

11 April 2018

Joyce Noronha-Barrett  
[REDACTED]

**BY EMAIL:** [REDACTED]

Dear Joyce,

Thank you for your letter of 14 March 2018 and the additional material you provided which I have now reviewed.

I can see from the detailed information you have forwarded that it appears there were a number of potential opportunities available to the NTEU to hold [REDACTED] accountable for undermining and/or breaching the [REDACTED] Enterprise Agreement ([REDACTED] EA). I'm disappointed to learn that when a dispute was raised by the NTEU, it was not followed through in a timely fashion.

As you know, there have been changes in key NTEU staff in the [REDACTED] since the events that are the subject of your complaint. [REDACTED] is now the Division Secretary and [REDACTED] is the new organizer for [REDACTED]. The composition of the [REDACTED] Branch Committee has also changed since you were employed at [REDACTED]. I am confident that the aggregate effect of these changes has had a dramatic effect on the efficacy and overall performance of our [REDACTED] Division.

Following receipt of your additional information I have now had a detailed discussion with [REDACTED] regarding the need to ensure that Agreement provisions we secure in enterprise bargaining are properly applied and enforced. I have also stressed to [REDACTED] that member disputes and grievances must be conscientiously attended to with appropriate professional follow up when required.

I apologise for our past failings and wish to emphasize my determination to learn from our past errors which I acknowledge have had a considerable impact on you and other former members of the NTEU.

Yours Sincerely



GRAHAME MCCULLOCH  
**General Secretary**