

INDEPENDENT COMMISSION AGAINST CORRUPTION

STATEMENT IN THE MATTER OF: Operation Gerda

PLACE: Sydney
NAME: Domenic Giardini
ADDRESS: Known to the ICAC
OCCUPATION: National Operations Centre Manager, SNP
TELEPHONE NO: Known to the ICAC
DATE:

States: -

-
1. This statement made by me accurately sets out the evidence which I would be prepared, if necessary, to give in Court as a witness. The statement is true to the best of my knowledge and belief, and I make it knowing that, if it is tendered in evidence, I shall be liable to prosecution if I have wilfully stated in it anything which I know to be false or do not believe to be true.
 2. I am 30 years of age.
 3. On 25 September 2018 I participated in an electronically recorded interview with Investigators Kelly Moorhouse and Jenny Ryan at SNP Head Office located at 937-941 Victoria Road, West Ryde. During that interview I was shown and referred to a number of documents. This statement was drafted from the digital recording and transcripts of that interview. I have been given the opportunity to read the draft statement and make any necessary amendments prior to signing this document.

Signature D. Giardini ~~Sensitive~~Sensitive Witness [Signature]
Page 1 of 19

31/1/19

**STATEMENT IN THE MATTER OF: Operation Gerda
NAME: Domenic Giardini**

4. I am the National Operations Centre Manager with Sydney Night Patrol. Sydney Night Patrol is a security company, which conducts business 7 days a week, 24 hours a day. The National Operations room is the engine room of the business. My role as operations manager is to manage the day-to-day operations of the business. My duties include rostering of static guards, to patrols, to alarm responses, welfare checks, reconciliation of time sheets, and licensee invoicing. I manage a team of 25 staff of day and night response teams.

5. Previously I was a frontline employee from 2008 for about 4 years when I carried out a range of security officer roles, including a general static role. In 2012, I was promoted to be a night / after-hour Supervisor. My role was visiting SNP's sites in Sydney, checking on the guards; check that their uniform complied, delivery of logbooks, ~~and uniforms~~ and Compliance.

6. In 2014, I was employed as the rostering co-ordinator, which was a team of three at that time. Within a couple of years SNP centralised all the rosters nationally. In 2017, I was promoted to team leader and this year, 2018 I was promoted to my current position as National Operation ~~Control Centre~~ Centre (NOC) Manager. The roster team now reports to me. Three team leaders report to me. I report to Linda Willard, the National Scheduling Manager. My responsibility is generally the roster side of SNP's business.

7. My team have no direct involvement in contracts or tendering that is conducted by another part of the business. My role regarding contracts starts once SNP is

~~Sensitive~~Sensitive

Signature D. Giardini Witness [Signature]

31/1/19

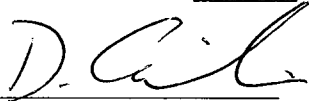
STATEMENT IN THE MATTER OF: Operation Gerda
NAME: Domenic Giardini

awarded a contract when the Tender or Finance team provide me the contract roster. Potentially a Project Manager may also be involved because as with any contract there is a transition period, so we do have the Account Manager involved.

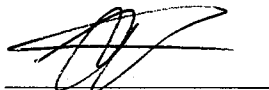
8. The cost and terms of the contract are set and either me or my team leaders load the contract terms into the system, creating a new site and then building that roster. The roster can be a 1-week, 2-week, 4-week or 8-week roster under the Security award. After the roster is created, the training happens. The Account Managers or the managers who run the particular site organise all the training. When training is complete, we enter that into the system and once we have allocated individuals into a permanent roster, the roster is generated out and passed on to the employee. My team's role is to manage all the sick calls, the annual leaves, and any ad hoc requests that would come through.
9. In around 2012 I did work at Sydney University for about a week. I did training there and worked four shifts, 2 days and 2 nights. Then after that I got my role within the Head Office as the night shift/after hours Supervisor.
10. The staff at the National Control ~~Operations~~ Centre in relation to patrol guards is to record the guards details and what shift they are rostered to perform. We record the specific duties unless it is an ad-hoc job that is communicated by the client. However, my team are not privy to the duties the guards carry out on-site day to day. I believe the guard's duties would be part of a Standard Operating Procedure

~~Sensitive~~Sensitive

Signature



Witness



31/1/19

STATEMENT IN THE MATTER OF: Operation Gerda
NAME: Domenic Giardini

on a particular site that they would have to follow. They would also be required to sign on and off a site.

11. In relation to a guard calling in sick, I need to make sure I have a person to cover that guard's shift. Guard's timesheets generally come to our section, usually in the form of a fax or an e-mail.

12. I am aware that SNP have a contract for security at the University of Sydney and that SNP subcontract a company called S International Group.

13. In relation to the University of Sydney contract, the patrol guards would fulfil whatever was required of them on a certain shift. Whoever did the shift, whether it is a subcontractor or an SNP employee, the guard would sign a site timesheet. That timesheet would then be sent to SNP's National ~~Control~~ Operations Centre. We would already have the roster pre-set in the system.

14. When we receive a timesheet, my operator would go through the timesheet. The ~~control room~~ Operations Team would go through and check who is on site. The ~~control room~~ Operations Room is set up per State, so I would have a couple of people working on Sydney contracts. In relation to a site all we and my team see is a name, a license number, a start time, a finish time, and a signature. I would not know if the person who signed on and off the timesheet worked at the site or not, other than going off a signature and a name that is on that piece of paper.

~~Sensitive~~ Sensitive

Signature D. Giardini Witness [Signature]

3/11/19

STATEMENT IN THE MATTER OF: Operation Gerda
NAME: Domenic Giardini


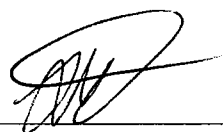
15. The person allocated on the operations team receiving the site time sheet check off the hours worked, security numbers and names. If there is an issue, and depending on the issue, we generally go back to the actual Site manager, with a list of questions. Therefore, an issue could be that a person has not signed on, or there is a gap in information or ~~what~~ does that ad-hoc job relate to this. Alternatively, there is something different on the time sheet to what their details were, and it could be simply a guard just writing, you know, a building name. I do not know what the building name is, nor would my operator but the job might be for a certain event, so the inquiry is clarifying some of those bits and pieces.

16. The site time sheet should be the same as the roster. But if there were any changes that occurred with the roster that have not come through my team, then I would dare say no, the site timesheet and roster would not be the same. Generally, if the guards are calling in National Operations, my team then deal with the roster on site here at Head Office.

17. My team check time sheets for Work Health Safety issues. The electronic roster system we use is "Microster". The system is set up to flag for fatigue, so once so many shifts have occurred depending on the roles that are set up, it will flag for fatigue.

18. The Microster system can distinguish between an SNP employee and a subcontractor, such as SIG employee based on the position codes. In saying that though, the subcontractors have to be within SNP's separate database, CRM. To

~~Sensitive~~Sensitive

Signature  Witness 

31/1/19

STATEMENT IN THE MATTER OF: Operation Gerda
NAME: Domenic Giardini

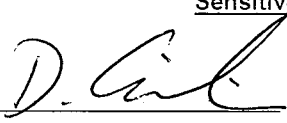
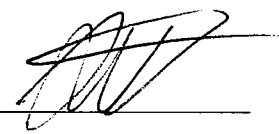
explain, direct employees come in through Chris21, which is the HR system here, so everything synchronizes through to Microster, so it talks back. Then CRM is where the compliance, the licensing, the first aid and all of that is checked.

19. For the subcontractor, in this case, S International, they would supply, per month, a register that lists all their guards with their personnel and compliance details. The Administrator puts that information in the CRM, then that information synchronizes with Microster, so then we can see personnel. It does not directly impact me as such, but it does if the details are not up to date in that database. I do not have access to that, so it is not something that my team would have access to the compliance side of it, so another team would have to follow up that in order for their details to be in the system.

20. The CRM administrator enters the data into CRM and that syncs with Microster. Microster is just the rostering platform, and then Chris21 and CRM are the two systems that talk to Microster. SNP employee numbers start with the number 1 and subcontractor with the number 5, so you see their identification number will be a different number.

21. The position code, so that is where the payment rules and all that bits and pieces are set up in Microster. The system will show for example S International or SNP employee and what pay cycle they are on, how many week roster, and a code but essentially you can distinguish the difference between SNP and subcontractors. .

~~Sensitive~~Sensitive

Signature  Witness 

31/1/19

STATEMENT IN THE MATTER OF: Operation Gerda
NAME: Domenic Giardini

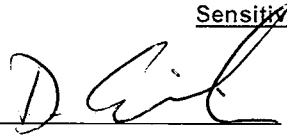
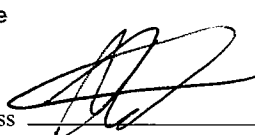
22. In relation to the payment of shifts, the process is that once we receive the time sheets, my team will lock down the shift so no modifications can be made. If a modification is needed that has to be escalated to me. The modification may be needed because an error has occurred while they were doing the transaction but there has to be a valid reason to unlock the shift or make an adjustment. Once locked down we have our subcontractor invoicing team, they receive an invoice from the subcontractor who should provide the invoice statement cover setting out the total, a summary of all shifts they have worked and I believe that they need to send a subcontractor statement.

23. Then the subcontracting invoicing team will go through and do the checks and balances to see what is in Microster, what has been claimed, and they would go back and forward with that particular contractor. If there are any discrepancies and they cannot find a solution then the invoicing team will come back to my team or me and ask us to recheck the time sheet or advise there is a discrepancy. If we my team or me do not have the answer then we generally go back to the site and ask what has happened in that instance.

24. The subcontracting invoicing team is part of the National Operations Team but they report more to Linda Willard than me. They are part of the National Operations team but their role is specifically contractor payments.

25. The only time I can recall that subcontractors would contact my team would be in relation to pay discrepancies, for example if they have not been paid for something

~~Sensitive~~Sensitive

Signature  Witness 

31/1/19

**STATEMENT IN THE MATTER OF: Operation Gerda
NAME: Domenic Giardini**

and my team would have investigate why or what their claim was. In terms of their rosters, every fortnight we would send them a roster through the system. In relation to the rosters and the time sheets for the University of Sydney, the only thing that was different to other sites would be that University of Sydney site manager generally assisted or did a lot of the onsite rostering because the site was so big. That arrangement was in place prior to me being in my current role as Operations Manager.


26. The University of Sydney SNP site managers over the years included Aaron Lucas from 2014. Aaron was a very good operator. He used to forward through all the time sheets daily. After Aaron, was Daryl McCreadie. Now, it is John Lohr.

27. We received the time sheets from Daryl McCreadie or his 2IC maybe not daily but usually weekly. In my current role, I did send e-mails to assist my team because of the volume of the work involved with the University Sydney, asking Daryl to send their time sheets daily by 10.00am. My staff would be upset that it would take hours to look through the timesheets when it should only take half an hour. After the email timesheets would be sent from the University daily for a while, but then it would go back to being weekly. I would have sent those emails earlier this year sometime after February after I started my new role. Daryl McCreadie was the site manager.

28. My team did report to me that the quality of the filling out of the time sheets was not always good and that was flagged to me by my team who reported missing information. My team would follow up and ask for the information, or confirm

Sensitive Sensitive

Signature: 

Witness: 

31/1/19

STATEMENT IN THE MATTER OF: Operation Gerda
NAME: Domenic Giardini

what was happening. I think this occurred under Daryl and Aaron Lucas but I remember the more recent things that have been happening since I have been in my new role.


29. The issues included time sheets not filled out properly, work orders not sent to us or sent after, requested the site rosters from Daryl a few times on my end in order to republish our main roster. My team are trying to plug in the pieces and if the roster is wrong and did not match up all the time, the time sheets would be jigsaw puzzle. Therefore, I recall sending e-mails saying, "Can I have a site roster, or an updated one, to match up what I should have in my system." From memory, I do not recall getting any, or anything come back on that.

30. In relation to sending out an invoice back to the client I am not involved in that step, the only piece that operations is involved is making sure the shifts are confirmed, the invoicing for the contractor is paid. My team reconciles the invoice and we send the invoice to Accounts Payable to make payment.

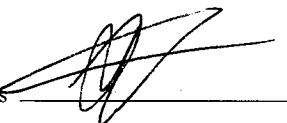
31. During my time in rostering, I cannot say that I saw anything that there was an increase in the hours worked at the University of Sydney. However early on when I was a rostering co-ordinator I was working on the Sydney Trains contract, not Sydney University. In terms of the hours, nothing struck my mind, or I looked at the hours and thought that does not look right.

~~Sensitive~~Sensitive

Signature



Witness



31/1/19

STATEMENT IN THE MATTER OF: Operation Gerda
NAME: Domenic Giardini

32. Generally, an Account Manager oversees the contract when we have a site manager.

Daryl McCreadie was recorded on the SNP roster as Site Manager. However, he may have been carrying out both roles, as SNP Account Manager and Site Manager at the University of Sydney. I did not see Daryl McCreadie in the SNP office.

33. It is the usual practice to have patrol guards based at the location site for their particular role. They start and finish each day at Sydney University on paper, and they were paid by SNP but effectively they had Sydney University logos on their uniforms. I think this is probably part of the contract agreement in terms of uniforms. Generally, most of the security guards will be in a standard issue SNP uniform. Some sites do not want any security markings on the uniform prefer a more corporate look and a nice suit. The uniform of the guards is likely to be based on the contract.

34. My understanding as to the reason why the subcontractor S International were removed from SNP University of Sydney contract was because of multiple fatigue breaches.

35. I was shown an email dated the 5th of April 2018 at 1.41.47pm. The email is titled Marisol Garcia – Breach of Fatigue: 15 x Shifts. The fatigue issues mentioned in the email may have been one of the reasons that contributed to the subcontractor, S International, being removed by SNP from the University of Sydney contract. I remember flagging multiple breaches to our Risk and Safety area relating to S International around that time. I also wrote to S International on the 4 April 2018

~~Sensitive~~Sensitive

Signature 

Witness 

31/1/19

STATEMENT IN THE MATTER OF: Operation Gerda
NAME: Domenic Giardini

advising of fatigue breaches. I believe there were others issues as well like our compliance team not being updated by SI.

See attached email from Lyn info@SIG dated 5 April 2016 to Fawad Walizada and others Annexure 1.

36. I remember Fawad Walizada in this email asked Tommy Sirour and Scott Taylor who Frank at S International was and his role and position with S International. Lynn of S International responded that Frank is their casual rostering clerk but to me didn't provide a complete response.

37. It was not until later that I found an email that I could see what was happening. There was an email I recall going to National Operations, I do not remember the date, but the email advised that Frank Lu was sick and somebody else covered his shift. The email was sent from S International's email with the name Frank Lu. The issue was that Frank Lu is a full time SNP employee who works as a Team Leader for SNP at the University of Sydney site. I did not know he was an S International employee or what the arrangement there was. I forwarded the email to my Manager and Fawad Walizada.

38. When I found out Frank LU was the rostering person for S International, as well as SNP employee I escalated this issue to my manager and at that time I believe it was Fawad Walizada, SNP Risk and Safety. The emails did not look right because there were previous emails responded to by Frank LU as S International.

~~Sensitive~~Sensitive

Signature D. Giardini Witness [Signature]

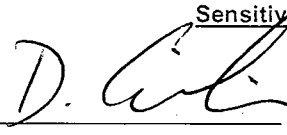

31/1/19

STATEMENT IN THE MATTER OF: Operation Gerda
NAME: Domenic Giardini

39. I thought Frank Lu would have a conflict of interest and it highlighted to me that potentially the site manager is not rostering or at least overseeing the site anymore and somebody else that is doing it and relaying the information back.

40. Frank Lu as a SNP employee team leader at the University of Sydney would work a four day on, and four day off roster in an 8-week cycle. Generally, team leaders can work overtime but there was a time many years ago when direct employees could work for the subcontractor as part of the overtime. My understanding at the time or at least this was what was communicated to me was that this was it was to reduce the SNP overtime bill. I have not seen anything official it was something that was communicated by word of mouth. I do not believe it is very common now. However, many years ago an employee would work but then have a second ID as the contractor to do shifts. One of the issues we did face was the system records two different employees which is not ideal especially when you are trying to track fatigue and in such a case like this. From memory, recently or at least this year I do not think it has been occurring. Now that I am National Operations Manager I can see and it is concerning that the SNP system cannot pick up two different employees or when one employee maybe using two different names. Subcontractors are supposed to send through documentation every month and any new guard that starts are supposed to forward their documentation as well in order to be in the SNP system. Improvements and these additional rules were introduced earlier this year. This involved setting up more effective rules as such having 7-day limits or how many hours they are allowed to do or between shifts.

~~Sensitive~~ Sensitive

Signature  Witness 

31/1/19

**STATEMENT IN THE MATTER OF: Operation Gerda
NAME: Domenic Giardini**


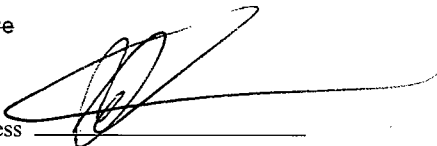
41. The team leaders who report to me are ~~Thomas Droper~~ Tomas Draper, he is my dayshift team leader and works Monday to Friday; ~~Rob Henson~~ Robert Hensen and Belal Abdelaal are my, he's my night shift team leaders and ~~Balal Abdellal~~, he is also a night shift team leader and, They works on a rotating roster at night. Robert and Baelal look after night shift nationally. They cover off any sick calls that come in and welfare checks.

42. I was shown an email from Philip Tansey, who was an SNP Branch Manager to Tamara Bayly, dated the 17th of October 2017. I was copied into the email. The email refers to a meeting about contractor usage and subcontractor disclosure and ensuring that clients are aware that subcontractor have to signoff. The requirement is part of legislation from the 1st of November 2012, which was any new business or any new contract you need to ~~get permission or~~ seek permission from the client to use a contractor. The disclosure to use a contractor on that site or that contract and obtaining that in writing from the client. I do not think the email related to the University of Sydney or a specific client as such.

See attached email from Phil Tansey dated 17 October 2017 to Tamara Bayly and others Annexure 2.

43. Daryl McCreadie was my first account manager back in 2008. He was the Account Manager ~~for worked at~~ the University of New South Wales. I was a guard at the time. My dealing with him was if I had any issues or needed anything, such as uniforms or leave.

~~Sensitive~~ Sensitive

Signature  Witness 

31/1/19

**STATEMENT IN THE MATTER OF: Operation Gerda
NAME: Domenic Giardini**

44. When I moved into the office in the role of rostering, I would audits sites. I checked guards, and again if there were any issues I would escalate them to the account manager. I am confident that I would have emailed things across to the University then. I am confident I had dealings with Daryl on issues. I believe Daryl respond to a few of them. I did not have many dealing with the second in charge or team leaders at the University.

45. In relation to the shifts at the University of Sydney there appeared to be back-to-back shifts almost every couple of days. We had a massive fatigue breach and the situation was concerning and it was not being fixed or at least going in the right direction as such.

46. I was shown an email, dated 10 April 2018 relating to removal of SIG from SNP Security Services. This is an email sent by Fawad Walizada to Tommy Sirour, the owner of S International and Scott Taylor. I think Scott Taylor was the second in charge of S International and Emir Balicevac is an SNP employee, the second in charge on site at the University of Sydney. Emir he has been onsite for a long time. He is a very good operator in terms of site knowledge.

See attached email from Fawad ~~Walizada~~ ~~Alizada~~ to Tommy Sirour, dated 10 April 2018 and others Annexure 3.

47. From the roster side of things I was more involved in monitoring fatigue breaches. Guards were working 15 days straight on a regular basis. My team were trying to

Sensitive Sensitive

Signature 

Witness 

31/1/19

**STATEMENT IN THE MATTER OF: Operation Gerda
NAME: Domenic Giardini**

reconcile timesheets. I communicated these issues to the Risk Board and S International at the time. After S International, the subcontractor, was cancelled, a new subcontractor was engaged.

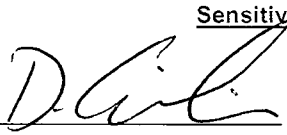
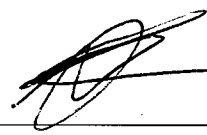
48. A number of the guards went across from S International to Multiworks (To where???) . Once the client, the University of Sydney, did not want any more subcontractors on site, then the SNP HR team did interviews to recruit them. I know a volume of them did come to SNP and then at some point later down the track once the client said they did not want any more contractors, so they all came on board as direct SNP employees to work at the university. So all the ad hoc work, extras, and exams that is all done by direct employees.

Formatted: Font color: Auto

49. Before S International were removed from the University the contact and arranging of guards to work was arranged by on site SNP staff. Since S International was removed, the rostering has been moved to the SNP office and now my team does all the rostering. We contact all the guards and ask them if they can do a shift and add them to the roster.

50. If S International, when they were subcontractors, submitted timesheets to SNP, with guards using a different name we would not see that the name was false. Essentially, if my team see a name, a security licence number, a signature and the timesheet comes from site, that is all we have to rely on. The team leader, the control room operator or the site manager at the site is responsible for the accuracy

Sensitive Sensitive

Signature  Witness 

31/1/19

**STATEMENT IN THE MATTER OF: Operation Gerda
NAME: Domenic Giardini**

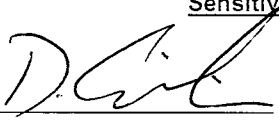
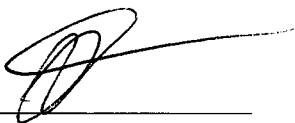
and verification of the timesheets. They should verify the data before sending it SNP.

51. I was shown an email dated the 9th of the April 2018, Monday, at 10.39am from Phil Tansey, SNP. Phil Tansey was the Branch Manager and he was responsible for the University of Sydney security contract at his level. I was copied into the email. I remember there was a meeting on the 9th of April 2018. Daryl McCreddie, Phil Tansey, Fawad Walizada and I were present.

See attached email from Phillip Tansey to Fawad Walizada and others, dated 11 April 2018 Annexure 4.

52. The meeting was a briefing about non-compliance of S International at Sydney University including fatigue management. They discussed engaging another contractor or at least moving out S International. I do not remember specifics of the meeting. SNP had invited Multiworks to take over the SNP contract at the University and it was discussed that Daryl McCreddie should get Multiworks involved in the transition. Tansey at the meeting told participants that the conversations at the meeting were confidential and not to be discussed. Daryl did not show any emotion or react to that information. From memory, it was just a normal meeting. I do recall asking for a roster so that I could start planning the transition from my end in terms of building it all up and then knowing who is going across and who is going to go into what roster.

~~Sensitive~~ Sensitive

Signature  Witness 

31/1/19

**STATEMENT IN THE MATTER OF: Operation Gerda
NAME: Domenic Giardini**

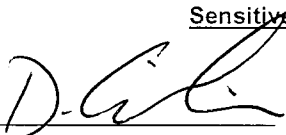
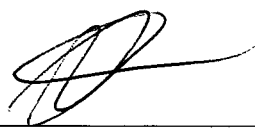
53. The reference in the email to 'if S International demonstrates a level of maturity they may be brought back into the business' can happen but they would have to be assessed by the Risk Board in terms of their ability to ensure all their documentation is up to date. That would be an assessment a more senior level.

54. Generally, in relation to training there is a training guide on site. My office do not receive a copy. The training guide is a site record. The guide will advise how many hours a guard can work. Generally, the site manager will ensure the guards undergo their training and once they fulfil that training obligation they sign that they have received the training. The client is also required to sign off on the training. In relation to guards completing a time-sheet, it is self-explanatory. I am not aware of any particular training for timesheets I would think that common sense is used. However, the team leader or whoever is in charge at that particular point in time would be advising the guard if the timesheet had been filled in incorrectly.

55. University of Sydney SNP staff do not have access to SNP Microster. The system is for my team.

56. The site manager's role is seen by Head Office as a position of trust because the site manager has authority on the site to ensure the site is running efficiently. The site manager is dealing with the client on the day-to-day issues, including incidents on site, staff not in uniform or staff issues that might come up that. My team is responsible for national rostering we do not have time to go out to a site or each

~~Sensitive~~ Sensitive

Signature  Witness 

31/1/19



STATEMENT IN THE MATTER OF: Operation Gerda
NAME: Domenic Giardini

individual site to check. This is the site manager and Account Manager's responsibility.

57. When I was a night supervisor on a site the ways I checked whether guards were on site and working was I would go out on site, check their licence, record it, and write down their details. There was a checklist that we had to follow. For example, was the guard in uniform, is the guard alert, does the guard have a logbook, has the guard has signed the SNP sheet. We check Work Health and Safety issues recording any comments the guard had or any issues. I would take that information back to the office. I used to record my notes with pen and paper, now use electronic forms. It is a lot easier for my night supervisors now; they go out and fill out the form. Electronically the information is submitted through to the portal. The guard's licensing details are synched through from the CRM.

58. Generally, the supervisor would attend onsite and go to the control room or to the main point of contact and do an inspection there depending on how many people are in the office or if they are all on patrol. It is really up to the site supervisor. The supervisor would not go and check individual guards unless it has been flagged that a particular guard has been slack. Generally, I try to get a supervisor out to conduct night-time checks; at least a visit or two a week depending on how many Supervisors are on the shift. Generally we roster four on, two go on the road, two stay in the office to do the national operations side of business. On occasions, I will

Sensitive Sensitive

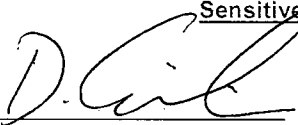
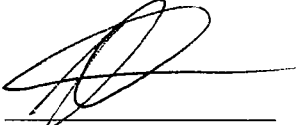
Signature  Witness 

31/1/19

STATEMENT IN THE MATTER OF: Operation Gerda
NAME: Domenic Giardini

have only one on the road and sometime I do not have any people to deploy due to the roster.

59. SNP have a number of Sydney sites, a Supervisor, depending on how busy their night is could probably attend 10 to 15 visits on different sites across Sydney, north, west and south Sydney. The aim is to try to make one visit per week for all the sites in Sydney. Record checks are held in an electronic portal. A range of staff would have conducted these checks in 2016 to 2017.

Signature  ~~Sensitive~~ Sensitive Witness 

31/1/19.

RE: Marisol Garcia - Breach of Fatigue: 15x Shifts

From: lynn@sinternationalgroup.com
To: Fawad Walizada <fwalizada@snpsecurity.com.au>, roster <roster@sinternationalgroup.com>
Cc: Domenic Giardini <dgiardini@snpsecurity.com.au>, Tommy <tommy@sinternationalgroup.com>, Daryl McCreadie <daryl.mccreadie@sydney.edu.au>, Emir Balicevac <emir.balicevac@sydney.edu.au>, Philip Tansey <ptansey@snpsecurity.com.au>, Linda Willard <lwillard@snpsecurity.com.au>, Incidents at SNPsecurity <incidents@snpsecurity.com.au>, Tamara Bayly <tbayly@snpsecurity.com.au>
Date: Thu, 05 Apr 2018 13:41:47 +1000

Hi Fawad,

Frank is our casual rostering clerk. He arranges rosters for us.

Thanks,

From: Fawad Walizada <fwalizada@snpsecurity.com.au>
Sent: Thursday, 5 April 2018 12:19 PM
To: roster <roster@sinternationalgroup.com>
Cc: Domenic Giardini <dgiardini@snpsecurity.com.au>; Tommy <tommy@sinternationalgroup.com>; Lynn S International <lynn@sinternationalgroup.com>; Daryl McCreadie <daryl.mccreadie@sydney.edu.au>; Emir Balicevac <emir.balicevac@sydney.edu.au>; Philip Tansey <ptansey@snpsecurity.com.au>; Linda Willard <lwillard@snpsecurity.com.au>; Incidents at SNPsecurity <incidents@snpsecurity.com.au>; Tamara Bayly <TBayly@snpsecurity.com.au>
Subject: Re: Marisol Garcia - Breach of Fatigue: 15x Shifts

Hi Frank,

Thank you for your email,

Tommy/Scott,

I will be in touch with you both in due course and advise of SNP's action to rectify this matters.

In the meantime can I please request you to please introduce and advise of Frank's role i.e position and Title and his association with S International?

Thanks

On 5 April 2018 at 10:33, roster <roster@sinternationalgroup.com> wrote:

Hi Dom,

Since last time we had been telling guards even if they are doing the bus(4hrs)they can not work continuously. Ihab is well aware of this, nevertheless they others didn't fully understand it, an extra guard will be starting this week.

We had a serious talk with all the guards at camden in regards to the seriousness of fatigue management. Also have notified them that this is the final warning.

I would like to thank you again for pointing out this issue for us. We can ensure this time it will be fixed.

Kind regards,
Frank

----- Original message -----

From: Domenic Giardini <dgiardini@snpsecurity.com.au>

Date: 4/4/18 4:42 pm (GMT+10:00)

To: Tommy <tommy@sinternationalgrou.com>, Lynn S International
<lynn@sinternationalgrou.com>, SIG - Rosters <roster@sinternationalgrou.com>

Cc: Daryl McCreddie <daryl.mccreddie@sydney.edu.au>, Emir Balicevac
<emir.balicevac@sydney.edu.au>, Fawad Walizada <fwalizada@snpsecurity.com.au>, Philip
Tansey <ptansey@snpsecurity.com.au>, Linda Willard <lwillard@snpsecurity.com.au>,

Incidents at SNPsecurity <incidents@snpsecurity.com.au>

Subject: Marisol Garcia - Breach of Fatigue: 15x Shifts

Tommy & Lynn,

My team have updated the timesheets and have found another breach of fatigue
- this time being 15 consecutive shifts between 12/03/18 - 27/03/18:

Recently, there have been 2 fatigue breaches which were flagged previously to
you.

This is another serious breach and will require S International to provide a report
to this issue.

Regards,

Domenic Giardini

National Operations Manager

[937-941 Victoria Rd West Ryde NSW 2114](mailto:937-941%20Victoria%20Rd%20West%20Ryde%20NSW%202114)

T 02 9800 3461

M 0400 243 193

E dgiardini@snpsecurity.com.au

www.snpsecurity.com.au



Confidential communication: The information contained in this email (including any attachments) is confidential and may be subject to legal professional privilege. It is intended solely for the addressee. If you receive this email by mistake please promptly inform us by reply email and then delete the email and any attachments and destroy any printed copy. If you are not the intended recipient you are prohibited from disclosing or using in any way the information in this email or its attachments. There is no warranty that this email is error or virus free

--

Fawad Walizada

National Manager WHS

937-941 Victoria Rd West Ryde NSW 2114

T 02 8762 9159

M 0419 912 718

E fwalizada@snpsecurity.com.au

www.snpsecurity.com.au



Confidential communication: The information contained in this email (including any attachments) is confidential and may be subject to legal professional privilege. It is intended solely for the addressee. If you receive this email by mistake please promptly inform us by reply email and then delete the email and any attachments and destroy any printed copy. If you are not the intended recipient you are prohibited from disclosing or using in any way the information in this email or its attachments. There is no warranty that this email is error or virus free

Meeting regarding client sign off on sub contractor usage

From: Philip Tansey <ptansey@snpsecurity.com.au>
To: Tamara Bayly <tbayly@snpsecurity.com.au>, Karen Lovell <klovell@snpsecurity.com.au>
Cc: Lisa Cooper <lcooper@snpsecurity.com.au>, Paul Tanios <ptanios@snpsecurity.com.au>, Keri Tran <ktran@snpsecurity.com.au>, Linda Willard <lwillard@snpsecurity.com.au>, Domenic Giardini <dgiardini@snpsecurity.com.au>, John Lohr <jlohr@snpsecurity.com.au>, Sam Calcagno <scalcagno@snpsecurity.com.au>, Colin Brennan <cbrennan@snpsecurity.com.au>, Jack Timms <jtimms@snpsecurity.com.au>, Daryl McCreddie <daryl.mccreadie@sydney.edu.au>, Tom Roche <troche@snpsecurity.com.au>, Mark Lee <mlee@snpsecurity.com.au>
Date: Tue, 17 Oct 2017 13:29:09 +1100

Tuesday, 17 October 2017
12:31 PM

17-10-2017 Tuesday

Compliancy meeting Kingsford room at 1230

Present: Tamara Bailey, Domenic Giardini; Linda Willard; Sam ; keri Tan; Paul Tanios; Lisa Cooper; John Lohr and Philip Tansey

Agenda

Making clients aware that we must have Client sign off documents for usage of sub contractors

Stress from business to make sure all new clients are aware new and old.
Huge back log and need evidence that we are able to meet.

Can not use sub contractor unless client is aware in NSW, under current legislation.

Going forward new contract would have it built into , clause.
Client must agree in writing. Express agreement.
Need to provide Master License number and master name.

This goes for those times where multiple sub contractors are used.

Many changes of account manager and changes to sub contractors with sites
We need to notify client.

Tamara made mention that this also carries on to Sub contractors when they change names
We are required to notify client.

Need to forward the clients correspondence agreeing to sub contractors to Karen Lovell and Tamara Bailey.

Reference to Col already building into his contracts , and Lisa almost completed.

Tamara talked through the piece that CBA uses multiple sub contractors and it was inferred that as long as we disclose at the beginning , we could notify when work is actually allocated on the day. Again all we need to provide is the Master License name and Licence Number.

We will be audited and need to produce documentation to support business / client conversations.

Tamara will support business with difficult clients, just need to ask for support.

Tamara and Karen will forward Google spread sheet
Team will need to populate with who owns account and send documentation to Karen and Tamara with confirmation of client agreement

Additional brief

Must have guards sign on and off at semi and permanent works, log books must be held.
Retention of log sign on books for 3 years.

1. Each individual guard must sign, they can not be signed by anyone else.
2. The physical books must be returned to SNP

Any issues needs to be documented and forwarded to Tamara Bailey.

Account managers to coordinate with site managers to have log books returned to Keri Tran for signing off on manifest,
(tracking log book numbers)

Meeting ended at 1326

Confidential communication: The information contained in this email (including any attachments) is confidential and may be subject to legal professional privilege. It is intended solely for the addressee. If you receive this email by mistake please promptly inform us by reply email and then delete the email and any attachments and destroy any printed copy. If you are not the intended recipient you are prohibited from disclosing or using in any way the information in this email or its attachments. There is no warranty that this email is error or virus free

Removal of SIG from SNP Security Services

From: Fawad Walizada <fwalizada@snpsecurity.com.au>
To: Tommy SIG <tommy@sinternationalgroup.com>, scott.taylor@sinternationalgroup.com, Philip Tansey <ptansey@snpsecurity.com.au>, Daryl McCreadie <daryl.mccreadie@sydney.edu.au>, Domenic Giardini <dgiardini@snpsecurity.com.au>, Tamara Bayly <tbayly@snpsecurity.com.au>
Date: Tue, 10 Apr 2018 13:02:38 +1000

Dear Tommy and Scott,

Thank you for your time over the phone. As discussed and requested, this email should serve as the official notification that SNP no longer requires the services of S International Group Pty Ltd at the following sites:

- Sydney University;
- NSW Civil and Administrative Tribunal (NCAT); and
- REDBC.

The last day of service is to be in one month from **8th, May 2018**. However, should you wish to cease services at any or all of these sites sooner, we would be happy to discuss that with you.

SNP requests that in preparation of this transition between now and the **8th of May 2018** you assist our management team in a smooth transition of these sites.

We thank you for your services to date, and wish you the best for the future.

Best Regards

--

Fawad Walizada

National Manager WHS

937-941 Victoria Rd West Ryde NSW 2114

T 02 8762 9159

M 0419 912 718

E fwalizada@snpsecurity.com.au

www.snpsecurity.com.au



Confidential communication: The information contained in this email (including any attachments) is confidential and may be subject to legal professional privilege. It is intended solely for the addressee. If you receive this email by mistake please promptly inform us by reply email and then delete the email and any attachments and destroy any printed copy. If you are not the intended recipient you are prohibited from disclosing or using in any way the information in this email or its attachments. There is no warranty that this email is error or virus free

09-04-2018 Monday. Time 10:39

From: Philip Tansey <ptansey@snpsecurity.com.au>
To: faward@snpsecurity.com.au
Cc: dgiardini@snpsecurity.com.au, lwillard@snpsecurity.com.au, Daryl McCreddie <daryl.mccreadie@sydney.edu.au>
Date: Wed, 11 Apr 2018 12:03:17 +1000

Confidential

Monday, 9 April 2018
10:39 AM

09-04-2018 Monday. Time 10:39

Sub contractor meeting

Present: Philip Tansey, Fawad Walizada, Daryl McCreddie and Domenic Giardini

Discussion re non compliance of Sydney International Group SIG
Reference: Tommy and Scott Taylor

Our business is under scrutiny with the sale of SNP and CETIS transition.

Over non compliency of demonstrated fatigue Management
Talked about our obligations
Documented process not followed even after meetings
Faward talked about sub contractors obligations towards us.

Invited Multiworks to take over contract
Need Daryl to get them involved in transition.

Faward we need to meet our work commitments, need support and cooperation from all team members.

Set up meeting with Multiworks to discuss possibility of taking over this work.

Faward talked about Tom bringing in Robert McFerguson as the new HR manager during the transition, has worked with CERTIS in Singapore.

If SIG can demonstrate a level of maturity and show a demonstrate of compliency will be brought back into business

Daryl understands that this is a business, and we need to take steps to remedy any failures.

I confirmed that all our conversations are confidential and not to be discussed.

Domenic requested a copy of roster for planing.

All agreed that this will need to be seamless transition and client friendly.

Faward asked what are the challenges, any show stoppers.
Any significant issues

Daryl said some would come across, possibly morale and suggested a BBQ
Get together
Letters for the guards , communication
Possible training concerns , mentioned that 90 hours
Prehaps 2 weeks notice
60 staff total in contract of which 25-30 direct, Dominic to confirm
Should have contingency of team members to support any possible short falls

Meeting ended 11:24

Second meeting started with Wassim from Multiworks

Confidential communication: The information contained in this email (including any attachments) is confidential and may be subject to legal professional privilege. It is intended solely for the addressee. If you receive this email by mistake please promptly inform us by reply email and then delete the email and any attachments and destroy any printed copy. If you are not the intended recipient you are prohibited from disclosing or using in any way the information in this email or its attachments. There is no warranty that this email is error or virus free