

My name is [REDACTED] and I joined the NSW Police Force in January 2015, attaining the rank of Senior Constable at the earliest possible time by ensuring completion all the necessary requirements to a exemplary standard.

Prior to joining the NSW Police Force, I received all recommended vaccinations, including hepatitis B and tetanus along with voluntary vaccinations like influenza.

During my [REDACTED] with the NSW police force, I was never disciplined or subject to any form of managerial action. In fact, I was praised for my work ethic and commitment, reflected by positive character references from my superiors, certificates, awards and complimentary remarks that I received throughout my career. This information can be found in my individual profile in the Commissioners Confidence Supporting Documents, Annexure 10 of my evidence bundle. This document demonstrates that I have never been subject to any form of management action.

I thoroughly enjoyed my time working for the NSW Police and it was a career that I envisioned would take me through to retirement. Some of my best friends and family still work for the NSW Police Force. None of those friends and family are concerned about my covid vaccination status and they were never fearful to be in my presence.

In 2020 and 2021, I was deployed by the NSW police to work on Operation Coronavirus. This involved working at the quarantine hotels, international and domestic airports and the Victoria/NSW border. I was also required to conduct welfare checks on covid positive patients within the North Shore PAC. All tasks had the potential risk of coming into contact with covid positive patients. I have always complied with the covid 19 protection guidelines ensuring that I wore the essential PPE and safety equipment, including masks and gloves and followed the necessary risk mitigation. This information is outlined in my show cause notice Annexure 9 of my evidence bundle.

On 6th of August 2021, the Australian Prime Minister Scott Morrison stated in a public announcement that vaccinations would not be mandatory for Australians. This was reassuring, due to the health concerns that I had.

On the 7th of September 2021, the Commissioner of NSW Police announced that all employees must receive their first dose of a covid vaccine by the 30th of September 2021. We were given the opportunity to seek discretion by forwarding a written report outlining our circumstances as to why we should not be required to get vaccinated with the available covid vaccinations. I sought discretion on the grounds that my wife and I got married in April 2021 and were attempting to have a baby. I compiled a report detailing my wife's and my concerns that we did not have enough information about the potential side effects of available covid vaccines, which were

and still are only provisionally approved. The lack of information surrounding fertility and other personal concerns were difficult to comprehend, as general practitioners that we saw did not know the answers to our questions and the vaccines were only in their infancy. In addition, there was not enough research or testing conducted by vaccine companies to supply sufficient data on fertility and effects.

I also conducted research on Pfizer, Moderna and Astrazeneca websites but was unable to find any information to satisfy our concerns due to the vaccine companies not conducting tests on this and long term safety data currently non existent.

Australian Federal Health Minister Greg Hunt stated in February 2021, "The world is engaged in the largest global vaccination trial ever, and we will have enormous amounts of data". This statement was alarming as my wife and I did not wish to participate in a trial with limited data on safety and fertility.

My wife and I also monitored the statistics surrounding covid 19 and were confident that we were not at a high risk of becoming seriously ill from contracting the virus due to our age and the fact that we maintain a healthy and active lifestyle, in order to protect ourselves from numerous diseases and conditions. We were also aware that the vaccines were not stopping transmission, so argument to get vaccinated to protect others was therefore redundant.

In my godfrey report to the Commissioner of police, I outlined that I witnessed and was aware of side effects that friends, family and colleagues of my wife and I encountered after administering the covid vaccines. Some of our females friends and family experienced changes to their menstrual cycles, an effect confirmed by peer reviewed articles and presented on mainstream media, all of which is included in my brief. Having close family and friends experience side effects was concerning, as I too could encounter the same or different side effects after receiving the vaccination and with no assurances from NSW Police or the numerous general practitioners my wife and I sought advice from the decision to receive one of the available covid vaccinations was not made lightly.

I was stood down from the NSW Police Force following the 30th of September 2021. I informed the NSW Police Force that I did not want to be forced to use my own entitlements, as I was ready, willing and able to work. I would wear the necessary PPE gear and offered complete numerous suitable tasks with alternative working arrangements. However, these requests and proposals were rejected and I was forced to use my own leave entitlements.

My report seeking discretion was rejected after the date specified by the mandate, on the 5th of October 2021.

I attempted to engage the NSW Police in communication on multiple occasions,

requesting risk assessments and further information about the vaccines via email with the Superintendent of North Shore Jenny Scholz and North Shore HR. I also sought information on what the proposed managerial action would be if I had not been vaccinated prior to the mandate. However, I was not provided with any of the information requested. The email history is included on Annexure 5 of my evidence bundle.

I contacted the Police Association prior to and after the 30th of September 2021. They were unable to confirm whether or not a risk assessment regarding the safety of the available covid vaccinations or regarding the necessity for a vaccination to complete police work was available. On the 8th of October 2021, a representative from the police association informed me via email that the direction to get vaccinated was "likely to be lawful" as determined by a meeting held with their senior legal counsel. The lack of confidence in this response was not reassuring. This email history is in Annexure 8 of my evidence bundle. (Page 25 of 32)

There was not adequate consultation between the Police commissioner, my superiors or myself prior to the mandate. This situation was completely unexpected and I myself felt blindsided by the mandate to get vaccinated or be stood down.

I was stood down for over 5 months before being terminated. During that time, the NSWPF did not make any attempt to check on my mental wellbeing nor have any negotiations or compromises taken place. As far as I am concerned, I was treated like a criminal and disowned from the so called blue family. I am thankful for the friends that remained working for the police force that continued to contact me on a regular basis to check how my family were coping. Unfortunately the same care and compassion has not been shown by the NSW Police organisation or the commissioner.

On the 12th of November 2021, I received my Show Cause Notice. I contacted the Police Association and requested assistance with my response. My Police association appointed legal representative submitted my response along with character references from my superior officers on the 3rd of December 2021.

On the 23rd of January 2022, I contracted covid 19. This was verified by a rapid Antigen Test and a PCR test. Subsequently, the PCR test was registered with NSW Health. I notified North Shore Police HR and forwarded the certificate along with an automated 6 week exemption from NSW Health. The symptoms that I encountered were mild and I was uncomfortable for approximately 48 hours. However, the symptoms that I experienced were no worse than an ordinary cold or flu that I had encountered during my lifetime. After my isolation period, I attended a GP in Elanora Medical Centre where I obtained a 4 month exemption in accordance with the current advice at the time from ATAGI. The GP also believed that natural immunity from the virus was superior to vaccine immunity. Subsequently, I did not feel the need to get vaccinated.

On the 29th of January 2022, my wife conducted a pregnancy test and confirmed that she was pregnant. We were overwhelmed with excitement, however, my unknown employment status, overshadowed this joyful time with stress and anxiety about how I would support my growing family.

On the 5th of March 2022, Chief Inspector Mark PLUSS and Acting Superintendant NEWMAN met myself and 2 other colleagues at a cafe in Dee Why. The purpose of the meeting was for those officers to serve us with 181d notices. During the interaction, we shook hands, sat next to each other, drank coffee without social distancing or protective clothing, masks or gloves. It appeared that the concerns of about the dangers of covid 19 were non existent. From that moment, we were officially terminated from the NSW Police Force, shook hands again and parted ways.

I have since been forced to seek employment elsewhere in order to support my family now that my wife is on maternity leave. This has proven to be quite difficult, being a 40 year-old that has been terminated from a law enforcement job for Serious Misconduct.

I am unable to apply for a security licence to pursue investigating roles, as the NSW Police Force will not accept applications from Police officers that were terminated or dismissed. In addition several other government jobs that I have applied for including the greyhound welfare Integrity Commission and Liquor and Gaming NSW have similar criteria where they do not accept anyone that has been dismissed or terminated from NSW Police.

It is difficult to accept that I have been terminated for integrity issues and deliberately disobeying a commissioners directive as there was nothing deliberate or sinister about my actions. I was and still am genuinely concerned about health reasons that have still not been addressed or clarified and this should not reflect poorly on my character nor should my integrity be questioned.

We were taught to investigate in policing and on this occasion, that is what I have done. I conducted my own research into the available covid 19 and the vaccines and attempted to engage with the NSW Police Force to provide me with further information regarding my concerns. I was not satisfied with the lack of data.

Furthermore, doctors are not lawfully permitted to vaccinate individuals unless given informed consent. If I was to be vaccinated in order to keep my job, this is not classed as consent and therefore the doctor would not vaccinate me.

As mentioned previously, I have never been subject to managerial or disciplinary action in the police force or any other job for that matter. I have not even lost a demerit point during my 23 years of driving a motor vehicle. However, I know of NSW Police Officers that have been charged with drink driving, assault and other

serious offences, all of whom have remained in the workplace with minimal disciplinary action.

Unfortunately, I have not been provided the same leniency. In fact, I am being punished for being concerned about a decision that may affect my health and the potential to build a family with my wife.

Whilst employed as a Police Officer, I was always taught to deal with matters by the least restrictive means. This instance of being terminated appears to be the most restrictive means by terminating me for serious misconduct and questioning my integrity, restricting my ability to apply for and attain employment and licenses.

More recently, I discovered that numerous doctors felt that they were compromised and unable to speak negatively about the available covid vaccines. This was announced on mainstream media in December 2022 by Kerryn Phelps, the ex-president of the Australian Medical Association. She stated that her and her wife had serious adverse reactions from the covid vaccines and confirmed that more research needs to be conducted on them. She also stated that doctors felt scared to speak out as the Australian Health Practitioner Regulation Agency was threatening them. I have also located peer reviewed articles validating some of my concerns surrounding potential side effects from the covid vaccines which I included in my statement in evidence bundle.

Despite all of this, my wife gave birth to our beautiful baby on the 6th of October 2022 and our world has changed tremendously. We consider ourselves very lucky to be parents and would be devastated if previously taking a provisionally approved medicine affected our chances or the ability to have our beautiful daughter. My primary concerns about the available covid vaccinations were centered around fertility and the lack of data to support their safety. So although these concerns went unanswered by the NSW police my initial report and all endeavors to communicate since have been truthful, reasonable and not worthy of any form of disciplinary action.

Finally, I invested a substantial amount of time, effort and money into becoming a police officer. It has been devastating to put approximately \$20000 of study fees and almost 7 years experience to waste when I have witnessed officers commit legitimate offences and walk away with their career intact.

The dismissal and reasons associated within the 181d were harsh and unjust and worthy of this unfair dismissal hearing. Especially when my actions did not impact anyone else.

The Industrial Relations Commission did not consider my evidence in my Hearing as the commissioner told me that he already made up his mind and confirmed that the mandate was justified. Therefore, it was up to me to explain why I thought the dismissal was harsh.

The Commissioner thought that losing my job, potential future employment and my integrity was fair. This decision from him was disgusting and inhumane.

Given that there is so much evidence to support that I didn't need the vaccine and my actions did not affect anyone else, I struggle to see how the government allowed this to happen.

I have lost a lot of faith in the NSW and Federal governments after the last few years. Hopefully we can mend the relationship and work towards a better and fairer future.