



# HANG GLIDING FEDERATION OF AUSTRALIA

National Office: 4a/60 Keilor Park Drive, Keilor Park Vic 3042

Phone: 03 9336 7155 Fax: 03 9336 7177 E-mail: [office@hgfa.asn.au](mailto:office@hgfa.asn.au)

24<sup>th</sup> October 2009

To  
HGFA President  
c/- 4a/60 Keilor Park Drive  
Keilor Park  
Victoria 3042

**General Manager**  
PO Box 258  
Helensburgh  
PH 0417 766 356  
[general.manager@hgfa.asn.au](mailto:general.manager@hgfa.asn.au)

## RE: Resignation from position as HGFA General Manager

Dear HGFA President,

I herewith tender my resignation from the position currently held under the HGFA employ as General Manager.

I find the situation of working under the new HGFA Governance untenable. It is clearly evident that the new HGFA management has diametrically opposed philosophies toward the direction of the organisation and I find the manner of personality within the new management unsavory.

A clear example of this is the situation at the HGFA Head Office on 23 October when John Twomey, Alex Jones and Chris Drake have intimidated the office staff to provide password access to the computer system and remained in the offices after departure of the office staff, thereby gaining free reign over all corporate and private member data and full potential to interfere uninstructed with the HGFA data management systems. The behaviour of the two board members with inclusion of an individual member under these circumstances shows total lack of professionalism or regard for correct management protocols. These persons were requested to leave the offices but refused to do so. I was also contacted by the departing staff member who indicated the intimidation put upon her by these named persons. No staff should be put in such a position by office bearers of the executive.

As the manager responsible for the security of our staffs and for the protection of HGFA corporate data and the privacy of information held on members, I cannot see any reasonable future in working with this Board and this set of improper bodies.

I therefore tend notice of my resignation.

Under the contract of employment to which I work, there is an agreed 4 weeks of notice (para 17). I will be happy to shorten this period on agreement with the Board with full payment for the remainder notice period and settlement of all entitlements including outstanding leave, expenses and long service leave.

Should the Board decide that they wish to hold me over on the 4 weeks notice period I am also happy to work toward the conclusion of outstanding works, primarily being:

- Finalisation of the CASA DEED;
- Finalisation of the MOU between RA-Aus and HGFA regarding Weightshift Microlights
- The provision to CASA of the outstanding DEED reporting requirements
- Handover of current projects and current works to a person identified by the Board to receive the handover.

I will begin to place all HGFA materials and equipment held by me at my home office into storage containers at the HGFA expense and I expect that all will be removed from my possession by the term of the agreed notice period.

Yours sincerely,

Chris Fogg  
General Manager  
Hang Gliding Federation of Australia