

PERMITS ISSUED (APPLICATIONS APPROVED) BY DPIPWE TO TASSAL FOR THE USE OF SEAL DETERRENTS, OR THE UNDERTAKING OF SEAL CAPTURE (TRAPPING) AND/OR SEAL TRANSLOCATION (RELOCATION)

Permits are issued to individual employees and/or contractors.

Permits are issued for a maximum of 12 months and all permits still required are renewed annually on 31 October.

NOVEMBER 2015 - OCTOBER 2016	
Permit Type	Number of permits issued
Seal deterrent	278
Trap	142
Relocation	1

NOVEMBER 2016 - OCTOBER 2017	
Permit Type	Number of permits issued
Seal deterrent	165
Trap	144
Relocation	1

Results from Pepperberry permit database search, 20 August 2020.

From: [Febey, Justin \(DPIPWE\)](#)
To: [Febey, Justin \(DPIPWE\)](#)
Subject: Fwd: investigation
Date: Monday, 26 September 2016 3:00:58 PM
Attachments: [image014.png](#)
[image011.jpg](#)
[image015.png](#)
[image013.png](#)
[image012.png](#)

Sent from my iPhone

Begin forwarded message:

From: "Febey, Justin (DPIPWE)" <Justin.Febey@dpipwe.tas.gov.au>
Date: September 23, 2016 at 7:09:39 PM GMT+10
To: [REDACTED] <[\[REDACTED\]@tassal.com.au](mailto:[REDACTED]@tassal.com.au)>
Cc: "Bond, Luke (DPIPWE)" <Luke.Bond@dpipwe.tas.gov.au>, "Wilson, Louise (DPIPWE)" <Louise.Wilson@dpipwe.tas.gov.au>
Subject: Re: investigation

Thanks [REDACTED]

We also require the personnel that actually trapped and placed the seals in the fish pen.

I understand that holding the seals within the fish pen may have been at either your or [REDACTED] direction however we still need to speak with those directly responsible.

Regards

Justin

Sent from my iPhone

On Sep 23, 2016, at 5:00 PM, [REDACTED] <[\[REDACTED\]@tassal.com.au](mailto:[REDACTED]@tassal.com.au)> wrote:

Hi Justin,

As part of the investigation I am to provide you with some names. They are:

[REDACTED]
[REDACTED]

Thanks and have a good weekend.



<image011.jpg>

TASSAL GROUP LIMITED

M: [Redacted]

E: [Redacted]@tassal.com.au

Have fun, work hard, stay healthy, eat salmon
www.tassal.com.au www.decosti.com.au

[<image012.png><image013.png><image014.png><image015.png>](#)

 Please consider the environment before printing this E-mail

TASSAL GROUP LIMITED
Incorporating Tassal Operations Pty Ltd, Aquatas Pty Ltd and De
Costi Seafoods Pty Ltd (collectively "**Tassal**")

Phone: 1300 TASSAL (1300 827725)
Fax: 1300 880 179

G.P.O. Box 1645
Hobart Tasmania Australia 7001

Web: www.tassal.com.au
E-mail: tassal@tassal.com.au

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Out of scope



<p>5:00pm 23/9/2016</p>	<p>[redacted] wrote to me</p> <p><i>Hi Justin,</i></p> <p><i>As part of the investigation I am to provide you with some names. They are:</i></p> <p>[redacted]</p> <p>[redacted]</p> <p><i>Thanks and have a good weekend.</i></p> <p><i>-from-</i></p> <p>[redacted]</p> <p>[redacted]</p>	
<p>7:09pm 23/9/2016</p>	<p>I responded and again requested [redacted] to provide the names of the Tassal staff that trapped and placed the seals in circum polar fish pen.</p> <p><i>Thanks [redacted]</i></p> <p><i>We also require the personnel that actually trapped and placed the seals in the fish pen.</i></p> <p><i>I understand that holding the seals within the fish pen may have been at either your or [redacted] direction however we still need to speak</i></p>	

RTI-DRAFT PLEASE-DROP/WE

	<p><i>with those directly responsible.</i></p> <p><i>Regards</i></p> <p><i>Justin</i></p> <p><i>Sent from my iPhone</i></p>	
<p>3:16pm 26/9/2016</p>	<p>██████████ responded</p> <p><i>Hi Justin,</i></p> <p>██████████ <i>was part of the activity and has a seal relocation permit. So we believe we have the bases covered.</i></p> <p><i>Sorry for the delay, but travelling and back late Tuesday. Can I give you a call on Wednesday?</i></p> <p><i>Thanks</i></p> <p><i>-from-</i></p> <p>██████████</p> <p>████████████████████</p>	
<p>4:24pm 26 September 2016</p>	<p>I again requested ██████████ to provide the names of the Tassal staff that trapped and placed the seals in circum polar fish pen.</p> <p><i>Hi ██████████</i></p> <p><i>This is not a matter of covering the bases but following due and lawful process.</i></p> <p><i>I reiterate the request made by Luke Bond on 14 September 2016 and myself 23 September 2016, Wildlife Operations requires the names of all staff involved in the trapping and placing</i></p>	

	<p><i>that they cannot answer any questions we may put to you and they are there to provide support to you. It is not permitted to have a support person who may also be the subject of our inquiries.</i></p> <p><i>I would expect that the interview may take up to an hour.</i></p> <p><i>Please let me know if you have any questions or concerns.</i></p> <p><i>Regards.</i></p> <p><i>Luke Bond</i></p>	
<p>9:23pm 9/10/2016</p>	<p>██████████ replied to Section Head Bonds email stating he was unavailable due to 4 Corners programming with Tassal and annual leave.</p> <p><i>Hi Luke,</i></p> <p><i>Unfortunately due to The 4 Corners programming within Tassal at the moment I will not be able to attend the scheduled meeting this week.</i></p> <p><i>I will then be unavailable as I am going on a period of annual leave.</i></p> <p><i>Kind regards</i></p> <p>██████████</p>	
<p>10:03am 10/10/2016</p>	<p>Section Head Luke Bond sent an email requesting of ██████████ his intention</p>	

	<p>regarding participation in the requested interview.</p> <p><i>Hello [REDACTED]</i></p> <p><i>Thank you for letting us know.</i></p> <p><i>Could you please advise if you intend to participate in a voluntary record of interview on your return from leave and if so, when would that be?</i></p> <p><i>Regards</i></p> <p><i>Luke Bond</i></p> <p><i>Section Head</i></p>	
<p>8:33am 12/10/2016</p>	<p>Section Head Luke Bond sent an email to [REDACTED] requesting if he could ask [REDACTED] to reply to his email.</p> <p><i>Hello [REDACTED]</i></p> <p><i>Could you please ask [REDACTED] to reply to the email below which I sent on Monday?</i></p> <p><i>Thank you</i></p> <p><i>Luke</i></p>	
<p>8:35am 12/10/2016</p>	<p>[REDACTED] responded to Section Head Luke Bonds sent email stating he would speak with [REDACTED].</p> <p><i>Hi Luke,</i></p> <p><i>Yes, [REDACTED] and I will speak and come back to</i></p>	

	<p>you.</p> <p><i>Thanks</i></p> <p><i>-from-</i></p> <p>[REDACTED]</p> <p>[REDACTED]</p>	
<p>7:45pm 12/10/2016</p>	<p>[REDACTED] responded to Section Head Luke Bonds sent email stating he would be available 8 November.</p> <p><i>Hi Luke,</i></p> <p><i>I will be back from leave and available on the 8th of November,</i></p> <p><i>Let me know if this works for you - is 10am ok?</i></p> <p><i>Kind regards</i></p> <p>[REDACTED]</p>	
<p>5:39pm 17/10/2016</p>	<p>Section Head Luke Bond sent an email to both [REDACTED] and [REDACTED] confirming their intentions to participate in a voluntary record on interview</p> <p><i>Hello [REDACTED]</i></p> <p><i>Could you please confirm if you would be available to participate in a voluntary record of interview next week and if so what date and time would suit.</i></p> <p>[REDACTED] – <i>Tuesday 8 November at 10 am would</i></p>	

	<p><i>be suitable. Please come to the Lands Building at 143 Macquarie St in Hobart.</i></p> <p><i>Thank you</i></p> <p><i>Luke Bond</i></p> <p><i>Section Head</i></p> <p><i>Wildlife Operations</i></p>	
<p>9:53am 19/10/2016</p>	<p>██████████ responded to Section Head Luke Bonds sent email asking if the 3rd, 9th or 10th in the morning suited.</p> <p><i>Sorry, I am behind on my emails.</i></p> <p><i>Next week is difficult with board meetings, agm, and being out of state.</i></p> <p><i>Can we plan for the 3rd, 9th or 10th in the morning?</i></p> <p><i>Thanks</i></p> <p><i>-from-</i></p> <p>██████████</p> <p>████████████████████</p>	
<p>12:56pm 19/10/2016.</p>	<p>Section Head Luke Bond responded to ██████████ confirming ██████████ attendance.</p> <p><i>Hello ██████████</i></p> <p><i>Thank you for your reply.</i></p> <p><i>Could you please confirm if you will be</i></p>	

<p>3:04pm 8/11/2016</p>	<p>After obtaining legal advice [REDACTED] emailed Section Head Luke Bond cancelling both his and [REDACTED] participation in a voluntary record of interview stating they will only attend if required to do so pursuant to S26(1)(b) of the <i>Animal Welfare Act 1994</i>.</p> <p><i>Dear Luke,</i></p> <p><i>Tassal has sought legal advice in relation to the impending interviews of [REDACTED] and myself.</i></p> <p><i>Our legal advisor has asked that we request written confirmation from you in writing, and prior to the interviews occurring that both [REDACTED] and I are required to participate in the interview process pursuant to section 26(1)(b) of the <i>Animal Welfare Act 1993 (Tas)</i>. I would be grateful if you could provide this confirmation.</i></p> <p><i>Further, it is anticipated that the interviews may be recorded. If possible, it is our preference that the recording occur by way of audio only and not video. We ask this because there is an understanding that some records of interview have been obtained and utilised for purposes beyond their intended use and as such an audio only interview would, in our view, be more appropriate.</i></p> <p><i>I look forward to your earliest response.</i></p> <p><i>Kind regards,</i></p>	
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	<p><i>-from</i></p> <p>[REDACTED]</p> <p>[REDACTED]</p>	
<p>3:58 pm 8/11/2016</p>	<p>Section Head Luke Bond responded to [REDACTED] email reaffirming that any participation in a record of interview was on a voluntary basis.</p> <p><i>Hello [REDACTED]</i></p> <p><i>As indicated in previous email correspondence relating to this investigation, this is a voluntary record of interview.</i></p> <p><i>I note your request below regarding the recording of the interview and confirm that it will only be conducted with an audio device.</i></p> <p><i>I look forward to hearing from you to confirm if you still plan to participate in the interview at our offices at 134 Macquarie St tomorrow at 10 am.</i></p> <p><i>Kind regards</i></p> <p><i>Luke.</i></p>	

Out of scope