



# Appendices

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Officers work in partnership with their local community to prevent crime and promote public safety.

## Appendix 1: Performance summaries

The Queensland Police Service is committed to serving the people of Queensland by protecting life and property, preserving the peace, maintaining personal and community safety, preventing crime and upholding the law with due regard to the public good and the rights of the individual.

The provision of policing services contributes to the government priority of Protecting our children and enhancing community safety.

The following summary tables record the Police Service's achievements against the outputs detailed in the 2007-08 Ministerial Portfolio Statement.

### Output: Community Safety and Engagement

Measures	Notes	2006-07 Actual	2007-08 MPS target	2007-08 Actual	National average
<b>Quantity</b>					
Percentage of resources allocated to this output	1	29.79%	30%	30.63%	
Rate of unreported offences	2				
Break and enter		34.3%	25%-35%	34.3%	25.8%
Attempted break and enter		68.2%	65%-75%	68.2%	69.3%
Motor vehicle theft		16.9%	10%-20%	16.9%	9.7%
Robbery/attempted robbery	3	...	...	...	61.5%
Assault/attempted assault		67.6%	65%-75%	67.6%	68.6%
<b>Quality</b>					
Level of community satisfaction with police generally	4	67.3%	70%-80%	69.5%	66.1%
Perceived level of personal safety and property security					
a) Persons feeling safe in the following situation (safe and very safe)	4				
- home alone		89.6%	85%-95%	89.95%	87.7%
- walking/jogging locally		74.05%	65%-75%	75.45%	74.7%
- travelling on public transport		51.55%	40%-50%	51.3%	47.5%
b) Public perceptions about problems in the neighbourhood (major problem or somewhat a problem)	4				
- housebreaking		55.3%	55%-65%	52.5%	58.9%
- motor vehicle theft		38.6%	35%-45%	36.5%	46.6%
- graffiti or other vandalism		44.0%	35%-45%	43.2%	49.9%
Satisfaction with police support for community programs	4	67.0%	70%-80%	68.5%	63.7%
Percentage of persons concerned about being a victim of	4				
- Physical assault		43.9%	45%-55%	43.8%	45.1%
- Sexual assault		25.8%	30%-40%	23.7%	27.1%
- Housebreaking		59.6%	55%-65%	55.1%	61.5%
- Motor vehicle theft		46.1%	55%-65%	43.4%	51.3%
Good order offences detected	5				
- Number detected		42 187	41 000-45 000	48 911	
- Rate detected		1 009	1 000-1 100	1 145	
Level of community satisfaction with police dealing with public order problems	4	53.5%	50%-60%	56.8%	52.9%

#### Notes

- The allocation of resources is guided by the results of the Service's activity based costing methodology, the Statewide Activity Survey.
- Derived from the Australian Bureau of Statistics Crime and Safety Survey 2005.
- Measure is discontinued as the Australian Bureau of Statistics Crime and Safety Survey 2005 does not record the rate of unreported robbery/attempted robbery offences at a state level.
- Derived from the National Survey of Community Satisfaction with Policing July 2007 to June 2008.
- Good order offences include offences relating to public nuisance, obstruct police, fare evasion and other offences against good order. The rate of offences refers to the number of offences per 100 000 population. An increase in good order offences generally indicates an increase in policing activity around public spaces and major events, and a range of related proactive policing activities, often centred upon liquor related enforcement.

## Output: Crime Management

Measures	Notes	2006-07	2007-08 MPS target	2007-08 Actual
<b>Quantity</b>				
Percentage of resources allocated to this output	1	33.42%	33%	32.24%
<b>Quality</b>				
Number of personal safety offences reported	2			
Homicide	2a	175	160-190	138
Assault		19 505	18 000-21 000	19 327
Sexual assault		6 635	5 000-6 500	6 932
Robbery		1 839	1 700-2 000	1 738
Total personal safety		32 697	30 000-34 000	31 702
Number of personal safety offences cleared	2,3			
Homicide	2a	174	150-230	137
Assault		16 971	15 000-19 000	15 813
Sexual assault		5 528	5 000-6 000	6 341
Robbery		1 086	950-1 200	977
Total personal safety		27 490	27 000-32 000	25 729
Number of personal safety offences reported and cleared in the period	2,4			
Homicide	2a	154	130-175	126
Assault		15 299	14 000-16 000	14 443
Sexual assault		4 513	4 000-5 500	5 160
Robbery		959	800-900	897
Total personal safety		24 137	22 000-26 000	22 774
Number of property security offences reported	5			
Unlawful entry		48 064	45 000-55 000	45 388
Other property damage		46 672	40 000-50 000	42 483
Motor vehicle theft		11 207	11 000-14 000	9 965
Other theft (excl. unlawful entry)		87 124	85 000-95 000	79 121
Total property security		222 941	220 000-260 000	203 075
Number of property security offences cleared	3,5			
Unlawful entry		13 211	11 500-14 000	10 991
Other property damage		15 253	13 000-16 000	13 021
Motor vehicle theft		3 879	3 500-4 500	3 359
Other theft (excl. unlawful entry)		26 887	27 000-32 000	23 939
Total property security		85 531	82 000-97 000	72 066
Number of property security offences reported and cleared in the period	4,5			
Unlawful entry		9 795	8 500-10 500	8 855
Other property damage		13 633	11 500-13 500	11 822
Motor vehicle theft		3 153	3 000-3 800	2 821
Other theft (excl. unlawful entry)		23 828	22 000-28 000	21 528
Total property security		71 923	68 000-75 000	62 790
Public satisfaction with initial police response	6	87.2%	80%-90%	87.2%
Public satisfaction with police response from specialist officers	6	89.4%	80%-90%	89.4%
Satisfaction of members of the public who had contact with police in the last twelve months	7	80.7%	75%-85%	80.7%

### Notes:

- The allocation of resources is guided by the results of the Service's activity based costing methodology, the Statewide Activity Survey.
- The offence categories reported separately are those classified as 'violent' crimes and are the most significant 'personal safety offence' categories in terms of their impact on the community. The 'Total personal safety' offences figure also includes the offence categories of extortion, kidnapping, abduction and deprivation of liberty, and other offences against the person.
- Homicide includes the offence categories of attempted murder, conspiracy to murder, manslaughter (excl. by driving) and driving causing death. A detailed breakdown is available in the Annual Statistical Review 2007-08.
- The number of offences cleared related to the total number of offences cleared in the period regardless of when they were reported.
- The number of offences reported and cleared within the period relates to offences both reported and cleared in the same timeframe.
- The offence categories reported separately are classified as high volume property security offences. The 'Total property security' offences figures also include the offence categories of arson, fraud and handling stolen goods. The offence category 'other theft' (excluding unlawful entry) was previously known as stealing.
- Derived from the Queensland Police Service Crime Victim Survey 2006.
- Derived from the National Survey of Community Satisfaction with Policing July 2007 to June 2008.

## Output: Traffic Management

Measures	Notes	2006-07	2007-08 MPS target	2007-08 Actual
<b>Quantity</b>				
Percentage of resources allocated to this output	1	20.72%	21%	20.55%
<b>Quality</b>				
Number of vehicles monitored per offences for:				
Speed cameras		152:1	130-160:1	110:1
Red light cameras		1 542:1	1 400-1 700:1	2 056:1
Number and rate (per 100 000) of road crash fatalities by crash causal factor				
Total	2	365 (8.83)	290-370	332 (7.77)
Speed		103 (2.49)		79 (1.85)
Alcohol		103 (2.49)		72 (1.69)
Fatigue		35 (0.84)		36 (0.84)
Seatbelt		47 (1.13)		26 (0.61)
Pedestrians		41 (0.99)		37 (0.87)
Number and rate (per 100 000) of reportable crashes by crash causal factor				
Total		11 976 (289.98)	21 000-24 000	Unavailable
Speed	3	882 (21.35)		
Alcohol		1 536 (37.19)		
Fatigue		639 (15.47)		
Pedestrians		484 (11.71)		
Number and rate (per 100 000) of persons hospitalised following a crash				
	3	4 105 (99.39)	5 500-6 500	Unavailable

### Notes:

1. The allocation of resources is guided by the results of the Service's activity based costing methodology, the Statewide Activity Survey.
2. A fatality may be related to multiple causal factors or causal factors not included in this report. As a result, the total reported causal factors do not equal the number of fatalities.
3. Data is currently unavailable due to data integrity issues.

## Output: Professional Standards and Ethical Practice

Measures	Notes	2006-07 Actual	2007-08 MPS target	2007-08 Actual	National average
<b>Quantity</b>					
Percentage of resources allocated to this output	1	16.07%	16%	16.58%	
Hours directed towards in-service training		2 698 783	2 200 000- 2 600 000	2 389 403	
<b>Quality</b>					
Number, rate (per 1,000 officers) and percentage change in rate of complaints against police					
		2 062 (222.46) -10.38%	2 000-2 300	2 267 (235.70) 3.83%	
Public perception of police professionalism and image:					
	2				
- Police perform job professionally		80.2%	75% - 85%	81.2%	79.7%
- Police treat people fairly and equally		67.1%	60% - 70%	67.7%	66.5%
- Most police are honest		77.7%	70% - 80%	80.0%	76.0%
- Have confidence in police		82.5%	75% - 85%	82.9%	81.3%
Meeting Government targets on police numbers	3	9 618	9 928	9 833	

### Notes:

1. The allocation of resources is guided by the results of the Service's activity based costing methodology, the Statewide Activity Survey.
2. Derived from the National Survey of Community Satisfaction with Policing July 2007 to June 2008.
3. The MPS target was to employ 9 928 police by the end of October 2008.



## Appendix 2: Honours and awards

Details relating to personnel who received honours and awards during 2007-08 are shown below:

### Australian Police Medal

Awarded for distinguished police service in an Australian police force.

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Assistant Commissioner Peter MARTIN	Superintendent Peter SAVAGE
Assistant Commissioner Brett POINTING	Senior Sergeant Gregory BISHOP
Superintendent Katarina CARROLL	Senior Sergeant Nicholas SHANAHAN (decd)
Detective Superintendent Peter CRAWFORD	Sergeant Arthur BRENNAN
Superintendent Peter GUILD	Detective Sergeant Kathryn DORGE

### Australian Bravery Decoration

Awarded by the Governor-General for acts of bravery.

#### Bravery Medal

Constable Adam HARTLEY  
Mr Donald SMITH

#### Commendation for Brave Conduct

Mr Andrew BARTLEY  
Mr Travis BROWN  
Mr Timothy GURRY

### Queensland Police Service Valour Award

Awarded for an act of exceptional bravery in hazardous circumstances.

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Former Sergeant Marc NEWTON  
Constable Paul MASON

### Commissioner's Commendation for Bravery

Awarded for an act of bravery in hazardous circumstances.

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Sergeant Chester ASHLEY  
Constable Allan WOOD  
Constable Adam HARTLEY

### Commissioner's Certificate of Notable Action

Awarded for a significant act as a result of being placed in a potentially hazardous situation beyond that of normal policing requirements.

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Sergeant Stephen WHEELER  
Senior Constable Shannon RENOUF

### Commissioner's Award for Meritorious or Special Service

Awarded for recognition of any member who performs commendable service in a designated role or function to an exceptional level over an extended period of time or involved in the planning or running of significant Special Events that are seen to be successful and enhance the professional image of the Queensland Police Service far exceeding what might reasonably be expected from an efficient member of the Police Service.

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Deputy Commissioner Richard CONDER	Detective Superintendent Raymond PLATZ
Assistant Commissioner Patrick DOONAN	Mr Emmanuel ANTHONY
Assistant Commissioner George NOLAN	Mr Colin STROFIELD

### Commissioner's Certificate (Operational)

Awarded to any member or group that displays intelligence, resourcefulness and/or dedication to duty to a degree far exceeding what might reasonably be expected from an efficient member of the Police Service in the execution of duty in the operational field.

Former Senior Sergeant Edward PURRER  
Senior Sergeant Kenneth RACH  
Sergeant Scott ADAMS  
Detective Sergeant Cosmo ANTONAGLIA  
Sergeant Stephen COOK  
Detective Sergeant Mark D'HAGE  
Sergeant Mark FARNILL  
Sergeant Wesley HETHERINGTON  
Sergeant Robert LINDSAY  
Sergeant Duncan McCARTHY  
Sergeant Scott McLAREN  
Sergeant Christopher MANN  
Sergeant Randall MARTIN  
Sergeant Manuel PAPOUTSAKIS

Sergeant Paul PEACOCK  
Sergeant Gerard SIMPFENDORFER  
Sergeant Neil SMITHIES  
Sergeant Andrew WALL  
Senior Constable Wayne CUMMINGS  
Senior Constable Christopher FOX  
Senior Constable Keith LOFT  
Senior Constable Philip PAGE  
Senior Constable Emma TAYLOR  
Constable Andrew BROWNE  
Constable Katherine HALL  
Constable Brett IRWIN (decd)  
Constable Jonathan O'HARA

### Commissioner's Certificate (Corporate and Support)

Awarded to any member or group that displays intelligence, resourcefulness and/or dedication to duty to a degree far exceeding what might reasonably be expected from an efficient member of the Police Service in the execution of duty in the corporate, administrative or technical field.

Detective Superintendent Brian WILKINS  
Inspector Jeffrey JAMES  
Inspector Mark PLATH  
Inspector Murray RYAN  
Senior Sergeant Anthony CRIMMINS  
Senior Sergeant Wayne HUTCHINGS  
Senior Sergeant Alan PIPER

Ms Barbara BLACKMUR  
Ms Sarah JARMAN  
Ms Carol McNAMARA  
Ms Katherine MANN  
Mr Glenn WATSON  
Ms Gabrielle WOOD  
Ms Peta-Ann WOOD

### Commissioner's Certificate of Appreciation

Awarded to a person who demonstrates leadership, outstanding police work or professionalism, or makes a significant contribution while participating in a major event which requires broad Service-wide involvement across regions, commands and divisions. The Commissioner's Certificate of Appreciation is awarded to a person external to the Police Service in recognition of making an exemplary contribution to the Service.

Mr Shem AITKEN  
Mr Travis BROWN  
Mr Michael COOGAN  
Federal Agent Anne DELLACA  
Mr Timothy GURRY  
Mrs Deanne JOHNSTONE  
Mr James JOHNSTONE  
Dr Michael McAULIFFE  
Mr Craig McKENZIE

Mr Daniel MARSHALL  
Mr Donald SMITH  
Mr John WEST  
Ms Loretta WITHRINGTON  
Carillon Conference Management  
Conrad Jupiters  
Taroom State Emergency Service  
Taroom Station, Queensland Ambulance Service

### Royal Humane Society of Australasia

#### Bronze Medal

Sergeant Gavin RICHARDSON  
Sergeant Jonathan EDWARDS  
Senior Constable Michael PHILLIPS  
Mr Travis BROWN  
Mr Camden GEORGE  
Mr Timothy GURRY  
Mr Craig McKENZIE

#### Certificate of Merit

Sergeant Owen HARMS  
Constable Aaron BAXTER

#### Certificate of Merit

Constable Stephen BOSWELL  
Mr Harley ENNIS  
Mr Warren KELLY

#### Letter of Commendation

Sergeant Robert DUNCAN  
Senior Constable Davin COLE  
Senior Constable Damien KELLETT  
Constable Michael EMERY  
Ms Aimee BANE

## Awards for Excellence

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Lantern Award for Excellence in Problem-Oriented and Partnership Policing

**Gold Award**

Coordinated Response to Young People at Risk (CRYPAR)  
(Metropolitan North Region)

**Silver Award**

Family Places—No Alcohol/No Drugs  
(Northern Region)

**Bronze Award**

Mental Health Intervention Project  
(Operations Support Command)

Award for Excellence in Crime Prevention

**Gold Award**

Western Union Initiative  
(State Crime Operations Command)

**Silver Award**

Turning the Screws on Crime (Metropolitan North Region)

**Bronze Award**

Domestic Violence—It's Not Our Game  
(Northern Region)

Award for Excellence in Policing Operations

**Gold Award**

Cairns and Coolum APEC Planning  
(Operations Support Command)

**Silver Award**

Under the Microscope—QPrime Initiative  
(Northern Region)

**Bronze Award**

Presentation of a Bronze Award was not made

Award for Excellence in Corporate and Support Services

**Gold Award**

Westgate Policing Academy Business Case  
(Office of the Deputy Chief Executive [Resource Management])

**Silver Award**

Station Client Service Officer Training Program  
(Human Resources Division)

**Bronze Award**

Part-Time Policing—Operational Proportionate Approach  
(Human Resources Division)

## Appendix 3: Overseas travel

Details relating to personnel who travelled overseas during 2007-08 on official business are shown below:

Name of officer and position	Destination	Reason for travel	Agency cost	Contribution from other agencies or sources
<b>July 07</b>				
Brian Hay Detective Inspector	Singapore	Attend and present at the Visa Risk Management Fraud Conference.	\$300.00	\$1 610.00 (Funded by VISA)
<b>August 07</b>				
Peter Martin Acting Assistant Commissioner and Mike Keating Chief Superintendent	United States of America	Participate in the Leadership in Counter Terrorism Program delivered by the Australian Institute of Police Management, the Federal Bureau of Investigation and the Australian Federal Police.	\$9 239.74	Nil
Raymond Platz Detective Superintendent and Ross Barnett Detective Chief Superintendent and Carol McNamara (Executive Assistant of Asia Pacific Chapter)	Thailand  Thailand  Thailand	Attend the FBI National Academy Associates (Asia Pacific Chapter) 10th Retraining Conference.	\$2 838.00  \$2 891.00  Nil	Nil  Nil  \$2 442.00 (Funded by FBI National Academy)
<b>September 07</b>				
Jonathan Rouse Detective Acting Inspector	New Zealand	Attend and deliver a presentation at the annual Child Abuse Team Managers Conference.	\$563.00	\$1 450.00 (Funded by New Zealand Police)
Mark Hamilton Detective Sergeant  and Suzanne Wakerley Detective Senior Constable  and Brett Gordon Investigative Accountant	Papua New Guinea  Papua New Guinea  Papua New Guinea	Visit Papua New Guinea on a current operational matter.	\$1 430.00  \$1 430.00  \$1 430.00	\$2 400.00 (Funded by complainant company)  \$2 400.00 (Funded by complainant company)  \$2 400.00 (Funded by complainant company)
Brian Huxley Inspector  and Mark Plath Inspector	Solomon Islands  Solomon Islands	Attend and assist in the delivery of the Leadership Development Program 2007 to selected Solomon Islands Police Force officers.	Nil  Nil	\$4 790.00 (Funded by Australian Institute of Police Management)  \$4 790.00 (Funded by Australian Institute of Police Management)
Leesa Mills Manager, Policy Unit  and	New Zealand	Attend the National Common Police Services and the Ministerial Council for Police and Emergency Management (Police) Senior Officers' Group meeting.	\$2 290.74	Nil

Name of officer and position	Destination	Reason for travel	Agency cost	Contribution from other agencies or sources
Robert Atkinson Commissioner	New Zealand	Attend the National Common Police Services and the Ministerial Council for Police and Emergency Management (Police) Senior Officers' Group meeting.	\$2 500.89	Nil
<b>October 07</b>				
Brian Hay Detective Acting Superintendent	New Zealand	Attend and present a paper at the Combined Law Agency Group Symposium.	\$191.00	\$2 456.00 (Funded by Combined Law Agency Group)
Kerry Dunn Chief Superintendent	New Zealand	Attend and deliver a presentation at New Zealand Police Road Policing Managers' Conference.	Nil	\$2 900.00 (Funded by New Zealand Police)
Fay Towner Manager and Dale Ulrich Senior Sergeant	New Zealand	Represent Queensland Police Service at the Commissioners' Australasian Women in Policing Advisory Committee.	\$3 852.00	Nil
Paul Friedman Manager and	New Zealand	Attend the Australasian Neighbourhood Watch Advisory Board meeting and conference.	\$2 346.00	Nil
Wayne Rassmussen Senior Sergeant and Steve Batterham Sergeant	New Zealand		\$5 389.00	Nil
Ross Barnett Detective Chief Superintendent	New Zealand	Attend the Australasian Crime Commissioners' Conference.	\$2 065.00	Nil
<b>November 2007</b>				
Greg Tutt Detective Inspector	New Zealand	Attend the Police Technical Unit Managers Forum.	Nil	\$2 146.00 (Funded by National Counter-Terrorism Committee)
Amanda Moran Training Officer and Gabrielle Webb Drug Diversion Coordinator and Paul Stanley Youth Violence Taskforce member	New Zealand	Attend the Australasian Professional Society on Alcohol and other Drugs (APSAD) conference.	Nil	\$9 407.21 (Funded by Commonwealth Dept of Health and Ageing - National Drug Strategy)
Robert Atkinson Commissioner	New Zealand	Represent the Queensland Police Service at the Ministerial Council for Police and Emergency Management—Police and Intergovernmental Committee of the Australian Crime Commission.	\$4 500.00	Nil
Paul Ready Senior Sergeant	Bermuda	Attend the Crime Stoppers International Training Conference.	\$2 033.00	\$6 284.00 (Funded by Crime Stoppers Queensland Limited)

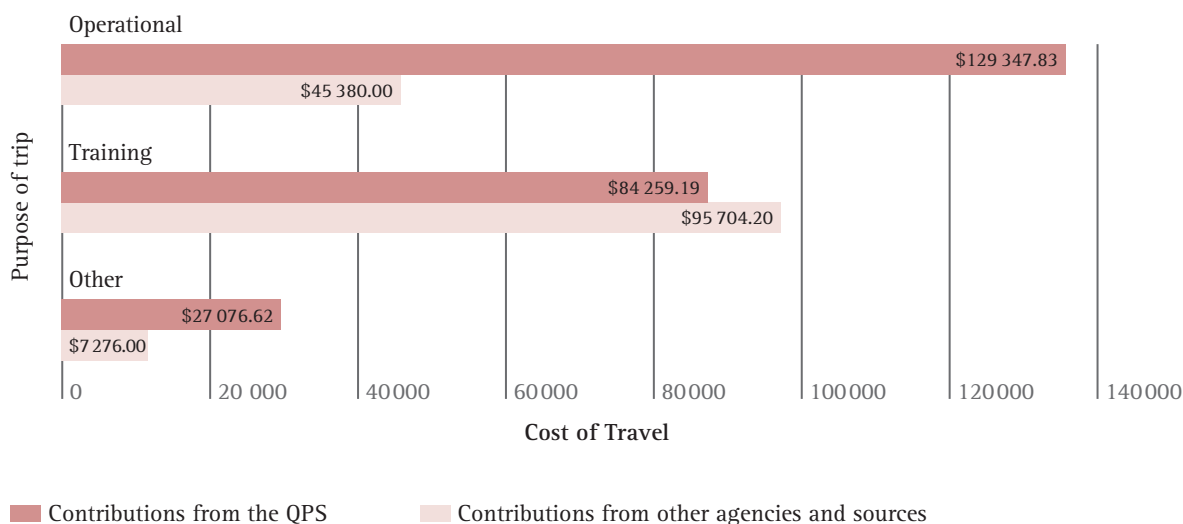
Name of officer and position	Destination	Reason for travel	Agency cost	Contribution from other agencies or sources
Peter Martin Chief Superintendent	New Zealand	Complete a work based project with various agencies as part of the Australian New Zealand School of Government Executive Masters Program in Public Administration.	\$2 381.46	\$337.99 (Funded by ANZSOG program)
Maree Foelz Sergeant	United States of America	Attend the International Association of Women Police 45th Annual Training Conference.	\$1 835.00	\$3 200.00 (Funded by Sgt Foelz)
John Harris Detective Inspector and Rodd Carroll Detective Sergeant	New Zealand	Visit New Zealand on a current operational matter.	\$5 773.82	Nil
<b>December 2007</b>				
Nil				
<b>January 2008</b>				
Nil				
<b>February 2008</b>				
Desmond Lacy Inspector	United States of America	Attend and present at the 'President and Secretaries Conference for National and International Chapter Executives' hosted by the Federal Bureau of Investigation National Academy Associates (FBINAA) Asia Pacific Chapter.	Nil	\$4 260.00 (Estimated) (Funded by the FBI)
Danny Baade Acting Superintendent  and	Hong Kong, United Kingdom and United States of America	Conduct site inspections of international law enforcement training establishments to assist in the design of a Queensland Police Service establishment.	\$8 346.77	Nil
Brett Pointing Chief Superintendent	Hong Kong, United Kingdom and United States of America		\$8 245.30	Nil
Virginia Gordon Assistant Curator	New Zealand	Attend the International Police Museum Conference as a keynote speaker.	\$1 747.00	Nil
<b>March 2008</b>				
Lisa Jones Curator	New Zealand	Attend the International Police Museum Conference as a keynote speaker.	\$793.00	\$871.00 (Funded by New Zealand Police)
Shane O'Brien Senior Constable and Peter Davidson Senior Constable	New Zealand	Attend the New Zealand Police Special Tactics Group National Sniper Concentration.	\$5 791.80	Nil
Patrick Van Grinsven Sergeant	Thailand	Deliver training to Thai negotiators in counter-terrorism negotiator techniques.	Nil	\$5 985.00 (Funded by ADF Defence Cooperation Program)
Ross Barnett Detective Chief Superintendent	United States of America	Participate in a joint electronic and print media interviews in company with FBI executive officers regarding an international operation.	\$240.00	\$4 270.00 (Funded by FBI)

Name of officer and position	Destination	Reason for travel	Agency cost	Contribution from other agencies or sources
Mark Stiles Inspector and Timothy Patridge Sergeant and Senior Constable Gareth Greenwood	Japan	Attend international counter terrorist training with the Japanese Assault Team.	\$250.00	\$4 175.00 (Funded by the National Police Agency, Japan)
Malcolm Lynch Chief Pilot  and	United States of America, Western Samoa, New Caledonia	Accept delivery of, and ferry, a newly purchased aircraft to Australia.	\$8 976.00	Nil
Alan McVinish Maintenance Contractor, Aviation Specialists (non-QPS member)	United States of America, Western Samoa, New Caledonia		\$5 748.00	Nil
<b>April 2008</b>				
Jonathan Rouse Detective Acting Inspector	Ukraine	Participate as a member of the international team of instructors facilitating training to law enforcement officers.	\$760.00	\$10 150.00 (Funded by the International Centre for Missing and Exploited Children)
Michael Kelly Detective Sergeant and	India, Japan, China	Provide close personal protection to the Premier of Queensland on a business mission overseas.	\$25 751.00	Nil
Mark Penfold Senior Constable	India, Japan, China		\$17 725.00	Nil
Peter Jory Detective Senior Sergeant and Stephen Loth Detective Sergeant	New Zealand  New Zealand	Liaise with New Zealand on a current operational matter.	\$1 705.00  \$2 336.00	Nil  Nil
Brendan Power Plain Clothes Senior Constable	United States of America, Netherlands, Canada	Liaise with international police on a current operational matter.	\$2 613.00	\$27 420.00 (Funded by FBI)
<b>May 2008</b>				
Jonathan Rouse Detective Acting Inspector	Norway	Attend and present to senior Norwegian and European police officials concerning an international police operation.	\$780.00	\$6 490.00 (Funded by Norwegian Federal Police)
Marlene Prenzler Detective Inspector and	New Zealand	Undertake training within the New Zealand Police National Strategic Investigative Interviewing Unit.	\$1 203.81	Nil
Craig Campbell Senior Sergeant	New Zealand		\$1 203.81	Nil

Name of officer and position	Destination	Reason for travel	Agency cost	Contribution from other agencies or sources
Katherine Mann Senior Policy Officer	Spain	Attend and present at the International Harm Reduction Conference.	Nil	\$7 911.00 (Estimated) (Funded by National Drug Strategy Law Enforcement Funding)
Patrick Burrell Training Officer and Ricky Smith Sergeant	New Zealand	Attend a Firearms Instructor Workshop.	Nil	\$4 488.00 Funded by New Zealand Police
Desmond Lacy Inspector and Rodney Minns Senior Constable	United Arab Emirates, Kingdom of Bahrain, Jordan, Lebanon	Participate in a Rotary International Program.	Nil	\$8,200.00 (Estimated) (Funded by the member, Rotary International and Federal Bureau of Investigation National Academy Associates (FBINAA) Asia Pacific Chapter)
Darryl Johnson Detective Inspector	New Zealand	Attend and present at the New Zealand Police Serious Crime Course.	\$415.00	\$777.00 (Funded by New Zealand Police)
Matthew Blunn Senior Constable	New Zealand	Attend an Advanced Explosive Entry Course with New Zealand Police Special Tactics Group.	\$1 800.00	Nil
Antoine Burdett Project Team Leader	United States of America	Attend a MapWorld 2008 Conference to receive the '2008 MapInfo Meridan Award for Organisational Impact'.	\$2 672.00	\$2 800.00 (Funded by Pitney Bowes / MapInfo)
Paul Lincoln Sergeant/State Coordinator	New Zealand	Attend the New Zealand Blue Light Conference and Training Seminar.	Nil	\$1 392.00 (Estimated) (Funded by Qld Blue Light Association Incorporated)
Steven Bignell Detective Sergeant and Olena Sheret Detective Constable and Brian Hay Detective Superintendent	Singapore, Russia	Liase with Russian authorities on a current operational matter.	\$6 978.67	Nil
	Singapore, Russia		\$6 978.67	Nil
	Singapore, Russia		\$6 978.67	Nil
Stephen Watterson Acting Senior Sergeant	New Zealand	Attend the International Blue Light Conference.	Nil	\$1 194.00 (Funded by Queensland Blue Light Association Inc.)
<b>June 2008</b>				
Robert Waugh Superintendent	New Zealand	Participate in a national inter-agency counter terrorism exercise.	\$154.50	Unknown - funded by New Zealand Police

Name of officer and position	Destination	Reason for travel	Agency cost	Contribution from other agencies or sources
Greg Bishop Detective Sergeant	United States of America, Canada	Participate in research and preventative policing strategies as part of the State Crime Operations Command 2007-08 Bursary Award.	\$15 000.00	Nil
Darren Carey Plain Clothes Sergeant and	United States of America, Canada	Accompany Premier of Queensland on a business mission.	\$23 642.00	Nil
Niall Castle Plain Clothes Senior Constable	United States of America, Canada		\$23 556.00	Nil
Denis Houston Inspector and	New Zealand	Participate in a peer review of a newly established watchhouse facility.	Nil	\$2 238.00 (Estimated) Funded by New Zealand Police)
Gary Keillor Senior Sergeant	New Zealand		Nil	\$2 238.00 (Estimated) Funded by New Zealand Police)
John Hartwell Detective Inspector	Papua New Guinea	Attend the Papua New Guinea/ Australia Transnational Crime Conference.	\$1 976.00	Nil
Kerry Dunn Chief Superintendent	New Zealand	Represent the Queensland Police Service at a funeral for a New Zealand Police Officer.	\$1 036.99	Nil
Totals:			\$240 683.64	\$148 360.20

### QPS overseas travel



## Appendix 4: Consultancies

Actual costs expended in 2007-08 for consultancies are as follows:

Name of consultancy	Description	Cost (excl GST)
Dialog Pty Ltd	To scope the implementation of infrastructure to support a web-based reporting system for the Weapons Licensing Branch.	\$22 840
Transmart Pty Ltd	To provide advice and assistance to the Queensland Police Academy 2012 team throughout the life of the project on high-level strategic and inter-governmental issues.	\$27 600
Sagacity Consulting	To provide a report regarding a definitive role and organisational structure for the Human Resource Policy and Workforce Planning Section.	\$23 100
Arena Organisational Consultants	To undertake a review of the delivery of financial services within QPS.	\$63 068

## Appendix 5: Controlled Operations Committee

The Controlled Operations Committee is responsible for considering and making recommendations about applications for an authority, or variation to an authority, to conduct a controlled operation under Chapter 11 of the *Police Powers and Responsibilities Act 2000 (Qld)*. The Committee consists of an independent person, as required by legislation, who is a retired judge. This independent member is the Chairperson of the committee, with the other members including the Chairperson of the Crime and Misconduct Commission and the Detective Chief Superintendent, State Operations Command. The independent member is paid under the 'Remuneration of part-time chairs and members of government boards committees and statutory authorities' scheme.

During the year under review the independent member received \$2 470.50 in remuneration. There were no on-costs. Other members are not remunerated.

The Controlled Operations Committee provides its own annual report after 30 June each year detailing the work and activities of the QPS under chapter 11 (Controlled operations) of the *Police Powers and Responsibilities Act 2000* for the preceding 12 months.

## Appendix 6: Systems for obtaining information about financial and operational performance

### Financial systems

The QPS utilises a whole-of-Government finance solution called SAP ECC as its primary system for recording financial information, including information related to budgeting, expenditure and revenues, purchasing and assets. SAP ECC is supported by Corptech Service Provider and also the Shared-Service Agency, (SSA) who perform a wide-range of finance and corporate support activities for the QPS. SAP ECC is also used for the reporting and analysis of financial information at a local level through to departmental level. In addition to SAP ECC, the QPS utilises other systems to support financial reporting, including internal business warehouse reporting, a staff movements system for costing payroll information and internal financial modelling for budgeting and forecasting purposes.

### QPRIME

The Queensland Police Records and Information Management Exchange (QPRIME) system captures police occurrence data across a range of activities including sudden death, intelligence submissions, crime stopper files, criminal offences, domestic violence, traffic crashes, marine incidents and other police related matters. This data can be extracted by operational police, statistical services and management through the QPRIME database and the Information Analysis tools to enable effective use of policing resources and performance management.

Operational police and intelligence officers can use the system to predict crime trends and map police occurrences using the GIS Mapping functionality.

### Statistical Services

The Crime and Related Information Management System (CRIMS) is used for both internal and external statistical reporting. Official Service statistics are extracted from this system using SAS (Statistical Analysis Software). Data contained within CRIMS is fed from the QPRIME database.

As well as providing statistics based on internal counting methodologies, the Service also has a responsibility to report to external agencies. The information analysis solution does not allow for external counting rules to be applied to the data. External counting rules have been agreed to by all jurisdictions nationwide and provide

the only method of comparing data between jurisdictions. Data according to external counting methodologies are included in National publications and data collections such as:

- Australian Institute of Criminology Homicide Monitoring Program
- Australian Bureau of Statistics Recorded Crime Victims
- Australian Institute of Criminology Armed Robbery Monitoring Program
- Australian Crime Commission Illicit Drug Data Report.

### Operational Performance Review

Operational performance is monitored using the Operational Performance Review process. During this process key managers from the State's thirty districts, (along with managers from commands and other areas as requested) attend a discussion session facilitated by the Commissioner, Deputy Commissioners, and Deputy Chief Executive (Resource Management). Each and every aspect of the performance of the areas under review is listed for discussion, and the majority of issues addressed by performance indicators within the strategic plan are reported on. A comprehensive suite of statistical data, qualitative data and other observation data is used to generate rigorous discussion centred upon the effectiveness of strategies, learning from past experiences, and anticipated forthcoming issues. Meetings are framed around eight key priorities which include operational and client service issues, strategic issues and a range of corporate performance issues. Managers under review must have an in-depth knowledge of all areas for which they are responsible to fully engage in this process. At the same time, the process gives the senior executive an opportunity to disseminate strategic themes and intentions directly into the workplace and drive necessary change in a timely manner. The process has been in operation for seven years and is continually refined and refreshed. A range of other government agencies have used the QPS model in developing their own agency specific review processes, including the Department of Child Safety and the Queensland Ambulance Service. The Queensland Audit Office suggested the QPS model was a better practice case study in performance management in the *Auditor-General's Report No. 5 for 2005*.