

- WINEN  
- re Probation Reports - Management/staff relations not promote positive working environment - directly impacting and resulting in affecting the quality of relationship between staff and resident children
- SMITH  
- believed subject to harrassment and work performance over-scrutinised subsequently to appointment as Union Delegate - inconsistency
- PEARCE  
- harrassment - inordinately lengthy interviews - irrational - ridicule - reduced to tears - domineering - overbearing - directed to resignation
- MCGREGOR  
- style of management - support only those who actively supported him - inconsistency towards staff - harrassed over trivial matters necessitating written reports - witnessed incidents of intimidation of Michael Roch and Lex Clements - specifically an incident at a 3pm shift change concerning allegations of unsupervised residents and compulsion of imputing blame - alienation of the experience of long serving staff
- COLLINS  
- working conditions and care of the children had deteriorated subsequently to Mr Coyne's appointment as Manager - staff morale had deteriorated
- MCNEVEN  
- told not to associate with fellow workers in the Wings or at any other time as so many were out to "get" him (COYNE) and it would be unwise for him (MCNEVEN) to be a part of it - such remarks inappropriate and unprofessional
- UNSIGNED  
- reports of use of handcuffs as a restraint - chains used to attach a child to a bed - handcuffed to permanent fixtures - medication to subdue violent behaviour - resident child attached to swimming pool fence for a whole night - all inappropriate management
- CLEMENTS  
- harrassed about his conduct or unsatisfactory performance of his duties - unjustified criticisms and treatment - oppressive and intimidating management attitude - over-reaction by management resulting in intimidation - trivial matters over-emphasised - victimisation - unwarranted reprimands forming part of his file - transfer to Floaters Roster allegedly for re-allocation of duties - believed demotion - told by Mr Coyne that persistent pressure on persons or harrassment would have desired effect of resignation by persons whom he saw as not supporting him - general management incompetences.
- KONICANIN  
- staff harrassed and victimised to point of resigning - management unprofessional, insensitive and inconsistent as well as devious and calculating

29th November, 1989

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QCPCI

Date: 3.12.2012

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Exhibit number: 88