#### STATEMENT OF INGRID MOELLER

Ingrid Moeller of Queensland Health at the Forensic and Scientific Services, 39 Kessels Road, Coopers Plains, state as follows:

# Background

- 1. I have a Bachelor of Science (Hons) from University of Melbourne (1987).
- I have a PhD in science, from University of Melbourne (1996).
- I have worked in several research laboratories (over 10 years) and have extensive experience in molecular biology techniques.
- I have been employed as a scientist in Forensic DNA Analysis, Queensland Health,
  Forensic and Scientific Services (FSS) since February 2004. I have been in the Reporting
  Team of Forensic DNA Analysis since approximately 2007.
- 5. The duties of my role as a court reporter in the Reporting Team are to assess DNA profiles obtained from alleged crime scene samples (including reworking those samples if deemed necessary), releasing DNA results to the Queensland Police Service and also releasing results to the judicial system in the form of a Statement of Witness and expert testimony.
- Prior to my role as a court reporter, I worked in the Evidence Recovery section and the DNA Intelligence section within Forensic DNA Analysis.

### Microconcentration

Automicrocon vs Microcon to Full

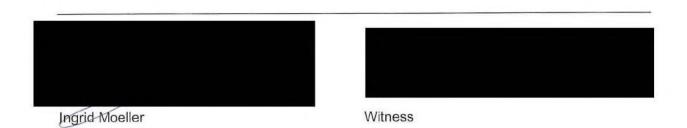
- 7. DNA samples may be concentrated in two ways in Forensic DNA Analysis:
  - (a) automatically (automicrocon) which generally involves samples being concentrated to 35µL. This is ordered by the Analytical Team and;
  - (b) via manual intervention- which involves the sample being concentrated to a volume that is chosen by a case scientist (Reporting Team). This volume may be 35μL or the sample may be concentrated further to 15 μL or less (also known as 'to full').

Ingrid Moeller	Witness

- 8. The rationale behind concentrating to 35µL (which has been considered a default volume) was to allow the sample to be quantified and amplified twice. The two amplifications helped to identify any stochastic effects. This rationale goes back many years. I have attached an email from Justin Howes dated August 2015 but I believe the suggestion of two amplifications goes back to 2013. Annexed and marked IM-01 is a copy of Justin Howes' email dated 31 August 2015.
- 9. Since 2015, our laboratory has moved through several versions of STRmix. STRmix is a computer program, the purpose of which is to carry out probabilistic geneotyping, that is, propose an explanation for the observed DNA profile taking numerous variables into consideration. In short, STRmix assists the case scientist with DNA profile interpretation. The current version of STRMix is better able to model drop-ins, drop-outs, stutter, and peaks (variables) compared to earlier versions and so a second amplification of a profile for confirmation purposes is not necessarily required anymore.
- 10. Depending on the initial DNA concentration of a sample, I believe microconning a sample to full, that is, concentrating the sample to 15μL or less (which allows for one amplification only) could be more beneficial than microconning to only 35μL. (Reducing the volume of a sample to 35μL is theoretically an approximate 3 fold concentration whereas concentrating a sample to 15μL is approximately a 6 fold concentration).
- 11. I believe in certain situations that concentrating a sample to its fullest increases the chances of obtaining the best, most informative DNA profile and overrides any perceived benefit of amplifying a lesser concentrated sample twice.
- 12. However, there is currently no consensus on which approach to use. Some scientists in the Forensic DNA Analysis unit continue to concentrate samples to 35µL only.

#### Previous process/thresholds

13. Prior to February 2018, samples in the quantification range 0.001 to 0.0088ng/µL would go through an automicrocon process after extraction and quantification and prior to amplification.



- 14. From February 2018 to June 2022, samples in the quantification range 0.001 to 0.0088ng/μL were no longer automicroconned. The processing of these samples was ceased following quantification; they would not proceed to the profiling stage.
- 15. These samples would be reported to the police (QPS) as "DNA Insufficient for Further Processing" (the DIFP process). The exceptions to this were:
  - (a) Priority 1 samples, which continued to be automicrcoconned to 35µL;
  - (b) Upon QPS request to restart DIFP samples, which would involve automicroconning to 35μL;
  - (c) Upon request by a case scientist (Reporting Team) to restart DIFP samples, which would involve microconning to 35μL or 15μL (microcon to full).
- 16. I understand that the change in 2018 followed on from Project #184 and the Options Paper. I was not involved with the Project or the Options Paper. I believe the Options Paper first came to my attention after it had already been submitted and agreed upon by the QPS. In my view, the data analysis in the Options Paper was misleading. The data included a disproportionately large number of low quant samples which inevitably skewed the overall results to appear predominantly unusable. That is, a sample in the lower end of the DIFP range say 0.001ng/μL is less likely to produce a useable DNA profile than a sample with a quant at the upper end of the DIFP range such as 0.0088ng/μL. If the data in the Options Paper was composed of a lot of low quant samples, which is the case, then overall the impression is the DIFP samples were not producing many useable profiles.
- 17. I do not hold any statistical qualifications however the above observation is, in my opinion, logical.
- 18. I noticed in the later half of last year that the majority of DIFP samples which had gone through to profiling stage (for the reasons given in paragraph 15 above), were producing useable DNA profiles.
- 19. I discussed my observations and concerns with my line manager Kylie Rika. She was collecting data in the form of a spreadsheet. I added some of my samples to the spreadsheet. I do not remember the dates of these additions.



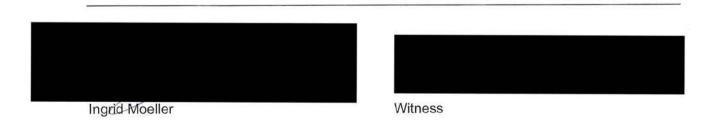
- 20. I raised this issue with Lara Keller (the Acting Executive Director of Forensic and Scientific Services) on March 17, 2022. I emailed Ms Keller on 16 March 2022. Annexed and marked IM-02 Is a copy of that email chain, with some annotations I made subsequently.
- 21. I have seen some notes of that conversation and agree that they accurately reflect our discussion on that date. Annexed and marked IM-03 is a copy of those notes.
- 22. During the conversation with Ms Keller, we discussed the possibility of my concerns being raised as a Public Interest Disclosure (PID) submission. I was not advised of the outcome by Ms Keller, but my understanding is the PID did not progress beyond the initial stage. I was guite shocked by this as I believed the issue to be very serious.

## 6 June 2022 decision

- 23. On June 6, 2022, I was sent an email by Sharon Johnstone (manager of Reporting Team 1). Sharon's email forwarded an email from Justin Howes advising that the DIFP process was suspended and that any new samples in this range will go directly for amplification (not be microconned). I am not aware of any consultation with staff prior to this decision.
- 24. Justin's email of June 6, 2022, forwarded an email from Luke Ryan which stated that "The premier has requested we test (amp) all samples in the current DNA Insufficient Range (i.e. above 0.001 0.0088ng/µl)."
- 25. Sharon's email added that "any sample that already had been reported as DNA insufficient for further processing is to continue to be reported as such at statement stage." Annexed and marked **IM-04** is a copy of all emails referred to above.
- 26. The change in process meant that samples in the quantification range 0.001 to 0.0088ng/µL proceeded straight to amplification without being microconned first.

## Problems with the 6 June 2022 decision

27. In my opinion, the June 6, 2022 decision was wrong. In my experience, I believe that the majority of samples containing a DIFP level of DNA would benefit from a concentration step before amplification. If a sample with a DIFP level of DNA proceeds straight to



- amplification, it is quite possible that an unusable DNA profile is produced and ultimately is labelled as "complex unsuitable" even though it has been amplified in a range which is suboptimal.
- 28. However, a case scientist (Reporting Team) may subsequently choose to concentrate the remainder of the sample. A concentration step at this point may not be as successful as if the entire sample was concentrated prior to the initial amplification step. At any rate, from my observations, a subsequent concentration (microcon) of the sample mostly produced a better profile than the original 15µL amp profile.
- 29. I chose to concentrate DIFP samples following the initial 15μL amplification process of June 6. I chose 13 samples at random from the profile analysis worklists and many of these yielded interpretable DNA profiles.
- 30. These included:
  - (a) a swab taken from a child's perineum (the area between the vagina and the anus), which produced a four-person mixture. The DNA profile obtained was greater than 100 billion times more likely to have occurred if the suspect had contributed to the DNA profile rather than if he had not. (This is the highest statistical figure we quote in our Statements of Witness.)
  - (b) a sample from the inner left thigh of a child, which produced a four-person mixture. From this sample, a DNA profile from an unknown female was subsequently uploaded to the NCIDD.
- Annexed and marked IM-05 is a copy of 13 profiles I have obtained after these samples have been concentrated.
- 32. The important points to note here are:
  - (a) the results discussed above (in paragraph 29 and 30), could potentially have been lost in the DIFP process of 2018 to June 6, 2022 as they may not have been analysed.
  - (b) following the June 6, 2022 process, potentially poor initial DNA profiles (15µL amp), would in all likelihood, have been affected by stochastic issues. Stochastic



- issues are known to occur at low quants, leading to random/unpredictable and uncertain DNA profile outcomes, and may have caused a case scientist to deem the profiles as 'complex unsuitable'.
- (c) a poor initial profile (15µL amp) and a better microcon profile could have led to a perceived inconsistency between the two profiles and cause a case scientist to deem the profiles 'complex unsuitable'. (In my opinion, the original amplification was most probably suboptimal and therefore not suitable for comparison to another profile.)
- (d) there has been no direction with these samples regarding paragraphs 30(b) and 30(c) particularly since an unconcentrated amplification of a DIFP sample is generally, not what a case scientist would do. Consequently, there is an apparent inconsistency in case managing and reporting of these results by the case scientists.
- 33. Another potential issue with the process imposed on 6 June 2022 was that the QPS were no longer able to identify samples which fell into the DIFP range as they would have some sort of result registered against them, be it a usable or unusable profile. Prior to June 6 2022, the QPS could see that a sample had not been processed as it was labelled "DIFP". QPS then had the option of requesting the sample undergo further testing which was an automatic microcon (as per paragraph 15).
- 34. With the June 6 process, all samples proceeded straight to amplification and there was no way for the QPS to know if a sample had been concentrated and whether they should request further work.
- 35. To my knowledge, there was no assessment/consultation undertaken by anyone within Forensic DNA Analysis to confirm the suitability of the June 6, 2022 process. In fact, from discussions with case managing scientists (Reporting Team), the decision to implement the process came as a shock.

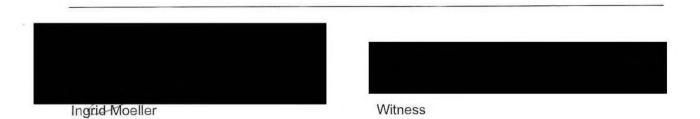


## Raising concerns

- I had been away sick from work for two weeks during the time when the June 6, 2022 process was introduced.
- 37. On June 17, 2022, I emailed Lara Keller raising my concerns about the process. I stated that in my view, DIFP samples should go through to concentration. I also questioned whether the Minister (who we were told had been involved in the decision), knew that we used to concentrate DIFP samples and that the new process was not reflective of the optimal processing for these types of samples.
- 38. Lara Keller replied the same day asking me to clarify my concerns with Justin Howes or Cathie Allen, as she was not an expert in DNA analysis. Annexed and marked IM-06 is a copy of the emails referred to above.
- 39. I hesitated sending the subsequent email out of fear and this was based on my previous experiences of Cathie, and other reporters having asked Cathie (in a walk around of the laboratory), how the decision came to be. Apparently she was dismissive and appeared annoyed when questioned. I knew this from my discussions with my colleagues, who were also concerned about the decision.
- 40. On Monday June 20, 2022, I did in fact email Cathie and Justin explaining my concerns. I explained that I didn't understand the decision to amp DIFP samples without microconning them first. Furthermore, I stated I had been microconning DIFP samples following the initial 15μL amplification and was seeing "promising profiles in nearly all of the samples I have looked at so a microcon should help".
- 41. Cathie replied saying that Justin would speak to me in relation to the 15μL decision. Since that time, Justin has not broached the issue with me. Annexed and marked IM-07 is a copy of these emails.

# 19 August 2022 decision

 On August 19, 2022, Helen Gregg, the A/Executive Director of Forensic and Scientific Services, forwarded a memorandum from Dr David Rosengren, the A/Director-General,



about another process change that involved the DIFP samples. He requested "the workflow [for the DIFP samples] to revert to the concentration process for Priority 1 and Priority 2 samples stipulated in Standard Operating Procedure 17117V19". The "samples should be concentrated down to a volume of 35µL and undergo one amplification process. If further amplification is considered beneficial, and if this process will exhaust the remaining sample volume, then written approval must be obtained from the Queensland Police Service (QPS) prior to that process being initiated".

# Problems with the 19 August 2022 decision

43. This was the second process change for the DIFP samples in as many months. Helen Gregg held an MS Teams meeting to discuss the change. Once again case scientists were surprised as evidenced by the questions asked in the meeting. Scientists were concerned about the blanket application of a microcon to 35μL, the concern about exhausting samples which had not been of consideration to date, and that the application of microconning to 35μL was possibly an outdated process and should be reassessed. I emailed in advance, a list of questions for Helen Gregg. Annexed and marked IM-08 is a copy of that email. The response from Ms Gregg was to the effect of, please do as the DG has requested.

## Sperm microscopy issue

- 44. In 2015, some case scientists (Reporting Team) suspected that there was a problem observing sperm cells on slides in sexual assault cases. At the time, the process in place was to rely on the Evidence Recovery (ER) slides for sperm detection.
- 45. Upon further investigation of a number of samples, it was observed that whilst the ER slides showed no sperm, subsequent slides from the differential lysis process (diff slides) did show sperm. Examining diff slides was not a routine practice.
- 46. The significance of this was that if semen was not detected on internal samples (vaginal samples), then those samples would not continue through to DNA processing. Detection



- of foreign DNA in the vagina may lend support to an allegation of vaginal penetration and ejaculation and a possible sexual assault.
- 47. The case scientists reported their initial observations to their line managers, who at the time were Amanda Reeves and Kylie Rika. Amanda and Kylie were quite alarmed that this was happening and escalated the matter to other managers. I became aware that raising the matter at a management meeting on June 9, 2016, culminated in quite a serious altercation between Amanda and Allan McNevin (who was the manager of the Evidence Recovery Team).
- 48. An interim workaround was implemented on August 8, 2016. A copy of the interim workaround is annexed and marked IM-09. "All samples with a negative microscopy result at the time of examination will automatically have the slide made from the differential lysis extraction examined as a matter of routine". The workaround involved processing two slides.
- 49. I understand that some staff (Allan McNevin and Luke Ryan, the Manager of the Analytical Team), were not happy with the workaround as it was quite labor intensive having to examine two slides for every sample.
- 50. Eventually, Project #181: Spermatozoa Microscopy Sensitivity, was developed to investigate the utility of using the ER slides. In approximately 2020, Project #181 concluded that the ER slides should no longer be used, and diff slides should just be used instead.
- 51. I did not have a role in Project #181.
- 52. I believe Project #181 has adequately addressed the previous sperm microscopy issue.
- 53. However I also believe that this issue could have been handled more effectively had management addressed the concerns of the reporting scientists when they arose. It took a number of years in total to appropriately and fully investigate the ER slide issue and to develop a formalized process through Project #181.

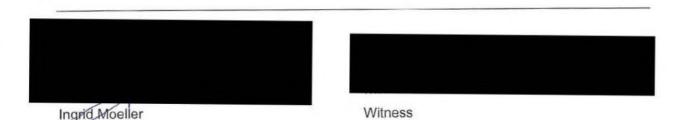
Ingrid\_Moeller Witness

- 54. It is my understanding that there was a recommendation by Amanda to look at sexual assault samples prior to 2015 which has not been done. It is unclear how many sexual assault cases prior to 2015 may have been affected.
- 55. The altercation between Amanda and Allan and the aftermath was shocking. In my view Amanda was treated poorly by Cathie and Justin, to the point she was made to sit in the library for approximately 8 months, away from her colleagues. Such treatment of a staff member, who was raising legitimate and significant scientific issues, distressed many staff members and effectively put staff on notice about raising scientific issues.

#### Contamination event

## Operation Golf Alcove

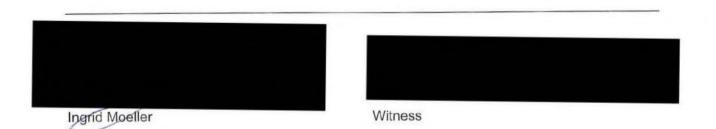
- In early 2008, an issue with contamination in the laboratory was brought to light and seemed to coincide with the implementation of DNAIQ technology.
- 57. The basis of the DNAIQ technology was magnetic beads which had the capability of binding to free DNA in solution. Once DNA was bound, the solution was removed through washing steps, thereby removing potential PCR inhibitors. Our laboratory still uses DNAIQ technology.
- 58. I was still fairly new to the Reporting Team. In approximately February 2008, samples started coming in on one of my first big cases which involved the murder of a female by an unknown person ("Operation Golf Alcove").
- 59. I was case managing some samples for this case and I noticed that one of the negative controls on the same extraction batch, was contaminated. I was concerned that the samples I was analysing may have also been affected by the contamination.
- 60. I alerted Justin Howes (Reporting Team leader) to the issue.
- 61. More samples came in for the case in the following months. Instead of thoroughly investigating the cause of the contamination, samples continued to be processed.
- Contaminations continued to affect extraction batches from early February to late June of 2008. Seventeen OQIs (Opportunity for Quality Improvement), involving 17 separate



- extraction batches, were raised regarding the contaminations. Annexed and marked IM-10 is a copy of OQI 21222 which lists the OQIs.
- 63. Many samples from Golf Alcove were investigated retrospectively to assess for possible contamination. At least nineteen samples were failed approximately 5 months after initial processing and many of these samples were from the deceased's body which was found in bushland. This was concerning given that this was a murder case involving an unknown suspect. There was a risk that one of the failed samples could have contained the murderer's DNA.
- 64. With the failure of samples, there was no risk that incorrect results would be reported in the case, there was however, a risk that important samples had been lost. Fortunately, I am aware that this did not impact on the investigation in the way it had potential to.
- 65. Given the contamination issue, and the fact I was still fairly inexperienced, I felt uncomfortable being the reporting scientist on the case. I mentioned this to Kylie, my line manager, who raised it with Justin, the team leader.
- 66. Kylie said it was not uncommon at ESR (her previous workplace, and a renowned Forensic Laboratory) for a very experienced scientist to report on a major contamination event, that is, for an experienced court reporter to represent the laboratory, and that perhaps Justin should take the case. This appeared to draw his ire when he said, "for fuck's sake I'll do it". For many subsequent years, Justin would bring up "Golf Alcove" as a way, I felt, of belittling me. He did this in front of other staff.

Other affected cases and outcome of investigation

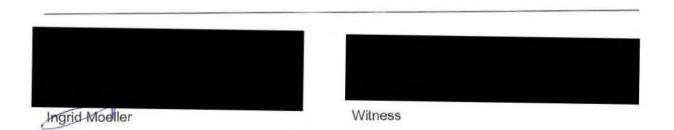
Operation Golf Hussein, had samples extracted in May 2008, three months after the first OQI. In this case, samples also continued to be processed despite the contamination concerns and many samples (approximately 26), were failed retrospectively.



- 68. I recall another murder case which was affected. A sample in that case had become cross contaminated with a sexual assault case. I believe this resulted in the victim in an unrelated sexual assault case being questioned about the murder.
- 69. I believe DNAIQ extractions were ceased on July 28, 2008-
- After extensive investigation, it was discovered that the cause of the contaminations was
  to do with plate seals in the extraction process. This was reported in December 2008, in
  OQI 21222 (previously annexed and marked IM-10.)
- 71. The protracted nature of the contamination event was concerning. There was clearly early inaction regarding the concerns of scientists in what amounted to a significant event.

#### Cultural issues

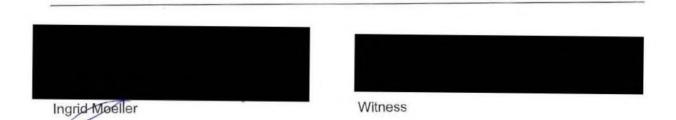
- 72. Reporting scientists have the responsibility of representing Forensic DNA Analysis in court. As part of this process, they oversee the end DNA results in their overall context. As a result, they can identify anomalies or inconsistencies and raise matters for further investigation.
- 73. Instead of seeking to resolve scientific issues as they arise, I feel that some of the management team regards the reporting scientists as troublemakers as discussed in the following points. I have heard that Cathie has referred to the case scientists as "those fuckers over there".
- 74. Around the time Amanda Reeves was made to work from the campus library, late 2017, a group called Workplace Edge came to our workplace to address our workplace culture. Staff were interviewed and an all staff meeting was held on January 23, 2018 to discuss the outcome of the discussions. The meeting was chaired by Paul Csoban (Executive Director) and Cathie Allen. Annexed and marked IM-11 is a copy of the notes I took at that meeting.
- 75. The meeting was disturbing and very upsetting. The comments made by the Chairs were:



- managers (the impression being that they were HP5s, Amanda Reeves and Kylie Rika), were not performing their duties and displaying favouritism-implying a breach of Code of Conduct;
- staff exhibited 'contextual bias' regarding their cases-implying a breach of Code of Conduct;
- some staff were bullying others-implying a breach of Code of Conduct; and
- our jobs could be out-sourced if we didn't perform better- intimidation by the Chair/s.
- 76. I'm not aware if any of these specific assertions were addressed further.
- 77. On February 7, 2018, I sent an email to Andria Wyman-Clarke, Health Services Queensland, Human Resources General Manager, regarding how staff were feeling, particularly following the Workplace Edge feedback session. Staff were crying and feeling sick. Annexed and marked IM-12 is a copy of my email to Andria Wyman-Clarke.
- 78. On April 30, 2018, I received an email from Cathie marked confidential. She requested a meeting with me 'to discuss a workplace matter relating to compliance with workplace record keeping practices' and the meeting was to take place in the presence of a HR Manager. She said, 'No decision has been made as to what, if any, further action will be taken in relation to this matter'. At the end of the email was a paragraph titled Lawful Directions which was directing me to keep the details of the matter confidential. I sent two emails to Cathie to request further information as I had no idea what her email was pertaining to. She refused to enlighten me. Annexed and marked IM-13 is a copy of my email chain with Cathie Allen.
- 79. In the meeting Cathie asked me if I recalled who may have thrown something in the confidential bin approximately 6 weeks earlier. I said, the confidential bin is not something I watch and therefore I couldn't help her. The timeframe of the supposed event was consistent with when Amanda Reeves left the workplace and cleaned her desk. It occurred to me that Cathie may have gone through the locked confidential bin to find information



- involving Amanda. Needless to say, the Lawful Direction in the email and the possibility of "further action" was extremely distressing.
- 80. Regarding the Working for Queensland Survey results, 2020, Cathie Allen sent an email to managers, asking them to share the survey results with team members and "to create an action plan". Kylie put forward to Cathie that perhaps "as a whole Forensic DNA Analysis team we could list the top 5 areas we want action on and then have a workshop". Cathie's response to the proposed action plan was; "From my perspective, I don't think Forensic DNA Analysis is mature enough in our journey to undertake the exercise that you've proposed. ....staff could suggest action items that they could do to improve the workplace, other than around Managers". A copy of the email chain between Cathie Allen and Kylie Rika is annexed and marked IM-14.
- 81. Whilst John Doherty was the Executive Director, I met with him to discuss workplace issues. I cannot recall the date of that conversation. Cathie Allen's behaviour came up in conversation at which point John said he believed Cathie "could be rehabilitated". I respectfully disagreed with this as I had been working with Cathie for over 15 years and had seen repeated behaviour.
- 82. On April 26, 2022, Lara Keller (the A/Executive Director) sent an email to staff about participating in a confidential survey, <u>Forensic DNA Workplace Harmony Survey</u>, the outcome of which "may lead to an improvement in workplace culture". A copy of Lara Keller's email is annexed and marked IM-15.
- 83. In the free text section of the survey, I mentioned two significant scientific issues that had occurred in the laboratory, one being the absence of sperm on ER slides and the other, the DIFP process. I was very clear in my survey that I felt various managers had ignored the concerns of the scientists and that it was possible that these issues could have adversely affected the community. There hasn't been an outcome for this survey. Annexed and marked IM-16 is a copy of my notes from the free text section of the survey.



## Changes in results

- 84. Results are always peer reviewed before they are reported in court. There could be four different scientists providing an opinion on the same results:
  - (a) the initial reporting scientist;
  - (b) the initial reviewing scientist;
  - (c) the scientist who writes the statement; and
  - (d) the scientist who reviews the statement.
- 85. As a result of this process, and the subjective nature of DNA profile interpretation, sometimes samples are reworked and sometimes results will be changed.
- 86. From 2019 onwards, a rule was introduced that if staff wanted to rework a sample that already had a validated result, they would have to make a request initially through Justin to Cathie. Apparently, Cathie kept a list of the incorrected results and supposedly could field questions from the police if required i.e., keep police informed. However, I am not aware if Cathie has a current working knowledge of DNA profile interpretation/analysis which would be of assistance to the police. I feel that the scientist involved would be a better point of contact. The process, in my opinion, was intimidating and caused time delays. To my knowledge, no requests to Cathie have been refused.

# Commission of Inquiry

- 87. When I first heard there was a Commission of Inquiry I thought that the Commission would only be spoken to by certain members of management roles and would not get the correct picture of what was actually happening.
- 88. I wanted to come forward and speak to the Commission because I have previously tried to approach Executive Directors and filled out surveys about issues in the lab and have felt like nothing has happened. I felt that surely someone had to listen this time.
- 89. I came forward as a confidential witness because I do not feel like it is safe to speak out inside the DNA Analysis Unit and feared backlash within the workplace.



I make this solemn declaration conscientiously believing the same to be true by and virtue of the provisions of the *Oaths Act 1867* 

**TAKEN AND DECLARED** before me at Brisbane in the State of Queensland this 6th day of October 2022.



# Schedule of Exhibits

IM-01	Email from Justin Howes to various re: Microcons and processing comment dated 31 August 2015			
IM-02	Email chain between Ingrid Moeller and Lara Keller dated 16 March 2022			
IM-03	Email from Lara Keller to ESU attaching file notes of conversation with Ingrid Moeller, dated 17 March 2022			
IM-04	Email from Sharon Johnstone re: DNA Insufficient – Quant transition to Amp, dated 6 June 2022			
IM-05	DNA profiles of interest produced by Ingrid Moeller			
IM-06	Email chain between Ingrid Moeller and Lara Keller dated 17 June 2022			
IM-07	Email from Cathie Allen to Ingrid Moeller and Justin Howes dated 20 June 2022			
IM-08	Email from Ingrid Moeller to Helen Gregg regarding Microcon dated 25 August 2022			
IM-09	Email from Kylie Rika to various re: Evidence recovery – change in process dated 8 August 2016			
IM-10	OQI 21222			
IM-11	Notes taken by Ingrid Moeller during staff meeting on 23 January 2018			
IM-12	Email from Ingrid Moeller to Andria Wyman-Clark dated 7 February 2022			
IM-13	Email chain between Ingrid Moeller and Cathie Allen dated 30 April 2018 and 1 May 2018			
IM-14	Email chain between Kylie Rika and Cathie Allen dated 11 December 2020, 17 December 2020 and 18 December 2020			
IM-15	Email from Lara Keller to DNA Analysis Unit dated 26 April 2022			
IM-16	Harmony Survey Response by Ingrid Moeller			

Ingrid-Moeller Witness

## Ingrid Moeller

From:

Ingrid Moeller

Sent:

Tuesday, 30 August 2022 1:29 PM

To:

Ingrid Moeller

Subject:

FW: Microcons and processing comment

From: Justin Howes

Sent: Monday, 31 August 2015 1:18 PM



Subject: Microcons and processing comment

#### hi all

A note from the Analytical Team meeting today regarding Microcons. I have spoken to Megan and there appears to be some confusion when ordering microcons with the different kits. The following should tie up any loose ends we may have.

- If P+: when ordering MICFCW, please add instructions to the processing comments eg. Mic to full, mic to half, mic to 30uL etc. At case mgt stage there shouldn't be microcons requested unless a priority 2 case with Profiler Plus, or if there is a quality issue. Mics can be ordered at statement stage if need be.
- If PP21: if Processing Comment is left blank, this means the mic will proceed to 35uL as the default to allow quant and two amps. If anything different, please add 'see speci notes' and add details in the specimen notes.

This will be added as a comment to 17117.

JAH



HealthSupport Queensland

Saw hara on Thurs 17 March 2022 of talked about DIFP.

mentioned

# IM-02

Ingrid Moeller
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From:

Ingrid Moeller

Sent:

Wednesday, 16 March 2022 11:29 AM

To:

\_+ +

Lara Keller

Subject:

RE:

That would be great Lara. See you then.

Thank you!

Ingrid

From: Lara Keller

Sent: Wednesday, 16 March 2022 11:28 AM

To: Ingrid Moeller

Subject: RE:

No problem. How about 0700 tomorrow?

Thanks Lara

From: Ingrid Moeller

Sent: Wednesday, 16 March 2022 11:27 AM

To: Lara Keller

Subject: RE:

On Thursday and Fridays I start at 7. I can come in earlier as well.

From: Lara Keller

Sent: Wednesday, 16 March 2022 11:26 AM

To: Ingrid Moeller

Subject: RE:

Certainly, Ingrid

When do you start work in the mornings?

Thanks

Lara

From: Ingrid Moeller

Sent: Wednesday, 16 March 2022 11:25 AM

To: Lara Keller

Subject: RE:

Hi Lara,

I have to jot some things down and I haven't prepared yet. Also is it possible to do it at a time when Cathie isn't in the vicinity?

Ingrid

From: Lara Keller

Sent: Wednesday, 16 March 2022 11:07 AM

To: Ingrid Moeller

Subject: RE:

Hello Ingrid

Of course. Today? If so, I can meet you at 12?

Thanks Lara

From: Ingrid Moeller

Sent: Wednesday, 16 March 2022 11:04 AM

To: Lara Keller

Subject:

Hi Lara,

I was hoping I might have a chat with you.

Regards

Ingrid



# **Ingrid Moeller**

Scientist

Forensic & Scientific Services
Prevention Division, Queensland Health

e

w www.health.qld.gov.au/fss

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

Ingrid Moeller 17/3/22.
asked for private into.
Wanted to discuss: Ingrid scared of cathie
. DIFP . Cathic punishes people.
z. Sperm
3. Inaction by mgt.
"Its possible criminals are getting off scot free in Qid"
DIFP
· Aug 2015 project # 163 was to assess automicroion (concentrating).
Prov to this, we were sending lettern values to microcon
(See Submitted plwork)
- report issued
· 8% yielded profile for NCIDID
- Proposaus x 3.
- Option 2 was adopted - Suggestive of don't bother,
* risks p 18. there's not enough there.
- mentioned the issue of statement then revork for a particular
case - oxylic said yes, Sharon said no (not enough)
time).
We have adopted the most visky a cost effective option.
. Microcons comed in 2018 - reporting scientists not happy.
- never reviewed again, despite FR.
Q ,
I advised Ingrid that this may represent an FSU referral.
DIFF with <0.088 = variabled by case scientist, &
reporting scientist does not see it. Unless there is a
regit for statement. Then have to review whole cone.

· · · · · · · · · · · · · · · · · · ·	
	(2
Ingria gare examples:	
· \$100 notes case	
- DIFP -> 4 - person mix + NCIDD	
(only found when anomaly queried by QPS).	
Sperm on Slides	
- amanda Reeves called old missed operm	
-> she got bullied 2 then left.	
- process changed, "she was right"	
- could look in 2 places for sperm.	
- Sample	
- Slide made / diff.	
- autovalidated by Luke, but all not notice 1+ sperm	
- example SAIK	
- I + Sperm - DIFP varidated	
- microcon	
-> defendant identified.	
- Second example SAIK	
- 3 + Sperm	7203 16
-> DIFP	
Ly microcon	
Les défendant identified	

	3
INACTION / NEGLIGENCE / BULLYING	
- has discussed a Justin before	
- talked about a case from sometime ago (when new)  - DNA control had a significant profile	
- Contamination	
- unhappy i validating it but  - Justin said just do it so I aid it	
- issue went on for months, no action	
- Rhys had a cone which had X - contam" too	
- Seals on places were dripping	
- did not pay aluntion to it for months	
- had to do something as so many staff raised concerns	
- Afferhaad amanda Reves cape  - amanda left  - 2 mo later imail from Cathie - Kylie  - mails provided)  - relates to confidential paper bin - 6 w ago.  - she had pulled out papers from bin  - we call it bin gate!	
I told Ingrid that I would need to refer this to ESU.  I explained what might happen then, eg: PID	
Ingria said she hop V. high stress levels.	
Ingrid warned me about (athie - watch your back'	
(athie goes through people's clesks	

## IM-04

# Luke Ryan

From: Sharon Johnstone

**Sent:** Monday, 6 June 2022 3:13 PM

To: Adrian Pippia; Alicia Quartermain; Angela Adamson; Anne Finch; Cassandra James;

Emma Caunt; Jacqui Wilson; Josie Entwistle; Kerry-Anne Lancaster; Rhys Parry; Allan McNevin; Angelina Keller; Claire Gallagher; Deborah Nicoletti; Ingrid Moeller;

Matthew Hunt; Penelope Taylor; Tegan Dwyer; Thomas Nurthen

Cc: Kylie Rika; Allison Lloyd; Luke Ryan

Subject: FW: DNA Insufficient - Quant transition to Amp

Importance: High

Hi all,

Please see below instructions stemming from today's announcements. These have been agreed to by QPS.

Please also note that any sample that has already been DNA insufficient is to be continued to be reported as such at statement stage. These results are known to the QPS. If it is their wish to have them restarted they will let us know.

Regards, Sharon



# Sharon Johnstone

Senior Scientist - Forensic Reporting and Intelligence Team

## Forensic DNA Analysis, Police Services Stream

Prevention Division, Queensland Health

Please note that I may be working from a different location during the COVID-19 pandemic. The best contact method is via email.



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



From: Justin Howes

Sent: Monday, 6 June 2022 1:55 PM

To: Kylie Rika

Cc: Paula Brisotto

Subject: FW: DNA Insufficient - Quant transition to Amp

Importance: High

Hi

Please note the DIFP process is currently suspended (the range correction to below is 0.001-0.0088ng/uL). Any new samples in this range will go directly for amp.

Previously reported DIFP that are requested for a restart, will go to microcon as per current process.

P3 samples will continue to be case managed in the same way as always – without rework unless not amped at max (of which the samples in the pertinent range will be amped at max).

Regards

Justin



#### **Justin Howes**

Team Leader - Forensic Reporting and Intelligence Team

Forensic DNA Analysis, Police Services Stream, Forensic & Scientific Services Prevention Division, Queensland Health



Please note that I may be working from a different location during the COVID-19 Pandemic. The best contact method is via email.

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



From: Paula Brisotto

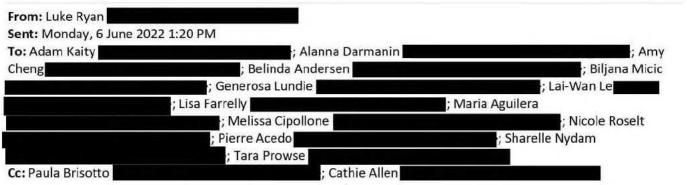
Sent: Monday, 6 June 2022 1:23 PM

To: Justin Howes

Subject: FW: DNA Insufficient - Quant transition to Amp

Importance: High

FYI



Subject: DNA Insufficient - Quant transition to Amp

Importance: High

#### Afternoon All

The premier has requested we test (amp) all samples in the current DNA Insufficient Range (i.e. above 0.001 – 0.088 ng/ul).

When transitioning Quant batches, please ensure all samples in the DNA Insufficient range are transitioned to the Amp WL. We are not reporting DNA Insufficient result lines as of now.

Please also ensure when reviewing No DNA Detected samples, look for samples with the DNA Insufficient result which have not been transitioned to the Amp WL. Please reallocate these to the Amp WL. I will go through the No DNA review list now and allocate these to the Amp WL.

There is no change to rules for No DNA Detected samples.

FR will be modified so that these rules are incorporated into the Quant transition page, but this will be a manual process until these changes are made.

Thanks Luke



# Luke Ryan

Senior Scientist - Analytical Team

## Forensic DNA Analysis, Forensic and Scientific Services

Prevention Division, Queensland Health



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



#### Exhibit Testing / Examinations

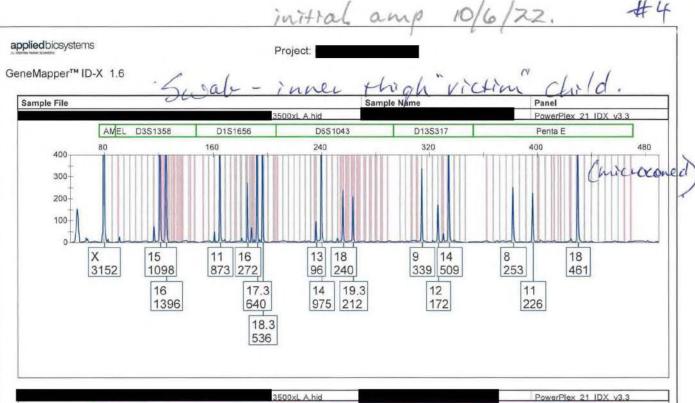
Date / Time	Technique	Testing Summary	Linked No	Employee	Reviewer
09/06/2022 08:00	DNA - DNAEXT	10 Diff Lysis Retain Supernatant EXTN <3pks			
08/06/2022 16:14	DNA - Subsample	EFRAC)			
09/06/2022 13:19	■ DNA - DNAQUA [WL]	Quantifiler Trio;			- 1
09/06/2022 16:09	■ DNA - DNAQUA	- Quantifiler Trio			
10/06/2022 11:21	DNA - Result	(QTY: 0.004)			
10/06/2022 11:22	DNA - STRAMP (WL)	PowerPiex21 3500xL; [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
10/06/2022 11:50	■ DNA - STRAMP	PowerPlex21 3500xL - [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			1
14/06/2022 12:05	■ DNA - CE	PowerPlex21 3500xL			
16/06/2022 13:16	DNA - Result	MIX			
6/06/2022 14:04	DNA - PDA [WL]	GeneMapper IDX;			
6/06/2022 15:04	DNA · PSTEXT [WL]	Microcon PowerPlex 21			
16/06/2022 15:03	DNA - Analytical Note	Micro to 35.			
20/06/2022 15:01	DNA - PSTEXT	- Microcon PowerPlex 21			
20/06/2022 16:25	DNA - DNAQUA [WL]	Quantifiter Trio;			
21/06/2022 08:07	■ DNA - DNAQUA	- Quantifier Trio			
21/06/2022 12:27	■ DNA · STRAMP [WL]	PowerPlex21 3500xL; [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
21/06/2022 12:26	DNA - Result	(QTY: 0.008)			
21/06/2022 13:23	DNA - STRAMP	PowerPlex21 3500xL - [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
22/06/2022 13:51	■ DNA - CE	- PowerPlex21 3500xL	1		
04/07/2022 11:36	■ DNA - Result	MIX			
04/07/2022 13:39	■ DNA - PDA [WL]	GeneMapper IDX;			
06/07/2022 15:46	DNA - STRMix [WL]	Deconvolution			
07/07/2022 07:36	□ DNA - STRMix				
07/07/2022 08:22	DNA - PDA [WL]	GeneMapper IDX;			
7/07/2022-11:40	©-DNANCIDD	Upload-rem±			
7/07/2022-11:41	<b>≅-DNA</b> —Result	Three person mixed DNA prefile	1		
77/07/2022 11:41	®-DNAResult	2 person mixed profile—conditioned on			
77/07/2022-11-11	®-DNA—Result	3 person mixed profile, mixture remaining NCIDD			
07/07/2022 11:42	<b>S-DNA - Profile Review</b>				
08/07/2022 11:42	■ DNA · STRMix [WL]	Deconvolution			
11/07/2022 08:24	■ DNA · STRMix				
11/07/2022 09:08	■ DNA · PDA [WL]	GeneMapper IDX;			
13/07/2022 10:23	■ DNA · Result	Mixed DNA profile			
13/07/2022 10:23	■ DNA · Result	Assumed contributor			
13/07/2022 10:25	■ DNA · Result	cond1 16/05/2018			
13/07/2022 10:26	■ DNA · Result	(+NCIDD Upload)			
3/07/2022 10:26	■ DNA · NCIDD	Upload rem1			
13/07/2022 10:27	■ DNA · Result	Mix - NCIDD upload			
13/07/2022 10:29	DNA · Profile Review			0.131	
13/07/2022 13:35	DNA · Result	Mix - Support for contribution 2 to 1 million			
21/07/2022 14:41	DNA · NCIDD [WL]	Upload			
22/07/2022 11:33	■ DNA · NCIDD	Upload			

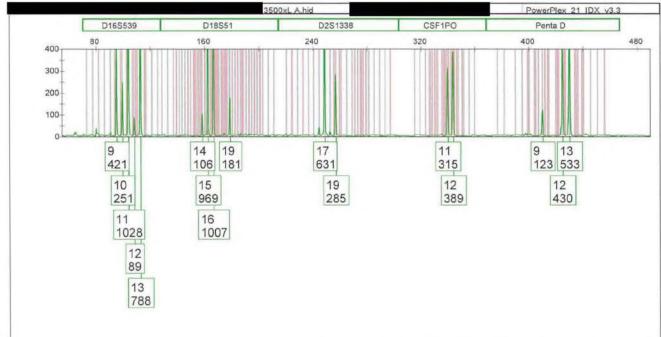
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21/06/2022 13:23	IN	FSS Forensic DNA Analysis	F04 PowerPlex21 3500xL		
21/06/2022 12:48	IN	FSS Forensic DNA Analysis	- DNA Ext Temp 6		
21/06/2022 08:07	· IN	FSS Forensic DNA Analysis	Quantifiler Trio		
20/06/2022 15:21	IN	FSS Forensic DNA Analysis	- DNA Ext Temp 4		
20/06/2022 15:01	IN	FSS Forensic DNA Analysis	Microcon PowerPlex 21		
17/06/2022 09:07	IN	FSS Forensic DNA Analysis	For Processing Storage		
10/06/2022 14:42	IN	FSS Forensic DNA Analysis	Perm		
10/06/2022 11:50	IN	FSS Forensic DNA Analysis	PowerPlex21 3500xL		
10/06/2022 11:16	IN	FSS Forensic DNA Analysis	DNA Ext Temp 2		
09/06/2022 16:09	IN	FSS Forensic DNA Analysis	Quantifiler Trio		
09/06/2022 13:22	IN	FSS Forensic DNA Analysis	Perm		
08/06/2022 16:14	. IN	FSS Forensic DNA Analysis			

ENTWISTLE 14:55 PM 21/07/2022

440120 (Australia/Brisbane) 2022-08-03 08:24 164.112.251.224





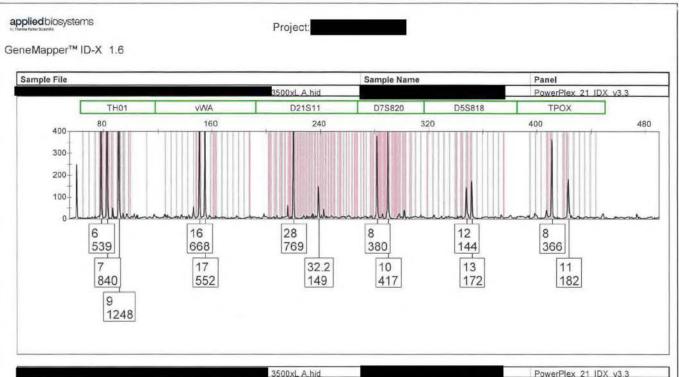
- DIFP rangue. (.005) - 15mls.
- microconed 1-0 35 (.008) - 4MX.
New upload UKFI

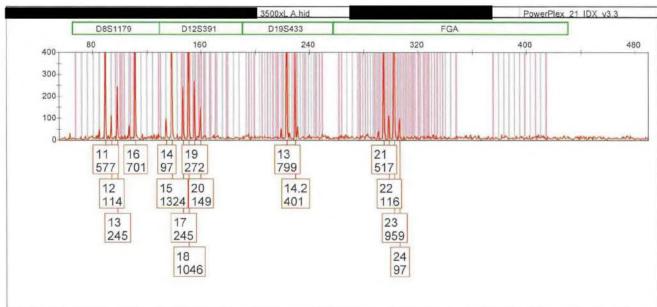
Mon Jul 04,2022 01:26PM, AEST

Printed by: DNA Analysis

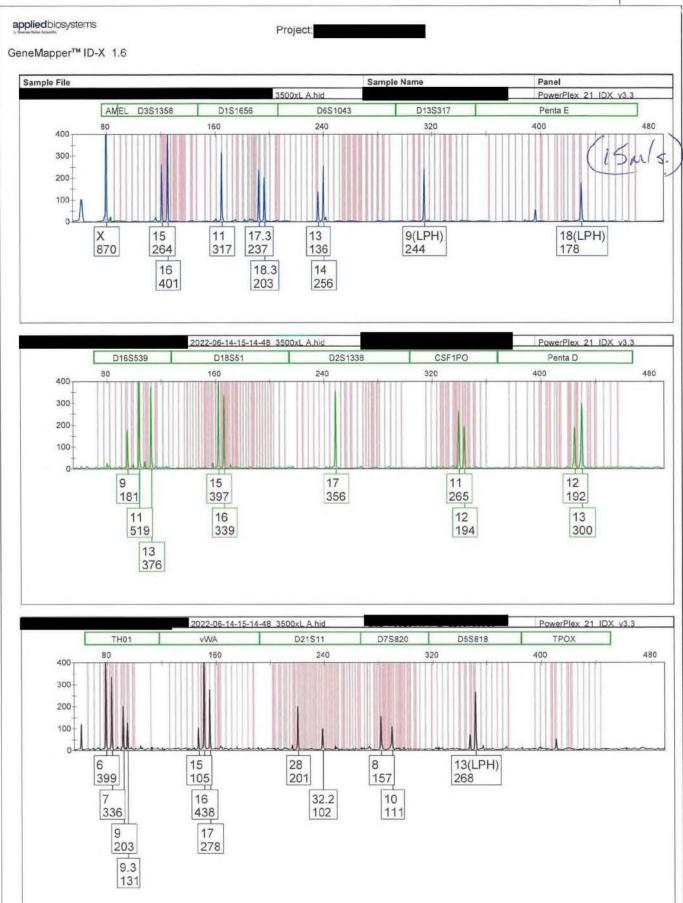
Page 1 of 2

#4

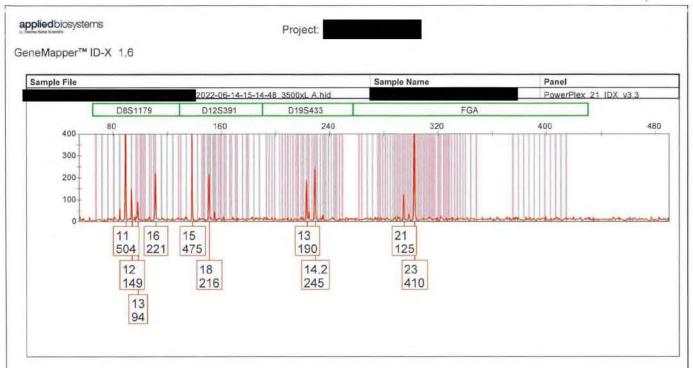




#4



#4



8/3/22, 8:41 AM



#4

Exhibit Analytical Detail

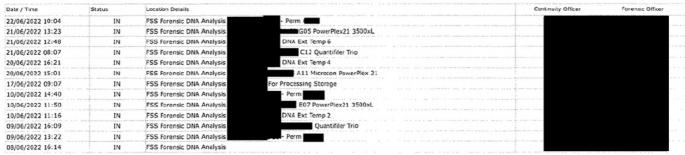


Case Scientist: 440108 ENTWISTLE ] Review Scientist: 440100 MOELLER. I Status: P2 08/07/2012 11:02 Profile Review E

#### Exhibit Testing / Examinations

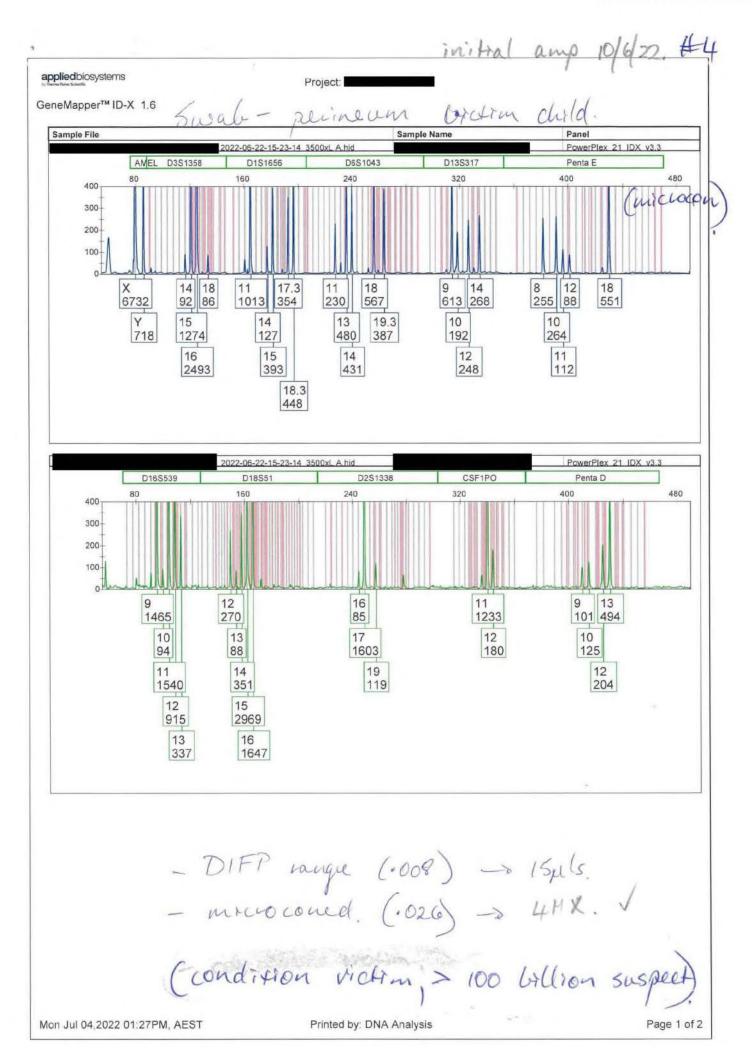
Date / Time	Technique	Testing Summary	Linked No	Employee	Reviewer
09/06/2022 08:00	DNA - DNAEXT	Diff Lysis Retain Supernatant EXTN <3pks			
08/06/2022 16:14	DNA - Subsample	EFRAC]			
09/06/2022 13:19	DNA - DNAQUA [WL]	Quantifiler Trio;			
09/06/2022 16:09	DNA - DNAQUA	- Quantifiler Trio			
10/06/2022 11:21	DNA - Result	(QTY: 0.007)			
10/06/2022 11:22	■ DNA - STRAMP [WL]	PowerPlex2t 3500xL; [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
10/06/2022 11:50	■ DNA - STRAMP	PowerPlex21 3500xL - [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
14/06/2022 12:05	■ DNA - CE	PowerPlex21 3500xL			
16/06/2022 13:16	DNA - Result	MIX			
16/06/2022 14:04	DNA - PDA [WL]	GeneMapper IDX;			
16/06/2022 15:09	DNA - Analytical Note	Microc to 35.			
16/06/2022 15:09	DNA · PSTEXT [WL]	Microcon PowerPlex 21			
20/06/2022 15:01	DNA - PSTEXT	Microcon PowerPlex 21	1		
20/06/2022 16:25	DNA - DNAQUA [WL]	Quantifiler Trio;			
21/06/2022 08:07	DNA - DNAQUA	- Quantifler Trio	1		
21/06/2022 12:27	DNA - STRAMP [WL]	PowerPlex21 3500xL; [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
21/06/2022 12:26	■ DNA - Result	(QTY: 0.026)			
21/06/2022 13:23	■ DNA - STRAMP	<ul><li>- PowerPlex21 3S00xL - [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]</li></ul>			
22/06/2022 13:51	■ DNA - CE	- PowerPlexZ1 3500xL			
04/07/2022 11:36	DNA · On Hold [WL]	Quality Review; Review			
04/07/2022 11:36	DNA - Result	MIX CONTRACTOR OF THE PROPERTY			
05/07/2022 07:28	DNA · Notation	QFLAG - too complex for qflag checking			
05/07/2022 07:28	■ DNA · PDA [WL]	GeneMapper IDX;			
07/07/2022 13:25	■ DNA · STRMix [WL]	Deconvolution			
07/07/2022 14:26	DNA · STRMix				
08/07/2022 07:29	■ DNA · PDA [WL]	GeneMapper IDX;			
08/07/2022 10:57	■ DNA · Result	Mixed DNA profile			
08/07/2022 10:57	■ DNA · Result	Assumed contributor			or the state of th
08/07/2022 10:57	■ DNA · Result	Mix - support for contrib > 100 billion			
08/07/2022 11:01	DNA - Result	16/05/2018			
08/07/2022 11:02	■ DNA · Profile Review				

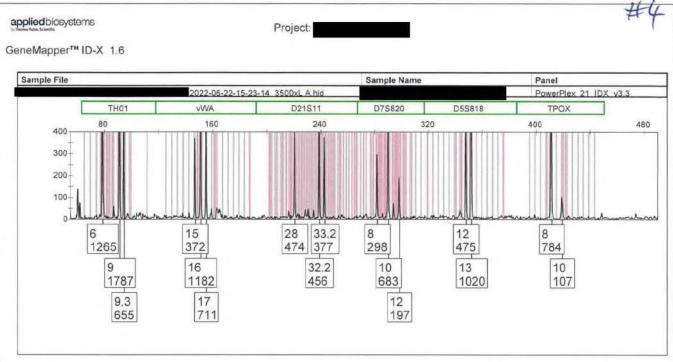
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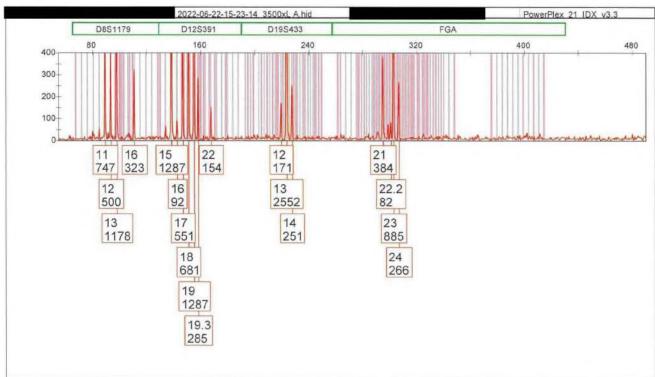


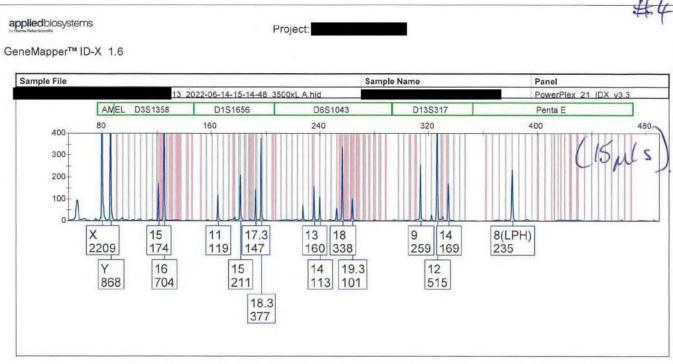
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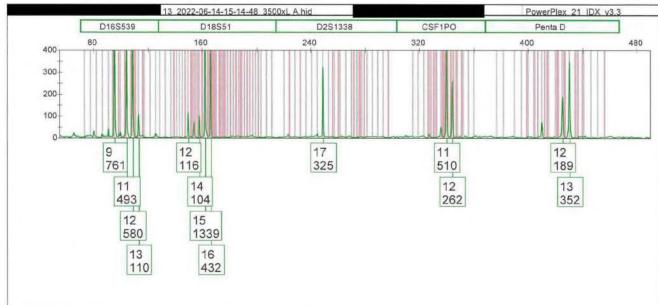
440120 (Australia/Brisbane) 2022-(8-03 08:41 164.112.251.224

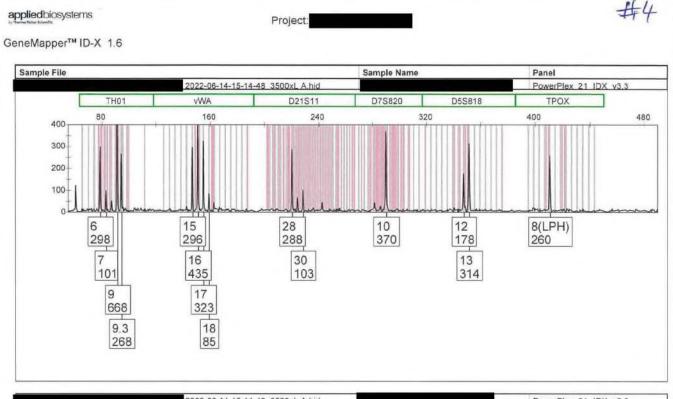


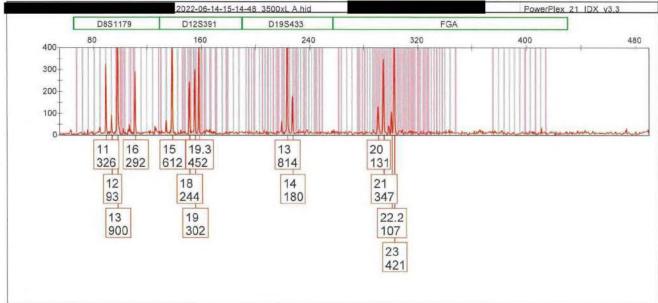
















#### Exhibit Testing / Examinations

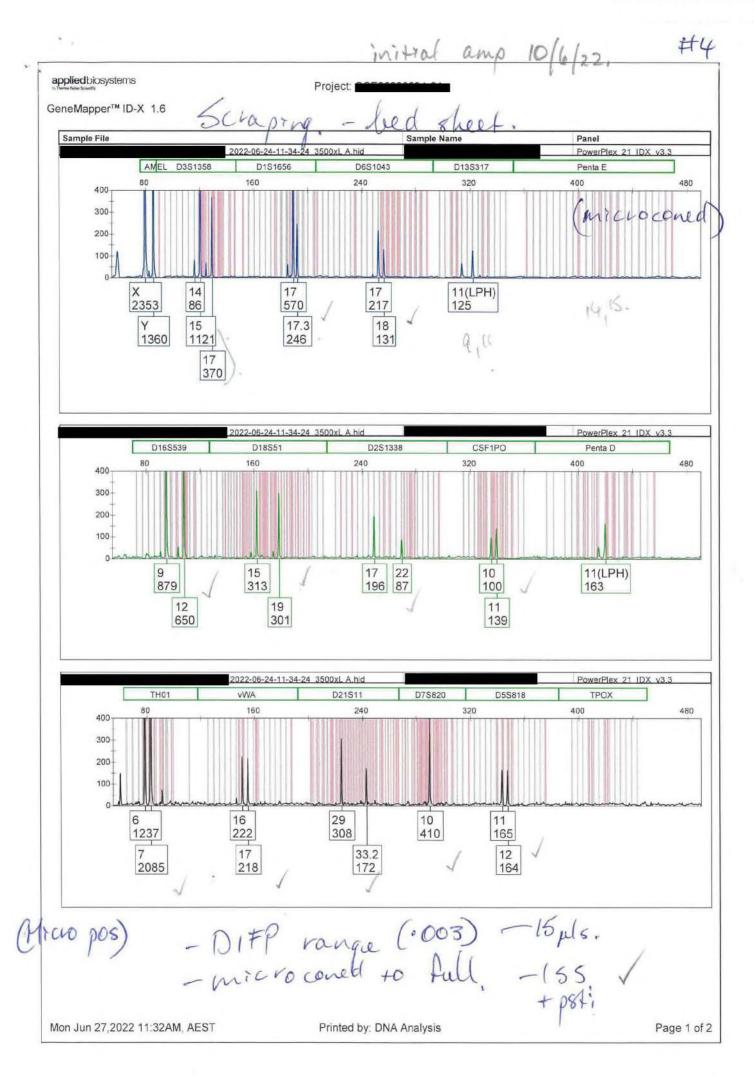
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06/06/2022 09:37	DNA - Item Exam	Suspension prepared with the addition of 400uL nanopure H2O, 200ul of supernata			
06/06/2022 09:38	DNA - Subsample	RETAIN] p30 supernatant			
06/06/2022 09:39	DNA - Result	Submitted-results pending			
07/06/2022 08:58	DNA - DNAEXT [WL]	Differential Lysis DNA IQ			
08/06/2022 10:22	DNA - Subsample	EFRAC)			
08/06/2022 10:22	DNA - Subsample	SLIDE)			
08/06/2022 10:22	■ DNA · Subsample	SPIN]			
09/06/2022 07:23	■ DNA - DNAEXT	Differential Lysis DNA IQ			
09/06/2022 12:53	DNA - Microscopic	SLIDE] Whole Sperm: 0 Sperm Heads: <1+ N29-2/N30-1 Epithelial Cells: 0 Other: yeast,			
10/06/2022 08:46	DNA - Result	Micro positive for sperm. Submitted-results pending			
10/06/2022 10:09	DNA - DNAQUA [WL]	Quantifiler Tric			
10/06/2022 13:17	DNA - DNAQUA	- Quantifiler Trio			
10/06/2022 15:16	DNA - STRAMP [WL]	PowerPlex21 3500xL; [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
10/06/2022 15:15	DNA - Result	(QTY: 0.003)			
10/06/2022 15:33	DNA - STRAMP	- PowerPlex21 3500xL - [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
13/06/2022 09:05	DNA - CE	PowerPlex21 3500xL			
13/06/2022 11:35	DNA - Result				
13/06/2022 12:19	DNA - PDA [WL]	GeneMapper IDX;			
17/06/2022 14:53	DNA - Analytical Note	Microc to full.			
17/06/2022 14:54	DNA · PSTEXT [WL]	Microcon PowerPlex 21			
21/06/2022 08:31	DNA - PSTEXT	- Microcon PewerPlex 21			
21/06/2022 10:08	DNA - STRAMP [WL]	PowerPlex21 3500xL Manual - [SV1: 10.0] [TV1: 5.0] [SV2: 0.0] [TVZ: 0.0]			
23/06/2022 11:51	DNA - STRAMP	- PowerPlex21 3500xL Manual - [SV1: 10.0] [TV1: 5.0] [SV2: 0.0] [TV2: 0.0]			
24/06/2022 09:43	DNA - CE	- PowerPlex21 3500xL			
27/06/2022 10:58	DNA · Result			nominal a	
27/06/2022 11:33	DNA - PDA [WL]	GeneMapper IDX;			
01/07/2022 11:02	DNA · STRMix [WL]	Deconvolution		****	
04/07/2022 07:49	DNA · STRMix	AND THE RESIDENCE OF THE PROPERTY OF THE PROPE			
04/07/2022 11:15	DNA · PDA [WL]	GeneMapper IDX;			
04/07/2022 13:15	DNA · Result	25/07/L998			
04/07/2022 13:16	DNA · STRMix [WL]	Deconvolution		et a a a a a a a a	
05/07/2022 08:45	■ DNA · STRMix				
05/07/2022 08:55	■ DNA · PDA [WL]	GeneMapper IDX;			
06/07/2022 09:28	■ DNA · Result	SS DNA profile 9 loci and above LR > 100 billion			
06/07/2022 09:29	■ DNA · Profile Review				
21/07/2022 11:46	■ DNA · Result	Possible sub-threshold information			

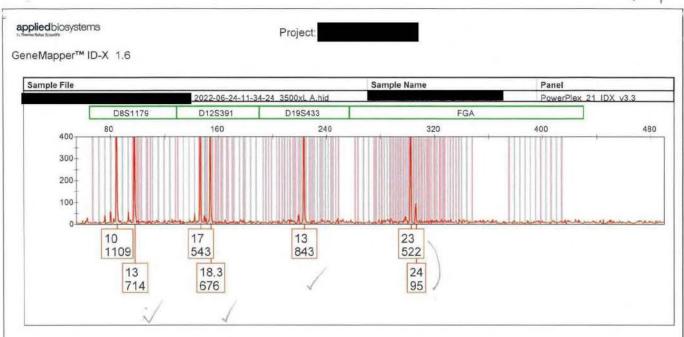
#### **Exhibit Movement**

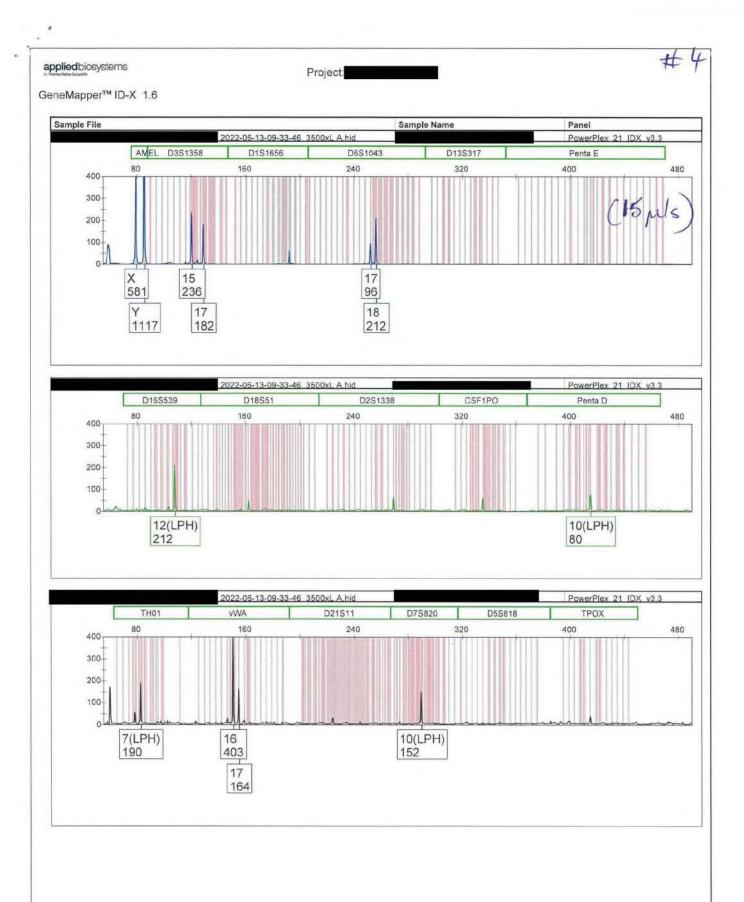
Date / Time	Status	Location Details		Continuity Officer	Forensic Officer
23/06/2022 15:30	IN	FSS Forensic DNA Analysis	- Perm		
23/06/2022 11:51	IN	FSS Forensic DNA Analysis	PowerPlex21 3500xL Manual		
21/06/2022 10:11	IN	FSS Forensic DNA Analysis	- DNA Ext Temp 4		
21/06/2022 08:31	IN	FSS Forensic DNA Analysis	Microcon PowerPlex 21		
20/06/2022 16:16	IN	FSS Forensic DNA Analysis	For Processing Storage		
13/06/2022 09:49	: IN	FSS Forensic DNA Analysis	- Perm		
10/06/2022 15:33	IN	FSS Forensic DNA Analysis	PowerPlex21 3500xL		
10/06/2022 14:38	IN	FSS Forensic DNA Analysis	DNA Ext Temp 2		
10/06/2022 13:17	IN	FSS Forensic DNA Analysis	Quantifiler Trio		
09/06/2022 11:42	IN	FSS Forensic DNA Analysis	- Permiland		
09/06/2022 07:23	IN	FSS Forensic DNA Analysis	Differential Lysis DNA IQ		
08/06/2022 08:42	IN	FSS forensic DNA Analysis	For Processing Storage		
06/06/2022 12:04	IN	FSS Forensic DNA Analysis	- ERT-AS Trans 80x 1		
05/06/2022 09:38	IN	FSS Forensic DNA Analysis	- ERT-AS TRANS BOX 7		
06/06/2022 09:25	IN	FSS Forensic DNA Analysis			

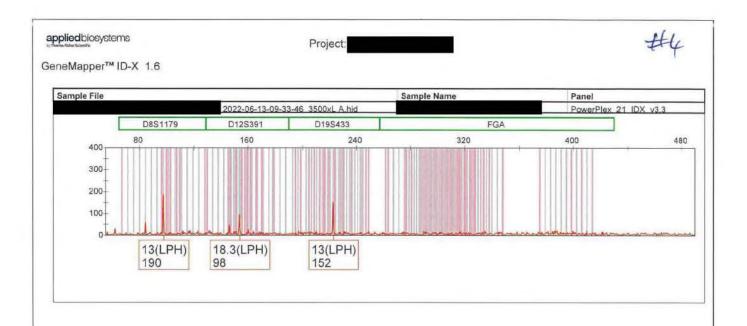
ROGERS 11:49 AM 21/07/2022

440120 (Australia/Brisbane) 2022-38-03 08:40 164,112,251.224









Other sample was uploaded. IN 15/07/202

# **Ingrid Moeller**

From:

Ingrid Moeller

Sent:

Friday, 24 June 2022 12:30 PM

To:

Kylie Rika

Hi Kyles,

Remarks one of the DIFP samples originally amped at 15uls – sort of crappy profile, then I microconed to full and there will be a new upload.

Ingrid Moeller

Scientist

Forensic & Scientific Services
Prevention Division, Queensland Health

w www.health.qld.gov.au/fss

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

8/3/22, 8:39 AM Exhibit Analytical Detail Search... Exhibit Detail Barcode No: Forensic No: No: Operation: Sexual Offences Complainant: Subject:
Marked Area 6 Child underwear collected from victim Batch No: Category 16/05/2018

Case Scientist: 440108 ENTWISTLE.)

Review Scientist: 440120 MOELLER, I

Status: P2 18/07/2022 07:45 Profile Review ■

#### Exhibit Testing / Examinations

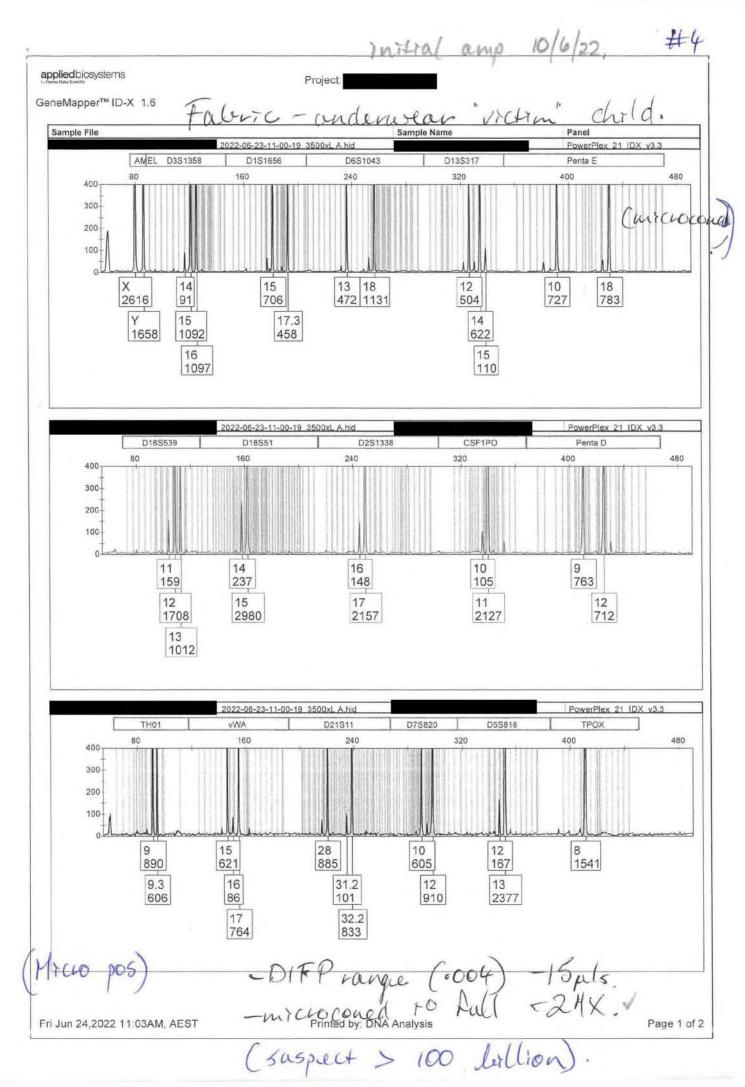
Date / Time	Technique	Testing Summary	Linked No	Employee	Reviewer
07/06/2022 07:04	■ DNA - Item Exam	Suspension prepared with the addition on 400µL of nanopure H20, 200µL of supern			
07/06/2022 07:06	DNA - Subsample	RETAIN] p30 supernatant			
07/06/2022 07:06	DNA - Result	Submitted-results pending			
07/06/2022 15:26	■ DNA - DNAEXT [WL]	Differential Lysis DNA IQ			
08/06/2022 10:22	DNA - Subsample	EFRAC]			
08/06/2022 10:22	DNA - Subsample	SLIDE)			
08/06/2022 10:22	■ DNA - Subsample	SPIN)			
09/06/2022 07:23	■ DNA - DNAEXT	- Differential Lysis DNA IQ			
09/06/2022 12:41	■ DNA - MKroscepic	SLIDE] Whole Sperm: 0 Sperm Heads: <1+ N30/0-1 Epithelial Cells: 0 Other: bacteria			
10/06/2022 09:10	■ DNA - Result	Micro positive for sperm. Submitted-results pending		2000	
10/06/2022 10:10	DNA - DNAQUA [WL]	Quantifiler Trio			
10/06/2022 13:17	DNA - DNAQUA	Quantifiler Trio			
10/06/2022 15:16	DNA - STRAMF [WL]	PowerPlex21 3500xL; [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
10/06/2022 15:15	DNA - Result	[QTY: 0.004)			
10/06/2022 15:33	DNA - STRAMP	PowerPlex21 3500xL - [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
13/06/2022 09:05	DNA - CE	PowerPlex21 3500xL			
13/06/2022 11:35	■ DNA - Result				
13/06/2022 12:19	DNA - PDA [WL]	GeneMapper IDX;			
16/06/2022 15:19	DNA - Analytical Note	Microc to full.			
16/06/2022 15:19	DNA - PSTEXT [WL]	Microton PowerPlex 21		95,000	
20/06/2022 14:39	DNA - PSTEXT	- Microcon PowerPlex 21			
20/06/2022 16:08	DNA - STRAMF [WL]	PowerPlex21 3500xL Manual - [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
21/06/2022 09:39	DNA - STRAMF	- PowerPlex21 3500xL Manual - [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]	1		
22/06/2022 08:12	DNA - CE	PcwerPlex21 3500xL	1		
24/06/2022 09:31	DNA - Result	MIX			
24/06/2022 11:05	DNA - PDA [WL]	GeneMapper IDX;			
24/06/2022 12:31	DNA - STRMIX [WL]	Deconvolution			
24/06/2022 14:19	DNA - STRMIX				
27/06/2022 07:14	DNA - PDA [WL]	GeneMapper IDX;			
01/07/2022 11:13	DNA - STRMix [WL]	Deconvolution			
04/07/2022 07:30	DNA - STRMix			1231	
04/07/2022 11:14	DNA - PDA [WL]	GeneMapper IDX;			
06/07/2022 09:55	DNA - Result	08/05/2008	and the same of th		
06/07/2022 09:59	DNA - Result	Two person mixed DNA profile			
06/07/2022 09:59	DNA - Result	2 person mix profile - support for contrib > 100 billion			
06/07/2022 09:59	DNA - Result	2 person mix - supports non contribution			
06/07/2022-10:01	<b>E-DNA</b> - Profile Review			1,000	
18/07/2022 07:45	B DNA - Profile Review				

#### Exhibit Movement

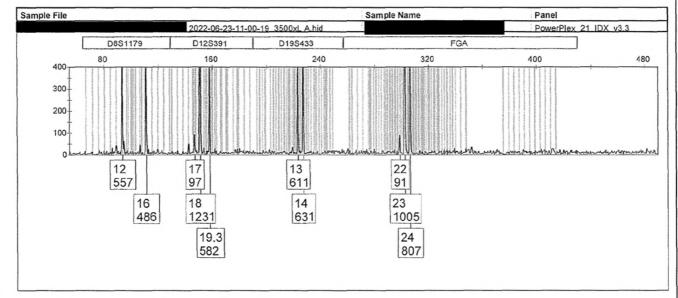
Annual Control of the Control	112	The state of the s	
Date / Time	Status	Location Details	Continuity Officer Forensic Officer
21/06/2022 12:50	IN	FSS Forensic DNA Analysis	- Perm
21/06/2022 09:39	IN	FSS Forensic DNA Analysis	PowerPlex 21 3500xL Manual
20/06/2022 16:11	IN	FSS Forensic DNA Analysis	- DNA Ext Temp 4
20/06/2022 14:39	IN	FSS Forensic DNA Analysis	Microcon PowerPlex 21
17/06/2022 [1:41	IN	FSS Forensic DNA Analysis	For Processing Storage
13/06/2022 09:49	IN	FSS Forensic DNA Analysis	Perm
10/06/2022 15:33	IN	FSS Forensic DNA Analysis	PowerPlex21 3500xL
10/06/2022 14:38	IN	FSS Forensic DNA Analysis	DNA Ext Temp 2
10/06/2022 13:17	IN	FSS Forensic DNA Analysis	Quantifiler Trio
09/06/2022 11:42	IN	FSS Forensic DNA Analysis	Perm
09/06/2022 07:23	IN	FSS Forensic DNA Analysis	Differential Lysis DNA IQ
08/06/2022 08:43	IN	FSS Forensic DNA Analysis	For Processing Storage
07/06/2022 15:18	IN	FSS Forensic DNA Analysis	- ERT-AS Trans Box 1
07/06/2022 07:05	IN	FSS Forensic DNA Analysis	- ERT-AS Trans Box 18
07/06/2022 07:04	IN	FSS Forensic DNA Analysis	Annual Control of the

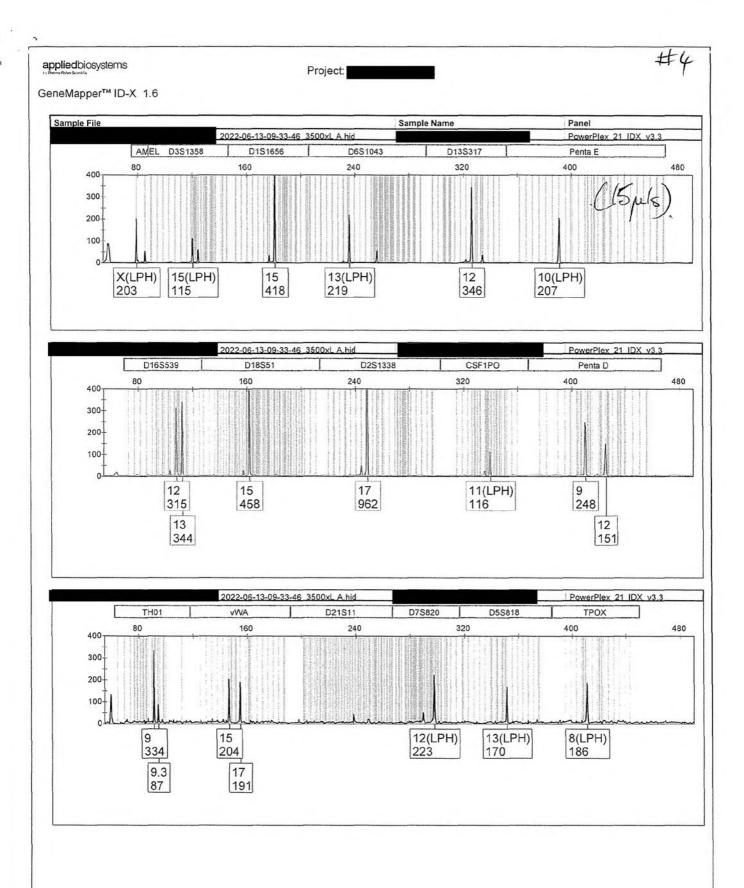
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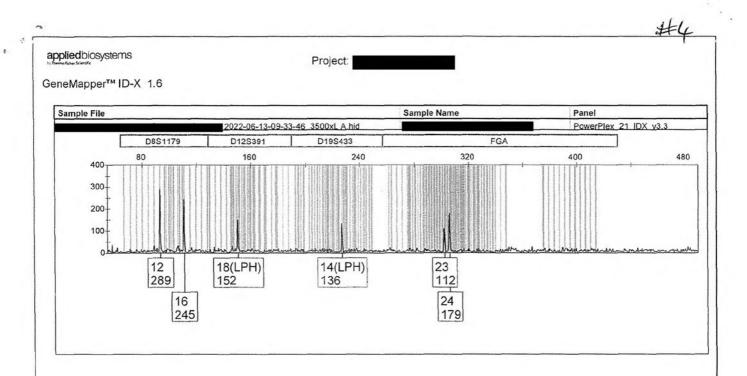
440120 (Australia/Brisbane) 2027-08-03 08:39 164.112.251.224













ENTWISTLE 11:48 AM 08/07/2022

IN

IN

IN

FSS Forensic DNA Analysis

FSS Forensic DNA Analysis

FSS Forensic DNA Analysis

09/06/2022 16:09

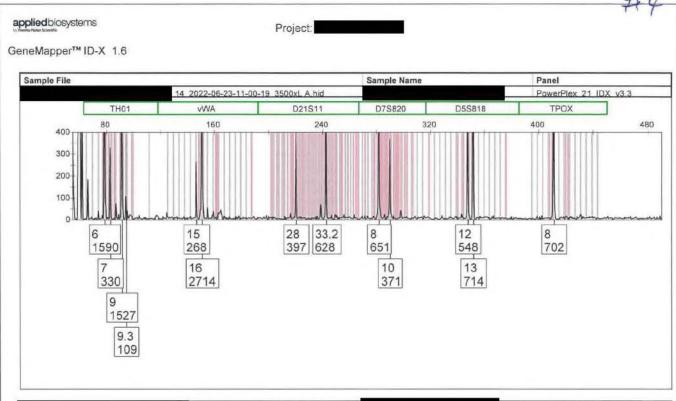
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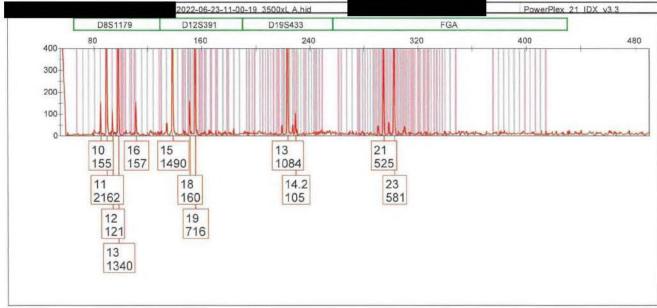
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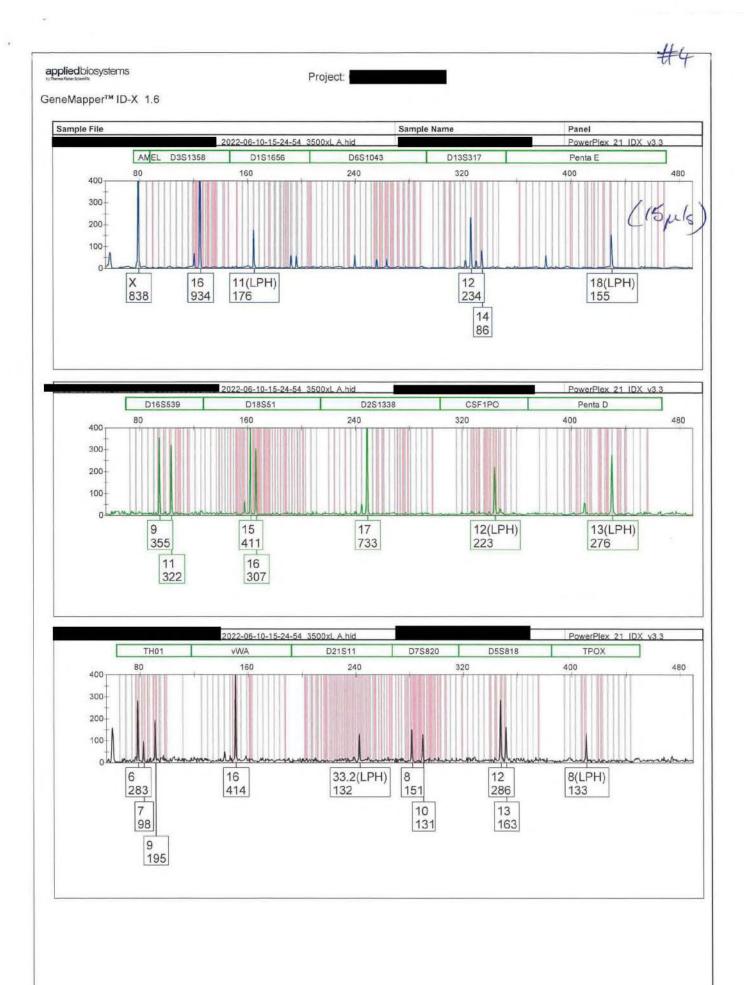
440120 (Australa/Brisbone) 2022-08-03 08:36 164.112.251.224

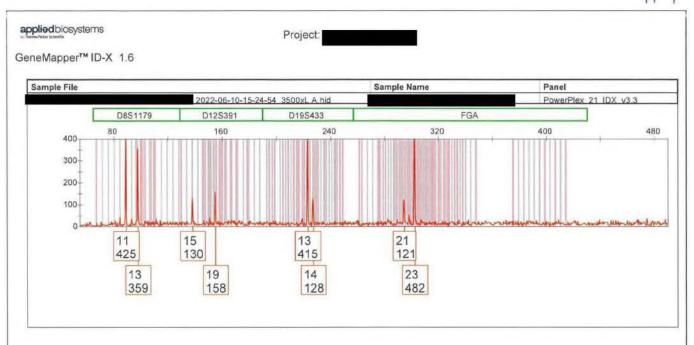


- DIFP range (.005) - 15 pls. - microconed + 04 full - 3HX.





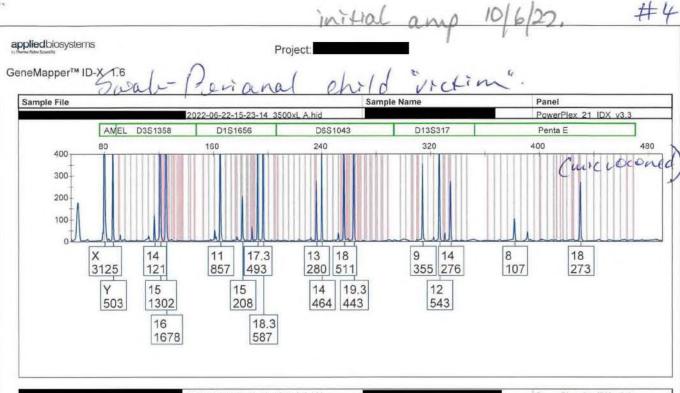


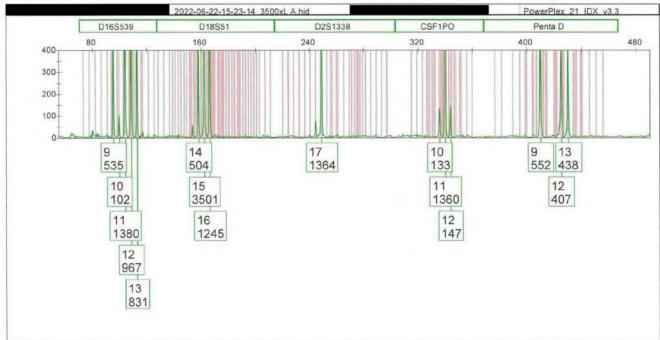




ENTWISTLE 13:50 PM 08/07/2022

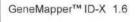
440120 (Australia/Brisbane) 2022-08-03 08:44 164.112 251.224





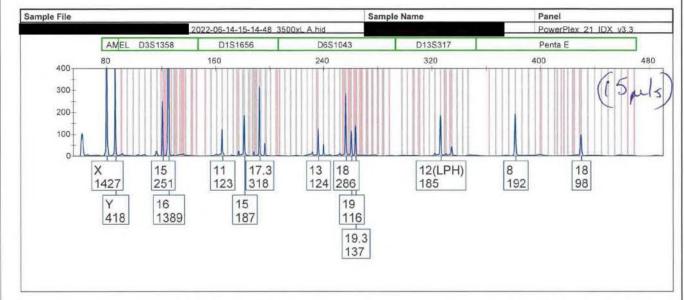


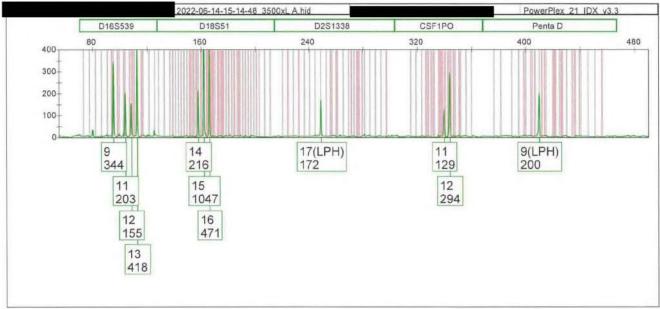


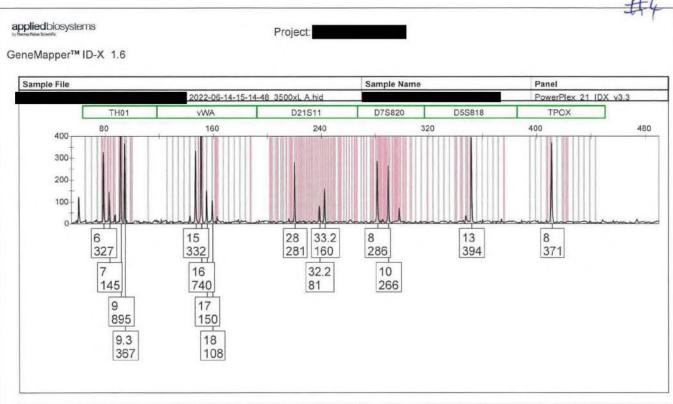


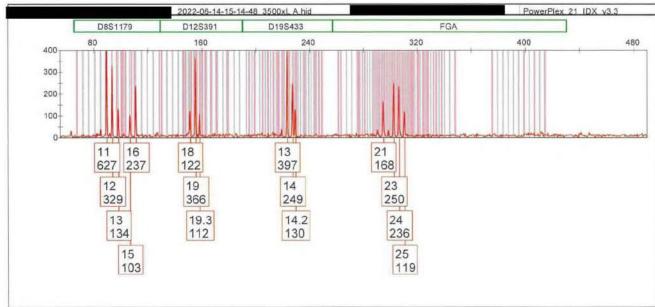
appliedbiosystems

















Case Scientist: 440108 ENTWISTLE) Review Scientist: 440100 MOELLER. I Status: P2 13/07/2022 14:06 Result ®

## Exhibit Testing / Examinations

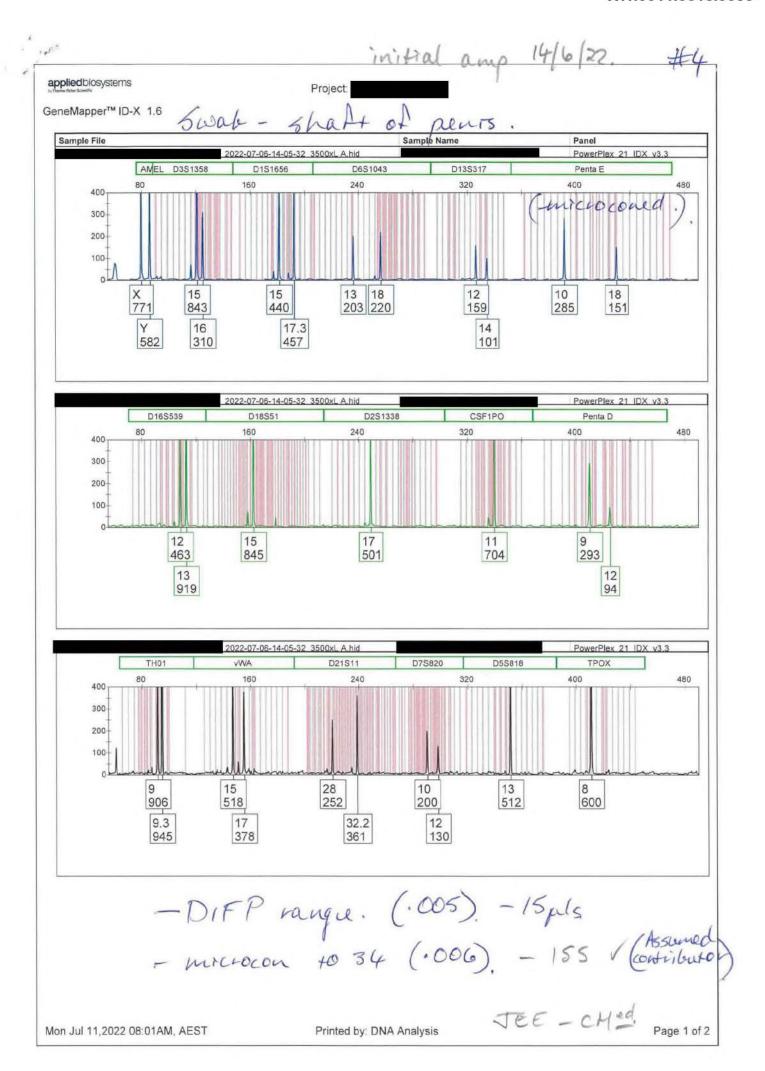
Date / Time	Technique	Testing Summary	Linked No	Employee	Reviewer
07/06/2022 15:22	■ DNA · Item Exam	Swab labelled with white adhesive labels * and handwritten "Penile shaftAround			
07/06/2022 15:23	DNA - Result	Submitted-results pending			
08/06/2022 07:50	■ DNA · DNAEXT [WL]	QIAsymphony Pre-Lysis			
08/06/2022 10:01	■ DNA - Subsample	SPIN)			
09/06/2022 07:03	■ DNA - DNAEXT	- QIAsymphony Pre-Lysis			
10/06/2022 08:34	■ DNA · DNAEXT	QIAsymphony			
13/06/2022 12:11	■ DNA · DNAQUA [WL]	Quantifiler Trio;			
13/06/2022 13:47	■ DNA - DNAQUA	- Quantifiler Trio			
14/06/2022 06:36	DNA - Result	(QTY: 0.004)			
14/06/2022 05:37	DNA - STRAMP [WL]	PowerPlex21 3500xL; [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
14/06/2022 08:23	DNA - STRAMP	- PowerPlex21 3500xL - [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
14/06/2022 13:26	DNA - CE	- PowerPlex21 3500xL			
17/06/2022 13:04	DNA - Result				
17/06/2022 13:34	DNA - PDA [WL]	GeneMapper IDX;	1		
01/07/2022 09:21	■ DNA - PSTEXT [WL]	Microcon PowerPlex 21			
05/07/2022 11:37	■ DNA - PSTEXT	- Microcon PowerPlex 21			
05/07/2022 12:43	■ DNA · DNAQUA [WL]	Quantifiler Trio;			
05/07/2022 14:55	■ DNA - DNAQUA	- Quantililer Trio			
06/07/2022 07:27	DNA - Result	(QTY: 0.005)			
06/07/2022 07:28	DNA - STRAMP [WL]	PowerPlex21 3500xL; - [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
06/07/2022 08:09	DNA - STRAMP	- PowerPlex21 3500xL - [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
06/07/2022 13:21	B DNA - CE	PowerPlex21 3500xL			
08/07/2022 14:34	DNA - Result				
11/07/2022 08:18	DNA - PDA [WL]	GeneMapper IDX;			
12/07/2022 11:39	DNA - STRMix [WL]	Deconvolution			
13/07/2022 10:18	DNA - STRMix				
13/07/2022 11:12	DNA - PDA [WL]	GeneMapper IDX;			
13/07/2022 14:06	DNA - Result	08/05/2008			
13/07/2022 14:06	■ DNA - Result	Single Source DNA profile - assumed known contributor			
13/07/2022 14:06	■ DNA - Profile Review				

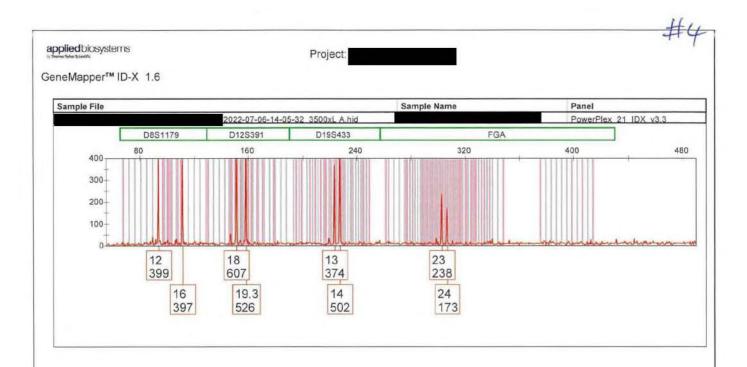
### **Exhibit Movement**

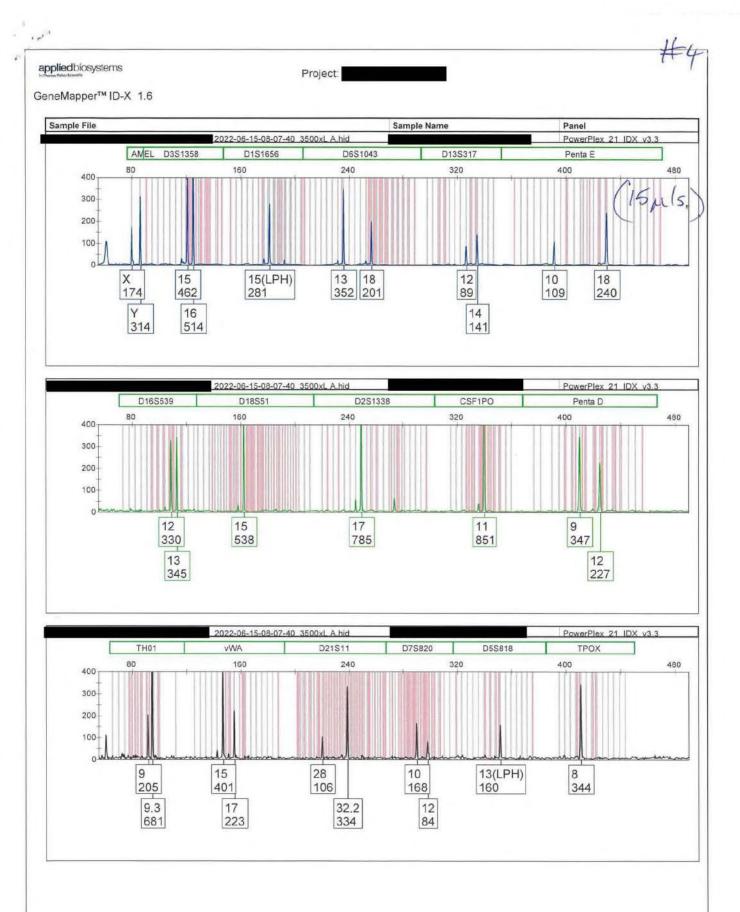
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06/07/2022 08:09	IN	FSS Forensic DNA Analysis	PowerPlex21 3500xL		
06/07/2022 06:28	IN	FSS Forensic DNA Analysis	- DNA Ext Temp 9		
05/07/2022 14:55	IN	FSS Forensic DNA Analysis	Quantifiler Trio		
05/07/2022 12:47	IN	FSS Forensic DNA Analysis	- DNA Ext Temp 14		
05/07/2022 11:37	IN	FSS Forensic DNA Analysis	Microcon PowerPlex 21		
04/07/2022 09:07	IN	FSS Forensic DNA Analysis	For Processing Storage		
16/06/2022 13:35	IN	FSS Forensic DNA Analysis	- Perm		
14/06/2022 14:02	IN	FSS Forensic DNA Analysis	- Perm		
14/06/2022 08:23	IN	FSS Forensic DNA Analysis	PowerPlex21 3500xL		
14/06/2022 07:15	IN	FSS Forensic DNA Analysis	DNA Ext Temp 1		
13/06/2022 13:47	IN	FSS Forensic DNA Analysis	Quantifiler Trio		
10/06/2022 13:09	IN	FSS Forensic DNA Analysis	DNA Ext Temp 2		
10/06/2022 08:34	IN	FSS Forensic DNA Analysis	QIAsymphony		
09/06/2022 13:37	IN	FSS Forensic DNA Analysis	QIAsymphony Lysate Storage 4		
09/06/2022 07:03	IN	FSS Forensic DNA Analysis	QIAsymphony Pre-Lysis		
08/06/2022 08:35	IN	FSS Forensic DNA Analysis	For Processing Storage		
07/06/2022 15:23	1N	FSS Forensic DNA Analysis	- ERT-AS TRANS BOX 7		
07/06/2022 15:11	IN	FSS Forensic DNA Analysis			

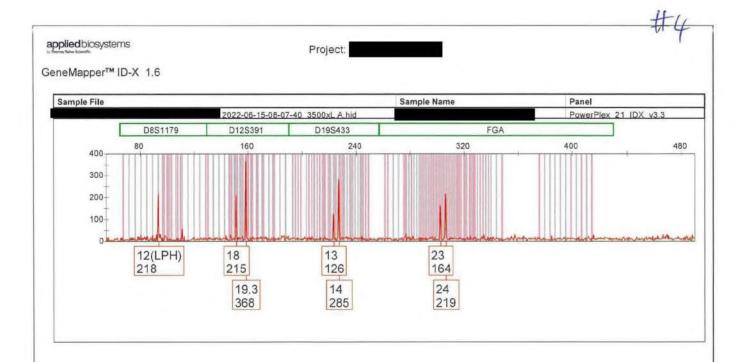
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440120 (Australia/Brisbane) 2022-98-03 08:49 164.112.251.224

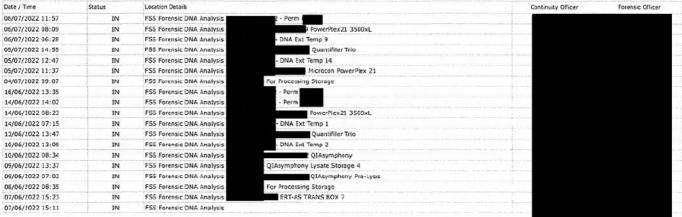






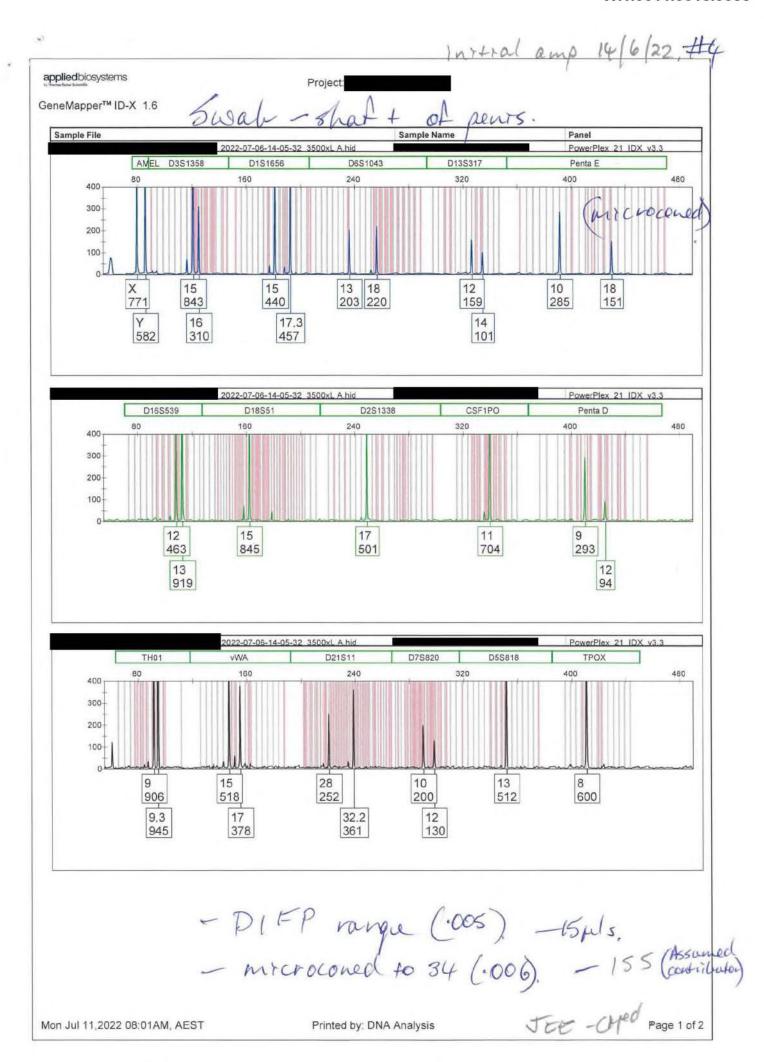




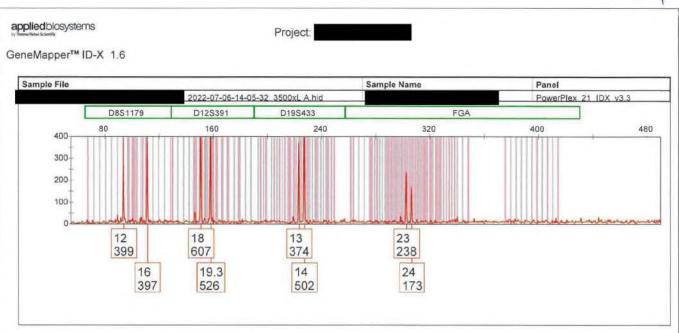


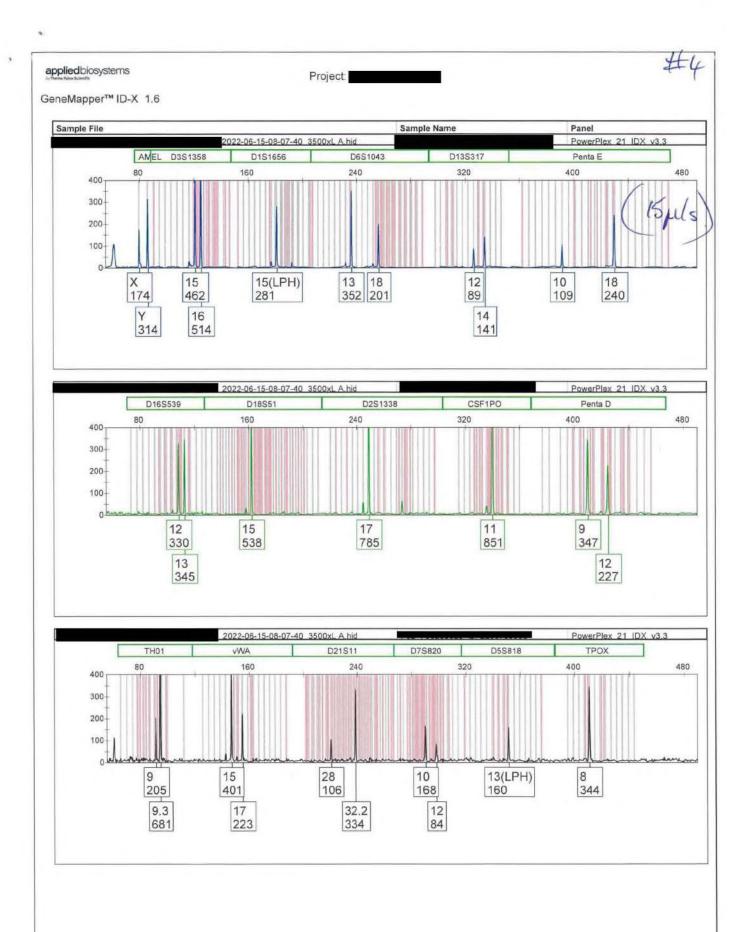
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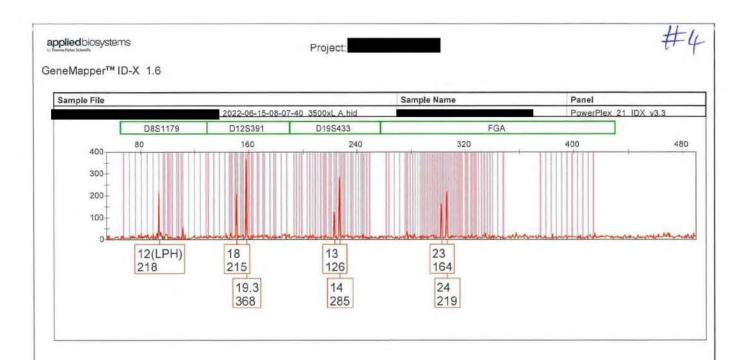
440120 (Australia/Brishane) 2022-08-03 08:58 164.112.251.224

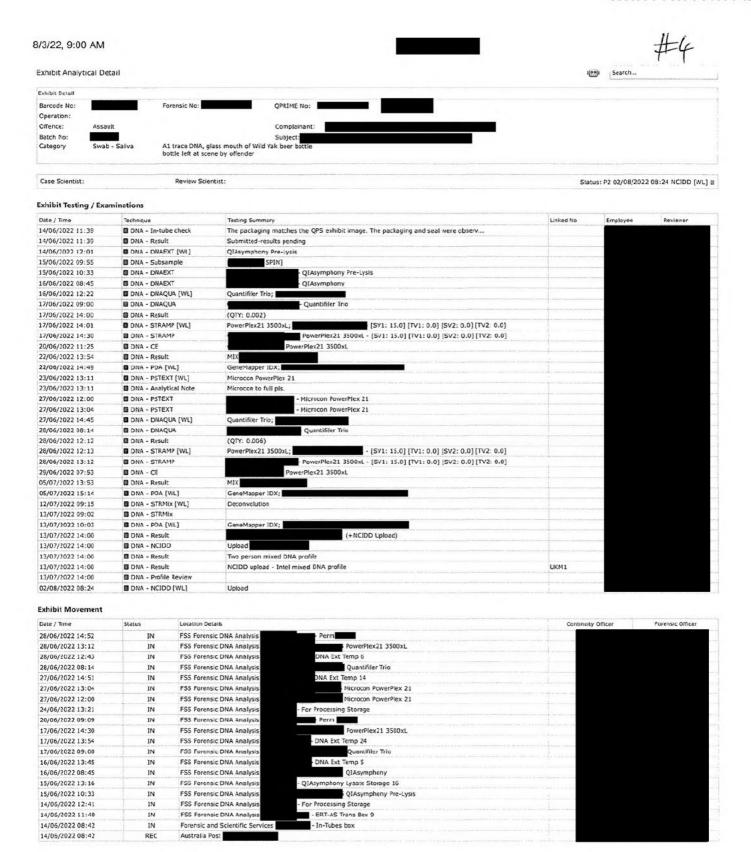






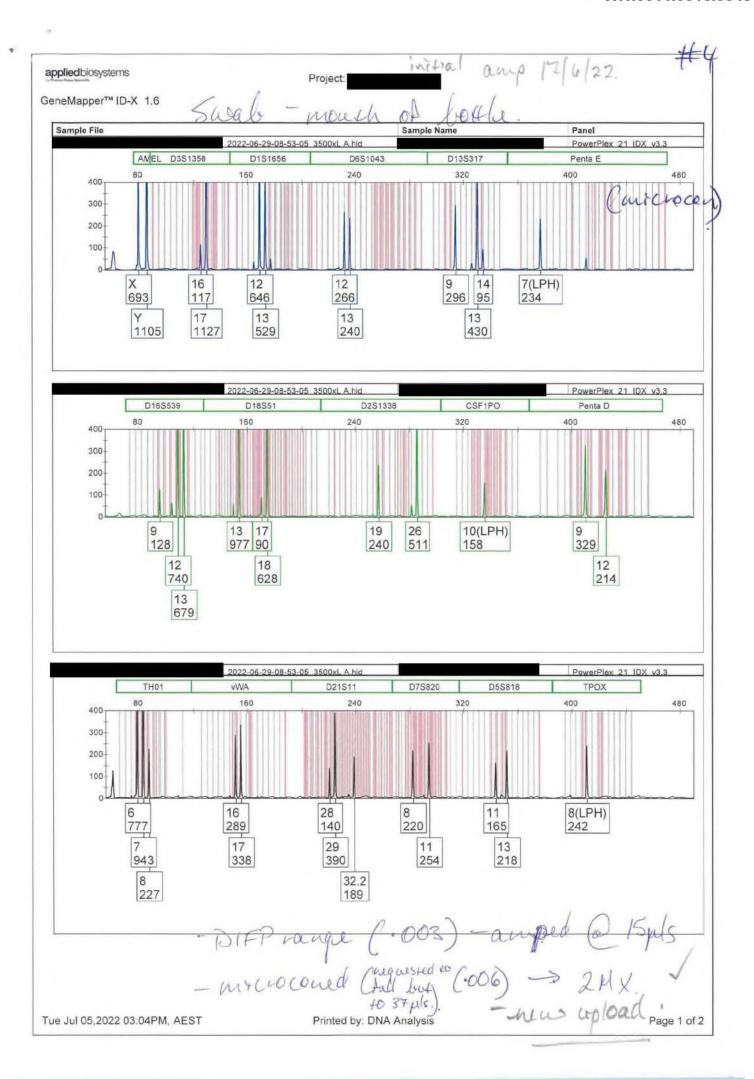


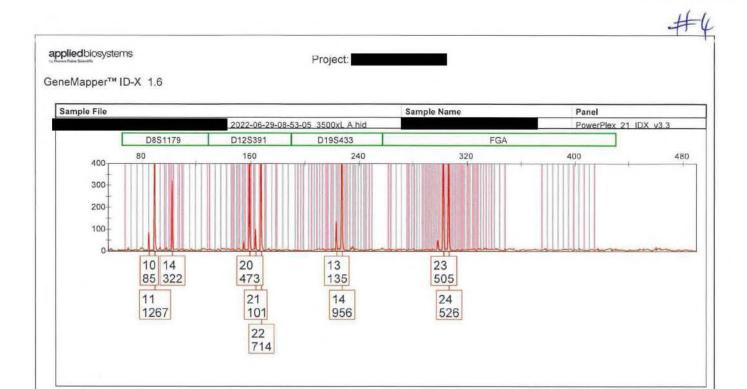


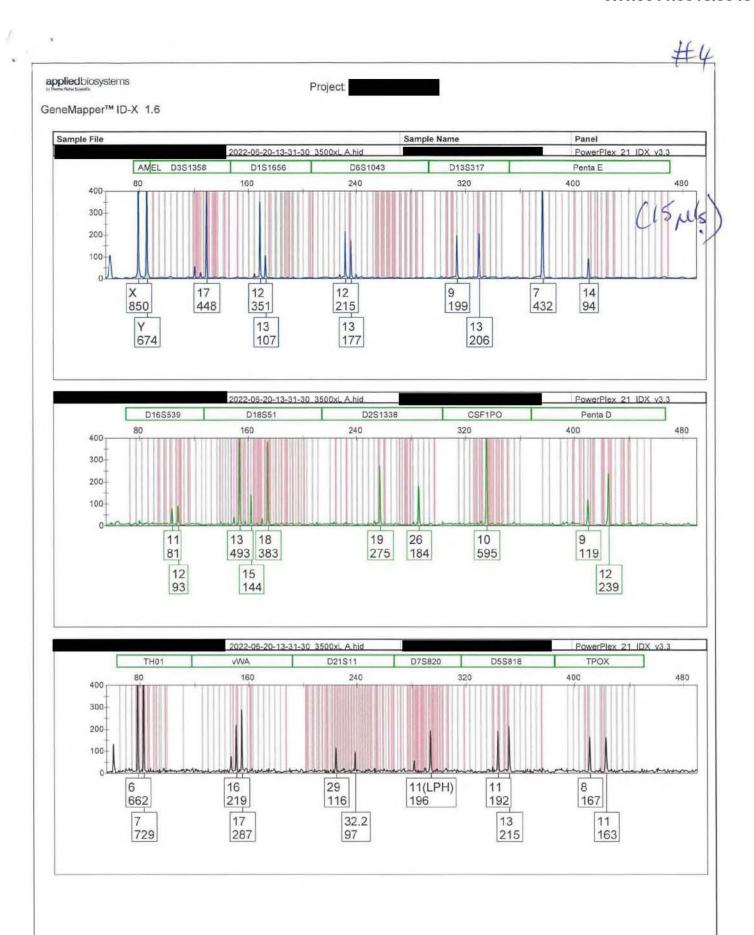


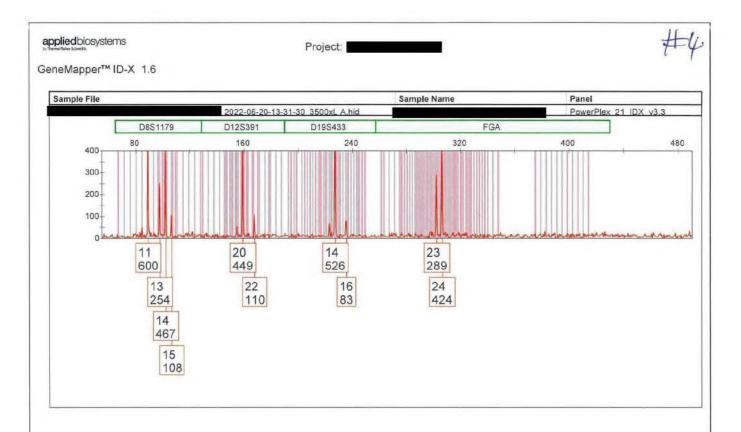
CAUNT 48:23 AM 02/08/2022

440120 (Australa/Brisbane) 2022-08-03 09:00 164.112.251.224













#### **Exhibit Testing / Examinations**

Date / Time	Technique	Testing Summary	Linked No	Employee	Reviewer
22/06/2022 10:21	DNA - In-tube check	The packaging matches the QPS exhibit image. The packaging and seal were observ			
22/06/2022 10:21	DNA - Result	Submitted-results pending			
22/06/2022 12:09	DNA - DNAEXT [WL]	QIAsymphony Pre-Lysis		-	
22/06/2022 15:59	■ DNA - Subsample	SPIN]	1		
23/06/2022 07:26	DNA - DNAEXT	QIAsymphony Fre-Lysis		-	
24/06/2022 10:39	DNA - DNAEXT	- Q!Asymphony		1-	
24/06/2022 14:20	■ DNA - DNAQUA [WL]	Quantifiler Trio;			
24/06/2022 15:02	■ DNA - DNAQUA	- Quantifiler Trio		•	
27/06/2022 11:51	DNA - STRAMP [WL]	PowerPlex21 3500xL; - [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
27/06/2022 11:50	DNA - Result	(QTY: 0.004)		5	
27/06/2022 12:50	■ DNA - STRAMP	- PowerPlex21 3500xL - [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
28/06/2022 08:58	■ DNA - CE	- PowerPlex21 3500xL			
29/06/2022 14:49	DNA - Result				
01/07/2022 09:40	DNA - PDA [WL]	GeneMapper IDX;			
01/07/2022 16:02	DNA - Analytical Note	Microcon to full pls.			
01/07/2022 15:02	DNA - PSTEXT [WL]	Microcon PowerPlex 21		1	
05/07/2022 15:44	DNA - PSTEXT	- Microcon PowerPlex 21			
06/07/2022 16:54	DNA - STRAMP [WL]	PowerPlex21 3500xL Manual - [SV1: 11.0] [TV1: 4.0] [SV2: 0.0] [TV2: 0.0]			
08/07/2022 13:03	DNA - STRAMP	<ul> <li>PowerPlex21 3500xL Manual - [SV1: 11,0] [TV1: 4,0] [SV2: 0.0] [TV2: 0.0]</li> </ul>			
11/07/2022 07:17	DNA - CE	- PowerPlex21 3500xL			
11/07/2022 15:42	DNA - Result				
11/07/2022 16:21	DNA - PDA [WL]	GeneMapper IDX			
13/07/2022 14:38	DNA - STRMix [WL]	Deconvolution			
13/07/2022 15:15	■ DNA - STRMix				
14/07/2022 07:36	DNA - PDA [WL]	GeneMapper IDX;			
14/07/2022 09:15	DNA - Result				
14/07/2022 09:15	DNA - Result	Single source DNA profile		2-	
14/07/2022 09:15	■ DNA - Profile Review	1			

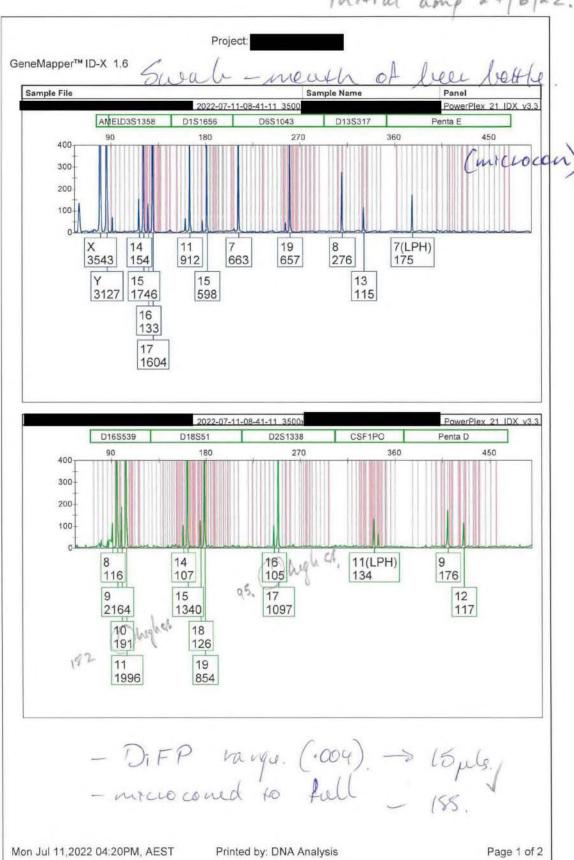
#### Exhibit Movement

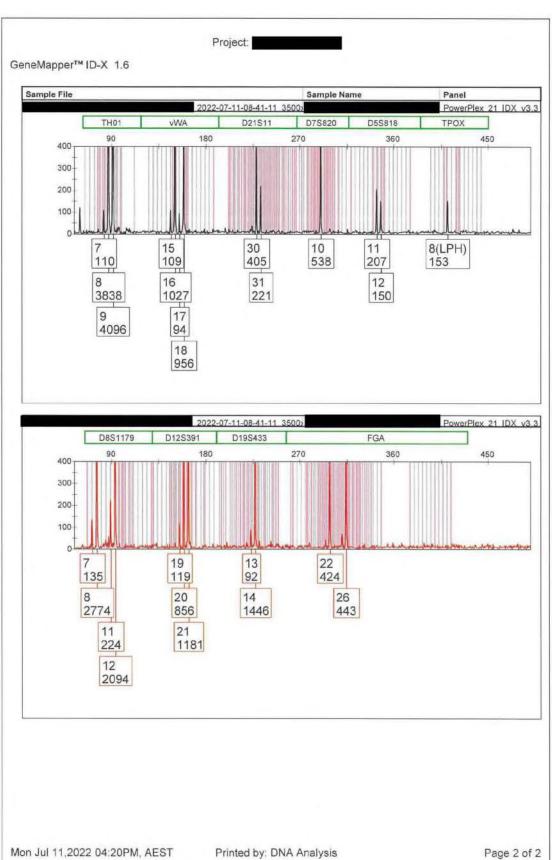
Date / Time	Status	Location Details		Continuity Officer	Forensic Officer
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08/07/2022 13:03	IN	FSS Forensic DNA Analysis	PowerPlex21 3500xL Manual		
06/07/2022 16:56	IN	FSS Forensic DNA Analysis	- DNA Ext Temp 24		
06/07/2022 15:44	IN	FSS Forensic DNA Analysis	Microcon PowerPlex 21		
05/07/2022 12:29	IN	FSS Forensic DNA Analysis	- For Processing Storage		
27/06/2022 14:57	IN	FSS Forensic DNA Analysis	- Perm		
27/06/2022 12:50	IN	FSS Forensic DNA Analysis	PowerPlex21 3500xL		
27/06/2022 12:26	IN	FSS Forensic DNA Analysis	DNA Ext Temp 5		
24/06/2022 15:02	IN	FSS Forensic DNA Analysis	Quantifiler Trio		
24/06/2022 14:31	IN	FSS Forensic DNA Analysis	DNA Ext Temp 5		
24/06/2022 10:39	IN	FSS Forensic DNA Analysis	QIAsymphony		
23/06/2022 10:37	IN	FSS Forensic DNA Analysis	- QIAsymphony Lysate Storage 5		
23/06/2022 07:26	IN	FSS Forensic DNA Analysis	QIAsymphony Pre-Lysis		
22/06/2022 15:38	IN	FSS Forensic DNA Analysis	- For Processing Storage		
22/06/2022 10:22	IN	FSS Forensic DNA Analysis	Trans Box 13		
21/06/2022 13:20	IN	Forensic and Scientific Services	- In-Tubes box		
21/06/2022 13:20	REC	JIMBOOMBA CIB			

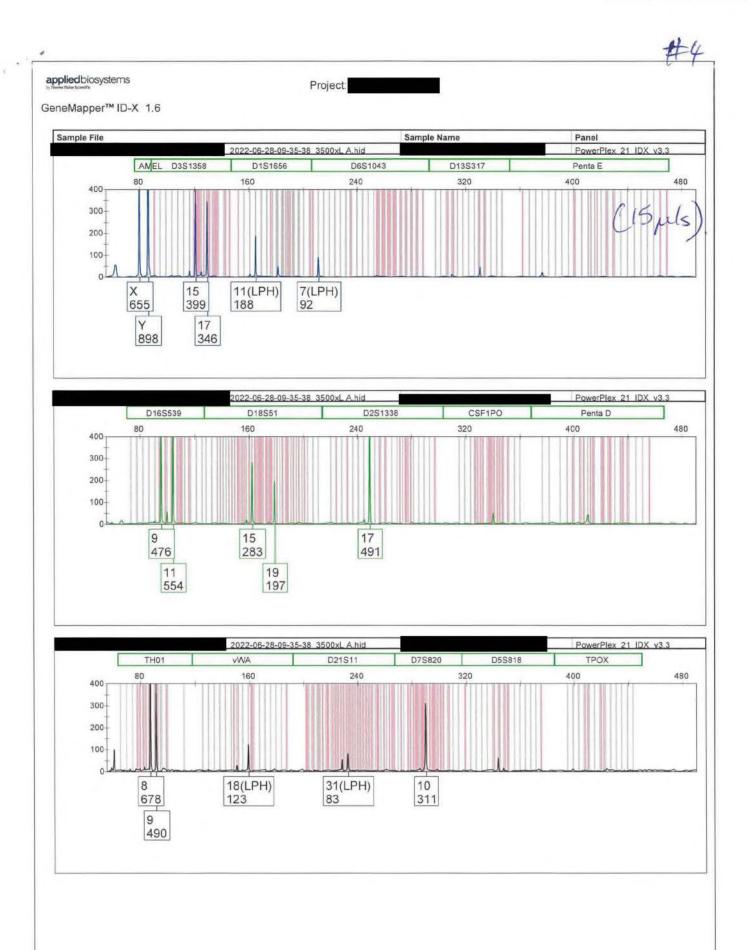
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440120 (Australia/Brisbane) 2022-08-03-09:01 164.112.251.224

initial amp 27/6/22.









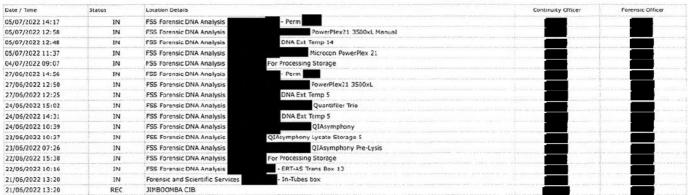




#### Exhibit Testing / Examinations

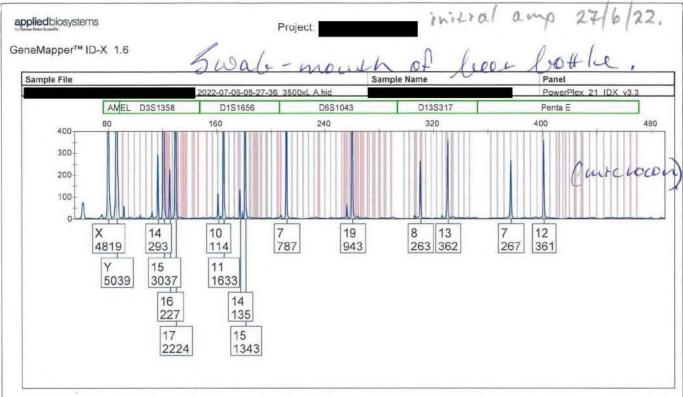
Date / Time	Technique	Testing Summary	Linked No	Employee	Reviewer
22/06/2022 10:16	DNA - In-tube check	The packaging matches the QPS exhibit image. The packaging and seal were observ			
22/06/2022 10:16	DNA - Result	Submitted-results pending			
22/06/2022 12:05	DNA - DNAEXT [WL]	QIAsymphony Pre-Lysis			
22/06/2022 15:59	DNA - Subsample	SPIN]			
23/06/2022 07:26	ONA - DNAEXT	- QIAsymphony Pre-Lysis			
24/06/2022 10:39	ONA - DNAEXT	- QIAsymphony			
24/06/2022 14:20	DNA - DNAQUA [WL]	Quantifiler Trio;			
24/06/2022 15:02	DNA - DNAQUA	- Quantifiler Trio		0.00	
27/06/2022 11:51	DNA - STRAMP [WL]	PowerPlex21 3500xL; [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
27/06/2022 11:50	DNA - Result	(QTY: 0.008)			
27/06/2022 12:50	DNA - STRAMP	PowerPlex21 3500xL - [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
28/06/2022 08:58	■ DNA - CE	- PowerPlex21 3500xL			
29/06/2022 14:49	DNA - Result				
01/07/2022 09:40	DNA - PDA [WL]	GeneMapper IDX;			
01/07/2022 15:54	DNA - Analytical Note	Microcon to full pls.			
01/07/2022 15:55	DNA - PSTEXT [WL]	Microcon PowerPlex 21			
05/07/2022 11:37	O DNA - PSTEXT	- Microcon PowerPlex 21			
05/07/2022 12:44	DNA - STRAMP [WL]	PowerPlex21 3500xL Manual - [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
05/07/2022 12:58	DNA - STRAMP	PowerPlex21 3500xl. Manual - [SV1: 15,0] [TV1: 0,0] [SV2: 0.0] [TV2: 0,0]			
05/07/2022 15:36	DNA - CE	PowerPlex21 3500xL			
07/07/2022 12:43	■ DNA - Result				
07/07/2022 12:57	DNA - PDA [WL]	GeneMapper IDX;			
07/07/2022 14:00	■ DNA - STRMix [WL]	Decenvolution		A	
07/07/2022 14:29	DNA - STRMix				
08/07/2022 07:28	DNA - PDA [WL]	GeneMapper IDX;			
12/07/2022 11:14	DNA - Result				
12/07/2022 11:14	DNA - Result	Single source DNA profile			
12/07/2022 11:14	E-DNA Profile Review				
13/07/2022 14:19	DNA - Profile Review				
21/07/2022 13:01	DNA - Result	Possible sub-threshold information			
21/07/2022 13:01	DNA - Profile Review			100	

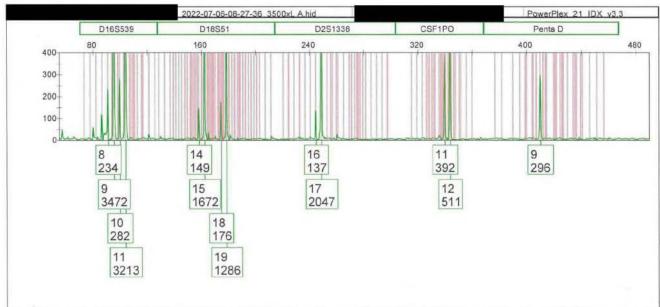
## Exhibit Movement



ROGERS 14:08 PM 21/07/2022

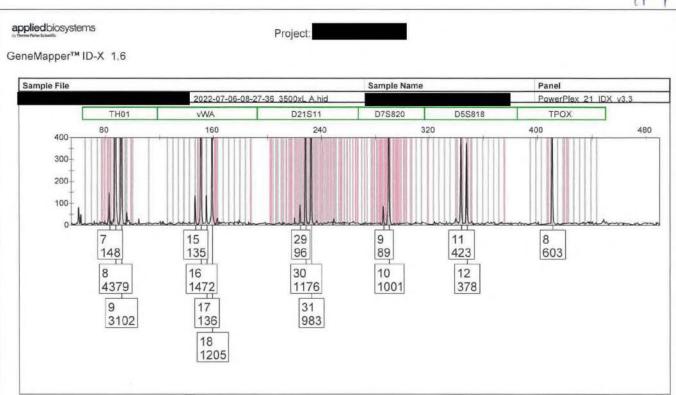
440120 (Australia/Brisbane) 2022-08-63 09:03 164.112.251.224

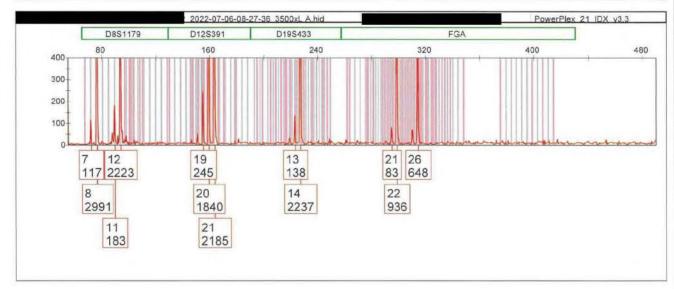


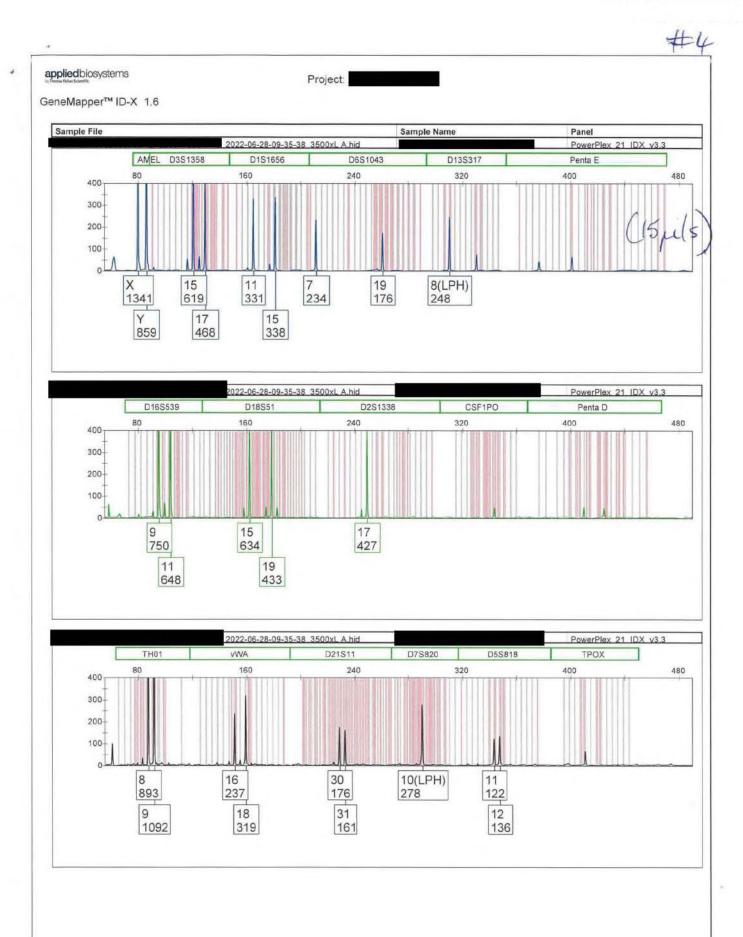


-DIFP range (.0081) - 15 pls. -mrcroconed to full - 155. V + psti











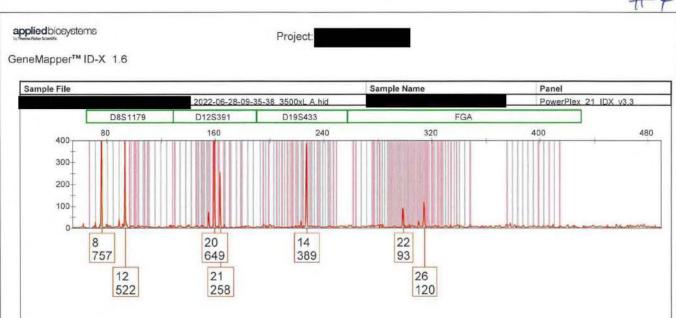






Exhibit Testing / Examinations

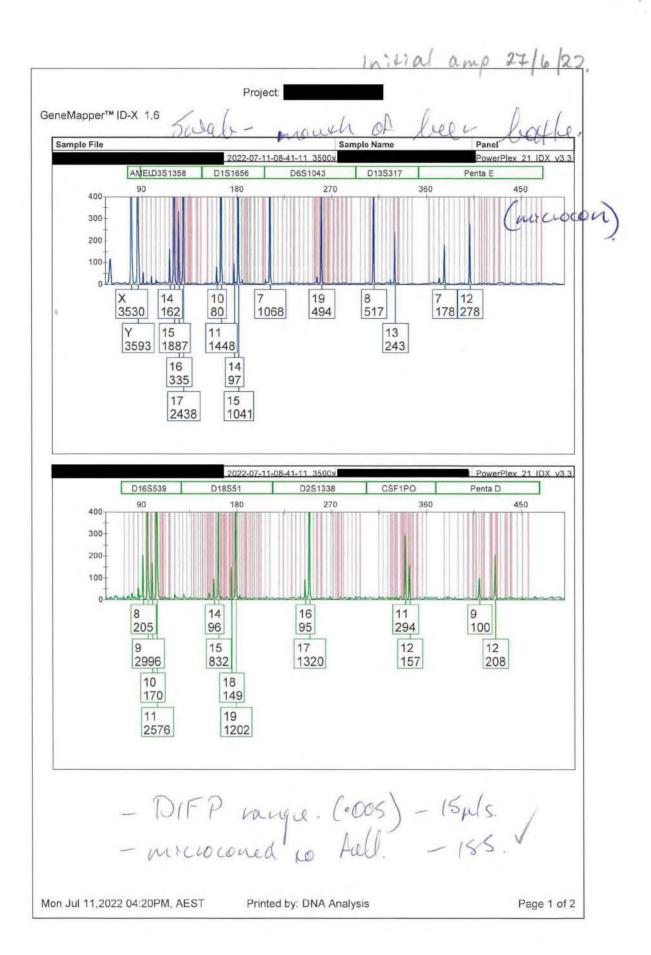
Date / Time	Technique	Testing Summary	Linked No	Employee	Reviewe
22/06/2022 10:22	DNA - In-tube check	The packaging matches the QPS exhibit image. The packaging and seal were observ			
22/06/2022 10:22	DNA - Result	Submitted-results pending			
22/06/2022 12:10	DNA - DNAEXT [WL]	QIAsymphony Pre-Lysis			
22/06/2022 15:59	DNA - Subsample	SPIN]			
23/06/2022 07:26	B DNA - DNAEXT	- QIAsymphony Pre-Lysis			
24/06/2022 10:39	DNA - DNAEXT	- QIAsymphony			
24/06/2022 14:20	DNA - DNAQUA [WL]	Quantifiler Trio;			
24/06/2022 15:02	DNA - DNAQUA	- Quantifiler Trio			
27/06/2022 11:51	DNA - STRAMP [WL]	PowerPlex21 3500xL; ************************************			
27/06/2022 11:50	■ DNA - Result	(QTY: 0.005)			
27/06/2022 12:50	DNA - STRAMP	- PowerPlex21 3500xL - [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
28/06/2022 08:58	DNA - CE	- PowerPlex21 3500xL		111	
29/06/2022 14:49	DNA - Result				
01/07/2022 09:40	DNA - PDA [WL]	GeneMapper IDX;			
01/07/2022 16:04	B DNA - Analytical Note	Microcon to full pls.		00.0	
01/07/2022 16:04	DNA - PSTEXT [WL]	Microcon PowerPlex 21			
06/07/2022 15:44	DNA - PSTEXT	Microcon PowerPlex 21			
06/07/2022 16:55	DNA - STRAMP [WL]	PowerPlex21 3500xt. Manual - [SV1: 13.0] [TV1: 2.0] [SV2: 0.0] [TV2: 0.0]			
08/07/2022 13:03	DNA - STRAMP	PowerPlex21 3500xL Manual - [SV1: 13.0] [TV1: 2.0] [SV2: 0.0] [TV2: 0.0]			
11/07/2022 07:17	DNA - CE	PowerPlex21 3500xL		100	
11/07/2022 15:42	DNA - Result				
11/07/2022 16:21	DNA - PDA [WL]	GeneMapper IDX;		00000	
13/07/2022 14:55	DNA - STRMix [WL]	Deconvolution		0.000	
13/07/2022 15:13	DNA - STRMIX				
14/07/2022 07:37	DNA - PDA [WL]	GeneMapper IDX;			
14/07/2022 09:17	DNA - Result				
14/07/2022 09:17	DNA - Result	Single source DNA profile			
14/07/2022 09:17	DNA - Profile Review			3000	

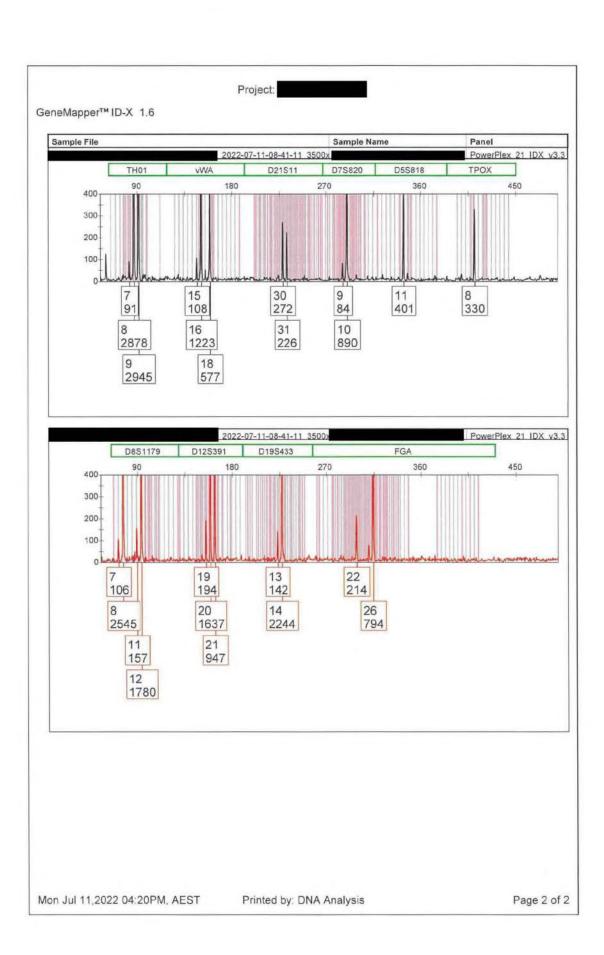
#### Exhibit Movement

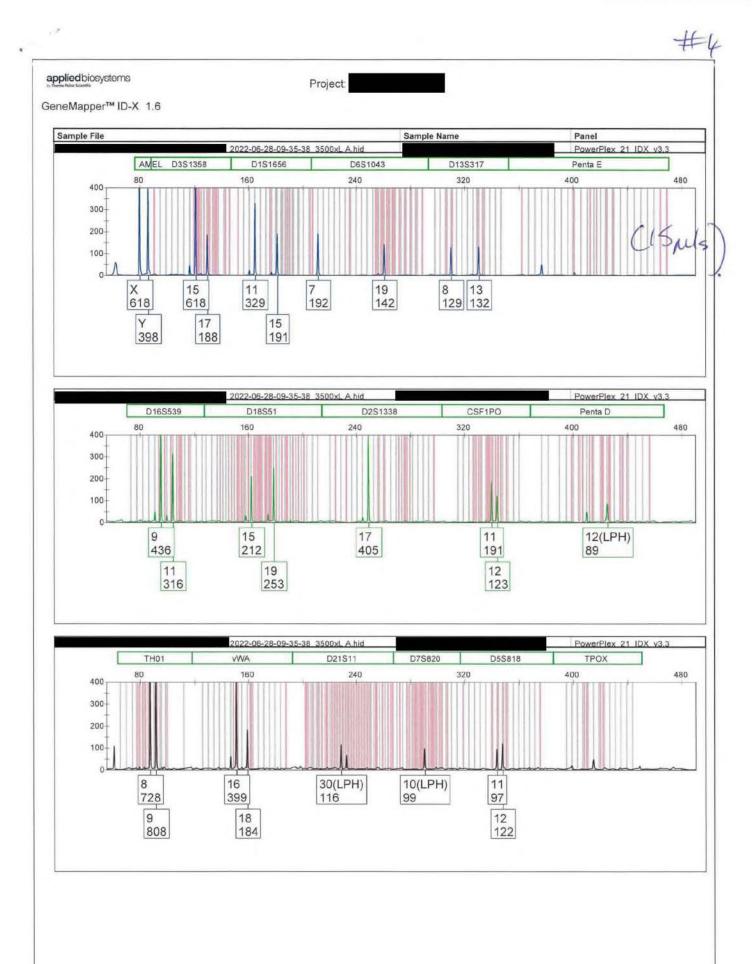
Date / Time	Status	Location Details		Continuity Officer	Forensic Officer
08/07/2022 13:57	IN	FSS Forensic DNA Analysis	- Perm		
08/07/2022 13:03	IN	FSS Forensic DNA Analysis	PowerPlex21 3500xL Manual		
06/07/2022 16:56	IN	FSS Forensic DNA Analysis	DNA Ext Temp 24		
06/07/2022 15:44	IN	FSS Forensic DNA Analysis	Microcon PowerPlex 21		
05/07/2022 12:29	IN	FSS Forensic DNA Analysis	For Processing Storage		
27/06/2022 14:57	IN	FSS Forensic DNA Analysis	- Perm		
27/06/2022 12:50	IN	FSS Forensic DNA Analysis	PowerPlex21 3500xL		
27/06/2022 12:25	IN	FSS Forensic DNA Analysis	DNA Ext Temp 5		
27/06/2022 12:24	IN	FSS Forensic DNA Analysis	DNA Ext Temp S		
24/06/2022 15:02	IN	FSS Forensic DNA Analysis	Quantifiler Trio		
24/06/2022 14:31	IN	FSS Forensic DNA Analysis	DNA Ext Temp 5		
24/06/2022 10:39	IN	FSS Forensic DNA Analysis	QIAsymphony		
23/06/2022 10:37	IN	FSS Forensic DNA Analysis	QIAsymphony Lysate Storage 5		
23/06/2022 07:26	IN	FSS Forensic DNA Analysis	QIAsymphony Pre-Lysis	1	111111111111111111111111111111111111111
22/06/2022 15:38	IN	FSS Forensic DNA Analysis	For Processing Storage		
22/06/2022 10:24	IN	FSS Forensic DNA Analysis	- ERT-AS Trans Box 13		
21/06/2022 13:20	IN	Forensic and Scientific Services	- In-Tubes box		30 47 50
21/06/2022 13:20	REC	JIMBOOMBA CIB		1	

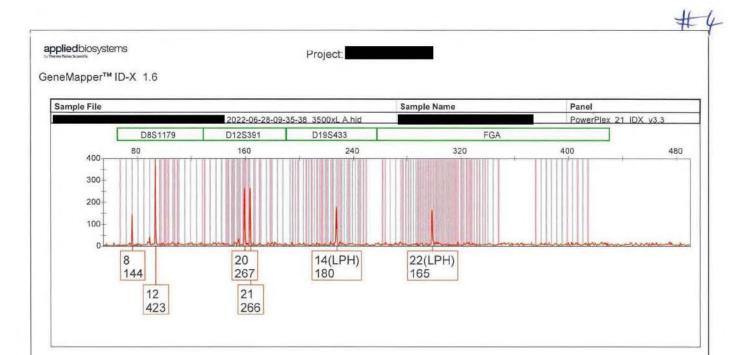
ROGERS 14:04 PM 21/07/2022

440120 (Australa/Brisbane) 2022-08-03 09:04 164.112.251.224











Case Scientist: Review Scientist: Status: P2 13/07/2(22 14:27 Profile Review @

#### Exhibit Testing / Examinations

Date / Time	Technique	Testing Summary	Linked No	Employee	Reviews
22/06/2022 10:20	■ DNA - In-tube check	The packaging matches the QPS exhibit image. The packaging and seal were observ			
22/06/2022 10:20	DNA - Result	Submitted-results pending			
22/06/2022 12:08	DNA - DNAEXT [WL]	QIAsymphony Pre-Lysis			
22/06/2022 15:59	DNA - Subsample	SPIN]			
23/06/2022 07:26	■ DNA - DNAEXT	- QIAsymphony Pre-Lysis			
24/06/2022 10:39	DNA - DNAEXT	- QIAsymphony			
24/06/2022 14:20	■ DNA - DNAQUA [WL]	Quantifiler Trio;			
24/06/2022 15:02	■ DNA - DNAQUA	- Quantifiler Tric			
27/06/2022 11:51	DNA - STRAMP [WL]	PowerPlex21 3500xL; [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
27/06/2022 11:50	DNA - Result	(QTY: 0.001)	į.		
27/06/2022 12:50	DNA - STRAMP	PowerPlex21 3500xL - [SV1: 15.0] [TV1: 0.0] [SV2: 0.0] [TV2: 0.0]			
28/06/2022 08:58	■ DNA - CE	- PowerPlex21 3500xL			
29/06/2022 14:49	DNA - Result				
01/07/2022 09:40	■ DNA - PDA [WL]	GeneMapper IDX;			
01/07/2022 16:00	DNA - Analytical Note	Microcon to full pls.			
01/07/2022 16:00	■ DNA - PSTEXT [WL]	Microcon PowerPlex 21			
06/07/2022 15:44	■ DNA - PSTEXT	- Microcon PowerPlex 21		1	
06/07/2022 16:54	DNA - STRAMP [WL]	PowerPlex21 3500xL Manual - [SV1: 12.0] [TV1: 3.0] [SV2: 0.0] [TV2: 0.0]			
08/07/2022 13:03	DNA - STRAMP	PowerPlex21 3500xL Manual - [SV1: 12.0] [TV1: 3.0] [SV2: 0.0] [TV2: 0.0]	1		
11/07/2022 07:17	DNA - CE	- PowerPlex21 3500xL	i		
11/07/2022 15:42	DNA - Result	MIX			
11/07/2022 16:21	DNA - PDA [WL]	GeneMapper IDX;	1		
13/07/2022 14:27	DNA - Result	Two person mixed DNA profile		j	
13/07/2022 14:27	DNA - Result	No statistical interpretation performed	į.		
13/07/2022 14:27	DNA - Profile Review			)	

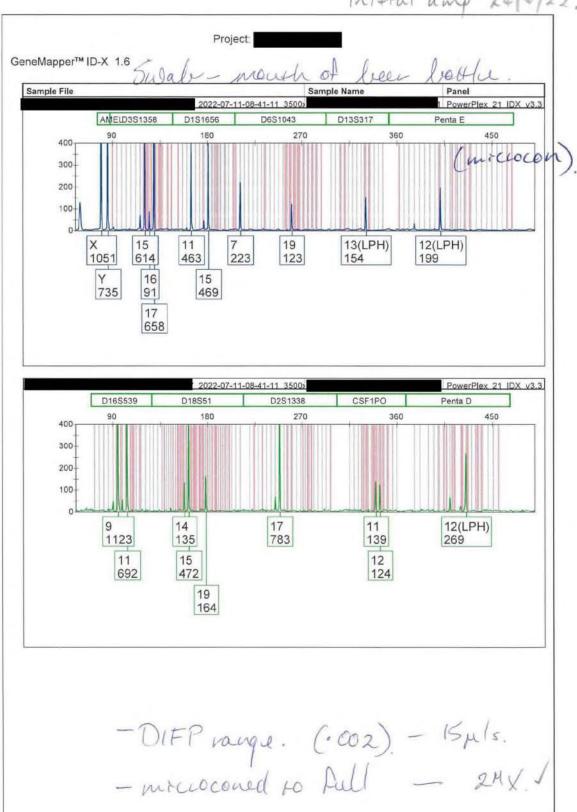
#### **Exhibit Movement**

Date / Time	Status	Location Details		Continuity Officer	Forensic Office
08/07/2022 13:57	IN	FSS Forensic DNA Analysis	- Perm		
08/07/2022 13:03	IN	FSS Forensic DNA Analysis	PowerPlex21 3500xL Manual		
06/07/2022 16:56	IN	FSS Forensic DNA Analysis	DNA Ext Temp 24		
06/07/2022 15:44	IN	FSS Forensic DNA Analysis	Microcon PowerPlex 21		
05/07/2022 12:29	IN	FSS Forensic DNA Analysis	For Processing Storage	and a second	
27/06/2022 14:54	IN	FSS Forensic DNA Analysis	- Perm		
27/06/2022 12:50	IN	FSS Forensic DNA Analysis	PowerPlex21 3500xL		
27/06/2022 12:26	IN	FSS Forensic DNA Analysis	DNA Ext Temp 5		
24/06/2022 15:02	IN	FSS Forensic DNA Analysis	Quantifiler Trio		
24/06/2022 14:31	IN	FSS Forensic DNA Analysis	DNA Ext Temp 5		
24/06/2022 10:39	IN	FSS Forensic DNA Analysis	QIAsymphony	A PARTY OF THE PROPERTY OF THE	
23/06/2022 10:37	IN	FSS Forensic DNA Analysis	QIAsymphony Lysate Storage 5		
23/06/2022 07:26	IN	FSS Forensic DNA Analysis	QIAsymphony Pre-Lysis		
22/06/2022 15:38	IN	FSS Forensic DNA Analysis	For Processing Storage		
22/06/2022 10:21	IN	FSS Forensic DNA Analysis	ERT-AS Trans Box 13		
21/06/2022 13:20	IN	Forensic and Scientific Services	- In-Tubes box		
21/06/2022 13:20	REC	JIMBOOMBA CIB			

CAUNT 08:30 AM 02/08/2022

440120 (Australia/Brisbane) 2022-08-03 09:06 164.112.251.224

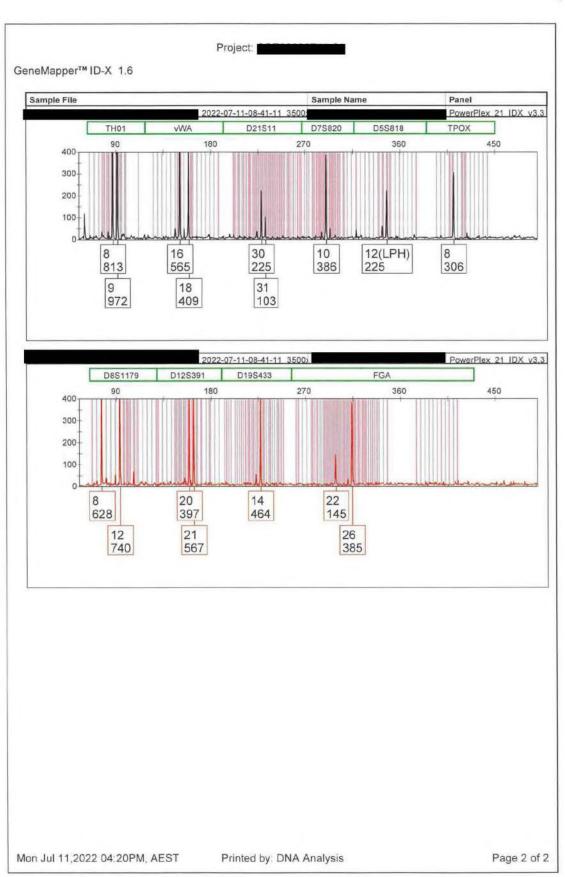
inital amp 27/6/22.

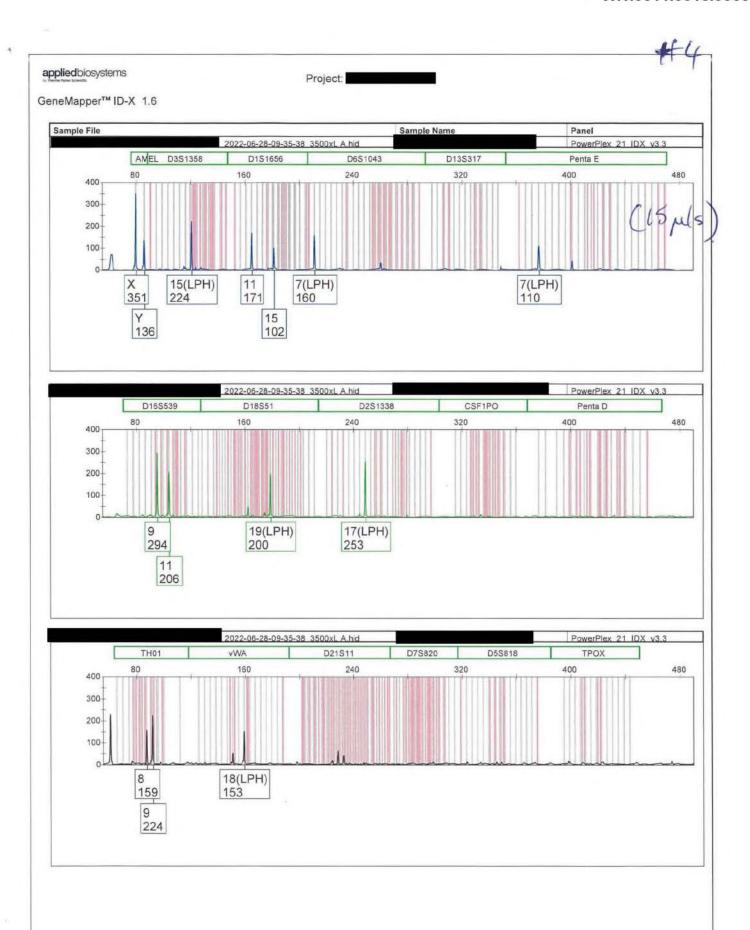


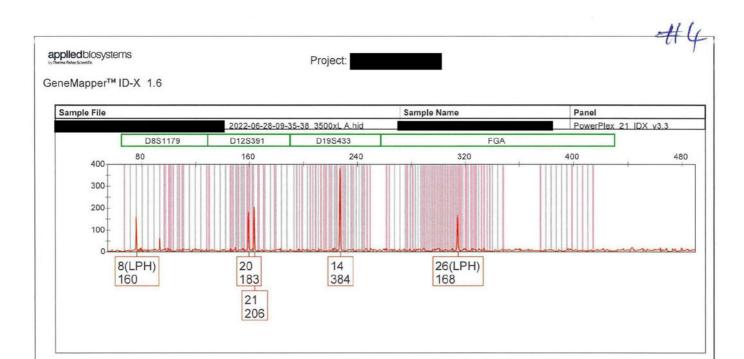
Mon Jul 11,2022 04:20PM, AEST

Printed by: DNA Analysis

Page 1 of 2







From: Lara Keller

Sent: Friday, 17 June 2022 10:16 AM

To: Ingrid Moeller

Subject: RE:

Hello Ingrid

As you know, I am not an expert in DNA analysis. Have you put this to Justin or Cathle for clarification? They are the people who should confirm this for you, sorry.

Thanks and Kind Regards

Lara



Lara Keller B App Sc (MLS), Grad Cert Health Mgt, MAIMS, CMgr FIML A/Executive Director

### Forensic and Scientific Services

Prevention Division, Queensland Health



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

From: Ingrid Moeller

Sent: Friday, 17 June 2022 7:49 AM

To: Lara Keller

Subject:

Hi Lara,

After your walk around yesterday I realised I do have a question for you.

I have been away sick for 2 weeks and so have missed out on the conversations surrounding the process change where DIFP samples are now going through to amplification without undergoing a concentration step. Concentrating the samples is what we use to do prior to the DIFP process. I'm confused (as are others). I would have thought these samples should go through to concentration immediately.

There is a concern among some of the scientists that we are amplifying DIFP samples sub-optimally so when we get poor profiles management can say "We told you so, there is nothing to see here". Apparently Cathie has said it was a Ministerial decision......did the Minister know we used to concentrate the samples and that the new process is not reflective of normal processing for these type of samples?..... many questions here I realise. Is there any chance we can get some clarity on this.

Regards,

Ingrid



# **Ingrid Moeller**

Scientist

Forensic & Scientific Services
Prevention Division, Queensland Health

\_\_\_\_\_

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w www.health.qld.gov.au/fss

# IM-07

### **Cathie Allen**

From: Cathie Allen

Sent: Monday, 20 June 2022 9:16 AM
To: Ingrid Moeller; Justin Howes

Subject: RE:

Hi Ingrid

Welcome back to work. Sorry to hear that you've been absent for sometime feeling unwell. I hope that you're feeling better, and improving.

I'll let Justin have a chat with you regarding this, so that he can bring you up to speed.

Cheers



# Cathie Allen BSc, MSc (Forensic Science) (She/Her\*)

Managing Scientist

Social Chair, Organising Committee for 25th International Symposium of the Australian and New Zealand Forensic Science Society (ANZFSS), Brisbane, 11 – 15 Sept 2022

# Police Services Stream, Forensic & Scientific Services

Prevention Division, Queensland Health



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

\*if you're wondering about the use of pronouns She/Her on this signature block, I encourage you to read some resources available here



From: Ingrid Moeller

Sent: Monday, 20 June 2022 7:45 AM

To: Cathie Allen

Subject:

#### Hi Cathie and Justin,

I have been off sick for about two weeks and have missed a lot of the discussions surrounding the recent change where DIFP samples are now going through straight to a 15ul amplification and not being concentrated first with a microcon.

I'm a little confused and concerned about this new approach (am I missing something). I'm confused because:

- -if QPS request work on a DIFP sample, it goes for a microcon first
- -P1 samples in the DIFP range go for a microcon
- -Automicrocon was the process we used prior to the DIFP process
- -P3 samples (which we are not allowed to microcon) could be lost immediately with a potentially suboptimal amplification at 15uls

I have been picking up, from the P2 worklist, the DIFP samples which have been amped at 15uls and putting them through to a microcon. This is obviously not ideal since 15uls of our precious samples have been lost from the get go, not to mention we are doing extra steps in the processing of a sample. (On a hopeful side, I am seeing promising profiles in nearly all of the samples I have looked at so a microcon should help.)

I'm sure I have missed something here and hoping you may be able to enlighten.

Thank you and regards

Ingrid



# **Ingrid Moeller**

Scientist

Forensic & Scientific Services

Prevention Division, Queensland Health

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### **IM-08**

From: Ingrid Moeller

Sent: Thursday, 25 August 2022 1:05 PM

To: Helen Gregg

Hi Helen,

Regarding the Teams meeting- thought I would send my questions in advance.

- -Who made the decision regarding microconing to 35ul?
- -Are the QPS/DG aware that:
- -the chance of getting a profile from a microcon to full is a lot higher?
- -the workflow places emphasis on conserving sample for future testing, however are the QPS/DG aware that conserving sample reduces the ability of the scientist to get the best result for the case now?
- Submitting all samples in the quant range of 0.001-0.0088ng/uL for a microcon to 35uL is not appropriate for those samples at the lower end of the quant range.
- -Are the QPS and DG aware that reverting to a previous process (2018) is possibly not relevant anymore? The previous process is outdated particularly since the improvement of STRmix modelling allowing STRmix to better model low level profiles and the implementation of the more sensitive 3500xL genetic analyser.
- -The laboratory has been microconing to full and exhausting samples up until last Thursday why has that now become unacceptable?

Regards,

Ingrid



# **Ingrid Moeller**

Scientist

Forensic & Scientific Services

Prevention Division, Queensland Health

w www.health.qld.gov.au/fss

# WIT.0011.0018.0002

WIT.0032.0036.0002

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#### IM-09

## **Paula Brisotto**

From: Kylie Rika

Sent: Monday, 8 August 2016 10:48 AM

To: Jacqui Wilson; Adrian Pippia; Claire Gallagher; Angela Adamson; Cassandra James;

Allison Lloyd; Thomas Nurthen; Rhys Parry; Timothy Gardam; Amanda Reeves; Emma Caunt; Alicia Quartermain; Anne Finch; Emma Caunt; Hannah Pattison; Ingrid

Moeller; Josie Entwistle; Matthew Hunt; Penelope Taylor

Cc: Paula Brisotto

**Subject:** Evidence recovery - change in process

Hi all

Due to concerns and identified potential risks associated with the possibility of missing semen with current ER processes, we are making a minor change to processes effective immediately.

Please note that this change in process is being done to mitigate against the above risk, as well as buy us time to further investigate the current process and develop / test potential process improvements (Emma and Allan will be working on this over the next few weeks)

#### The change

The change is around the examination for semen / spermatozoa, and relates to all examinations including but not limited to SAIK swabs, fabric scrapings etc. There are some minor exceptions to current processes

Exception #1 Samples that are micro negative for sperm and AP negative are to be submitted for Differential Lysis extraction

Exception #2 Samples that are micro negative for sperm and AP positive, P30 negative are to be submitted for Differential Lysis extraction

### Additional process change

All samples from exceptions #1 & #2 above, as well as any other samples that are micro negative for sperm (e.g. Micro Neg, AP pos, p30 pos) are to have the Diff Lysis slide read as a matter of course

#### Impact on EXH's used

In the instances noted above, where there are no sperm seen on microscopy and the sample is being submitted for differential lysis (and will therefore have a diff slide read), the presumptive EXH line "Submitted – results pending" will be used and then, after reading the diff slide ERT can then use any of the following lines as appropriate "Presump. PSA test positive, no sperm found"; "Semen not detected"; "Micro positive for sperm. Submitted-Results pending" or "micro neg for sperm"

Please feel free to see Emma or myself should you have any questions.

Line managers please pass onto any other persons as applicable.

Thanks

Kylie

OQI Report IM-10 Page 1 of 4

Report for QIS OQI as of 28/06/2022 10:14:35 AM

# Report for QIS OQI -

# 

# **OQI** Details

## **OQI Creator Contact Details**

Organisational Unit/s
Service/s
Site Location/s

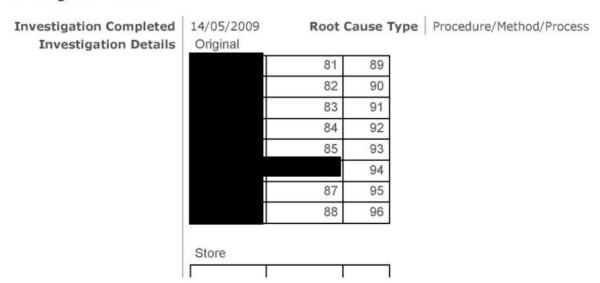
Coopers Plains

# **Investigator/Actioner Contact Details**

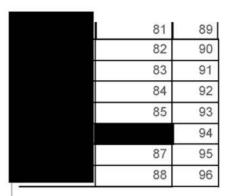
Organisational Unit/s
Service/s
Site Location/s

Thomas NURTHEN
Analytical
Coopers Plains

# **Investigation Details**



OQI Report Page 2 of 4



#### Spin basket

81	89
82	90
83	91
84	92
85	93
	94
87	95
88	96

This batch of casework samples appears to have a single contamination event.

- Position F11 (86) contains a mixture. The mixture was consistent with the DNA profile found in 5 positions (B10/74, C10/75, F10/78, G10/79, and H10/80).
- Re-extraction of the stored lysate of the contaminated sample (F11/86) yielded a DNA profile consistent with the original contamination.
- Re-extraction of the original substrate (F11/86) yielded an NSD profile with an undetermined Quant value.
- Direction of contamination left to right.

A contamination of the samples has occurred at a point during the extraction process before the removal of the lysate but after removal of the substrate, as some of the lysate profiles are contaminated (consistent with original 9PLEX contamination). The right to left direction of contaminations are consistent with robotic movement. Contamination may have occurred during storage, during plate agitation on the robot, by robotic dripping, or by the removal of plate seals.

Preformed By

Thomas NURTHEN

# Investigation Completed Investigation Details

11/12/2008 Root Cause Type | Procedure/Method/ProcessReextraction of the stored lysates of the potential contributors and of the affected sample confirms the contributing profile. Analysis of the affected sample with low threshold GeneMapper software reveals a mixture. Re-extraction of the substrate from the affected sample failed to yield any DNA profile. The presence of the mixture in the stored lysate and the apparent movement of the DNA from a well or wells left to right indicate the event occurred after the removal of the substrate but prior to the removal of the lysate. The event may have been caused by seepage of the plate seal, removal of the plate seal, agitation on the instrument or during storage. The most likey cause is belived to be seepage from position 78 (Quantitation value of around 11ng/uL) into position 86. Seepage between wells has been observed previously -OQI XXXX, and can be attributed to the plate seal not fully

**OQI** Report Page 3 of 4

sealing between adjacent wells. this is because the plate seal used for this procedure was not designed to seal deep well plates.

Preformed By Quality Information System

### **Action Details**

**Action Complete** Title

26/05/2009

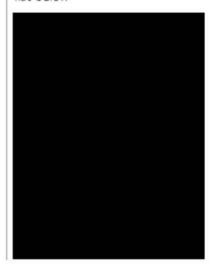
Action Fix Type | Changed ProcessIntroduction

process

**Action Description** 

A new process for reporting DNA IQ cases has been implemented within the Forensic Reporting and Intelligence team, no result is released without being checked to see if results are reportable

Please note in the investigation reference was made to OOI xxxx. This actually refers to all OQIs raised for DNA IQ adverse events. Please see list below



**Action Complete** Title

26/05/2009

Action Fix Type | Changed ProcessModifications

Automated DNA IQ protocol

**Action Description** 

- · Modifications have been made to the automated DNA IQ extraction procedure (including the use of an alternative to the adhesive seal and an alternative resin mixing procedure).
- This modified procedure will undergo extensive verification and approval from the DNA Analysis management team will be obtained prior to re-introduction. A report for this reverification will be written and made available to all staff

Action Complete 15/05/2009 Title

Action Fix Type | No Fix RequiredNil action Action Description Nil

## **Task Details**

No Tasks found

# Follow-up And Approval

Follow-up Status Follow-up Status Comment

Accepted

26/05/2009 2:04:47 PM Thomas NURTHEN:

Actions added as per Approver 26/05/2009 1:59:13 PM Thomas NURTHEN:

FSS.0001.0002.2376

Page 4 of 4

**OQI** Report

Add details of new plate checking process for all DNA IQ cases

25/05/2009 7:45:30 PM Thomas NURTHEN:

On Behalf of Julie Connell with permission from Justin Howes

Approver
Approval/Rejection Date
Approval/Rejection
Comment

Paula BRISOTTO 26/05/2009

26/05/2009 2:12:28 PM Paula TAYLOR:

Agree with all actions and proposed actions

26/05/2009 12:24:32 PM Paula TAYLOR:

Can you please add the same actions as from the other  ${\sf OQI's}$  raised in relation to the automation contamination events

#### **Associations**

No Associations found

#### Records

No Records found

 $21222~CWIQEXT20080620\_02~DNA~IQ~investigation\\ Copyright © 2015, Health Services Support Agency, Queensland Health - All Rights Reserved$ 

Work Place Edge -2018.

Tus. 30/01/2018. Reporting teams attended a meeting on Tuesday 1 23/01/2015 which was charted by Paul Croban & Cashie Allen. The meeting was a discuss our perceptions on the istones are face in the respecting team following individual or supposedly contidential inventions. The meeting was disturbing to say the heast Staff said they I couldn't believe what they were hearing" We were told: - Managen (the impression was 41P5 level) were not adequately performing their duries of that favourishing was being shown ( implying a lunach of Code of Conduct). If a lunach - Staff were under-performing. - Stuff exhibited "contextual bras" regarding their cases of implying a deleath lot code of Conduct) Some staff were bullying others (implying a breach of Code of Conduct Our jobs could be outsoured it we dodn't perform better. (bullying by the char.).

WIT.0011.0001.0034

a result of the information obtained from the intervious, then would possibly be a restruction our teams with possible loss (in particular a HPS) T. MOELLER 30/01/2018 IM-12

Page 1 of 2

Hello Ingrid,

Firstly my apologies for the delay however I have been in meetings.

Thank you for your email. I would like to talk to you to understand your concerns. It will be confidential.

Your employment is covered under the government security of employment for all employees.

When would be a good time to chat? I can do it in or out of office hours if it helps.

Regards Andria

Sent from my iPhone

On 7 Feb 2018, at 10:10 am, Ingrid Moeller wrote:

Hello Andria,

I am a reporting scientist at Forensic DNA Analysis, Coopers Plains. I understand you have had some correspondence from other staff members and despite feeling extremely fearful regarding reprisal, I am writing to you in the deepest hope that you may help our department.

Our 'on-the-ground' staff members (the reporters and their immediate managers (HP5's)) are a very talented, highly educated and committed bunch of people. We work hard to serve our community. However, there are ongoing issues with our Managing Scientist (Cathie Allen) and Executive Director (Paul Csoban) regarding inappropriate behaviour on their part and lack of appropriate management of other staff when required. In my personal opinion, the reporters and immediate managers are struggling both mentally and physically (I have seen staff crying, feeling sick at the thought of going to work and seeking out counselling to merely get through the days).

As mentioned earlier, I truly hope you can help. I have worked in this department for over ten years and wish to see this department function the way it should.

If at all possible, I would appreciate it if my name is not mentioned in any communication to others.

Regards,

<image001.jpg>

#### Ingrid MOELLER

Scientist

Forensic Reporting and Intelligence Team

Forensic DNA Analysis,

Forensic and Scientific Services,

Health Support Queensland, Department of Health



**HSQ's vision** | Delivering the best health support services and solutions for a safer and healthier Queensland.

## IM-13



# **Ingrid Moeller**

From:

Cathie Allen

Sent:

Tuesday, 1 May 2018 12:14 PM

To:

Ingrid Moeller Andrew Riddell

Cc: Subject:

RE: Meeting

Sensitivity:

Confidential

Hi Ingrid

Yes, Rhys can be a support person for you, however he's not a participant in the meeting.

Cheers Cathie



#### Cathie Allen

Managing Scientist - Police Services Stream

Forensic & Scientific Services, Health Support Queensland, **Department of Health** 



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From: Ingrid Moeller

Sent: Tuesday, 1 May 2018 11:59 AM

To: Cathie Allen
Subject: RE: Meeting
Sensitivity: Confidential

Hello

Could I bring Rhys Parry?

From: Cathie Allen

Sent: Tuesday, 1 May 2018 11:49 AM

To: Ingrid Moeller
Cc: Andrew Riddell
Subject: RE: Meeting
Sensitivity: Confidential

Hi Ingrid



Kylie Rika isn't an appropriate support person for you for this meeting.

# Cheers Cathie



#### Cathie Allen

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From: Ingrid Moeller

Sent: Tuesday, 1 May 2018 11:48 AM

To: Cathie Allen Subject: RE: Meeting Sensitivity: Confidential

Hi

Could I have Kylie my line manager as a support person?

From: Cathie Allen

Sent: Tuesday, 1 May 2018 11:45 AM

To: Ingrid Moeller
Cc: Andrew Riddell
Subject: RE: Meeting
Sensitivity: Confidential

Hi Ingrid

No problem, we'll see you at 2pm today in CR113.

Cheers Cathie





#### Cathie Allen

Managing Scientist - Police Services Stream

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From: Ingrid Moeller

Sent: Tuesday, 1 May 2018 11:44 AM

To: Cathie Allen Subject: RE: Meeting Sensitivity: Confidential

I would appreciate meeting today- thank you.

From: Cathie Allen

Sent: Tuesday, 1 May 2018 11:43 AM

To: Ingrid Moeller
Cc: Andrew Riddell
Subject: RE: Meeting
Sensitivity: Confidential

Hi Ingrid

If you would prefer the meeting to be today, then I can facilitate at 2pm in CR113. Andrew Riddell will also be in attendance.

With regards to a support person, a suggestion is Paula Brisotto could act as a support person for you. The choice of including a support person for you is at your discretion.

Please let me know if you'd like to proceed today.

# Cheers Cathie



#### Cathie Allen

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From: Ingrid Moeller

Sent: Tuesday, 1 May 2018 8:47 AM

To: Cathie Allen Subject: RE: Meeting Sensitivity: Confidential

Hi Cathie,

Further to the previous email, we have talked about things informally in the past and I would like to feel we can still do that. I would like to come over and chat today ..... just chat.

Thanks again,

Ingrid

From: Cathie Allen

Sent: Monday, 30 April 2018 3:14 PM

To: Ingrid Moeller
Cc: Andrew Riddell
Subject: RE: Meeting
Sensitivity: Confidential

Hi Ingrid

As outlined below, I'd like to have a discussion with you regarding workplace obligations with respect to record keeping practices. It's a general discussion with you.

I'm unable to discuss this with you prior to the meeting on Wednesday, which will be our opportunity to have a general discussion on this topic.

# Cheers Cathie



#### Cathie Allen

Managing Scientist - Police Services Stream

Forensic & Scientific Services, Health Support Queensland, Department of Health

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From: Ingrid Moeller

Sent: Monday, 30 April 2018 11:52 AM

To: Cathie Allen
Subject: RE: Meeting
Sensitivity: Confidential

Hi Cathie,

I'm sorry but I have no idea what you are talking about. Would you mind shedding some light on the matter,

Thanks,

Ingrid

From: Cathie Allen

Sent: Monday, 30 April 2018 11:25 AM

To: Ingrid Moeller
Cc: Andrew Riddell
Subject: Meeting
Sensitivity: Confidential

Hi Ingrid

I would like to meet with you on Wednesday, 2<sup>nd</sup> of May at 3.30pm in Conference Room 113, to discuss a workplace matter relating to compliance with workplace record keeping practices in which you may have further information and or have been involved. Before I decide how to proceed in this matter I would like to give you an opportunity to respond.

Andrew Riddell, Manager HR and Business Relationships, will be in attendance at the meeting. You may bring a support person with you. Your support person may be a union representative, friend or family member, your support person does not participate in the interview. If you cannot have a support person attend the interview face-to-face, arrangements can be made so that they can attend by telephone. Can you please advise Andrew of your support person to ensure appropriateness.

I reiterate I am only considering this matter at this stage. No decision has been made as to what, if any, further action will be taken in relation to this matter. If, after considering your response I determine further action is required, I will contact you again to provide details of the further action.

# 3

## Lawful directions

Confidentiality

You are directed to keep the details of this matter confidential as far as possible. You may however discuss the matter with your support person, union, legal representative or employee assistance. If you need to discuss this matter with any staff member you should make this request through myself on telephone in the first instance.

#### Employee assistance

Employee assistance offers a confidential counselling service which is free of charge to all employees of HSQ for up to six sessions per calendar year. Access to this service is by self-referral. If you wish to utilise this service, please contact Optum on 1800 604 640. More information on employee assistance can be found at http://qheps.health.gld.gov.au/eap.

# Cheers Cathie



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# IM-14

From: Kylie Rika		
Sent: Friday, 18 December 2020	8:05 AM	
To: Alicia Quartermain	; Claire Gallaghe	r
Deborah Nicoletti	; Ingrid Moeller	;
Penelope Taylor	; Angelina Keller	; Emma
Caunt -	; Josie Entwistle	; Tegan Dwyer

Subject: WfQ survey results 2020 - Forensic DNA Analysis

#### Morning RT2

Please see below thread for context around an appointment I will send where we can discuss the WfQ staff survey results for Forensic DNA Analysis. In prep for this meeting, please have a look at the results I sent you the other day and think about one or two action items that we could progress with over the next few months.

Thanks Kylie

P.S. please keep the contents of the email string below within RT2.

Hi Kylie

Thanks for your email.

From my perspective, I don't think that Forensic DNA Analysis is mature enough in our journey to undertake the exercise that you've proposed. As Tess is working with us on a number of things, and one of those being interactions with each other and acceptable behaviours, perhaps in time, we will move to a place where behaviours improve, feedback is given and responded to positively, which will influence the scores. I also think that an important piece of work hasn't been completed yet, which is the Values and Behaviours piece that Paula is undertaking.

I think that there are a number of other areas that staff could suggest action items that they could do to improve the workplace, other than around Managers. Please go ahead and discuss the results with your team and gather some action items that could be progressed over the next few months.

John Doherty has previously advised staff that workshops would be arranged to discuss FSS themes, so perhaps staff will be able to freely contribute some ideas regarding Organisational Leadership and Managers during those workshops.

Cheers Cathie



## Cathie Allen

Managing Scientist

Social Chair, Organising Committee for 25th International Symposium of the Australian and New Zealand Forensic Science Society (ANZFSS), Brisbane, 11 – 15 Sept 2022

# Police Services Stream, Forensic & Scientific Services

Health Support Queensland, Queensland Health



Integrity Customers and patients first

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Respect

Engagement

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From: Kylie Rika

Sent: Thursday, 17 December 2020 12:29 PM

To: Cathie Allen

Subject: RE: Working for Queensland Staff Survey results 2020

#### Hi Cathie

I just read John's email about the FSS survey results. He mentioned that you would be engaging with us where data is available for our workgroup to develop a local action plan. I also noted that the data is only available for the Forensic DNA Analysis workgroup (and not for the FRIT or Reporting 2 workgroups for example).

Because we can't assume that each sub-team's survey responses were the same as each other, I wonder if the action plan for our Forensic DNA Analysis workgroup might be better formulated as a whole Forensic DNA Analysis team? If I were to formulate an action plan for just Reporting 2 for example, I don't think I could maintain anonymity.

I also note that there was concern from staff (based on the survey) about "my manager" and "my senior manager" and so staff may not feel safe to express their ideas on actions relating to these areas in front of their manager or senior manager.

Perhaps as a whole Forensic DNA Analysis team we could list the top 5 areas we want action on and then have a workshop (similar to how Tess does them) where we ask staff to write down their idea for action on a post it note and stick to the wall (or something similar?)

Thanks

Kylie

From: Cathie Allen

Sent: Friday, 11 December 2020 11:07 AM

To: Allan McNevin ; Kirsten Scott ; Kylie Rika ; Luke Ryan ; Luke Ryan ; Paula Brisotto ; Wendy Harmer

Subject: Working for Queensland Staff Survey results 2020

Hi Everyone

As we've shared the overall results with staff, please go ahead and share this with your team and schedule a discussion session with your team to create an action plan.

Cheers Cathie



#### Cathie Allen

Managing Scientist

Social Chair, Organising Committee for 25th International Symposium of the Australian and New Zealand Forensic Science Society (ANZFSS), Brisbane, 11 – 15 Sept 2022

#### Police Services Stream, Forensic & Scientific Services

Health Support Queensland, Queensland Health



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# Your invitation - Forensic DNA Workplace Harmony Survey



Dear Valued Forensic DNA Colleagues

I would like to invite each of you to undertake a Forensic DNA Analysis staff engagement survey.

I have undertaken these surveys at Gold Coast and Robina, with great success. They are much more targeted than the Working for Qld surveys, and are issued on a team by team basis. My plan is to roll out the surveys across all of FSS in the coming months. The first 3 will go out this week.

The primary purpose of the survey is to get more information about the health of your workplace. I am keen to understand your views so we can continue to build an inclusive, safe workplace where everyone can do their best work.

Your views may lead to an improvement in workplace culture, or perhaps Forensic DNA Analysis is already a positive, happy and inclusive workplace?

Your response will be **de-identified** and **confidential** – you do not need to put your name on the survey. Please consider participating, as this is not meant to be a "ABC said...." exercise. I will be looking for themes in responses, rather than to identify respondents. The questions are the same for every FSS team.

The only people who will have access to the raw data are me, Trish Murphy (as coordinator of survey) and Josleen Daher from HR. Once I have the de-identified data, the focus will be on analysis of the data (to gain insight) and the development of relevant programs to ensure improvement in employee engagement and workplace culture.

Your engagement and satisfaction at work are <u>very</u> important to me. I want to help Cathie as your Managing Scientist to continue to build a positive culture that empowers you and rewards strong performance.

Please provide as much objective, professional feedback as possible, especially in the free-form section. I firmly believe that it is critical that we continue to work towards improving staff engagement and satisfaction across our departments.

#### Here are vour survey link: FSS Workforce Survey - ALL

NOTE: For the purposes of the survey your:

- \* Line Manager is the person you report directly to.
- \* Leadership Team Member is Cathie Allen.
- · \* Executive Director is me, and
- \* If any other Manager is not listed, you can reference comments in the freeform section.

I am available anytime if you want to chat about this process first – I understand that there may be some reservation about participation.

# Please complete the survey no later than 15<sup>th</sup> May 2022.

Thank you for your commitment to improvement and for your contribution to making Forensic DNA Analysis a fantastic place to work!

Thanks and Kind Regards
Lara

Lara Keller B App Sc (MLS), Grad Cert Health Mgt, MAIMS, CMgr FIML

A/Executive Director
Forensic and Scientific Services
Prevention Division, Queensland Health

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w www.nealtn.qio.gov.au/rss

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Incomal Review by have Keller (2022) - free section,

I appreciate the thought behind this survey but with all due respect, if nothing meaningful comes from it then I feel it is another pointless exercise. We have participated in workshops galore, surveys galore, talked to ED's galore and still we have a dysfunctional workplace. The Managing Scientist (Cathie Allen), Team Leader (Justin Howes) and several HP5s (Luke Ryan for one) aren't held accountable for their actions so why would they change??!!

For my own piece of mind and because of my responsibility to the community, I will touch on/raise what I consider to be the most concerning aspect of DNA Analysis and this revolves around the DNA results we produce for the community or rather DON'T produce!

• Around 2015, Amanda Reeves (a past employee and HP5 manager) was involved in bringing to light issues with detecting sperm in sexual assault cases. It was proven that our laboratory wasn't detecting sperm when in fact sperm was present. The concern from Amanda and other staff members (including Kylie Rika, another HP5 manager) was that cases were being written off due to this lack of evidence. Amanda's concerns regarding sperm detection were found to be warranted and a new process was implemented albeit many years later. Amanda (and Kylie Rika) were the subject of bullying (by Cathie Allen, Justin Howes and Allan McNevin-who was a manager of the unit dealing with sperm detection). Amanda consequently moved from DNA Analysis due to being bullied.

It was suspected that the issues with sperm detection had been going on for many years.

- -Were samples looked at retrospectively-NO
- -Were recommendations made by staff, to look at samples retrospectively-YES
- -Is it possible that we released incorrect results- YES
- -Is it possible that offenders weren't brought to justice- YES
- -Is it possible that resistance to altering the sperm detection process was a cost cutting and time saving exercise by Cathie Allen-YES
- -Have we done the wrong thing by the community who trust us- ABSOLUTELY!!!!!!!
- -Were concerns raised repeatedly by staff-YES
- -Were staff ignored on the whole and bullied in the process -YES
- Since approximately 2018, we have had a process change where certain samples, of a specific quantitation range, aren't automatically reworked. It was believed by senior managers, such as Justin Howes, that generally these samples wouldn't give a meaningful DNA result (DNA insufficient for further processing-DIFP) despite the fact that the authors of the associated project pointed out that a certain percentage of these samples could provide results that would go to the National Criminal Investigation DNA Database and/or provide results that could be crucial for a case. It has been maintained by Justin and other managers such as Sharon Johnstone that <u>Case Managers</u> and the <u>Police</u> can request further processing of these samples if deemed necessary.

However, DIFP results are validated by Luke Ryan and his team (<u>Analytical Team</u>).

Consequently, the samples fall off the case management list never to be seen by a Case Manager, unless a statement is requested. The most crucial point here is a statement may not be requested if DNA results are not obtained.

Further to this, in some instances where there has been a statement request, I have had to request numerous last minute reworks of DIFP samples prior to court dates. (Notably, the police have not ordered these reworks.) As a result, I have been able to obtain very important results which address the allegations of the case. Sometimes the results are totally new to the case.

(There is a widely held concern that the quantification of samples is problematic and that validation studies on the whole are problematic. This is a another issue that won't be addressed here.)

#### The repeating theme here is:

- -Is it possible that we are releasing incorrect results- YES
- -Is it possible that offenders aren't being brought to justice- YES
- -Is it possible that the cessation of automatically reworking samples is a cost cutting and time saving exercise by Cathie Allen-YES
- -Have we done the wrong thing by the community who trust us- ABSOLUTELY!!!!!!!
- -Are concerns raised repeatedly by staff-YES
- -Are staff ignored on the whole and sometimes bullied in the process-YES

These are only two examples of what I consider extremely alarming process and management issues. These issues go directly against what I believe our organisation is about-serving the community.

Apart from being negligent when it comes to obtaining DNA profiles, I believe the managers HP6 and above (particularly Cathie Allen) are bullies. They impact unfairly on HR issues such as recruitment, flexible working arrangements and temporary deployment to other organisations, to name a few.

DNA Analysis is problematic and dysfunctional in all regards.

I feel despite years of supposed attempts to improve our workplace, it is evident that certain senior managers in particular, are doing our organisation and the community a disservice. Not a single 'intervention' has helped our organisation. Perhaps these people are better suited elsewhere.