

## BOARD OF MANAGEMENT

**Tony Graham, BA (UCQ), Dip Mgt, MTIAFT, FACTA**  
**Managing Director**

Tony has 42 years' experience in drug and alcohol testing and services, including legislation and policy development, the establishment and operation of drug testing regimes in Queensland Corrections and the Australian Defence Force, staff training and development, and management/union negotiations. Tony has extensive court experience as an expert witness in ensuring the legal defensibility of alcohol and drug-testing protocols. He served as Chairman of the Parole Advisory Committee (QLD) and was a founding member of the award-winning Queensland Drug Courts. Tony designed Australia's first mobile drug test vehicle, recognized with an Australia Day Achievement Award in 2002. He is a certified trainer and lecturer with international experience and a member of The International Association of Forensic Toxicologists (*TIAFT*) and the Forensic and Clinical Toxicology Association (*FACTA*).

**Dr Michael Robertson PhD (Forensic Medicine, Monash University),**  
**MTIAFT, FACTA, MANZFSS**  
**Senior Consultant: Forensic Medicine**

Dr. Robertson is a forensic and clinical toxicologist with over 26 years' professional experience. He is able to provide expertise in all drug and alcohol related matters and has testified extensively as an Expert Witness. He has authored more than a dozen peer-reviewed papers in recognised international journals, is a member of multiple national and international organisations and currently serves as an invited reviewer for the international journal, *Forensic Science International*. As a clinical toxicologist, he provides independent advice and drug interpretations for a range of national drug testing companies and clients relating to drug positive workplace results and drug-monitoring programs. Dr Robertson has extensive experience in urine and oral fluid testing, together with the strengths and weakness of each technique and gives advice and training in testing and policy development in accordance to the current Australian Standards (AS/NZS 4308:2008 and AS4760-2006). He currently serves as Chairman on the Oral Fluids Standards Committee (AS4760:2006).

**Warren Hamilton, BSc (Hons) (Qld), MTIAFT, FACTA, MRACI**  
**Executive Consultant: Toxicology and Australian Standards**

Warren was formerly Supervising Scientist of the Forensic Toxicology Laboratory, Queensland Health. He has over 40 years' professional experience with the analysis of drugs and 37 years' experience as an expert court witness in drug analysis. Warren has served since inception on both the Standards Australia Oral Fluids and Urine Drugs of Abuse Committees, and recently was the chairperson of the sub-committee relating to on-site urine drugs of abuse testing. He was a former lecturer in forensic toxicology at two Universities and a former NATA assessor in both the medical and forensic areas. Warren is a member of TIAFT, FACTA and RACI and is likely Queensland's most experienced toxicologist.

**Dr Gavan Palk BA, MPhil, Dip Coun, PhD**  
**Senior Consultant: Research & Legal Services**

Dr Palk is a barrister and forensic psychologist employed as a Senior Lecturer and Researcher with CARRS-Q and as a consulting barrister and forensic psychologist with Australian Workplace Drug Testing Services. He brings a wealth of knowledge and experience after an extensive career in the criminal justice field including senior management and Directorate roles within the Queensland Corrective Services. Dr Palk was a lecturer at Griffith University in the School of Criminology and Criminal Justice. He is currently involved in research on the utility of judicial criteria utilised to indefinitely detain dangerous offenders post-sentence, a profile of first time drink driving offenders and the development of a brief computer-based intervention for first offenders, and a review of anti-drink/drug driving countermeasures pertaining to legislation, penalties, sanctions, education programs, advertising campaigns and offender education programs. He has wide ranging experience in reviewing criminal justice legislation, preparing draft legislation, providing legal advice, parliamentary reports, and Cabinet submissions.



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**Greg Wiman** B Soc Wk (UQ), MSWAP (UQ)  
**Senior Consultant: Court Assessment and Programs**

Greg has 37 years' experience in counseling and behavioral change program delivery in community, public service and court based settings. He has been involved in the development of innovative offender program delivery roles in Queensland in both community corrections and custodial offender management from 1990. From 2002 he managed the state-wide delivery of a number of innovative specialist courts within the Queensland Department of Justice. Greg was central to the development and evaluation of the Queensland Drug Court program (Manager 2002-2007), the Murri Court program (Manager 2007-2009) and the Special Circumstance Court program (which he reviewed and assisted to final evaluation between 2010 and 2012). Over a 24-year career focused on offender behavior and appropriate intervention, Greg has been continually involved in the development of assessment tools to focus on risk and need. The assessment processes he has adopted are linked to intervention plans specifically designed to reduce risk, maximize learning opportunities and encourage positive problem-solving responses to problematic social circumstance. Greg has continually fostered evaluative research to maintain "best practice" responses.

**Doug Townsend** BSc (U of Q), Certificate of Teaching (QUT),  
DipTrain&AssSys  
**Senior Consultant: Education and Training**

After initially training in Geology, Doug taught Mathematics and Science in Queensland Secondary Schools for a period of 38 years including Head of Department of Mathematics for 27 years and as State Examiner in Mathematics. Doug was a RAAF Reservist for 28 years including three years' full time as Training and Development Officer for the implementation of a Command and Control system across the RAAF and has developed various other Training Packages for other competency-based Defence Force courses including Occupational Health and Safety. Doug is a strong advocate for 'on the job training' and the formal recognition of developed skills through Recognition of Prior Learning (RPL) and Recognition of Current Competencies (RCC). He strongly supports the initiatives of the Australian Recognition Framework (ARF) for nationally-accredited curriculum. Doug has 11 years' experience in alcohol and drug testing training, and continues to design and present diverse training packages for the ongoing education of the medical and legal fraternities, pathology firms, employer groups, government agencies and special interest groups.

**Dr Michael Percy, MB BS (Qld)**  
**Executive Consultant: Medical Assessment**

As a General Practitioner, Dr Percy has over 27 years' experience in the UK and Australia, including 7 years as Assistant Police Surgeon in East Hertfordshire, England. In this position he was involved in alcohol and drug testing for road traffic offenders and prisoners, as well as forensic examinations at Scenes of Crime Investigations and Coroner's Inquiries. Expert statements were then provided for police and forensic proceedings. Dr Percy was the Lead GP for the Division of General Practice Youth Health Program, which involved drug and alcohol education and general health promotion lectures for several thousand Gold Coast high-school students annually, and conducted training in this field for his QLD and Northern NSW colleagues. He was also involved in formulating a Referral Pathways Map for Young People at Risk of suicide and self-harm, which coordinated local Mental Health and Drug and Alcohol providers. His work in General Practice frequently involves counselling, treatment and management of Drug and Alcohol issues in his patients. Dr Percy is Level 1 registered for the Better Outcomes in Mental Health program.



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