

Passenger & Internal Audit

Date	Specific Allegations	Who/What/Where/When	Actual Substantiated finding	Action taken/Recommendations
Jul-09	Public urination and wilful damage at XXXX, whilst in QR uniform.	Went for drinks after duty on 27/05/09 in uniform, and went to use XXXX toilets. Upon advice from a staff member they were closed, XXXX urinated on the XXXX floor. Staff member locked the entry doors to detain XXXX until Police arrived, XXXX smashed the glass to leave, and was arrested at 10pm.	Inappropriate conduct	Final Warning
Jul-09	Inappropriate Conduct (Sexual harassment)	23 January 2009, XXXX approached co-worker XXXXII and put his arm around her and kissed her on her forehead	Inappropriate Conduct (Sexual harassment)	Show Cause, Dismissal
Aug-09	Inappropriate action by following a passenger from the barriers at XXXX Station on 20 March 2009, and restraining passenger.	XXXX approached and restrained customer at XXXX Station, on 20/03/09, placing himself at risk and breaching process.	Inappropriate conduct	Final Warning
	XXXX stated to the employees in the dining room that the only way to cure the problems being experienced in XXXX Depot would be to "Shoot the XXXX".	XXXX complainant, regarding XXXX confrontational behaviour in workplace (XXXX quarters), with verbally abusive comments made toward XXXX, on 17/05/09.	Inappropriate behaviour in the workplace	Final Warning, 3 month PIP and 12 month HIP
Aug-09	1. Absent without leave 2. Timesheet fraud	XXXX was absent without authorisation on 25 & 28 May 2009, and 2 July 2009. There were inaccuracies on his timesheets on a number of occasions, including, but not limited to: 25 May, 28 May, 25 June, 26 June, 2 July, 25 July and 26 July 2009.	Absent without notification or approved leave	Final Warning, 3 month PIP
Aug-09	Whilst the XXXX service was stationed at XXXX, XXXX climbed down from the train and walked on track for a few seconds checking the side of the train	12/07/09 at XXXX	Safety breach in relation to QR's standards and specifications and the organisations commitment to Zero Harm	Final Warning, 3 month PIP
Sep-09	XXXX provided a report to QR that was inaccurate and / or misleading with regard to the actual incident in that it is alleged to be inconsistent with the CCTV footage of the matter		Substantiated	Final Warning & training session on report writing
Sep-09	XXXX provided a report to QR that was inaccurate and / or misleading with regard to the actual incident in that it is alleged to be inconsistent with the CCTV footage of the matter		Substantiated	Final Warning & training session on report writing

Sep-09	XXXX provided a report to QR that was inaccurate and / or misleading with regard to the actual incident in that it is alleged to be inconsistent with the CCTV footage of the matter		Substantiated	Final Warning & training session on report writing
Sep-09	1. It is alleged that in the team meeting on 18 December 2008, XXXX conduct was inappropriate and lacking respect towards members of the team, including her supervisor XXXX		Substantiated	Final warning
	2. It is alleged that on 28 December 2008, XXXX refused XXXX request to contact Police for assistance during an incident.		Substantiated	
Sep-09	1. It is alleged that in the team meeting on 18 December 2008, XXXX conduct was inappropriate and lacking respect towards members of the team, including her supervisor XXXX		Substantiated	Final warning
	2. It is alleged that on 28 December 2008, XXXX refused XXXX request to contact Police for assistance during an incident.		Substantiated	
Oct-09	On Monday 27 July 2009 XXXX entered the XXXX café and stated to XXXX, "I'll go off, you don't want to see me got off". This was following the statement to XXXX, "I'm not coming back here anymore she was rude and ignorant" (in reference to XXXX café employee, XXXX).		Substantiated	Final Warning, 3 month PIP
	On Monday 27 July 2009 XXXX entered the XXXXI café and stated to XXXX café employee, XXXX, "You can tell Deb from me that I'm withdrawing my membership because of that little black bitch" (in reference to XXXX café employee, XXXX).		Substantiated	
Nov-09	Making public comment regarding the safety of passengers leaving XXXX Station in the form of a letter	XXXX gave a letter to a passenger on 28/08/10, in which he stated his personal opinion of the safety of XXXX Station	Substantiated	Final Warning, 3 month PIP
Jan-10	Unauthorised removal of QR property namely drinks from the XXXX Service during the period 9 October 2009 to 12 October 2009		Substantiated	Final Warning

Feb-10	Assaulting Security Guard	XXXX struck a Security Guard after a heated discussion on 17 Dec 2009 at XXXX Station	Substantiated	Show Cause issued, but after response received, was reduced to Final Warning, 3 month PIP, anger management counselling, and V&B training
Mar-10	Inappropriate behaviour in the workplace relating to inappropriate video footage of a sexual nature	XXXX showed inappropriate footage to colleagues in several workplace locations, various dates	Substantiated	Final Warning
Mar-10	Deceptive in conduct in relation to reporting of events surrounding XXXX conduct on 25/04/09		Substantiated	Final warning
Mar-10	1. Obstructing a passenger at Barrier 1 at XXXXI. 2. Verbally abused and threw food at XXXX staff members at XXXX Station. 3. Inappropriate behaviour to customer	1. 16/11/09 2. 20/01/10 3. 22/01/10	Substantiated	Final warning, possible show cause
Apr-10	Completing timesheets incorrectly and claiming time XXXX didn't work	Failed to notify supervisor when arriving late or leaving early on 22 occasions	Substantiated	Final Warning
Apr-10	Inappropriate email and internet communication	01/10/09 - 31/03/10	Substantiated	Final Warning
Apr-10	Unacceptable behaviour in the workplace	03/03/10 complaint made against XXXX by a customer, about XXXX aggressive behaviour and language	Substantiated	Final Warning, 3 month PIP
May-10	Breach of safety procedures - smoking in the cleaners room	25/03/10	Substantiated	Final warning
Aug-09	Inappropriate Conduct (Sexual harassment and bullying)	Feb 2009	Substantiated	Show Cause, Dismissal
Aug-09	Breach of safety procedures on 05/06/09, 06/06/09 and 31/03/09 (twice not wearing safety vest)		Substantiated	Show Cause, Dismissal
Aug-09	Absent from the workplace - falsifying leave reasons		Substantiated	Show Cause, Dismissal
Sep-09	Used inappropriate force against a member of the public, and misreported incident	Jul-09	Substantiated	Show Cause, Dismissal
Sep-09	Unsatisfactory performance - 1. asleep on duty, on passenger train in full view of customers	01-Aug-09 & 25-Jul-09	Substantiated	Show cause, resignation
Sep-09	Involved in physical altercation with two youths	01/08/09 at XXXX Station	Substantiated	Show Cause, Dismissal
Nov-09	BAC reading of 0.088 at commencement of Drivers shift	02/10/09	Substantiated	Show Cause, Dismissal
Dec-09	Inappropriate conduct - involved in physical altercation with male at XXXX restaurant at XXXX	25/04/09	Substantiated	Show Cause, Dismissal
Jan-10	Unauthorised removal of QR property namely drinks from the XXXX Service during the period 9 October 2009 to 12 October 2009		Substantiated	Show cause, resignation

Jan-10	Inappropriate behaviour in her conduct with \$820 she had fundraised from her work team	22/01/10 excluded from the workplace, upon discovering fundraised monies was in XXXX bank account, for some months	Substantiated	Show cause, resignation
Jan-10	Returned a BAC of 0.032 just prior to commencement of Shift		Substantiated	Show cause, resignation
Feb-10	Inappropriate behaviour towards two employees	Nightshift 23/24 November	Substantiated	Final warning or show cause?
Apr-10	inappropriate conduct by XXXX in relation to missing lost property		Substantiated	Show cause, resignation
May-10	Inappropriate conduct - involved in physical altercation with a group of youths and a security guard	05/03/10 at XXXX Station	Substantiated	Show cause, resignation
Jul-09	Inappropriate conduct (sexual harassment)	Several instances against female co-worker of sexual harassment	Substantiated	Show cause, dismissal
Jun-09	Accounting discrepancies at XXXX Station	Complaint received from customer on 27/02/09 who didn't receive his ticket to airport, and was then asked to pay again	Substantiated	Completion of fixed term
Jan-10	Missing original copies of cancelled tickets between Aug-Nov 09	Cancelled tickets from XXXX, XXXXk and XXXX	Substantiated	Discipline interview, Show Cause, Resignation
Mar-10	Smoking in Cleaners' room which contained chemicals	25/03/10 XXXX was smoking in the cleaner's room at XXXX station, at 0247hrs	Substantiated	Discipline, Final Warning, ceased at fixed term completion
Sep-09	Disrespectful communication with Manager, being absent from XXXX station without approval on numerous occasions		Substantiated	Discipline, Termination
Nov-09	Inappropriate language towards staff member on 18/11/09	During Sunlander trip, swore at employee XXXX	Substantiated	Casual no longer rostered due to behaviour
Jul-09	Inappropriate email usage, and unsatisfactory work output	Over 100 emails a day for month period	Substantiated	Completion of Fixed Term
Jan-10	Violence in the workplace	14/01/10, grabbed employee XXXX by throat, pushed and headbutted him in lunchroom at XXXX	Substantiated	Discipline, Show Cause, resignation
Jul-09	Provision of false reasons for requesting LWOP, and failure to disclose period of criminal detention	October 08 - April 2009	Substantiated	Show Cause, Terminated
Jan-10	Giving our personal Go Card and OC Machine access codes	Janauary 2010	Substantiated	Discipline, Final Warning
Aug-09	Distribution inappropriate material through emails	August 2009	Substantiated	Discipline, Final Warning
Oct-09	Unauthorised absenteeism from workplace	December 2009	Substantiated	Discipline, Final Warning
Nov-09	Falsifying timesheets to cover absenteeism	December 2009	Substantiated	Discipline, placed on PIP for recordkeeping and repaid money