



The Queensland Police Commissioned Officers' Union
Registered under the *Industrial Relations Act 1999*

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Submissions
Crime and Corruption Commission
Commission of Inquiry
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To Whom it May Concern:

The Queensland Police Commissioned Officers Union of Employees (QPCOUE) has been a registered industrial Union since 1925. The executive of the Union consists of a President, Vice President, Secretary/Treasurer and 7 executive committee members. The QPCOUE represent senior Commissioned Officers at the Queensland Police Service (QPS) at the ranks of Inspector, Superintendent and Chief Superintendent. These ranks make up the top 2.5% of the QPS organisation. The QPCOUE currently represent 291 financial members. The QPCOUE is not affiliated with any political organisation or party.

The QPCOUE welcomes the opportunity to provide a submission to the Commission of Inquiry (COI) relating to the Crime and Corruption Commission (CCC). The QPCOUE notes the terms of reference (TOR) for the COI, particularly matters relating to the use of seconded police officers.

A Memorandum of Understanding (MOU) and high-level agreement exists between the QPS and CCC for the secondment of police officers to the CCC. The purpose of the MOU and agreements is to establish the cooperative arrangements between the QPS and the CCC for the secondment of officers to enable the CCC to perform legislated functions pursuant to the *Crime and Corruption Act 2001*. The MOU and agreements outline tenure and arrangements for transition of officers to and from the CCC.

A total of 85 QPS police officers are seconded to the CCC across a range of capabilities, including corruption and crime investigations. More than half of seconded police work in support and highly specialist roles including Physical and Technical Surveillance; Forensic Computing, Intelligence, Human Source and Witness Protection. Of the 85 officers seconded, eight are Commissioned Officers and members of the QPCOUE. All police are vetted to a high level to perform duties at CCC. Many of our members also have additional national security vetting.

Our current and former members and other police officers seconded to the CCC have performed an integral role since the inception of the CCC organisation more than 30 years ago. They are a vital part of multi-disciplinary teams that investigate

and support investigations into matters relating to corruption and serious and organised crime. Our members and other police officers also bring contemporary policing methodologies and training to their role. Our members and other police that are and have been seconded to the CCC also bring a diversity of thought and experience that enhances the nature of the multi-disciplinary investigation teams at CCC.

Our members, particularly considering they are senior members of the QPS and hugely experienced, provide balance and perspective in what sometimes are very complex and challenging investigations. Experience gained by our members and other police working at the CCC also provides them with valuable experience and knowledge when returning to the QPS following their tenure at CCC.

More than 50 police work in the support areas at CCC. All these support areas are high risk and highly specialised police roles that generally are not performed by officers who are not sworn police or at least not without a significant policing background in those specialist areas. Significant training and experience are required for these types of roles. Some of these roles too, such as Witness Protection, are well suited outside the QPS, albeit staffed by QPS seconded officers. It provides the independence and sterile corridor, without the undue influence of other competing requirements of a large organisation such as the QPS.

The model of the CCC and integrity agency with a blend of experienced dedicated QPS police officers has generally served the Queensland community well. That does not mean there have been issues and areas that could be improved.

Some more recent concerns have been raised through our Union and the Queensland Police Union of Employees (QPUE). Some of these issues have been:

- Misuse of coercive hearing powers for matters that have been more administrative or managerial in nature and not serious corruption or crime;
- Procedural fairness relating to handling investigations against some of our members and police officers; and
- Regular and unreasonable appealing by CCC to The Queensland Civil and Administrative Tribunal (QCAT) of QPS Ethical Standards decisions with many of them being dismissed by QCAT.

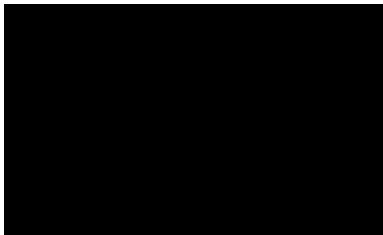
It is the view of the QPCOUE that these concerns can be managed and dealt with better with a significant QPS secondment presence at CCC.

The QPCOUE acknowledges the work in recent years by our members to improve the secondment arrangements for police at the CCC and to better manage their tenure and transition to and from the QPS. During the last 12 months, because of the Lewis Judicial review decision, our members no longer have provision for a lateral transfer process, unlike non-commissioned officers. All officers must apply to a particular position to move on transfer. This is obviously untenable in the longer term, particularly relating to our members who are at the CCC and must move back to the QPS at the end of their tenure which is 3-5 years. Some of our members, including at the CCC, feel very aggrieved by this sudden change in

lateral transfer arrangements. The QPCOUE has attempted to resolve this with the executive of the QPS with several solutions but has been deferred to be dealt with at Enterprise Bargaining negotiations. This is not acceptable to our members and has been an indirect impact on their employment conditions. The QPCOUE wants this addressed as a matter of priority. It is also having broader implications across the whole QPS, preventing any flexibility in movement of officers, and creating huge inefficiencies. Whilst this is not a specific issue relating to CCC, it does have a significant impact to our 8 members who are currently seconded to the CCC.

Thank you for the opportunity to provide this submission and the important work the Commission of Inquiry is undertaking.

Kind regards



Dr Dan Bragg
President
QPCOUE