

COMPULSORY REPORTING REQUIREMENTS



Multicultural Queensland Policy

Promoting understanding and reconciliation: The annual flag raising ceremony during NAIDOC Week.

The Multicultural Queensland Policy is an integral part of the Queensland Government's approach to the management of cultural, linguistic and religious diversity and is underpinned by the principles of access, participation and cohesion. Strategies and actions that have sustained and promoted positive community interaction during 1999-2000 including:

- the appointment in December 1999 of Mr Robert Anderson, Chair of the Aboriginal and Torres Strait Islander Advisory Board, as Honorary Adviser to the Queensland Police Service to fill the role previously held by the late Mr Neville Bonner AO.
- the election in October 1999 of Ms Janine Worley, Co-ordinator of the Migrant Resource Centre in Logan, as chairperson of the Police Ethnic Advisory Group (PEAG) and Mr Serge Voloschenko, the immediate past chair of the Ethnic Communities Council of Queensland, as deputy chair. This body continues to provide the Service with much valued advice by identifying and analysing matters of mutual concern.
- a Policing Diversity Forum which was hosted by the South Eastern Police Region on the Gold Coast on 11 February 2000 to inform ethnic communities of local and national policing initiatives.
- expansion of the 'You, the Law and Society' program to the Vietnamese community.
- continued support for the Police Liaison Officer (PLO) Program which now has 118 approved positions.
- the development of two 'Harmony' videos highlighting the importance of PLOs, the Cultural Advisory Unit (CAU) and PEAG in fostering positive interaction with people from culturally diverse backgrounds and Aboriginal and Torres Strait Islander people; and
- the development of a *Religious Diversity Reference Guide* to assist police dealing with communities whose religious and cultural beliefs are not well known in the broader Australian community.

Rural and Regional Queensland

Queensland's geographic diversity presents challenges for the equitable delivery of policing services in the various metropolitan, regional, rural and remote areas of the State. In response, the Service has established a regionalised structure, ensuring organisational units with responsibility for the delivery of core policing services are well positioned to work closely with local communities and be responsive to issues of community concern.

The unique requirements of policing in rural and regional areas of the State are taken into account when decisions are made about the allocation of resources to the Service's various organisational units. The Service remains committed to the delivery of high quality policing services in all Queensland communities and, to this end, has progressed a number of programs and activities to improve service delivery in rural and regional areas including:

- maintenance of a policing presence in more than 150 one and two officer stations in rural and remote centres throughout Queensland.
- continued support for the North Queensland Campus of the Queensland Police Academy in Townsville, established in 1996 to encourage recruitment and retention of police officers in central and north Queensland.

- operation of Queensland Government Agent Program (QGAP) Offices in police stations at Bedourie, Boulia, Birdsville, Jundah, Isisford, Windorah and Thargomindah, providing these communities with access to a broad range of government information and services.
- employment of PLOs throughout the State to establish positive rapport between police and Indigenous and ethnic communities, including officers located in Thursday Island, Laura, Charters Towers, Normanton, Mount Isa, Cunnamulla, Charleville, Goondiwindi and St George.
- employment of 15 Queensland Aboriginal and Torres Strait Islander Police as part of a trial project in three communities: Yarrabah, Badu Island and Woorabinda.
- use of a Part Time Cell Visitor Scheme, specifically designed to assist persons in custody in smaller centres, including Roma, Collinsville and Palm Island, where full-time government diversionary centre organisations, such as Murrie Watch, are not available.
- ongoing support for Police Citizens Youth Clubs and the Blue Light Associations throughout the State, providing entertainment and activities for young people in rural communities including Dalby, Blackwater, Charters Towers, Biloela and Mt Isa.
- installation of modern digital exchange equipment in rural areas of the State as part of the Service's Network Expansion Project.
- ongoing support for the Rural Watch program which, similar to Neighbourhood Watch, encourages rural communities to participate in small groups to improve the safety and security of their families and other neighbourhood residents.

Responding to our Clients

The Office of the Commissioner has initiated a Client Service Standards Project in line with Government policy. This project aims to identify the needs and expectations of internal and external clients in order to develop a Client Service Charter.

Public Sector Ethics

The Service's commitment to public sector ethics is clearly reflected in the establishment of the 'Ethical Standards and Public Accountability' output as one of the Service's seven key outputs, and the establishment of the Ethical Standards Command.

Whistleblowers

The Service is committed to introducing and maintaining programs and activities that support the principles of the *Whistleblowers Protection Act 1994* (the Act). Information has been included in this Annual Report relating to the administration of the Act, in the context of the Service, satisfying the legislative requirement contained in s.31 of the Act for the Minister to report this information annually to Parliament.

The Service's records indicate that no public interest disclosures were received under the Act during the 1999-2000.

The Service's Internal Witness Support Unit, within the Ethical Services Command, has responsibility for establishing reasonable procedures to protect whistleblowers from reprisals. Section 44 of the Act requires public sector entities to protect its officers against reprisals and the establishment of a discrete unit for this purpose within the Ethical Standards Command demonstrates the Service's ongoing commitment in this area.

Code of Conduct

The Service's Code of Conduct, which fully complies with the *Public Sector Ethics Act 1994*, is available to all members in hard copy and electronically on the Service's corporate Intranet. Members of the public may arrange to view, copy or purchase the Service's Code of Conduct and Statement of Ethics at their local police station.

Training and Education

The Ethical Standards Command is responsible for overseeing all Service policies, procedures and practices to ensure that they reflect the principles of the *Public Sector Ethics Act 1994* (the Act). Section 21 of the Act requires appropriate education and training about public sector ethics to be provided to all members of the Service. In line with this requirement, the Ethical Practice Branch provided education, training and awareness sessions to over 1,300 members of the Service in 1999-2000. In addition, most of the Service's education and training courses have been reviewed and now include a substantial ethics component. An 'Ethics Advice Line' has been established to provide confidential telephone advice to any member seeking assistance.

Freedom of Information

In 1999-2000, the Service received 1,515 request for information under the *Freedom of Information Act 1992* and finalised 1,456 requests. As at 30 June 2000, the Service had 249 active Freedom of Information files on hand.

Superannuation Arrangements for the Police Portfolio

The State Public Sector Superannuation Scheme (QSuper) is the major superannuation fund for Queensland public sector employees. Several account types exist within QSuper, with employees of the Service traditionally having a QSuper Defined Benefit account or a QSuper Police account. The QSuper Police account also provides a defined benefit but is no longer available to new members. Both accounts, established under the QSuper Deed, provide eligible employees with benefits following resignation, retirement, death or permanent disablement.

In July 1999, the Queensland Government announced changes to the superannuation arrangements for Queensland State public sector employees. As part of the negotiation process, the Queensland Government received input from the various industrial unions, with the new arrangements receiving widespread support. These enhanced superannuation arrangements have been implemented under the custodianship of the QSuper Board of Trustees (the Board).

From 1 May 2000, all permanent employees were able to maintain a Defined Benefit account or access a new contributory Accumulation account. The new arrangements allow members to tailor their superannuation to meet their individual needs.

New permanent employees of the Service now commence with an Accumulation account and may elect to transfer to a Defined Benefit account at any time in the future. Any member choosing to transfer out of either of the Defined Benefit accounts are unable to return.

The Government Superannuation Office is responsible for the day to day administration of QSuper on behalf of the Board. The Board is responsible for the administration of the Fund, the investment of assets and the payment of benefits to members, and has a fiduciary responsibility to act in the best interests of the membership as a whole.

The Board comprises ten Trustees, with the Under Treasurer as chairperson. Of the remaining members, four are employer representatives nominated by the Queensland Government and five are nominated as employee representatives. The employee representatives are elected by industrial unions whose members are participants of QSuper, with all Board members appointed by the Governor-in-Council.

As of 30 June 2000, the employee representatives were Karen Peut (Queensland Public Sector Union), Steve Ryan (Queensland Teachers' Union), Gary Wilkinson (Queensland Police Union of Employees), Merv Vining (Australian Workers' Union) and John Thompson (Queensland Council of Unions). The employer representatives are Gerard Bradley (Under Treasurer), Mary Montgomery (Queensland Health), Bob Scheuber (Queensland Rail), Helen Ringrose (Premier and Cabinet) and Terri Hamilton (Medical and Associate Professions Funds Management). Helen Ringrose and Terri Hamilton replaced Christine Maher and Merv Lawrence as employer representatives on 1 June 2000.

In the 1999-2000 financial year, the Board met regularly on a monthly basis. Where a Trustee is unable to attend a meeting, the Trustee's deputy may attend.

Energy Management

The Service continues to provide guidance for energy management and conservation in the construction of new police establishments or major refurbishment of existing facilities. These principles have been integrated into the Service's Building Code which sets the parameters for all new capital works projects. For example, proven energy-saving services are installed in preference to less-efficient equipment or techniques, and where practical, the use of daylight and natural ventilation is employed to supplement their artificial counterparts.

A limited number of police stations have been selected to participate in a trial to analyse energy consumption. The results of these trials will be used to guide the development of enhanced energy management techniques.

Following the deregulation of the energy industry some police sites are now considered contestable for the purpose of energy supply. The Service has established provisions for energy management audit within the Energy Supply Tender Specifications currently being prepared for these sites. As other sites become contestable through the broadening of the tranche classification, consideration will be given to adding these sites to the Energy Supply contract.

Consultancies

The following table provides details of consultants engaged by the Queensland Police Service in accordance with the State Purchasing Policy. In aggregate terms, the Service expended \$31,200 in three areas: \$8,200 for human resource management; \$7,010 for professional/technical matters; and \$16,000 for financial management.

Consultant	Purpose	Cost
S M Johnson Consulting	Review the legislation reform of the Prostitution and Sex Industry in Queensland. Finalise a Cabinet Policy Paper and draft a legislative proposal of the Prostitution and Sex Industry in Queensland.	\$8,200
PricewaterhouseCoopers	General consultant to the Service in GST matters.	\$7,200
Det Norkse Veritas	Carry out inspections on two police vessels.	\$7,010
Marc F Desmarchelier	Advise on the impact of the GST on the Service's Motor Vehicle Fleet system.	\$8,800

Overseas Travel

During 1999-2000, 24 members of the Service travelled overseas for official purposes or professional development. In some cases the cost of travel was fully or partially met by external parties. Three Service employees were awarded scholarships and travelled overseas in order to complete further studies.

Expenditure described in this table represents the total cost to the Service of overseas travel. Figures reported have been rounded to the nearest dollar.

Name	Destination	Dates	Purpose	Cost (\$)
C. Barham	England, Canada, USA & New Zealand	13.6.99 to 2.9.99	Undertake Churchill Fellowship studies	400
J. Brennan	USA & Canada	4.7.99 to 25.8.99	Undertake 1999 Police Courier Mail Scholarship studies	5,400
D. Lacy	USA	11.7.99 to 24.9.99	To attend training at the FBI Academy (198th session)	5,728
C. Chetcuti	USA	16.7.99 to 25.7.99	Attend CA World International User Conference	2,376
D. Cousins & G. Terry	Japan	20.7.99 to 28.7.99	Conduct inquiries in relation to a murder investigation	8,600
I. Stewart	USA	29.7.99 to 8.1.00	Undertake Fulbright Scholarship studies	13,605
J. O'Sullivan & I. Fels	New Caledonia	16.8.99 to 20.8.99	Attend 28th South Pacific Chiefs of Police Conference	12,801
C. O'Regan	Indonesia	4.9.99 to 10.9.99	Assess Indonesian National Police strategic training needs	455
J. Hartley	Vietnam	11.9.99 to 9.10.99	Undertake language studies at the University of Ho Chi Minh	1,650
B. Wilkins	Singapore	8.11.99 to 12.11.99	Conduct training on informant and covert police operative management programs	1,052
D. Hutchinson	Fiji	12.11.99 to 16.11.99	Interview witnesses associated with a criminal investigation	1,589
A. Morton	Papua New Guinea	12.11.99 to 19.11.99	Joint border patrol activities in association with the Department of Immigration and Multicultural Affairs	50
J. O'Sullivan & I. Fels	Japan	28.11.99 to 5.12.99	Study tour	7,941
D. Luttrell	United Kingdom & Ireland	29.11.99 to 13.12.99	Investigate issues associated with information technology in law enforcement	639
A. Freeman	USA	21.1.00 to 5.2.00	Presentation to Scientific Working Group for Imaging Technologies Annual General Meeting, Federal Bureau of Investigation	1,137
G. Jones & K. Sampson	New Zealand	13.2.00 to 25.2.00	Attend training with New Zealand Police Special Tactics Group	1,578
A. Dawson	New Zealand	11.4.00 to 15.4.00	Conduct meetings with New Zealand Police on significant event planning in preparation for the CHOGM meeting in Brisbane, 2001	1,001
G. Stewart	USA	24.2.00 to 28.4.00	Attend 22nd International Asian Organised Crime Conference	4,749

Name	Destination	Dates	Purpose	Cost (\$)
I. Townsley	United Kingdom	12.4.00 to 28.4.00	Operational research in preparation for CHOGM meeting in Brisbane, 2001	3,392
G. Aschenberger	USA & Italy	20.4.00 to 23.5.00	Attend training to attain formal weapon armourer qualifications	10,694
S. McCartney	New Zealand	26.5.00 to 28.5.00	Conduct inquiries in relation to a sexual offences investigation	1,236
G. U'Prichard & A. Fulton	USA & Canada	1.6.00 to 24.6.00	Pilot training	34,040
B. Muller	France, Netherlands, Germany, Switzerland, USA & United Kingdom	10.5.00 to 9.7.00	To investigate workplace health promotion programs in law enforcement agencies.	27,757

Legislation

The following legislation was administered by the Department of Police in 1999-2000:

- Crime Commission Act 1997
- Drugs Misuse Act 1986
- Gaming Act 1850
- National Crime Authority (State Provisions) Act 1985
- Police Powers and Responsibilities Act 1997
- Police Service Administration Act 1990
- Public Safety Preservation Act 1986
- Queensland Police Welfare Club Act 1970
- Suppression of Gambling Act 1895
- Vagrants, Gaming and Other Offences Act 1931
- Weapons Act 1990.

From 1 July 2000, the *Police Powers and Responsibilities Act 2000* will replace the *Police Powers and Responsibilities Act 1997* and the new *Prostitution Act 1999* will come into force. These two new statutes also fall within the administrative control of the Department of Police.

Female Police Officers by Rank

Rank	30/6/97	30/6/98	30/6/99	30/6/00
	Total Strength = 6,836	Total Strength = 7,169	Total Strength = 7,488	Total Strength = 7,658
	No. (total for rank) (% of total)	No. (total for rank) (% of total)	No. (total for rank) (% of total)	No. (total for rank) (% of total)
Above Chief	0	0	0	0
Superintendent	(11) (0%)	(13) (0%)	(14) (0%)	(14) (0%)
Chief	0	0	0	1
Superintendent	(14) (0%)	(13) (0%)	(12) (0%)	(15) (6.7%)
Superintendent	2 (33) (6.1%)	2 (30) (6.7%)	2 (34) (5.9%)	1 (33) (3.0%)
Inspector	9 (230) (3.9%)	12 (241) (5.0%)	14 (252) (5.6%)	14 (259) (5.4%)
Senior Sergeant	24 (423) (5.7%)	24 (436) (5.5%)	25 (452) (5.5%)	26 (473) (5.5%)
Sergeant	85 (1,573) (5.4%)	87 (1,589) (5.5%)	97 (1,655) (5.9%)	111 (1,694) (6.6%)
Senior Constable	191 (1,878) (10.2%)	255 (2,115) (12.1%)	310 (2,207) (14.0%)	344 (2,292) (15.0%)
Constable	617 (2,404) (25.7%)	649 (2,372) (27.4%)	739 (2,540) (29.1%)	789 (2,600) (30.3%)
Recruit	83 (270) (30.7%)	121 (360) (33.6%)	113 (322) (35.1%)	103 (278) (37.1%)
Total	1,011 (14.8%)	1,150 (16.0%)	1,300 (17.4%)	1,389 (18.1%)

Note: The data conforms to the reporting requirements of the Office of the Public Service.

Target Group Membership by Salary Equivalent - Staff Members

Sample Size = 2925	Sex		Language Background			Aboriginal or Torres Strait Islander		People with Disabilities				
	Female	Male	ESB ¹	NESB1 ²	NESB2 ³	N/R ⁴	Yes	No	Yes	No	N/R	
\$69,166 & above	8.7	91.3	82.6	4.3	4.3	8.7	0	91.3	8.7	13.0	73.9	13.0
\$63,291 - \$69,165	26.9	73.1	65.4	7.7	15.4	11.5	0.0	92.3	7.7	7.7	73.1	19.2
\$56,440 - \$63,290	33.8	66.2	81.8	1.3	6.5	10.4	1.3	88.3	10.4	5.2	80.5	14.3
\$49,967 - \$56,439	42.1	57.9	75.4	10.3	8.7	5.6	0.0	92.1	7.9	11.1	75.4	13.5
\$43,625 - \$49,966	43.7	56.3	80.5	5.8	6.8	6.8	1.1	90.5	8.4	9.5	76.8	13.7
\$37,418- \$43,624	53.9	46.1	77.2	6.1	7.5	9.2	0.9	86.0	13.2	8.3	81.1	10.5
\$31,368 - \$37,417	65.9	34.1	85.1	3.2	5.1	6.7	4.9	84.8	10.2	7.4	81.9	10.6
\$20,812 - \$31,367	78.2	21.8	77.4	4.3	6.3	12.0	4.5	81.1	14.4	8.3	75.5	16.2
\$0 – \$20,811	78.0	22.0	54.0	5.0	3.0	38.0	3.0	55.0	42.0	16.0	41.0	43.0
% of Total Sample	67.0	33.0	78.8	4.4	6.2	10.6	3.7	83.0	13.2	8.5	76.7	14.8

Note: Percentages are 'row' percentages. Row percentages within each of the four target categories should add to 100 percent, although there may be some minor rounding errors.

* Salary Ranges shown are those applicable for the 1999-2000 Financial Year. For the full-time employees, annual salary was used. For employees who worked part of the year, earnings were converted to the amount they would have earned in a full year. For part-time and casual employees, earnings were converted to the full-time equivalent annual salary.

¹ ESB English Speaking Background

² NESB1 Non-English Speaking Background- Immigrants

³ NESB2 Non-English Speaking Background-Children of Immigrants

⁴ N/R No Response

- Non-target group members, for example men and people from English speaking backgrounds, are included for illustrative purposes only.

- Target group calculations rely on target groups self-disclosing this information on their census form.

- The data conforms to reporting requirements of the Office of the Public Service. In line with Office of the Public Service requirements, members of the Queensland Crime Commission (26), the Prostitution Licensing Authority (2), and QPS temporary employees are included in these figures.