

Ms Rhia Victorino
Principal Council Officer, Upper House Committees
Select Committee on the Greyhound Welfare and Integrity Commission
NSW Parliament
6 Macquarie St
SYDNEY NSW 2000

By email only: gwic@parliament.nsw.gov.au

GW20/162/2; GWDOC21/101585

Dear Ms Victorino

I write in response to the Committee's emails of 19 and 21 July 2021 in which the Commission was requested to answer four further supplementary questions from the Committee.

The Commission's response is attached.

Please contact me on _____ if the Committee wishes to clarify any aspect of the Commission's response.

Yours sincerely



Steve Griffin
Chief Executive Officer
6 August 2021

| Supplementary question received 19 July 2021 | | Response |
|---|---|--|
| 1 | Given the extraordinary and concerning nature of GWIC's "Proactive strategies which can be adopted ahead of final report of Select Committee", can GWIC please supply to the Committee a copy of its Meeting Minutes for the Senior Leadership Team Meeting on 17 June 2021 (12 noon) chaired by Mr Griffin and the associated document entitled "Strategies for Responding to NSW Parliamentary Select Committee"? | <p>Although it is unclear as to how this request relates to the Committee's terms of reference, the Commission nonetheless provides the documents requested. The documents are attached as Annexure A.</p> <p>From Questions on Notice 6730 and 6809 asked in the Legislative Council by the Hon Mark Latham MLC and from reading his social media posts, it is clear that Mr Latham has already been provided with unauthorised access to the Commission's "Strategy" document which is now the subject of the Committee's request.</p> |
| Supplementary questions received 21 July 2021 | | Response |
| 1 | Can GWIC please supply to the Committee all emails written to staff by HR in December 2020 referring to forthcoming end-of-year activities? | There are none. |
| 2 | Can GWIC please supply name redacted copies of staff survey responses to the NSW Government People Matters survey (completed after November 2019) that make reference to the 2019 GWIC Christmas party? | There are none. |
| 3 | Can GWIC please supply any legal advice it has received about the legality of its body-camera practices at greyhound participant property inspections? | <p>The Commission receives confidential legal advice in relation to various operational matters. The Commission, respectfully, does not intend to waive its privilege over any such advice. The Commission also notes that it would be open for the Committee to refer the matter to the Legislative Council, so that the House could consider whether or not to make an order for papers under Standing Order 52.</p> <p>The Commission would, however, be pleased to provide further information to assist the Committee in relation to this issue, where it can do so without disclosing the substance of any legal advice it has received.</p> |

MEETING MINUTES

| | |
|----------------------|--|
| Meeting Title | Senior Leadership Team Meeting |
| Date | 17 June 2021 |
| Time | 12.00pm-1.00pm |
| Location | Video Conference via Teams |
| Members | Steve Griffin (Chair), : |
| Apologies | Michelle Ledger, Wade Birch, , Matt Tutt |
| Secretariat | |

1. Welcome & Apologies

2. Outstanding Actions

- Nil

3. Team Updates

a) Registrations & Welfare –

- [REDACTED]
- [REDACTED]

b) Compliance & Enforcement –

- [REDACTED]
- [REDACTED]

MEETING MINUTES

- [REDACTED]
- [REDACTED]

c) Projects –

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

d) Finance – &

- [REDACTED]
- [REDACTED]
- [REDACTED]

e) Media & Communications –

- [REDACTED]
- [REDACTED]
- [REDACTED]

MEETING MINUTES

- [REDACTED]
- [REDACTED]

f) Policy –

- [REDACTED]
- [REDACTED]
- Drafting Questions on Notice responses for Select Committee

g) Vets -

- [REDACTED]
- [REDACTED]
- [REDACTED]

h) Commissioner's Meeting feedback/action items –

- Last meeting addressed correspondence received through Select Committee, consideration of Questions on Notice, establishing Commission position and response strategy
- [REDACTED]
- [REDACTED]
- [REDACTED]

i) CEO Update

- Noted ongoing strong work output over the past week, especially regarding the Questions on Notice, [REDACTED]
- [REDACTED]
- [REDACTED]
- Emphasis for next week is on drafting QoN responses for review. A lot of information will be derived from annual reports.

MEETING MINUTES

- Discussion of proactive strategies which can be adopted, ahead of final report of Select Committee, to address erroneous claims made during the process. Requested all managers please review and provide feedback on response strategies document circulated by Steve
- Discussion regarding appropriate forum to address allegations made by individual participants and need to avoid overbearing appearance. Media releases and links to pre-existing publicly available information to refute allegations noted as two approaches.
- Noted that more work is required to educate participants on the avenues for appeal, available as GWIC is a government body, open to them should they disagree with an outcome.
- Noted that more work is required to address negative external impressions of GWIC. Discussed further industry and participant consultations as two approaches.

[REDACTED]

STRATEGIES FOR RESPONDING TO NSW PARLIAMENTARY SELECT COMMITTEE

| No. | Issue | Commission's Response | Rationale | Person Responsible | Due Date |
|-----|---|--|--|--------------------|--------------|
| 1 | Assertion that the Commission's funding level is too high and displaces industry prize money | Treasurer/Minister to announce new funding model for the Commission as part of NSW Government budget announcement week commencing 21 June 2021 | Criticisms from industry and GRNSW in relation to the Commission's funding | Minister's Office | June 2021 |
| 2 | Respond to Questions on Notice from Mark Latham MLC | Commission to respond as required | Address false or inaccurate claims made and clarify understanding of key issues | Steve Griffin & | 15 June 2021 |
| 3 | Select Committee questions on notice and supplementary questions | Commission to respond as required | Address false or inaccurate claims made and clarify committee understanding of key issues | Steve Griffin & | 30 June 2021 |
| 4 | False and inaccurate claims made in committee submissions and public hearings | <ul style="list-style-type: none"> Go through evidence of witnesses to set out false or inaccurate claims Publish responses on Commission's website when appropriate to do so | Correct public record | Steve Griffin & | TBD |
| 5 | Allegation that the Commission's disciplinary action against Mr Ken Burnett is due to him being an outspoken critic of the Commission | <ul style="list-style-type: none"> Former Judge Mr Wayne Haylen QC to conduct an independent review of disciplinary process involved in respect of this matter Include outcome of Haylen review when announcing the outcome of the disciplinary process against Mr Burnett | To negate any suggestion that Mr Burnett has been unfairly targeted by Commission | Matt Tutt | 30 June 2021 |
| 6 | Assertion that Commission's disciplinary processes are unfair and onerous for participants | External review by former Judge Mr Wayne Haylen QC | To negate the assertion that the Commission's disciplinary processes are unfair or too onerous | Matt Tutt | 30 June 2021 |

STRATEGIES FOR RESPONDING TO NSW PARLIAMENTARY SELECT COMMITTEE

| No. | Issue | Commission's Response | Rationale | Person Responsible | Due Date |
|-----|---|---|---|--------------------|--------------|
| 7 | Assertion that the Commission's use of interim suspension is unfair and capricious | <ul style="list-style-type: none"> • Consultation with peak industry bodies (GRNSW, GBOTA, GH Clubs NSW and GIPAC) in relation to the Commission's use of interim suspension powers. • Former Judge Wayne Haylen to review? • Develop a fact sheet (and media release) detailing in what circumstances the Commission will utilise its interim suspension powers and its process when it does so • Other jurisdictions and codes (interim suspensions)? | To negate the assertion that the Commission's use of interim suspension powers is unfair and capricious | Matt Tutt | July 2021 |
| 8 | Assertion that the Commission's disciplinary penalties are harsh or inconsistent | Publish penalty guidelines | To negate assertion that the Commission's disciplinary penalties are harsh or inconsistent | Matt Tutt | 30 June 2021 |
| 9 | Assertion that the Commission is overzealous in its approach to conducting unannounced and routine inspections | <ul style="list-style-type: none"> • Consult key stakeholders in relation to Commission's proposed changes to its inspection protocols • Publish fact sheet (and media release) in relation to the Commission's protocols regarding unannounced and routine inspections | To negate the assertion that the Commission's approach to conducting inspections is overzealous | Matt Tutt | July 2021 |
| 10 | Assertion that the Commission does not appreciate the impact of its disciplinary and other regulatory processes on participants | <ul style="list-style-type: none"> • Announcement of the Commission's support and involvement in the Participant Support Program (PSP) pilot | To negate the assertion that the Commission is not sympathetic to the impact of its processes upon participants | Steve Griffin | June 2021 |

STRATEGIES FOR RESPONDING TO NSW PARLIAMENTARY SELECT COMMITTEE

| No. | Issue | Commission's Response | Rationale | Person Responsible | Due Date |
|-----|--|---|--|---------------------|------------|
| 11 | Assertion that the Commission has dysfunctional culture | Commence cultural (shift) change program | To ensure the Commission defines it unique unifying cultural | Steve Griffin & ELT | July 2021 |
| 12 | Assertion that the Commission does not support the industry | Publish (and minister media release) announcing the Commission's 2021-24 Strategic Plan | The Commission's new strategic plan sets out its commitment to supporting the industry | Steve Griffin | July 20021 |
| 13 | Assertion that the Commission can get away with mistreating participants | <ul style="list-style-type: none"> • Unlike GRNSW, the Commission is a government agency which is subject to: <ul style="list-style-type: none"> ○ Powers under GRA and GRR; ○ GIPA, PIPA, Privacy Act; ○ Oversight by NSW Auditor Office, Auditor General, NSW Ombudsman and ICAC • Fact sheet and communication to industry regarding the above legal obligations and oversight bodies. | Explains that as the Commission is a government agency that, in addition to traditional appeal mechanisms, participants can seek redress from oversight bodies | Steve Griffin | July 20021 |