Royal Commission into the Management of Police Informants

STATEMENT OF IAN LLOYD CAMPBELL

- 1. My full name is Ian Lloyd Campbell.
- I hold the rank of Detective Inspector at Victoria Police. My current role is at the Joint Organised Crime Taskforce.
- I make this statement in response to a request from the Royal Commission into the Management of Police Informants dated 26 August 2019. This statement is produced to the Royal Commission in response to a Notice to Produce.
- 4. I have reviewed my official diary and documents made available to me by my lawyers to assist with preparing my statement. If additional relevant materials are located after my statement is complete, I can assist the Royal Commission by addressing those materials in a further statement.

Educational background and employment history (Q1)

5. I graduated from the Victorian Police Academy in 1982. Details of my progression through the ranks and relevant training are contained in Annexure A to this statement.

Involvement or association with any investigation which dealt with Ms Gobbo (Q2)

- 6. I have not been involved or associated with any criminal investigations that dealt with Nicola Gobbo. From November 2012 until January 2016, I was a point of contact for Ms Gobbo at Victoria Police. During that time, I was a Detective Inspector in charge of both the Echo Taskforce and the Fugitive Taskforce. I had not met Ms Gobbo before I was her point of contact.
- 7. From November 2012 until May 2014, I was Ms Gobbo's primary point of contact. From May 2014 onward, I was one of a number of Inspectors within the Crime Department who acted as "liaison officer" to Ms Gobbo on a rotating weekly roster. That process was part of an operation related to Ms Gobbo's management and protection that was referred to as Operation Stellified.
- In late-January 2016, Superintendent Paul Sheridan informed me that the contact phone process would no longer be used and that Detective Inspector Tracey McDonald, the Staff Officer to AC Fontana, would be Ms Gobbo's sole point of contact. As set out below, on

29 January 2016, I met Ms Gobbo and informed her of this and delivered a letter from AC Fontana¹.

In March 2016, I transferred to my current role at the Joint Organised Crime Taskforce.
 I do not believe I have had any contact with Ms Gobbo since then.

Special Operations Group: 2006 to 2012

10. From November 2006 to April 2012, I was the officer in charge of the Special Operations Group. In that role, I was involved in or oversaw the arrest or transport of many highrisk criminals, including Tony Mokbel and Carl Williams. My role at the Special Operations Group in relation to these criminals was limited to executing high-risk arrests and maintaining safety and security while they were being transported. The role did not involve investigative work.

Point of contact for Ms Gobbo

- 11. In November 2012, I was told that I was to take over from Detective Inspector John O'Connor as the point of contact for Ms Gobbo. I recall that my immediate superior officer, Superintendent Peter De Santo, called me into his office and informed me that a decision had been made to transfer the point of contact from the Intelligence & Covert Services Department to the Crime Department, and that I had been identified as the person who would take over.
- 12. I had not met Ms Gobbo before that time. I knew her as a high-profile criminal lawyer but did not know who her clients had been. I was not aware that Ms Gobbo had been a human source. I knew that Ms Gobbo had provided a statement to Victoria Police because Detective Inspector Steve Smith had once mentioned to me that Ms Gobbo was making a statement, and that there might be a need to use the Special Operations Group to provide security. I believe this would have related to the Petra Taskforce because DI Smith was part of that taskforce.
- 13. I recall that DI O'Connor explained the arrangement with Ms Gobbo to me. He said that Victoria Police had some form of legal settlement with Ms Gobbo, and that part of that was that she would have a point of contact at Victoria Police. There was a dedicated mobile phone that Ms Gobbo could call and leave a message. My role was to listen to concerns that Ms Gobbo had about her general welfare, but if there was an emergency or she was in danger, she was to ring 000.

¹ VPL.0005.0013.1436.

- 14. I recall that DI O'Connor told me that Ms Gobbo would often speak openly about all range of matters, including volunteering information that might be relevant to criminal investigations. If that happened, I should record the information in an information report. I recall that DI O'Connor also said that if I did not try to cut off Ms Gobbo, she would continue talking and venting about all kinds of topics.
- 15. I was told to inform my superior(s) when Ms Gobbo made contact and record instances of contact in a document that DI O'Connor had maintained. I should also make an audio recording of conversations and meetings I had with Ms Gobbo, if possible. Other than the contact log, I do not believe I was given any other documents.
- 16. I do not believe that I was told that Ms Gobbo had been a human source when I first took over as her point of contact. I was already aware that Ms Gobbo had given a statement, but I was told that the reason for being a point of contact was the legal agreement between Victoria Police and Ms Gobbo. I knew that the agreement was a settlement agreement, and I assumed that it related to her role as a witness. I have never seen a copy of that agreement and I do not know what it contained.
- 17. I recall that I mentioned during a later conversation with Ms Gobbo that I was her contact because it was part of her agreement with Victoria Police. I recall that she said this was not the case, and that she did not know why she had a point of contact. I do not recall when this was.
- 18. I believe that I first became aware Ms Gobbo was a human source in around August 2013, as explained below. I recall that she mentioned during a conversation that she wanted a form of reward for all the work she had done for Victoria Police.

Contact from November 2012 to March 2014

19. From November 2012 until when Operation Stellified began, I updated the contact log with details of my contact with Ms Gobbo². Because I filled out the log, I did not also make notes in my diary about this and I could keep the contact log secure and protect it with a password in a secure drive. As recorded in the log, I updated D/Supt De Santo when I had contact with Ms Gobbo. This was mostly just notifying him briefly about the contact. I have noted below where I recall something further about conversations or meetings I had with Ms Gobbo.

² VPL.0100.0075.0001.

- 20. I recorded a number of my conversations and meetings with Ms Gobbo. Sometimes this was not possible because the call came through to my phone at the Echo Taskforce, or I received the call on the contact phone when I was not in a position to record it. On a few occasions, I recall that the audio from the covert recorder I used was not audible.
- 21. On 28 November 2012, I met with Ms Gobbo with DI O'Connor at a café. DI O'Connor arranged the meeting to introduce me as Ms Gobbo's new point of contact. During the conversation, Ms Gobbo mentioned she had seen a recent newspaper article about me and that she knew I was a member of the Echo Taskforce. The meeting was recorded³.
- 22. On 5 December 2012, I returned Ms Gobbo's call. The call was recorded⁴. During the conversation, she spoke about concerns that Paul Dale would name her as an informer in a book he was publishing. Reading the transcript now, Ms Gobbo makes some comments about working for Victoria Police that seem to suggest she had been a human source. However, my recollection is that I did not appreciate she had been a human source until later conversations in around August 2013 about proposed newspaper articles about her role as a human source (set out below).
- 23. During this conversation, Ms Gobbo mentioned allegations that Victoria Police had not produced documents relating to drugs charges against Ms Gobbo from the early 1990s. She said that the documents had not been produced under subpoena because those documents from the 1990s had been destroyed. I believe I would have informed Supt De Santo of this. I believe he may have spoken to Director of Legal Services, Fin McRae about this, but I am not certain.
- 24. On 19 February 2013, I met with Ms Gobbo at a café. The meeting was recorded⁵. We discussed generally the upcoming trial against Paul Dale, as I recall Ms Gobbo was concerned about evidence that might be given about her. I believe she may have asked in the lead up to this conversation whether Sergeant Tim Argall would be giving evidence in the trial. I was not involved in prosecuting that case and was not aware of the details of the case apart from some high-level updates that were circulated by Detective Senior Sergeant Boris Buick around this time.

³ VPL.0100.0134.0293.

^{*} VPL.0100.0134.0333.

⁵ VPL.0100.0134.0342.

- 25. On 4 March and 11 March 2013, I returned Ms Gobbo's calls and again gave brief updates about the ongoing Dale trial. The calls were recorded⁶. During the call on 11 March, Ms Gobbo mentioned she had witnessed a car crash in the CBD and had given a statement to a local police officer. I said that if that officer needed to speak with me about any potential threat to Ms Gobbo, I could be contacted through the Echo Taskforce.
- 26. On 27 March 2013, I spoke to Ms Gobbo, who had contacted me through the Echo Taskforce. She informed me that a recording might be released to the media. I believe this related to the Dale trial, but I did not know what recording it referred to. As the contact log records, I spoke to DSS Buick and Supt Ryan, who informed me that there would be an application to suppress the tape. I do not believe I spoke further to Ms Gobbo about this.
- 27. On 6 May 2013, Ms Gobbo again contacted me through the Echo Taskforce. She volunteered certain information about an outlaw motorcycle criminal gang. As the contact log records, I advised her not to have anything to do with those individuals and notified Supt De Santo about the contact. The information she volunteered was not specific or useful and I do not believe I would have passed it on.
- 28. On 23 August 2013, Ms Gobbo contacted me to complain about publications indicating she had been a human source. I believe by this time I was aware that she had acted as a human source for Victoria Police. I recall that her concern related to the release of Paul Dale's book and interviews and media appearances that he was doing.
- 29. On 27 August 2013, Ms Gobbo called twice and threatened legal proceedings against Victoria Police in relation to publications about her role as a human source. I believe that I informed Supt De Santo about the threat of legal proceedings, but I do not recall if he did anything further about it.
- 30. The next day, 28 August 2013, Ms Gobbo called to ask if police were following her. I got the impression that Ms Gobbo was becoming increasingly anxious about her safety.
- 31. On 11 September 2013, I met with Ms Gobbo at a café. The meeting was recorded⁷. The transcript records that I had been asked by someone to obtain a copy of a letter that Ms Gobbo had sent to the Chief Commissioner relating to allegations that Tim Argall had

⁶ VPL.0100.0134.0375; VPL.0100.0134.0381.

⁷ VPL.0100.0134.0077.

given false evidence. I do not recall who asked me to obtain the letter, but believe that I did receive the letter by email and would have passed it on.

- 32. I met with Ms Gobbo again on 26 November 2013. This meeting was recorded⁸. The contact log refers to a meeting on 21 November 2013, but I believe that this refers to my meeting on 26 November 2013. During that meeting, Ms Gobbo raised concerns about potentially having to give evidence during the coronial inquest into the deaths of Terence and Christine Hodson. I believe that I spoke to DSS Buick about Ms Gobbo's concerns, as he was the informant on the coronial brief. I recall that DSS Buick told me that Ms Gobbo would not be called. The transcript also records that Ms Gobbo emailed me a copy of a letter that she had previously sent to the Chief Commissioner. I am informed by my lawyers that the email and letter have yet to be located.
- 33. I met with Ms Gobbo again on 6 February 2014. The contact log records that we discussed welfare and the Hodson's coronial inquest. It is possible that during this meeting I told Ms Gobbo that she was not to be called as part of that inquest.
- 34. On 13 February 2014, I again met with Ms Gobbo to discuss her welfare. After the meeting, she sent me a lengthy text message that I recorded in the contact log, which related to AC Jeff Pope. I did not know what allegations Ms Gobbo was referring to at the time. As the contact log records, I told Supt De Santo about this, but I do not know if anything further was done about this at the time. During a later conversation, Ms Gobbo told me that she and AC Pope had had a sexual relationship. I recall that she said that she had no reason to lie about it. However, I do not recall when this discussion took place.
- 35. In February and early March 2014, Ms Gobbo sent me a few text messages about proposed media reports, as recorded in the contact log. At the time I was overseeing a large and complex Echo Taskforce operation and do not believe I responded. I also met with her after some personal items had been stolen from her storage cage.

Response to a proposed Herald Sun article in late March 2014

36. My diary records that on the evening of 30 March 2014, Assistant Commissioner Stephen Fontana called me and told me that an article was about to appear in the Herald Sun about Ms Gobbo being a human source. I told AC Fontana that I was very concerned about the risk the article would pose to her safety. The details of what happened between 30 March 2014 and 4 April 2014 are recorded in my diary and the contact log.

⁸ VPL.0100.0134.0001.

- 37. While speaking to AC Fontana, I received a text message from Ms Gobbo, which is recorded in the contact log. I then spoke to her on the phone. Ms Gobbo sounded distressed and she was concerned about the serious threat to her safety if the article was published. I passed this on to AC Fontana.
- 38. I understood that urgent work was underway that night to obtain an injunction to stop the story being published. I was on standby in case I was needed to assist, but I ultimately took no part in any court proceedings related to the proposed article.
- 39. I received a number of text messages from Ms Gobbo that night. I recall that I was asked to find out further details from Ms Gobbo about her status as a human source. I believe this request came from AC Fontana, but I cannot be sure. Ms Gobbo replied with the following text message, which I recorded in the contact log:

Informally in 2004 to the original Purana (Bateson & his bosses) then 05-09 every single day literally to Sandy White's crew after intro/handover by Paul Rowe and Steve Mansell. From 15/09/04 to 09 I had daily contact with or from Sandy's crew. A total of about 20 police over 5 years as well as others' mostly from Purana & Drug Squad who knew like Ron Idles, Jim O'Brien, Dale Flynn, Jason Kelly and the list goes on.

- 40. I believe that this was the first time that I understood the extent of the assistance that Ms Gobbo had given as a human source.
- 41. At 10:00 am the next day, 31 March 2014, I attended an Incident Management Team meeting relating to Ms Gobbo's situation. My diary records that Supt De Santo chaired the meeting, but I did not record who else attended. Later that day, Ms Gobbo was taken from her home to a secure location. Ms Gobbo was distressed and angry and insisted that I speak with her psychologist. I did so that night.
- 42. The next day, 1 April 2014, there were two further Incident Management Team meetings. The first was at 9:30 am. The minutes record that Ms Gobbo's safety and witness security assessments were discussed⁹. Two officers and I then took Ms Gobbo to a further secure location. The officers and I remained with Ms Gobbo until the morning of 4 April 2014. Throughout the time we were at the secure location, Ms Gobbo was agitated and angry at Victoria Police. She said she believed that Victoria Police must have been involved in her cooperation becoming known but did not speak about any specifics.

9 VPL.0100.0011.0001.

- 43. The second Incident Management Team meeting for 1 April 2014 was at 3:00 pm. I called into the meeting from the secure location. The minutes record that an injunction and security assessments were discussed again¹⁰.
- 44. My diary records that there were further Incident Management Team meetings on 2 and 3 April 2014. I am informed that minutes for these meetings have not been located. I do not recall the meetings in detail but believe they would have dealt with issues to do with Ms Gobbo's safety and
- 45. On the afternoon of 3 April 2014, I was informed that Victoria Police had obtained an injunction preventing publication of the story about Ms Gobbo. The next morning, 4 April 2014, I returned to Melbourne with Ms Gobbo. That afternoon, Ms Gobbo met with AC Fontana and Superintendent Tess Walsh. Ms Gobbo had asked to speak with them, and this was arranged. I was not present at the meeting, but my diary records that the meeting was recorded. I am informed that a transcript of this meeting has been produced¹¹. After the meeting, I handed over responsibility for Ms Gobbo to Detective Inspector Brian Clarke and went off duty.
- As the contact log records, Ms Gobbo continued to contact me by phone and text message on 8, 9, 10 and 11 April 2014.
- 47. On 17 April 2014, I met with Ms Gobbo and Supt Tess Walsh at a café. As the contact log records, the purpose of the meeting was to discuss witness security issues and the meeting was for around 30 minutes. The contact log records that during the meeting Ms Gobbo speculated about the source of leaks within Victoria Police. I believe that Supt Walsh recorded the conversation with Ms Gobbo. I am informed by my lawyers that only a portion of the recording has currently been located and transcribed¹². I have reviewed the available transcript and confirm that it is part of the conversation that Supt Walsh and I had with Ms Gobbo on 17 April 2014. I do not recall the details of what Ms Gobbo said beyond what is recorded in the contact log and the partial transcript. If the full recording is located, I can provide a supplementary statement addressing this meeting.
- 48. I believe that Acting Assistant Commissioner Rod Jouning was informed of what Ms Gobbo had said during that meeting. On 22 April 2014, AAC Jouning asked me to call Ms Gobbo and ask her for details about who she believed might be providing information

¹⁰ VPL.0100.0011.0003.

¹¹ VPL.0100.0134.0160.

¹² VPL.0100.0134.0283.

to journalists. My notes of this call are in the contact log. I do not recall whether call was recorded.

 As the contact log records, I received further text messages from Ms Gobbo on 19 and 24 April 2014.

Operation Stellified

- Around this time, the process for managing Ms Gobbo's safety was formalised into an operation called Operation Stellified.
- 51. At an Operation Stellified meeting on 1 May 2014, it was agreed that the responsibility for being Ms Gobbo's point of contact would be spread across a number of Inspectors within the Crime Department¹³. I recall that this was partly because I was due to take an extended period of leave. There was to be a dedicated contact phone that Ms Gobbo could call, which would be monitored by a rotating roster of Inspectors from across the Crime Department. Each week there would be a brief handover, where the outgoing Inspector would give the contact phone to the incoming Inspector and inform them of any ongoing issues that they might need to address in that upcoming week. Details of contact with Ms Gobbo were recorded in Interpose for record keeping purposes.
- 52. On 6 May 2014, DI Clarke prepared a Terms of Reference document setting out the process and purpose of the Operation Stellified roster¹⁴. As that document sets out, the purpose of the contact phone process was to provide an ongoing point of contact to immediately address safety and welfare concerns as they arose. The purpose of the contact point was strictly in relation to her safety and welfare.
- 53. Originally the roster was to conclude when I returned from leave in July 2014. However, in late June 2014, it was decided at an Operation Stellified meeting that the roster would be extended to a 7-day, 24-hour roster, after Ms Gobbo received a threatening letter in the post¹⁵.
- 54. The Operation Stellified logs record that I was the liaison officer for Ms Gobbo for the following dates. They also set out the records of contact that I kept:
 - (a) 30 June 2014 to 7 July 201416;

¹³ VPL.0100.0011.0016.

¹⁴ VPL.6078.0002.6395.

¹⁵ VPL.0100.0011.0030.

¹⁶ VPL.0100.0011.0034.

- (b) 2 March 2015 to 9 March 201517;
- (c) 20 April 2015 to 27 April 2015¹⁸;
- (d) 8 June 2015 to 15 June 2015¹⁹;
- (e) 22 June 2015 to 29 June 2015²⁰;
- (f) 14 September 2015 to 21 September 2015²¹;
- (g) 16 November 2015 to 23 November 2015²²;
- (h) 18 January 2016 to 25 January 201623; and
- (i) 25 January 2016 to 1 February 2016²⁴.
- 55. In August 2014, information was received from the Prison Intelligence Unit that a certain prisoner had sent letters about "Lawyer X" articles. It was decided at an Operation Stellified meeting on 19 August 2014 that I would receive regular updates about any prison intelligence that might relate to this²⁵. I received these updates by email, but no substantial issues arose²⁶.
- 56. On 17 December 2014, Assistant Commissioner Tracy Linford asked me to deliver a letter to Ms Gobbo. When I delivered the letter, Ms Gobbo said to me that her then partner had been approached by a gangland identity with an offer of \$500,000 for Ms Gobbo to make a false statement that could be used to get Faruk Orman out of prison.
- 57. I had not been involved in the prosecution of Mr Orman and did not know how Ms Gobbo might be involved, but I knew of the gangland identity Ms Gobbo referred to. I contacted DSS Buick and got his comments on the information, which I included in an information report that I submitted on 18 December 2014²⁷. I believe I would have contacted DSS Buick after making enquiries to find out who had been involved in the Orman prosecution. I do not recall hearing anything further about this matter.

- ²¹ VPL.0100.0011.1596.
- ²² VPL.0100.0011.1637.
- ²³ VPL.0100.0011.1661.
- VPL.0100.0011.1664.
 VPL.0100.0011.0025.
- ²⁶ See VPL.0100.0011.0223.
- 27 VPL.0100.0011.1946.

¹⁷ VPL.0100.0011.0675.

¹⁸ VPL.0100.0011.0631.

¹⁹ VPL.0100.0011.0668.

²⁰ VPL.0100.0011.0653.

- 58. In around June 2015, I recall that Supt Sheridan undertook a review of the Interpose records that had been created as part of Operation Stellified. As part of this process, on 10 and 11 June 2015, I sent emails to Commander Doug Fryer explaining that the recorder that I used to record some conversation had gone missing but that no recordings of conversations with Ms Gobbo were contained on it when the recorder went missing²⁸.
- 59. In around November 2015, I sent a memo to Supt Sheridan about the ongoing contact arrangements with Ms Gobbo²⁹. As set out in the memo, I believed that it was unnecessary to continue this arrangement because there had not been any serious security issues of note. I do not recall whether Supt Sheridan responded to this memo, but I know that the contact arrangements stayed in place into the start of 2016.
- 60. In late-January 2016, Supt Sheridan informed me that the contact phone process would no longer be used and that DI McDonald, the Staff Officer to AC Fontana, would be Ms Gobbo's sole point of contact. On 29 January 2016, I met Ms Gobbo and delivered a sealed letter to her. I have been shown a letter from AC Fontana to Ms Gobbo³⁰. I am not certain whether I have seen the letter before, but the content of the letter is consistent with what Supt Sheridan told me to tell Ms Gobbo.

How I learned, or was given reason to believe, Ms Gobbo was providing information (Q3)

61. I refer to my response to Question 2.

Awareness of others (Q4)

62. I have no knowledge of these matters.

Authorisation of the use of Ms Gobbo as a human source (Q5)

63. I have no knowledge of these matters.

Personal contact with Ms Gobbo (Q6)

64. I refer to my response to Question 2.

Information & assistance received (Q7 & Q8)

65. As set out in my response to Question 2, DI Smith had told me that Ms Gobbo had provided a statement to the Petra Taskforce. I first understood the scope of Ms Gobbo's assistance to Victoria Police as human source when she sent me the text message on

²⁸ VPL.0100.0011.1533.

²⁹ VPL.6079.0038.6532.

³⁰ VPL.0005.0013.1436.

31 March 2014. I otherwise have no knowledge about the detail of the information or assistance that Ms Gobbo provided.

Concerns raised as to the use of a legal practitioner as a human source (Q9)

66. I have no knowledge of these matters.

Concerns raised as to the use of Ms Gobbo as a human source (Q10)

67. I have no knowledge of these matters.

Awareness about disclosure in relation to Ms Gobbo (Q11)

68. I have no knowledge of these matters.

Other human sources with obligations of confidentiality or privilege (Q12)

69. I have no knowledge of these matters.

Training (Q13)

- 70. My recollection of the relevant training or retraining I have received on these specific topics is as follows:
 - (a) Obligation of disclosure I cannot recall specific training about this. It may have been covered in Detective Training School but I otherwise learned about this in the course of my duties;
 - (b) The right of accused person to silence and to a legal practitioner I learned about this in the Academy;
 - (c) Legal professional privilege I do not recall a specific training about this but have learned about it in the course of my duties;
 - (d) Public interest immunity I have been involved in public interest immunity claims in the past primarily relating to methodology while at the Special Operations Group, but do not recall particular training about it;
 - (e) Professional and ethical decision making I have done a specific training around ethical practices when doing the ESD Investigators' course.

Other information (Q14)

71. I have nothing further to add.

Dated: 23 September 2019

I Dong ce 11 Ian Lloyd Campbell

Annexure A

- A summary of the major roles I have undertaken and my progression through the ranks is as follows:
 - (a) 1983: Constable, Lilydale Police Station;
 - (b) 1984: Constable, City West Police Station;
 - (c) 1984-1988: Constable, Special Operations Group;
 - (d) 1988: Senior Constable, Heidelberg Police Station;
 - (e) 1989-1992: Detective Senior Constable, Hawthorn CIB;
 - (f) 1992: Detective Senior Constable, Corporate Crime Group;
 - (g) 1993 1996: Detective Senior Constable, Homicide Squad;
 - (h) 1997 1997: Detective Senior Constable, Croydon CIU;
 - (i) 1999 2002: Detective Senior Constable, Security Intelligence Group, including a secondment to the United Nations presence in East Timor from May 2000 to January 2001 as Deputy District Commander, United Nations Peacekeeping Force;
 - (j) 2002 November 2003: Detective Sergeant, CEJA Taskforce;
 - (k) 2003 2006: Senior Sergeant, Counter-Terrorism Co-ordination Unit;
 - 2006 2012: Inspector in Charge, Special Operations Group;
 - (m) 2012 March 2016: Detective Inspector, Echo Taskforce and Fugitive Taskforce;
 - (n) March 2016 present: Detective Inspector, Joint Organised Crime Taskforce.
- 2. I have undertaken relevant Victoria Police qualifications and training including:
 - (a) Special Operations Group Intake Course (1984);
 - (b) BCI Drug Squad Undercover Agents' Course (1988);
 - (c) Detective Training School (1989);
 - (d) Joint Investigation Group Course (2002);
 - (e) Advanced Detective Training School (2003).
- 3. I also hold the following qualifications:
 - (a) Bachelor of Arts (Criminology/Human Resources), Monash University (2000);
 - (b) Postgraduate Certificate (Strategic Intelligence), Monash University (~2003);
 - (c) Postgraduate Certificate (Management), Monash University (2006);