

Fact Sheet

QPS Violent Confrontations Review

- Announced in November 2014.
- Following five fatal police shootings in 2013/14 it was announced there would be a review of policy, procedures and training involving incidents that may lead to a violent confrontation between individuals and police.
- The report contains 31 recommendations – as at 5 July 2016, 11 are closed and 20 are active (two are overdue, 14 are due in July 2016 and four are due in December 2016).

Completed Recommendations

Recommendation 1

That the Executive Director QPS Legal Division, the Assistant Commissioner Operational Capability Command, the Assistant Commissioner Community Contact Command and the General Manager Frontline Digital Services, Public Safety Business Agency (PSBA) collaboratively explore opportunities to improve facilitation of information sharing across QPS, government agencies and service providers including:

- real-time information sharing between QPS and Queensland Health with a view to improved prevention and responses to persons reaching crisis point, including when use of force (UOF) has been utilised by police for an Emergency Examination Order (EEO); and
- update the existing Mental Health Collaboration Memorandum of Understanding and QPS policy to include real-time information mechanisms.

Recommendation 8

The Assistant Commissioner Operational Capability Command direct a review of section 14.7 of the Operational Procedure Manual and section 10.7.2 of the QPS Traffic Manual to:

- remove ambiguity and clearly articulate the circumstances in law when an officer would be justified in shooting at a moving vehicle; and
- ensure that the policy is restrictive in nature; and reflective of the legislation; and
- include reference to a duty of care regarding the foreseeable risk associated with any loss of control of the vehicle subsequent to police shooting at it.

Recommendation 9

The Deputy Commissioner Strategy, Policy and Performance, in conjunction with the Deputy Chief Executive Officer PSBA direct work be undertaken to:

- permanently embed training on 'not shooting' at vehicles as a fundamental element of the OSTT curriculum annually; and
- ensure the training adequately addresses the appropriate positioning of vehicles; and
- assess whether a computer based training product to be introduced in the 2016 OSTT curriculum adequately addresses the issue of police 'not shooting' at vehicles.

Recommendation 10

The Commissioner of Police considers impressing upon the QPS Executive Leadership Team to consistently and actively message that the QPS policy on 'not shooting at moving vehicles' is restrictive.

Recommendation 11

The Deputy Commissioner Strategy Policy and Performance, in conjunction with the Deputy Chief Executive Officer PSBA oversee the realignment of police training to ensure:

- as the user of training the QPS is the primary decision maker regarding curriculum development; and
- the development of an on-going evidence based governance process that informs the evolution of training and methodology.

Recommendation 14

The General Manager Human Resources, PSBA include in the current recruiting review the implementation of a core communication component to specifically assess applicants' interpersonal and conflict resolution skills.

Recommendation 21

The General Manager Frontline Digital Services, PSBA direct work be undertaken to review and fast track the inclusion of the Tactical Police Table application on the approved list of downloadable apps for QPS issued iPads.

Recommendation 23

The Deputy Commissioner, Regional Operations in partnership with the Executive Director, Human Resources PSBA direct work be undertaken to:

- determine and clearly articulate QPS requirements of shift supervisors specifically including reference to planning and managing the response to violent confrontations in the relevant position descriptions and key accountabilities; and
- ensure the requirements are reinforced through clear messaging across the QPS.

Recommendation 25

The Assistant Commissioner Operational Capability Command in consultation with the General Manager Human Resources, PSBA give consideration to:

- relocating operational research and evaluation section (ORAS) functions to the QPS; and
- ORAS developing an overarching governance process to deal with Coroners recommendations, issues arising from critical debriefings, issues identified from workplace incidents, injuries both physical & psychological as well as issues from the current SERP process to inform curriculum development processes.

Recommendation 26

That the Assistant Commissioner Operational Capability Command and the Assistant Commissioner Intelligence Counter Terrorism and Major Events in conjunction with the Executive Officer Education and Training, PSBA ensure:

- that policy is developed, including a definition of AAO to underpin the curriculum, training and responses to AAO incidents; and
- the current body of work is underpinned by an evidence-base of national and international best practice and includes the appropriate components ICENRIRE, the integrated response model in Appendix B of this report and the learnings from Exercise Duplo.

Recommendation 31

The Commissioner appoint a Senior Responsible Officer to overview an implementation team comprised of internal and external stakeholders to consult with stakeholders including relevant unions and other agencies to overview and monitor implementation of the review recommendations.

Taskforce Bletchley

- Announced in September 2015.
- Taskforce Bletchley involved an immediate review into current and recent complaints involving use of force allegations on the Gold Coast and statewide.
- The report contains 24 recommendations – as at 5 July 2016, 14 are closed and 10 are active (two are due in July 2016 and eight are due in December 2016).

Completed Recommendations

Recommendation 1

That the District Officer, Gold Coast District monitor and evaluate the effectiveness of the recent changes for the use of Surfers Paradise Station holding cells.

Recommendation 3

That the Commissioner's confidence provisions should be considered as part of a future disciplinary reform process.

Recommendation 4

That the Assistant Commissioner, Ethical Standards Command continue the current review of existing Investigation and Management Report templates to ensure the importance of reporting on supervisor involvement in complaints investigations is reflected. Further any changes need to be supported by guidelines and training.

Recommendation 5

That District Officers ensure Officers in Charge of stations and establishments, and their next level supervisors, comply with Service requirements for risk management, as detailed in section 3.3 of the Management Support Manual.

Recommendation 6

That the Assistant Commissioner, Ethical Standards Command ensure consideration is given to including the full range of Professional Practice Manager's position description key accountabilities when redrafting the principal duties outlined in the Internal Investigation Group Instructions.

Recommendation 8

That the Assistant Commissioner, Ethical Standards Command and the Director, PSBA Media collaboratively identify and disseminate opportunities to showcase good police work and address inaccurate media reporting.

Recommendation 10

That the Assistant Commissioner, Ethical Standards Command review current complaint reporting processes to enable a single reporting option for compliments and complaints.

Recommendation 11

That the Assistant Commissioner, Ethical Standards Command review Policelink reporting processes for complaints to ensure information that may be beneficial for early intervention strategies is captured.

Recommendation 12

That the Assistant Commissioner, Ethical Standards Command reviews the current process and reporting requirements for Management Process matters.

Recommendation 14

That the Commissioner considers in consort with the Chair of the Crime and Corruption Commission, the establishment of a project to replace the Client Service System (CSS) with a new IT solution that includes capability to integrate with other QPS systems and platforms.

Recommendation 16

That the Deputy Commissioner, Strategy, Policy and Performance give consideration to recommending the Early Identification Working Party (EIWP) and progress towards an IT solution for EIS.

Recommendation 18

That the Assistant Commissioner, Ethical Standards Command reviews the current practice of finalising complaints as interwoven with court.

Recommendation 22

That the Commissioner approves modification to the QPS Situational Use of Force Model to centrally position communication, acknowledging its importance as a precursor or in conjunction with other use of force options.

Recommendation 23

That the Executive Officer, Training and Development - Police reviews OST governance procedures to enable supplementary OST training for local training needs.