

3 E
QCPCI

Date: 26.11.2012

Exhibit number: 17



QUEENSLAND CHILD PROTECTION
COMMISSION OF INQUIRY

Our reference: [eDocs document number]

Statement of Witness

<i>Name of Witness</i>	Frederick John Feige
<i>Date of Birth</i>	26/04/1957
<i>Address and contact details</i>	
<i>Occupation</i>	Retired
<i>Officer taking statement</i>	Detective Sergeant J A MISON
<i>Date taken</i>	05 / 10 /2012

I, Frederick John Feige state;

1. I am 65 years of age and also retired.
2. I am a former employee of the Department of Children Services [herein referred to as the department].
3. I first started working for the department in 1973. Initially I was employed as an orderly at the Sir Leslie Wilson Centre at Windsor. I left the department in 2006, to work for the Department of Environment and Resource Management, Forest Products, retiring 30th November 2011.
4. Whilst at the Sir Leslie Wilson Centre I was involved in the Arts and crafts centre. During my time at Wilson I was recommended for a scholarship. I then commenced this scholarship and in 1980 I subsequently completed an Associate Diploma in Residential Care at the Kelvin Grove College of Advanced Education, now Queensland University of Technology or QUT.

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

5. I would describe my approach to detainees or young persons in residential care as being of the softer side. When I say softer side I refer to a style that was not focused on heavy discipline but more on the young persons themselves.

6. I recall being approached by Terry McDermott in about 1985 whilst I was still at Wilson. I was basically asked by Terry to assist with the design of a model for a new detention facility. This facility became the John Oxley Youth Centre at Wacol, [herein referred to as JOYC]. The intended design of this facility was what I call “experience based learning”. This approach also had a number of basic principles with a focus on a trust and respect.

7. The detainees that were to be held in Wilson were in a number of categories which I will briefly describe. First, there were young persons or kids who had committed criminal offences. Second, there were young persons in danger of falling into a life of crime. Third, young persons whose parents had died and there was no one to look after them. Lastly, there were young persons who had fallen into government welfare like in “homes” and were uncontrollable. The more compliant a young person would increase their likelihood of them being selected for transfer to JOYC.

8. In 1987 the John Oxley Youth Centre at Wacol was officially opened. Terry McDermott was the inaugural manager. Terry basically outsourced staff from Wilson. He was after a particular type of person to work at JOYC. He looked for people with the soft skills as I mentioned earlier and he also looked for people I would describe with inner strength and communication skills who could deal with riotous behaviour. He basically head hunted people for the centre.

9. As I understood, for me to perform duties at JOYC a submission had to be made from cabinet. I went to JOYC at the appointment and approval of the Governor. Therefore some of the public service rules didn’t apply to me. There was no time limit on this appointment and I know there were a few of us who got these. I remember I got a letter from the Public Service Commission at the time explaining all this.

10. Upon the opening, JOYC consisted of three wings named after Australian explorers Blaxland, Lawson and Wentworth. There were about 10 detainees or young persons when the centre opened. There was also about 11 staff in the senior youth worker/youth worker category. There was also the manager Terry McDermott and the deputy manager Jennifer

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

Foote, admin staff, teaching staff, housekeeping staff and the centre groundsman. At this time I was considered a senior youth worker.

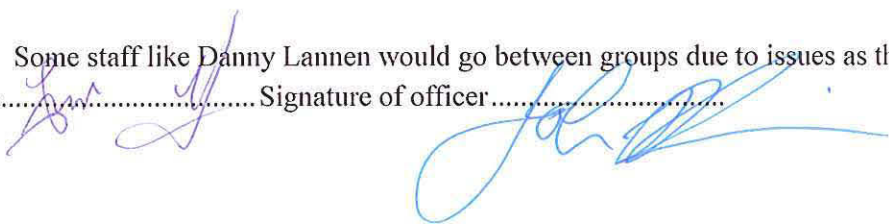
11. Terry McDermott was the manager at JOYC for about six months. Peter Coyne was then appointed manager as his replacement. My knowledge of Peter Coyne is that he came from the Inala Children's Service office as a social worker.
12. Peter Coyne was a different style of manager from Terry McDermott. I remember having a conversation with Peter Coyne in his mid period as manager. During this conversation Peter told me he had been directed to "weed out and sort out the staff". Peter Coyne also explained to me in broad terms what this meant. It included stories of young persons destroying rooms and causing damage at the centre. I wanted to know why was this happening. Peter then went onto talk about privatisation. He told me this was on the cards for the centre or youth detention in general. He told me if this was to occur, than the centre needed to be run with the least amount of staff to be viable. He then went onto mention that the staff he would need would have a certain type of skill set. This skill set included more staff with skills on the discipline and less on the soft side. From this I formed the opinion that everyone who did not fit the mould of Peter Coyne's skill set was a potential target.
13. Whilst I was working at JOYC I became aware of what was known as the Annette Harding incident at the Lower Portals. I did not go on this trip and was not supervising when it occurred. I became aware this incident was of a sexual nature. I arrived at work the day after the incident occurred and Terry Owens approached me. Terry said word to the effect "Fred have a look at this". He then directed to me where the staff involved were completing statements. Terry Owens then quickly explained to me what he thought because I already had a message from the centre that I was to pick up Annette's mother. I then walked down the hallway and got to a certain section and stopped. What I observed was the staff who were involved or who supervised the Harding incident all sitting down in the dinning/eating area with Peter Coyne. I think that he was orchestrating their report writing. I heard Peter saying things to them like "no you can't do that". He seemed to be dictating things to them to go into their reports. So I got the impression it was collaboration. I walked away. Terry then said words to the effect 'If that was you or I we would be sacked because their fabricating and telling lies". I told Terry "you need to be sure what you are saying" and then I said to him "I can see what I can see." I then drove to Annette's mother house at Beenleigh and picked up her mother and started to drive her

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

back to JOYC. I said little as I did not know much about the matter. I recall the mother telling me this had happened before with Annette in Ballina. I would describe the mother as not being too phased about what had happened.

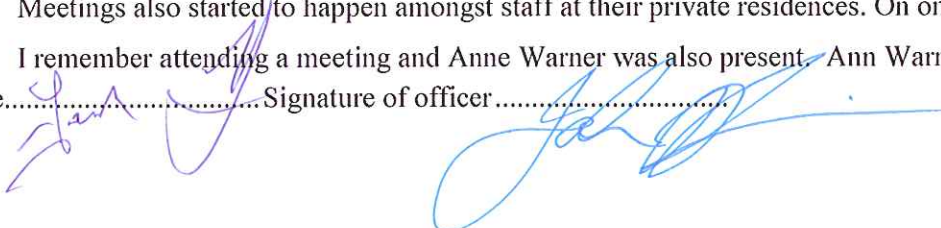
14. Sometime later I drove Mrs Harding home. To me, she appeared accepting of what had happened to Annette. I didn't go into any details.
15. I remember Peter Coyne had a memo put out which basically told staff not to mention the Annette Harding incident to anyone and not to talk about it amongst ourselves. I remember at this time approaching Peter Coyne. I said to Peter "How do we pick up the pieces" referring to Annette. Peter said words to the effect "Don't be silly Fred".
16. I have memory of a detainee [REDACTED]. [REDACTED] was sweet on Annette Harding back then. [REDACTED] was upset by what he heard about the incident in the Lower Portals because he liked Annette. He told me he had heard that detainee [REDACTED] had been there and was masturbating during the incident with Annette. [REDACTED] said that he was told that Annette said to [REDACTED] words to the effect "Stop it and have a go".
17. Over time conflict then became an issue between Peter Coyne and the staff. Back then there were a number of groups within the centre.
18. First, there was the Peter Coyne group which had staff in it that were aligned to management. Peter Coyne used an expression to describe some people in his group. He would say they "prostituted themselves to gain advancement". In my opinion this group consisted of Peter Coyne, Anne Duteny, Col Bray, Lorraine Hayward, Jan French, Jeff Manitzky and Gary Thompson.
19. The group not aligned to Peter Coyne were mainly ex Wilson staff. This group consisted of myself, Tony Van Vlimmeren, Archie Olde Woblers, Rudy Pekalharang, Jenny Foote, Lyn Draper, Lorraine McGregor, Michael Rioch, Brendan Collins, Diane Fields, Mark Freemantle, Bruce Goggins, Peter Palmer, Jimmy Douglas, Sabina and Ray Bently (Westbrook).
20. There appeared to be another group of staff who were in neither group which were Eilleen Bisby, Trevor Cox, Bruce Cassidy, June West, Olly Isaacs and Marion Drew.
21. Some staff like Danny Lannen would go between groups due to issues as they arose.

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



22. I remember the Heiner Inquiry of 1989 -1990. I will now explain the circumstances at JOYC leading up to the Heiner Inquiry. Back then I was the representative for the Australian Workers Union or AWU. I was also a senior level youth worker at the time. I was seen by staff as a bit of a protector for them and strong enough to do something.
23. I initially became the AWU workplace rep by default but I still performed these duties. Some of these duties included mediation. I would often meet with management and staff and mediate issues from time to time. I was also used as a support person for staff. I also remember there was another union representative at the centre who was Dave Smith of the Qld Public Service Union or (QPSU).
24. In total there were three unions operating within JOYC back then. There was the AWU, the QPSU and the POA or the Professional Officers Association for managers, etc.
25. For a while leading up to the Heiner Inquiry I would describe JOYC as a “war”. This “war” became what I would call a “hot potato” for the union. Peter Coyne’s relationship with the staff had deteriorated. The issues that staff felt aggrieved about included the following matters; Personal attacks on staff by Peter Coyne over what I would describe as petty. Peter Coyne would often target certain individuals. I remember an occasion where a staff member Michael Roch was sent home because Peter didn’t like the shirt he wore because Peter thought it was similar to the Sir Leslie Wilson uniform (the shirt was light blue and the Wilson uniform shirt was grey). At the time there was no uniform at JOYC. There were many other incidents.
26. I would describe my relationship with Peter Coyne as intellectually challenging. By this I mean a “battle of intellect”. I remember I was always on the defence with Peter. I remember at this time when I was called to see Peter Coyne at his office he would often wear one of two baseball hats. One baseball hat had a hand holding a gun and the other hat had hands that would clap if strings were pulled. Basically if you were called to his office and he was wearing the baseball cap with the hand holding the gun you would know you were in trouble. On the other hand, if you were then also brought into his office and he was wearing the baseball cap with the clapping hands on you knew you were okay.
27. Meetings also started to happen amongst staff at their private residences. On one occasion I remember attending a meeting and Anne Warner was also present. Ann Warner was an

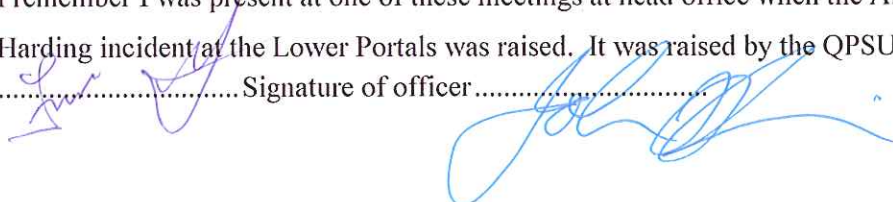
Signature of officer.....



ALP candidate. I remember specifically that the youth worker Brad Parfitt held one of these meetings at his house at River Hills.

28. As the AWU rep I would attend the AWU head office in Brisbane for monthly meetings. I was the only rep from the centre to attend these meetings. Looking back at these meetings it was strange as Dave Smith was also a union rep for the QPSU, I understand that he was excluded. I would describe these meetings as being of an industrial nature. The meetings were conducted at head office in Brisbane City. These meetings discussed issues about what was occurring at JOYC. Everything was placed on the table at these meetings. A number of issues were canvassed at these meetings including the staff rumblings about Peter Coyne. These meetings occurred over a six month period.
29. At these monthly meetings on a regular basis were Ted Clarke and Sue Crook from the HR section of the department, Wayne Mills (AWU), a representative from the POA, a person called Kevin Lindgarde, a male person who I only remember his first name as Storm from the (QPSU) and Barbara Flynn from the department itself. Someone at the meetings took notes. The meetings went for approximately an hour. At the next meeting feedback would be presented as to the "state of affairs" at JOYC.
30. The issues discussed at these monthly meetings were basically about the management of young people and conflict of the management towards staff. I remember some of the specific issues that were raised at these meetings. This included a possible issue surrounding departmental employee Don Smith. It was claimed that detainees were visiting Don Smith outside the centre. I personally did not believe these allegations. It seemed to me that this was about staff jealousy on who got to take kids on outings or excursions.
31. I recall another incident raised at one of these meetings was an issue in relation to the invasion of peoples' personal lives. This included Mariana Pierce's home having been entered at the direction of management (possibly Peter Coyne). I can't remember the actual reason why Mariana's house had been entered. A complaint was made about this incident but I remember there was pressure on Mariana to retract the complaint about this incident.
32. I remember I was present at one of these meetings at head office when the Annette Harding incident at the Lower Portals was raised. It was raised by the QPSU union

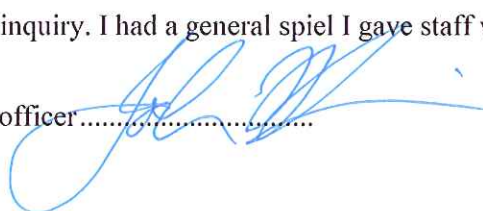
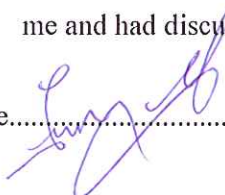
Witness signature..... Signature of officer.....



official. This was raised about a month before the Heiner Inquiry started. Basically it was discussed that no one was held accountable for it. The chair at this meeting was someone from the Industrial section of the department.

33. I remember at one of these industrial meetings the discussion was conducted in relation to the dysfunction at JOYC. The general consensus at the meeting was that this dysfunction needed investigation. I remember Ted Clarke from HR said words to the affect "We need to investigate this to get to the bottom of the issues". I was advised at the end of this meeting that the department would institute an investigation. There was no discussion on who would do this investigation. It was unknown how this investigation would occur. This meeting occurred about a month or two before the actual Heiner Inquiry started.
34. I would often report back to staff or union members as to the outcome of these meetings to keep them informed of any outcomes or progress.
35. In general child abuse aspects were raised inside these monthly meetings but I would say it was not the "crux of the issue".
36. It was these actual meetings that I believe instigated the Heiner Inquiry.
37. About a month before the Inquiry started Wayne Mills from the AWU told me there was going to be an inquiry. I was also told to be prepared for the fallout of the announcement. I was given the heads up by Wayne so I could trouble shoot for the union within the centre.
38. The basic details I managed to ascertain about the inquiry were that it was to take place at JOYC. I was also given contact details for Mr Heiner. I was made aware that the person conducting the inquiry would be a judge.
39. My understanding of the Inquiry was that it was about the kids' treatment, staff and management issues that were occurring within the centre. Once I knew the Inquiry was commencing I no longer consulted with Barbara Flynn about the "state of affairs" at JOYC.
40. When news broke around the centre that there was going to be an Inquiry staff came to me and had discussions about the inquiry. I had a general spiel I gave staff when they

Witness signature..... Signature of officer.....
Page 7 of 13



came for advice being their union rep. I would tell staff that this is your chance to raise your personal issue or tell your story. If you tell the truth you will be okay.

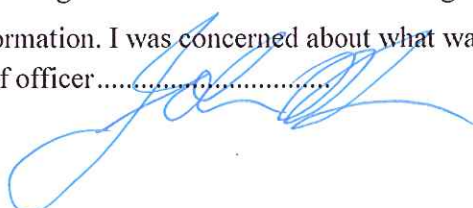
41. Staff had many different issues to raise. I remember some staff were upset about the Annette Harding incident as to the way it was handled. Terry Owens and I had a conversation about this Harding matter at the time of the Inquiry. We were in the foyer of JOYC. Terry told me he was going to tell Heiner what he observed with regards to the collaboration of statements regarding the Annette Harding matter. Terry Owens is now deceased.
42. I also remember at the time Danny Lannen was also very vocal about the Annette Harding incident. I do not know what Danny told the Inquiry though.
43. Some staff came to me and told me they were going to talk about the rewards system in the centre. This related to outside trips for some detainees and who got to take them. Other staff told me they were going to discuss the day to day management of the centre.
44. I wasn't the first person to give evidence at the Heiner Inquiry. I can't recall the exact date I attended. I think I was pretty much towards the end of the witnesses who met with Heiner. The Inquiry happened at JOYC in the conference room. Prior to attending the inquiry I was waiting somewhere outside the nurses office. Whilst I was waiting someone else came and waited with me. After waiting a person then came and got me.
45. I entered the conference room where the Inquiry was conducted. In the room I observed there to be Mr Heiner, Barbara Flynn and Jan Cosgrove. Mr Heiner was sitting behind a table. It was sort of set up like a court room. Jan was sitting where a stenographer would sit. Barbara was positioned on Heiner's left. I then sat down opposite Mr Heiner.
46. Upon starting our conversation there was a greeting. I identified myself and there was a discussion about the process. Mr Heiner explained the use of the tape recorder. I observed the tape recorder on the table. I then handed my quickly written letter to Barbara. I had prepared this letter just prior to attending. This letter contained my perceptions of what was going on at JOYC. I didn't make any comments in this letter about sexual abuse at JOYC. I then observed that letter was handed to Mr Heiner. I clearly remember Mr Heiner putting the letter under some papers on the desk. I remember feeling angry about this as it was relevant to me and he obviously did not read it then. Barbara Flynn started to ask a lot of questions about Peter Coyne's management style. I remember saying to

Signature of officer.....

Barbara words to the effect “This is not what I’m here for- what’s the purpose of this”. I said this because I thought the inquiry was about improving the facility and not being a witch-hunt. Barbara then said words to the effect “It’s about the management style of Peter Coyne and its effect on the centre”.

47. I then spoke about my perceptions of management. I expressed my thoughts of managements catch 22 situation and privatisation. I then related how that every time I went into Peter Coyne’s office I would sit on my hands so I wouldn’t punch him. Because the questions were about the treatment of staff I spoke about the shirt incident and also about Peter Coyne sending an administrative officer to my residence for a disciplinary letter.
48. Mr Heiner did very little talking during the meeting. I remember I asked a question at some stage in the meeting as I was concerned about repercussions. I was also asking this question on behalf of other staff. I said words to the effect “What’s gonna happen to this evidence”.
49. Heiner said words to the effect “Information given would be protected by cabinet”.
50. At no stage during the meeting with Mr Heiner were sexual abuse allegations raised by Mr Heiner or Barbara Flynn.
51. At no stage did I raise allegations of sexual abuse at the meeting with Mr Heiner.
52. I recall that anytime during the meeting when I went to speak about anything outside management style I was just “fobbed off”. By this I mean the discussion went no further. I remember at one stage I tried to raise the issue of gross unfairness to children being disciplined. This was fobbed off.
53. During the meeting with Mr Heiner I was not given any information about what other staff had told the Inquiry.
54. At some point in the meeting I was asked to summarise what actions I would do if I had the power. I basically told them I would sack the main players including myself.
55. Prior to leaving the meeting I asked again about the information I had given. I then had a further discussion about this information. I was concerned about what was going to

Witness signature.....
Page 9 of 13

Signature of officer.....


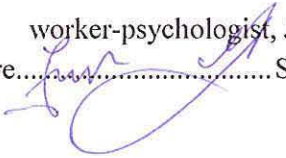

happen to the tape and the transcript. Mr Heiner said they would be taken into head office where they would be transcribed and put together as a statement of interview and I would receive a copy and a copy would be placed on my file. I then said words to the effect "Mr Heiner will you keep a copy of all the information at this inquiry as required by a normal magistrate". Mr Heiner told me he would.

56. Mr Heiner then thanked me and I then left the meeting. The meeting lasted for about one hour. After leaving the meeting with Mr Heiner I felt angry and frustrated as I had been trying to get something to happen to improve the standard of treatment of young people and I felt the inquiry wouldn't do it.
57. As the union rep during the Inquiry I kept a count of the staff attending the Inquiry. I remember this count came to a total of 35 staff who met with Mr Heiner and attended his Inquiry.
58. I recall attending a meeting at head office weeks after I attended the inquiry. The normal HR and union people were there at this meeting. However, I don't recollect Barbara Flynn being at this particular meeting. I recall there had been a change of government by this time. It was discussed at this meeting that Crown Law was looking at the implications of the evidence given. One of the HR officers from the department at the meeting said that Crown Law will review the information obtained and then progress it.
59. My understanding of what happened with this inquiry is that Mr Heiner prepared a report and this was briefed up to the Director General and Minister. I was under the impression that this report went to cabinet. I don't know where I got this impression from.
60. Sometime around here I had a conversation with Warren Christensen. I was told that some of the evidence was explosive and Peter Coyne was threatening to sue. I was further told that to protect people who gave evidence at the Heiner Inquiry the evidence would be destroyed. I remember asking "Why". It was then explained to me the previous government had not constituted the inquiry in accordance with convention.
61. I recall sometime back in 1998, around the time of the Forde Inquiry, I received a call from a journalist at the Courier with the surname of Weir. My understanding from this phone conversation was that a group of persons including ex Police Commissioner Noel Newnham were wanting the issues at JOYC to be included in the Forde Inquiry. I subsequently provided a statement to a Mr Moss. Just prior to attending the Forde

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


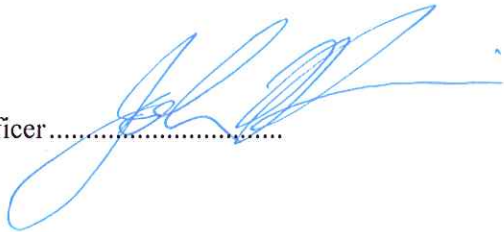
Inquiry I met with Bob Greenaway QC in a building near the Supreme Court. I subsequently gave evidence at the Forde Inquiry.

62. Sometime back then, in the 1990's, I was interviewed by the Criminal Justice Commission.
63. I have provided no statements to any Senate inquiry.
64. Whilst working at JOYC I had on occasion heard rumour or talk of instances of possible sexual abuse. I had heard of an instance of sexual relations between a JOYC employee who worked in the laundry with a male detainee. I did not witness this incident I just heard about it.
65. I also had suspicions that a youth worker, [REDACTED] was involved with a detainee at JOYC called [REDACTED]
66. I also heard of an incident that occurred at a dam. Terry Owens told me about this incident. I was told it was to do with youth worker [REDACTED] and detainee Shelly Neale. This incident was dealt with by management.
67. Some of the staff I remember from my time at JOYC back then are; Peter Coyne - manager, Ann Dutney – deputy manager, Jill Wesche – casual youth worker, Margaret Judd – youth worker, Peter McNeven – youth worker, Bruce Cassidy – senior youth worker, Mark Mills – youth worker, Brian Cartledge-youth worker, June West –Youth worker, Glen Healing – cook/youth worker, Irene Colmer- youth worker, Paul Hamson – youth worker, Chris Edwards – youth worker, Colin Bray – senior youth worker, Daryl Hood – youth worker, Archie Olde-Woblers –youth worker, June Mumford- cook, Jane Thirnbeck youth worker-senior youth worker, Eileen Bisby –senior youth worker – principal youth worker, Jan French –youth worker, Lynne Draper – principal, youth worker, Gordon Teasdale –youth worker, Alexander Muelenberg –mechanic, Gary Truloff –youth worker-unit manager, Daniel Lannen – youth worker, [REDACTED] – casual, Trevor Cox –senior youth worker –principal youth worker, Brad Parfitt –youth worker, Rudy Pekalaring –principal youth worker, Sabina “Connie” Konicanen –youth worker, Jim Douglas – youth worker, Mariana Pierce – youth worker, Lorraine Hayward – youth worker, Eric Humphries-casual, Warren Christensen –youth worker, Jennifer Foote – deputy manager/ social worker, Brian Parker- Admin, Jeff Manitzky – youth worker-psychologist, Jody Preston – admin, Rosemary Cox – alarm watcher, Ray Bentley

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

– principal youth worker, Mark Freemantle – youth worker, Bruce Goggins – youth worker, Jock Mcauley – youth worker, Lola Nolan – youth worker, Trudy Parker – alarm watcher, David Smith – youth worker, Tony Van-Vlimmeren – youth worker, Peter Palmer – youth worker, Josie Russo-housekeeping, Lex Clemence-youth worker, Lorraine McGregor – Nurse/youth worker, Michael Roch-youth worker, Ted Guzowski – youth worker, Ken Kleidon – youth worker, Marion Drew –social worker, Kit Mountany – nurse, Eric Kaltner –youth worker, Rosemary in admin, Wayne Armstrong –youth worker, Neville Mather-youth worker, Olly Isaacs –senior youth worker, Sarah Moynihan –arts, Gordon Cooper –teacher, Karen Mersiades –teacher, Cindy Ranger – Arts.

68. On Wednesday the 10th day of October 2012 I met with Detectives Mison and Parer. I then had a conversation with these detectives about my time at JOYC.
69. Detective Mison showed me a document signed “very concerned”. I am not the author of this document. I am 99.9 percent sure this letter contains the handwriting of Rudy Pekalharig. I recall being present when Rudy wrote a certain letter. I recall that he didn’t sign his name to it.
70. Detective Mison showed me a document dated 01/06/1998 which was a statement in the name of myself. I remember making this statement and signing it on each page.
71. Detective Mison showed me a document titled “Submission to: Mr N Heiner Enquiry John Oxley Youth Centre 1989. Compiled by F.J Feige Youth worker. I recognised this document to be the one I typed, signed and provided to the Heiner Inquiry.
72. Detective Mison showed me a document addressed to Mr Heiner dated 30/11/1989 signed Fred Feige. I am the author of this document and I recognise my handwriting and signature.

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

73. Detective Mison showed me a document dated 29/09/1989 addressed to a Mr Pettigrew signed Fred Feige. I am the author of this document. I recognise my handwriting and signature.

Declaration

This written statement by me dated 5/10/12 and contained in the pages numbered 1 to 13 is true and correct to the best of my knowledge and belief.

Signed at Finlawn Man this 21 day of Oct 20 12
Signature [Handwritten Signature]

Witnessed:
Name J. A. Mison Rank Det Sgt Reg. No. 8065
Signature [Handwritten Signature]