

Kylie Rika

From: Peter Bristow
Sent: Wednesday, 31 January 2018 9:52 AM
To: Kylie Rika
Cc: Andria Wyman-Clarke; Michel Lok
Subject: RE: Feedback and Workplace Edge

Thank you for forwarding this to me.

I was unaware that the presentation took place until after it occurred but I have been informed a feedback session was an undertaking that was made at the beginning of the process. It is regrettable if staff were dissatisfied or worried as a result.

Mr Lok is away until at least Monday so the A/GM PPE Andria Wyman-Clarke is overseeing response to this matter and I will ask her to contact you.

Regards

Peter

From: Kylie Rika
Sent: Wednesday, 31 January 2018 9:44 AM
To: Peter Bristow
Subject: FW: Feedback and Workplace Edge

Good morning Peter

I am forwarding this email to you as I have just been informed by my manager that Michel is currently on leave.

Kind regards

Kylie Rika

From: Kylie Rika
Sent: Tuesday, 30 January 2018 10:39 AM
To: Michel Lok
Subject: Feedback and Workplace Edge

Good morning Michel

Thank you for engaging Workplace Edge to assist in making recommendations on improvements to the workplace to support the effective delivery of critical services by the Forensic DNA Analysis Unit, however, as the manager of one of the reporting teams, I feel I should let you know of a potential issue encountered with the process thus far.

On Tuesday 23 January, Paul Csoban and Cathie Allen gave a presentation to the reporting teams staff detailing general themes gathered from summarising the staff's feedback on their perceived issues within the Forensic DNA Analysis Unit. Further presented was a plan to move forward to heal the team and gain better functioning which was mentioned to be based on the staff's feedback.

Since the presentation on Tuesday, I have been made aware of 8 staff within the reporting teams, who either were disappointed by the management of the process including the delivery of the presentations or felt that their feedback was not well represented, if at all. I have documentation confirming these reports from the 8 staff and from this documentation I can provide you with a few the quoted reasons as to why

these staff felt either disappointed by the management of the process or that their feedback was not well represented:

- "I didn't agree with a lot of things that were presented as "our main issues". "
- "I understand that some people are going to have different perspectives to others so there will be some things on the list that aren't mine and therefore I don't agree with. However, there were numerous things in the presentation that when read out I thought 'I don't agree with that'.

I actually felt quite triggered during the presentation because so many things did not resonate with me that I was being told were 'my words', or that these things 'came from me'.

I did wish after the meeting that I had have said for the record, that many of these issues being presented do not represent my perspective."

- "the presentation did not represent my opinions"
- "I felt under-represented"
- "the presentation did not reflect my concerns with respect to the issues."
- "anonymously I am very dissatisfied with the whole consultation process."

As a manager, I am committed to striving for better outcomes for and by the Forensic DNA Analysis Unit, and so I see it as my duty to ensure that ALL reporting staff's feedback is well represented in the summarised version of perceived issues, particularly if this is being used to drive changes in the way forward. Otherwise, in my opinion, the exercise is less than meaningful, efficient and effective.

I do not have any issue with the gathering of staff's feedback to help drive changes for a successful future, (her, my concern is that approximately half of the staff have not had their feedback represented in the summary, if at all.

My last concern relates to the fear of reprisal (from managers above me) from some of the 8 staff because they are putting forward that they are not happy with the process thus far. In fact two of the 8 staff wish to remain anonymous for this reason.

Kind regards



Kylie Rika Dip Mgt BSc PGrad Dip (Forensic)

Senior Reporting Scientist – Forensic Reporting and Intelligence Team

Forensic DNA Analysis | Forensic & Scientific Services,
Health Support Queensland, **Department of Health**

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a | [REDACTED]
w | [REDACTED]

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Queensland Health acknowledges the Traditional Owners of the land, and pays respect to Elders past, present and future.