

From: Peter Smith-O
Sent: Tue, 25 Mar 2014 16:43:02 +1100
To: Sandy White-O
Subject: Natural Justice

The truth will set you free.

I assume that the silence will be deafening. ■

From: Sandy White-O
Sent: Tuesday, 25 March 2014 4:38 PM
To: Peter Smith-O
Subject: FW: Rant

From: Sandy White-O
Sent: Friday, 14 March 2014 3:19 PM
To: Iddles, Ronald
Subject: RE: Rant

I would be more than happy to say something

From: Iddles, Ronald
Sent: Friday, 14 March 2014 3:09 PM
To: Sandy White-O
Subject: RE: Rant

Leave it with me.

I can clearly understand your position, why not put it to you and give you an opportunity to explain. It is called Natural Justice.

**Ron IDDLES | Detective Senior Sergeant 18150
Homicide Squad | Crime Command | Victoria Police**

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From: Sandy White-O
Sent: Friday, 14 March 2014 3:04 PM
To: Iddles, Ronald
Subject: Rant

Ron

Further to our discussion this morning re the SDU...

I have been told that one of the major reasons for the closure of the SDU was because 3838 was mishandled and the handlers breached legal professional privilege by tasking her against clients or receiving information about her clients. There was a review conducted on the relationship between that source and Vicpol by Neil Comrie and others. This review apparently included her time as a source prior to becoming a witness.

It is entirely incorrect that the source was tasked in any way that would breach legal professional privilege. That source was repeatedly instructed not to provide that type of information and that we would not breach her professional privilege. Every single meeting with that source was recorded, literally hundreds of hours. No one ever listened to those recordings and neither I as the controller nor ^{Peter Smith-O} Anderson-DS or ^{Green-O}, who were the primary handlers, were ever spoken to during the review process.

I made every single management decision in relation to that file and specifically asked to be involved in the review and was told by John O'CONNOR that it was none of my business or the handlers. ^{Peter Smith-O} also specifically asked to be consulted and was told the same thing. Interestingly O'CONNOR was interviewed by the review team even though he was not present at the SDU during that sources management and knew very little about it.

Neither I nor the team have ever been spoken to about what we did right or wrong with that source. A review that finds error should surely lead to some sort of discussion, counselling, advice or discipline to ensure the same mistakes are not made again. It seems the review was conducted with a pre determined outcome.

I have put nearly a third of my career into developing what many believed was the most experienced and effective dedicated source team in Australia/New Zealand. Considering the amount of research, time and effort that went into developing the SDU it doesn't seem to me to be asking too much to be consulted about the future of the SDU when its existence is being questioned.

Furthermore, as a consequence of the complete lack of explanation organisationally as to the termination of the SDU, our reputations have suffered. I have long held the belief that as a professional law enforcement officer, one's reputation is something which should be preciously guarded. To be told that any document concerning source matters with my name on it is 'toxic' is beyond comprehension. This could only be the result of a campaign to destroy my reputation.

Finally I should add that the team of source handlers at the SDU are the most dedicated and motivated group of police officers I have worked with. Each truly believed they were setting the bar for 'best practice' in source management nationally. Each of those members worked extraordinarily long hours and were completely dependable at any hour of the day, both to the office and the sources they managed.

An example of this is the professional way they went about delivering the last [REDACTED] course despite having been sacked two months earlier. As you know

that course is a long live away from home course during which the instructing staff work very late into the night every night. Their only thanks for that from Paul SHERIDAN was a comment to the students at the final dinner that his advice to prospective source handlers was 'leave your manipulation skills at the door and there can only be one boss'. Clearly he believed the SDU members could not do that.

Paul Sheridan rigidly enforced the chain of command so that his only source of information about the SDU came from John O'CONNOR. He had no idea or care for any idea about how badly O'CONNOR was managing that workplace. O'CONNOR is a 'bully' and if it were not for the fact that good Detectives will never complain about such things, he might have been removed from the workplace.

I believe that as a consequence of the termination of the SDU, Victoria Police is now seriously exposed in the area of risk arising from source management. The system is now worse than it was ten years ago. Computer systems and reports will not manage risk by members who feel they are forced to take short cuts. These people work around the system believing it is a barrier to doing there job. Source management is a people business and needs competent, professional and highly trained people to mitigate the risk.

... as you can see I have got on a soapbox and I apologise for that. However if the rumour we discussed this morning is true, then those senior managers invovled in the decision to sack honest hard working Detectives and analysts should hang their head in shame.... So much for integrity!

Sandy White-O

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