[redacted] **SUBMISSION TO THE PARLIAMENTARY INQUIRY CONCERNING TASMANIA POLICE RESPONSE TO ALLEGATIONS OF MISCONDUCT ON THE ISSUE OF PAUL REYNOLDS AND THE DEMOTION EVENT OF 2012 AND THE FINDINGS OF SUBSEQUENT INQUIRIES**

By Barbara Etter APM

7 September 2026

[redacted]

INTRODUCTION:

Commissioner Donna Adams made a statement on 12 February 2026 following a statement from the Greens which called for further investigation into the Paul Reynolds matter.[1]

Commissioner Adams stated:[2]

> Matters regarding Paul Reynolds were considered by four independent oversight mechanisms – a Coronial Inquest, the Commission of Inquiry, Weiss Independent Review, and the Integrity Commission.

Sadly, as the following detailed analysis will show, the four independent oversight mechanisms failed to outline the full circumstances of what occurred in relation to Reynolds' "self-demotion" in 2012.[3]

Previous inquiries have tended to focus on the incidents in 2008 and 2018 without sufficient attention having been given to the organisational response to Reynolds possible misconduct, given his failure to act appropriately to what must have been a serious police matter in August 2012, as clearly outlined in RTI documents now available on the Tasmania Police Disclosure Log.

RTI 159/24 with a publication date of 7 June 2024 regarding an RTI application by a journalist is particularly telling. (This was just prior to the release of the Weiss Review report on 4 July 2024). In that application, the unknown journalist sought a record of complaints of misconduct and related matters regarding Reynolds between September 1985 and September 2018. The journalist also sought, inter alia, information regarding change in employment from Inspector to Senior Sergeant and correspondence in the period July 2010 to November 2013.

Reynolds was not self-demoted closely following a formal reprimand in February 2012. It was the concerning events of August 2012 (coupled with other issues) that led to his report of 23 August 2012 requesting a demotion.

Moreover, and this point has been missed consistently – Reynolds was demoted from an Inspector to **Sergeant (Qualified).** This makes his demotion (rather than a "reversion") far more significant.[4]

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[1] Tasmanian Greens MPs | Statement on Further Examination of Reynolds Matter

[2] Statement from the Commissioner of Police, Donna Adams - Tasmania Police

[3] There was no public access to the Integrity Commission assessment of the issue but there is nothing to indicate that the matters in this submission were revealed. It is not known what material the Integrity Commission had before it when it reached its decision that the decision by Commissioner Hine to hold a funeral was not so unreasonable as to constitute misconduct.

[4] "Demotion" is the term used in formal correspondence on this issue including to the Minister and Executive Council after legal considerations. See RTI 159/24. The section used from the PSA, s.29, specifically relates to an inability to perform duties.

Unfortunately, the full details of the August 2012 incident which led to Reynolds' demise have been redacted under exemption provisions of the *RTI Act 2009* or were redacted as "Not Relevant".[5] Some attachments to a critical report also appear to have not been provided.[6]

The first Inquiry, the coronial inquest which reported its findings in 2023 (but which was reported on in November 2022 by the ABC) stated that Reynolds had been demoted to Senior Sergeant.[7]

This error was continued by the Commission of Inquiry (2023) and the Weiss Review in 2024. It appears that the Integrity Commission did not also discover this discrepancy (but may not have been required to examine this aspect of Reynolds' history).

This Inquiry needs to consider what advice or information was given to various bodies on this issue.

The author discovered this error after examining Paul Reynolds RTI disclosures on the Tasmania Police RTI Disclosure Log whilst finalising another submission on Friday 4 September 2026 (the closing date).

THE TERMS OF REFERENCE:

The relevant ToR in relation to this submission is limb 3:

> The response from Tasmania Police and the Tasmanian Government to the Paul Reynolds matter – including the limited scope of inquiry into his conduct prior to the Weiss Review ...;

THE ISSUE:

The author's earlier submission of 4 September 2026 (to which this **supplementary** submission relates) referred to the Weiss Review in 2023/24 and provided the following information:

> **THE MISSING INFORMATION IN THE WEISS REVIEW:**

[5] See for example p.17 of RTI 159/24 which uses s.36(1) re personal information of a person to redact various information.
[6] See memo of Commander Cowling dated 24 August 2012. Refer to attached Chronology.
[7] An article by Ms Jessica Moran of the ABC dated 22 November 2022 stated that Reynolds was "formally reprimanded for poor work performance and demoted from inspector to senior sergeant". See Inquest hears Tasmania Police officer Paul Reynolds was facing child exploitation claims before suicide - ABC News

Weiss noted that in 2012 Reynolds had self-demoted from the rank of Inspector to Senior Sergeant.[8] However, an RTI disclosure in 2024 shows clearly that Reynolds was demoted from Inspector to **Sergeant (qualified),** which is far more significant in a policing context with regard to reputation and financial consequences.[9]

Ms Weiss also mentioned the "internal formal reprimand" relating to his work performance but did not mention the incident involving Reynolds in August 2012, prior to his report of 23 August 2012 seeking demotion, which is evident from the same RTI disclosure in 2024, prior to the publication of the Weiss final report.[10] The details of the actual incident are outlined in the RTI disclosure (at p.17) but key details of the nature of the incident have been redacted.

The key document is Commander **R[redacted] Cowling's report of 24 August 2012.**

The document records that:

- the matter was assigned to Reynolds on 2 August;
- Reynolds "did nothing with the matter until 21 August 2012", when he allocated it to one of his sergeants;
- "No other investigation was carried out";
- requirements of the Police Manual had not been complied with;
- Reynolds made no follow-up with the Sergeant to ensure the proper protocols had been implemented;
- the matter was brought to Cowling's attention by Inspector Johnston on 22 August 2012; and
- Cowling described it as **"**another serious example of the lack of leadership and judgement displayed by Inspector Reynolds", which had culminated in Reynolds' request to revert in rank.

That is substantially stronger than merely saying Reynolds voluntarily decided he preferred a lower rank (and one of Senior Sergeant).

This new information matters because describing Reynolds as having **"self-demoted"** can give a materially different impression from the contemporaneous management record. Cowling was dealing with an officer who had:

[8] Weiss final report 2024 at p.19.
[9] See RTI 159/24 with a Publication Date of 7 June 2024 (prior to the publication of the final Weiss Report) on the Tasmania Police RTI Disclosure Log here: SKM_C450i24060711280.
[10] RTI 159/24 on the Tasmania Police RTI Disclosure Log: SKM_C450i24060711280

- already been formally reprimanded;
- been placed under performance management;
- continued to perform below an acceptable standard;
- then seriously mishandled another matter in August;
- and sought reduction in rank immediately after that failure came to senior management's attention.

There is a potentially much more important question here: what was the underlying matter that Reynolds failed to act upon between 2 and 21 August 2012? Much of its description has been redacted from the RTI release as "Not Relevant". Given that Cowling regarded it as sufficiently serious to be the catalyst for Reynolds' reversion, identifying the nature of that matter and why Tasmania Police redacted it as "not relevant" in the Reynolds RTI disclosure could be quite significant.

One has to ask whether this critical information was provided by Tasmania Police to Ms Weiss about Reynolds. When announcing the final report on 4 July 2024, Commissioner Adams described the process as "a self-initiated disclosure of every piece of information we have on file" so that Reynolds conduct could be reviewed as comprehensively as possible.[11]

These issues are directly relevant to the response by Tasmania Police and the Tasmanian Government to the Reynolds matter, including the scope of the inquiry into his conduct prior to the Weiss Review (limb 3 of the ToR).

Why have the matters raised above i.e. the actual nature of the demotion to Sergeant and the existence of another incident in early August 2012 not been investigated?

Were all necessary materials provided to Ms Weiss?

After the publication of the report, did Tasmania Police ask any questions or raise any concerns in light of the information in their own records which had not been considered by the Review?

Self demotion because Reynolds was overpromoted and had a lax work ethic is materially less informative than the contemporaneous record that a specific serious failure in August 2012 was regarded by Reynolds' Commander as the catalyst for the reduction in rank.

[11] Weiss Independent Review report released - Tasmania Police

That omission is particularly notable because Weiss was expressly tasked with examining Reynolds' handling of matters reported to or investigated by him and represented her examination of those case files as comprehensive (See Objective 1).

Weiss stated:[12]

> The Review conducted a comprehensive examination of case files associated with or managed by Reynolds, including paper-based and electronic files, databases accessed by Reynolds, his emails and communications.

This is an important matter which requires examination by the Inquiry.

The same submission made the following recommendation:

RECOMMENDATION:

A Commission of Inquiry into Tasmania Police be established to inquire into:

- the **integrity management system, leadership and culture** of Tasmania Police (particularly if senior leadership failed to provide critical information about Reynolds to the Weiss Review);
- the full circumstances of Reynolds demotion (Inspector to Sergeant) and the circumstances leading thereto (including the August 2012 incident) and how this situation was not apparently not communicated by Tasmania Police to Ms Weiss for the purposes of her review;
- concerning issues raised in submissions from various parties to this Inquiry (which have been unable to be dealt with by the Committee due to resource/time limitations and the lack of an investigative capability);
- …

This supplementary submission provides additional information collated/analysed in the last few days**.**

ADDITIONAL INFORMATION:

The author has examined the relevant RTI applications and has stated the relevant information in each. The author has also gone through the publicly available Coronial

[12] Weiss final report 2024 p.23.

findings (2023), the Commission of Inquiry (CoI) report (2023) and the Weiss Independent Review (2023/2024) and extracted the relevant materials to enable a proper analysis of what occurred in this matter.

Right to Information Applications:

The relevant RTI applications from the Tasmania Police RTI Disclosure Log are:

- RTI 159/24 (published 7 June 2024) (30 pages)
- RTI 178/26 (published May 2026) (8 pages)
- RTI 303/26 (published 9 June 2026) (4 pages)

RTI 441/23 (published 14 November 2023) (43 pages) covers information concerning criminal allegations and the police funeral but is not directly relevant to this submission.

RTI application 159/24 by a journalist

This RTI disclosure which followed a detailed request is central to this submission. It should be noted that it was published on 7 June 2024, so after the 2023 Coronial Inquest findings and the publication/release of the CoI report but prior to the release of the Weiss Report on 4 July 2024.[13]

The details (which are compelling) are outlined in the attached Chronology.

This RTI clearly shows that the demotion was to Sergeant (Qualified) and that it occurred after a concerning incident of performance by Reynolds in August 2012 rather than being linked to any reprimand six months prior or general work performance.

RTI application 178/26

This disclosure consists of 8 pages in total. It is a response to a detailed request from a Member of Parliament which, inter alia, sought a copy of the Tasmania Police Procedural Fairness Response dated 16 May 2023.[14]

[13] Weiss Independent Review report released - Tasmania Police

[14] As cited in the CoI final report at footnotes 234 & 237.

The disclosure is the letter dated **16 May 2023** from then Principal Legal Officer, Mr Mark Miller, to CoI General Counsel in relation to "Former Commissioner Hine". It referred to a recent telephone conversation concerning the potential issue of notice under s.18 to the former Commissioner. It states that Mr Hine has confirmed that he does not wish to receive a Notice. It then outlines some brief additional submissions relating to the eulogy.

The letter then refers to a comment at page 40 of the draft report concerning a statement attributed to Counsel Assisting the Coroner, Mr Cameron Lee, to the effect that Lee told the inquest into Reynolds that "it was widely known in Deloraine that he [Paul Reynolds] was a paedophile".

Mr Miller argued that this passage created a misleading impression that as a matter of fact it was widely known in Deloraine that Reynolds was a paedophile. Mr Miller then stated (pp.7-8):

> The passage reflects an assertion made by an informant who conveyed to police his concerns in relation to the relationship between Senior Sergeant Reynolds and a small number of youths in the Deloraine region. Whilst those concerns were well founded, no evidence exists to establish the correctness of the assertion as to the general reputation of Senior Sergeant Reynolds. **Certainly, there is no evidence that the asserted reputation of Senior Sergeant Reynolds was previously known to any member of Tasmania Police.** (emphasis added)

RTI application 303/26 by a journalist

This disclosure consists of a 4 page letter from Assistant Commissioner A P Bodnar (Operations) dated **6 March 2023** to the Hon. Marcia Neave AO, Commissioner of the CoI. It appears to be a Procedural Fairness response by Tasmania Police to the draft chapter of the CoI report dealing with Criminal Justice Responses.

A/C Bodnar states that he has considered the draft chapter provided on 27 February 2023 by CoI General Counsel and requests that the Commission consider the information provided.

It is stated in relation to then page 39, para.4 (at p.2) that the draft report states:

> In 2012, Inspector Reynolds was demoted to the rank of Senior Sergeant following concerns about his work performance, which coincided with a depression diagnosis.

The response by Tasmania Police states:

> Tasmania Police submits that Inspector Reynolds was not 'demoted'. Records show that he elected to revert to the rank of **Senior Sergeant**. As such, Tasmania Police submits that referencing to demoted be removed and changes to reverted to the rank of. (emphasis added)

It should be noted that the final wording in the CoI report (as stated below) was:[15]

> In 2012, Inspector Reynolds reverted to the rank of Senior Sergeant following concerns about his work performance.

"Demoted" was changed to "reverted" and the reference to the depression diagnosis was removed.

As a general comment, it is not known what was not released under the various RTI applications due to the application of exemptions under the *RTI Act 2009* and public interest considerations (where relevant). Only the actual disclosures are released on the Log and not the Tasmania Police covering letter of response which outlines reasons and exemptions. As recommended below, the Inquiry should seek unredacted copies of the disclosures, any missing attachments and all accompanying correspondence.

The Inquiries:

The Coronial Findings into the death of Reynolds and other officers:

Then Coroner Simon Cooper held an inquest into the suicide deaths of four police officers, including Paul Reynolds. The hearing dates were 21-23 November 2022 in Launceston and 24 November to 9 December 2022 in Hobart. Final written submissions were received on 14 June 2023.

[15] CoI Vol 7 Chapter 16 p.38.

The findings in the matter were released on 1 September 2023.[16] The Coroner found that Reynolds died by his own hand on 13 September 2018.

The Coroner stated at para.179 in relation to Reynolds that:

> At one stage he had been promoted to the rank of Inspector but later reverted to the rank of **Senior Sergeant** at his own request. (emphasis added)

The Coroner also noted at para.211 that Reynolds was noted to have suffered from depression since around 2008. It had been formally diagnosed in 2012 by Mr Peter Nelson, a Clinical Psychologist.[17]

The most relevant comment appears at para.212:

> Finally, I note that there was evidence that Senior Sergeant Reynolds had reverted from the rank of inspector, at his own request, as he apparently did not enjoy the responsibility associated with being an Inspector and "wanted to be one of the troops". While that may have been true to some extent, the other side to it is that his personnel file shows he was formally reprimanded in **January 2012** for poor work performance in that role. **He reverted to the lower rank of Senior Sergeant shortly after that formal reprimand**, as I say **apparently at his own request.** Whether the demotion or loss of status caused or contributed to Senior Sergeant Reynolds' death seems to me unlikely given the passage of time between his reversion in rank and his death. **It merely illustrates that Senior Sergeant Reynolds may have had some difficulty with performing at the level required of an Inspector of Police.** (emphasis added. Footnotes omitted**)**

Footnote 88 was provided in relation to the formal reprimand said to have occurred in January 2012 by way of Exhibit R 34 which is listed at Annexure C as "Personnell File" (sic). This is of interest as the documentation disclosed under RTI clearly shows a formal reprimand in February 2012 (see RTI 159/24 at p.12).

The Coroner uses both terms of demotion and reversion.

There is only reference to "some difficulty" in performing at the Inspector level and no mention of the events of August 2012.

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[16] Hunt,-Reynolds,-Darke-and-Cooke-SJC-1-9-23-WEB.pdf

[17] It may be helpful to find the date of the diagnosis as it may relate to the August 2012 incident rather than any formal reprimand.

The description above can give the impression that the demotion/reversion was essentially voluntary.

The Commission of Inquiry:

The Paul Reynolds matter was covered in a case study in Volume 7 Chapter 16 Criminal Justice Responses (pp.36-41) when dealing with "Implementing police complaints and oversight mechanisms" at 3.2.6.

Police were not a primary focus of the Inquiry. The final report stated at p.36:

> Our Commission of Inquiry mostly focused on government institutions whose primary functions relate to the care and supervision of children. However, during our Inquiry, we also received information about alleged child sexual abusers who were police officers, which caused us concern about how allegations of child sexual abuse against police officers are reported and dealt with.
>
> Due to the relatively limited evidence we received on this topic, as well as time constraints, we have not explored this issue in detail.

The CoI report stated (at p.38):

> In 2012, Inspector Reynolds reverted to the rank of **Senior Sergeant** following concerns about his work performance. (footnote 229) (emphasis added)

The CoI source for its comment about Reynolds' demotion to Senior Sergeant was the Jessica Moran ABC article of 22 November 2022 regarding the Inquest hearing. This article was cited several times (Footnotes 215, 229-231 and 233)

The Commission of Inquiry may have relied upon the Tasmania Police, *Procedural Fairness Response* from Assistant Commissioner Bodnar dated 6 March 2023 which referred to Reynolds' demotion to Senior Sergeant.[18]

The Weiss Review 2023/24:

[18] However, the relevant footnote 229 refers to the 22 November 2022 ABC article by Jessica Moran about the Inquest proceedings. Other footnotes in the relevant section of the report (234 & 237) refer to the Procedural Fairness Response of Mr Mark Miller of 16 May 2023.

The Weiss Review commenced in October 2023 (after the CoI and the Coronial findings). Its findings were released on 4 July 2024.

In her Foreword, Ms Weiss stated that Commissioner Adams had instructed her to leave "no stone unturned".[19] The Terms of Reference were set by the Commissioner.[20]

The 3 page Terms of Reference required Ms Weiss to conduct a thorough review of the matters that Paul Reynolds **investigated or had influence over** during his career with particular focus on his tenure at the Deloraine Division and Prosecution Services.[21]

However, Objective 1 required her to assess whether the actions of Reynolds whilst a serving police officer had involved **any criminal misconduct in the handling of matters reported to him or investigated by him** during the course of his career.

The ToR therefore contained an internal contradiction. This was raised by the author with Ms Weiss during the submission period. The author was concerned that matters she was raising might fall outside the ToR.

The final report only dealt with the more serious aspect and not the issue of undue influence.[22]

The ToR did not expressly identify the circumstances of Reynolds' 2012 demotion as a discrete matter for investigation.

The ToR for the Review never allowed it to be comprehensive and effective. The Inquiry also had no coercive powers. A currently serving (anonymous) senior officer in Tasmania Police described the Review on *Badge of Betrayal* as "a failed inquiry".

The Review methodology appeared thorough and involved reviewing and critically analysing a significant amount of material including coronial records and Tasmania Police holdings and reports.[23]

Weiss stated that a vast amount of material was disclosed at the outset by Tasmania Police for consideration by the Review. In addition to that disclosure, a total of 86

[19] P.3 Weiss final report 2024.
[20] P.10 Weiss final report 2024.
[21] See p.3 at ToR-Independent-Review-Paul-Reynolds.pdf
[22] See p.23 Weiss final report 2024 which dealt with "criminal misconduct" or "investigation or prosecution "manipulation" or "deliberate interference" with investigations.
[23] See p.10 Weiss final report 2024.

requests for information were made of Tasmania Police by the Reviewer.[24] Moreover, the final report stated:[25]

> The Review also made an application to Coroner Cooper for access to and copies of the Coronial records in relation to the Coronial investigation into the death of Reynolds. Coroner Cooper approved this request and the file was analysed by the Independent Reviewer and assisting solicitor at the premises of the Coroner's court.

The report also stated at p.23 that the Review conducted a comprehensive examination of case files associated with or managed by Reynolds, including paper-based and electronic files, databases accessed by Reynolds, his emails and communications.

At page 19, the report stated:

> In 2012, Reynolds self-demoted from the rank of Inspector to **Senior Sergeant**. The self-demotion occurred not long after Reynolds had been subjected to an internal formal reprimand relating to his work performance. This is consistent with the view of one participant that Reynolds had been *"over-promoted".* Noting also the level of messaging and physical meetings Reynolds was engaging in with teenage boys during work hours, it is little wonder his work output had diminished. (emphasis added)

The report did note that some review participants were concerned that Reynolds had used his position to deliberately interfere with Tasmania Police investigations, prosecutions or coronial inquiries over the course of his career and particularly when he was posted to Western Prosecution Services and the Coroner's office in Launceston.[26]

The report stated that the Review had extensively examined files Reynolds had been associated with, including specific matters which were raised by Review participants, and was unable to find evidence of any "deliberate interference" with investigations, prosecutions or coronial inquiries by Reynolds whilst posted at Western Prosecution Services and the Coroner's office.[27] (Deliberate interference may not cover delays or omissions?).

The final report further stated at p.24:

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[24] See p.17 Weiss final report 2024.
[25] See p.17 Weiss final report 2024.
[26] See p.23 Weiss final report 2024.
[27] There is no reference to his position as Divisional Inspector at Deloraine.

> Serving and former police officers who had worked with Reynolds spoke of his lax work ethic. One participant who worked with Reynolds was of the view that Reynolds may have been over-promoted and out of his depth with the responsibility assigned to him. **This inevitably did lead to Reynolds' self-demotion in 2012.**

The basis for this strong causal statement is not evident.

Concerningly, the report also noted at p.24:

> Several participants put forward propositions that Reynolds used his position as a police officer to conceal or assist suspected paedophiles he may have known or manipulated police investigations relating to or involving suspected sex offenders or others.

DISCUSSION:

The above analysis is concerning. It speaks for itself.

It appears that then Coroner Simon Cooper heard in 2022 (and later found) that Reynolds was demoted from Inspector to Senior Sergeant and this was then picked up by the CoI (which relied on the Jessica Moran ABC report of the Inquest hearings in November 2022).

Ms Weiss then seemingly relied largely upon participants' views of Reynolds performance and work ethic.

The Review did not cite the reprimand document, Reynolds' written request for reduction in rank in August 2012, correspondence with senior management, the Minister and Executive Council, or any decision-maker's account explaining why the demotion occurred. The memo of Commander Cowling of 24 August 2012 to A/C Wilkinson is critical in this regard.[28]

It appears the Weiss Review did not consider the contemporaneous management records from 2011/2012 despite Tasmania Police reportedly providing "a self-initiated disclosure of every piece of information" on file and the Review's 86 requests for information to Tasmania Police.

[28] RTI 159/24 at pp.16-18.

In addition, Tasmania Police in its Procedural Fairness Response to the CoI from Assistant Commissioner Bodnar 6 March 2023 stated that the demotion had been to the rank of Senior Sergeant. The CoI was therefore misinformed, perhaps inadvertently.

The flawed history and circumstances of the events of 2012 involving Reynolds were "cemented in" by a sequence of high-profile reports:

- a high profile ABC media article in 2022;
- the Coronial inquest findings in 2023;
- the CoI final report in 2023; and
- the Weiss Independent Review in 2024.

No steps were apparently taken by Tasmania Police after the publication of these inquiries to correct the record about the nature of the demotion (to Sergeant rather than Senior Sergeant) and the concerning circumstances surrounding it.

An analysis of the now available material paints a concerning and different picture in that a serious "performance issue" occurred in August 2012, some six months after the formal reprimand and was clearly the "**catalyst**" for the (voluntary) demotion.[29]

RECOMMENDATION:

1. To enable proper consideration of the issues raised, that the Inquiry seek related correspondence and **unredacted** copies of all RTI disclosures, particularly RTI 159/24, including missing attachments. (See Cowling memo of 24 August 2012).

2. That the Inquiry also seek appropriate access to copies of the 2023 Inquest exhibits at Annexure C:

   R25 – Professional Standards Internal Investigations File
   R33 - IAPRO holdings
   R34 – Personnel File

3. That the Inquiry obtain a copy of the July/August 2012 report to Tasmania Police in Deloraine and assess the nature of the complaint/report which led to the relevant sequence of events.

[29] See RTI 159/24 at p.17.

CONCLUSION:

This new information raises serious concerns about how this matter has been able to be kept under wraps. The public deserve to know the true circumstances of Reynolds' performance as a police officer and the nature of the knowledge Tasmania Police had about Reynolds in 2012 and thereafter.

The catalyst for the demotion of Reynolds and the extraordinary tight timing around the significant events of August 2012 appear not to have been adequately exposed to date or publicly explained in the Coronial inquest, the CoI report or the Weiss Independent Review, or in response to questions in Parliament.

What was the nature of the investigation that Reynolds failed to act on as an Inspector at Deloraine? It would be very concerning indeed if it involved alleged paedophile activity or child sexual abuse or incidents at the nearby Ashley Youth Detention Centre. The nature of the report/investigation is simply unknown but warrants close investigation by the Inquiry.

The evidence available indicates the matter was sufficiently serious that management did not consider it appropriate for Reynolds to return to Deloraine as an Inspector after his leave ended. He was also allocated alternate duties (see attached Chronology).

It was also relatively serious in that the nature of the reported matter required the *Tasmania Police Manual* and certain protocols to be followed.

I am prepared to elaborate on any of this information, if necessary, at a hearing. Most of the relevant information is already in the public domain.

Barbara Etter APM



ATTACHMENT A - BRIEF CHRONOLOGY OF 2012 EVENTS FROM RTI 159/24 (30 pages)

See: SKM_C450i24060711280 – an application by a journalist.

2011

21 Dec — Commander Frame wrote to the A/C (Crime and Ops) outlining his concerns about Reynolds' ability to perform his duties, partially because of the Inspector's (redacted) and the requirement to consistently monitor the Inspector's performance (p.16).

2012

1 Feb — Commander Cowling wrote to the Deputy Commissioner outlining his concerns about the Inspector's performance and (redacted). This resulted in a **formal reprimand** given to Reynolds by Cowling (p.16). Cowling also implemented a performance management plan.

17 Feb — Formal counselling (but note "reprimand" elsewhere) as noted in memo dated 7 March 2012 (p.12)

7 March — Assistant Commissioner Donna Adams, Crime and Operations, notes formal counselling (p.12 RTI 159/24). Reynolds to be transferred to Deloraine Division.

2 August — Matter (unknown) assigned to Inspector Reynolds to manage

21 August — PR does nothing until this date and then allocates to one of his Sergeants. No other investigation carried out, none of the requirements from *Tasmania Police Manual* (TPM) followed. No follow up with the Sergeant to ensure proper protocols had been implemented.

22 August — Matter brought to Commander Cowling's attention by Inspector Johnston

23 August — Report by PR to Commander Cowling "Election to reduce in rank" seeking a demotion/reversion from Inspector to Sergeant (qualified) (see pp.14 & 15). States "I am aware that I have failed to manage an incident appropriately in the previous three weeks and this has highlighted shortcomings in my performance". States that he **seeks an audience with the Commissioner of Police** to advise him that he is requesting to

relinquish his Commission as an Inspector and revert to the rank of Sergeant (Qualified).

24 August — Memo from Commander Cowling to A/C Wilkinson in which Cowling states **"The catalyst for the Inspector's request seems to stem from an incident the Inspector handled very poorly, earlier this month"** and **"This is another serious example of the lack of leadership and judgement displayed by Inspector Reynolds which has now culminated in his request for reversion"** (pp.16-18). Copies of the attached reports are not included in the RTI? (p.16). States that Reynolds continued to submit other work that was often late, lacking in detail and that his management of staff was ad hoc and sporadic (p.17). Certain action is taken from Monday 27 August (redacted). Recommends that the request by Reynolds be accepted and acted upon and that Reynolds be transferred to a Launceston Sergeant position.

4 Sept — File Note of Meeting with PR by Commander M[redacted] Mewis pp.6-7. Discussed Reynolds' report seeking reversion to rank of Sergeant. Mewis agreed that any Gazette Notice would indicate that reversion was voluntary. **PR requests to have consultation with the Commissioner** and says that he would not be opposed to the Deputy Commissioner being present if seen as appropriate.

5 Sept — M[redacted] Mewis and Commander Cowling have phone discussion (see p.7). It is stated that it would be **inappropriate for PR to resume duties as Divisional Inspector at Deloraine**.

13 Sept — Memo from Acting Commander Rob Bonde to ? (name redacted) re request to revert in rank and (?) (redacted) p.8. Raises s.29 PSA (inability to perform duties).

11 Oct — Memo from Commander Mewis to Reynolds stating intention to invoke s.29 of the PSA and seek Ministerial approval from reversion in rank from Inspector to Sergeant. (p.10) Any publication will avoid any inference that the outcome was the result of disciplinary action (p.11). Seeks Reynolds' formal endorsement of proposal.

17 Oct — Reynolds endorses the procedure outlined (p.20).

29 Oct — Briefing Note from Commissioner to Police Minister. Noted on 1 November and accepted recommendation (pp.5 & 22)

7 December	Minute from Commissioner Hine as Secretary to Minister with subject "Demotion of Paul James Reynolds from Inspector of Police to Sergeant (Qualified)" (p.23).
??	Memo/Minute to Executive Council to demote PR (pp.1-5).
20 Dec	Memo from Commander Cowling stating that the reversion is in effect (p.19 &29). Thanks Reynolds for his performance over the last few months conducting audits of the organisational health of the District (so relieved from normal duties?).

2013

1 Jan	Transfer to Launceston watch as a Sergeant takes effect (p.29).