

DISCUSSIONS WITH PRINCIPAL YOUTH WORKERS AND SENIOR YOUTH WORKERS AT JOHN OXLEY YOUTH CENTRE ON FRIDAY, 8TH DECEMBER, 1989

Raised concerns with me concerning inappropriate questions being directed to participants. The questions by the Magistrate are in accordance with the terms of reference but are slanted towards whether or not individuals have complaints about the Manager, Peter Coyne.

It was stated by more than one person that Barbara Flynn was asking leading questions which were considered to be inappropriate. A couple of staff also advised that when Barbara Flynn asked questions they were instructed by Jan Cosgrove to "please look at Mr Heiner when you are answering the question". I was also advised that the Magistrate also asked Jan if she had any questions to ask.

A number of staff also advised me that Barbara Flynn was a close friend of Janice Doyle. This was not known by myself or Alan and I consider this to be inappropriate as the staff members who are making the complaints are former Wilson staff.

In my view, the situation is polarising the staff at John Oxley and it would appear to me that there will be no winners at the end of the day. The following is brought to your attention.

- . You should be aware that a number of managerial staff at John Oxley are ready to throw it in (it was stated to me quite forcefully that if Peter Coyne goes, the majority of the senior staff would go with him).
- . You should be aware that the POA are very much involved with the senior staff. Basically, they are keeping their powder dry at this point in time but are not happy. Do you know if Kevin Lindenbergh has briefed the Honourable the Minister - he advised staff that he would be doing so?
- . It is my opinion that the Magistrate should give you a briefing of where he is at with the inquiry.

Some solutions for consideration:

- . time limit the inquiry;
- . call for a report; and
- . state what the outcome of the inquiry will be.

In my view, depending on the flavour of the report, one outcome should be that the complaints will be dealt with by way of the grievance procedure on an individual basis. This is dependent upon what the Magistrate tells you when he briefs you.

It is also my view that it is necessary that the Department be seen to support management and a clear message to given to staff that any future complaints should be submitted through appropriate channels. I would hope that a system can be devised whereby youth workers can make formal complaints to the Director-General after they have been duly noted by management and myself, rather than going direct to the Director-General. For example, it is not possible for a teacher in a school to write direct to the Director-General of Education, rather any such letters have to receive the endorsement of the principal of the school.

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*[Handwritten signature]* 15/12/89

QCPCI

Date: 3.12.2012

Exhibit number: 93