

Date: 13/05/11Exhibit Number: 365**Carpenter Stephen**

From: Harris Shallan
Sent: Thursday, 5 May 2011 2:16 PM
To: Udy Nicola
Subject: FW: Frustrated: MBMP Staff/Vessel assistance for flood

From: Yeates Miles
Sent: Wednesday, 12 January 2011 6:04 PM
To: Sowerby Jody
Cc: Bansemer Carley; Couch Rohan; Muyt Ant
Subject: RE: Frustrated: MBMP Staff/Vessel assistance for flood

Thanks Jody,

Key points are:

- DERM is part of the whole of Qld Gov Disaster arrangements, and the Disaster Mgt Groups are aware of our general capabilities and skills/equipment
- In a few days, QPWS staff from SE Region may be deployed to assist police in the Lockyer Valley in general patrol and public assistance duties (this is the first sign of a request from the Disaster Mgt Groups for our assistance)
- Moreton Bay region have offered additional assistance in this regard
- Flood waters are dangerous, the Port of Brisbane is closed, vessels have been ordered off the river by police.
- Working in flood waters requires special equipment and training beyond a coxswains qual and a boat.
- There are many hazards in a flood that our staff are unfamiliar with and not specifically trained to deal with
- Swift water response crews and other emergency services personnel are trained in such areas, we are not
- The response has been resourced from Government agencies trained and equipped to do this job and they have not requested our assistance, as they have the matter in hand
- MSQ staff have today been intercepting hazards from the River, where it is safe to do so, using trained staff
- SES and water police have been patrolling streets in vessels
- Overall the response effort has been very well resourced and our services are not yet required
- We are likely to play a role in the recovery and assessment/monitoring of Moreton Bay following the flood (which is more aligned with our core business)
- It concerns me greatly that staff would be willing to put themselves into a dangerous situation without the benefit of specific training, skills and equipment in flood response
- People have died in this event while participating in water rescues (e.g. 4 year old boy at Marburg last night)
- While some staff may be willing to take personal risks, their families would not thank us should something go wrong
- Managers have a legal and moral obligation to look after the safety of their staff

Miles

From: Sowerby Jody
Sent: Wednesday, 12 January 2011 5:11 PM
To: Yeates Miles
Cc: Bansemer Carley; Couch Rohan
Subject: FW: Frustrated: MBMP Staff/Vessel assistance for flood

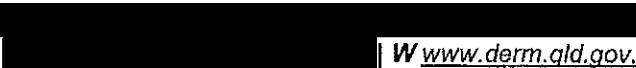
FYI – re why I thought it maybe appropriate to send an email out to staff regarding our assistance so that they understand the bigger picture. I guess some staff understand and accept the situation whilst others do not. I hope my response to Ant's email is considered correct and appropriate.

Please start down the bottom of the email chain.

Cheers,
 Jody

Jody Sowerby

A/Senior Ranger Marine Park | Moreton Bay
Queensland Parks and Wildlife Service

 [W www.derm.qld.gov.au](http://www.derm.qld.gov.au)

Department of Environment and Resource Management
34 Trafalgar Street, Manly 4179
PO Box 5178 Manly QLD 4179

From: Muyt Ant
Sent: Wednesday, 12 January 2011 4:26 PM
To: Sowerby Jody
Subject: Frustrated: MBMP Staff/Vessel assistance for flood

Unfortunately I have little faith in Management due to observations and experiences on a range of issues over the years, so much so that if Amy let me I would bet this weeks pay that EMQ hierarchy aren't even aware of our existence and the resources we have on offer.

I am well aware my emails are open to scrutiny. Managers need to be open to criticism as well as praise, if they do not have the fortitude to accept this and take things personally perhaps they should re-evaluate their appropriateness for that position. How can management and operational units improve for the greater good and ensure community expectations are met if staff are not honest.

You are probably not aware, but I am not alone in my frustrations most of us (Rangers) are feeling pretty useless at the moment. Given the current situation and the fact we are all ICS trained, we feel that our skills and equipment can be of greater benefit than sitting at our desks and watching as members of the public with no training or boat qualifications use their own tinnies, guts and hearts to help out. Trust me most of us have more training than many of the cops out their evacuating people.

I have been contacted by many people, both locally and interstate and all of them are in disbelief that we are not out there assisting.

Yes I have been general in my criticism of management, with some points applying to some and not others. But lets face it, we tend to do nothing until the media get hold of it &/or it becomes a political issue. We tend to be a re-active department not a pro-active one. I pray for the day, for the greater good of the Environment and Community Expectation that one day a manager or managers will rise to the top of DERM, ones who do not see problems only solutions, are not fearful of the media or mistakes, listen to the troops on the ground, cut red tape to the bare bones and are proactive in their approach to 'caring for kuntry' rather than reactive.

I am open to discussion and happy for my emails to be forwarded.

Frustrated!

Anthony Muyt
Ranger Marine Parks
Queensland Parks and Wildlife
Department of Environment & Resource Management
PO Box 5178, Manly, Qld 4179
34 Trafalgar street, Manly Qld 4179


Email: 

From: Sowerby Jody
Sent: Wednesday, 12 January 2011 1:01 PM
To: Muyt Ant
Cc: Couch Rohan
Subject: RE: MBMP Staff/Vessel assistance for flood

Hey Ant,

I understand your frustrations but you must realise that the direction to be involved in incidents such as this, at this particular time, comes from the very top of DERM (and beyond e.g. external incident controllers) not from Miles. DERM upper management e.g. Directors are very aware of its resources and how we can best assist. I believe you need to have more confidence and faith in upper management decisions and realise that they may actually know what they are doing. In some incidences decisions made may be out of the agency's control. For example, we cannot respond to this situation at this time because EMQ is in control, and until we get the request unfortunately we have to sit tight until we are given the o.k. to be of assistance. This is not about wrapping staff in cotton wool; it's about an incident control processes.

Ant, I understand that you are frustrated, however before sending emails to supervisors, especially where you are venting, please be aware that it is open to scrutiny. When writing emails you need to be aware that when you vent that the person who receives the email may take it personally and you may be seen as acting in an unprofessional manner.

I am not going to forward this up the line unless you specifically want me too i.e. to make a point and to be heard (take some time to think about this carefully).

Cheers,
Jody

Jody Sowerby
A/Senior Ranger Marine Park | Moreton Bay
Queensland Parks and Wildlife Service

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PO Box 5178 Manly QLD 4179

From: Muyt Ant
Sent: Wednesday, 12 January 2011 12:18 PM
To: Sowerby Jody
Subject: RE: MBMP Staff/Vessel assistance for flood

...anks Jody.

I agree it is dangerous, however I believe we have several shipmasters with the suitable skills and experience to be of great value (Master 4's & 5's, along with Coxwains as crew).

I am realising more and more that this department is so scared of the "What if's" that staff are wrapped in cotton wool. Yes this may prevent any physical trauma, yet the mental and emotional anguish from being treated like children can be even worse, this combined with managers not having gumption and being worried about their own backsides and climb up the career ladder can be devastating for moral and the team as a whole.

The not one not ever is a great motto, however life is full of risks and I think the motto should be kept in perspective.

I make no apologies if I have offended anyone; the reality is the truth needs to be told.

Please feel free to forward this up the line. As you can tell I am not overly worried about career advancement like some.

All the best from one very frustrated Ranger!

Anthony Muyt
Ranger Marine Parks
Queensland Parks and Wildlife
Department of Environment & Resource Management

PO Box 5178, Manly, Qld 4179
34 Trafalgar street, Manly Qld 4179

[REDACTED]
Email: [REDACTED]

From: Sowerby Jody
Sent: Wednesday, 12 January 2011 11:54 AM
To: Muyt Ant
Cc: Couch Rohan; Rudkin Karen; Selwood Sebastian; Orchard Richard; Bansemer Carley
Subject: RE: MBMP Staff/Vessel assistance for flood

Hi Ant,

FYI - Miles's response to your email is as follows:

"This sort of work requires special equipment and training. It is dangerous stuff. The police and SES have this aspect under control and our services are not required. I think once the danger has passed and the recovery starts, we can expect to have a growing involvement.

Miles"

Cheers,
Jody

*Jody Sowerby
A/Senior Ranger Marine Park | Moreton Bay
Queensland Parks and Wildlife Service*

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From: Muyt Ant
Sent: Wednesday, 12 January 2011 10:45 AM
To: Sowerby Jody
Cc: Couch Rohan; Selwood Sebastian
Subject: MBMP Staff/Vessel assistance for flood
Importance: High

G'day Jody,

Just thought I'd mention that we have a number of staff & resources which Emergency Management Queensland are probably not aware and would likely be greatly appreciated.

Our two tinnies could be used to assist with the flood evacuation in some of the towns such as Ipswich parts of which are under water and our ribs and Caretta could be used to assist with securing vessels and such which have broken their moorings in the Brisbane river and are likely to cause even greater damage through sinking or colliding with other vessels. Oil and chemical pollution from these vessel as they break apart is going to be significant along with them posing a shipping hazard in the bay for some time. The reality is some of this could be prevented by our intervention.

Perhaps this email could be forwarded up the chain of the command to the DG and EMQ for consideration.

Regards,

Ant

Anthony Muyt
Ranger Marine Parks
Queensland Parks and Wildlife
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34 Trafalgar street, Manly Qld 4179

[REDACTED]
Email [REDACTED]

Muyt Ant

From: Muyt Ant
Sent: Thursday, 13 January 2011 10:00 AM
To: Yeates Miles; Sowerby Jody
Cc: Bansaemer Carley; Couch Rohan
Subject: RE: Frustrated: MBMP Staff/Vessel assistance for flood

G'day Miles,

I/we appreciate Managers concern for our welfare. However one should never underestimate the psychological trauma, which can last a lot longer than the physical associated with doing nothing in situations such as this.

It is day 3 and we have not even been out to do a recce and access the extent of rubbish that is ending up within our marine park, our core operating/business area. During our patrols we often pick up or report rubbish and shipping hazards where we are safely able as we have a moral and at times legal obligation under maritime shipping laws. So when it comes to training, you might say that I have had on the job training for almost four years in collecting and disposing of debris, and within this office there is a wealth of experience in doing this.

I believe we will be kept busy even if we go nowhere near the Brisbane river, there is a great deal we could have been already doing with Management showing some initiative and not waiting for the go ahead. I would think that upper management would have enough faith and confidence in lower management for decisions to be made and action within reason taken. In fact, I think upper Management would likely be outraged that we have done nothing.

I know of at least one other Government Department where they simply pulled together a couple of teams grabbed a couple of their vehicles and went and helped out, management did not even question it.

We must also remember that we have 9 4wd vehicles sitting there, 5 of which are tray-backs. We could be out helping load sandbags, moving people & belongings something that is practical, helpful and requires no training other than common sense.

There is a load of work that can be done effectively and safely, and I believe members of the public would be absolutely **OUTRAGED** that up until now we have sat in our million dollar tax payer funded office with all the resources at our disposal and done absolutely **ZILCH**.

Disillusioned!

Anthony Muyt
Ranger Marine Parks
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Ph: 
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