



Purpose

The purpose of this plan is to ensure the QPS remains a corruption resistant organisation by establishing a framework that promotes a culture of professionalism and integrity.

Policy

The QPS has an obligation to its members, the community and the government to ensure that its operations are free from corruption.

The QPS takes a 'zero tolerance' stance against corruption and unethical practices.

The responsibility for corruption prevention rests with all QPS employees, including the requirement under *s.7.2 of the Police Service Administration Act (Qld) 1990* to report misconduct and breaches of discipline.

Our Commitment

The QPS is committed to providing a corruption free service to the Queensland community, based on honesty, integrity, fairness, equity, professionalism and accountability.

Regions, commands and divisions are responsible for monitoring and reviewing progress of corruption prevention plans at district, station or work unit level and the reporting process through existing reporting procedures. These include the risk management process and the Operational Performance Review (OPR).

Objectives

- To articulate the QPS corporate governance framework for corruption prevention.
- To ensure the QPS remains a corruption resistant organisation.
- To promote a culture of professionalism and integrity.
- To maintain and foster community confidence in the QPS.
- To reduce the number of substantiated complaints relating to misconduct and corruption.
- To provide the framework for corruption prevention plans within the QPS.

Definitions

Corruption

'Official Corruption' is detailed in *s.87 of the Criminal Code Act 1899 (Qld)*.

'Official Misconduct' is detailed in *s.15 of the Crime & Misconduct Act 2001 (Qld)*.

Although corruption is defined in a variety of ways, all definitions are based upon the misuse of power as a result of position:

- An act done with intent to give some advantage inconsistent with official duty and the rights of others.
(The Lectric Law Library <http://www.lectlaw.com/def/c314.htm>)
- Improper and usually unlawful conduct intended to secure a benefit for oneself or another. Its forms include bribery, extortion, and the misuse of inside information. (Encyclopaedia Britannica)



Misconduct

For police officers and recruits, misconduct is defined in *s.1.4 of the Police Service Administration Act (Qld) 1990* as:

- (a) is disgraceful, improper or unbecoming an officer; or
- (b) shows unfitness to be or continue as an officer; or
- (c) does not meet the standard of conduct the community reasonably expects of a police officer.

For staff members, misconduct is defined in *section 187 of the Public Service Act 2008* as:

- (a) inappropriate or improper conduct in an official capacity; or
- (b) inappropriate or improper conduct in a private capacity that reflects seriously and adversely on the public service.

Breach of Discipline

Section 1.4 of the Police Service Administration Act (Qld) 1990 defines breach of discipline as a breach of this Act, the *Police Powers and Responsibilities Act (Qld) 2000* or a direction of the Commissioner given under this Act, but does not include misconduct.

Grounds for disciplinary action

For police officers and recruits, section 9 of the *Police Service (Discipline) Regulation (Qld) 2000*.

For staff members, section *section 187 of the Public Service Act (Qld) 2008*.