

FILE NOTE

Whilst acting as Chief Executive, I was approached by Tony Eid who advised that Joe Camilleri had approached him to borrow some money. Whilst Tony had agreed to lend Joe the money, he stated he felt uncomfortable about it, especially in the work situation. Whilst Joe had insisted he not tell anyone, he thought he should advise me.

The next day, I was approached by John Minchin who stated that Joe Camilleri had approached him about borrowing money. He said it was a large sum and Joe was very anxious as he stated his daughter was in trouble with a credit card fraud and Joe needed the money as part of a legal case to fix the situation. John lent Joe the money. Subsequently, John went home and told his wife. He is now having an argument with his wife who said he was very foolish to have lent anyone that kind of money, especially when pressured. Again Joe had told John not to tell anyone; however, John felt he needed to tell me.

I discussed this issue with Irene Rusak and John Cairns. I then called Joe into my office to explain what I had been told by Tony and John. I indicated to Joe that he was not to approach any other RailCorp employee regarding money – Joe indicated he would not.

Joe apologised and said his daughter was in financial trouble due to credit card fraud and he was fighting a legal case which had required a lot more money than he thought. He said now that I had become aware of it; he would immediately stop it and would not approach anyone else.

John Minchin came to me later and due to the concerns with his wife stated that he had approached Joe Camilleri for evidence of the legal case. He said any evidence would do – he just needed to re-assure his wife. Joe refused to provide any evidence to John.

Tanya Johnstone approached me saying Joe Camilleri had asked to borrow money from her. This surprised Tanya as she was not close to Joe. He had seemed very desperate and again had insisted she not tell anyone.

I've subsequently noticed Joe, at a number of meetings, very distracted, constantly looking at his mobile and having difficulty paying attention. I discretely asked some people on Level 22 about Joe. They said that over the last six (6) months he seemed very distracted, had difficulty focusing and was frequently getting up and leaving meetings he was chairing.

During an important RailCorp Reform meeting, Joe asked to step out and was gone for twenty (20) minutes. I then raised the issue that Tanya had raised and he said he was still finalising his money. However, now I had raised it again, he would not approach anyone. I asked Joe if he wanted EPA assistance and he said he did not.

In the week 22nd October, Tanya Johnstone came to see me stating that one of her direct reports, Theo Vavayis, had seemed very upset. When she asked why, Theo reluctantly told her he had lent Joe \$2,000. Theo said he felt a bit intimidated by Joe as he was a General Manager and he only had a professional relationship, so he was very surprised by the approach. Theo did not get that money back; however, Joe has recently approached him again for \$15,000. This shocked Theo and he felt he could no longer effectively work with Joe again. Tanya had asked Joe Miller if he had been approached by anyone. Joe said, "Yes".

I approached Pierre Rochecouste, who was acting as General Manager, MC&C and asked had Joe approached him. Pierre said he had lent money to Joe and Joe had said, "Gavin was aware of the situation with his daughter". Joe had asked Pierre not to tell anyone.

I have subsequently learnt Joe has borrowed money from David Spiteri, Paul Cassar and possibly Reg Graham. I also asked John Minchin had Joe paid the money back. John said he had but only after he pressured Joe and said his marriage was in big trouble because of this. John, however, was very worried that Joe had borrowed money from other people to pay him back.

My concerns are that Joe has approached perhaps 20 to 30 people in RailCorp to borrow money. Some have lent it to him whilst others have not. This has severely impacted on Joe's credibility and people's ability to trust and work co-operatively with Joe. This is also having an impact on my management team and their respect for Joe.

Due to this situation, I need the following:

- Joe to truthfully explain his situation and provide evidence of it;
- Joe to understand he is being lawfully instructed by RailCorp not to approach anyone else in RailCorp regards borrowing money;
- Joe to prepare a plan as to what he can do to regain his credibility and reputation with key people in the team;
- Joe to understand that if this is not addressed immediately, that I will need to take a strong course of action;
- Joe to seriously consider EPA for assistance.

Gavin Campbell
Director, Maintenance
5th November, 2012