

Grace Haden Licenced Private Investigator, Former Police prosecuting sergeant, Member of the Certified Fraud Examiners Association. Whistle-blower. Anti- Corruption campaigner.

Corruption = Monopoly+ Discretion – Accountability

Many years ago councils adopted a business model for their operation so let's pretend Instead of being councillors you are directors of your own company

You have engaged a CEO who is in charge of hiring the staff, one such staff member is a solicitor to advise him and ensure that the company's affairs comply with the law. The CEO reports to you, he may have delegated authority but this is specific and limited. Below him are the various heads of departments and below them the staff they manage.

Let's pretend that the manager of a department has signed a contract with a person to provide services which are not part of your company's core business to a third party let's call it AWINZ. He has never had consent from the directors or the CEO. There is no recorded delegation of consent which allows this manager to sign any agreement let alone one which provides for your employees to volunteer 40% of their working hours to prioritise work for AWINZ while using your vehicles, plant and resourcesIn return your company gets nothing but AWINZ derives an income which is banked into a bank account administered solely by the only representative for AWINZ.

Your Manger resigns and the sole representative for AWINZ applies for the manager's job in the application he makes a claim that he is transparent in communication but does not mention his sole involvement with AWINZ and that he has a gross conflict of interest having signed the MOU. The city was never linked to AWINZ the agreement was with the division only. He names a very senior director (at the time) as referee.

The AWINZ sole representative gets the manager's job and sets about re branding your companies division. He simultaneously re brands AWINZ, and creates a Logo which is near identical to the logo he designed for your division. The new branding is applied to your buildings, gates and vehicles and in so doing misleads the public, government officials and staff alike into thinking that your companies division and AWINZ are one and the same. Coincidentally - All documents relating to this rebranding are lost.

One day a staff member asks the question "who or what is AWINZ" the private investigator who checks this out finds that there is no organisation registered with this name and that AWINZ is basically a trading name for sole representative of AWINZ who is also the new manager .

As a director of this company would you feel comfortable with this situation what action would you take? Would you shoot the messenger? Would you ignore it and hope it would go away, I bet if it was your money involved you would take action.

But it was only rate payer funds and nothing that a hike in the rates would not fix and so this was allowed to continue until Waitakere city Council amalgamated into Auckland Council.

This is a complex matter; it is the perfect public fraud and extends well beyond what happened in council. It is political, messy and I believe that it by no means unique. No one in their right mind could make this up and what is more I have a truckload of documents from both council and MAF, it has been meticulously collated and is a record of council corruption. But no one wants to look at it we appear to have the lets ignore it and it will go away attitude, perhaps we are afraid to acknowledge corruption.

Corruption like Cancer can be ignored but if you do it, will more than likely, kill you and if council was a business it would be dead by now. Council is saved by one thing Rate payers who are contributing ever increasing sums into the public coffers. My rates have gone up 800% over the years while my income has reduced. Like Cancer, Corruption is best dealt with in the early stages but prevention is the best option.

I brought the two documents ,the MOU and the job application attached, to the attention of counsel for council, Wendy Brandon , she could not see the red flags of fraud , instead she reacted by blocking my communication with the duly elected members and since then has had a part to play in the distribution of a defamatory emails about me which I believe sought to discredit me. Despite repeated requests under urgency provisions of the privacy act these documents have not been officially released to me and I am not in a position to address them today. I hope that you can make them available to me and arrange for a meeting with your privacy officer.

The cost of questioning the AWINZ corruption has been extremely high; my reputation has been attacked unjustly by council employees who don't even know me. Attack has always been a form of defence and when you cannot attack the issue the person is attacked this is Bullying 101.

Counsel for council both past and present, have obstructed my LGOIMA requests. I should never have had to resort to LGOIMA requests; council should have initiated their own internal investigation into AWINZ. Had the council investigated when I first asked the question as to how and why a manager was contracting to himself, I would have been spared 7 years of sheer Hell and the associated costs.

I am not asking you to judge me , I am asking for someone to sit down with me and look at the evidence which I have collated. Evidence which proves that corruption is concealed by council staff which means that they either do not know what corruption is or that they condone corruption, but either way it will also mean there is a lot more, an investigation of this matter will help you know what to look for.

I am painfully aware that this is political and it bellies the fact that New Zealand is the least corrupt country. Any one hearing my story will be certain to remain silent questioning corruption In New Zealand is certainly not worth it. By remaining silent we maintain our status as least corrupt, it's like under arm bowling or cheating at rugby.

No normal business would stand by and allow their staff to run a private enterprise using the company resources, or allow a staff member to block emails to management. As councillors of Auckland council, you are our representatives, you call the shots and you are in charge. If the majority of you condone corruption then I would hope that the minority will speak up, if not now then at election time.

If council was run by the councillors who embraced the ethical values that oppose corruption they would be wishing to meet with me to ensure that the lessons learnt from this very well documented corrupt practice was implemented and thereby protect Auckland council from fraud.

You cannot have a little bit of corruption; it is the same as having a little bit of cancer. Corruption like cancer can be controlled but this does not occur until you acknowledge that you have it and to do that you have to know what it looks like, you won't know what it looks like if you won't look. Likewise the only way to deal with corruption is to expose it, to that end I feel that **I have at last officially brought this to your attention. I can do no more than leave it in your hands ..** This will probably appear on your minutes as Mrs Haden spoke about corruption she was thanked for her presentation. **Will you then continue on to ignore this festering cancer or will you take me seriously and make a stand against corruption in council?** Thank you Please refer to <http://www.transparency.net.nz/> for copies of relevant emails.

The agreement between fictional Animal welfare institute of New Zealand represented by Neil Wells with Tom Didovich signing on behalf of the dog and stock control division of council for the use of council facilities , staff , plant and resources .

MEMORANDUM OF UNDERSTANDING

BETWEEN

The Animal Welfare Institute of New Zealand, ("AWINZ")

AND

Animal Welfare Services of Waitakere City ("the linked organisation").

WHEREAS the Minister of Agriculture has declared AWINZ to be an approved organisation in accordance with section 121 of the Animal Welfare Act 1999 ("the Act") and AWINZ has agreed to implement and administer a programme ("the programme") in compliance with the criteria set out in section 122 of the Act.

AND WHEREAS the linked organisation desires that certain employees be appointed Inspectors under the Animal Welfare Act 1999.

1. The parties agree to implement the Performance and Technical Standards approved by the Minister on 1 April 2001 and the Memorandum of Understanding between the Ministry of Agriculture and Forestry and the Animal Welfare Institute of New Zealand signed on 4 December 2003.
2. The linked organisation agrees to—
 - (a) Provide the necessary funding to enable each employee so appointed to comply with the programme;
 - (b) Provide support services for Inspectors;
 - (c) Supply Inspectors with all necessary equipment;
 - (d) Install, maintain and adhere to a quality system provided by AWINZ for the administration of the programme;
 - (e) Allow time for the Inspector to carry out his or her functions in relation to each complaint or matter that arises from his or her performance as an Inspector;
 - (f) Carry out regular internal audits of its quality system;
 - (g) Facilitate auditing of the quality system by AWINZ and provide access to documentation as requested by AWINZ quality auditors;
 - (h) Advise AWINZ by facsimile or e-mail when an investigation is likely to result in a prosecution under the Animal Welfare Act 1999, and initiate such prosecution only when authorised to do so by AWINZ;
 - (i) Advise AWINZ of any decision not to prosecute where the investigation reveals that an offence has been committed but the circumstances warrant that no further action be taken or that a warning be given;
 - (j) Keep records secure in accordance with the Privacy Act 1993;
 - (k) Not disclose any information about the Inspector other than to those who are entitled to the information in accordance with the provisions of the Privacy Act 1993 or for any other lawful purpose;

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- (l) Refer to AWINZ any serious complaint made against an Inspector and advise AWINZ of any trivial complaint made against an Inspector and the manner in which it was dealt with.

3. AWINZ agrees to:

- (a) Establish a written quality system which includes objective evidence of compliance with the programme;
- (b) Process applications for appointment of Inspectors on behalf of the employer without undue delay;
- (c) Ensure that training of Inspectors is carried out in accordance with the performance standards and technical standards with section 122 (2) of the Act;
- (d) Maintain training records for each Inspector;
- (e) Provide legal services to support Inspectors;
- (f) Prosecute those cases referred for prosecution;
- (g) Carry out regular internal audits of its quality system;
- (h) Facilitate auditing of the quality system by MAF and provide access to any documentation requested by MAF quality auditors;
- (i) Keep records secure in accordance with the Privacy Act 1993;
- (j) Not disclose any information about the Inspector other than to those who are entitled to the information in accordance with the provisions of the Privacy Act 1993 or for any other lawful purpose.

This agreement is dated this 20th day of January 2004

SIGNED by Thomas Didovich
on behalf of the linked organisation

SIGNED by Neil Edward Wells
on behalf of the Animal Welfare Institute of
New Zealand

Neil E Wells BA LLB (HONS)
Barrister

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4 October 2005

The CEO
Waitakere City Council
Private Bag 93 109
Henderson
WAITAKERE CITY

MANAGER ANIMAL WELFARE SERVICES

This confirms my interest in the position of Manager Animal Welfare Services.

I am currently Associate Head of the School of Natural Sciences. My responsibilities in this position include working with industry and strategic partners, staff performance management, course reviews, safety and security, budgets and project management.

I am a barrister and senior lecturer at Unitec with qualifications in law, arts and quality systems.

My career has spanned international and national organisations including government, academic and the not-for-profit sector. My focus has been on animal management, animal welfare law and ethics, and animal technology.

I believe I can bring unique skills that will enhance the standing of Waitakere City by positioning Animal Welfare Services as a unique group in the local government structure of New Zealand.

My organisational and management skills and legal training are ideally suited to the challenges of this position. I have demonstrated these skills —

- In animal welfare compliance, by successfully leading a pilot programme with MAF and Waitakere City Council. This led to the formation in 1999 of the Animal Welfare Institute of New Zealand and established an alternative to the SPCA in animal welfare law enforcement, which is able to be extended nationally. The linkage of Waitakere City to AWINZ is core to the continuing successful implementation of animal welfare in the city.
- By being contracted to Singapore Department of Primary Production, Ministry of National Development, to advise on the corporatisation and privatisation of urban animal management.
- Through my appointment as Adjunct Professor of the Humane Society University (Gaithersburg, MD) — a collegial alliance of universities — offering qualifications in animal control and welfare.
- By successfully leading the Ventura Project — a partnership between Unitec School of Sport, College Sport and the Air Training Corps.
- In law reform by writing the first Animal Welfare Bill in 1997, which resulted in the Animal Welfare Act 1999, and subsequently writing the 2004 amendment (tail docking), which is currently before Parliament.

- As Associate Head of School of Unitec, performance managing a group of senior staff through a formal process of performance review.

I am able to lead by being prepared to take planned risks, seeking counsel when facing difficult issues and acting decisively; being candid about successes and failures; establishing clear and unequivocal lines of communication with staff and senior management; regularly seeking feedback; and working through a structure of decision impact assessment.

I developed these skills through —

- Being General Manager of a major advertising agency (headed by Bob Harvey); operating my own adverting agency; as National Director of the RSPCA; as South Pacific Regional Director of the World Society for the Protections of Animals; operating my own consultancy practice (quality management and legal consultancy to MAF); and as Associate Head of School of Natural Sciences at Unitec.
- Leadership of the First Strike Campaign — which promotes the links between early childhood animal abuse and violence in society.
- As Head of New Zealand Government Delegation to ISO TC191 (International Organization for Standardization) at Ottawa, Denver and Christchurch.
- Being a founding member of National Animal Ethics Advisory Committee and Animal Welfare Advisory Committee (including deputy chairman).
- As an NGO delegate at 6 successive meetings of the International Whaling Commission at Auckland, San Diego, Nordwijk, Reykjavik, Glasgow, and Kyoto — including being a member of the New Zealand Government delegation at Glasgow.
- As a member of the Board of the World Society for the Protection of Animals (London) and establishing the South Pacific Region of the World Society for the Protection of Animals.
- As independent specialist adviser to the Primary Production Select Committee of Parliament for consideration of the Animal Welfare Bills.
- Setting up and leading the independent monitoring of movies with monitors present over the 4 years of making of *The Lord of the Rings* trilogy, which then extended to recognition by Disney in monitoring *The Lion*, *The Witch* and *The Wardrobe* in Waitakere City and the South Island.
- Undertaking a constitutional reform of the SPCA as National President of the Royal New Zealand SPCA by drawing 45 independent SPCAs into a national society, and as National Director by establishing the first National Office in Auckland.

The success of any leadership role is dependent on building up and maintaining key networks. Over the last few decades I have established and maintained a worldwide network in government, local government and industry, both nationally and internationally, particularly in Australia, the US and the UK.

I would address the proposed position by a range of strategies including —

- establishing transparent communication
- listening to and understanding what motivates individual staff members
- networking with other organisations and senior Council staff;
- using small groups as "think tanks"
- seeking feedback from staff on personal performance and success or otherwise of systems

- motivating staff in professional and personal development; working closely with HR on difficult staff performance issues and acting decisively
- working with a personal coach.

In 2004 I completed a psychometric assessment through Sheffields. Their personal report is available on request.

Referees

- Mayor Bob Harvey — Mayor of Waitakere
- Charles Cooke —retired — formerly Directorate, Auckland City Council (09 431 4341)
- David Bayvel — Group Director Animal Welfare MAF (04 474 4251)
- Professor David Mellor — Massey University (06 350 4807)

Feel free to contact the first 2 named but refer to me before contacting other referees.

Attached are letters from Hon Pete Hodgson and Dr Andrew Rowan and my current CV.

Sincerely



Neil Wells



The re branding of the concourse and Waitakere dog control

