

Date: ~~2013~~ 24.1.2013

Exhibit number: 284

**QUEENSLAND CHILD PROTECTION
COMMISSION OF INQUIRY**

Our reference:

Statement of Witness

<i>Name of Witness</i>	Janine Walker
<i>Date of Birth</i>	
<i>Address and contact details</i>	Known to Commission of Inquiry
<i>Occupation</i>	
<i>Officer taking statement</i>	Detective Sergeant Fabian Colless
<i>Date taken</i>	27/09/2012

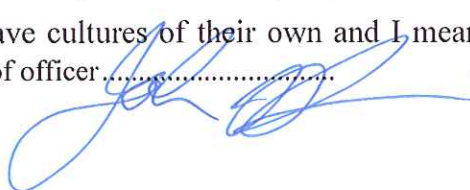
I, Janine Walker state;

1. I am currently employed at Griffith University, as Director of the Office of Human Resource Management at Griffith University and an Adjunct Professor in the University's Business School.
2. In the period of 1989 to 1990 I was employed as a Director within the Queensland State Services Union (QSSU). My role was the Industrial Director, meaning I was effectively Assistant Secretary of the Union.
3. I am aware of the John Oxley Youth Centre (JOYC) and the Manager at this time who was Mr Peter Coyne. My Union had a number of members employed at JOYC. The QSSU however was not the only union represented at JOYC as there were other Union affiliated employees who worked at JOYC. I recall that Australian Workers Union (AWU) was principally the main Union.
4. The QSSU had several members who approached our Union around this period about a litany of complaints regarding the management practices being used by Mr Coyne and Senior staff at the centre. The types of complaints I recall involved arbitrary changes of rosters, very poor management practices, a series of

Witness signature..... Signature of officer.....

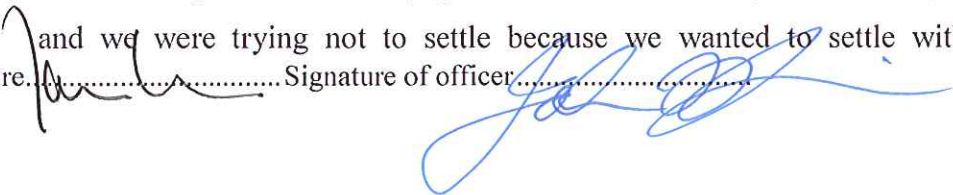
complaints and complaints about individuals, how individuals would behave towards other individuals, and this sort of thing.

5. It was definitely concerning because of the number and types of complaints being alleged. I had learned in my position you can't individually investigate each complaint as often they are generalisations of the types of incidents and behaviours, or a general reflection of administrative practices, and a more holistic view should be taken.
6. It did become apparent that there were far too many complaints being made that suggested there was a problem. In this situation I on behalf of the Union would then move towards asking for the general management practices and procedures to be reviewed, rather than trying to investigate each individual complaint. Generally if a complaint based investigation occurs you can get some complaints substantiated, some not and some unsure and the chance of getting real change is reduced.
7. A review is a way to make some recommendations on how you can do things differently. It was at this time I went to see the Director-General of the department at the time who was Al Pettigrew who is now passed away.
8. To put some context around the time, this was in the last days of the old Cooper government, the last national party government and you know it was like sort of October, November of last year, you know, the drover's dog could tell you what was going to happen when everyone got to the ballot box.
9. What I believed my members needed was an administrative review of the institution (JOYC) with terms of reference about administrative and management practices and the management of people, particularly the management of rostering, the management of the allocated supervisory duties, I can remember those were a couple of things that people were really worried, you know people made acting supervisors were very junior because they were favourites and you know that was causing all sorts of problems. In my experience twenty-four seven institutions such as JOYC have cultures of their own and I mean these days we



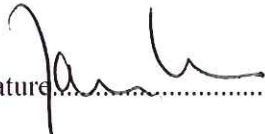
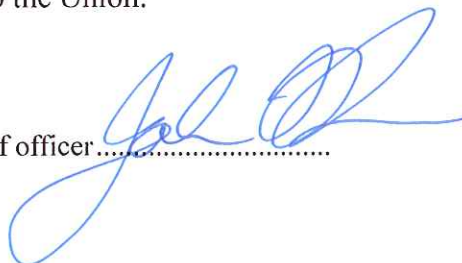
would have talked about it as bullying. I would have talked about those complaints as bullying and harassment now.

10. I was later contacted and informed that a person considered for the review Dave Hayden was not available, and Corrections would not release him... I suggested there must be some-one else who would have experience as an administrator of a twenty-four seven institution preferably of the custodial variety, or alternatively some-one in the state government who could do such a review. I was informed by Mr Pettigrew that he had a retiring magistrate who was a mate who would be available to do the review.
11. I had my reservations about the process but it was not up to me to sort out the appointment and subsequently Noel Heiner was appointed. I dutifully then contacted all my members and recommended that they draft up their complaints and their concerns and give them all to this review that was being conducted by Noel Heiner.
12. I recall that my office was contacted by a number of our members and some general advice was provided about the format of the information being provided only. I recall reading some of the draft material to get a sense of the issues being raised to Mr Heiner. I saw nothing in any of those materials other than the sort of things that I expected to see which were rostering issues, arguments about supervision and arguments about who was acting in roles, the usual stuff that goes on, and so off it was sent to Mr Pettigrew.
13. I remember saying at the time I wouldn't suggest that my members get in any way involved in any sort of enquiry which is focused on individual incidents in an attempt to apportion blame for individual action, I think that's pointless, we will be at this for years and it will get us nowhere. The focus of the inquiry was about the management practices and things in general.
14. By this stage we were getting very close to election time and we were trying as a Union to negotiate new salary systems, it's was the old government trying to settle and we were trying not to settle because we wanted to settle with the new



government and all that sort of going on. I did not get further involved for the next month or so as I was involved in other matters and preparations for the upcoming election.

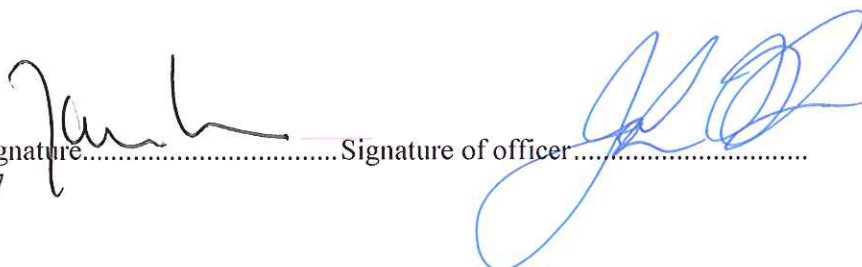
15. It was not until after the election that I was drawn back to the Heiner Inquiry issues. I recall that I was at a Barbecue when I was approached by Ruth Matchett. I had known Ruth for a number of years and she was appointed as the Director General of the Department of Families at this stage. I recall very clearly Ruth having a conversation to the effect of 'we've got a real problem and I had caused it. I said really, what, you know. She said oh this Heiner matter. I said oh yeah whatever happened to all that. She said what happened to all that, you know, we've got all of this material and the enquiry wasn't properly established so the complaints that were given to it were not privileged and Peter Coyne's threatening to sue and you know it's all on for young and old. I recall to this day absolutely as if it was a moment ago what my response was. I said to her Ruth the problem does not belong to me, enjoy and left. I said I don't want to know and left it at that basically.
16. The State Service Union represented the youth workers and the Professional Officers' Association of which Peter Coyne was a member. Kevin Lindeburg worked for the Professional Officers' Association and was representing Coyne.
17. Once the Union was advised and confirmed that Noel Heiner was going to be the one conducting the Review, as a union we advised our members of this. From my memory this would have been around October of this year as the election was due in December. I spent most of November at the ALP HQ in Peel Street.
18. I recall that there were a number of statements from members prepared which were forwarded to Allan Pettigrew in the Department. I can't say exactly how many statements were sent at this time. These would only have been statements submitted through the Union, and there may have been others forwarded which were external and unknown to the Union.

.....Signature of officer.....


19. The material that I saw that was sent for the purpose of the Heiner Inquiry related to Industrial issues and the management of JOYC by the Manager. I am aware of media reporting later that claimed materials about child sexual abuse was sent to Heiner, but I can say that I definitely did not see anything of this nature in the statements and submissions that came through our Union. I can say with confidence that if I or any of the Union officials had seen anything about sexual abuse it would have been reported by us to the proper authorities.
20. I recall being shown by police investigators a number of historical documents under my hand and others in relation to the union. I have adopted these documents and initialled them to identify that I accept them as correct. These were generally covering letters and circulars from the Union to members and the like.
21. My view of any Review or Inquiry was to get someone with some common sense to get in there and try and identify the really crook stuff and deal with it and try and get some workable way forward. So if we'd gotten material supporting I mean we would have had no reason not to forward it. We would have forwarded that on too. I mean the main goal of the union this was to get a process in place where everyone could sort this out otherwise we just had this constant process of aggrieved people complaining to us .
22. I recall that I would also have briefed the senior executive of the union on what was alleged to be happening at John Oxley and what action I had taken on behalf of the members of the Union. I recall there was some information around the handcuffing of children, however we as a union would have been focused on the directive nature of things, when people are directed to do things they shouldn't have done. But the minute anything like the sexual abuse of kids, the sexual assault, you'd immediately, you would have and the union would have no, no interest whatsoever in covering that up or not seeking to direct it immediately to police.

Witness signature.....
Page 5 of 7

Signature of officer.....

The image shows two handwritten signatures. The first is in black ink and is a cursive signature, likely the witness's. The second is in blue ink and is a more stylized, looped signature, likely the officer's. Both signatures are positioned above their respective labels in the text.

23. I did go to some meetings with Ruth Matchett about a lot of stuff. You know in those early days of the Goss government we were meeting people pretty constantly. I don't get any sense that I was particularly involved with that. That looks like a circular that had just come from the union because I signed all of these as they just came to me for signature. That's a pretty routine run of the mill sort of circular. We've asked them what's happening, DG's going out there to tell you all, we'll meet you after that and we'll work out what's happening. That looks pretty run of the mill to me.
24. I was shown a memo from Ruth Matchett detailing the return of documents to the Union after the conclusion of the Heiner Inquiry dated 22/5/89 It appeared to me that Brian Mann was handing the matter on behalf of the Union at that time I don't recall ever seeing these documents come back to me.
25. I have never given evidence to the Heiner inquiry or any subsequent inquiry conducted by the Senate or other independent bodies.
26. I have been in Union circles for many years now and know many people from all sides of politics. I consider myself a straight forward sort of person and believe I have earned respect from operating in this manner. I do know former Minister Anne Warner as we both work for another Community organisation (Sister's Inside).



27. I have not been formally approached previously in relation to my knowledge or involvement about the circumstances leading up to the establishment of the Heiner Inquiry.

Janine Walker

Declaration

This written statement by me dated 27/9/12 and contained in the pages numbered 1 to 87 is true and correct to the best of my knowledge and belief.

Signed at Brisbane Signature [Signature]
this 22 day of January 20 13.

Witnessed:

[Signature]
Name J. A. MISON Signature _____
Rank Det Sgt Reg. No. 8065

Witness signature [Signature] Signature of officer.....
Page 7 of 7