

## REPORT FROM WBDE PROCEDURAL FAIRNESS & NATURAL JUSTICE PANEL

28th Dec, 2005

To Whistleblowers Documents Exposed,  
PO Box 140,  
NEWTOWN 2204

Dear WBDE

Thank you for supplying the documents and giving us the opportunity to put our judgements earlier.

We agree with Mr Ross Coulthart, from Nine Network Australia Pty Limited (Channel 9):,

“All too often in Australian public life, people with the courage and the decency to raise concerns about something you, the public, should know about get shafted for their trouble. All too often, whistleblowers suffer terribly because their honesty, their motives, even their sanity gets questioned by the institution that’s under attack.

TAFE’s treatment of Mrs Kerrison appears to be a particularly savage example extending over more than a decade.

Due to the apparent failure of those responsible to rectify injustice, even at this late date, in the public interest we now set out our judgement more fully.

We carefully studied the sequence of events as shown by the documents. We were appalled at the apparent denial of simple justice to Mrs Kerrison made up of many instances compounding on each other, increasing exponentially over the years.

We formed the opinion that, and hereby judge, based on the documents and lack of any defense by TAFE , Crown Sols, lawyers, HealthQuest, Premier Carr, Health Minister Iemma etc, there was a concerted effort to cause serious damage, or worse to Mrs Kerrison over more than a decade, and willful blindness (at least) to allow it to continue.

We applaud the way that you have so thoroughly informed all of the parties. The procedural fairness you demonstrated in this project is exemplary to the extent that, even if the parties were all ignorant of the requirements of procedural fairness previously, they were now fully informed, and had now participated in this basic human rights entitlement through a just, ethical process.

We understand that none of the parties have attempted to apply procedural fairness even at this late date, yet most are public servants and therefore have received, and it is presumed that they kept, thousands of dollars of public money to serve the public.

Unfortunately it cannot be assumed that those parties contacted will suddenly, now apply justice along with ethical behaviour and human rights. Therefore we summarise the chronology presented in the bundle of documents and look forward to the world-wide publishing of it all.

We believe that the parties listed in items 1-4 of your letter are so comprehensive that if there was any evidence whatsoever of procedural fairness being accorded to Mrs Kerrison from January 1995 to the present day it would have emerged.

We note that the bundle sent to us now appears in updated form (Null and Void applied where applicable) on the WhistleBlowers Documents Exposed site at [http://www.wbde.org/documents/2005\\_Jul\\_18\\_WBDE\\_Procedural\\_Fairness\\_Panel\\_Documents.php](http://www.wbde.org/documents/2005_Jul_18_WBDE_Procedural_Fairness_Panel_Documents.php)

Using that List on Page 12, our judgements etc on the sequence of events and decisions are as follows:

**1. 1994 Aug 05 - Ramsey to Wells. Grievance. “teacher gave herself 100% exam results...”**

We treated this as background to Mrs Kerrison’s grievance. We note that this appears to be false entries in public register as set out in the Crimes Act

---

**2. 1994 Nov 27 - Letter by Aboriginal Michael Smith Ex 3 (15)**

We treated this as background validating that there were others also expressing concerns about the management within TAFE and probably evidence of racial vilification. Seemingly this put Mrs Kerrison in danger of a corrupt management taking the easy way out to make themselves look good – discredit and get rid of the internal reporter (Mrs Kerrison)

---

**3. 1995 Jan 17 - TAFE Managing Director Dr Ramsey memo to Dr Gary Willmott. Kerrison to “HealthQuest” Ex9**

We judge that this decision was made and carried out in secret by Dr Ramsey, Dr Willmott and Ms Walshaw. We judge this decision to be gross and abhorrent; that these personnel, apparently out of thin air (other than the criminal acts and racial vilification that Mrs Kerrison reported), misused their power to cause Mrs Kerrison harm. They decided and urged that Mrs Kerrison’s personal and private thoughts be ‘assessed’ through forced psychiatric process at HealthQuest. This is possibly trespass, assault, and we judge it to be sufficient to show intent to cause her harm.

As TAFE appear unable to supply evidence to the contrary it is assumed that Mrs Kerrison’s health and performance of her TAFE duties was exemplary.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of HealthQuest were likely to cause her severe shock, pain and suffering.

WE THEREFORE JUDGE AND DECLARE THAT ITEM 3, **1995 Jan 17 - TAFE Managing Director Dr Ramsey memo to Dr Gary Willmott. Kerrison to "HealthQuest" Ex9** is **NULL AND VOID** and **all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

#### **4. 1995 Apr 11 - TAFE Quinn to CRS Port Macquarie referral form Ex85 Att4 P3**

We judge that this decision was made and carried out in secret by Mr Mike Quinn in order to create some papers to generate a purported reason to carry out the HealthQuesting process set out in Document 3 above. We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through his secret [probably false] allegations without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of Mr Quinn in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

WE THEREFORE JUDGE AND DECLARE THAT ITEM 4, **1995 Apr 11 - TAFE Quinn to CRS Port Macquarie referral form Ex85 Att4 P3** is **NULL AND VOID** and **all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

## **5. 1995 Apr 19 - TAFE Quinn to Scuglia “Medical Assessment” Ex24”3”**

We judge that this decision was made and carried out in secret by Mr Mike Quinn in order to create, some papers to generate a purported reason to carry out the HealthQuesting process set out in Document 3 above. . We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through his secret [probably false] allegations without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of Mr Quinn in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 5. 1995 Apr 19 - TAFE Quinn to Scuglia “Medical Assessment” Ex24”3” is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison’s submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison’s lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

## **6. 1995 May 01 - TAFE Walshaw letter to HealthQuest Dr Gapper Ex 18”A”**

We judge that this decision was made and carried out in secret by Ms Kerry Walshaw in order to create some papers to generate a purported reason to carry out the HealthQuesting process set out in Document 3 above. . We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through her secret [probably false] allegations without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of Ms Walshaw in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 6. 1995 May 01 - TAFE Walshaw letter to HealthQuest Dr Gapper Ex 18'A' is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**7. 1995 May 01 -, TAFE request HealthQuest "Fitness to Continue" psychiatric assessment Ex19'C'2**

We judge that this decision was made and carried out in secret by personnel under Dr Ramsey, Dr Willmott, Ms Kerry Walshaw in order to create some papers to generate a purported reason to carry out the HealthQuesting process set out in Document 3 above. . We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through their secret [probably false] allegations without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of Ms Walshaw in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 7. 1995 May 01 -, TAFE request HealthQuest "Fitness to Continue" psychiatric assessment Ex19'C'2 is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**8. 1995 May 14–TAFE McGregor directs Kerrison to “Workers’ Compensation/Rehab” appointment Ex2A**

We judge that this decision was made and carried out in secret by personnel under Dr Ramsey, Dr Willmott, Ms Kerry Walshaw, including Ms Elizabeth McGregor in order to create some papers to generate a purported reason to carry out the HealthQuesting process set out in Document 3 above. We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through their secret [probably false] allegations without allowing her any procedural fairness or natural justice.

We judge that Mrs Kerrison was deliberately deceived. This is CONSISTENT with the Industrial Relations Commission finding.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of Ms McGregor is in secretly deciding to write and then pass on false statements constitutes damaging actions performed without allowing Mrs Kerrison any way to protect herself from them; and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 8. 1995 May 14–TAFE McGregor directs Kerrison to “Workers’ Compensation/Rehab” appointment Ex2A is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison’s submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison’s lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**9. 1995 May 23 -TAFE Walshaw, Eliason, phone call to HealthQuest “medically retire...” Ex10**

We judge that this decision was made and carried out in secret by personnel under Dr Ramsey, Dr Willmott, Ms Kerry Walshaw in order to create some papers and secret phone allegations to generate and maintain a purported reason to carry out the HealthQuesting process set out in Document 3 above. . We

judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through their secret [probably false] allegations without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 9 1995 May 23 -TAFE Walshaw, Eliason, phone call to HealthQuest “medically retire...” Ex10 is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison’s submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison’s lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**10. 1995 May 26 - Kerrison working. Press release Macleay Argus re TAFE students and courses Ex3(9)**

We treated this as background showing that Mrs Kerrison was working, apparently to a high standard, publicizing TAFE and its managers and students – by stark contrast TAFE Managers McGregor, Walshaw, Robison, Quinn were secretly performing the decisions and acts shown in the other documents in this bundle.

We judge that this is further proof that Mrs Kerrison was unaware that TAFE was making decisions and performing actions about which she was not made aware and is therefore entitled to have those decisions and actions completely negated and the damage of these past 11 years made good.

We again speak out against those who use public money for their own purposes such as corrupt management taking the easy way out to make themselves look good – discredit and get rid of the internal reporter (Mrs Kerrison)

---

**11. 1995 May 30 - HealthQuest record of phone call from TAFE Walshaw Ex 20 (C)**

We judge that this decision was made and carried out in secret by personnel under Dr Ramsey, Dr Willmott, by Ms Kerry Walshaw in order to create some papers and secret phone allegations to generate and maintain a purported reason to carry out the HealthQuesting process set out in Document 3 above. . We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through their secret [probably false] allegations without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 11. 1995 May 30 - HealthQuest record of phone call from TAFE Walshaw Ex 20 (C) is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**12. 1995 May 31 - HealthQuest record of phone call from TAFE Walshaw Ex71**

We judge that this decision was made and carried out in secret by personnel under Dr Ramsey, Dr Willmott, by Ms Kerry Walshaw in order to create some papers and secret phone allegations to generate and maintain a purported reason to carry out the HealthQuesting process set out in Document 3 above. . We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through their secret [probably false] allegations without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.



**WE THEREFORE JUDGE AND DECLARE THAT ITEM 12. 1995 May 31 - HealthQuest record of phone call from TAFE Walshaw Ex71 is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**13. 1995 Jun 05 - Part of Dr J Holmes to HealthQuest. Dr Jagger. Ex 20 "D"**

We judge that this decision to write allegations without Mrs Kerrison's knowledge or consent was made and carried out in secret by Dr J Holmes for HealthQuest. We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through their secret [probably false] allegations without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of HealthQuest personnel and Dr Holmes in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 13. 1995 Jun 05 - Part of Dr J Holmes to HealthQuest. Dr Jagger. Ex 20 "D" and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**14. 1995 Jun 16 - HealthQuest doc 'RETIREMENT CERTIFICATE' written while K working Ex44"A"**

We judge that this decision was made and carried out in secret by HealthQuest personnel for their clients TAFE including Dr Willmott, Ms Kerry Walshaw in order to create an illusion of a forced retirement.

We judge the “certificate” to be a sham, and that both HealthQuest and TAFE knew, or should have known, that HealthQuest do not have the power to retire or sack Mrs Kerrison, and as a consequence this should be remitted to the Police and DPP for fraud investigation.

We recognize that this is a conglomerate of the decisions and actions by HealthQuest and TAFE in secret flowing from the decision to carry out the HealthQuesting process set out in Document 3 above. . We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through their secret [probably false] allegations and ‘certificate’ without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 14. 1995 Jun 16 - HealthQuest doc ‘RETIREMENT CERTIFICATE’ written while K working Ex44”A”is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison’s submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison’s lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**15. 1995 Jun 16 - HealthQuest Dr Jagger to Kerrison. Rec’d by K after work on 22 Jun 95. Ex 20 “F”**

We judge that this decision was made and carried out in secret by personnel under Dr Ramsey, Dr Willmott, by Ms Kerry Walshaw in order to create an illusion that Mrs Kerrison’s employment status had officially altered and flowed from the decisions and actions set out in Document 3 above. . We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through their secret decisions and actions without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and

professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 15. 1995 Jun 16 - HealthQuest Dr Jagger to Kerrison. Rec'd by K after work on 22 Jun 95. Ex 20 "F" is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**16. 1995 Jun 23 - TAFE Walshaw to Kerrison. "...your notification of retirement..." Ex19"E"**

We judge that this decision was made and carried out in secret by personnel under Dr Ramsey, Dr Willmott, by Ms Kerry Walshaw in order to create an illusion that Mrs Kerrison's employment status had officially altered and flowed from the decisions and actions set out in Document 3 above. . We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through their secret decisions and actions without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 16. 1995 Jun 23 - TAFE Walshaw to Kerrison. "...your notification of retirement..." Ex19"E" is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton,

Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**17. 1995 Jun 26 - TAFE to State Super. TAFE's first attempt to apply a "Medically Retired" status Ex13**

We judge that this decision was made and carried out in secret by personnel under Dr Ramsey, Dr Willmott, by Ms Kerry Walshaw in order to create an illusion that Mrs Kerrison's employment status had officially altered and flowed from the decisions and actions set out in Document 3 above. . We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through their secret decisions and actions without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 17. 1995 Jun 26 - TAFE to State Super. TAFE's first attempt to apply a "Medically Retired" status Ex13 is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**18. 1995 Aug 03 - Part of TAFE Walshaw to HealthQuest Dr Gapper "copy and fax" Ex20"G"**

We judge that this decision was made and carried out in secret by personnel under Dr Ramsey, Dr Willmott, by Ms Kerry Walshaw in order to jeopardise, through HealthQuest, any chance of assistance to Mrs Kerrison from an appeal with the NSW Department of Health's Medical Appeals Panel. We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through their secret decisions and actions without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to

TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 18. 1995 Aug 03 - Part of TAFE Walshaw to HealthQuest Dr Gapper “copy and fax” Ex20”G” is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison’s submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison’s lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**19. 1995 Sep 05 - TAFE Scuglia Release Pay Form B22166. Amends SP B22112” Ex 31**

We judge that the decision SP B22112 to stop Mrs Kerrison’s pay was a decision was made and carried out in secret by personnel under Dr Ramsey, Dr Willmott, by Ms Kerry Walshaw in order to create the illusion that Mrs Kerrison’s employment status had changed, probably to the status of “medically retired” even though TAFE managers should be aware that a forced retirement on grounds of a presumed medical/disability basis probably **discrimination under s49 of the Anti Discrimination Act**. We judge the decision to stop Mrs Kerrison’s pay to be gross and abhorrent; that Mrs Kerrison reputation was damaged through their secret decisions and actions without allowing her any procedural fairness or natural justice.

We assert that this document shows clearly that TAFE managers were well aware that Mrs Kerrison’s employment status was still officially a duly appointed full-time permanent TAFE teacher.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 19. 1995 Sep 05 - TAFE Scuglia Release Pay Form B22166. Amends SP B22112” Ex 31 the two decisions to stop and then release Mrs Kerrison’s**

**pay to be NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**20. 1995 Oct 05 - TAFE Walshaw to Kerrison re "...your request for information...in TAFE files"**

We treated this as background clearly showing that Mrs Kerrison was so "in the dark" about TAFE and HealthQuest decisions, documents, allegations etc; that she had to use Freedom of Information requests and pay money to obtain some of the documents. While Mrs Kerrison was working, apparently to a high standard, publicizing TAFE and its managers and students – by stark contrast TAFE Managers McGregor, Walshaw, Robison, Quinn, HealthQuest personnel Dr Jagger and Dr Mandel, Dr Holmes were secretly performing the decisions and acts shown in the other documents in this bundle.

We judge that this is further proof that Mrs Kerrison, being unaware that TAFE and HealthQuest etc, was making decisions and performing actions about which she was not made aware, is therefore entitled to have those decisions and actions completely negated and the damage of these past 11+ years made good.

We again speak out against those who use public money for their own purposes such as corrupt management taking the easy way out to make themselves look good – discredit and get rid of the internal reporters such as Mrs Kerrison.

---

**21. 1995 Oct 16 - TAFE to Kerrison responding to her requests for information. EX79**

We judge that these decisions being conveyed to Mrs Kerrison long after they were purportedly made, were made and carried out in secret by personnel under Dr Ramsey, Dr Willmott, by Ms Kerry Walshaw in order to harm and discredit Mrs Kerrison through the HealthQuest process. We judge these decisions to be gross and abhorrent; that Mrs Kerrison reputation was damaged through their secret decisions and actions without allowing her any procedural fairness or natural justice.

We assert that this document shows clearly that TAFE managers were well aware that Mrs Kerrison's employment status was still officially a duly appointed full-time permanent TAFE teacher.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 21. 1995 Oct 16 - TAFE to Kerrison responding to her requests for information. EX79 to be NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

## **22. 1995 Nov 24 - Kerrison to HealthQuest "Request for Information" under the FOI Act**

We treated this as background clearly showing that Mrs Kerrison was so "in the dark" about TAFE and HealthQuest decisions, documents, allegations etc; that she had to use Freedom of Information requests and pay money to obtain some of the documents. While Mrs Kerrison was working, apparently to a high standard, publicizing TAFE and its managers and students – by stark contrast TAFE Managers McGregor, Walshaw, Robison, Quinn, HealthQuest personnel Dr Jagger and Dr Mandel, Dr Holmes were secretly performing the decisions and acts shown in the other documents in this bundle.

We judge that this is further proof that Mrs Kerrison, being unaware that TAFE and HealthQuest etc, was making decisions and performing actions about which she was not made aware, is therefore entitled to have those decisions and actions completely negated and the damage of these past 11+ years made good.

We again speak out against those who use public money for their own purposes such as corrupt management taking the easy way out to make themselves look good – discredit and get rid of the internal reporters such as Mrs Kerrison.

---

## **23. 1995 Dec 04 - Part of TAFE McGregor Statement in Matter Ex 89**

We judge that the decision to make the allegations in this document was made and carried out in secret by personnel under Dr Ramsey, Dr Willmott, by Ms Liz McGregor and flowed from the decisions and actions set out in Document 3 above. . We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through their secret decisions and actions without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to

TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 23. 1995 Dec 04 - Part of TAFE McGregor Statement in Matter Ex 89 is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

WE JUDGE THAT FROM AT LEAST THIS POINT ON THE TAFE LAWYERS AND LEGAL

DEPARTMENT held and were processing many documents clearly showing that TAFE and HealthQuest personnel and managers secretly (without procedural fairness or natural justice) made, decisions and performed actions which damaged Mrs Kerrison yet the Legal Department did not address this.

That is 10+ years that these public servants have been receiving public funds without performing their duties to the public.

The legally qualified public servants should have declared the documents and decisions NULL AND VOID AND MADE GOOD THE DAMAGE.

---

**24. 1996 Jan 23 - TAFE Gail Robison to Mary Dale TAFE Legal Div Exh 98**

We judge that the decision to make the allegations in this document was made and carried out in secret by personnel under Dr Willmott, Ms Walshaw, by Ms Gail Robison and flowed from the decisions and actions set out in Document 3 above. . We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through their secret decisions and actions without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.



We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 24. 1996 Jan 23 - TAFE Gail Robison to Mary Dale TAFE Legal Div Exh 98 is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**25. 1996 Jan 23 - TAFE Gail Robison to TAFE Legal Div Exh 99**

We judge that the decision to make the allegations in this document was made and carried out in secret by personnel under Dr Willmott, Ms Walshaw, by Ms Gail Robison and flowed from the decisions and actions set out in Document 3 above. . We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through their secret decisions and actions without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 25. 1996 Jan 23 - TAFE Gail Robison to TAFE Legal Div Exh 99 is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**26. 1996 Apr 04 - TAFE Salary slip. Mrs Kerrison's Base Salary \$43850.00 Extended leave 57.17.EX 14**

We treated this as background clearly showing that Mrs Kerrison's employment status was consistent with this payslip as a full-time permanent duly appointed TAFE teacher and that TAFE agreed and was paying her salary, accumulating extended leave, paying group tax etc.

---

**27. 1996 Apr 18 - TAFE Salary slip. Mrs Kerrison's Base Salary \$0.00 Extended Leave 57.59. EX 14**

We judge that the decision to make Mrs Kerrison's salary \$0.00 in this document was made and carried out in secret by personnel under Dr Willmott, Ms Walshaw, and flowed from the decisions and actions set out in Document 3 above. . We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation and source of livelihood/income was damaged through their secret decisions and actions without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 27. 1996 Apr 18 - TAFE Salary slip. Mrs Kerrison's Base Salary \$0.00 Extended Leave 57.59. EX 14 is NULL AND VOID and all decisions and allegations which flowed from this are also null and void and should be referred to Police Dept and DPP for investigation under Crimes Act.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**28. 1996 Apr 18 - TAFE computer entries leave entitlements. Journals Extended -294; Sick -190.5 Ex93**

We judge that the decision to subtract 294 hours/days of Mrs Kerrison's accumulated extended leave, and to subtract 190 day of Mrs Kerrison's accumulated sick leave as shown in this document was made and carried out in secret by personnel under Dr Willmott, Ms Walshaw, and flowed from the decisions and actions set out in Document 3 above. . We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation and source of livelihood/income was damaged through their secret decisions and actions without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 28. 1996 Apr 18 - TAFE computer entries leave entitlements. Journals Extended -294; Sick -190.5 Ex93 is NULL AND VOID and all decisions and allegations which flowed from this are also null and void and should be referred to Police Dept and DPP for investigation under Crimes Act.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**29. 1996 Apr 22 - TAFE Walshaw to Dept Social Security. Kerrison "placed on sick..."**

We judge that the TAFE decision to place Mrs Kerrison on purported sick leave without pay was made and carried out in secret by personnel under Dr Willmott, Ms Walshaw, and flowed from the decisions and actions set out in Document 3 above. . We judge that there was no application from Mrs Kerrison for sickness pay and that this decision is gross and abhorrent; that Mrs Kerrison reputation and source of livelihood/income were damaged through their secret decisions and actions without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 29. 1996 Apr 22 - TAFE Walshaw to Dept Social Security. Kerrison “placed on sick...” is NULL AND VOID and all decisions and allegations which flowed from this are also null and void and should be referred to Police Dept and DPP for investigation under Crimes Act.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison’s submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison’s lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**“30. 1997 Feb - TAFE Quinn to Walshaw. Letter “dated” 19 April 1995 Ex 24 (4)**

We judge that the decision to make the allegations in this document was made and carried out in secret by personnel under Dr Willmott, Ms Walshaw, by Mr Mike Quinn and flowed from the decisions and actions set out in Document 3 above. . We judge this decision to be gross and abhorrent; that, although Mr Quinn does not state Mrs Kerrison’s name in this document (unlike previous ones), by placing it on Mrs Kerrison’s file and circulating it Mrs Kerrison reputation was damaged through their secret decisions and actions without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM “30. 1997 Feb - TAFE Quinn to Walshaw. Letter “dated” 19 April 1995 Ex 24 (4) is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison’s submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison’s lawyers since 2003

and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**31. 1997 Feb - TAFE Quinn to McGregor. Letter “dated” 20 April 1995 Ex 24 (2)**

We judge that the decision to make the allegations in this document was made and carried out in secret by personnel under Dr Willmott, Ms Walshaw, by Mr Mike Quinn and flowed from the decisions and actions set out in Document 3 above. . We judge this decision to be gross and abhorrent; that, although Mr Quinn does not state Mrs Kerrison’s name in this document (unlike his previous one of April 1995), by placing it on Mrs Kerrison’s file and circulating it Mrs Kerrison reputation was damaged through their secret decisions and actions without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM “31. 1997 Feb - TAFE Quinn to McGregor. Letter “dated” 20 April 1995 Ex 24 (2) is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison’s submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison’s lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**32. a) 1997 Jul - TAFE VR [Voluntary Redundancy] package Kerrison; (Page 570 of Appeal Books)**

We treated this as background clearly showing that TAFE legal personnel and/or officers considered that Mrs Kerrison during approximately July 1997 was a full-time permanent duly appointed TAFE teacher and that TAFE, probably through its legal staff, drew up a Voluntary Redundancy package to offer to Mrs Kerrison.

---

**32 b) 1997 July 17 TAFE to State Super “...No Decision....”**

We treated this as background clearly showing that TAFE legal personnel and/or officers considered that Mrs Kerrison during approximately July 1997 was a full-time permanent duly appointed TAFE teacher and that TAFE, were conferring with State Super that “no decision” had been made to change TAFE’s obligations to pay superannuation for its employee Mrs Kerrison.

---

**33. 1997 Nov 11 - In Parliament Hon Jeff Shaw ”Ms Kerrison’s medical retirement...1996” Ex3**

We judge that the decision to claim that Mrs Kerrison was medically retired in this document was made and carried out in private by personnel including Hon Jeff Shaw and probably TAFE and DET lawyers under Dr Willmott, and flowed from the decisions and actions set out in Document 3 above. . We judge this decision to be gross and abhorrent; that, Mr Shaw as Attorney General should know that the AntiDiscrimination Act of 1977 prohibits forced retirement regardless of whether it is a purported age retirement, marriage retirement, or medical retirement etc. Mr Shaw, as Attorney General would have known, or should have known, that the 2 offices he referred to (HealthQuest and Medical Appeals Panel) do not have the power to either hire or retire/sack Mrs Kerrison. Mr Shaw as Attorney General would have known, or should have known that a “Retirement Certificate” issued by HealthQuest was not valid. By making these statements in public Mrs Kerrison’s reputation was damaged through their secret decisions and actions without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel and Mr Shaw in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM “33. 1997 Nov 11 - In Parliament Hon Jeff Shaw ”Ms Kerrison’s medical retirement...1996” Ex3 is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison’s submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison’s lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**34. 1997 Nov 19 - TAFE Thurston to TAFE Mortimer “Medical Retirement” “Revealed June 99” Ex85**

We judge that the decision to make the allegations in this document was made and carried out in secret by personnel under Dr Willmott, Ms Walshaw, and flowed from the decisions and actions set out in Document 3 above. . We judge the decision to put through and record an offensive, discriminatory tag “medical retirement” against Mrs Kerrison in Nov 1997 to be gross and abhorrent. By deciding to place this on Mrs Kerrison’s file and circulate it Mrs Kerrison’s reputation was damaged through their secret decisions and actions without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 34. 1997 Nov 19 - TAFE Thurston to TAFE Mortimer “Medical Retirement” “Revealed June 99” Ex85 is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison’s submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison’s lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**35. 1998 Jan 13 - TAFE Legal Officer Cribb to TAFE Lockwood**

We judge that TAFE solicitor Mr Cribb, was making decisions regarding Mrs Kerrison writing “seeking further material and making continued demands for an inquiry...” and the AntiDiscrimination Board. Mr Cribb as a public servant was being paid to perform his duties efficiently and effectively for the public good – not for vested interests working against Mrs Kerrison. Mr Cribb operated under Dr Willmott, and these decisions and actions flowed from the decisions and actions set out in Document 3 above. . We judge these decision to be gross and abhorrent; that, Mr Cribb as a lawyer should know that the AntiDiscrimination Act of 1977 prohibits forced retirement regardless of whether it is a purported age retirement, marriage retirement, or medical retirement etc. Mr Cribb, as a lawyer would have known, or should have known, that neither HealthQuest nor Medical Appeals Panel do not have the power to either hire or retire/sack Mrs Kerrison. Mr Cribb, as a lawyer would have known, or should have known that a “Retirement Certificate” issued by HealthQuest was not valid. By failing to address matters, yet circulating emails regarding Mrs Kerrison’s plight/torture Mrs Kerrison’s reputation was damaged through their secret decisions and actions/inactions without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel and Mr Shaw in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**35. 1998 Jan 13 - TAFE Legal Officer Cribb to TAFE Lockwood is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**36. 1998 Mar 26 - TAFE to State Super. Kerrison, SLWOP from "15.4.96..."**

We judge that the decision to make the claims re SLWOP (Sick Leave Without Pay) in this document was made and carried out in secret by personnel under Dr Willmott and flowed from the decisions and actions set out in Document 3 above. . We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through their secret decisions and actions without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 36. 1998 Mar 26 - TAFE to State Super. Kerrison, SLWOP from "15.4.96..." is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**



We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**37. 1998 Mar 26 - TAFE fax to State Super V Kerrison Exit/ LWOP (Leave Without Pay) Ex 35**

We judge that the decision to make the claims re LWOP (Leave Without Pay) and make it retrospective to 1996 as shown in this document was made and carried out in secret by personnel under Dr Willmott and flowed from the decisions and actions set out in Document 3 above. . We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through their secret decisions and actions without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 37. 1998 Mar 26 - TAFE fax to State Super V Kerrison Exit/ LWOP (Leave Without Pay) Ex 35 is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison's submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison's lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---

**38. 1998 Apr 14 - State Super "retrospective LWOP (Leave Without Pay)...1996..." EX38**

We judge that the State Super decision to apply a "retrospective LWOP (Leave Without Pay) decision against Mrs Kerrison and make it retrospective to 1996 as shown in this document was made and carried out in secret by State Super for TAFE personnel operating under Dr Willmott and flowed from the

decisions and actions set out in Document 3 above. . We judge this decision to be gross and abhorrent; that Mrs Kerrison reputation was damaged through their secret decisions and actions without allowing her any procedural fairness or natural justice.

We judge also that it was readily foreseeable as likely to cause serious harm to Mrs Kerrison personally and to her family and associates. It was also likely to cause harm to her reputation personally and professionally, and therefore harming her job as TAFE teacher, denigrating the assessments she gave to TAFE students and the marks and qualifications she awarded, damaging her reputation, jeopardizing her career and career path, and likely to cause irreparable damage and harm to her to the extent where she is unable to get a job.

We judge additionally that the processes and actions of TAFE and HealthQuest and State Super personnel in secretly deciding to write and circulate damaging allegations without allowing Mrs Kerrison any way to protect herself from them and the HealthQuest process were likely to cause her severe shock, pain and suffering.

**WE THEREFORE JUDGE AND DECLARE THAT ITEM 38. 1998 Apr 14 - State Super “retrospective LWOP (Leave Without Pay)...1996...” EX38 is NULL AND VOID and all decisions and allegations which flowed from this are also null and void.**

We conclude that THIS IS CONSISTENT with the documents already held by the Industrial Relations Commission in Mrs Kerrison’s submissions to Justice Schmidt, TAFE lawyers, DET lawyers, Crown Sols lawyers and barristers, and following that in the Appeal Books at pages 346-349 held by Justices Walton, Staunton, Staff, TAFE, DET and Crown Sol lawyers and barristers and Mrs Kerrison’s lawyers since 2003 and CONSISTENT with their apparent lack of evidence of any natural justice accorded to Mrs Kerrison to the present day.

---