACTED] that she shouldn't be there and would have to move to the Kitchen. This was well before the Presenters Meeting had even started. The President then approached [REDACTED] and at least spoke to her nicely and [REDACTED] explained why she couldn't go into the Kitchen.
9. Monday February 19<sup>th</sup> – Presenter Meeting was supposed to allow everybody to voice their concerns about the Station going to a Classic Hits format between 6am and 6pm Monday to Friday. The Management Committee stated that this Meeting was not in the Constitution so therefore it did not have to be conducted as an official Meeting. No questions were answered or voted on.
10. Monday February 19<sup>th</sup> – A Volunteer asked a question about the Community or Members voting on such a huge Programming Change and was informed that a Vote was not necessary. He was then asked outside by Cesare Callioni even though the question was actually asked in the Meeting. The exit from the Meeting of two members was NOT included in the Notes (Not Minutes) for the Meeting.
11. Monday February 19<sup>th</sup> General Meeting – A question was asked about the Contract for six phones for the Station. The Secretary answered “It was supporting a local business”. Both the question and answer were NOT included in the Minutes to the Meeting.

12. Wednesday 20<sup>th</sup> March 2024 – Paul sent a long Email to the Management Committee detailing a number of Problems with Fraser Coast FM including incorrect completion of Minutes to Meetings, Rumours at the Station, The Phone Contract, the failure to record Meetings and the lack of Trust in the Management Committee.
13. Friday March 23<sup>rd</sup> – [REDACTED] emailed Desley about the introduction of the Classic Hits format and the attacks on Paul. There was NO reply to this email.
14. Monday May 6<sup>th</sup> – [REDACTED] emailed Desley asking to be first speaker at the Meeting on the 20<sup>th</sup> May 24. Also stated that she wanted to make a few Motions and needed extra time to speak due to her disability. No reply to this Email.
15. Monday May 6<sup>th</sup> – [REDACTED] received email notifying of General Meeting on 20<sup>th</sup> May.
16. Tuesday May 14<sup>th</sup> – David Mills (President) replied asking whether [REDACTED] had questions or Motions saying that Motions required advance notice for efficient conduct of the Meeting. There is nothing about this in the Constitution.
17. Tuesday May 14<sup>th</sup> – [REDACTED] replied that there were 4 Motions in the usual format and will require voting hopefully by ballot. (Note that Management Committee were advised of the possibility of a ballot being required)
18. Tuesday May 14<sup>th</sup> – Email sent to Programming Manager seeking Reply confirming receipt of three Programming Proposals – NO Reply Received.
19. Thursday May 16<sup>th</sup> – Secretary replied regarding viewing the Minutes to Meetings.
20. Thursday May 16<sup>th</sup> – Secretary forwarded Agenda and Updated Draft Minutes from February 19<sup>th</sup> General Meeting. Note question and answer regarding Phones were still NOT included.
21. Saturday May 18<sup>th</sup> – President visited Our House and discussed a number of things and took away my notes with a number of actions he agreed to look at but no action at all has been taken and indeed Members were not informed at all of any proposed actions at the Meeting on the 20<sup>th</sup> May. The President was fully informed regarding [REDACTED] Disability.
22. President openly stated that Michelle “does nothing” and when questioned whether he was asked by The Secretary to apply for the Position of President because nobody else had applied. His answer was “I Don't Remember” even though it was only 8 months ago.

23. Saturday 18<sup>th</sup> May – [REDACTED] advised Thursday to view Minutes to Meetings and that a copy would be required as per the Act and due to her disability.
24. Sunday May 19<sup>th</sup> – [REDACTED] write advising of 6 Motions and two pages. Could Desley please forward this to the President since she did not have his email.
25. Monday 20<sup>th</sup> May – Paul made a Motion that the Minutes to the Meeting of the 19<sup>th</sup> February NOT be accepted because all questions had not been included as per the Constitution. Secretary replied that Minutes only had to reflect discussion and Motion made that Minutes be Accepted. This Motion by Paul was never included in the Minutes To The Meeting.
26. Cesare Callioni yelled at Ross McLean about Phone Contract and Chairman did Nothing. Paul had to tell Cesare that there was no need to raise his voice. The actual questions raised about the Phone Contract were never included in the Minutes to The Meeting and No Mention at all of the Yelling.
27. Monday 20<sup>th</sup> May – At General Meeting [REDACTED] was Bullied, Yelled At and Abused by 4 people. Two members of the Management Committee and two Volunteers.
28. Note Video Evidence of Seating Arrangements at Meeting of the 20<sup>th</sup> May 24 Never Actually Used By Management Committee.
29. Wednesday May 22<sup>nd</sup> – [REDACTED] emailed advising for her disabilities even though both Secretary and President both knew of her disabilities prior to the Meeting on the 20<sup>th</sup> May.
30. Wednesday evening 22<sup>nd</sup> May 24 – [REDACTED] Was sitting on Sofa outside Radio Station and had a bad attack of Diarrhoea. [REDACTED] yelled at Paul for Help.
31. Thursday May 23<sup>rd</sup> – Secretary email about incident on Wednesday 22<sup>nd</sup> when [REDACTED] attended building. [REDACTED] wasn't even in Radio Station section at the time.
32. Saturday May 25<sup>th</sup> – Paul sent email to a number of Ministers requesting that the Associations Incorporated Act be updated to prevent anybody from holding a position on a An Association Management Committee for longer than four years having to stand down for four years and not be eligible for re-election.
33. Tuesday 28<sup>th</sup> May 24 – [REDACTED] emailed President and Secretary regarding the General Meeting on 20<sup>th</sup> May and people Yelling at Her.
34. Tuesday 28<sup>th</sup> May – Paul emailed President regarding claim of making Defamatory remarks at the General Meeting on May 20<sup>th</sup>. There has been NO Reply to this email.



35. Tuesday May 28<sup>th</sup> – President letter about Review of the Meeting on the 20<sup>th</sup> May does NOT state source of requirement for Motion approval and in fact states that Secretary will include on the Agenda. Indeed there is no guarantee that ALL members would receive the Motions.
36. Wednesday 29<sup>th</sup> May at 5.21am – Paul sent Letter to President and Secretary regarding problems at the Station. This letter was partly in result of claims for defamation at the General Meeting of the 20<sup>th</sup> May. This letter has NOT been answered.
37. Thursday 30<sup>th</sup> May 24 – Paul Attended Wegner Therapies Psychologist.
38. Friday May 31<sup>st</sup> – [REDACTED] emailed Secretary saying 6 Motions would be presented at the General Meeting in July. She would take a few weeks to complete the details due to her disability.
39. Tuesday June 4<sup>th</sup> – Email received from APRA stating that ALL tracks transferred between stations MUST meet copyright requirement of having original source documents held by originating station.
40. Wednesday June 5<sup>th</sup> – Email from CBAA stating that Monthly percentage is NOT per program but rather for month for station and that Overnight Programs should be included in Monthly Statistics.
41. Sunday 9<sup>th</sup> June – [REDACTED] forwarded Queensland law regarding Motions to the Secretary where it states that the Secretary will add Motions to the Agenda.
42. Monday 10<sup>th</sup> June – Shift Notes from Support Worker sent to [REDACTED]. These Shift Notes went out into the Community which is clear disgrace of the station in the eyes of the Community caused by the actions of those at the Meeting of the 20<sup>th</sup> May 24.
43. Tuesday June 11<sup>th</sup> – President accused Paul of reading from a script about Assistant Treasurer and Assistant Secretary without any proof or evidence at all. Indeed Paul did NOT read from any such script.
44. Wednesday 12<sup>th</sup> June – [REDACTED] emailed Desley about viewing Minutes and did Not receive a reply.
45. Wednesday June 12<sup>th</sup> – [REDACTED] wrote saying at the next General Meeting she will need at least 7 Minutes without interruption from Cesare to put forward her Motions.
46. Wednesday June 12<sup>th</sup> – Fair Trading forwarded copy of Constitution held and it was stamped 16<sup>th</sup> June 2016.

47. Wednesday June 19<sup>th</sup> – Paul emailed President and Secretary about the total lack of advice about what happened on 20<sup>th</sup> May at the General Meeting. It had now been almost a month and The Management Committee had done nothing at all and failed to support [REDACTED] at all as required by their own Policy POL12. The questions asked in this email STILL have yet to be answered at all by the Management Committee.
48. Wednesday June 19<sup>th</sup> Whilst Paul was On Air, He Received two emails advising of Warnings. His reply to those Warnings STILL has not been responded to by the Management Committee.
49. Wednesday June 19<sup>th</sup> at 11.27pm – Paul sent email stating that both Secretary and President were guilty of NOT respecting the rights of Volunteers in sending emails while Paul was on air and they both knew Paul was on air at the time. Again this email has NOT had a reply.
50. Friday June 21<sup>st</sup> – Email received from Director of Fair Trading regarding actions that can be taken and possible results should a complaint be lodged.
51. Friday June 21<sup>st</sup> at 4.55pm – Paul emailed regarding proposal for two programs to fill two vacant spots on the new Program Grid. This Email again did NOT have the courtesy of a reply. In fact one of the spots remains vacant. We thought the idea of Programming was to fill all the spots on the Program Grid. Apparently NOT in the case of Fraser Coast FM.
52. Sunday June 23<sup>rd</sup> – Paul emailed two proposed Motions for the General Meeting on the 15<sup>th</sup> July. This email has NOT had the courtesy of a reply and in view of the fact that these Motions were advised prior to his suspension then these Motions MUST be added to the Agenda for the General Meeting on the 15<sup>th</sup> July 24. Yet again this email has NOT had the courtesy of a reply. These Motions in fact would have made the election process so much fairer and also given all members natural justice in MC decisions.
53. Sunday June 23<sup>rd</sup> – Paul sent a lengthy email to the President detailing a number of serious problems at the station and the email was addressed to the President ONLY. Yet again this email has NOT even had the common courtesy of a reply. I asked that the email be included in correspondence at the 15<sup>th</sup> July General Meeting so therefore it must be included but it was NOT included in Correspondence.
54. Wednesday June 26<sup>th</sup> – Paul email regarding Complaints to ACMA etc, Proposal for Changes to Program Grid and Meeting on 15<sup>th</sup> July 24. Again this email was NOT answered at all by the Management Committee.
55. Thursday June 26<sup>th</sup> – Secretary emailed result of supposed investigation into incident (one incident only) at 20<sup>th</sup> May General Meeting. This email failed to say who interviewed Committee Members and failed to take into account at all the actual seating arrangements at the Meeting or our two witnesses who were not even interviewed.

56. Thursday 27<sup>th</sup> June 24 – Paul attended Wegner Therapies Psychologist.
57. Thursday 27<sup>th</sup> June at 4.35pm – [REDACTED] sent response to Email of 27<sup>th</sup> June advising result of investigation of one incident at Meeting on 20<sup>th</sup> May 24. This email sought a completely independent investigation which has not happened. There had NOT been a reply to this email at all.
58. Thursday June 27<sup>th</sup> at 5.02pm – Paul received notification of his Suspension as a Member at Fraser Coast FM. This suspension was in fact illegal because the four step grievance process was not completed at all.
59. Thursday 27<sup>th</sup> June – [REDACTED] received suspension notification and request for resignation. The three reasons were not even justified with adequate evidence. one reason was pure hearsay with no real evidence supplied at all.
60. Thursday June 27<sup>th</sup> at 6.22pm – Paul replied and totally refused to resign. The reasons given for his suspension are a joke and indeed this reply regarding each reason STILL has NOT been answered by the MC.
61. Thursday 27<sup>th</sup> June at 8.31pm – [REDACTED] sent email appealing decision and requested that the email be sent to ALL Members but the Committee has yet to even respond to the email. The Minutes to the Management Committee meeting where [REDACTED] was suspended have NOT even been supplied as requested.
62. Friday 28<sup>th</sup> June – Copies of Complaints lodged with both ACMA and Fair Trading delivered to Fraser Coast FM as well as six Formal Complaints against Volunteers and Committee Members of the Station.
63. Friday 28<sup>th</sup> June – ACMA acknowledged receipt of Complaint in email received.
64. Friday 28<sup>th</sup> June at 8.43pm – Paul sent another email stating that any suspension is in fact illegal because of a total failure to comply with the grievance policy POL03 in following the four step process prior to suspension.
65. July 1<sup>st</sup> – [REDACTED] requested a Special General Meeting to Dismiss the Current Management Committee. Again No Reply At All from the Management Committee.
66. 4<sup>th</sup> July 24 – both Treasurer (effective 1<sup>st</sup> August) and Vice-President (immediately) resigned and Cesare Callioni made Vice-President and Liz Stewart (Not even on Committee) was made Treasurer. This was obviously a ploy so that Cesare Callioni could Chair the meeting on the 15<sup>th</sup> July 24 instead of the President. Various rumours exist as to why the President could not attend the Meeting. Members were not advised of these changes until the Meeting on 15<sup>th</sup> July and indeed only those present at the meeting were advised.



67. July 4<sup>th</sup> – Meeting of Management Committee voted to take actions to terminate Paul's Membership but 5 Members still had outstanding Complaints and therefore should not have been eligible to vote due to Conflict of Interest.
68. 15<sup>th</sup> July 24 – [REDACTED] attended Meeting to make Motions but she was limited to 3 Minutes per Motion. No advice received who made decision to limit timing. [REDACTED] support worker who attended Meeting said that [REDACTED] was treated very rudely by the Chairman and his attitude was horrible. All Motions were refused even though they were proposed for All Meetings. As of 27<sup>th</sup> September the Minutes to this Meeting have not yet been completed.
69. The Minutes for the Meeting on the 20<sup>th</sup> May 24 had not been supplied until a few days before the Meeting on the 15<sup>th</sup> July 24 and were obviously missing a lot of details but were still accepted even though [REDACTED] stated they were unacceptable.
70. 29<sup>th</sup> July 24 invited to attend Meeting with President and Secretary but refused since they both had outstanding Complaints against them. Also [REDACTED] was too sick to attend meeting.
71. Meeting rescheduled to 12<sup>th</sup> August with Ross Woodfield and Lynnora Seal as their representatives who were both supporters of Management Committee and not independent at all. Yet again [REDACTED] was still too sick to attend and we advised on 7<sup>th</sup> August 24.
72. 8<sup>th</sup> August 24 notice received because of inability to attend we were terminated from the Association.
73. 8<sup>th</sup> August 24 appeal against termination immediately lodged and no reply received at all.
74. 12<sup>th</sup> August 24 – Paul attended Wegner Therapies Psychologist.
75. Special General Meeting to vote on termination scheduled for 9<sup>th</sup> September 24 at Hervey By RSL Club.
76. Saturday 7<sup>th</sup> September 24 I attended RSL Club to see where Meeting was held and was told that Meeting was not there. On inspection Meeting had been booked as FM Radio and not Fraser Coast FM. I asked to see Functions Manager and informed her of incorrect booking. Gave her a copy of Shift Notes and asked if possible could a Staff Member be present because people had yelled at previous meetings. She said that she would discuss with her supervisor.
77. Monday 9<sup>th</sup> September 24 I called RSL to see if whiteboards were available for me to use at the Meeting. Lady informed me that RSL was considering cancelling the meeting. I subsequently received notification that the meeting was cancelled and that Fraser Coast FM would be informed.
78. Monday 9<sup>th</sup> September 24 email sent out by Secretary advising that Persons Unknown had threatened violence and intimidation had been directed at Fraser Coast FM and meeting was postponed. Secretary could not have sent out this email because she was at work and did not have email access and also president was not at the station at the time and email was not signed.
79. Meeting rescheduled for Monday 16<sup>th</sup> September at Radio Station Rooms and Agenda Issued.

80. On arrival for the meeting, I was greeted with Security Guard and Police Officer present which was clearly a ploy aimed at giving indication that I was dangerous. I was not even supplied with a table and had to ask for one. I noted that the Meeting had been stacked with a lot of new members and friends of the Secretary and President. The Chairman of the Meeting was in fact one of the Bullies from the Meeting of the 20<sup>th</sup> May 24 and both Chairman and the President who was speaking both still had outstanding complaints against them.
81. The Chairman began reading from prepared notes on the conduct of the meeting, notes that I had not been provided a copy of prior to the Meeting, yet again putting me at a disadvantage. The timing of my speech and rebuttal was not clearly indicated on Agenda.
82. New Members had not been advised when membership was going to be approved and they were turned away from the Meeting. It appeared this decision had been made by the President and or Vice-President without approval of the Management Committee.
83. I should have just walked out of the Meeting because it was obvious that I was going to lose before I even made my speech. In fact regardless of actual evidence given in my speech those present took no notice at all and I was terminated.
84. [REDACTED] Advocate made her speech but [REDACTED] was also Terminated.
85. 18<sup>th</sup> September 24 – Paul attended Wegner Therapies Psychologist.
86. 18<sup>th</sup> September 24 letters received confirming results of the Meeting that our Termination was confirmed and we were never to be reinstated. Also stated that no further appeals will be considered and no further correspondence will be entered into. NOTE never to be reinstated is not per constitution and there was no advice that in fact that decision had been made by the Management Committee at all so therefore such decision is invalid.
87. These letters in fact confirm that the Management Committee has no intention at all regarding the actioning of complaints delivered on the 28<sup>th</sup> June 24, had no intention at all of seeking independent mediation as required in the grievance process and had no intention at all of seeking a completely independent investigation into the meeting of the 20<sup>th</sup> May 24. These 6 complaints MUST still be actioned by the New Management Committee elected on 25<sup>th</sup> September 24.
88. On the 16<sup>th</sup> December 24 the Queensland Human Rights Commission contacted parties for Mediation on the 20<sup>th</sup> December 24. If Mediation is not successful then attendance at QCAT will be required.
89. Fraser Coast FM contacted us on 17<sup>th</sup> December 24 asking what we actually wanted because they did not want Mediation and did not want to go to QCAT. Our advice was that we wanted to be reinstated and that we wanted the 6 Complaints actually investigated, complaints that had not even been recorded in a register.

90. On the 20<sup>th</sup> December 24 we signed an Agreement with the Station that agreed with our requests and also imposed several restrictions on us. [REDACTED] also signed an Agreement that the same actions would be undertaken so that the complaint with the Queensland Human Rights Commission would be considered closed.
91. Despite these agreements, here it is the 15<sup>th</sup> January 25 and we still have not been reinstated and Paul still does not have his two radio programs back on air.
92. Soon it will be 8 months since the events on the 20<sup>th</sup> May 24 and yet No Action at all has been taken against those responsible for the verbal abuse and clear discrimination against [REDACTED] and me. This should clearly tell the committee the state of Volunteer Organisations in Queensland. It has been this long and no action at all has been taken against those responsible.