

From: CO_Complaints
Sent: Fri, 23 Jun 2017 14:20:09 +1000
To: Shaun Mulholland
Cc: Theresa Hodges
Subject: FW: CONFIDENTIAL: C-ECTF-17/3581 Amanda Reeves - State Senior Forensic DNA Reporting Scientist
Attachments: Attachment - Letter to DG.PDF, Urgent and Confidential

Hi Shaun,

The ESU has assessed the attached complaint from Ms Amanda Reeves, Senior Scientist, Forensic and Scientific Services, HSQ. ESU has carefully considered all the available material and determined the complaint does not raise a suspicion of corrupt conduct or a public interest disclosure.

ESU conducted enquiries into this matter and identified that many of the concerns raised by REEVES may have already been addressed by HSQ HR. A **current process is underway** with Ms REEVES returning to her substantive position in which HSQ has engaged Clayton Utz. I have been advised that Clayton Utz were drafting correspondence in relation to this matter to be sent **today**, however this has been put on hold pending your advice.

In relation to the concerns raised by Ms REEVES, I have included a brief summary of enquiries with HSQ HR below in red. Workforce Performance & Assurance may need to liaise with Patrick Steele, Director, HSQ HR for a full background of the matter and any supporting documents, prior to any response to Ms REEVES.

Background:

- In March 2016, REEVES became aware of a potential issue with one of the FSS scientific processes for examining sexual assault evidence she states is a risk to *'Queensland sexual assault victims through a failure to detect evidence that may assist police to identify, apprehend and bring sexual assault offenders to justice'* In response, project #181 was created to look at this very topic. Project #181 was the internal response to the issues that had been raised around the scientific process.
- REEVES escalated this to Mr Allan McNEVIN for action and resolution. REEVES states Mr McNEVIN *'did not possess the relevant competency to interpret/report sexual assault evidence and therefore lacked the necessary training to understand and investigate the issue'*. Livingstone's were engaged to investigate matters related to the management team as a result of the incident on 9 June 2016 (below). The feedback from Livingstones was the complete opposite to Ms Reeve's view here.
- As of May 2016, REEVES states nothing had been done to rectify the issue. Project #181 had commenced.
- On 9 June 2016, REEVES again attempted to escalate the issue in the Management Meeting. REEVES states McNEVIN intimidated her in front of other staff by banging his hands, turning towards her in a fast and unexpected movement whilst yelling *'Oh for God's sake Amanda, I know the risks, you don't have to keep telling me'*. Livingstone's were engaged to investigate matters related to the management team as a result of the incident on 9 June 2016. The Livingstone's report covers this off, refer to the witness statements of the management team.
- On around August 2016, a modified process was implemented to address the risks that REEVES had been raising. It cannot be confirmed from the complaint material however it appears two investigations were undertaken, including an external forensic review into the process in question. A "band aid" approach was adopted until a full resolution could occur. It should be noted that the "band aid" wasn't because the process was flawed, more of a process enhancement

- In November 2016, Ms Cathie ALLEN provided REEVES with a letter to attend an investigative interview as part of a HSQ HR process. **This was in regards to the Livingstone process that Ms Reeves was aware of via her lawyer.**
- REEVES took a period of leave as a result of sustained stress from the investigative process. **Ms Reeves submitted a workcover claim that was subsequently rejected by WQC.**
- On 18 January 2017 REEVES received a partial medical clearance before a full medical clearance to return to full duties on 2 February 2017. REEVES states *'despite this, I was directed by the CEO of HSQ that I was not to return to my substantive role until the investigations being conducted (a Livingstone's HR investigation, and an external forensic review) were finalised and the outcomes considered and presented.'* **The Livingstone's process and ESR review had not concluded and it was a risk for the business, QPS and the DPP if Ms Reeves returned to her substantive role at this time without an outcome of these reviews.**
- There appeared to be disagreements with her ability to return to work and Paul CSOBAN filed a special leave without pay form for a period of 4 weeks despite REEVES being able to return to work. **Ms Reeves was offered to take annual leave, however Ms Reeves took an extremely long time to confirm what leave entitlement she wanted to take. Ms Reeves lawyer also agreed Ms Reeves should not return to her role prior to the outcome of the reports.**
- On 6 March 2017, REEVES was directed to attend work to undertake duties as part of a research project (not related to her substantive position). **Yes this is correct, however the research required her scientific knowledge and expertise. A full brief of this work can be provided by HSQ HR if needed.**
- On 7 April 2017, REEVES was presented with the findings of two investigations. REEVES states the Department had acknowledged *'there had been an adverse issue of some kind validating my assessment that there was a proper and clear reason to request an investigation/escalate the complaint.'* **Ms Reeves was provided with the findings on this date however both reports (Livingstone process regarding Mr McNevin) and ESR (regarding the scientific process) did not support Ms Reeves view and previous complaints.**
- Also on 7 April 2017 Paul CSOBAN behaved in a hostile manner towards her in a meeting with her legal rep. **This meeting occurred in the Clayton Utz offices in the City. This was not the case, Paul asked Amanda know that she had the outcome of both reports (and that neither report supported her position) how was she going to be able to return to her substantive role. The purpose of the questions was to gain a level of comfort that Amanda would not have a issue is discharging the obligations within her substantive position.**
- REEVES alleges that CSOBAN was concerned about returning REEVES to her substantive as she may make further complaints. **Yes Paul is concerned about her returning to her substantive role, but most certainly not because of her making further complaints. The concern (which is also shared with the CEO) is her ability to execute her duties as an "expert witness" in criminal proceedings where she has had an issue with the scientific process that has provided results that are being relied upon in a court of law.**

I am aware that there is extensive correspondence between HSQ (through Clatyton Utz) and Ms REEVES (through HASSET) in relation to the issues above and ongoing discussions of returning her to her substantive position. As above, you may need to liaise with Patrick Steele, Director, HSQ HR for the current status prior to any response.

Please let me know if you wish to discuss.

Kind regards

Ashley



Ashley Macfarlane

Complaints Officer
Ethical Standards Unit
Office of the Director-General, **Department of Health**

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w: [Queensland Health](#) | **e:** [REDACTED]



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From: Safety Correspondence
Sent: Wednesday, 21 June 2017 3:45 PM
To: CO_Complaints; Theresa Hodges; Michael Nelson
Cc: Raelene Speers
Subject: FW: CONFIDENTIAL: C-ECTF-17/3581 Amanda Reeves - State Senior Forensic DNA Reporting Scientist

Good afternoon ESU,

Please find attached a referral for new matter in relation to Amanda REEVES, Scientist at HSQ.

Can you please advise if you are happy for HR Branch to prepare an acknowledgement letter to Ms Reeves from the Director-General or if ESU will do this.

Thank you.

Shaun.



Shaun Mulholland

Acting Senior Director, Workforce Performance & Assurance
Workforce Performance and Assurance, HR Branch, **Department of Health**

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From: HRSCorro
Sent: Wednesday, 21 June 2017 11:11 AM

To: Safety Correspondence

Subject: CONFIDENTIAL: C-ECTF-17/3581 Amanda Reeves - State Senior Forensic DNA Reporting Scientist

Hi Alexis and Shaun,

This piece of confidential corro has come through this morning.

Could you please provide a DG letter of response (template D) for clearance by 4 July 2017?

Thank you.

Kind regards,

Emma Bristow

Correspondence Coordinator

Human Resources Branch | Corporate Services Division

Department of Health | Queensland Government

t. [REDACTED]

[REDACTED] | www.health.qld.gov.au

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