



CODE RED

CODE RED – Conduct and Disciplinary Processes

For an extended period, the FBEU has raised serious and ongoing concerns about the way conduct and disciplinary matters are handled by the Department's Professional Standards Branch (PSB). These concerns are not new, nor are they isolated. They reflect long-standing, systemic issues that have been repeatedly brought to the attention of the Department without meaningful resolution.

Members continue to be subjected to processes that are fundamentally flawed. These include:

- persistent and unreasonable delays at every stage - from investigation, to notice of allegations, through to final outcomes;
- prolonged and unjustified suspensions, or requirements to perform unsuitable alternative duties; and
- failures to provide proper procedural fairness, including significant deficiencies in investigative practices and decision-making processes.

The cumulative effect of these systemic failures has been significant. Members have experienced ongoing disadvantage, unnecessary distress, and, in many cases, impacts on their mental health. These outcomes are not acceptable, and they are the direct result of a system that is not functioning as it should.

Despite these issues being raised time and again, they remain unresolved.

This Code Red is a direct response to these entrenched problems.

Effective immediately, all members are directed not to participate in conduct and/or disciplinary processes administered by PSB. This includes:

- responding to correspondence relating to allegations;
- participating as a witness in any investigation; and
- involvement in any managerial or administrative aspect of these processes.

This direction applies to all members covered by the Permanent and Retained awards. It is important to be clear about the role of Senior Officers not covered by the Permanent award in this context. Those Senior Officers may, as part of their duties, be involved in the delivery of correspondence to members.

This Code Red direction remains in place unless and until otherwise advised by the State Secretary.

This direction does not apply to the making of complaints to PSB in the usual manner.

In Unity,

**Leighton Drury
State Secretary**