

From: CSV-MCV-HEIDELBERG VOCAT (CSV) <heidelbergvocat@courts.vic.gov.au>
Sent: Monday, 27 September 2021 9:49 AM
To: Reece Storme Ferrara
Subject: RE: VOCAT: 2017/1756 FERRARA, Reece - Submit evidence for hearing

Good morning Reece,

Thank you for your email.

Your correspondence has been placed on the file for the Tribunal Member to view and consider on the 29th of September 2021.

Can I confirm that you have received the link for the hearing?

Thank you and Kind Regards,

Gabrielle McGrath

Registrar, VOCAT

Heidelberg Magistrates Court



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A: Heidelberg Magistrates' Court

Jika St, Heidelberg, 3084, VIC. DX 211906

From: Reece Storme Ferrara <Reece.Storme@protonmail.com>
Sent: Thursday, 23 September 2021 1:08 AM
To: CSV-MCV-HEIDELBERG VOCAT (CSV) <heidelbergvocat@courts.vic.gov.au>
Subject: VOCAT: 2017/1756 FERRARA, Reece - Submit evidence for hearing

Members of VICPOL who are subject of the complaint and allegations of misconduct of a public office holder:

- Sen. Sargent French (Failure to adequately oversee and ensure proper, genuine and objective subordinate conduct in investigations and dealings with the complainant)
- Sargent Stuart Cockerall (Consented to recorded interview with me and was provided with a copy - provided incorrect or misleading information about the family violence act and use of opinion to prevent the access to justice)
- Sen. Cons Shaun O'meara (Failed to conduct an objective investigation due to blatant bias, manipulating and coercion of a victim statement and investigation or lack there of for the purposes of aligning to his personal opinion, agenda and bias)
- Sen. Cons Deborah Harris (Giving misleading advice and conduct of manipulating evidence and investigation to align to personal opinion, agenda and bias)
- Cons. Wilkins (Entered false and misleading information into the LEAP database)
- Cons. Troy Fidler (Under orders of Acting Sargent Deb Harris has manipulated the investigation of threats to kill whilst an active FVO was in place)

And finally the Chief Commissioner at the time period of 2016 - 2018 for a failure to comply with Police Act 2013 s170, s175, s178 and failing in a duty of care to adequately train VICPOL members in the existence of, personal and colleague recognition of bias in decision making and investigations.

**** My Ex wife and I have worked very hard since 2018 to co-parent in a positive and nurturing way for our son and her daughter and the kids enjoy a happy and enjoyable separated family existence, I DO NOT want any adverse action to be instigated against my ex wife. The past is just that and she does not need to revisit that. My complaint is against VICPOL and IBAC *****

I have moved interstate and I will never return to Victoria for reasons including the Victorian Police Force

Complaint against the **Independent Broad-based Anti-Corruption Commission** officer:
Tony Gaylard Manager of Review Investigation

VICPOL STANDARDS AND PROCEDURES

Employee's responsibilities Performance and conduct As a Victoria Police employee you are expected to:

- conduct yourself, both during and outside working hours, in a manner that protects your reputation and the reputation of the organisation
- **provide an impartial, prompt and professional service to internal and external customers**
- **take responsibility for and be prepared to account for your decisions and actions**
- take responsibility for your own performance in line with your professional development and assessment plans
- continuously improve your professional knowledge and skills and keep up to date with new or revised legislation, policies and organisational strategies.
- when witness to an incident, either on or off duty, cooperate fully with any investigation and promptly make a statement if required to by an investigator from a law enforcement agency.

Conflict of interest

A conflict of interest arises **if your personal interests influence, or appear to influence, the impartial performance of your duties.** Conflicts of interest can **damage the confidence and trust members of the public have in Victoria Police and its employees**, whether they are actual, potential or perceived conflicts. Having a conflict of interest is not unethical in and of itself. However, it can become an issue if the situation is not appropriately managed. You are required to identify actual, potential and perceived conflicts of interest between your role as a public servant and your private interests. You must take all reasonable steps to avoid conflicts of interest. If you identify a conflict of interest or if you are unsure if one exists, discuss the matter with your supervisor so that they can assist you to resolve the matter. All conflicts of interest must be resolved in favour of the public interest. Victoria Police Manual – Policy Rules – Professional and ethical standards 8 In Victoria Police, there are some common situations where conflict of interest issues can arise, including secondary employment and outside interests, offers of gifts and benefits, pecuniary interests and associations. You are required comply with the specific policy and procedures. Refer to VPMP Managing conflict of interest for further details on these requirements.

Reporting misconduct and corruption

Obligation to report Our integrity as employees depends on our personal conduct and willingness to act against misconduct. Employees are required to report any act or suspected act of corruption or misconduct committed by any other Victoria Police employee. Police members are obliged under s.167(3) of the Victoria Police Act to report any act or suspected act of misconduct. Likewise, VPS employees are required to report any act or suspected act of misconduct. Employees who discharge this duty can expect support from their colleagues and from the organisation. You should report such acts or suspected acts directly to Professional Standards Command (PSC), but you may report them to the Independent Broad-based Anticorruption Commission or to any supervisor. If you report to a supervisor, the supervisor must immediately notify PSC.

I am writing to advise that according to LEAP documents about the investigation into my report to Victoria Police that alleged your client did make threats to kill and breach a family violence order, there seems to be a concerning statement made by Constable Troy Fidler. In his report approved for LEAP entry he states the he spoke to my doctor (not disclosing who) and gained information that I was “Partially adhering to treatment” and that I was regularly “missing appointments” and that I was “Hard to treat.”

...I had significant concerns that there was a conflict of interest as the officer, Troy Fidler, was a junior constable and the supervising officer was Acting Sergeant, Snr Cons Deb Harris, who, in my previous email was implicated in the attached complaint about her

Attached is a conversation over a few weeks between myself and your client and shows just how much abuse and threats I was receiving from her while having an active FVO that I did not use against her until the threats to my life. I even gave her a chance to apologise or change and get help as a last resort to reporting the breach to police. Instead in exhibits A and B she continually told me to kill myself. I had no other option but to report it and based on LEAP documents her lies made the Police turn on me without any chance for me to a fair trial or natural justice to prove the allegations were wrong or even have a chance to say anything at all. I was ignored by Police.

Also attached is an email to Jnr Cons Troy Fidler about my genuine fears for my safety that were completely ignored, not to mention the fear I already had of her in relation to PTSD.

“The effective and impartial investigation of complaints against police is vital to the proper functioning of our democratic system of government,” said **IBAC Committee Chair, Kim Wells**.

‘Out of step’ IBAC failing to act on police violence, says lawyer

<https://www.theage.com.au/national/victoria/out-of-step-ibac-failing-to-act-on-police-violence-says-lawyer-20210716-p58ad0.html>

Inquiry into the external oversight of police corruption and misconduct in Victoria - Parliament Of Victoria (2018)

"The evidence has been evaluated and that's why the decision has been made not to prosecute the matter any further, based on the interests of public interest rather than taking the matter through court where prosecution is deemed to be unlikely...." **Sargent Stuart Cockerall (2016) Recorded with Consent copy provided to Srg. Cockerall**

Misfeasance in public office

Circumstances where police have intentionally engaged in an invalid or unauthorised act against an individual in the course of their duties.

The **lack of effective accountability** leads to increased risk of:

- reduced police effectiveness
- **police breaches of human rights**
- **intensified social marginalisation and social exclusion**
- **criminalisation and inadequate protection of marginalised groups**
- financially costly civil litigation against police and the state

Submission to IBACC Inquiry

Associate Professor Leanne Weber, School of Social Sciences, Monash University

Professor Jude McCulloch, School of Social Sciences, Monash University

Human rights standards demand that the investigation of human rights abuses is conducted by a body that is:

- a) **Independent of the police (that is, hierarchically, institutionally and practically),**
- b) **capable of conducting an adequate investigation (that is, able to ascertain whether the actions of the police breach legal or disciplinary standards and whether police practices are in compliance with human rights),**
- c) **prompt,**
- d) **open to public scrutiny,**
- e) **victim-centered and enables the victim to fully participate in the investigation, and**
- f) **state initiated.**

These standards are mandated under international law and, in Victoria and the ACT, through their human rights charters.

HUMAN RIGHTS AND RESPONSIBILITIES ACT

s8 Recognition and equality before the law

(1) Every person has the right to recognition as a person before the law.

(2) Every person has the right to enjoy his or her human rights without discrimination.

(3) Every person is equal before the law and is entitled to the equal protection of the law without discrimination and has the right to equal and effective protection against discrimination.

s12 Freedom of movement

Every person lawfully within Victoria has the right to move freely within Victoria and to enter and leave it and has the freedom to choose where to live. *** Bali

s13 Privacy and reputation

A person has the right—

(a) not to have his or her privacy, family, home or correspondence unlawfully or arbitrarily interfered with; and

(b) not to have his or her reputation unlawfully attacked. **VICPOL

s24 Fair hearing

(1) A person charged with a criminal offence or a party to a civil proceeding has the right to have the charge or proceeding decided by a competent, independent and impartial court or tribunal after a fair and public hearing. * VICPOL selectively manipulating and controlling outcomes**

(2) Despite subsection (1), a court or tribunal may exclude members of media organisations or other persons or the general public from all or part of a hearing if permitted to do so by a law other than this Charter.

Note

See Part 5 of the Open Courts Act 2013.

(3) All judgments or decisions made by a court or tribunal in a criminal or civil proceeding must be made public unless the best interests of a child otherwise requires or a law other than this Charter otherwise permits.

Family Violence Act

s123A Contravention of order intending to cause harm or fear for safety * Greensborough Police Station, Cons. Fidler, Snr Cons Harris, Snr Cons Shaun O'Meara**

(1) In this section— mental harm includes—

(a) psychological harm; and

(b) suicidal thoughts.

(2) A person against whom a family violence intervention order has been made and who—

(a) has been served with a copy of the order; or

(b) has had an explanation of the order given to him or her in accordance with section 57(1), 60G(1) or 96(1)— must not contravene the order intending to cause, or knowing that his or her conduct will probably cause—

(c) physical or mental harm to the protected person, including self-harm; or

(d) apprehension or fear in the protected person for his or her own safety or that of any other person.

(3) It is immaterial that some or all of the course of conduct constituting an offence against subsection (2) occurred outside Victoria, so long as the protected person was in Victoria at the time at which that conduct occurred.

(4) It is immaterial that the protected person was outside Victoria at the time at which some or all of the course of conduct constituting an offence against subsection (2) occurred, so long as that conduct occurred in Victoria.

(5) In a proceeding for an offence against subsection (2), it is a defence to the charge for the accused to prove that—

(a) the accused was the respondent under the family violence intervention order; and

(b) a family violence safety notice in relation to the same protected person and respondent was also in force at the time the offence was alleged to have been committed; and

(c) the accused's conduct was not in contravention of the family violence safety notice.

(6) In a proceeding for an offence against subsection (2) constituted by contravening a recognised DVO, it is a defence to the charge for the accused to prove that—

(a) the accused was the respondent under the recognised DVO; and

(b) a family violence safety notice in relation to the same protected person and respondent—

(i) was issued after the recognised DVO was made; and

(ii) was in force at the time the offence was alleged to have been committed; and

(c) the accused's conduct complied with the family violence safety notice; and

(d) the accused could not have complied with the recognised DVO at the same time

Division 4—Obligations on public authorities

s38 Conduct of public authorities

(1) Subject to this section, it is unlawful for a public authority to act in a way that is incompatible with a human right or, in making a decision, to fail to give proper consideration to a relevant human right. ** VICPOL all members listed**

(2) Subsection (1) does not apply if, as a result of a statutory provision or a provision made by or under an Act of the Commonwealth or otherwise under law, the public authority could not reasonably have acted differently or made a different decision.

Example

Where the public authority is acting to give effect to a statutory provision that is incompatible with a human right.

(3) This section does not apply to an act or decision of a private nature.

(4) Subsection (1) does not require a public authority to act in a way, or make a decision, that has the effect of impeding or preventing a religious body (including itself in the case of a public authority that is a religious body) from acting in conformity with the religious doctrines, beliefs or principles in accordance with which the religious body operates.

s39 Legal proceedings

(1) If, otherwise than because of this Charter, a person may seek any relief or remedy in respect of an act or decision of a public authority on the ground that the act or decision was unlawful, that person may seek that relief or remedy on a ground of unlawfulness arising because of this Charter.

(2) This section does not affect any right that a person has, otherwise than because of this Charter, to seek any relief or remedy in respect of an act or decision of a public authority, including a right—

(a) to seek judicial review under the Administrative Law Act 1978 or under Order 56 of Chapter I of the Rules of the Supreme Court; and

(b) to seek a declaration of unlawfulness and associated relief including an injunction, a stay of proceedings or exclusion of evidence.

(3) A person is not entitled to be awarded any damages because of a breach of this Charter.

(4) Nothing in this section affects any right a person may have to damages apart from the operation of this section.

Public Interest Disclosures Act 2012

s4 Meaning of improper conduct

(1) For the purposes of this Act, improper conduct means—

- (a) corrupt conduct; or
- (b) conduct of a public officer or public body engaged in by the public officer or public body in their capacity as a public officer or a public body that constitutes—
 - (i) a criminal offence; or
 - (ii) serious professional misconduct; or
 - (iii) dishonest performance of public functions; or
 - (iv) an intentional or reckless breach of public trust; or
 - (v) an intentional or reckless misuse of information or material acquired in the course of the performance of the functions of the public officer or public body; or
 - (vi) a substantial mismanagement of public resources; or
 - (vii) a substantial risk to the health or safety of one or more persons; or
 - (viii) a substantial risk to the environment; or
- (c) conduct of any person that—
 - (i) adversely affects the honest performance by a public officer or public body of their functions as a public officer or public body; or
 - (ii) is intended to adversely affect the effective performance or exercise by a

s5 Meaning of police complaint disclosure

(1) For the purposes of this Act, a police complaint disclosure is a complaint made by a police officer or protective services officer about another police officer or protective services officer to—

- (a) the Chief Commissioner of Police; or
- (b) the IBAC; or
- (c) another police officer or protective services officer of more senior rank who is not the Chief Commissioner of Police that is referred by that police officer or protective services officer to the Chief Commissioner under section 168 of the Victoria Police Act 2013.

(2) A complaint referred to in subsection (1) is taken to be a disclosure for the purposes of this Act.

Victorian Inspectorate Act

Section 11

(2)(a) and (c) of the VI Act provide that the functions of the VI include –

- (a) to monitor the compliance of the IBAC and IBAC personnel with the IBAC Act and other laws;
- (b) to oversee the performance by the IBAC of its functions under the Protected Disclosure Act 2012;
- (c) to assess the effectiveness and appropriateness of the policies and procedures of the IBAC which relate to the legality and propriety of the IBAC's activities. The VI also has a function of receiving complaints about the conduct of IBAC personnel under section 43(1) and (2) of the VI Act.

s166 Definitions

In this Part—

conduct, in relation to a police officer or protective services officer, means—

- (a) **an act or decision or the failure or refusal by the officer to act or make a decision in the exercise, performance or discharge, or purported exercise, performance or discharge, whether within or outside Victoria, of a power, function or duty which the officer has as, or by virtue of being, a police officer or protective services officer; or**
- (b) conduct which constitutes an offence punishable by imprisonment; or
- (c) **conduct which is likely to bring Victoria Police into disrepute or diminish public confidence in it; or**
- (d) **disgraceful or improper conduct (whether in the officer's official capacity or otherwise);**

misconduct, in relation to a police officer or protective services officer, means—

- (a) conduct which constitutes an offence punishable by imprisonment; or
- (b) **conduct which is likely to bring Victoria Police into disrepute or diminish public confidence in it; or**
- (c) **disgraceful or improper conduct (whether in the officer's official capacity or otherwise).**

Victoria Police Act 2013

s167 Making of complaints

(1) A complaint about the conduct of a police officer or protective services officer may be made—

(a) to another police officer or protective service officer; or

(b) to the IBAC.

Note

Complaints made to the IBAC are investigated under Part 3 of the Independent Broad-based Anti-corruption Commission Act 2011.

(2) A complaint about the conduct of a police officer or protective services officer—

(a) may not be made to the IBAC by a police officer or protective services officer except as set out in subsection (3); and

(b) may be made by a person or a body of persons, whether corporate or unincorporated; and

(c) may be made by a person on that person's own behalf or on behalf of another person.

Note

Under Part 3 of the Independent Broad-based Anti-corruption Commission Act 2011, complaints to the IBAC must be in writing unless the IBAC determines that there are exceptional circumstances.

(3) A police officer or protective services officer must make a complaint to a police officer or protective services officer of a more senior rank to that officer, or to the IBAC, about the conduct of another police officer or protective services officer if he or she has reason to believe that the other officer is guilty of misconduct.

Note

The protections under Part 6 of the Public Interest Disclosures Act 2012 apply to a complaint made in accordance with subsection (3).

(3A) A police officer or protective services officer (officer A) is not required to make a complaint under subsection (3) about the conduct of another police officer or protective services officer (officer B) if officer A has reason to believe that the conduct of officer B is conduct that contravenes Part 4, 6 or 7 of the Equal Opportunity Act 2010 in relation to—

(a) officer A; or

(b) a spouse or domestic partner of officer A who is also a police officer or protective services officer.

(4) If a police officer or protective services officer is required to make a complaint under subsection (3) about the conduct of another police officer or protective services officer, it is sufficient compliance for the purposes of that subsection if the officer makes a disclosure in accordance with Part 2 of the Public Interest Disclosures Act 2012.

(5) If a complaint is made to a police officer or a protective services officer by a person who is not a police officer or a protective services officer, the officer must advise the complainant that the complainant may make the complaint to the IBAC.

(6) A person may make a complaint to the IBAC even if the complaint has already been made to a police officer or protective services officer.

Note

See section 174A for how this section applies in relation to a restorative engagement process.

Victoria Police Act 2013

s73 What is a police tort claim?

(1) For the purposes of this Act, a police tort claim is a claim for damages or other relief in respect of an alleged police tort.

(2) A police tort claim includes—

(a) an action for damages under Part III of the Wrongs Act 1958 in respect of an alleged police tort; and

(b) a counterclaim for damages or other relief in respect of an alleged police tort committed by a police officer or protective services officer that is made by a person in a legal proceeding brought by the officer against that person; and

(c) any other prescribed action, claim or proceeding in respect of an alleged police tort.

(3) To avoid doubt, subsection (2) does not limit what is a police tort claim.

s74 Liability of the State for police torts

(1) Subject to this section, the State is liable for a police tort.

(2) Subject to subsection (5), the State is not liable for a police tort if the State establishes on a police tort claim that the conduct giving rise to the police tort was serious and willful misconduct by the police committed the police tort.

(3) If a police officer or protective services officer commits a police tort for which the State is liable, the officer—

(a) is not liable to any person for the police tort;

and

(b) is not liable to indemnify, or to pay any contribution to, the State in respect of the liability incurred by the State.

(4) Subject to subsection (5), the State is not liable for a tort committed by a police officer or protective services officer that is not a police tort.

(5) Subsections (2) and (4) do not apply to a claim brought in reliance on Part XIII of the Wrongs Act 1958.

Note

See Part II of the Crown Proceedings Act 1958 for the liability of the State for torts committed by servants of the Crown. The public service of Victoria consists of persons employed under Part 3 of the Public Administration Act 2004—see section 9 of that Act. Victoria Police employees (including police custody officers) are employed under Part 3 of the Public Administration Act 2004.

s125 Breaches of discipline

(1) A police officer or protective services officer commits a breach of discipline if he or she—

(a) contravenes a provision of this Act or the regulations; or

(b) fails to comply with a direction given under section 84 of the Independent Broad-based Anti-corruption Commission Act 2011; or

(d) fails to comply with a direction given under Part 5; or

(e) refuses to consent to the use of evidence derived from a sample in the circumstances referred to in section 87; or

(f) fails to comply with a direction given under Division 1 of Part 9 of the Independent Broad-based Anti-corruption Commission Act 2011; or

(g) refuses to consent to the use of evidence derived from a sample in the circumstances referred to in section 174 of the Independent Broad-based Anti-corruption Commission Act 2011; or

(h) engages in conduct that is likely to bring Victoria Police into disrepute or diminish public confidence in it; or

(i) fails to comply with a lawful instruction given by the Chief Commissioner, a police officer of or above the rank of senior sergeant or a person having the authority to give the instruction; or

(j) is guilty of disgraceful or improper conduct (whether in his or her official capacity or otherwise); or

(k) is negligent or careless in the discharge of his or her duty; or

(l) without the approval of the Chief Commissioner—

(i) applies for or holds a licence or permit to conduct any trade, business or profession; or

(ii) conducts any trade, business or profession; or

(iii) accepts any other employment; or

(m) acts in a manner prejudicial to the good order or discipline of Victoria Police; or

(n) has been charged with an offence (whether under a Victorian law or under a law of another place) and the offence has been found proven.

(2) A police officer or protective services officer who aids, abets, counsels or procures, or who, by any act or omission, is directly or indirectly knowingly concerned in or a party to the commission of a breach of discipline, also commits a breach of discipline.

s169 Complaints made to a police officer or protective services officer

(1) The Chief Commissioner must investigate a complaint made to a police officer or protective services officer about the misconduct of a police officer or protective services officer unless the subject-matter of the complaint could constitute a public interest complaint.

(2) The Chief Commissioner must as soon as practicable after a complaint of misconduct is made give to the IBAC in writing the prescribed details of the complaint.

(3) The Chief Commissioner must as soon as practicable after commencing an investigation into any alleged misconduct by a police officer or protective services officer give to the IBAC in writing the prescribed details of the investigation.

Note

See section 174A for how this section applies in relation to a restorative engagement process.

170 Investigations by the Chief Commissioner

(1) The Chief Commissioner must as often as requested by the IBAC report in writing to the IBAC on the progress of an investigation.

(2) The Chief Commissioner may attempt to resolve a complaint by conciliation and must—

(a) before commencing to conciliate, notify the IBAC of the proposed attempt; and

(b) notify the IBAC of the results of the attempt.

(3) After completing an investigation the Chief Commissioner must in writing report to the IBAC on the results of the investigation and the action (if any) taken or proposed to be taken.

s172 Advice to complainant

(1) In the case of a complaint made to a police officer or protective services officer, the Chief Commissioner must in writing advise the complainant of the results of the investigation and of the action taken or proposed to be taken.

Note

See the Independent Broad-based Anti-corruption Commission Act 2011 for the equivalent provision applicable in the case of complaints made to the IBAC.

(2) Subsection (1) does not apply if the Chief Commissioner is of the opinion that it would be contrary to the public interest to advise the complainant of the results of the investigation or of the action taken or proposed to be taken.

175 Duty to investigate

The Chief Commissioner must investigate, in accordance with this Part, every public interest complaint that the IBAC has referred to the Chief Commissioner under Division 5 of Part 3 of the Independent Broad-based Anti-corruption Commission Act 2011.

178 Chief Commissioner must take action

(1) If, on completing an investigation under this Part, the Chief Commissioner finds that the conduct that was the subject of the investigation has occurred, the Chief Commissioner—

(a) must take all reasonable steps to prevent the conduct from continuing or occurring in the future; and

(b) may take action to remedy any harm or loss arising from the conduct.

(2) The steps to be taken under subsection (1)(a) may include the bringing of disciplinary proceedings against the person responsible for the conduct that was the subject of the investigation.

Victims' Charter Act 2006

s8 Information to be given to victim about investigation

(1) An investigatory agency is to inform a victim, at reasonable intervals, about the progress of an investigation into a criminal offence unless the disclosure may jeopardise any investigation of a criminal offence.

(2) If the disclosure of information under subsection (1) may jeopardise any investigation, an investigatory agency is to inform the victim about the progress of the investigation of the criminal offence relevant to the victim, to the extent possible without jeopardising any investigation.

(3) If the disclosure of information under subsection (1) would jeopardise an investigation, an investigatory agency is to inform the victim that no information can be provided at that stage due to the ongoing nature of the investigation.

s9 Information regarding prosecution

The prosecuting agency is to give a victim, as soon as reasonably practicable, the following information—

- (a) the offences charged against the person accused of the criminal offence;
- (b) if no offence is charged against any person, the reason why no offence was charged;
- (c) if offences are charged, any decision—
 - (i) to substantially modify those charges;
- or
- (ii) to discontinue the prosecution of those charges; or
- (iii) to accept a plea of guilty to a lesser charge;
- (d) in the case of a prosecuting agency that is not the DPP, details about how to find out the date, time and place of the hearing of the charges against the accused person;
- (e) in the case of a prosecuting agency that is not the DPP, the outcome of the criminal proceeding against the accused person, including any sentence imposed;
- (f) if an appeal is instituted, the fact of the appeal, the grounds of the appeal and the result of the appeal.



REECE STORME FERRARA
PARAMEDIC AHPRA REGISTRATION
BACHELOR HEALTH SCIENCE (PARAMEDIC)
CERT III EMERGENCY RESPONSE & RESCUE
CERT IV WORK HEALTH & SAFETY
NATIONAL DRUG & ALCOHOL SAMPLE COLLECTION
MEMBER AUSTRALASIAN COLLEGE OF PARAMEDICINE

*"COURAGE IS DOING WHAT YOU ARE
AFRAID TO DO... THERE CAN BE NO
NO COURAGE UNLESS YOU ARE SCARED"*

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