

What really happened with my performance review following my public interest disclosure

The managers at the centre of my public interest disclosure (page 2) were also my supervisors within the system (page 3).

After making my Public Interest Disclosure (PID), I requested a postponement of my performance review - the first such request in all my years at the university - until the allegations of blackmail and bribery against management had been properly investigated.

Conducting an Annual Performance and Development (AP&D) review under the same management that I had reported in my PID seemed logically impossible, as it would be inherently unfair to carry out a performance review under a line management that is itself the subject of a PID. This creates an unresolvable conflict of interest.

If there had been a genuine interest in conducting a normal AP&D review, it could have been organised without involving individuals with a conflict of interest. However, no such attempt was made by management.

Instead, my request was ignored, and I was falsely accused of refusing to participate in the review, which is not true (page 4).

Furthermore, a misconduct claim was fabricated against me, even though missing an AP&D review did not warrant an official misconduct sanction, and exceptions were possible - which I had applied for.

Subject: RE: Privileged and confidential - report of alleged wrongdoing - our reference SI 2021-19
Date: Tuesday, 25 May 2021 at 11:56:01 Australian Eastern Standard Time
From: Martin McLoughlin <martin.mcloughlin@sydney.edu.au>
To: Manuel Graeber <manuel.graeber@sydney.edu.au>
CC: Dan Dai <dan.dai@sydney.edu.au>

Dear Professor Graeber

Thanks for your email.

I've copied the allegation submitted under the *Reporting Wrongdoing Policy* below for information:

Submission under the REPORTING WRONGDOING POLICY

I was approached as the President of the University of Sydney Association of Professors (USAP) by a senior colleague who wanted to see me because Professor John Hunt, the former Head of School, allegedly attempted to bribe and blackmail a vulnerable young colleague in order to go after their supervisor. Several professorial colleagues are willing to confirm that they were also approached with the same information.

I feel it to be my duty to put this on file and to ask for an investigation so that additional witnesses can be heard.

HR is fully aware that Robyn Ward has brought John Hunt to this university, that he acted on her behalf and that she tried to whitewash him when he showed similar behaviour towards me (the grievances are on file).

Many colleagues have experienced Professor Robyn Ward to be extremely vindictive and this explains why Professor Sarah Young like John Hunt have tried to move me, the Brain Tumour Research Professor, from the Brain Tumour Research Floor even though there is a Commonwealth contract, and the environment is essential for my work, which has previously been interfered with when the BMC zebrafish facility was abandoned, and I was not even informed although my ARC grant depended on it.

When Professor Sarah Young learned that my office has a security camera, she used her position to try and find out whether there could be potentially incriminating material either on the camera or stored elsewhere. As proven by the camera recording, Professor Sarah Young and Mr Matthew Storey were executing Professor Robyn Ward's long-standing and completely unreasonable plan to move me out of my dedicated (Commonwealth contract) research environment, the true reason for their visits to my office on 11 and 12 February. Importantly, the witness to Sarah Young's and Matthew Storey's wrongdoing has filed their resignation announcing the decision in an email to more than 70 people. I have heard that this long-serving staff member was severely bullied causing their sudden resignation. This happened on the first business day after I had pointed out Ward's serious conflict of interest to the Head of HR, Ms Karen Haywood, who may or may not be implicated.

Ward has demonstrated on numerous occasions that her vindictive behaviour goes to extreme lengths. I had been one of the signatories of a no confidence vote against her in the past. In addition, I have signed off a letter as USAP President to the previous VC, cc'ed to the Chancellor, on behalf of USAP Council that voiced concerns about the leadership of the medical faculty.

Sarah Young's written lie (in her letter of 19 February 2021 to me) about the real reason for her visit to my office is revealed and documented by the security camera recording as is Matthew Storey's motivation for taking photographs. In addition, Young and Storey demonstrate a complete lack of understanding and respect for the importance of medical history which makes one wonder why they work at a university.

The above behaviour of Faculty management (Ward, Hunt, Young, Storey) which I ask to be investigated is particularly incompatible with a medical faculty and may ultimately put patients at risk. This is my second and even more important reason for strongly recommending an investigation.



Declaration of External Interests



Welcome Manuel Benedikt Graeber
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N.B If the information displayed is incorrect, please contact the Human Resources Service Centre on 02 9351 2000 to correct your information prior to completing this form.

Full name	Manuel Benedikt Graeber
Contact phone number *	(02) 9114-4008
Email address	manuel.graeber@sydney.edu.au
Staff ID	1115750
Current position title	Barnet-Cropper Chair of Brain Tumor
Job Type	Continuing Full Time
Position category/classification	LVE
Primary position activity	
Faculty or Unit	Faculty of Medicine and Health
School	School of Medical Sciences
Discipline	
Reviewer	John Edmund Hunt
Executive supervisor	Robyn Lynne Ward
Staff Role	Academic

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From: Manuel Graeber <manuel.graeber@sydney.edu.au>

Date: Friday, 17 December 2021 at 09:10

To: "Peter Thorn (Physiology)" <p.thorn@sydney.edu.au>

Subject: Re: AP&D interview

Dear Peter,

I am not refusing to undertake it, but it is not formally possible as long as the other matters have not been resolved.

You may say that the assignment to chronic diseases was never agreed so I cannot see that you are responsible.

Kind regards

Manuel

From: "Peter Thorn (Physiology)" <p.thorn@sydney.edu.au>

Date: Friday, 17 December 2021 at 09:05

To: Manuel Graeber <manuel.graeber@sydney.edu.au>

Subject: RE: AP&D interview

Manuel,

Alright well please can you send me an email saying that you refuse to undertake the AP&D review for 2021. That will enable me to progress my responsibilities.

I am unsure of the consequences but it might mean I am asked to collate a report on your 3 year CV based on what I can collect from IRMA, the internet etc.

Peter
