

2014

**ANNUAL  
REPORT**

2015



**Queensland  
Government**

This annual report provides information about the financial and non-financial performance for 2014-15 of the Queensland Police Service.

### Public availability of report

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### Enquiries and further information

For enquiries or further information about this annual report, please contact the Director, Performance, Strategy Division, Public Safety Business Agency, telephone number: (07) 3364 3049 or email [CorpServ.AnnualReport@psba.qld.gov.au](mailto:CorpServ.AnnualReport@psba.qld.gov.au).

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**ISSN:** 1837-235X

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### Office of the Inspector-General Emergency Management



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### Queensland Fire and Emergency Services



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## *Letter of compliance*

22 September 2015

The Honourable Jo-Ann Miller MP  
Minister for Police, Fire and Emergency Services and  
Minister for Corrective Services  
Level 24, State Law Building  
50 Ann Street  
BRISBANE QLD 4000

Dear Minister

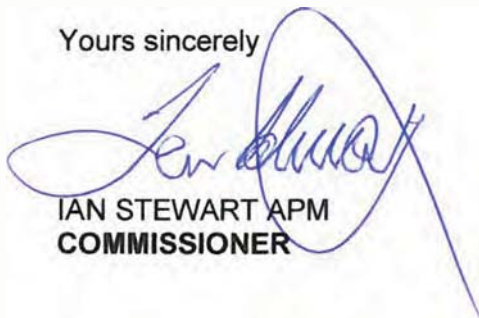
I am pleased to present the 2014-15 annual report and financial statements for the Queensland Police Service.

I certify that this annual report complies with:

- prescribed requirements of the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2009*
- detailed requirements set out in the *Annual report requirements for Queensland Government agencies*.

The annual report requirements checklist is located in the appendices of this report.

Yours sincerely



IAN STEWART APM  
COMMISSIONER

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Content on consultancies, overseas travel, the *Queensland Language Services Policy* and government bodies has been published on the Queensland Government Open Data Portal ([www.data.qld.gov.au/](http://www.data.qld.gov.au/)).

## *Commissioner's message*

During 2014-15, the Queensland Police Service (QPS) continued planning for, and delivered security arrangements for the G20 events hosted in Brisbane and Cairns in late 2014, ensuring the safety and security of world leaders, whilst at the same time providing for 'business as usual' policing to the community. The G20 was the most complex security operation the QPS has ever been responsible for and was the largest peacetime security operation in Australia's history. I would like to acknowledge the tremendous effort of all officers of the QPS and our partner agencies throughout Australia and New Zealand who ensured the events were a success.

We also continued to celebrate 150 years of policing with a range of events culminating with the QP150 Police Expo in Brisbane. The two day Expo showcased QPS operations to the community and saw approximately 30,000 people attend.

In 2014-15, the QPS accomplished many achievements including:

- continued to increase frontline resources to meet the government's commitment to provide 1,100 additional police officers by 30 June 2016 (commenced 2012-13)
- operationalisation of Polair 2 (police helicopter) to enhance policing capabilities in a broad range of areas including surveillance, drug detection, traffic operations, criminal incident response, and search and rescue
- continued to use social media as a community engagement tool to raise awareness and educate the community on matters such as disaster management, crime prevention and incidents, and missing persons, including a child abduction
- progressed work to deliver improved safety equipment for police including body-worn cameras
- roll out of the new Policelink Smartphone App offering a range of additional features including access to social media channels, a rolling news screen, disaster and alerts information, still and video image capture to report incidents, and online reporting
- continued roll out of iPads to QPS officers providing real time access to essential information while responding to operational incidents and while on patrol
- established Rapid Action Patrols on the Gold Coast and in Townsville providing effective response, investigation and proactive services enabling resources to be deployed to the right place at the right time
- continued to progress work in the areas of child protection, domestic and family violence, fighting crime including alcohol-fuelled violence, and road safety.

*National Survey of Community Satisfaction with Policing* data indicates general satisfaction with police in 2014-15 was 78.6%, a slight increase from 76% in 2013-14; and 88% of Queenslanders surveyed said they had confidence in the police, an increase on 86.4% in 2013-14. In 2014-15, the rate of personal safety offences reported decreased by approximately 3% and the rate of property security offences reported decreased by approximately 5% when compared to 2013-14.

Following an increase in the 2015 Easter road toll, the Queensland Government conducted the *Safer Roads, Safer Queensland* forum with road safety experts. A broad range of recommendations arose from the forum and the QPS is taking action to address those relevant to the QPS to reduce the road toll, with the aim of ensuring drivers and their passengers travel safely on our roads and return home safely to their family and friends.

It is a great privilege to lead the QPS which I believe is one of the best police departments in the world. I applaud the daily efforts of the QPS team and look forward to continuing to work with the community as we make Queensland safer.

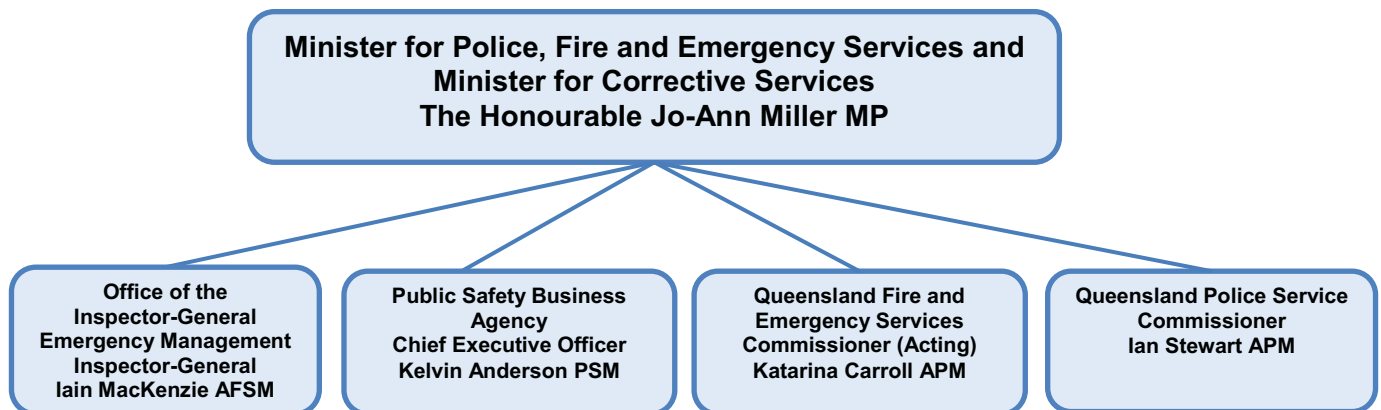


IAN STEWART APM  
COMMISSIONER  
22 September 2015

## OVERVIEW

### *Public Safety Portfolio overview*

The Public Safety Portfolio (PSP), under the Minister for Police, Fire and Emergency Services and Minister for Corrective Services, consists of the Office of the Inspector-General Emergency Management (IGEM); the Public Safety Business Agency (PSBA); Queensland Fire and Emergency Services (QFES); and the Queensland Police Service (QPS). The portfolio structure is designed to support an integrated and collaborative approach to service delivery.



#### **The Office of the Inspector-General Emergency Management**

The Office of the IGEM was formally established as a public service office on 1 July 2014 under amendments to the *Disaster Management Act 2003*. The Office of the IGEM provides independent assurance and advice to enable confidence in Queensland's emergency management arrangements. It administers Part 1A of the *Disaster Management Act 2003*.

#### **Public Safety Business Agency**

PSBA was established on 1 November 2013 under the *Public Service Act 2008* with the renaming of the Department of Community Safety (*Public Service Departmental Arrangements Notice (No. 8) 2013*). On 21 May 2014, with the assent of the *Public Safety Business Agency Act 2014*, PSBA was established as a public service office.

PSBA provides strategic and corporate services to Queensland's public safety agencies – the Office of the IGEM, QFES and QPS – allowing them to concentrate on frontline service delivery. It also performs operational functions including Queensland Government Air (QGAir) services, State Government Security and administration of the Blue Card system. PSBA administers the:

- *Public Safety Business Agency Act 2014*
- *State Buildings Protective Security Act 1983*
- *Working with Children (Risk Management and Screening) Act 2000*.

In June 2015, an independent review of the PSBA commenced led by the Public Service Commission. The review is considering the scope, function and structure of the PSBA to ensure it is effectively supporting public safety service delivery to the community, and transparent administration and decision making on critical corporate decisions. The review will involve extensive engagement with frontline staff, including firefighters and police officers, other employees within the portfolio and relevant external stakeholders. The final report is due by 30 November 2015.



### **Queensland Fire and Emergency Services**

QFES was established as a department on 1 November 2013 under the *Public Service Act 2008* (*Public Service Departmental Arrangements Notice (No. 8) 2013*). QFES is the primary provider of fire and rescue, emergency management and disaster mitigation programs and services throughout Queensland, and includes Fire and Rescue, Emergency Management, Rural Fire Service Queensland and the State Emergency Service (SES). Through Service Agreements, QFES also supports other emergency response volunteer organisations/agencies including Surf Life Saving Queensland, Royal Life Saving Society Queensland, Australian Volunteer Coast Guard Association and Volunteer Marine Rescue Association Queensland.

It is the role of QFES to provide leadership, mitigation planning and a responsive service to the community. QFES aims to protect persons, property and the environment through the continued delivery of emergency services, awareness programs, response capability and capacity, and incident response and recovery for a safer Queensland. QFES administers the:

- *Disaster Management Act 2003*
- *Fire and Emergency Services Act 1990*.

### **Queensland Police Service**

The Police Department was initially established by the *Police Act of 1863* which took effect on 1 January 1864. The QPS works with the community to stop crime and make Queensland safer. The QPS is responsible for service delivery 24 hours a day, seven days a week, focussed on preserving peace and good order, protecting the community, preventing and detecting crime, administering the law fairly and efficiently, and bringing offenders to justice. This is achieved by using technology and innovative strategies to enable a mobile, flexible and agile delivery of services to address community needs. The following legislation is administered by the QPS:

- *Australian Crime Commission (Queensland) Act 2003*
- *Child Protection (Offender Prohibition Order) Act 2008*
- *Child Protection (Offender Reporting) Act 2004*
- *G20 (Safety and Security) Act 2013*
- *Police Powers and Responsibilities Act 2000*
- *Police Service Administration Act 1990*
- *Public Safety Preservation Act 1986*
- *Queensland Police Welfare Club Act 1970*
- *Summary Offences Act 2005*
- *Terrorism (Preventative Detention) Act 2005*
- *Weapons Act 1990*.

## ***Machinery-of-government changes***

On 1 July 2014, responsibility for the administration of the Blue Card system transferred to PSBA including administration of the *Working with Children (Risk Management and Screening) Act 2000*.

In addition, corporate and business services, and education and training functions transferred to the PSBA from the QPS on 1 July 2014.

For 2014-15, PSBA administered the emergency helicopter services on behalf of Queensland Health. The emergency helicopter services include Community Helicopter Providers, the contracted service for the Torres Strait, the agreement with North Queensland Helicopter Rescue Service and the agreement with the external auditor Flight Safety.

## Public Safety Portfolio committees

Within the PSP, each entity has its own corporate governance framework (refer pages 48-52). There are two portfolio-wide corporate governance committees: the Public Safety Portfolio Audit and Risk Committee and the Public Safety Portfolio Innovation Committee.

A further committee, the Public Safety Executive Coordinating Committee supports coordination and collaboration across the PSP. This is not considered a decision making committee as each committee member remains accountable for his or her decisions as an accountable officer and the committee has no authority to override the decision making authority of its individual members.

<b>Public Safety Portfolio Audit and Risk Committee</b>
<p>The Public Safety Portfolio Audit and Risk Committee has been established under, and operates in accordance with, the terms of its charter that was developed in line with Queensland Treasury's <i>Audit Committee Guidelines: Improving Accountability and Performance</i>.</p> <p>The committee governs audit and risk matters for the PSP agencies. It provides independent assurance and assistance through prompt and constructive reports directly to each accountable officer in the portfolio, particularly when issues identified present material risk or threat to the portfolio.</p> <p>The committee is chaired by an independent external expert appointed to the role. Each PSP agency is represented by one member, with a second external member. The Chair may invite or give approval for other persons to attend a committee meeting.</p> <p>The committee meets quarterly and met on four occasions during 2014-15.</p> <p>The independent external Chair received \$8,250 (including GST) and the second external member received \$1,650 (including GST) for services provided in 2014-15. There were no other on-costs.</p>
<b>Committee members</b>
<ul style="list-style-type: none"> <li>• Graham Carpenter, Chair (external member)</li> <li>• Ian Stewart APM, Commissioner, QPS represented by Stephan Gollschewski APM, Deputy Commissioner, Strategy, Policy and Performance</li> <li>• Katarina Carroll APM, Commissioner (Acting), QFES represented by Russell Neuendorf, Executive Director, Operational Service Improvement and Performance, QFES</li> <li>• Iain MacKenzie AFSM, Inspector-General Emergency Management</li> <li>• Rod Wilson, Deputy Chief Executive Officer (Acting), PSBA</li> <li>• Marita Corbett (external member)</li> </ul>
<b>Achievements</b>
<p>During 2014-15, the committee:</p> <ul style="list-style-type: none"> <li>• reviewed various audits and risks for the public safety portfolio</li> <li>• endorsed the 2015-2016 Annual Audit Plan incorporating the Internal Audit Strategic Plan 2015-2018</li> <li>• oversaw the delivery of the Approved 2014-2015 Annual Audit Plan</li> <li>• considered financial, operational and performance recommendations presented by PSBA Internal Audit and the Queensland Audit Office (QAO).</li> </ul>



<p><b>Public Safety Portfolio Innovation Committee</b></p> <p>The purpose of the Public Safety Portfolio Innovation Committee is to provide leadership for innovative ideas and initiatives to create cross portfolio value and improve public safety.</p> <p>The objectives of the committee are to:</p> <ul style="list-style-type: none"> <li>• accelerate innovative ideas and initiatives across the portfolio</li> <li>• build a climate of innovation within the portfolio.</li> </ul> <p>The committee held its inaugural meeting on 1 August 2014. Meetings are held quarterly and four meetings were conducted in 2014-15.</p>
<p><b>Committee members</b></p> <ul style="list-style-type: none"> <li>• Kelvin Anderson PSM, Chief Executive Officer, PSBA (Chair)</li> <li>• Ian Stewart APM, Commissioner, QPS</li> <li>• Katarina Carroll APM, Commissioner (Acting), QFES</li> <li>• Iain Mackenzie AFSM, Inspector-General Emergency Management</li> </ul>
<p><b>Achievements</b></p> <p>In 2014-15, the committee approved:</p> <ul style="list-style-type: none"> <li>• the Terms of Reference</li> <li>• the Portfolio Innovation Framework</li> <li>• the development and pilot of a challenge based approach to innovation</li> <li>• a communication plan for innovation reward and recognition</li> <li>• a portfolio innovation scholarship.</li> </ul> <p>The committee funded the following pilot projects and proofs of concept:</p> <ul style="list-style-type: none"> <li>• Supply Chain and Asset Management Proof of Concept (QFES)</li> <li>• Electronic Brief Management System Pilot project (QPS)</li> <li>• testing and evaluation of 'Cruiser Interactive' technology to support operations and disaster management (QPS and QFES)</li> <li>• pilot of augmented reality tool to assess feasibility.</li> </ul>
<p><b>Public Safety Executive Coordinating Committee</b></p> <p>The Public Safety Executive Coordinating Committee helps guide the public safety portfolio, particularly in the areas of strategy, policy and service delivery, to ensure the portfolio continues to deliver the outcomes and benefits required by the state.</p> <p>The committee meets fortnightly and held its inaugural meeting on 28 July 2014. During 2014-15, the committee met on 18 occasions.</p>
<p><b>Committee members</b></p> <ul style="list-style-type: none"> <li>• Kelvin Anderson PSM, Chief Executive Officer, PSBA</li> <li>• Rod Wilson, Deputy Chief Executive Officer (Acting), PSBA</li> <li>• Ian Stewart APM, Commissioner, QPS</li> <li>• Katarina Carroll APM, Commissioner (Acting), QFES</li> <li>• Iain MacKenzie AFSM, Inspector-General Emergency Management</li> </ul>
<p><b>Achievements</b></p> <p>Achievements for 2014-15 include:</p> <ul style="list-style-type: none"> <li>• endorsed the Terms of Reference</li> <li>• developed communication channels to improve cross portfolio operations and performance.</li> </ul>

## *About the Queensland Police Service*

The QPS's vision, outlined in its 2014-2018 strategic plan, is that members of the community work with Queensland police to stop crime and make Queensland safer. As at 30 June 2015, this plan is under review and due for update.

The QPS mission is to stop crime, make the community safer, including reducing road trauma, and build relationships with the community.

The purpose of the QPS is to deliver quality policing services 24 hours a day, seven days a week.

Under the *Police Service Administration Act 1990*, the QPS is responsible for:

- preserving peace and good order in all areas of Queensland
- protecting and supporting the Queensland community
- preventing and detecting crime
- upholding the law
- administering the law fairly and efficiently
- bringing offenders to justice.

The QPS has two service areas as outlined in the 2014-15 Service Delivery Statements (State Budget Papers); Crime and Public Order, and Road Safety.

Police Services also include a range of activities designed to promote ethical behaviour, discipline and professional practice to ensure Queensland residents and visitors have confidence in, and respect for the QPS.

### **Government and QPS objectives**

The Queensland Government will work closely with all Queenslanders to deliver its objectives for the community of:

- creating jobs and a diverse economy
- delivering quality frontline services
- protecting the environment
- building safe, caring and connected communities.

Integrity, accountability and consultation underpin everything the Queensland Government does.

*The Queensland Plan* is the community's 30-year vision for the state. The Queensland Government's Interim Response (the Interim Response) outlines the key services, programs and partnerships that will help improve Queenslanders' way of life today and proactively position Queensland for the future. *The Queensland Plan* and the Interim Response can be viewed online ([www.queenslandplan.qld.gov.au/](http://www.queenslandplan.qld.gov.au/)).

The Interim Response supports the Queensland Government's objectives for the community and identifies the priorities and key initiatives that will contribute towards implementing Queenslanders' vision. The QPS's policies, programs and services align with the Interim Response.

The QPS is committed to supporting the government's objectives, particularly delivering quality frontline services and building safe, caring and connected communities by:

- reducing and preventing the incidence of crime, public disorder and road trauma
- collaborating with all sectors of the community to deliver a problem solving approach to crime reduction
- using technology and innovative strategies to be more mobile, flexible and capable of working across boundaries to deliver services the community needs
- focusing its resources to identify and deliver efficient services that maximise public safety
- taking a leading role to prepare the community for managing major events and disasters

- implementing an environment of continuous improvement based on learning, development and empowered leadership
- delivering its services with fairness and integrity.

The QPS achieves its objectives through a range of strategies:

- **Frontline services:** implement an integrated service delivery model, underpinned with improved intelligence capabilities and expanded options for the community to engage with police
- **Culture:** manage a program of cultural renewal to improve transparency and trust, devolve authority to the frontline and to embed a value based culture of innovation and accountability
- **People:** strategies include ensuring safe delivery of services, improving community engagement, enhancing social media monitoring, increasing diversity, implementing contemporary performance measures and continuing officer development and training capability
- **Processes:** improve job allocation, reduce process complexity, implement mobile device technology to the frontline, utilise assets to full potential, enhance procurement, improve organisational reporting and alignment of the QPS with the PSBA, and enhance cross agency collaboration
- **Systems:** implement strategies to improve data management and maximise intelligence analytics capabilities.

The QPS also contributes to a range of national, state and local strategies and initiatives including: Closing the Gap in Indigenous Disadvantage, *National Drug Strategy 2010-2015*, National Ice Taskforce, *National Road Safety Strategy 2011-2020*, Queensland Organised Crime Commission of Inquiry, Vicious Lawless Association Disestablishment (VLAD) Taskforce and Special Taskforce on Domestic and Family Violence in Queensland.

Further information about QPS's policies, programs and services can be found in Achievements (refer pages 21-47).

## Values

Every member of the QPS needs to have and display the values of:

- **Courage:** by always doing the right thing
- **Fairness:** in making objective, evidence-based, consistent decisions and by treating people with respect
- **Pride:** in themselves, the QPS, the work they do and the community they serve.

The values of the QPS are integrated into all aspects of the Service's operations and are congruent with the Queensland Government's values:



### Customers first

- Know your customers
- Deliver what matters
- Make decisions with empathy



### Ideas into action

- Challenge the norm and suggest solutions
- Encourage and embrace new ideas
- Work across boundaries



### Unleash potential

- Expect greatness
- Lead and set clear expectations
- Seek, provide and act on feedback



### Be courageous

- Own your actions, successes and mistakes
- Take calculated risks
- Act with transparency



### Empower people

- Lead, empower and trust
- Play to everyone's strengths
- Develop yourself and those around you

### **2014-2016 Challenges and risks**

- Addressing the incidence of existing crime and the emergence of new criminal methodologies and techniques
- The extensive resource commitment to special events such as the G20 Leaders' Summit in 2014
- Effectively managing the integration with the PSBA
- Continuing the delivery of the renewal and transformational programs
- Maintaining positive staff engagement and capability during the Renewal Program.

### **2014-2016 Priorities**

- Trialling Rapid Action Patrols (RAPs) (previously known as Police Hubs) and implementing an integrated service delivery model
- Implementing the QPS Renewal Program
- Successfully planning for and managing the G20 Leaders' Summit and 2018 Commonwealth Games
- Successfully integrating with the PSBA to deliver improved customer outcomes
- Reducing process complexity and increasing productivity
- Development of a robust, efficient Catalogue of Services
- Improving information, mobility and intelligence management.

### **2015-16 Outlook**

The key priorities for QPS during 2015-16 include:

- continuing to provide a safe and secure community by responding to threats including terrorism, disasters, and risks associated with major events
- creating better workplaces and improving workforce capability
- undertaking intelligence-led policing in Safe Night Precincts
- implementing Community Policing Boards
- targeting crime hotspots throughout the state and issues such as organised crime, alcohol-fuelled violence and the drug ice
- providing improved safety equipment for police including body-worn cameras
- supporting the development of a Domestic and Family Violence Prevention Strategy and government response to the Report from the Taskforce on Domestic and Family Violence in Queensland, and support implementation of the government response
- continuing to plan the police response for the 2018 Commonwealth Games
- continuing to contribute to the child safety reform agenda initiated by the Queensland Child Protection Commission of Inquiry final report
- reviewing the police complaints system and implementing a new disciplinary system
- making improvements to ensure the promotions system is truly merit-based
- continuing the planned recruitment of police officers
- continuing to implement an integrated service delivery model
- developing an improved performance management framework to improve customer service
- continuing to identify roles that may not require a sworn police officer to undertake and recruit appropriately trained and qualified public servants to undertake these roles.

### **Legislation administered**

For details of legislation administered by the QPS refer to the Public safety portfolio overview on page 6.

## Locations

QPS delivers its services from various locations throughout the state including:

Police stations	335
Police Neighbourhood Beats and Shopfronts	91
District offices	15
Regional offices	5
Communication Centres	15
Police Academies located in Brisbane (Oxley and Wacol) and Townsville	3
Police Assistance Centre (Policelink) located in Brisbane (Zillmere)	1
RAPs located at Gold Coast and Townsville	2

In addition, most large police stations house Child Protection and Investigation Units (CPIU), Scenes of Crime Units, Criminal Investigation Branch (CIB) and Intelligence Units. There are also purpose-built Investigation Centres to respond to major incidents located at various stations and district offices throughout the state.

A list of contacts and key locations for QPS is included in the appendices of this report.

## Partners

QPS works closely with its portfolio partners – the Office of the IGEM, PSBA and QFES. The QPS also has strong relationships with its partners in the community including the Queensland Police-Citizens Youth Welfare Association (QPCYWA), Neighbourhood Watch Queensland (NHWQ) and Crime Stoppers Queensland. These partnerships help Queensland police to stop crime and make the community safer.

- ### Queensland Police-Citizens Youth Welfare Association

The QPCYWA, commonly known as Police-Citizens Youth Club (PCYC), is a non-government, not-for-profit, charitable organisation that provides appropriate, affordable and accessible youth development programs and services to support young people in making positive life choices. Every PCYC is managed by a QPS Sergeant as its Branch Manager. This encourages positive relationships in the community and fosters unique interactions and experiences between QPS officers and young Queenslanders. The PCYC was first established in 1948 and there are 54 PCYCs and more than 60 QPS officers working to manage and coordinate the operations across the state.

For more information or to find a club near you, visit the PCYC website at [www.pcy.org.au](http://www.pcy.org.au).

- ### Neighbourhood Watch Queensland

NHWQ is a joint partnership between the QPS and the Queensland community to reduce crime and improve community safety. It encourages communities to join together in small informal groups to improve the safety of their families and other people who live, visit and do business in their neighbourhood. NHWQ is focussed on improving home security, reducing the fear of crime and reporting suspicious activity to police. There are approximately 425 local NHWQ groups located throughout Queensland.

The NHWQ myPolice blog provides daily NHWQ information from around the state.

For more information or to find your local NHWQ, visit the NHWQ website at [www.nhwq.org](http://www.nhwq.org).

- **Crime Stoppers Queensland**

Crime Stoppers Queensland is a community volunteer organisation that believes the general public can help make a difference in solving and preventing crime. It provides an avenue for the community as a whole to assist police to solve crimes.

Crime Stoppers Queensland provides a telephone hotline and website for members of the community to provide anonymous information about criminal activity. This information is electronically sent to the relevant police establishment where the crime is occurring for investigation.

The QPS assists Crime Stoppers Queensland through the following mechanisms:

- the Assistant Commissioner, State Crime Command is on the Board of Directors as the Commissioner's representative
- a dedicated police unit manages the partnership deliverables, administers intelligence reports, handles investigator inquiries and assists the Crime Stoppers State Office personnel with promotional displays and presentations as required
- police officers act as partnership representatives on each of the 27 Volunteer Area Committees spread throughout the state.

For more detailed information, visit the Crime Stoppers Queensland website at [www.qld.crimestoppers.com.au](http://www.qld.crimestoppers.com.au).

## **Volunteers**

Volunteers are critical to the successful delivery of frontline services and support the QPS in keeping the Queensland community safe.

- **Volunteers in Policing**

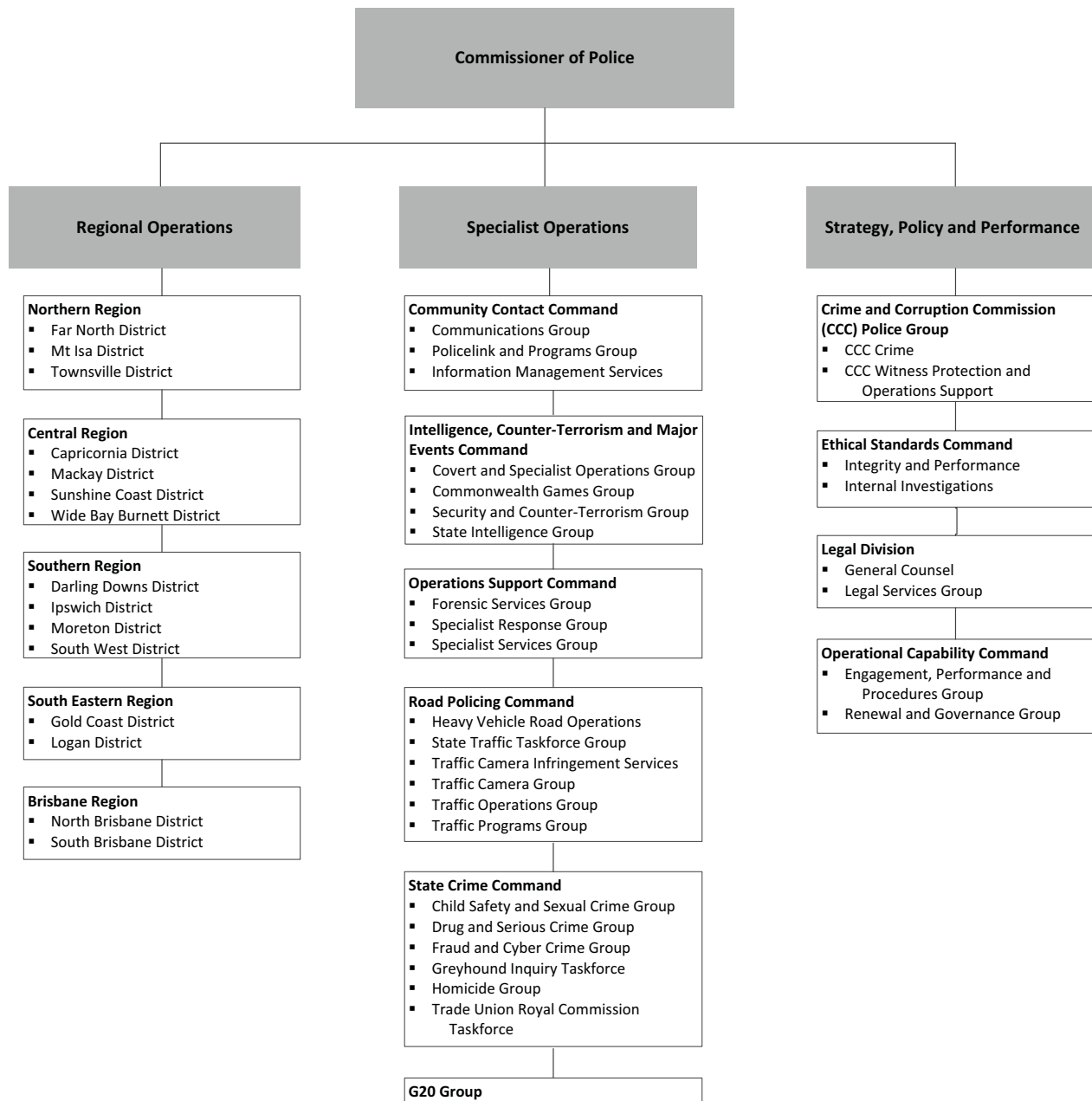
The aim of the Volunteers in Policing (ViP) program is to recruit and train local community members (ViPs) to carry out a range of voluntary tasks that complement but do not compete with the established responsibilities of police officers and other paid staff members. In general, these tasks assist police to deliver a range of services designed to reduce crime and to help people feel safe. ViPs are based in local police establishments where they work with police to address customer service, community safety and crime prevention needs in the community. ViPs also support victims of crime, often attending with police to speak with and provide support to people who have gone through difficult and traumatic experiences. ViPs also assist Police Recruiting with the overall recruiting process. There are over 300 ViPs throughout the state.

For more information or to become a ViP, visit the QPS website ([www.police.qld.gov.au/join/vip/default.htm](http://www.police.qld.gov.au/join/vip/default.htm)).



## Organisation structure

(as at 30 June 2015)

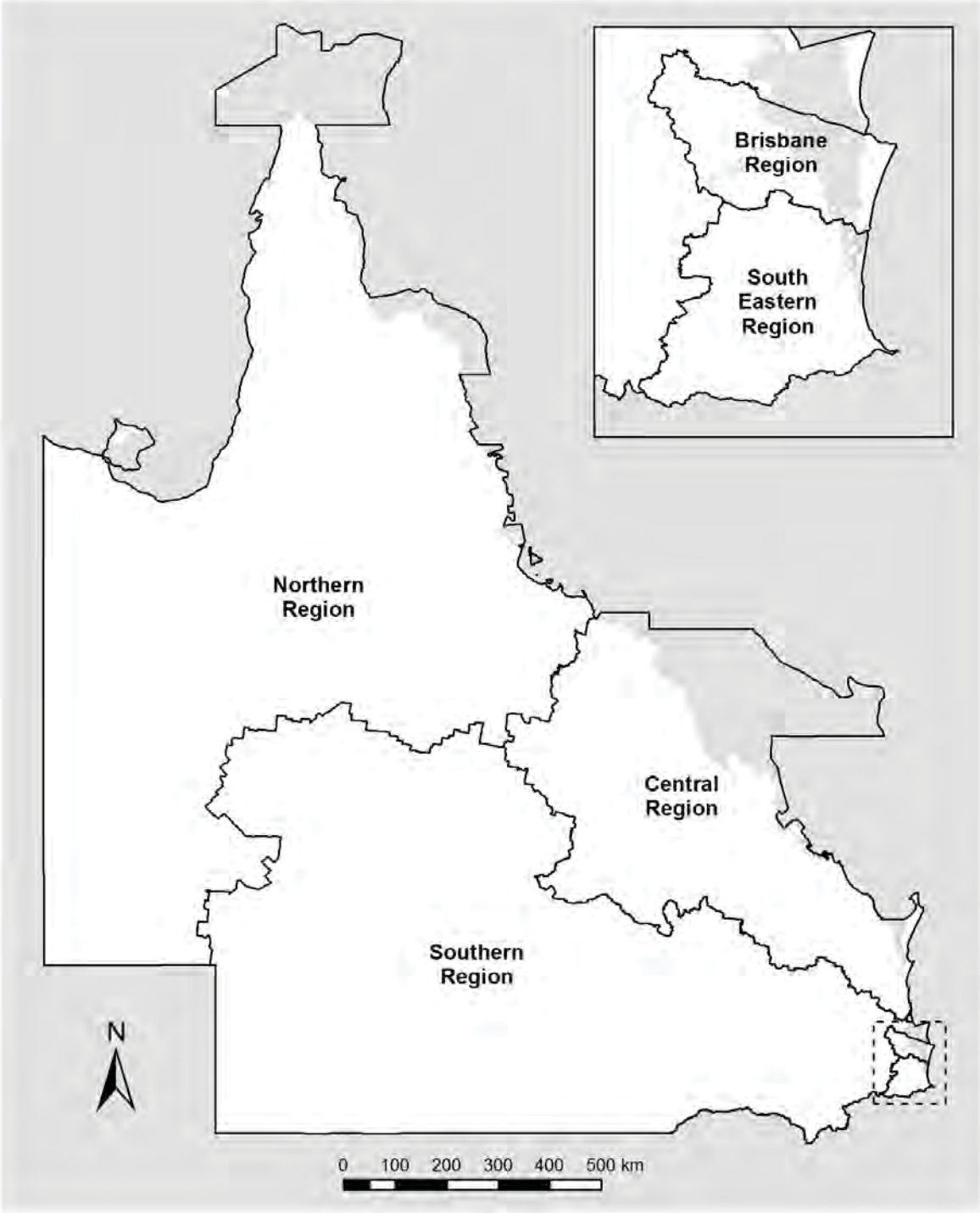


**Regional Operations** is responsible for the provision of policing services across the five police regions statewide.

**Specialist Operations** is responsible for the provision of specialist police services including Community Contact Command, Intelligence, Counter-Terrorism and Major Events Command, Operations Support Command, Road Policing Command (RPC) and State Crime Command.

**Strategy, Policy and Performance** is responsible for continuous improvement and review, organisational efficiencies and better service provision to the Queensland community.

*Regions*



# PERFORMANCE

## *Key performance measures*

The QPS has two service areas – Crime and Public Order, and Road Safety.

Police Services also include a range of activities designed to promote ethical behaviour, discipline and professional practice.

The objective of Crime and Public Order services is to uphold the law by working with the community to stop crime and make Queensland safer.

Crime and Public Order services:

- protect personal safety and prevent and detect related offences including homicide, assault, sexual assault and robbery
- protect property and prevent and detect related offences including unlawful entry, other property damage, motor vehicle theft, and other theft (excluding unlawful entry)
- maintain public order and safety including during major events and natural disasters, from planning to recovery; address public space enjoyment, street and nuisance offences, and liquor licensing issues; and environmental design to reduce crime including alcohol-fuelled violence.

The objective of Road Safety services is to undertake activities designed to reduce road trauma.

Road Safety services enforce traffic law and reduce road trauma including through the prevention and detection of speeding, red light offences, driving under the influence of alcohol or drugs, driving while fatigued and not wearing seatbelts.

The following tables provide an overview of the key performance measures for the QPS for 2014-15. Data for 2013-14 is sourced from the *Queensland Police Service 2013-14 Annual Report*.

<b>Service: Police Services</b>							
<b>Performance Measure</b>	<b>Notes</b>	<b>Strategic Plan</b>	<b>2014-15 SDS</b>	<b>2015 RoGS</b>	<b>2013-14 Actual</b>	<b>2014-15 Target/ Estimate</b>	<b>2014-15 Actual</b>
Rate of complaints against police per 100 sworn (operational) staff	1	✓	✓	✓	11.9	≤12.8	9.8
Public perception of police professionalism and image:	2		✓				
• Police perform their job professionally				✓	87%	≥85%	87.8%
• Police treat people fairly and equally				✓	76.7%	≥75%	76.5%
• Police are honest				✓	74.3%	≥75%	76.4%
• I do have confidence in the police		✓			86.4%	≥85%	88%
Satisfaction of members of the public who had contact with police in the last twelve months	2	✓	✓	✓	82%	≥85%	85.2%

<b>Service: Police Services (cont'd)</b>							
<b>Performance Measure</b>	<b>Notes</b>	<b>Strategic Plan</b>	<b>2014-15 SDS</b>	<b>2015 RoGS</b>	<b>2013-14 Actual</b>	<b>2014-15 Target/ Estimate</b>	<b>2014-15 Actual</b>
Cost of policing services per person	3	✓	✓	✓	\$418	≤\$441	\$434
Percentage of prosecutions where costs were awarded against the police	4	✓	✓	✓	0.01%	≤0.05%	0.01%

Notes:

1. Sworn operational staff refers to a police officer employed by the QPS who has sworn the Oath of Office under the *Police Service Administration Act 1990*, and whose primary duty is the delivery of police or police-related services to an external customer, including officers seconded to PSBA and the Crime and Corruption Commission (CCC). 'Complaints' are defined as statements by members of the public regarding police conduct, including officers on, off or unknown duty, when a person was in police custody or had voluntary dealing with the police. RoGS 2015 reported that Queensland had the third lowest rate of complaints against police per 100 sworn staff out of the eight reporting jurisdictions in 2013-14.
2. The 2014-15 Actuals are derived from the *National Survey of Community Satisfaction with Policing* for the period 1 July 2014 to 30 June 2015. The *National Survey of Community Satisfaction with Policing* is a general community survey. Respondents to these questions may or may not have had contact with police in the last 12 months.
3. The 2014-15 Actual is calculated by dividing real recurrent expenditure by Queensland population. Population data is sourced from the Australian Bureau of Statistics (ABS) *Australian Demographic Statistics, June 2013*, Catalogue No. 3101.0. Queensland's cost of policing services per person in 2013-14 was below the national average of \$437 (RoGS 2015).
4. This performance measure represents the sum of all prosecutions where costs were awarded against the QPS, divided by the sum of all prosecutions. In RoGS, this is considered a measure of police efficiency in preparing evidence that is relevant to, and supports, a prosecution. Court costs are generally awarded against police when a criminal action against an offender has failed; in this respect, it represents at least some of the resources expended when a prosecution fails. A low or decreasing proportion of prosecutions where costs are awarded against police in criminal actions is therefore desirable.

**Key**

RoGS – Report on Government Services

SDS – Service Delivery Statement

Strategic Plan – Queensland Police Service Strategic Plan 2014-18

<b>Service Area: Crime and Public Order</b>							
<b>Performance Measure</b>	<b>Notes</b>	<b>Strategic Plan</b>	<b>2014-15 SDS</b>	<b>2015 RoGS</b>	<b>2013-14 Actual</b>	<b>2014-15 Target/ Estimate</b>	<b>2014-15 Actual</b>
Rate (per 100,000 people) of personal safety offences reported: <ul style="list-style-type: none"> <li>• Homicide</li> <li>• Assault</li> <li>• Sexual assault</li> <li>• Robbery</li> <li>• Total personal safety</li> </ul>	1, 2, 3	✓	✓		1 390 110 33 603	2-4 400-500 100-125 30-38 600-750	1 377 123 28 587
Percentage of personal safety offences cleared within 30 days <ul style="list-style-type: none"> <li>• Homicide</li> <li>• Assault</li> <li>• Sexual assault</li> <li>• Robbery</li> <li>• Total personal safety</li> </ul>	2, 3	✓	✓		73% 61% 55% 49% 59%	70-88% 55-69% 55-69% 45-56% 55-69%	85% 65% 59% 62% 63%
Rate (per 100,000 people) of property security offences reported: <ul style="list-style-type: none"> <li>• Unlawful entry</li> <li>• Other property damage</li> <li>• Motor vehicle theft</li> <li>• Other theft (excluding unlawful entry)</li> <li>• Total property security</li> </ul>	1, 2, 4	✓	✓		782 770 218 2,091 4,354	750-938 750-938 200-250 2,000-2,500 4,300-5,375	660 667 191 2,021 4,140
Percentage of property security offences cleared within 30 days: <ul style="list-style-type: none"> <li>• Unlawful entry</li> <li>• Other property damage</li> <li>• Motor vehicle theft</li> <li>• Other theft (excluding unlawful entry)</li> <li>• Total property security</li> </ul>	2, 4	✓	✓		17% 27% 32% 24% 27%	14-18% 24-30% 25-31% 20-25% 20-25%	19% 27% 35% 28% 30%
Rate (per 100,000 people) of good order offences detected	1, 2, 5	✓	✓		1,217	1,000-1,250	1,259
Percentage of good order offences cleared within 30 days	2, 5	✓	✓		87%	85-100%	89%

Service Area: Crime and Public Order (cont'd)							
Performance Measure	Notes	Strategic Plan	2014-15 SDS	2015 RoGS	2013-14 Actual	2014-15 Target/ Estimate	2014-15 Actual
Public satisfaction with police dealing with public order problems	6	✓	✓		70.4%	≥65%	75.2%
Public satisfaction with police dealing with disasters and major events	6, 7	✓	✓		89.8%	≥85%	90.5%

Notes:

1. Population data is sourced from the ABS *Australian Demographic Statistics, June 2013*, Catalogue No. 3101.0.
2. The 2014-15 Target/Estimate takes into account recent results and any known factors that are likely to have an impact in the forthcoming 12 months. The range is standardised so that the upper end of the range is consistently 25% higher than the lower end.
3. 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 murder, attempted murder and conspiracy to murder.
4. The offence categories reported separately are considered high volume property security offences. The total property security offences figure also includes arson, fraud and handling stolen goods.
5. Good order offences include offences relating to public nuisance, obstructing police and other offences against good order. 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 strategies often focusing on liquor-related enforcement.
6. The 2014-15 Actuals are derived from the *National Survey of Community Satisfaction with Policing* for the period 1 July 2014 to 30 June 2015. The *National Survey of Community Satisfaction with Policing* is a general community survey. Respondents to these questions may or may not have had contact with police in the last 12 months.
7. Disasters and major events includes maintaining public order and safety during natural disasters and major events such as tropical cyclones, flooding, Schoolies Week and Gold Coast 600.

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<b>Service Area: Road Safety</b>							
<b>Performance Measure</b>	<b>Notes</b>	<b>Strategic Plan</b>	<b>2014-15 SDS</b>	<b>2015 RoGS</b>	<b>2013-14 Actual</b>	<b>2014-15 Target/ Estimate</b>	<b>2014-15 Actual</b>
Rate (per 100,000 people) of road crash fatalities	1, 2, 3	✓	✓		4.89	5.8	4.93
Rate (per 100,000 people) of people hospitalised following a road crash	1, 2, 4	✓	✓		153.57	135	-

**Notes:**

1. There are many factors which can cause or contribute to road crash fatalities and hospitalisations. Key causal factors include drink and drug driving, fatigue, speeding, unrestrained occupants, and distraction and inattention. The 2014-15 Target/Estimate, developed in consultation with the Department of Transport and Main Roads (DTMR), included consideration of recent trends, economic indicators and the potential effects of road safety initiatives. Population data is sourced from the *ABS Australian Demographic Statistics, June 2013*, Catalogue No. 3101.0
2. Data is sourced from DTMR. The 2013-14 Actuals have been updated.
3. The 2014-15 Actual is preliminary and subject to change.
4. The 2014-15 Actual was not available at the time of reporting due to the time it takes to investigate and finalise crash information. Data is expected to be available in November 2015.

**Key**

RoGS – Report on Government Services

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## *Achievements*

The QPS upholds the law by working with the community to stop crime and make Queensland safer. The QPS is responsible for service delivery 24 hours a day, seven days a week, focussed on preserving peace and good order, protecting the community, preventing and detecting crime, administering the law fairly and efficiently and bringing offenders to justice. This is achieved by using technology and innovative strategies to enable a mobile, flexible and agile delivery of services to address community needs.

### **150 years of policing in Queensland**

In 2014, the QPS celebrated 150 years of policing with a range of events including the QP150 Galas in Townsville (May 2014) and Brisbane (July 2014), and the QP150 Police Expo in Brisbane (August 2014). Approximately 30,000 people attended the two day Expo to see the QPS showcase its operations to the community. The Expo covered all aspects of policing, ranging from the use of force to the building of relationships, from the latest technology to earliest history, and from the investigation and prosecution of offences to the prevention of crime.

### **Queensland Police Museum**

The Queensland Police Museum enhances the public image of the QPS and fosters pride in its achievements in the wider community. Four staff actively document, collect and preserve the rich history of policing in Queensland since 1859. Museum resources, exhibitions, public programs and social media portals are used to investigate and compare the issues faced by police officers, past and present.

During the 150th celebrations, museum staff completed a listing of every police officer ever appointed or sworn since 1 January 1864 and found that 29,530 individual officers (4,796 women and 24,734 men) have served the community of Queensland since 1864. Across the 2014-15 period, 5,697 visitors enjoyed the museum's exhibition space and the Sunday Lecture Series.

### **Increasing frontline resources**

As at 30 June 2015, the headcount police strength was 11,583. The overall headcount target required to meet the Queensland Government's commitment to provide 1,100 additional police officers over four years (commenced 2012-13) is 11,795 officers and the number of additional police required to meet the target as at 30 June 2015 was a further 212 officers (over and above attrition). Planned police recruitment activities are on track to meet this commitment by 30 June 2016.

The government has also committed to improving service delivery by identifying opportunities to maximise the number of frontline policing roles. A program is being pursued to progressively identify non-frontline roles that can transition to frontline, provided that this does not compromise overall service delivery. The increase in frontline police will enable the QPS to commit more officers to proactive policing tasks.

### **Policing from the sky: second police helicopter**

A second police helicopter (Polair 2) became operational in July 2014 under a two-year partnership with Surf Life Saving Queensland. The helicopter is based at Archerfield in Brisbane to service South East Queensland and can be deployed across Queensland if required.

Similar to the first police helicopter (Polair 1) based on the Gold Coast, Polair 2 is enhancing policing capabilities in a broad range of areas including surveillance, drug detection, traffic operations, criminal incident response, and search and rescue.

During 2014-15, the two helicopters conducted 2,191 planned operations and 2,392 tasks in response to calls from the community.

### **Improving communication with the community**

The public safety portfolio agencies, in particular QPS and QFES, have established award-winning and best practice examples of social media use by government agencies during crisis situations such as disaster management. They are also prolific in the use of social media as a community engagement strategy and have developed policy and procedures to guide staff usage.

During 2014-15, the PSBA Media Branch managed a number of media and social media campaigns on behalf of the QPS including:

- *Your Selfie? Keep it to yourself!* safety awareness campaign - the campaign, aimed at children and young people, tackled the growing issue of 'sexting' which involves the taking and sending of sexually explicit images or videos. Awareness posters highlighting the dangers and unintended consequences of sexting were developed in both hard and electronic copy to ensure maximum portability throughout QPS crime prevention programs and Queensland schools
- *Diary of a first year constable* - this is a regular blog from QPS Brisbane Central following bright-eyed and eager First Year Constable Cindy's experiences of policing in the dynamic Fortitude Valley. Blog posts have covered her rotations in the watchhouse and tactical crime. Cindy has shared intimate moments such as connecting with high needs clients, her first time seeing a deceased person and fearing for the life of a fellow police officer. The series has been well-received on social media with comments stating how real and informative her accounts have been
- *Wake up to Drink Driving the Morning After* - the PSBA Drug and Alcohol Coordination Unit, in collaboration with QPS North Brisbane District, developed a community information resource and promotional social media messaging around the facts and risks associated with drink driving the morning after. Nine Facebook images released over nine weeks, reached more than 790,000 people. In addition, 5,000 brochures have been distributed across the state including distribution through DTMR licence reminders
- *Oi – It's Your Choice* - an assault reduction campaign aimed at three collective groups, offenders, bystanders and in some circumstances victims. The statewide campaign highlighted the importance of making a choice when it came to dealing with violence
- *Safely Home* - a joint initiative of the QPS and Alzheimer's Australia (Queensland). With over 64,000 people living with dementia and dementia related illness in Queensland, the Safely Home project, launched in April 2015, aims to prevent these people from going missing and reunite those who do, faster. The Safely Home initiative involves a stainless steel bracelet that can be worn at all times by anyone living with this illness or where there are concerns for a person's safety (including intellectual disabilities). Once a person has registered through Alzheimer's Australia (Queensland) vital information about the person is entered onto a confidential database. The bracelet, which is free to those who register, has an engraved identification number which is linked to the database. The bracelet also features the QPS Policelink number for members of the community to telephone should they locate a person wearing a bracelet.

### **Mass communication through social media**

A network of myPolice blogs enhance interaction between police and the public in Queensland communities. The myPolice blogs facilitate fast communication. Details of crimes, as well as photographs and comfits of offenders, can be posted on the blog immediately after an offence is reported. As at 30 June 2015, there were 28 myPolice blogs. The myPolice blog pages were viewed more than 21 million times in 2014-15; an increase from 19 million in 2013-14 and 10 million in 2012-13.

The QPS also has a QPS Facebook page with more than 630,000 Facebook followers (up from 488,000 in 2013-14) and more than 90,000 Twitter followers (up from 51,000 in 2013-14).

### **Improving the Policelink Smartphone Application**

The new Policelink App was released to the community in August 2014. Initially launched in 2012, the App has been completely rebuilt and offers a range of new features together with a more user friendly interface and faster responsiveness. It can be used to contact Triple Zero (000), Policelink and the SES. The user can locate the nearest police station and determine the latitude and longitude of their location should it be needed when reporting incidents.

The App also includes access to social media channels, a rolling news screen, disaster and alerts information, still and video image capture to report incidents, online reporting, crime mapping and other Queensland Government services. At the touch of a button, users can conveniently and anonymously (in many instances), report disturbances and provide police with potentially vital evidence. At 30 June 2015, there were 22 online reporting options including noisy party, track-my-crime, stolen property updates, hooning, wilful damage, taxi fare evasion, graffiti and rural crime.

Policelink continues to experience significant growth in online contacts or reports each month from either the App or directly from the QPS web page.

The use of online 'smart forms' and smartphone applications enables the public to report non-injury traffic crashes directly to Policelink. Further, a cyclist complaint form has been designed specifically for cyclists to report traffic incidents.

In May 2015, the App was rated by Android as the 53rd most popular free business App in Australia. The App is available from the App Store for Apple devices, Google Play for Android devices and the Windows Store for Windows phones.

### **Improving crime reporting in rural areas**

In March 2015, the Stock and Rural Crime Investigation Squad (SARCIS) launched a new function within the Policelink Smartphone Application to make reporting crime easier in rural areas. The custom designed function allows users such as graziers and farmers to upload images and make reports as soon as they become aware of trespassers, property damage or theft in the field, rather than waiting until they are back at home or in the office. If reception is poor, the report can be saved and sent as soon as coverage is available.

Research conducted in 2014 identified that rural crime is under-reported, for example only half the cases of trespassing for illegal hunting or fishing are reported to police. In 2013, SARCIS implemented 'Project Gatekeeper' to encourage rural communities to shut the gate on rural crime. One initiative of the project was to remove barriers for rural and remote residents to report crime and suspicious activity; the new function is aimed at addressing this issue to help reduce stock and rural crime generally. SARCIS worked together with Policelink to develop the function within the application, which is available from the App Store for Apple devices, Google Play for Android devices and the Windows Store for Windows phones.

### **Improving service in police stations**

The Policelink App technology has also been used as the basis for two public assistance kiosks located on the ground floor of Police Headquarters in Brisbane. The public assistance kiosks can be used to report non-urgent matters and certain crimes and provide advice regarding QPS and other Queensland Government services. The Policelink telephone services and App technology have also been used as the basis for station kiosks and telephone self-service at 28 locations across Queensland.

Mackay Police Station, in partnership with Policelink, has taken the initiative even further by trialling a concierge-like service to assist members of the public to streamline their policing business. Client Service Officers and VIPs are performing the concierge role during business hours. The concierge engages clients in the foyer of the station, identifies the required services and where appropriate directs them to alternative service delivery and self-service options.

The concierge removes the need for the public to wait in line for an interaction that either needs urgent prioritisation, could be dealt with by alternative delivery options, or in some cases is not managed by QPS. Since the upgrade in September 2014 to 30 June 2015, Mackay Station has seen 10% of its front counter interactions transition to self-service.

### **Automated Public Assistance Devices**

Automated Public Assistance Devices (APADs) provide a quick and easy alternative for members of the public to access information at a Police Beat Shopfront if the police officers are unavailable. Information available through the devices includes how to contact police, report crimes and use the Hoon Hotline. The devices also provide access to general information on public safety and the law.

APADs have been rolled out to seven Police Beat Shopfronts in the Brisbane Region – Adelaide Street in Brisbane city, Aspley, Brookside, Chermside, Indooroopilly, Strathpine and Toombul.

A next generation interactive APAD has been developed and upgraded hardware and operating systems will be delivered in 2015 to give all existing sites internet connection and full access to Policelink online services bringing them in line with the Policelink Station Kiosk and Mobile application standards.

A further pilot will be conducted at two police stations in the Brisbane Region testing alternative service delivery options for the community at unattended police stations.

### **Providing information for police on the beat: Mobile Services Program**

During 2014-15, the Mobile Services Program continued to issue frontline QPS officers with iPads enabled with QLITE (a suite of QPS developed Apps), to provide real time access to essential information while responding to operational incidents and while on patrols.

Frontline officers can complete reports and other administrative activities on the devices, saving each officer up to 30 minutes per shift. This time was previously used travelling to fill in reports on station-based desktop computers. Over the program's remaining two years, additional applications will be developed to further aid frontline policing.

Current mobile capabilities delivered by the program include QLITE search functions of person, vehicle and licences from both Queensland and national databases, as well as the entry of intelligence reports (for example street checks) and 'move on directions'. Additionally, officers have access to corporate email, intranet, internet and navigation tools.

Recent additions include a new 'location' and 'organisation of interest' search function capability and a roadside drug testing application. Access to streaming of existing Police Communication Centre closed circuit television footage, including Polair (the QPS helicopters), has also been enabled on QLITE devices.

Future capability to be delivered during 2015 includes the roll-out of an E-Ticketing trial which will see traffic infringement notices issued electronically to motorists should they choose and further enhancements to the QLITE suite of apps. The program will also extend its current Wi-Fi footprint from approximately 100 to 500 QPS sites during 2015-16.

A further significant capability to be delivered in 2016 is mobile computer-aided dispatch (M-CAD) which will enable officers to book on and off jobs, be tasked and record patrol activities. M-CAD also provides near real-time tracking of officer locations.

### **Enhance professionalism and safety: Body-worn video**

The QPS has commenced implementing the government's commitment to provide improved safety equipment for police including body-worn cameras with \$6.03 million being provided over three years (2015-16 to 2017-18). Initial steps have included piloting three different digital storage options to determine the most appropriate method for the QPS to store digital video at scale.



### **Disability Services Plan 2014-15**

The *Disability Services Act 2006* mandates that each Queensland Government agency is required to develop a disability service plan that includes actions to deliver the *Queensland Disability Plan 2014-19: Enabling choices and opportunities* (Queensland disability plan). The Queensland disability plan has two key aims - to prepare Queensland for the National Disability Insurance Scheme and to promote the rights of people with a disability to enable them to lead valued and fulfilling lives.

The *Public Safety Portfolio Disability Services Plan 2014-2015* (the portfolio plan) was released in September 2014 and in line with the Queensland disability plan, outlines actions to improve capacity and accessibility of health services in conjunction with key partners. The portfolio plan seeks to educate, inform and engage with Queenslanders with a disability to reduce the rate and impact of public safety incidents including crimes, road crashes and fires. The portfolio will work with Queenslanders with a disability to build resilient communities and ensure community preparedness for disaster events.

In support of the portfolio's plan, during the year, PSBA Media developed and published content on the QPS's web and social media sites (eg. Facebook) in a format compatible with and accessible by screen readers and other assistive technologies. In addition, to assist members of the community who have a vision impairment, an agreement was made in 2014 between Vision Australia and Policelink that when a vision impaired person is approached by a person claiming to be a police officer, they can call Policelink and have the police officer identified through an identity check and confirm the details of that police officer.

### **Police Commissioners' forum**

The Commissioner hosted the biannual Australian and New Zealand Police Commissioners' forum at the Brisbane Convention and Exhibition Centre from 18-20 March 2015. The forum was convened to address current and emerging policing, community safety and criminal justice priorities. Guest speakers included the Honourable Quentin Bryce AD CVO and Associate Professor in Islamic Studies, Dr Mohamad Abdalla, to inform discussions on domestic and family violence and radicalisation.

### **Scholarships**

The QPS, in partnership with the Wakefield Trust, University of Cambridge, RACQ and the University of Queensland, offered commissioned officers and executives a unique opportunity to study contemporary policing strategies in the United Kingdom. Inspector Ian Thompson was the inaugural winner of the University of Cambridge Police Scholarship in January 2015. The scholarship will be offered on an annual basis to enable the recipient to undertake the Police Executive Master of Studies in Applied Criminology and Police Management at the Institute of Criminology, University of Cambridge. This prestigious two year program is world-renowned and provides study of crime and harm reduction issues with a strong emphasis on evidence-based policing and practice. The course aims to enhance the capacity of law enforcement agencies to apply up-to-date academic research to the strategic aspects of crime and policing.

Inspector Tony Montgomery-Clarke and Senior Sergeant Peter Heck were awarded the \$20,000 Suncorp Police Scholarship in June 2015, and will be focusing their overseas studies on police negotiation skills. The officers will travel to America, the United Kingdom, Norway, Denmark, Switzerland, Kenya and Hong Kong and will be interacting with officers across many jurisdictions.



## Crime and Public Order

Queensland police work to maintain the safety of the Queensland people and the security of their property. Crime and Public Order services:

- protect personal safety and prevent and detect related offences including homicide, assault, sexual assault and robbery
- protect property and prevent and detect related offences including unlawful entry, other property damage, motor vehicle theft, and other theft (excluding unlawful entry)
- maintain public order and safety during major events and natural disasters - from planning to recovery; address public space enjoyment, street and nuisance offences, and liquor licensing issues; and environmental design to reduce crime including alcohol-fuelled violence.

### Child protection

Child protection continues to be an issue of major public concern. The QPS is one of the primary agencies which provides first response, 24 hours a day, seven days a week for child protection matters. The statewide Child Protection and Investigation Unit (CPIU) structure provides a specialist policing response to children, both as victims and offenders. CPIU officers are provided with specialist training in the investigation of child abuse, sexual offences, youth justice and forensic interviewing of children.

The CPIUs are centrally supported by the QPS Child Safety Director, Child Safety and Sexual Crime Group within the State Crime Command. The Child Safety Director is also responsible for working across government and non-government agencies to ensure child protection issues receive a statewide coordinated response.

The QPS employs a range of mechanisms to help protect children including enforcing legislation, responding to Commissions of Inquiry, continuing the important work of Taskforce Argos and the Child Trauma Task Force, and a child alert system for child abductions.

#### • Child protection offender reporting

During the reporting period, the QPS continued to ensure offenders against children comply with reporting obligations under the *Child Protection (Offender Reporting) Act 2004* (the Act). The Act requires people who commit serious offences against children to register their personal details and inform police of their whereabouts. These details are then recorded on the Child Protection Offender Register. The legislation requires an offender to provide police with this information for anywhere between five years and life, depending on their age and the seriousness of the offence. For juvenile offenders the reporting period is reduced by half.

Amendments to the Act came into force on 22 September 2014 with the proclamation of the *Child Protection (Offender Reporting) and Other Legislation Amendment Act 2014*. The amendments included increasing the number of times offenders are required to report from annual reporting to once every three months and introduced additional measures for monitoring child sex offenders. Furthermore, the Act enables the Police Commissioner to increase reporting requirements and determine the method of reporting. For example, should police deem a reportable offender to pose a significant risk to the lives and safety of children, then the Police Commissioner may require that offender to report in person to a police station more frequently than the minimum quarterly requirement.

The QPS ensures offenders comply with these obligations. As at 30 June 2015, Queensland's register contained the details of 3,176 offenders.

In October 2013, the QPS established the Kiosk Reporting Information System (KRIS) project to trial an automated reporting system with a biometric identification system. The trial was conducted from August to November 2014 to evaluate the use of electronic self-service kiosks by people with legal reporting obligations to report to the QPS on a regular basis. The trial showed KRIS is a viable and appropriate solution for this purpose and the potential roll out was under consideration at the end of June 2015.

The QPS has implemented a suite of technology facilitated systems to manage the increased reporting obligations of reportable offenders. This has enabled the QPS to redirect resourcing from administration to frontline service delivery and to focus on offender management strategies targeted at reducing reoffending.

This new streamlined business model will allow police officers to better focus on high and very high risk reportable offenders that pose the greatest risk to the lives and safety of children and the broader community.

- **Offender prohibition orders**

The *Child Protection (Offender Prohibition Order) Act 2008* helps keep children safe from convicted child sex offenders in the community. The Act allows police to apply to a court for a prohibition order that places restrictions on a nominated child sex offender where police believe the person is behaving in a way that could put children at risk.

During 2014-15, police sought 12 Child Protection Offender Prohibition Orders under the Act. These orders restrict where sex offenders can live, the places they can visit, club memberships and the circumstances of their employment.

In December 2014, the CCC released the findings of a Review of the *Child Protection (Offender Prohibition Order) Act 2008*. The CCC reviewed how the Act had been used by the police and the courts in its first five years of operation, identified factors that are inhibiting its use, and recommended legislative and policy changes to address these factors. At 30 June 2015, the government was considering its response to the review.

- **Commissions of Inquiry**

The QPS continued implementing recommendations in 2014-15 from the Queensland Child Protection Commission of Inquiry final report *Taking Responsibility: A Roadmap for Queensland Child Protection* (June 2013) and the *Child Protection Reform Amendment Act 2014*.

As at 1 January 2015, the QPS revoked its policy mandating referral of all children exposed to domestic violence to Child Safety Services within the Department of Communities, Child Safety and Disability Services (DCCSDS), as required by recommendation 4.3 of the report. The QPS implemented a simplified system of referral which supports the mandatory reporting regime and is consistent with the child protection reforms.

The QPS has undertaken a significant cultural change strategy to ensure statewide consistency in reporting and responding to child harm matters.

The QPS is also providing ongoing responses to the Royal Commission into Institutional Responses to Child Sexual Abuse. In May 2015, the QPS provided a full-time investigator to the Commission as part of the Office of the Solicitor Assisting for 12 months.

- **Task Force Argos**

Task Force Argos is principally responsible for the investigation of computer facilitated child exploitation.

For the third year in a row, Task Force Argos hosted the international Youth, Technology and Virtual Communities conference at Bond University, Gold Coast from 27 April to 29 April 2015. The conference attracted expert speakers from across the globe in the fields of criminal investigation, prosecution and sex offender psychology. The conference focused on female child sex offenders and examined a number of issues that challenged preconceived perceptions.

Industry speakers from Facebook, Oracle and Telstra also attended, along with government and industry representatives.

Immediately following the conference Task Force Argos hosted a practitioners' seminar, for national and international undercover officers, examining covert techniques for online investigations.

Task Force Argos investigators regularly deliver training to other national law enforcement agencies on best practice methodologies for investigation of child exploitation offences online. In September 2014 the Task Force Argos expert Victim Identification Officer delivered training to 50 USA Homeland Security Special Agents.

Task Force Argos has forged alliances with child protection and law enforcement agencies worldwide. In September 2014, the officer in charge of Task Force Argos presented a keynote presentation at the Second Ministerial Conference of the Global Alliance against Child Sexual Abuse in Washington DC. The presentation was attended by Attorneys-General from 53 countries.

The Task Force Argos Victim Identification Coordinator continues to hold the position of Chair of the INTERPOL Specialist Group on Crimes against Children, coordinating global efforts to combat child exploitation. In October 2014, the coordinator delivered a presentation to the INTERPOL international conference in Bermuda regarding world's best practice methodologies for victim identification. In November 2014, the coordinator also attended Europol with other international investigators helping to coordinate the work of the first Europol Victim Identification Task Force. The Task Force was a great success and a team of investigators from around the world shared knowledge, information and best practice to examine over 4.5 million images seized during the course of an ongoing operation leading to the identification of over 25 children.

These international alliances have helped Task Force Argos detectives to locate offenders and rescue children.

During the period 1 July 2014 to 30 June 2015, Task Force Argos detectives:

- rescued 107 children nationally and internationally
- finalised one international operation
- referred 820 targets to partner law enforcement agencies both nationally and internationally
- prosecuted 239 offenders on 1,140 charges
- reviewed 658,294 seized child exploitation images and 767 hours of child exploitation video.

The international operation referred to above involved seizing administrator control of one of the world's largest online child exploitation networks. This led to:

- the arrest of a South Australian child protection worker for contact sexual offences against seven children
- 180 targets being referred to partner law enforcement agencies both nationally and internationally
- 68 children being rescued from harm.

Task Force Argos regularly undertakes internet safety presentations to schools and community groups to warn people of the dangers associated with online activity.

Task Force Argos continues to develop and promote educational programs such as *Your Selfie? Keep it to yourself!* to raise awareness regarding the implications of sexting by children and young people and *Who's chatting to your kids*, to promote internet safety. These products are available in online bookstores and on YouTube.

- **Child Trauma Task Force**

The Child Trauma Task Force provides high-level, specialist, investigative and operational assistance to regional investigators on sudden, unexplained deaths of children, and serious injuries and deaths resulting from suspected child neglect and abuse.

This group of highly skilled officers are well experienced in child abuse and suspicious death investigations. The team can be deployed within Queensland to assist regional and metropolitan investigations and is supported by the QPS Behavioural Analysis Unit. The team uses diverse investigative techniques to enhance policing response and capability to these often complex investigations. The team also provides an immediate response to Child Abduction Alerts, engaging with the Police Communication Centre to facilitate the timely release of information to regional investigators to safely recover abducted children at the earliest opportunity.

During 2014-15, the Child Trauma Task Force was engaged in 15 cases of significant injury and child death, with serious criminal charges including murder preferred through metropolitan and regional Queensland investigations.

- **Child Trauma and Sexual Crime Unit**

The Child Trauma and Sexual Crime Unit targets sexual offenders that pose the highest risk to the community. The unit monitors and disrupts serious and serial offending throughout Queensland. The unit is currently the lead investigative agency for the Royal Commission into Institutional Responses to Child Sexual Abuse, the Defence Abuse Response Taskforce and other community initiatives relating to the sexual abuse of children and the community. Members of the unit risk assess and proactively target high risk recidivist sexual offenders who are subject to supervision orders pursuant to the provisions of the *Dangerous Prisoners (Sexual Offenders) Act 2003*.

- **New child alert system**

During 2014-15, the QPS and PSBA developed a new child alert system for child abductions using social media. A new child alert system was approved by the Commissioner in December 2014.

In February 2015, the system was used during the only Child Abduction Alert since its approval (as at 30 June 2015). The increased focus on social media helped the Child Abduction Alert messages reach more people in a timely manner, increasing the reach of messages appealing for public assistance. The child abduction incident was successfully resolved by police.

### **Addressing domestic violence**

During 2014-15 work continued with key stakeholders and the Department of Justice and Attorney General and DCCSDS to create efficiencies for police responding to incidents of domestic and family violence, while maintaining victim safety and perpetrator accountability.

In May 2015, the QPS supported the *Trust your instinct* campaign, sponsored by DCCSDS, as part of Domestic and Family Violence Prevention Month. The campaign aimed to prevent domestic and family violence by prompting friends, family members, neighbours and colleagues who suspect someone they know is being abused to 'trust their instinct' and call DVConnect (1800 811 811) for support, advice and referrals 24 hours a day, seven days a week, to prevent serious harm occurring. The campaign further extended the focus to elder abuse in the lead-up to World Elder Abuse Awareness Day on 15 June 2015.

During Domestic and Family Violence Prevention Month, community activities were held across Queensland including children's education activities in remote Indigenous communities, peaceful awareness marches, community barbeques and sporting events. On 5 May 2015, candlelight vigils were held to remember the women and children who have died as a result of domestic and family violence across Australia in 2015. In Brisbane, more than 200 people attended the vigil at the Southbank Forecourt, including representatives from the QPS and other government and non-government organisations.

### **Special Taskforce on Domestic and Family Violence**

The Special Taskforce on Domestic and Family Violence in Queensland *NOT NOW, NOT EVER Putting an End to Domestic and Family Violence in Queensland* report was submitted to the Queensland Government in February 2015. The report's 140 recommendations are being considered by the Queensland Government. The PSBA Policy Branch is working with partner agencies including the QPS to prepare for implementation of the recommendations accepted by government.

### **Cold case homicide management**

The Project Recognition Case Management Committee reviews cold cases and prioritises cases for forensic review and investigation. The committee has representatives from the Homicide Group, the QPS Scientific Section, Queensland Health and interested QPS Regional Crime Coordinators.

During the reporting period, the committee reviewed 17 cold cases and referred 13 for forensic review.

In conjunction with the Director of Public Prosecutions, Department of Justice and Attorney-General, amendments were made on 15 September 2014 to Chapter 68 of the Criminal Code regarding double jeopardy, providing an avenue to progress failed prosecutions for which fresh and compelling evidence is available.

### **Community Policing Boards**

The Queensland Government is providing funding of \$135,000 in 2015-16 towards the creation of a minimum of one Community Policing Board within each of the 15 police districts across Queensland, to give local people a say on crime issues and to identify strategies to reduce the burden of society's problems on police. The boards will comprise of police and community representatives such as not for profit organisations; local business; chamber of commerce; and relevant state, local and Commonwealth Government agencies. This is a three year commitment with further funding being provided in 2016-17 and 2017-18.

### **Disaster management**

The QPS has experienced staff across the state trained in incident management and plays a key role in disaster management by providing support and leadership at disaster coordination centres and immediate response to disasters to maintain community safety.

During 2014-15 the QPS reviewed and implemented new disaster management arrangements for Queensland in collaboration with QFES, including processes to enhance sharing of information critical to disaster management response across government.

During the reporting period, the QPS trained 144 officers to perform functions in the Command, Operations, Intelligence, Planning, Logistics, Aviation and Public Information Cells within the State Disaster Coordination Centre (SDCC), enhancing Queensland's preparedness and capacity to respond to disaster events.

The QPS also deployed significant resources during the two full activations of the SDCC - Tropical Cyclone Marcia (Category 5) (February 2015) and Tropical Cyclone Nathan (Category 4) (March 2015).



### **Missing persons**

The QPS Missing Persons Unit overviewed 5,877 missing person cases reported in Queensland during 2014-15, with 99% located during this period. The unit also assisted interstate and international law enforcement agencies and appropriate external agencies.

### **Safer Streets, Safer Communities – West Cairns and Aurukun**

In July 2013, the Queensland Government approved the formation of the Cairns Safer Streets Task Force to address crime and homelessness in Cairns using a whole-of-government, collaborative and targeted approach. The task force was initially endorsed for 12 months, however it was extended for another 12 months in July 2014. Outcomes from the task force in 2014-15 include:

- improved inter-agency coordination and collaboration
- improved community engagement, safety and wellbeing
- reduced youth crime
- reduced chronic homelessness in the Cairns central business district
- the creation of safe, supervised public spaces in Aurukun
- reduced violence and community conflict in Aurukun.

### **Rapid Action Patrols**

Rapid Action Patrols (RAPs) provide large scale targeted crime suppression groups that focus on problem places, cases and crime types. The RAPs provide effective response, investigation and proactive services enabling resources to be deployed to the right place at the right time with the aim of reducing crime.

RAPs help reduce crime and improve community safety through a better resource allocation and intelligence driven approach comprising of four key elements:

- targeting offenders
- managing crime and disorder hotspots or cases
- investigating linked crimes and incidents
- applying preventative measures including working with local partners to reduce crime and disorder.

The first RAP was formed on 1 July 2014 on the Gold Coast. The second RAP began operations from its new premises in Townsville on 28 November 2014 with an additional 22 police servicing the Townsville hub and the growing community, undertaking proactive and targeted patrols.

### **Fighting organised crime - Operation Resolute**

Operation Resolute was established to coordinate the QPS response to criminal organisations including outlaw motorcycle gangs. There were two arms of the operation:

- Taskforce Takeback (now known as Gold Coast RAP), which focused on acts of public violence and intimidation through high visibility, low tolerance policing
- Taskforce Maxima, which focused on the criminal business activities of criminal gangs and their unexplained wealth.

Operation Resolute also built capacity and capability within the QPS through the development of:

- hub policing on the Gold Coast
- increased and improved technical surveillance and investigative capabilities
- improved intelligence analytics.

Participants were charged with offences including extortion, kidnapping, grievous bodily harm, serious assaults, trafficking and supplying dangerous drugs, and money laundering.



In 2014-15, police charged 1,056 organised criminal gang members and their associates with 3,542 offences and executed 178 search warrants on organised criminal gang members or associates.

Operation Resolute concluded on 30 June 2015 with the movement of Taskforce Maxima to the State Crime Command and the Gold Coast RAP into the command structure of the Gold Coast District.

### **Taskforce Maxima**

Taskforce Maxima was set up in October 2013 to disrupt, dismantle and eliminate outlaw motorcycle gangs from Queensland through tactical and covert enforcement strategies and building relationships with other Queensland, national and international counterparts. The National Anti Gang Squad is located at QPS Headquarters in Brisbane and works alongside Taskforce Maxima in the national fight against criminal gang activity.

This taskforce provides a mechanism for the national coordination of investigations, provides access to broader commonwealth capabilities in support of QPS activity. It also facilitates an enhanced ability to share information and conduct investigations in collaboration with international law enforcement partners.

The National Anti Gang Squad is made up of members from the Australian Federal Police, state police forces, Australian Crime Commission, Australian Customs and Border Protection Service, Department of Immigration and Border Protection, Australian Taxation Office and Department of Human Services.

During 2014-15 there have been:

- no detected murders, shootings or incidents of public violence linked to outlaw motorcycle gangs in Queensland
- no increase in membership of the gangs and no increase in chapters of existing gangs
- visitations of outlaw motorcycle gangs which caused 96 members to disassociate using the official QPS disassociation process and a further 254 to verbally disassociate from the gangs
- no national runs, poker runs or outlaw motorcycle gang events. As a result, QPS resources were able to be used to proactively target the criminal enterprises of outlaw motorcycle gangs
- a number of successful operations targeting outlaw motorcycle gangs that came to resolution
- 697 people arrested and charged on 2,075 charges (this included Operation Lima Interlude targeting the Mongol gang, which led to 145 arrests on 368 charges and Operation Lima Hacksaw which led to 72 people arrested on 172 charges).

Taskforce Maxima continues to have a statewide focus, conducting operations in all 15 police districts, resulting in the total dismantling of key outlaw motorcycle gang chapters. These operations also include partnerships with interstate and international law enforcement agencies, ensuring a borderless and agile approach in targeting unlawful activities.

### **Drug and Serious Crime Group**

The Drug and Serious Crime Group, within the State Crime Command, conducts protracted operations against high level criminal networks beyond the capacity of regional criminal investigation branches. The group includes the State Drug Squad, the Organised Crime Investigation Unit, the Northern (Townsville) and Far Northern (Cairns) Drug Squads, and the Gold Coast Major and Organised Crime Squad.

The State Drug Squad focuses on targeting organised criminal networks involved in drug trafficking and production. Operations are conducted in a multi-disciplinary task force format and in partnership with external law enforcement agencies, where practicable.

From 1 July 2014 to 30 June 2015, 218 offenders were arrested on 639 charges including 71 charges of drug trafficking, 153 charges of drug supply and 25 charges of drug production. Drugs worth approximately \$9.4 million and 239 drug laboratories have been seized across Queensland.

### **Organised Crime Investigation Unit**

The Organised Crime Investigation Unit focuses on investigating and dismantling serious and organised crime activity, and focuses its resources on state and national level priority investigations. This is coordinated and maintained through the ability of the unit to engage and work in a multi-jurisdictional team environment. Asset confiscation remains a key priority of the unit's charter.

The unit has the capacity to assist regional investigations in serious crimes such as armed robbery, auto theft and food contamination/extortion. It also has a dedicated Firearms and Cannabis Team which undertakes overt and covert operations targeting cannabis trafficking and firearms trafficking related investigations.

During 2014-15 the unit:

- provided assistance to the QPS regions on a number of armed robbery matters with the arrest of several offenders for a series of offences committed in the eastern suburbs of Brisbane
- undertook a cold case armed robbery investigation where a member of the public was shot. The investigation resulted in the arrest of two males on four charges and led to the recovery of the handgun used in the incident
- conducted an investigation into an organised criminal syndicate operating on the Gold Coast involved in the theft of vehicles and machinery. At the conclusion of this component of the investigation, 12 people were arrested on 106 charges. A total of \$810,000 in motor vehicles, vessels and heavy machinery were recovered and over \$10 million in assets restrained. This investigation won the National Award from the International Association of Auto Theft Investigators for Investigation of the Year and has been nominated at the international conference.

During 2014-15, the Firearms and Cannabis Team seized 146 weapons and arrested 48 people on 250 charges.

### **Northern and Far Northern Drug Squads**

The Northern (Townsville) and Far Northern (Cairns) Drug Squads focus on activities in Queensland's north. During 2014-15, the Northern Drug Squad arrested 331 offenders on 1,368 charges including 37 charges of drug trafficking, 497 charges of drug supply and 30 charges of drug production. Drugs worth approximately \$7.8 million and 16 drug laboratories were seized. A further \$388,000 in assets and currency was restrained.

During the reporting period, the Far Northern Drug Squad arrested 159 offenders on 545 charges including three charges of drug trafficking, 53 charges of drug supply and 32 charges of drug production. Drugs worth approximately \$15 million and 34 drug laboratories were seized and approximately \$2 million in assets and currency was restrained.

### **Gold Coast Major and Organised Crime Squad**

The mission of the Gold Coast Major and Organised Crime Squad is to target significant criminal organisations and individuals committing serious criminal offences including firearm trafficking and Criminal Motorcycle Gangs on the Gold Coast and across the South Eastern Region. The squad also identifies criminal assets suitable for seizure and forfeiture.

During the period 1 July 2014 to 30 June 2015, the squad:

- arrested 201 offenders on 692 charges including drug trafficking, armed robbery, drug production, extortion, attempted murder and weapons offences
- seized significant quantities of drugs, manufacturing equipment and chemicals, with an approximate value of \$7.75 million
- recovered approximately \$420,000 in stolen property
- restrained over \$600,000 in criminal assets.

The Gold Coast Firearms Investigation Team, within the Major and Organised Crime Squad, charged 46 people with 79 charges relating to unlawful firearms and other weapons during 2014-15. The team recovered 227 firearms and 37 other weapons including Conducted Energy Weapons (commonly referred to as Tasers), knives, knuckledusters, batons, ballistic vests and firearm silencers. Officers also recovered three concealable firearms that had been produced through 3D printing technology.

The Gold Coast Major and Organised Crime Squad also supported Task Force Maxima investigations and activities occurring on the Gold Coast and throughout the South Eastern Region.

### **Conference on counter-terrorism and organised crime**

In May 2015, the FBI National Academy Associates (NAA) Asia Pacific Chapter, in association with the QPS, hosted an international law enforcement conference for high level talks on counter-terrorism and organised crime. The 18th Asia-Pacific Chapter FBINAA Conference was held on the Gold Coast and brought together law enforcement and intelligence agency executives and practitioners from across Australia, the Asia-Pacific region and the United States. QPS Deputy Commissioner Ross Barnett was the FBINAA Asia-Pacific Chapter President at the time of the conference. The theme of the conference was *Counter Terrorism and Organised Crime Gangs in the Technology Age*.

### **Targeting Illegal weapons: Operation Unification**

In June 2015, the QPS participated in Operation Unification, a two week, nationwide campaign, involving the Queensland Government, Crime Stoppers Queensland and other state and territory jurisdictions to better protect families and communities from illegal weapons as part of ongoing efforts to keep downward pressure on crime. Outcomes included ten people arrested on 18 charges and 14 illegal firearms seized.

### **Policing in schools**

Adopt-a-Cops build better relationships between police officers and school students. Based predominately in primary schools, Adopt-a-Cops volunteer their time to help children gain a better understanding about the role of police in the community. They educate school children about the role of police, road safety, personal safety, bullying and internet safety. By being a familiar face in schools, children may feel more confident to seek help from police.

The Adopt-a-Cops program aims to build positive relationships between local police and school communities. Under the program, local police provide extra guidance, education and support to young people. There are approximately 950 Adopt-a-Cops performing duties in over 1,150 schools and to a lesser extent, in early childhood centres, special schools and community groups.

In 2014-15, there were 50 school based police officers performing duties in 57 state high schools and colleges throughout Queensland. The officers provide valuable education, support and early intervention to keep young people on the right side of the law.

### **Queensland youth strategy**

The *Queensland Youth Strategy connecting young Queenslanders 2013* is a whole-of-government initiative that aims to provide young people with connections and support so they can achieve their full potential and lead happy and productive lives.

Key 2014-15 QPS achievements in support of this strategy included:

- the QPCYWA (commonly known as PCYC) in partnership with the QFES and QPS, delivered a range of crime prevention and youth development initiatives, including the PCYC Emergency Services Cadet Program
- school based police officer and Adopt-a-Cops programs continued to operate in various schools throughout the state.

### **Project Booyah: helping curb youth crime**

In April 2015, a memorandum of understanding was signed with TAFE Queensland committing to expand Project Booyah to help curb youth crime through early intervention and education. Project Booyah works to deliver the program in close collaboration with TAFE Queensland and the Departments of Education and Training, and Justice and Attorney-General.

Project Booyah is a structured 20 week program where young people take part in wilderness adventure therapy, decision-making and problem solving exercises. Participants learn social and skills development and undertake vocational education and training with an aim to reduce offending, re-engage with education and/or gain employment outcomes.

During 2014-15, 110 young people from the Gold Coast, Townsville, Cairns, Logan and Capalaba took part in the program and it is expected that in 2015-16, a further 140 young people will participate.

Over the next two years (2016-2017) around 300 young people, aged 14-16, will be given the chance to develop important skills through Project Booyah with the program seeking to expand to ten locations across Queensland.

### **Crime Stoppers**

The QPS Crime Stoppers Unit, in partnership with Crime Stoppers Queensland, continued to receive information from the public on criminal activity.

During 2014-15, Crime Stoppers Queensland collected over 23,152 pieces of information from members of the public. As at 30 June 2015, this had resulted in:

- 2,065 people being apprehended
- more than 5,300 charges being laid
- more than \$9 million worth of drugs being confiscated
- approximately \$152,000 in proceeds of crime being seized
- more than \$232,000 worth of stolen property being recovered.

### **Neighbourhood Watch Queensland**

NHWQ has traditionally focused on improving home security, reducing the fear of crime and reporting suspicious activity to police. With the move to social media, groups are now also involved in broader community safety issues along with community crime prevention activities. This includes local events that aim to improve social cohesion within the community, engaging with broader demographics through NHWQ blogs and promoting the program at a range of initiatives and activities across their neighbourhoods.

Each year, NHWQ holds a state conference to celebrate the achievements of the program, recognise the outstanding efforts of regional and state award winners and discuss the future direction of the program. It is also an opportunity for NHWQ members and police officers to network with each other to share ideas and experiences. The 2014 NHWQ State Conference was held on the Sunshine Coast on 18 October 2014. The theme for the conference was stopping crime and making our communities safer. A range of speakers addressed topics including cyber safety, community safety and security, and the use of social media.

The myPolice NHWQ blog is designed to keep communities up-to-date with crime prevention strategies, community safety information and other relevant news. It also provides another channel for the QPS to engage with the community. Community members are also able to join the NHWQ conversation online.

Face to face social media training began across the state in March 2014 to equip community volunteers with the skills to manage their local NHWQ blogs. As at 30 June 2015, there were over 250 trained blog administrators with access to their local NHWQ blogs. There are 143 NHWQ blogs which have had over 378,000 visits, 13,800 published posts, 180 community authors, 58 QPS authors and over 7,200 community members that have joined as online members.

The QPS is also partnering with Volunteering Queensland to increase volunteer participation and retention to enhance NHWQ. This includes facilitating access by Neighbourhood Watch members to a Certificate II in Volunteering qualification should they wish.

As at 30 June 2015, there are approximately 420 NHWQ groups with approximately 13,000 members across Queensland with more in the formation stage.

The University and TAFE based student e-Watches were rolled out in July 2014. The rural e-Watch is being trialled in Capricornia District and is known as the Callide Rural e-Watch.

### **Enhancing forensic investigation: remotely piloted aircraft**

The QPS has been investigating options for the use of remotely piloted aircraft (RPA) since 2010 and was granted formal approval from the Civil Aviation Safety Authority to operate them in December 2013. In an Australian-first, QPS Forensic Services Group acquired two operationally deployable RPA capable of vertical take-off and landing. The MR7000 Octocopter and the DJI Inspire QuadCopter were first flown by the QPS in March and May 2015 respectively. The RPAs are constructed of carbon fibre, powered by up to eight individual motors and are fitted with high resolution cameras capable of capturing traditional photographs, videos and 3D images.

The RPAs have provided forensic officers with the opportunity to record high quality aerial footage, resulting in the timely and cost effective delivery of valuable forensic evidence and intelligence to investigators across Queensland. The RPAs have been used to examine areas previously inaccessible or too dangerous for forensic officers, for example on a burnt out roof, down a cliff or over a very large distance.

The QPS is also evaluating airborne laser scanning to capture point cloud data for 3D rendered imaging as well as other techniques, which will keep Queensland at the forefront of forensic innovation and evidence collection techniques.

### **Australian Cybercrime Online Reporting Network**

A new national online system for the reporting of cybercrime was launched in November 2014, heralding an improved tactical and strategic response to this growing threat. The Australian Cybercrime Online Reporting Network (ACORN) allows members of the public to easily report instances of cybercrime as well as providing advice to help people recognise and avoid common types of cybercrime.

Previously, instances of cybercrime may have gone unreported because victims did not know where to report the incident or were reluctant to do so. ACORN provides a secure means to report these incidents and refers matters to the right law enforcement agency for consideration and possible investigation.

ACORN will collect and aggregate data on cybercrime in a way that has not previously been possible, providing for the first time a national picture of the cybercrime affecting Australians and Australian businesses.

ACORN has been developed as a national policing initiative by CrimTrac, the Australian Government and all Australian police services. Members of the public wishing to report cybercrime are encouraged to visit the ACORN website at [www.acorn.gov.au](http://www.acorn.gov.au).

### **Fighting fraud and cyber crime**

In 2014-15, the QPS Fraud and Cyber Crime Group was engaged in a number of notable projects including:

- an arson project with QFES to share data ultimately leading to greater intelligence on serial arsonists
- a transnational crime strategy targeting Romanian card skimmers.



Community education is critical in fighting this type of crime and the group conducted education programs to increase awareness and prevent cybercrime. These programs are aimed at businesses, government and the Queensland community. Strategies include:

- a children's educational video series entitled *Fiscal the Fraud Fighting Ferret*. Four videos have been released with the fourth video calling on children to become Fiscal's 'ambassadors' in education initiatives
- a training course for school based and crime prevention officers across Queensland in cyber, identity and fraud safety. The pilot program was delivered in September and October 2014 to 2,000 children in seven schools. The full program is under development and has attracted interest for corporate sponsorship
- an educational interactive game developed with Queensland University of Technology (QUT) students which was released in December 2014
- the development of an additional video game and a cyber safety children's App is underway by QUT students.
- a cyber safety App for adults which is under construction. The App aims to deliver cyber safety messages to the community and give them a tool that poses a series of questions to identify potential scams that they may potentially fall victim to.

In addition, the QPS partnered with the Australian Federal Police in the delivery of the *Think U Know* program educating parents, carers, teachers and young people across Queensland. The group has hosted 13 international conferences on fraud, cyber crime and identity crime. The 13th international event was held in August 2014 on the Gold Coast in Queensland and was attended by 243 delegates representing 110 organisations. The 14th symposium is again being held on the Gold Coast from 25 - 27 August 2015.

The group has previously hosted a number of fraud reporting portals including the Advance Fee Fraud Reporting and a national portal for reporting fraud committed using online auction facilities. These portals have now been migrated to ACORN.

### **Enhancing QPS prosecution**

More than 180 portable electronic computer devices are being issued to prosecutors throughout Queensland. Traditionally, many police prosecutors would use desktop personal computers located at their office to prepare and manage prosecution files and then take paper copies of the court briefs and law books to court. Police prosecutors generally had little or no access to electronic QPS or other legal information at court. The introduction of mobile devices to prosecutors is increasing efficiencies and paving the way for the development of many other enhancements such as the use of electronic briefs of evidence and the ability to video link witness evidence between electronic devices and the court. PSBA Library Services has been instrumental in further enabling prosecutor access to electronic legal information, facilitating future trials of mobile applications with respected international legal suppliers and developing an in-house Case Law Database.

### **Taskforce Against Graffiti**

During 2014-15, the Taskforce Against Graffiti continued to work collaboratively with the Brisbane City Council and Queensland Rail to coordinate graffiti removal, apprehend and prosecute offenders and develop strategies to reduce incidents of graffiti in the Brisbane City area. From 1 July 2014 to 30 June 2015, the taskforce arrested 101 offenders on 2,433 graffiti related charges.

### **Australasian Drug and Alcohol Strategy Conference**

The biennial Australasian Drug and Alcohol Strategy Conference is the peak law enforcement drug and alcohol strategy in Australasia. The 7<sup>th</sup> conference was co-hosted by the QPS and the Australian Federal Police at the Brisbane Convention Centre from 17-20 March 2015. The conference was coordinated by the Drug and Alcohol Coordination Unit, PSBA in partnership with the QPS and the Australian Federal Police.



The conference featured:

- over 600 international and national representatives
- \$122,940 in sponsorship including five major sponsors and 22 trade exhibitors
- seven international speakers
- 93 plenary speakers (law enforcement, health, science and community groups)
- four discussion panels (Medicinal Cannabis, Drug Driving, Alcohol-Fuelled Violence and Pharmaceuticals)
- Australian and New Zealand Police Commissioners' Panel.

The conference provided an invaluable opportunity to share experiences between policing jurisdictions, health service providers, policy analysts, academics and industry representatives. It facilitated strong partnerships and enabled participants to work in collaboration to minimise the detrimental effects of alcohol and other drugs.

The theme *Building Collaborative Partnership – responding within and across borders* represents the physical jurisdictional borders that law enforcement agencies face. Borders can act as constraints preventing progress and effective partnerships between law enforcement, health, academia and other service providers. With a committed approach from all agencies across Australasia, these physical and metaphorical borders can be overcome.

### **Segway trial**

The QPS conducted operational trials of Segway personal transporters (Personal Mobility Devices – PMDs) on the Sunshine Coast, Gold Coast, at Southbank in Brisbane and in Cairns in 2013-14. The purpose of the trial was to evaluate the suitability of Segways for operational police officers as an alternative mode of transport in areas usually accessible only on foot. An evaluation of the trial was completed in June 2014. The trial revealed that PMDs were effective and suitable for operational police in certain areas that are only accessible on foot however, there were limitations with the two-wheel devices.

Following the trial it has been determined that Segways will continue to operate in Noosa and at Southbank in Brisbane, with their use to be reviewed in 12 months.

### **Indigenous programs**

In September 2012, the former Crime and Misconduct Commission (now known as the CCC) released the *Indigenous people in policing roles: A follow-up review to the Restoring order report*. The report recommended the QPS increase the involvement of Indigenous people in policing roles.

During 2014-15:

- two Torres Strait Island Police Support Officers (TSIPSO) were appointed to support state police in the delivery of a range of policing activities aimed at stopping crime and enhancing safety in the Torres Strait. As at 30 June 2015, there were 36 TSIPSO positions within the QPS
- ten people completed the Indigenous Cadetship Program at the QPS Academy. The program assists Indigenous people to gain entry to the police recruit training program.

In addition, as at 30 June 2015, there were 141 Indigenous Police Liaison Officers serving in Indigenous communities across Queensland.

It was a year of both acknowledging our past and reconnecting with it. In the far north of Queensland, Coen police affectionately farewelled Queensland's last Police Tracker and highly respected local legend Barry Port who retired after 34 years of service, effectively closing a chapter of Queensland policing history.

### **Safe Night Out Strategy**

The *Safe Night Out Strategy*, rolled out during 2014-15, is a multi-agency initiative designed to restore responsible behaviour and respect, and stamp out alcohol and drug-related violence for Queensland's nightlife. The strategy includes more than 60 initiatives, underpinned by three core principles:

- changing the culture – everyone is responsible
- bad behaviour won't be tolerated
- safe and supportive environments.

Following the commencement of the *Safe Night Out Legislation Amendment Act 2014* on 1 October 2014, 15 Safe Night Precincts have been established throughout Queensland. Police officers also received powers to manage behaviour within Safe Night Precincts and issue police banning notices to remove and keep people away from public places and locations where alcohol is sold in the precincts. Since the launch of the strategy on 1 October 2014, police have issued more than 4,411 banning orders to people who were heavily intoxicated, violent or refused to leave an area or pub when requested.

In October 2014, the QPS also commenced a 12 month trial of a 'Sober Safe Centre' within the North Brisbane District. The trial provides officers with an option to manage disruptive, intoxicated persons in certain Safe Night Precincts, allowing them to recover from their intoxication in a secure location with medical supervision.

During 2014-15, there have been operations with the Office of Liquor and Gaming Regulation addressing patron behaviour and licensee compliance. In addition, the QPS has used a range of high visibility policing activities including the use of drug detection dogs across the precincts. The timing and targeting of operations has been based upon local intelligence ensuring the maximum community benefit is derived from the efficient and effective deployment of police resources. Since commencement in October 2014, a total of 2,181 drug offences and 9,949 good order offences have been detected within the precincts (as at 30 June 2015).

### **Healthcare support in watchhouses**

The QPS has been working with the Queensland Ambulance Service (QAS) on a trial which commenced on New Year's Eve 2014, whereby every Friday and Saturday night, detainees in 17 designated watchhouses are monitored and treated by paramedics. The objective of the trial is to help build safer and more supportive environments and reduce the risks associated with alcohol, drugs and street violence. A 'health assessment' of incoming detainees is facilitated to determine their suitability to be safely held in custody. The trial will be subject to an evaluation led by QAS and reviewed at the end of 2015.

### **Out-of-control events**

Out-of-control event legislation under the *Police Powers and Responsibilities Act 2000* commenced in February 2014. The legislation provides police with additional powers to assist in the management of out-of-control parties and events and enables action to be taken against organisers of out-of-control parties or persons who cause these events to become out-of-control.

During 2014-15, there were over 40 events for which out-of-control event powers were authorised by police.

People looking to hold responsible parties and events can register them at [www.police.qld.gov.au/online/event/](http://www.police.qld.gov.au/online/event/) or by telephoning Policelink. Party Safe and Event Safe also provide organisers, guests and parents with resources and information on holding an enjoyable, safe and lawful party or event ([www.police.qld.gov.au/programs/drugs/](http://www.police.qld.gov.au/programs/drugs/)). In 2014-15, there were 5,228 parties and 456 events registered online with police through Party Safe and Event Safe.

An online complaint form for the reporting of noise complaints and out-of-control parties or events is available and can be accessed from smartphones. The form is accessible at [www.police.qld.gov.au/apps/reports/noiseComplaint/](http://www.police.qld.gov.au/apps/reports/noiseComplaint/). Police also continue to monitor social media to help identify parties that may become out-of-control.

### **Counter-terrorism**

The QPS Intelligence Counter-Terrorism and Major Events Command is responsible for QPS counter-terrorism preparedness.

During 2014-15, the QPS continued to participate in the Australia and New Zealand Counter-Terrorism Committee to enhance Australia's capacity to prevent, prepare for, respond to and recover from threats or acts of terrorism. The QPS also conducted 22 exercises to maintain and develop key counter-terrorism capabilities. These exercises involved approximately 960 representatives from key stakeholder agencies including the federal and state governments and private industry groups.

In terms of the *Police Service Administration Act 1990* section 5.17 *Authorisation of non-State police officers* (15), no authorisations were made relating to a terrorist act or threat during 2014-15.

### **Operation Mike Sheffield**

In September 2014, the national terrorism public alert level was raised from medium to high, indicating a terrorist attack was likely. As a result, the QPS commenced Operation Mike Sheffield to enhance security for public officials and key infrastructure, and develop relationships with the Islamic community.

### **2014 G20 events**

Brisbane hosted the G20 Leaders' Summit in November 2014 and Cairns hosted the G20 Finance Ministers' and Central Bank Governors' meeting in September 2014.

The QPS was a major partner in planning and delivering security and safety during the G20 events. A total of 4,000 delegates (including 35 people requiring dignitary protection) and 3,000 media representatives attended the Leaders' Summit, and up to 2,000 delegates and media representatives were involved in the Finance Ministers' and Central Bank Governors' meeting.

In excess of 5,000 Queensland police officers and unsworn staff along with 1,515 police officers from all Australian states and New Zealand were involved in the security operation. Security was provided to some 20 individual event venues, 610 secure motorcade movements, over 7,000 dignitary protection movements and 58 separate protests were policed. The coordination of logistical support to the operation was unparalleled in Queensland history. To highlight the magnitude of the logistical arrangements, there were some 8,000 air flights booked, more than 50,000 bus movements undertaken, 4,374 officers were accommodated at 72 hotels and more than 100,000 meals and 200,000 bottles of water provided.

Operation Southern Cross, the planning for and delivery of security arrangements for the G20 events, has been acknowledged as the most complex security operation the QPS has ever been responsible for and is regarded as the largest peacetime security operation in Australia's history.

### **2018 Commonwealth Games**

During the reporting period, the QPS continued to work with the Office of Commonwealth Games Delivery and the Gold Coast 2018 Organising Committee to prepare for the 2018 Commonwealth Games. The QPS will also have responsibility for the security planning and management of the Queen's Baton Relay, scheduled to commence in March 2017.

The security operation in support of the Games will be conducted over 29 days. During the 12 days of competition, it is estimated over 2,400 police shifts will be performed each day with more than 6,500 athletes and team officials from over 70 nations expected to attend. The Games will mostly be held on the Gold Coast, with some events to be held in Brisbane, Cairns and Townsville. The G20 experience has provided the QPS with significant learnings with regard to the planning of 'mega events'.

Five QPS representatives attended the Glasgow 2014 Commonwealth Games Observers Program in July/August 2014 and attended a Police Scotland Observer Program for Police and Law Enforcement agencies. Participation in these programs provided valuable learnings to inform planning of the QPS's support for the 2018 Commonwealth Games.

In May 2015, three senior officers travelled to the United Kingdom to complete the Counter Terrorism Security Coordinators Course, a two week residential course for senior police managers responsible for the coordination of security operations and large-scale event planning. These officers also completed training in the Counter Terrorist Comparative Risk Assessment Model, an assessment tool for identifying venue security risks, and will form an important component in developing the QPS approach to security planning for the 2018 Commonwealth Games.

### **Water policing**

The Queensland Water Police provide safer Queensland waterways by delivering an integrated specialist policing response focused on crime, alcohol, drugs and safety. To accomplish this, it has stations established along the coastline with officers and assets in each location.

- **New catamarans**

The Water Police Catamaran Project is replacing the existing vessels with new 24 metre catamarans at Cairns, Townsville and the Whitsundays. The catamaran 'Perry Irwin' commenced service in Cairns in August 2014 and the 'Brett Irwin' commenced service in Townsville in November 2014 after being used in the 2014 G20 Leaders' Summit. Contract negotiations are underway to complete the third and final vessel in this build. The vessel is expected to be completed and commissioned in early 2016 and commence operations in the Whitsundays shortly after.

The catamarans are providing an enhanced technical and operational capacity for the Water Police. The vessels can be used as mobile command posts and enable long range search and rescue operations, extended patrol and tasked policing activities, and cross-decking operations with partner agencies.

- **Marine enforcement cross-decking**

Brisbane's largest ever multi-agency marine enforcement operation, known as Operation Mike Waveform, was conducted from 9-11 January 2015 in the waters of northern and southern Moreton Bay and the Brisbane, Pine and Logan river systems.

The operation harnessed the combined powers of four different Queensland Government agencies and coincided with Operation Summersafe, a statewide operation focused on increasing awareness and safety on waterways over the 2014 Christmas holiday period.

Operation Mike Waveform involved 40 officers from Brisbane and Redland Bay Water Police, the QPS Public Safety Response Team, the QPS Roadside Drug and Alcohol Testing Unit and compliance officers from Maritime Safety Queensland, Queensland Boating and Fisheries Patrol and the Queensland Parks and Wildlife Service.

Working with other agencies allowed simultaneous enforcement of the many different aspects of the laws surrounding waterways. Nine enforcement vessels from the different agencies were used over the duration of the operation.

Officers from different agencies had the opportunity to share resources, using their respective skill sets to maximise the effectiveness of the operation. In the space of a single intercept, officers were able to conduct drug testing; alcohol testing; licence and registration checks; enforce restricted fishing zones (marine parks), catch sizes and bag limits; and conduct safety equipment compliance. From the police perspective, the operation focused on marine safety with an emphasis on drug and alcohol testing of commercial operators and recreational boat users. During the operation, a total of 282 vessels were intercepted with 222 random breath tests and 34 random drug tests conducted. Police charged six people with drug, alcohol and public nuisance offences and issued more than 60 infringement notices.

- **Marine maintenance training for Timorese officers**

In August 2014, the QPS provided advanced training for the Timorese Unidade Polisia Maritima (the Timorese Marine Police Unit) at the request of the United States Navy's Naval Criminal Investigative Service (NCIS). Fifteen Timorese marine officers, four interpreters and two NCIS officers participated or supported the training.

The Timorese officers undertook theory and practical training on a range of topics including servicing and maintaining vessels and dealing with on-board emergencies such as fires. Training included in-water survival techniques.

## **Weapons licensing**

The Weapons Licensing Management System maintains a record of all registered firearms, licences and permits in Queensland. The system also enables online applications and payments for new weapons licences and permits to acquire a firearm.

Weapons Licensing processes the majority of the online Permit to Acquire applications within three days and the majority of complete new licence applications within 12 weeks. During the reporting period, 56,496 online applications were received. The introduction of the online system in November 2012 and other strategies since that time, has seen an increase in processing output in 2014-15 compared to 2013-14. This included a 4% increase in new applications and renewal licences and a 6% increase in Permits to Acquire.

There has also been a 47% increase in new licence applications and a 55% increase in applications to acquire a firearm received since the introduction of the online service.

## **Road Safety**

Road safety services enforce traffic law and reduce road trauma including through the prevention and detection of speeding, red light offences, driving under the influence of alcohol or drugs, driving while fatigued and not wearing seatbelts.

The QPS is committed to making the community safer by reducing road trauma. This is achieved through coordinated and proactive targeting of behaviours and places that research and intelligence demonstrate pose a risk to road users. A mixture of covert and overt, planned and structured, and random enforcement activities are used to influence road users' perceived and actual risk of detection.

The QPS aims to prevent and detect various forms of risky behaviour including speeding, red light offences, driving under the influence of alcohol or drugs, driver distraction, driving while fatigued and not wearing seatbelts. This is achieved through road safety initiatives and enforcement activities including tougher vehicle impoundment laws, roadside drug and drink driving detection, new technologies, congestion and speed management, and media campaigns.

The road safety education emphasis is on the 'Fatal Five' – speeding, drink/drug driving, seatbelts, fatigue, driver distraction and inattention.



## Road policing

- **Non-injury traffic crashes – attendance by police**

The *Transport Operations (Road Use Management) Act 1995* and *Transport Operations (Road Use Management – Road Rules) Regulation 2009* were amended effective from 1 January 2015 to regulate the demand for police services to attend non-injury traffic crashes in certain circumstances. Police will normally only attend and investigate traffic crashes where they have received reports of traffic crashes involving:

- death or injury to a person (personal injury requiring treatment by a paramedic, nurse or doctor)
- suspected involvement of alcohol or drugs
- a driver who has failed, or is refusing, to provide their required details, or
- other specific aspects which suggests the traffic crash should be attended and/or investigated in the public interest, for example
  - the crash results from dangerous operation of a motor vehicle or hooning, or
  - when significant damage is caused to public infrastructure such as bridges etc.

There has been a reduction in the number of no injury traffic crashes that police have been required to attend in 2015 to 30 June, compared to last year. Calls for service data indicate that between 1 January 2015 and 30 June 2015, police attended 8,297 no injury traffic crashes, compared to 9,366 for the same period in 2014. This is a reduction of approximately 11% or 1,069 no injury traffic crashes attended by police. In 2015 to 30 June, police have saved approximately 2,245 officer hours due to the reduction in no injury crashes requiring attendance.

Members of the public can report non-injury traffic crashes through new reporting avenues including online at [www.policelink.qld.gov.au](http://www.policelink.qld.gov.au), using the PoliceLink App for smart phones and tablets (via the My crash function), or by telephoning PoliceLink. The new reporting avenues are in addition to previously existing options including attendance at a local station.

- **Catching criminals on the road**

In the first half of 2015 the QPS's RPC trained its operational officers in the Crime and Traffic Combining on Highways (CATCH) program. CATCH is a criminal interdiction strategy which utilises psychology and a knowledge of criminal behaviour to detect offences. The technique is applied by Road Policing officers during routine vehicle interceptions and has resulted in significant seizures of drugs and stolen property. This strategy assists the RPC to address one of its strategic goals by disrupting criminal gangs who utilise the road network to commit crimes.

- **Road toll and the *Safer Roads, Safer Queensland* forum**

The number of road fatalities increased slightly in 2014-15 with 234 fatalities, compared to 229 in 2013-14. While the number of road fatalities in 2014-15 is slightly higher than in 2013-14, it remains below the previous five year average of 265 (2009-10 to 2013-14). The Queensland preliminary road fatality rate for 2014-15 is 4.93 fatalities per 100,000 population, compared to the 2013-14 road fatality rate of 4.89. It is important to note that the Queensland Government is also monitoring hospitalisations from road crashes, as road trauma is broader than fatalities, and needs to be minimised.

In April 2015, the Queensland Government conducted the *Safer Roads, Safer Queensland* forum with road safety experts on ways to address an alarming spike in the Easter road toll in 2015. A broad range of recommendations arose from the forum. Outcomes relevant to the QPS included decisions to:

- investigate expanding automatic number plate recognition (ANPR) technology in police vehicles to target unregistered and unlicensed drivers, as they are over-represented in crash statistics
- expand training for road policing officers to better detect and deter broader criminal activities, along with enhanced drug driving operations across Queensland



- target distracted drivers and people who take drugs and get behind the wheel. Drivers caught committing repeat mobile telephone offences within a year can expect double demerits, similar to those imposed on repeat offenders who do not wear a seatbelt or a motorcycle helmet, or who exceed the speed limit by more than 20 kilometres
- engage with children about road safety. Children were asked in May and June 2015 to design an awareness poster for the QPS to use on social media. Five winning posters from each category will be selected to form part of a campaign run on the QPS Facebook and Twitter accounts during the June/July school holidays.

The outcomes of the forum will shape the state's Road Safety Action Plan over the next two years (2015-2017).

- **Hoon hotline and anti-hooning legislation**

The QPS's hoon hotline provides Queenslanders with an easy to remember central contact point to report drivers behaving in dangerous, reckless or anti-social ways. Calls to 13HOON (13 4666) are answered at the Policelink Contact Centre. During 2014-15, 8,130 calls from the public were answered on this service, and a further 5,024 reports from the public were received online.

The *Police Powers and Responsibilities Act 2000* includes tough penalties for people committing hooning offences in Queensland. Offenders who commit two Type 1 hooning offences in five years are eligible to have their vehicle forfeited to the state. Type 1 offences include the following offences committed in circumstances that involve a speed trial, a race between motor vehicles or a burnout; dangerous operation of a motor vehicle; careless driving; organising, promoting or taking part in racing and speed trials on roads; wilfully starting or driving a motor vehicle in a way that makes unnecessary noise or smoke; and evading police.

Offenders that commit four or more Type 2 offences within five years are also eligible for vehicle forfeiture. These offences include driving a motor vehicle while it is uninsured or unregistered; unlicensed driving; high-range drink driving (0.15% and over); exceeding the speed limit by more than 40km/h; driving an illegally modified vehicle; failing to supply a specimen of breath or blood; and driving while under a 24 hour suspension.

During 2014-15, there were:

- 14,028 vehicles impounded (Type 1 and 2)
- 9,221 vehicles immobilised
- 2,030 vehicles eligible for forfeiture.

- **Drug and drink driving**

During 2014-15, the QPS expanded the number of officers trained to perform statewide roadside drug testing from 53 to 260, a 79.6% increase in officers trained.

A total of 20,747 roadside saliva tests were conducted during the reporting period, resulting in 3,178 drivers testing positive for a relevant drug. In addition, 392 repeat offenders were detected. The most commonly detected drug was methylamphetamine. Drivers who test positive have their licence suspended for 24 hours to allow drugs to dissipate from their system. Offenders face similar penalties in court to drink drivers.

Random breath testing is the primary high visibility community engagement strategy used by the RPC. Over 3.65 million random breath tests were conducted by the QPS during 2014-15, resulting in the detection of 65,457 drink driving offences.

- **Operation Austrans**

The QPS again participated in an Australia and New Zealand annual initiative which has run for over 20 years targeting heavy vehicle road safety issues including fatigue, speed and drug use. The operation was run between 18 May and 13 June 2015. During this period, the QPS intercepted approximately 7,000 heavy vehicles resulting in the detection of:

- 84 speeding offences
- 31 seatbelt offences
- 26 mobile telephone offences
- 464 offences relating to fatigue, dangerous goods, and mass, dimension and loading
- 30 alleged drug driving offences
- nine drink driving offences.

- **High visibility policing operations**

On 13 November 2014, representatives from the RPC were presented with a certificate from the Governor-General, His Excellency General the Honourable Sir Peter Cosgrove in Melbourne for being a finalist in the Australasian College of Road Safety Diamond Road Safety Award. The award was given for innovative high-visibility policing strategies to enhance deterrence on Queensland's roads.

The RPC initiated several high visibility road policing operations during 2014-15 including Operations Menzel, Plow and Barrier.

Operation Menzel focussed on roadside breath testing at static sites. All police regions participated in this operation over 51 days. During the operation, there were 137,737 random breath tests conducted resulting in the detection of 575 drink drivers. A total of 12,186 traffic infringement notices were also issued with 52.39% for speeding (excluding camera detected offences).

Operation Plow specifically targeted drivers putting themselves and others at risk by speeding, drink driving or being distracted while driving. Eleven days were allocated to the operation resulting in 2,850 traffic infringement notices being issued. Of these, 170 were for mobile telephone offences, 127 were for seatbelt offences and 1,781 were for speeding (excluding camera detected offences).

Operation Barrier was designed to reduce road trauma and improve road safety on the Bruce Highway. Ten days were allocated to the operation resulting in 5,500 random breath tests with 25 drink drivers detected. There were 1,628 traffic infringement notices issued with 1,037 for speeding (excluding camera detected offences), 52 for mobile telephone offences and 46 for seatbelt offences. In 2014-15, there were 18 fatalities on the Bruce Highway compared to 21 in 2013-14 and 55 in 2012-13.

The QPS will continue to plan and deliver high visibility operations to effectively police the road network with the aim of reducing road trauma.

- **Speed and red light cameras**

The Camera Detected Offence Program is a road safety program that operates through a multiagency arrangement between DTMR as lead agency and the QPS being responsible for camera operations and infringement processing, with the State Penalties Enforcement Registry within Queensland Treasury undertaking debt recovery. It is a key component of the *National Road Safety Strategy 2011-2020* and the *Queensland Road Safety Action Plan 2013-2015*.

The program incorporates mobile speed camera operations including marked and covert camera operations, red light cameras, fixed speed cameras, combined red light with speed cameras, and an average speed camera system.

As at 30 June 2015, there are up to 60 operational digital red light cameras rotated statewide through 132 approved red light camera sites.

The number of red light offences per 1,000 vehicles has reduced by 63% from 0.46 in 2004-05 to 0.16 in 2014-15, which reflects the deterrence value of road safety cameras at intersections. Additionally, there are seven approved combined speed and red light camera sites that averaged 0.87 offences per 1,000 vehicles in 2014-15.

Fixed speed cameras operated for over 128,000 hours in 2014-15, with an average of 1.27 speed offences per 1,000 vehicles. With the installation of a fixed camera, average vehicle speeds at camera sites reduce and compliance with posted speed limits increases, improving the safety of road users. The upgrade of the analogue (film-based) fixed speed cameras to digital technology was completed during 2014-15.

An average speed camera system monitors vehicles travelling north on the Bruce Highway between the Glass House Mountains and Landsborough. In 2014-15, the system was offline due to road works being conducted on the Bruce Highway. This work is scheduled for completion in July-September 2015.

The Mobile Speed Camera Program includes marked and covert speed camera vehicles and portable speed cameras. This combination of different deployment strategies and camera technology helps reduce speeding and improve community safety. The QPS deployed mobile speed cameras on 29,500 occasions for over 10,000 hours in 2014-15, with an average of 8.04 offences detected per hour of operation.

During 2014-15, 30 digital mobile speed camera systems were procured as part of the Digital Speed Camera Implementation Project to replace analogue (film-based) cameras. The digital speed cameras offer greater flexibility than the analogue mobile speed camera systems, allowing them to be used in a number of differing environments where other speed detection methods are not suitable. The introduction of digital mobile speed camera systems will support operations across the state and contribute to reducing the road toll.

Speeding is a major contributor to the road toll and is a factor in about one in every five road deaths. Speed tolerances were reduced across all speed zones from 1 July 2013. This reduction in the enforcement tolerance level has seen a reduction in vehicle speeds across the road network and a reduction in the rates of speeding in the higher speeding brackets. Changes to speed tolerances are guided by evidence such as the road toll and public compliance with the speed limits. The level of speed tolerances will not be revealed to avoid creating a defacto speed limit. The speed limit is the maximum - it is not a guide or recommendation.

A speed camera system was installed during 2014-15 in the Legacy Way Tunnel to promote compliance to the speed limits displayed on the electronic variable speed signs. The variable speed signs are part of the traffic management plans to ensure the safety of motorists. The camera system commenced operation when the tunnel opened on 25 June 2015.

Speed and red light camera locations throughout Queensland are available at [www.police.qld.gov.au](http://www.police.qld.gov.au).

- **Automatic number plate recognition**

The QPS currently has 13 marked mobile ANPR devices deployed across the state for road policing enforcement purposes. There is one unit being used to undertake a limited trial for ANPR for broader law enforcement purposes. This trial is scheduled to end on 1 December 2015. Additionally, ten devices are deployed with a primary focus on activities associated with criminal motorcycle gangs and organised crime.

When the devices detect certain vehicles of interest they provide alerts (ANPR alert) to police. Police intercept vehicles identified by an ANPR alert and take any necessary enforcement action or capture relevant information to be used in the investigation of other unlawful activity.

The number plate recognition technology helps police:

- identify drivers who are committing offences
- identify unregistered and uninsured vehicles
- reduce injuries and deaths on Queensland's roads.

During 2014-15, the technology resulted in:

- 204,641 alerts to police of potential offences
- 867 notices to appear
- 4,221 traffic infringement notices
- 97 vehicles impounded under 'hoon' legislation.

## **Corporate and Strategic Services**

### **Capital initiatives**

From 1 July 2014, PSBA commenced delivering most new and ongoing capital initiatives to support the operational capability of the QPS. This includes new or upgraded police stations across the state, new and replacement police vehicles, and a range of information and technology initiatives.

Significant capital achievements for 2014-15 include completing:

- relocation of the Coolum Police Station
- upgrade of the Laidley and Chinchilla Police Stations and Townsville Water Police facility
- the closed circuit cameras (CCTV) upgrade at Brisbane City, Bundaberg and Rockhampton watchhouses.

### **Divisional Performance Model**

The Divisional Performance Model was implemented into QPS Regional Operations in July 2014. The model is a strategic planning and management system used to ensure operational business activities are continually linked and checked against organisational, strategic and operational imperatives. It encourages divisional managers to seek constructive collaboration with the community to support improved service delivery. It fosters innovation and good practice by noting achievements, which can include new or different approaches, or practices designed to enhance service delivery that are worthy of adoption in other areas.

The QPS is developing an improved and comprehensive enterprise wide performance framework that will align operational and corporate outcomes with QPS strategy through transparent and comprehensive performance reporting. The performance framework will provide an integrated approach to operational, financial, resource and asset planning and performance, enabling QPS to undertake goal oriented improvements through the proactive use of business intelligence.

# CORPORATE GOVERNANCE

## *Executive management*

<p><b>Board of Management profiles</b></p>
<p><b>Ian Stewart APM Commissioner</b></p> <p>The Commissioner is responsible for the efficient and proper administration, management and functioning of the QPS in accordance with law.</p> <p>The Commissioner provides the business direction and represents the organisation at local, community, state, national and international forums as well as ceremonial functions.</p>
<p><b>Brett Pointing APM Deputy Commissioner, Regional Operations</b></p> <p>The Deputy Commissioner, Regional Operations is responsible for the provision of policing services across the five regions statewide. An Assistant Commissioner is responsible for the overall management of each region in a manner consistent with the strategic direction, objectives and policies of the QPS.</p> <p>The Deputy Commissioner is the Indigenous Champion for the QPS and has been appointed through the <i>NOT NOW, NOT EVER Putting an End to Domestic and Family Violence in Queensland</i> recommendations to champion best practice domestic and family violence prevention in the QPS.</p>
<p><b>Ross Barnett APM Deputy Commissioner, Specialist Operations</b></p> <p>The Deputy Commissioner, Specialist Operations is responsible for the provision of specialist police services including Community Contact Command, Intelligence, Counter-Terrorism and Major Events Command, Operations Support Command, RPC and State Crime Command. The Deputy Commissioner was the overall police commander overseeing the QPS commitments to the 2014 G20 events in Cairns and Brisbane.</p> <p>Nationally, the Deputy Commissioner is the QPS representative on the Australia-New Zealand Counter-Terrorism Committee (ANZCTC) and Chair of the Public Information Sub-Committee of ANZCTC.</p>
<p><b>Stephan Gollschewski APM Deputy Commissioner, Strategy, Policy and Performance</b></p> <p>The Deputy Commissioner, Strategy, Policy and Performance has direct responsibility for the Legal Division, CCC (Police Group), Operational Capability Command and Ethical Standards Command (ESC).</p> <p>The Deputy Commissioner is responsible for continuous improvement and review, organisational efficiencies and better service provision to the Queensland community. This is achieved by adopting a coordinated approach to cope with the increasing demands for service and the complexity of modern policing, embracing innovation and reducing management process in favour of service delivery to improve officer morale, officer safety and delivery of services to the community.</p> <p>The Deputy Commissioner is a member of the Public Safety Portfolio and QPS Audit and Risk Committees, and the National Police Memorial Coordination Committee. The Deputy Commissioner has also been appointed as the State Disaster Coordinator.</p>

<b>Board of Management profiles (cont'd)</b>
<p><b>Margaret Allison (external member)</b></p> <p>Margaret has over 35 years' experience in the Queensland and New South Wales public sector, holding roles as the Chief Executive of the Public Service Commission (Queensland) and Director-General of the Department of Communities, Child Safety and Disability Services (Queensland).</p> <p>In 25 years of holding a range of senior executive positions, her roles included service delivery reform, social policy and planning, program development, legislative reform, organisational review, resource management and planning, strategic management and oversight of major change activities with a whole-of-government and broader community focus.</p> <p>Margaret has a great interest in, and commitment to, work in the non-government sector. Margaret has worked as a volunteer, board member and consultant to a number of non-government organisations. In recent years, she has engaged in voluntary work in a small non-government organisation in Cambodia and returns there regularly.</p> <p>In 1999, Margaret was selected as the winner of the Telstra Business Woman of the Year, Queensland, in the Corporate and Government Category. She is the past President of the Institute of Public Administration Australia (IPAA) Queensland. Margaret was appointed as a Fellow of IPAA in 2008.</p> <p>Margaret now works as a consultant in her own business.</p>

## ***Boards and committees***

The Board of Management is the peak governance forum and decision making body for the QPS. The Board is supported by the QPS Demand and Resource Committee, the QPS Audit and Risk Committee and the QPS Executive Leadership Team (ELT).

The QPS also maintained a Renewal Program Board during 2014-15 as a temporary governance structure to support the Board of Management and provide oversight of QPS projects and programs.

<b>Board of Management</b>
<p>The Board of Management is the peak QPS governance forum that supports the Commissioner discharging responsibilities as the accountable officer under the <i>Police Service Administration Act 1990</i>, the <i>Financial Accountability Act 2009</i> and other legislation. The Board sets the strategic direction and provides oversight and leadership to the QPS.</p> <p>The Board provides support and expert advice to the Commissioner, as the accountable officer, in making key decisions with a strategic or Service-wide impact.</p> <p>The Board meets quarterly or as determined by the Chair. In 2014-15, the Board met on four occasions and considered 14 urgent matters out of session.</p> <p>The independent external member received \$2,420 in remuneration. There were no other on-costs.</p>
<b>Board members</b>
<ul style="list-style-type: none"> <li>• Ian Stewart APM, Commissioner (Chair)</li> <li>• Brett Pointing APM, Deputy Commissioner, Regional Operations</li> <li>• Ross Barnett APM, Deputy Commissioner, Specialist Operations</li> <li>• Stephan Gollschewski APM, Deputy Commissioner, Strategy, Policy and Performance</li> <li>• Margaret Allison (external member)</li> </ul>



<b>Board of Management (cont'd)</b>
Achievements
<p>In 2014-15 the Board of Management approved a range of significant matters including:</p> <ul style="list-style-type: none"> <li>• the <i>Queensland Police Service Strategic Plan 2015-2019</i></li> <li>• the 2014-15 Budget</li> <li>• the five year Budget Plan</li> <li>• the 2015-16 Internal Audit Charter and Plan</li> <li>• the Commonwealth Games Group Recruitment and Planning Strategy</li> <li>• funding for the Command Client and Mobile Computer-Aided Dispatch systems in Police Communication Centres</li> <li>• funding for mandatory drug testing in Safe Night Precincts</li> <li>• continued funding for SupportLink referral management system</li> <li>• an external review of QPS Governance</li> <li>• examined organisational performance across frontline service delivery, human resource management, financial performance, risk management and organisational reform.</li> </ul>
<b>Renewal Program Board</b>
<p>The Renewal Program Board (RPB) was established as a governance structure to support the Board of Management and provide oversight of QPS projects and programs.</p> <p>The RPB is a decision making body responsible and accountable through the Board of Management for providing appropriate and timely advice and program/project assurance in regards to product delivery and program performance. It also serves as a point of escalation for any constituent program/project performance risks and issues.</p> <p>RPB meetings are convened on a monthly basis or as determined by the Chair. The RPB held eight meetings in 2014-15.</p>
Board Members
<ul style="list-style-type: none"> <li>• Stephan Gollschewski APM, Deputy Commissioner, Strategy, Policy and Performance (Chair)</li> <li>• Brett Pointing APM, Deputy Commissioner, Regional Operations</li> <li>• Ross Barnett APM, Deputy Commissioner, Specialist Operations</li> </ul>
Achievements
<p>In 2014-15 the RPB:</p> <ul style="list-style-type: none"> <li>• approved Phase 2 of the Intelligence Capability project</li> <li>• approved the Neighbourhood Watch Reinvigoration project</li> <li>• approved Stage 3 of the QPS Program of Work</li> <li>• endorsed Stage 1 of the QPS Catalogue of Services program</li> <li>• provided guidance, management and resolved issues of risk across the entire QPS program of significant projects.</li> </ul>
<b>Demand and Resource Committee</b>
<p>The Demand and Resource Committee supports the Board of Management in managing organisational resource requirements to meet demand. The committee oversees and monitors the development and implementation of policies, plans and practices relating to the management of QPS finances, people, assets and information and communications technology.</p> <p>The committee meets monthly or as determined by the Chair. The Chair is rotated among the Deputy Commissioners at the discretion of the Commissioner.</p> <p>During 2014-15, the committee met on 11 occasions.</p>

<b>Demand and Resource Committee (cont'd)</b>
<b>Committee members</b>
<ul style="list-style-type: none"> <li>• Brett Pointing APM, Deputy Commissioner, Regional Operations (Chair)</li> <li>• Ross Barnett APM, Deputy Commissioner, Specialist Operations</li> <li>• Stephan Gollschewski APM, Deputy Commissioner, Strategy, Policy and Performance</li> </ul>
<b>Achievements</b>
<p>In 2014-15 the committee made the following significant resolutions:</p> <ul style="list-style-type: none"> <li>• provided high level advice to the Board of Management on budget and organisational strategic priorities</li> <li>• examined organisational performance across frontline service delivery, human resource management, financial performance and assets</li> <li>• approved 14 temporary positions at the Police Information Centre to become permanent</li> <li>• funded Weapons Licensing to increase productivity in processing weapons licensing applications</li> <li>• funded Police and Police Liaison Officer positions for the Aurukun PCYC</li> <li>• funded positions for the whole-of-government Wireless Network project</li> <li>• funded two year trial of Project Booyah, focussing on early intervention and prevention for young people at risk</li> <li>• approved 16 temporary positions at the Police Communication Centre to become permanent</li> <li>• approved a new Police residence at Thargomindah.</li> </ul>
<b>Audit and Risk Committee</b>
<p>The Audit and Risk Committee supports the Board of Management by reviewing and monitoring financial management and reporting processes, risk management systems and controls as well as internal control and legal compliance. The committee oversees the process to identify and manage significant business risks and emerging compliance matters. It also oversees the implementation of appropriate and adequate control, monitoring and reporting mechanisms to assess the performance of internal and external auditors.</p> <p>The committee meets quarterly or as determined by the Chair and met four times during 2014-15.</p> <p>The two independent external members collectively received \$6,340 in remuneration. There were no other on-costs.</p>
<b>Committee members</b>
<ul style="list-style-type: none"> <li>• Jenny Walker, Consultant (Chair) (external member)</li> <li>• David Evans, Consultant (external member)</li> <li>• Stephan Gollschewski APM, Deputy Commissioner, Strategy, Policy and Performance</li> </ul>
<b>Achievements</b>
<p>In 2014-15 the committee provided strategic advice and support to the Board of Management by considering the following:</p> <ul style="list-style-type: none"> <li>• QPS Annual Financial Statements</li> <li>• 2015-16 Challenges and Risks</li> <li>• Internal Audits and Inspections</li> <li>• QPS Risk Appetite Statement</li> <li>• 2015-16 Internal Audit and Inspections Charter and Plan</li> <li>• <i>Queensland Police Service 2013-14 Annual Report.</i></li> </ul>

### Executive Leadership Team

The ELT assists the Commissioner and the Board of Management by:

- providing advice on the strategic direction and leadership of the QPS
- acting as a consultative forum on risks arising from key changes to policy and operations within the QPS
- identifying opportunities for improving efficiencies and quality of service delivery
- identifying new or emerging risks to the QPS, driving the tone and direction for efficient and effective outcomes for strategic policing priorities.

The ELT holds a video conference each week and meets in person on a monthly basis or as determined by the Chair. During 2014-15, the ELT met on 11 occasions including three meetings held outside of Brisbane at Longreach, Logan and the Gold Coast.

### ELT members

- Ian Stewart APM, Commissioner (Chair)
- Brett Pointing APM, Deputy Commissioner, Regional Operations
- Ross Barnett APM, Deputy Commissioner, Specialist Operations
- Stephan Gollschewski APM, Deputy Commissioner, Strategy, Policy and Performance
- Kate Bradley, Executive Director, Legal Division
- Peter Barron, Assistant Commissioner, Safer Streets Project
- Mike Condon, Assistant Commissioner, Central Region
- Peter Crawford, Assistant Commissioner, Intelligence, Counter-Terrorism and Major Events Command
- Alistair Dawson, Assistant Commissioner, Operations Support Command
- Bob Gee, Assistant Commissioner, Operational Capability Command
- Gayle Hogan, Assistant Commissioner, State Crime Command
- Peter Martin, Assistant Commissioner, Brisbane Region
- Clem O'Regan, Assistant Commissioner, ESC
- Paul Stewart, Assistant Commissioner, Community Contact Command
- Tony Wright, Assistant Commissioner, Southern Region
- Steve Hollands, Assistant Commissioner (Acting), South Eastern Region
- Mike Keating, Assistant Commissioner (Acting), RPC
- Paul Taylor, Assistant Commissioner (Acting), Northern Region

### Achievements

In 2014-15 the ELT discussed significant matters including:

- the QPS strategy regarding frontline services, organisational culture and QPS people, processes and systems
- identifying challenges and risks such as improving responses to calls for service, counter-terrorism, technology, place and case management, public safety including alcohol-fuelled violence and organised crime, and maintaining partnerships with the community, private sector, and non-government and government organisations
- identifying QPS priorities for 2015-16 including regional and unit priorities.

The ELT also formally held joint strategy meetings with external stakeholders such as the PCYC and DTMR.

## Government bodies

### Controlled Operations Committee

The Controlled Operations Committee was established under the *Police Powers and Responsibilities Act 2000* (the Act) and 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 Act.

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 CCC and the Police Commissioner's representative.

The 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 Act for the preceding 12 months.

The committee's annual report is available online ([www.parliament.qld.gov.au/work-of-assembly/tables-papers](http://www.parliament.qld.gov.au/work-of-assembly/tables-papers)).

### Commissioner for Police Service Reviews

The Commissioner for Police Service Reviews is established under the *Police Service Administration Act 1990* (the Act) and *Police Service Administration (Review of Decisions) Regulation 1990*. The Review Commissioner is responsible for hearing grievances from police officers relating to appointments, promotions, transfers or disciplinary actions made under the Act.

Appeals are heard before a Review Commissioner nominated by the CCC yet otherwise independent of the CCC and the QPS. Where a matter progresses to a hearing, the Review Commissioner will consider the material presented and prepare written recommendations for the Police Commissioner who will make the final decision. Where the Police Commissioner does not accept the recommendation, reasons must be provided to the Review Commissioner.

The CCC provides a secretariat to support the review function.

Further information about the Commissioner for Police Service Reviews is available in the CCC 2014-15 annual report which is available online ([www.parliament.qld.gov.au/work-of-assembly/tables-papers](http://www.parliament.qld.gov.au/work-of-assembly/tables-papers)).

### Public Interest Monitor

The Public Interest Monitor is appointed under the *Police Powers and Responsibilities Act 2000* (the Act) and the *Crime and Misconduct Act 2001*. The Public Interest Monitor has the following functions for surveillance device warrants (for example listening devices, tracking devices, optical surveillance devices or a combination of devices), retrieval warrants, approvals of the use of surveillance devices under emergency authorisations, and covert search warrants:

- a) to monitor compliance by police officers with chapter 9 of the Act in relation to matters concerning applications for covert search warrants
- b) to monitor compliance by law enforcement officers with chapter 13 of the Act in relation to matters concerning applications for surveillance device warrants, retrieval warrants and approvals of the use of surveillance devices under emergency authorisations

### Public Interest Monitor (cont'd)

- c) to appear at any hearing of an application to a Supreme Court judge for a warrant or approval mentioned in paragraph a) or b), or to a magistrate for a warrant mentioned in paragraph b), to test the validity of the application, and for that purpose at the hearing, to –
  - (i) present questions for the applicant to answer and examine or cross-examine any witness
  - (ii) make submissions on the appropriateness of granting the application
- d) to appear at a consideration of a report made to a Supreme Court judge or a magistrate or given to the monitor and referred to a judge or magistrate under section 357 of the Act
- e) to gather statistical information about the use and effectiveness of covert search warrants and surveillance device warrants
- f) to report as required by this Act on any matter about which this Act expressly requires the Public Interest Monitor to report
- g) whenever the Public Interest Monitor considers it appropriate
  - (i) to give to the Commissioner a report on noncompliance by police officers with chapter 9 of the Act; or
  - (ii) to give to the chief executive officer of a law enforcement agency a report on noncompliance by law enforcement officers of the law enforcement agency with chapter 13 of the Act.

The Public Interest Monitor also has the following functions:

- a) under the Criminal Code of the Commonwealth, to exercise the power conferred on the monitor under the following sections –
  - section 104.12 (Service, explanation and notification of an interim control order)
  - section 104.14 (Confirming an interim control order)
  - section 104.18 (Application by the person for a revocation or variation of a control order)
  - section 104.19 (Application by the Australian Federal Police Commissioner for a revocation or variation of a control order)
  - section 104.23 (Application by the Australian Federal Police Commissioner for addition of obligations, prohibitions or restrictions)
- b) under the *Terrorism (Preventative Detention) Act 2005*, to exercise the power conferred on the monitor under the following sections –
  - section 14 (General provisions that apply if the Public Interest Monitor must be notified about an application to the issuing authority)
  - section 73 (Supreme Court hearing and decision)
- c) to gather statistical information about the use and effectiveness of control orders and preventative detention orders under the Acts mentioned in paragraphs a) and b)
- d) whenever the Public Interest Monitor considers it appropriate – to give to the Commissioner a report on noncompliance by police officers with the *Terrorism (Preventative Detention) Act 2005*.

### Public Interest Monitor (cont'd)

The *Telecommunications Interception Act 2009* enables the use by the QPS and the CCC of telecommunications interception as a tool for the investigation of serious offences. The Public Interest Monitor is responsible for the recording, reporting and inspection regime for telecommunications interception. In accordance with this legislation:

- 1) the Public Interest Monitor is entitled to appear at the hearing of the application for a telecommunications interception warrant to test the validity of the application and, for that purpose at the hearing, to –
  - (a) ask questions of any person giving information to the eligible Judge or nominated Administrative Appeals Tribunal (AAT) member; and
  - (b) make submissions to the eligible Judge or nominated AAT member about the following matters –
    - (i) in relation to an application for a warrant in relation to a telecommunications service
    - (ii) in relation to an application for a warrant in relation to a person.

In addition, the Public Interest Monitor has record-keeping oversight to ensure eligible authorities keep documents connected with the issue of warrants in accordance with the legislation.

As the inspecting entity for the QPS, the Public Interest Monitor:

- (a) must inspect the eligible authority's records as required under section 23 of the legislation to ascertain the extent of compliance by the authority's officers
- (b) must report in writing to the Minister about the results of the inspections
- (c) may do anything necessary or convenient for the performance of the functions mentioned in (a) and (b).

The annual report of the Public Interest Monitor is available online

([www.parliament.qld.gov.au/work-of-assembly/taled-papers](http://www.parliament.qld.gov.au/work-of-assembly/taled-papers)).

## *Ethics and code of conduct*

Ethical decisions and actions underpin the delivery of professional policing services. The QPS has a range of programs and initiatives that support professional and ethical practice including an internal complaints system, policies on gifts and benefits, and discipline and ethical awareness training. The *QPS Values, Standard of Practice and Procedural Guidelines for Professional Conduct* supplement the Queensland Government values and the *Code of Conduct for the Queensland Public Service*, and outline appropriate behaviour for QPS staff.

During 2014-15, the QPS ESC continued to promote ethical behaviour, discipline and professional practice in the QPS through deterrence, education and system improvements. The Command is also the principal work unit for communication between the QPS and oversight bodies such as the CCC.

The QPS constantly monitors and reviews reported complaints to identify the primary contributing factors. All complaints are considered, actioned and investigated as required. In 2014-15, the QPS received 1,077 complaints by members of the public against officers on or off duty. To apply proper context, the QPS undertakes extensive interactions with people in the community each year with very few of those interactions resulting in complaints relating to police conduct.

The ESC conducts inspections and evaluations of a range of operational functions, duties and establishments. During 2014-15, it performed seven district and group audits including reinspections and inspections. In total, 66 stations and establishments were inspected.



Alcohol and drug testing continues to be part of QPS's commitment to enhance police wellbeing, safety and integrity within the workplace. As at 30 June 2015, a total of 1,270 'relevant members' had undergone a random alcohol breath test with nil positive results ('relevant member' refers to an officer or a staff member whose duties include performing functions in a critical area, watchhouse officers, police radio and electronics technicians and recruits). Following critical incidents, 51 alcohol breath tests and 41 urine drug tests were conducted. While three positive drug results were detected, these were found to be because of medical treatment or lawful use of over the counter medication.

## *Risk management and accountability*

### **External accountability**

This section provides information about external agencies and processes which examined the operations of the QPS during 2014-15 with findings/recommendations requiring consideration.

#### **Crime and Corruption Commission**

The CCC is a statutory body established to combat and reduce the incidence of major crime and corruption in the public sector in Queensland. Its functions and powers are set out in the *Crime and Corruption Act 2001*. The CCC investigates crime and corruption, has oversight of the police and the public sector, and protects witnesses.

During 2014-15, the following reports with significant findings/issues were tabled by the CCC in Parliament relating to QPS and PSBA:

- **Review of the *Child Protection (Offender Prohibition Order) Act 2008***

The *Child Protection (Offender Prohibition Order) Act 2008* (the Act) is one of several pieces of legislation that was introduced to regulate the conduct of those who have offended against children after their release from government detention. This legislation enables police to act, through an offender prohibition order, to prevent previous offenders from engaging in behaviour that could be seen as a precursor to a new offence.

The CCC reviewed how the Act had been used by the police and the courts in its first five years of operation, identified factors that are inhibiting its use, and recommended legislative and policy changes to address these factors.

Key findings relating to QPS and PSBA identified that the way the Act works in conjunction with the *Child Protection (Offender Reporting) Act 2004* may complicate the system for managing relevant offenders. To address this issue, the CCC has recommended combining the two Acts.

The CCC's review also identified a number of barriers for police when applying for an offender prohibition order, including limited resources and systems for identifying concerning conduct and insufficient training in how to use the powers provided in the Act. Following the review, the CCC made a number of recommendations aimed at improving training, resources and powers available to police to monitor offenders and secure offender prohibition orders, where deemed appropriate.

The Queensland Government is considering the recommendations.

The report is available online ([www.ccc.qld.gov.au](http://www.ccc.qld.gov.au)).

- **Special Taskforce on Domestic and Family Violence in Queensland**

The Special Taskforce on Domestic and Family Violence in Queensland, chaired by the Honourable Quentin Bryce AD CVO, was established in September 2014. The Taskforce was requested to examine Queensland's domestic and family violence support systems and make recommendations on how the system could be improved and how future incidents of domestic violence could be prevented.

The Taskforce conducted extensive, statewide community engagement and consultation during the course of the review.

In February 2015, the Premier announced the release of the Taskforce's report and recommendations into domestic and family violence in Queensland, *NOT NOW, NOT EVER Putting an End to Domestic and Family Violence in Queensland*.

The Taskforce delivered 140 recommendations which are intended to inform a Queensland Domestic and Family Violence Prevention Strategy to achieve a long term vision — where all Queenslanders can live free from violence from a partner or family member, and where children do not have to see or experience family violence.

Recommendations relating specifically to the public safety portfolio include improving policies, guidelines, training and information sharing.

The Queensland Government is considering the recommendations.

The report is available online ([www.qld.gov.au/community/getting-support-health-social-issue/dfv-read-report-recommendation/index.html](http://www.qld.gov.au/community/getting-support-health-social-issue/dfv-read-report-recommendation/index.html)).

### **Queensland Audit Office**

The QAO supports the role of the Auditor-General of Queensland in providing Parliament with an independent assessment of the financial management and performance activities of public sector entities. The QAO provides an independent audit service and reports to Parliament to enhance public sector accountability. QAO reports are available online ([www.qao.qld.gov.au](http://www.qao.qld.gov.au)).

During 2014-15, the following reports were tabled by the QAO in Parliament relating to the QPS:

- Report to Parliament 1: *Internal control systems 2013-14*

This report summarises the results of QAO's evaluations of the systems of financial controls and of QAO's selective testing of controls that operated within state government departments during 2013-14. The report also includes evaluations of the effectiveness of delegation of financial responsibility and risk assessment processes used by accountable officers to manage their financial risks.

The QAO made no specific recommendations for QPS in the report.

- Report to Parliament 4: *State public sector entities for 2013-14*

This report discusses the status and nature of the audit opinions QAO issues, comments on the accuracy, timeliness and quality of financial reporting, and explains how QAO assessed the significant financial transactions and estimates disclosed by state public sector entities.

Findings relating to the QPS were:

- QPS received an unmodified audit opinion which met accuracy requirements
- QPS was assessed as having a strong internal control framework.

QPS has undertaken work to appropriately address audit issues during 2014-15 which are monitored by the QPS and Public Safety Portfolio Audit and Risk Committees.

### **Queensland Coroner**

In accordance with the *Coroner's Act 2003*, the State Coroner is responsible for investigating reportable deaths including deaths that were violent or unnatural, such as accidents, falls or suicides, or where the death occurred in custody or as a result of police operations.

During 2014-15, the State Coroner delivered findings relating to four Coronial Inquests including ten recommendations specifically relating to QPS. In response to these recommendations:

- training materials were developed to assist with managing disciplinary matters
- a temporary position of State Domestic and Family Violence Coordinator was created within police headquarters, Brisbane. The recommendations of the Taskforce on Domestic and Family Violence will be considered by the QPS when determining if the role is required on a permanent basis
- amendments are being drafted to chapter 17 *Major incidents* of the *Operational Procedures Manual (OPM)* to ensure the QPS has overall control of coronial investigations into aviation incidents and to ensure any testing by external bodies is arranged by the QPS
- property handling systems and procedures at Gympie Police Station were reviewed to ensure they are compliant with current QPS policy
- amendments to the QPS Pursuit Policy are being considered
- amendments have been drafted to chapter 8 *Coronial matters* and chapter 12 *Missing persons* of the OPM requiring the suspected death of a missing person to be reported to the State Coroner
- a full audit was conducted of unsolved missing person matters with those not previously referred to the coroner being actioned and for all disappearances more than 12 months old referral to the State Coroner. The QPS Missing Persons Unit and the Coronial Support Unit will case manage long term missing person reports every six months
- the disappearance of a man in 2007 in Cannonvale has been referred to the Cold Case Homicide Unit.

### **Internal audit**

The PSBA Internal Audit Unit is an independent unit that provides advice across a wide range of disciplines including risk, assurance, information technology, finance, compliance and general consulting activities for the Office of the IGEM, PSBA, QFES and QPS. Prior to 1 July 2014, QPS was responsible for undertaking its own internal audit functions.

The Head of Internal Audit (HIA), PSBA is also the nominated HIA for the Office of the IGEM, QFES and QPS in accordance with the *Financial Accountability Act 2009*.

The work of the Internal Audit Unit is undertaken in accordance with the Institute of Internal Auditors' standards and under an approved charter which is consistent with relevant audit and ethical standards.

In accordance with the *Financial and Performance Management Standard 2009*, an annual audit plan and four year strategic plan sets the direction of the unit.

As secretariat to the Public Safety Portfolio Audit and Risk Committee, the unit ensures that all relevant guidelines, particularly Queensland Treasury's *Audit Committee Guidelines: Improving Accountability and Performance*, are adhered to and that the functioning of the unit complies with these guidelines in all material respects.

The unit assists management to achieve its objectives by using a systematic, disciplined approach to review and improve the effectiveness of risk management, and internal control and governance processes, improving the overall level of compliance and accountability. Under its approved charter, the unit can undertake a series of review types including compliance (effectiveness), performance (efficiency), financial management and information technology, to identify areas of risk and to improve outcomes. Systems are in place to ensure the effective, efficient and economic operation of the audit function.

PSBA Internal Audit Unit works closely with the QPS Ethical Standards Command. The operation of the PSBA Internal Audit function is subject to quarterly scrutiny by the QPS Audit and Risk Committee to ensure efficient, effective and economical operation of the function.

Achievements for 2014-15 include:

- full delivery of the Approved 2014-2015 Annual Audit Plan through a combination of in-house and co-sourced delivery. Specific QPS coverage included:
  - Central Exhibits
  - Cash and Cheque Handling
  - Injury Management
  - Seized Assets
  - Chief Financial Officer Assurance Assessment Statement
  - Archiving and Record Keeping
  - Regional Office Administration
  - Operation Southern Cross (G20)
  - Disaster Management – Critical Systems
  - Review of Synergy Project
- no carry forward of 2014-15 audit activities. All planned reviews have commenced, fieldwork completed and are at either draft or final report stage. All planned reviews are expected to be finalised by the end of July 2015
- Internal Audit Unit was requested by QPS to undertake additional adhoc reviews and investigation work into sensitive work practices. That work was completed and reported to management. Internal Audit recommendations were accepted and are in the process of implementation
- successful negotiation and management of a co-sourced delivery model for provision of QPS audit services.

## Information systems and recordkeeping

PSBA, as the provider of strategic and corporate services to Queensland's public safety portfolio agencies including QPS, is responsible for recordkeeping and information systems across the portfolio. PSBA provided advice and assistance to portfolio agencies during the reporting period resulting in improved efficiencies.

The completion of the upgrade of the corporate, electronic document and recordkeeping system, named Objective, during 2014-15 means that the State Crime Command will be the first of the Operational Commands and Regions to be provided access to the full version of the system. It is planned to progressively provide access to several other areas of QPS during 2015-16. This access will significantly reduce instances of records being duplicated and/or the level of reliance on hardcopy documents.

Scoping work also commenced to determine the optimum way Objective can be utilised to electronically archive original hardcopy documents that relate to occurrences managed in QPRIME, the key operational policing information system. This initiative will also significantly reduce the requirement to store hardcopy documents at operational police establishments.

A number of proposed changes to existing entries and details relating to new entries for records classes in the *QPS Records Retention and Disposal Schedule* have been finalised and will be submitted to Queensland State Archives for approval. New entries include retention periods for records captured or created by new technologies such as the ANPR system.

## *Human resources*

### **Workforce planning, attraction and performance**

#### **Workforce profile**

The total number of full-time equivalent staff for the QPS was 14,236.8 as at 30 June 2015. This figure includes officers on leave without pay and excludes employees who perform duty on a casual relief basis. This figure is therefore higher than the active/paid full-time equivalent staff figure for QPS included in the Financial Statements.

Between 1 July 2014 and 30 June 2015, the QPS permanent separation rate for staff members was 6.7% and the permanent separation rate for police officers was 3%.

#### **Employee assistance**

The Employee Assistance Service (EAS), managed by PSBA, helps prevent and manage mental health issues for employees across the public safety portfolio by providing advice, counselling and referral to external services for a full range of organisational and personal issues.

A new confidential external psychological support service was established for QPS members and their partners in 2014. 1800 ASSIST is a free, 24 hours a day, seven days a week, confidential, short-term counselling service, provided by independent, qualified, experienced professionals.

Specialist officers available to assist staff include a team of 21 internal psychologists, social workers, chaplains and over 650 trained Peer Support Officers. Additionally, referrals are made to external psychiatrists and psychologists as needed. Workplace interventions are provided to assist managers to work more effectively with their teams and develop higher performing and resilient teams.

Psychological resilience sessions were delivered statewide during the reporting period with approximately 1,700 police and their marital partners attending and approximately 1,280 viewers accessing the livestreaming from stations or homes. In addition, Beyond Blue executive briefing sessions were provided to the ELT and approximately 500 managers across the state.

Within the QPS, 5,519 contacts for assistance were made by employees to the EAS between 1 July 2014 and 30 June 2015. A total of 1,372 members were provided assistance, representing 12.5% of QPS members, compared to industry standard utilisation of 5-7%.

#### **Enterprise Bargaining Agreement**

The QPS Certified Agreement 2013 has an expiry date of 30 June 2016. Negotiations for the next agreement are expected to commence by 31 March 2016 with the Queensland Police Union of Employees and the Queensland Police Commissioned Officers' Union of Employees.

#### **Health and fitness**

PSBA's Human Resources Division's Safety and Wellbeing Branch continues to work with management, staff and the unions to improve employee health, fitness and wellbeing for all employees. The HealthStart Program is being offered to the portfolio agencies as it moves through each geographical area of Queensland and a number of recreational and fitness activities were provided for employees to participate in as part of Corporate Teams.

## **Health and wellbeing**

The first edition of the 'BOLO 4 UR M8s - Employee Health & Wellbeing' newsletter series providing information, ideas, resources, programs and services and knowledge on responding appropriately to mental health concerns both at work and at home was issued in April 2015. Feature topics have included depression, suicide and relationships.

The QPS Psychological Wellbeing Steering Committee was established in 2014 by the Commissioner to create a Mentally Healthy Workplace to make a meaningful difference to the psychological wellbeing of the QPS with a focus on Promoting Awareness, Reducing Stigma and Supporting Members with Psychological Health Issues. Working parties have been formed to attain direct stakeholder information about how the service could be improved and to develop innovative solutions. Examples include the development of the Blue Healers - live experience videos, which will be released during mental health week (4-11 October 2015), training of executives in mental health education and awareness, and the delivery of mental health education to approximately 500 managers across the state.

## **Operational shift allowance review**

A review of all QPS Operational Shift Allowance (OSA) rosters was undertaken in 2013-14 to ensure the integrity of OSA payments against operational delivery expectations. Representatives from the QPS and the Queensland Police Union of Employees participated in joint workshops across all regions to inform the review. The workshops provided the opportunity to engage with officers in charge, review the OSA rostering arrangements against demand drivers and identify potential for improvement. The review was finalised with the report presented to QPS senior executives in August 2014. All review recommendations were approved and operational improvements have been made to 60% of all OSA rosters.

## **Part-time work arrangements**

In April 2015, the Commissioner announced a review of part-time work arrangements in an endeavour to reduce administrative burdens and to provide improved processes, boost confidence and reap the greatest benefit available for police.

The Part-Time Review will focus on reducing business processes, streamlining decision making processes and ensure flexibility is provided to police officers and officers in charge.

## **Performance review and development process**

A fully revised performance review and development process, based on the QPS Leadership Framework/Capability Leadership Framework and featuring Employee Self Service and reporting capability, was delivered by PSBA to the QPS on 1 September 2014. The performance review and development policy and guidelines will become effective from 1 July 2015. This will coincide with the implementation of the employee capability frameworks which apply to recruitment and selection processes as well as performance management.

The PSBA and QPS partnered with the Australian Institute of Management (AIM) in the delivery of training relating to Workplace Conversations in the prelude to the implementation of the new performance review and development process. A total of 1,422 police were trained in 78 workshops from March to July 2014, and a further 449 police were trained in 29 workshops between May and 30 June 2015. The Workplace Conversations workshops will continue to be rolled out to support performance management and encourage timely, open, honest and constructive performance discussions.



### **Q-Balance (Oxley Police Academy) and Balance (Australian Institute of Police Management – Manly, Sydney)**

Q-Balance and Balance are programs designed to enhance the skills and knowledge of female leaders in public safety agencies. The program encourages:

- awareness of leadership strengths and how to use them to drive organisational performance
- ability to diagnose and negotiate the specific challenges for women in public safety leadership roles and to use influence to shape solutions
- ability to balance the ways of established organisational culture with other approaches required to meet needs
- increased internal capacity as a female leader and ability to bring others along on that journey.

These programs involve two residential workshops linked by three months of workplace development support. Across the public safety portfolio, women who identified as exercising significant leadership within their organisation were encouraged to submit an expression of interest outlining how the program would be of benefit to them as an individual and to their workplace.

Balance was delivered at the Australian Institute of Police Management in February 2015 hosting five QPS representatives and the first Q-Balance workshop was delivered in June 2015 hosting 21 QPS representatives.

The programs have been so well supported that future courses are scheduled to commence in August 2015 with more planned for 2016.

### **QPS academies**

The PSBA manages Training and Development (Police) which delivers services through the three QPS major training centres at Oxley, Townsville and Wacol campuses. The QPS Academy continues to play a vital role in ensuring quality initial training for recruits and the ongoing training and development of frontline police officers.

### **QPS Disciplinary system**

The QPS has commenced a project to reform the complaints management and discipline system. The Service is engaging with key external stakeholders on the proposed frameworks.

### **Surveys**

#### **• Healthy Workplaces Project Survey**

The Healthy Workplaces Project is a monitoring program to improve the health, performance and management of QPS employees working within potentially high-stress work environments. In conjunction with Griffith University monitoring is conducted by way of an online employee survey which was conducted in 2008, 2010, 2011 and 2014.

The results of the 2014 survey will be used by the QPS and the PSBA (in units where police officers have been seconded) to plan for new initiatives and priorities to improve the health, performance and management of QPS employees.

- **Working for Queensland Employee Opinion Survey**

The *Working for Queensland Employee Opinion Survey* is the annual, whole-of-government survey which measures workplace climate across the Queensland public service. The survey explores employee perceptions of matters impacting three key outcomes; Agency engagement, Job engagement and Satisfaction, and Intention to leave, with the aim of identifying better ways of working.

The results serve as a benchmark which will assist with measuring changes in agency performance.

The 2015 survey was conducted from 27 April to 15 May. The results for QPS are:

	Response Rate		Agency engagement		Job engagement and Satisfaction		Intention to (not) leave	
	2015	2014	2015	2014	2015	2014	2015	2014
<b>QPS</b>	35%	56%	57%	52%	78%	76%	75%	73%

Since the last survey, there has been a five percentage point improvement in Agency engagement, with 57% of employees that either 'agree' or 'strongly agree' on positive levels of engagement.

In terms of Job engagement and Satisfaction, 78% responded positively; with only 9% having a negative perception of Job engagement and Satisfaction. This is an improvement of two percentage points on the previous year.

In terms of Intention to leave, 75% rated positively (no intention to leave in the next 12 months). The QPS rates in the top quintile across the public sector in this measure.

These results will be used by QPS to monitor progress against business improvement actions taken to date and to inform new business initiatives and priorities.

### **Workplace health and safety**

Workplace health and safety is a priority for the public safety portfolio agencies including QPS. During 2014-15, the Safety and Wellbeing Branch within PSBA Human Resources received 3,183 reports of work related incidents for the QPS. A total of 1,196 of these incidents resulted in an accepted WorkCover Queensland claim for compensation. Of these accepted WorkCover Queensland claims, 506 injuries resulted in a work absence of one or more days.

The three most common injury types for QPS were strains and sprains (21%), bruising/contusion (12%), and traumatic joint/ligament and muscle/tendon (9%) with the most common injury mechanisms being interactions with non-compliant persons (39%) and falls (16%).

The QPS's Lost Time Injury Frequency Rate (LTIFR) for 2014-15 was 18.9, a reduction and improvement when compared to the 2013-14 rate of 21.3.

Throughout 2014-15 two Injury Management Centres for QPS and QFES/PSBA, created in 2013 and 2014 respectively, continued to consolidate the improved and integrated business processes of injury management. As at 30 June 2015, the number of QPS cases under management of the Injury Management Centres totalled 1,010.

Significant priority and an allocation of resources have been given to a renewed approach to the prevention and management of psychological injury within the public safety portfolio agencies. The goal of this approach is to de-stigmatise psychological illness and encourage employees to seek assistance.

In addition, Regional Health and Safety Advisers have commenced providing services to the portfolio agencies including QPS.

## **Early retirement, redundancy and retrenchment**

No redundancy, early retirement or retrenchment packages were paid to QPS staff during 2014-15.

## FINANCIAL SUMMARY

### *Summary of financial performance*

The following table summarises the operating result and financial position for QPS 2014-15 and the previous financial year.

<b>Statement of profit or loss and other comprehensive income</b>	<b>2014-15* \$'000</b>	<b>2013-14 \$'000</b>
Total income from continuing operations	2,043,056	2,011,061
Total expenses from continuing operations	2,042,061	2,010,205
Other comprehensive income	381	(25,211)
<b>Total comprehensive income</b>	<b>1,377</b>	<b>(24,355)</b>
<b>Statement of financial position</b>		
Total assets	209,844	1,931,320
Total liabilities	103,242	147,613
<b>Net assets (equity)</b>	<b>106,602</b>	<b>1,783,707</b>

\* As a result of machinery-of-government changes gazetted in the *Public Service Departmental Arrangements Notice (No.1) 2014*, effective 1 July 2014, functions of the QPS responsible for providing corporate and business services, and education and training services transferred to PSBA. This included net assets of \$1,689 million being transferred to PSBA.

#### **Income and expenses from continuing operations**

QPS is funded to deliver crime and public order, and road safety services principally through parliamentary appropriations.

QPS also receives income from other revenue sources including user fees comprising special services and sale of goods and services, services provided by the PSBA below fair value, Australian Government grants and contributions, and other sponsorships.

QPS incurs expenses to deliver crime and public order, and road safety services in partnership with the community. These expenses are summarised further below.

For 2014-15, QPS received income from continuing operations totalling \$2,043.1 million and incurred total expenditure from continuing operations of \$2,042.1 million. This was comprised of:

### **Income**

- appropriation revenue for services \$1,678 million
- user charges \$40.8 million
- grants and other contributions \$321.3 million (including goods and services provided below fair value from the PSBA \$310.9 million)
- other revenue \$2.9 million.

### **Expenses**

- employee expenses \$1,498 million
- supplies and services \$202.5 million
- grants and subsidies \$3.7 million
- depreciation and amortisation \$11.6 million
- impairment losses \$0.06 million
- other expenses \$326.3 million (including goods and services provided below fair value from the PSBA \$310.9 million).

QPS reported an operating surplus of \$0.996 million for 2014-15.

## ***Summary of financial position***

QPS was in a positive financial position at the end of the financial year. The total equity/net assets of QPS at the end of 2014-15 were \$106.6 million. This was comprised predominantly of:

### **Assets**

- cash and cash equivalents \$78.7 million
- trade and other receivables \$57.4 million
- inventory \$4.5 million
- other assets \$7.1 million
- intangible assets \$23.9 million
- property, plant and equipment \$38.1 million.

### **Liabilities**

- trade and other payables \$30.1 million
- accrued employee benefits \$68 million
- other current liabilities \$5 million.

There were no significant events after balance date that could be expected to impact the operating result for QPS for the year ended 30 June 2015.

## **QUEENSLAND POLICE SERVICE**

### **FINANCIAL STATEMENTS 2014-15**

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#### **General Information**

These financial statements cover the Queensland Police Service.

The Queensland Police Service is a Queensland Government Department under the *Public Service Act 2008*. The department was first established by the *Police Act of 1863*.

The department is controlled by the State of Queensland which is the ultimate parent.

The head office and principal place of business of the department is:

200 Roma Street  
Brisbane QLD 4000

A description of the nature of the department's operations and its principal activities is included in the notes to the financial statements.

For information in relation to the department's financial statements please call (07) 3364 6542 or visit the departmental internet site [www.police.qld.gov.au](http://www.police.qld.gov.au)

Amounts shown in this financial report may not add to the correct sub-totals or totals due to rounding.



**QUEENSLAND POLICE SERVICE  
STATEMENT OF COMPREHENSIVE INCOME**

**For the year ended 30 June 2015**

		<b>2015</b>	<b>2014</b>
		<b>\$'000</b>	<b>\$'000</b>
<b>Income from Continuing Operations</b>			
Departmental services revenue	2	1,678,009	1,925,179
User charges	3	40,799	61,133
Grants and other contributions	4	321,316	18,792
Other revenue	5	2,896	4,719
<b>Total Revenue</b>		<b>2,043,020</b>	<b>2,009,822</b>
<b>Gains</b>			
Gains on disposal/remeasurement of assets	6	36	1,239
<b>Total Income from Continuing Operations</b>		<b>2,043,056</b>	<b>2,011,061</b>
<b>Expenses from Continuing Operations</b>			
Employee expenses	7	1,498,007	1,582,445
Supplies and services	9	202,468	300,851
Grants and subsidies	10	3,724	5,102
Depreciation and amortisation	11	11,551	97,336
Impairment losses	12	60	(428)
Revaluation decrement		-	784
Other expenses	13	326,252	24,115
<b>Total Expenses from Continuing Operations</b>		<b>2,042,061</b>	<b>2,010,205</b>
<b>Operating Result from Continuing Operations</b>		<b>996</b>	<b>856</b>
<b>Other Comprehensive Income</b>			
<u>Items that will not be reclassified subsequently to Operating Result:</u>			
Increase (decrease) in asset revaluation surplus*	26	381	(25,211)
<b>Total items that will not be reclassified subsequently to Operating Result</b>		<b>381</b>	<b>(25,211)</b>
<b>Total Other Comprehensive Income</b>		<b>381</b>	<b>(25,211)</b>
<b>Total Comprehensive Income</b>		<b>1,377</b>	<b>(24,355)</b>

\* This amount represents an increase or decrease in the asset revaluation surplus as a result of revaluations and is not part of the department's operating result.

*The accompanying notes form part of these statements.*

**QUEENSLAND POLICE SERVICE  
STATEMENT OF FINANCIAL POSITION  
As at 30 June 2015**

	Notes	2015 \$'000	2014 \$'000
<b>Current Assets</b>			
Cash and cash equivalents	14	78,682	86,553
Receivables	15	57,445	76,408
Inventories	16	4,537	4,475
Other current assets	17	7,130	15,281
		<u>147,794</u>	<u>182,717</u>
Non-current assets classified as held for sale	18	-	4,123
<b>Total Current Assets</b>		<u>147,794</u>	<u>186,840</u>
<b>Non-Current Assets</b>			
Intangible assets	19	23,927	61,182
Property, plant and equipment	20	38,123	1,683,298
		<u>62,050</u>	<u>1,744,480</u>
<b>Total Non-Current Assets</b>		<u>62,050</u>	<u>1,744,480</u>
<b>Total Assets</b>		<u>209,844</u>	<u>1,931,320</u>
<b>Current Liabilities</b>			
Payables	21	30,104	64,987
Accrued employee benefits	22	68,084	68,295
Other current liabilities	23	5,054	14,331
		<u>103,242</u>	<u>147,613</u>
<b>Total Current Liabilities</b>		<u>103,242</u>	<u>147,613</u>
<b>Total Liabilities</b>		<u>103,242</u>	<u>147,613</u>
<b>Net Assets</b>		<u>106,602</u>	<u>1,783,707</u>
<b>Equity</b>			
Contributed equity		-	670,995
Accumulated surplus		106,221	403,847
Asset revaluation surplus	26	381	708,865
		<u>106,602</u>	<u>1,783,707</u>
<b>Total Equity</b>		<u>106,602</u>	<u>1,783,707</u>

*The accompanying notes form part of these statements.*

**QUEENSLAND POLICE SERVICE  
STATEMENT OF CHANGES IN EQUITY  
For the year ended 30 June 2015**

	Contributed Equity	Accumulated Surplus	Asset Revaluation Surplus (Note 26)	TOTAL
<b>Balance as at 1 July 2013</b>	721,060	396,349	734,076	1,851,485
Operating result from continuing operations	-	856	-	856
<i>Other Comprehensive Income</i>				
- Increase (decrease) in asset revaluation surplus	-	-	(25,211)	(25,211)
<i>Total Comprehensive Income for the Year</i>	-	856	(25,211)	(24,355)
<i>Transactions with Owners as Owners:</i>				
- Appropriated equity injections (Note 2)	(30,265)	-	-	(30,265)
- Net transfers in/(out) (transferred via machinery-of-Government change)	(19,800)	6,642	-	(13,158)
<i>Net Transactions with Owners as Owners</i>	(50,065)	6,642	-	(43,423)
<b>Balance as at 30 June 2014</b>	<b>670,995</b>	<b>403,847</b>	<b>708,865</b>	<b>1,783,707</b>
<b>Balance as at 1 July 2014</b>	670,995	403,847	708,865	1,783,707
Operating result from continuing operations	-	996	-	996
<i>Other Comprehensive Income</i>				
- Increase (decrease) in asset revaluation surplus	-	-	381	381
<i>Total Comprehensive Income for the Year</i>	-	996	381	1,377
<i>Transactions with Owners as Owners:</i>				
- Appropriated equity injections (Note 2)	(578,528)	-	-	(578,528)
- Net transfers in/(out) (transferred via machinery-of-Government change)	7,095	-	-	7,095
- Net transfers in/(out) from restructuring	(99,562)	(298,622)	(708,865)	(1,107,049)
<i>Net Transactions with Owners as Owners</i>	(670,995)	(298,622)	(708,865)	(1,678,482)
<b>Balance as at 30 June 2015</b>	<b>-</b>	<b>106,221</b>	<b>381</b>	<b>106,602</b>

*The accompanying notes form part of these statements.*

**QUEENSLAND POLICE SERVICE  
STATEMENT OF CASH FLOWS  
For the year ended 30 June 2015**

	Notes	2015 \$'000	2014 \$'000
<b>Cash flows from operating activities</b>			
<i>Inflows:</i>			
Departmental services receipts		1,659,503	1,961,502
User charges		44,306	58,770
Grants and other contributions		4,393	9,248
GST input tax credits from ATO		24,062	34,954
GST collected from customers		7,705	8,731
Interest receipts		524	358
Other		10,361	2,986
<i>Outflows:</i>			
Employee expenses		(1,500,466)	(1,566,751)
Supplies and services		(212,462)	(297,923)
Grants and subsidies		(3,724)	(4,015)
GST paid to suppliers		(23,822)	(40,733)
GST remitted to ATO		(6,657)	(10,330)
Other		(9,210)	(21,831)
<b>Net cash provided by (used in) operating activities</b>	24	<b><u>(5,487)</u></b>	<b><u>134,966</u></b>
<b>Cash flows from investing activities</b>			
<i>Inflows:</i>			
Sales of property, plant and equipment		1,205	12,420
<i>Outflows:</i>			
Payments for property, plant and equipment		(7,981)	(67,538)
Payments for intangibles		(1,623)	(610)
<b>Net cash provided by (used in) investing activities</b>		<b><u>(8,399)</u></b>	<b><u>(55,728)</u></b>
<b>Cash flows from financing activities</b>			
<i>Inflows:</i>			
Equity injections		10,585	24,086
<i>Outflows:</i>			
Equity withdrawals		(1,612)	(54,351)
<b>Net cash provided by (used in) financing activities</b>		<b><u>8,973</u></b>	<b><u>(30,265)</u></b>
Net increase (decrease) in cash and cash equivalents		(4,913)	48,973
Adjustment due to machinery-of-Government change		(2,958)	-
Cash and cash equivalents at beginning of financial year		86,553	37,580
<b>Cash and cash equivalents at end of financial year</b>	14	<b><u><u>78,682</u></u></b>	<b><u><u>86,553</u></u></b>

*The accompanying notes form part of these statements.*

**QUEENSLAND POLICE SERVICE**  
**STATEMENT OF COMPREHENSIVE INCOME BY MAJOR DEPARTMENTAL SERVICES**  
**For the year ended 30 June 2015**

	Crime and Public Order**		Road Safety**		Total	
	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000
<b>Income from Continuing Operations *</b>						
Appropriation Revenue	1,340,729	1,574,339	337,280	350,840	1,678,009	1,925,179
User charges and fees	32,598	34,781	8,201	26,352	40,799	61,133
Grants and other contributions	256,731	14,666	64,585	4,126	321,316	18,792
Other revenues	2,314	4,007	582	712	2,896	4,719
	<u>1,632,373</u>	<u>1,627,792</u>	<u>410,647</u>	<u>382,030</u>	<u>2,043,020</u>	<u>2,009,822</u>
<b>Gains</b>						
Gain on sale/revaluation of assets	29	997	7	242	36	1,239
<b>Total Income from Continuing Operations</b>	<b>1,632,402</b>	<b>1,628,789</b>	<b>410,654</b>	<b>382,272</b>	<b>2,043,056</b>	<b>2,011,061</b>
<b>Expenses from Continuing Operations *</b>						
Employee expenses	1,196,908	1,278,029	301,099	304,417	1,498,007	1,582,445
Supplies and services	161,772	243,269	40,696	57,582	202,468	300,851
Grants and subsidies	2,975	4,124	749	978	3,724	5,102
Depreciation and amortisation	9,229	78,140	2,322	19,196	11,551	97,336
Impairment losses	48	356	12	-	60	356
Other expenses	260,675	21,930	65,577	2,185	326,252	24,115
<b>Total Expenses</b>	<b>1,631,607</b>	<b>1,624,875</b>	<b>410,454</b>	<b>385,330</b>	<b>2,042,061</b>	<b>2,010,205</b>
<b>Net (Surplus)/Deficit</b>	<b>796</b>	<b>3,914</b>	<b>200</b>	<b>(3,058)</b>	<b>996</b>	<b>856</b>
<b>Other Comprehensive Income</b>						
Increase (decrease) in asset revaluation surplus	304	(20,242)	77	(4,969)	381	(25,211)
<b>Total Other Comprehensive Income</b>	<b>304</b>	<b>(20,242)</b>	<b>77</b>	<b>(4,969)</b>	<b>381</b>	<b>(25,211)</b>
<b>Total Comprehensive Income</b>	<b>1,100</b>	<b>(16,329)</b>	<b>277</b>	<b>(8,026)</b>	<b>1,377</b>	<b>(24,355)</b>
<i>* Allocation of income and expenses to service delivery support (disclosure only):</i>						
Income	319,623	335,929	80,406	79,379	400,029	415,308
Expenses	319,514	335,786	80,378	79,345	399,893	415,131

\*\* The Department has systems in place to allocate income and expenses by departmental service. Crime and Public Order includes service standards related to personal safety, property security and public order and safety. Road Safety includes service standards related to traffic policing.

**QUEENSLAND POLICE SERVICE**  
**STATEMENT OF ASSETS AND LIABILITIES BY MAJOR DEPARTMENTAL SERVICES**  
**For the year ended 30 June 2015**

	Crime and Public Order**		Road Safety**		Total	
	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000
<b>Current Assets</b>						
Cash and cash equivalents	62,867	70,781	15,815	15,772	78,682	86,553
Receivables	45,899	61,867	11,546	14,541	57,445	76,408
Inventories	3,625	3,619	912	856	4,537	4,475
Other current assets	5,697	12,373	1,433	2,908	7,130	15,281
	<b>118,087</b>	<b>148,640</b>	<b>29,707</b>	<b>34,077</b>	<b>147,794</b>	<b>182,717</b>
Non-current assets classified as held for sale	-	3,331	-	792	-	4,123
<b>Total Current Assets</b>	<b>118,087</b>	<b>151,971</b>	<b>29,707</b>	<b>34,869</b>	<b>147,794</b>	<b>186,840</b>
<b>Non Current Assets</b>						
Intangible assets	19,118	49,116	4,809	12,066	23,927	61,182
Property, plant and equipment	30,460	1,351,334	7,663	331,964	38,123	1,683,298
<b>Total Non Current Assets</b>	<b>49,578</b>	<b>1,400,450</b>	<b>12,472</b>	<b>344,030</b>	<b>62,050</b>	<b>1,744,480</b>
<b>Total Assets</b>	<b>167,665</b>	<b>1,552,421</b>	<b>42,179</b>	<b>378,899</b>	<b>209,844</b>	<b>1,931,320</b>
<b>Current Liabilities</b>						
Payables	24,053	53,457	6,051	11,530	30,104	64,987
Accrued employee benefits	54,399	55,176	13,685	13,119	68,084	68,295
Other current liabilities	4,038	10,556	1,016	3,775	5,054	14,331
<b>Total Current Liabilities</b>	<b>82,490</b>	<b>119,189</b>	<b>20,752</b>	<b>28,424</b>	<b>103,242</b>	<b>147,613</b>
<b>Total Liabilities</b>	<b>82,490</b>	<b>119,189</b>	<b>20,752</b>	<b>28,424</b>	<b>103,242</b>	<b>147,613</b>

\*\* The Department has systems in place to allocate assets and liabilities by departmental service. Crime and Public Order includes service standards related to personal safety, property security and public order and safety. Road Safety includes service standards related to traffic policing.



**QUEENSLAND POLICE SERVICE**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2014-15**

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**QUEENSLAND POLICE SERVICE**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2014-15**  
**For the year ended 30 June 2015**

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**Objectives and Principal Activities of the Department**

The Queensland Police Service is a Queensland Government department responsible for preserving peace and good order in all areas of Queensland, preventing and detecting crime, protecting the Queensland community, upholding the law, administering the law fairly and efficiently and bringing offenders to justice.

The department is funded for the departmental services it delivers principally by parliamentary appropriations. The department also cost recovers on a fee for service basis for special services including:

- heavy vehicle road escorts;
- traffic control at road works; and
- additional policing services at large sporting, entertainment and public events.

**1. Summary of Significant Accounting Policies**

**(a) Statement of Compliance**

The department has prepared these financial statements in compliance with section 42 of the *Financial and Performance Management Standard 2009*.

These financial statements are general purpose financial statements and have been prepared on an accrual basis in accordance with Australian Accounting Standards and Interpretations. In addition, the financial statements comply with Queensland Treasury's Minimum Reporting Requirements for the year ending 30 June 2015 and other authoritative pronouncements.

**(b) The Reporting Entity**

The department has no controlled entities and is a non-for profit department. Unless otherwise stated, the financial statements have been prepared in accordance with the historical cost convention.

The major departmental services undertaken by the department are disclosed in Note 1(y).

**(c) Administered Transactions and Balances**

The department administers, but does not control, certain resources on behalf of the Government. In doing so, it has responsibility and is accountable for administering related transactions and items, but does not have the discretion to deploy the resources for the achievement of the department's objectives.

Administered transactions and balances are disclosed in Note 30. These transactions and balances are not significant in comparison to the department's overall financial performance/financial position.

**(d) Trust/Agency Transactions and Balances**

The department undertakes certain trustee transactions and maintains related balances on behalf of various parties and also performs certain agency transactions.

As the department acts only in a custodial role in respect of these transactions and balances, they are not recognised in the financial statements, but are disclosed in Note 32.

**QUEENSLAND POLICE SERVICE**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2014-15**  
**For the year ended 30 June 2015**

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**(e) Departmental Services Revenue/Administered Revenue**

QPS recognises appropriation revenue when received or receivable under the *Appropriation Act 2014 (Qld)*.

**(f) User Charges, Taxes, Fees and Fines**

User charges and fees controlled by the department are recognised as revenues when the revenue has been earned and can be measured reliably with a sufficient degree of certainty. User charges and fees are controlled by the department where they can be utilised for the achievement of departmental objectives.

Taxes, fees and fines collected, but not controlled, by the department are reported as administered revenue. Refer to Note 30.

**(g) Grants and Contributions**

Grants, contributions, donations and gifts that are non-reciprocal in nature are recognised as revenue in the year in which the department obtains control over them (control is generally obtained at the time of receipt). Where grants are received that are reciprocal in nature, revenue is recognised over the term of the funding arrangements as it is earned.

Contributed assets are recognised at their fair value. Contributions of services are recognised only when a fair value can be determined reliably and the services would be purchased if they had not been donated. Where this is the case an equal amount is recognised as revenue and an expense.

**(h) Special Payments**

Special payments include ex gratia expenditure and other expenditure that the department is not contractually or legally obligated to make to other parties.

The total of all special payments is disclosed separately within Other Expenses (Note 13). However, descriptions of the nature of special payments are only provided for special payments greater than \$5,000.

**(i) Cash and Cash Equivalents**

For the purposes of the Statement of Financial Position and the Statement of Cash Flows, cash assets include cash on hand, all cash and cheques receipted but not banked at 30 June as well as deposits at call with financial institutions.

**(j) Receivables**

Trade debtors are recognised at the amounts due at the time of sale or service delivery i.e. the agreed purchase/contract price. The department's standard settlement terms is 30 days from invoice date.

The collectability of receivables is assessed periodically with allowance being made for impairment. All known bad debts were written-off as at 30 June. Increases in the provision for impairment loss are based on loss events as disclosed in Note 29(c).

Other receivables generally arise from transactions outside the usual operating activities of the department and are recognised at their assessed values.

**QUEENSLAND POLICE SERVICE**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2014-15**  
**For the year ended 30 June 2015**

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**(k) Inventories**

Inventories held for distribution are valued at cost.

Cost is assigned on a weighted average basis and includes expenditure incurred in acquiring the inventories and bringing them to their existing condition, except for training costs which are expensed as incurred.

**(l) Non-Current Assets Classified as Held for Sale**

Non-current assets held for sale consist of those assets that management has determined are available for immediate sale in their present condition, for which their sale is highly probable within the next twelve months.

Non-current assets held for sale are measured at the lower of the asset's carrying amount and fair value less costs to sell. These assets are not depreciated while held for sale.

**(m) Acquisitions of Assets**

Actual cost is used for the initial recording of all non-current physical and intangible asset acquisitions. Actual cost is determined as the value provided as consideration plus costs incidental to the acquisition and costs incurred in getting the asset ready for use.

Where assets are received free of charge from another Queensland Government department (whether as a result of a machinery-of-Government change or other involuntary transfer), the acquisition cost is recognised as the gross carrying amount in the accounts of the transferor immediately prior to the transfer together with any accumulated depreciation.

Assets acquired at no cost or for nominal consideration, other than from an involuntary transfer from another Queensland Government entity, are recognised at their fair value at date of acquisition in accordance with AASB 116 *Property, Plant and Equipment*.

**(n) Property, Plant and Equipment Thresholds**

Items of property, plant and equipment, with a cost or other value equal to or in excess of the following thresholds are recognised for financial reporting purposes in the year of acquisition:

Buildings	\$10,000
Infrastructure	\$10,000
Land	\$1
Major Plant and Equipment	\$5,000
Plant and Equipment	\$5,000
Heritage & Cultural	\$5,000

Items purchased or acquired for a lesser value are expensed in the year of acquisition.

Land improvements undertaken by the department are included with buildings.

**QUEENSLAND POLICE SERVICE**  
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**For the year ended 30 June 2015**

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**(o) Amortisation and Depreciation of Intangibles and Property, Plant and Equipment**

Land is not depreciated as it has an unlimited useful life.

All intangible assets are amortised on a straight line basis.

Property, plant and equipment is depreciated on a straight-line basis less its estimated residual value, progressively over its estimated useful life to the department.

Assets under construction (work-in-progress) are not depreciated until they reach service delivery capacity. Service delivery capacity relates to when construction is complete and the asset is first put to use or is installed ready for use in accordance with its intended application. These assets are then reclassified to the relevant asset classes within property, plant and equipment.

Where assets have separately identifiable components that are subject to regular replacement, these components are assigned useful lives distinct from the asset to which they relate and are depreciated accordingly.

Any expenditure that increases the originally assessed capacity or service potential of an asset is capitalised and the new depreciable amount is depreciated over the remaining useful life of the asset to the department.

For each class of depreciable asset the following depreciation and amortisation rates are used:

<b>Class</b>	<b>Rate (%)</b>
Buildings	2% to 3%
Major Plant and Equipment	4% to 10%*
Plant and Equipment	2.5% to 50%
Heritage and Cultural Assets	1%
Intangible Assets	8% to 20%

\* Aircraft are classified as major plant and equipment.

**(p) Revaluations of Non-Current Physical and Intangible Assets**

Buildings, major plant and equipment and heritage and cultural assets are measured at fair value in accordance with AASB 116 *Property, Plant and Equipment*, AASB 13 *Fair Value Measurement* and Queensland Treasury's *Non-Current Asset Policies for the Queensland Public Sector*.

All other non-current assets, principally plant and equipment and intangible assets, are measured at cost in accordance with the Non-Current Asset Policies.

Non-current physical assets are measured at fair value and revalued on an annual basis by appraisals undertaken by an independent professional valuer. Major plant and equipment assets such as aircraft are independently revalued on an annual basis.

Details of how fair value was determined as at 30 June 2015 are reported in Note 20.

**QUEENSLAND POLICE SERVICE**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2014-15**  
**For the year ended 30 June 2015**

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**(p) (cont'd)**

On revaluation, accumulated depreciation is restated proportionately with the change in the carrying amount of the asset and any change in the estimate of the asset's remaining useful life.

Materiality concepts (according to the *Framework for the Preparation and Presentation of Financial Statements*) are considered in determining whether the difference between the carrying amount and the fair value of an asset is material (in which case revaluation is warranted).

Separately identified components of assets are measured on the same basis as the assets to which they relate.

**(q) Fair Value Measurement**

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date under current market conditions (i.e. an exit price).

Fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use.

All assets and liabilities of the department for which fair value is measured or disclosed in the financial statements are categorised within the following fair value hierarchy, based on the data and assumptions used in the most recent specific appraisals:

Level 1 - represents fair value measurements that reflect unadjusted quoted market prices in active markets for identical assets and liabilities;

Level 2 - represents fair value measurements that are substantially derived from inputs (other than quoted prices included within level 1) that are observable, either directly or indirectly; and

Level 3 - represents fair value measurements that are substantially derived from unobservable inputs.

None of the department's valuations of assets or liabilities are eligible for categorisation into level 1 of the fair value hierarchy. There were no transfers of assets between fair value hierarchy levels during the period.

More specific fair value information about the department's Property, Plant and Equipment is outlined in Note 20.

**(r) Intangibles**

Intangible assets with a cost or other value equal to or greater than \$100,000 are recognised in the financial statements. Items with a lesser value are expensed. Each intangible asset, less any anticipated residual value, is amortised over its estimated useful life to the department. The residual value is zero for all the department's intangible assets.

It has been determined that there is not an active market for any of the department's intangible assets. As such, the assets are recognised and carried at cost less accumulated amortisation and accumulated impairment losses.

No intangible assets have been classified as held for sale or form part of a disposal group of assets held for sale.



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**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2014-15**  
**For the year ended 30 June 2015**

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**(r) (cont'd)**

*Purchased Software*

The purchase cost of software equal to or above the intangible asset threshold has been capitalised and is being amortised on a straight-line basis over the period of the expected benefit to the department.

*Internally Generated Software*

Expenditure on research activities relating to internally-generated intangible assets is recognised as an expense in the period in which it is incurred.

Costs associated with the development of computer software classed as intangible assets have been capitalised and are amortised on a straight-line basis over the period of expected benefit to the department.

**(s) Impairment of Non-Current Assets**

All non-current physical and intangible assets are assessed for indicators of impairment on an annual basis.

An impairment loss, if applicable, is recognised immediately in the Statement of Comprehensive Income, unless the asset is measured at a revalued amount. When the asset is measured at a revalued amount, the impairment loss is offset against the asset revaluation surplus of the relevant class to the extent available.

**(t) Leases**

A distinction is made in the financial statements between finance leases that effectively transfer from the lessor to the lessee substantially all risks and benefits incidental to ownership, and operating leases, under which the lessor retains substantially all risks and benefits.

There were no finance leases held by the department as at 30 June 2015.

Operating lease payments are representative of the pattern of benefits derived from the leased assets and are expensed in the periods in which they are incurred.

**(u) Payables**

Trade creditors are recognised upon receipt of the goods or services ordered and are measured at the nominal amount i.e. agreed purchase/contract price, gross of applicable trade and other discounts. Amounts owing are unsecured and are generally settled on 30 day terms.

**(v) Financial Instruments**

*Recognition*

Financial assets and financial liabilities are recognised in the Statement of Financial Position when the department becomes party to the contractual provisions of the financial instrument.

*Classification*

Financial instruments are classified and measured as follows:

- Cash and cash equivalents - held at fair value through profit or loss
- Receivables - held at amortised cost
- Payables - held at amortised cost

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**For the year ended 30 June 2015**

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**(v) (cont'd)**

The department has not entered into transactions for speculative purposes, nor for hedging in 2014-15. Apart from cash and cash equivalents, the department holds no financial assets classified at fair value through profit or loss.

All other disclosures relating to the measurement and financial risk management of financial instruments held by the department are included in Note 29.

**(w) Employee Benefits**

Employee benefits comprise employer superannuation contributions, annual leave levies and long service leave levies.

Workers' compensation insurance is not included as part of an employee's total remuneration package but is recognised separately as employee related expenses.

The department became exempt from payroll tax in Queensland from 1 July 2014.

*Wages, Salaries and Sick Leave*

Wages and salaries due but unpaid at reporting date are recognised in the Statement of Financial Position at the current salary rates.

For unpaid entitlements expected to be paid within 12 months of reporting date, the liabilities are recognised at their undiscounted values.

As sick leave is non-vesting, an expense is recognised for this leave as it is taken.

*Annual Leave and Long Service Leave*

The department is a member of the Queensland Government's Annual Leave Central Scheme (ALCS). A levy is payable to cover the cost of employees' annual leave (including leave loading and on-costs) and long service leave. Amounts paid to employees for annual leave and long service leave are claimed from the scheme quarterly in arrears.

*Superannuation*

Employer superannuation contributions are paid to QSuper, the superannuation scheme for Queensland Government employees, at rates determined by the Treasurer on the advice of the State Actuary. Contributions are expensed in the period in which they are paid or payable.

The QSuper scheme has defined benefit and defined contribution categories. The liability for defined benefits is held on a whole-of-government basis and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

*Key Executive Management Personnel and Remuneration*

Key executive management personnel and remuneration disclosures are made in accordance with section 5 of the Financial Reporting Requirements for Queensland Government Agencies issued by Queensland Treasury. Refer to Note 8 for the disclosures on key executive management personnel and remuneration.

**QUEENSLAND POLICE SERVICE**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2014-15**  
**For the year ended 30 June 2015**

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**(x) Allocation of Revenues and Expenses from Ordinary Activities to Corporate Services**

The department discloses income and expenses attributable to service delivery support in the Statement of Comprehensive Income by Major Departmental Services.

Direct expenses are fully allocated to the relevant major departmental service. However indirect expenses are reported as service delivery support and are allocated to major departmental services based on the results of a state-wide activity survey. Income is distributed based on the allocation of expenses.

The expenses attributable to service delivery support includes information and technology costs, property and transport related operating and maintenance costs, Queensland Shared Services charges and other support costs.

**(y) Major Departmental Services of the Department**

The identity and purpose of the major departmental services undertaken by the department during the year are as follows:

***Crime and Public Order***

Crime and Public Order services:

- protect personal safety and prevent and detect related offences including homicide, assault, sexual assault and robbery
- protect property and prevent and detect related offences including unlawful entry, other property damage, motor vehicle theft, and other theft (excluding unlawful entry)
- maintain public order and safety during major events and natural disasters - from planning to recovery; address public space enjoyment, street and nuisance offences, and liquor licensing issues; and environmental design to reduce crime including alcohol fuelled violence.

***Road Safety***

Road safety services enforce traffic law and reduce road trauma including through the prevention and detection of speeding, red light offences, driving under the influence of alcohol or drugs, driving while fatigued and not wearing seatbelts.

**(z) Insurance**

The majority of the department's non-current physical assets and other risks are insured through the Queensland Government Insurance Fund (QGIF), premiums being paid on a risk assessment basis. The department privately insures its Air-wing pilots where applicable.

In addition, the department pays premiums to WorkCover Queensland in respect of its obligations for employee compensation.

**(aa) Other Presentation Matters**

Amounts included in the financial statements are in Australian dollars and have been rounded to the nearest \$1,000 or, where that amount is \$500 or less, to zero, unless disclosure of the full amount is specifically required.

Comparative information has been restated where necessary to be consistent with disclosures in the current reporting period.

**QUEENSLAND POLICE SERVICE**  
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In addition, the classification of 'Services received at below fair value' was reviewed during 2014-15, with the comparative figures being restated. Further information on this can be found in note 9 (Supplies and Services) and note 13 (Other Expenses).

The reporting period covered by these financial statements is 1 July 2014 to 30 June 2015.

**(ab) Contributed Equity**

Non-reciprocal transfers of assets and liabilities between wholly-owned Queensland State Public Sector entities as a result of machinery-of-Government changes are adjusted to Contributed Equity in accordance with Interpretation 1038 *Contributions by Owners Made to Wholly-Owned Public Sector Entities*. Appropriations for equity adjustments are similarly designated.

**(ac) Taxation**

The department is a State body as defined under the *Income Tax Assessment Act 1936* and is exempt from Commonwealth taxation with the exception of Fringe Benefits Tax (FBT) and Goods and Services Tax (GST). GST credits receivable and GST payable to the Australian Tax Office (ATO) are recognised and disclosed in Note 15.

**(ad) Issuance of Financial Statements**

The financial statements are authorised for issue by the Commissioner of Police (as Accountable Officer) and the Chief Finance Officer at the date of signing the Management Certificate.

**(ae) Accounting Estimates and Judgements**

The preparation of financial statements necessarily requires the determination and use of certain accounting estimates, assumptions, and management judgements that have the potential to cause a material adjustment to the carrying amounts of assets and liabilities within the next financial year. Such estimates, judgements and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in future periods as relevant.

Estimates and assumptions that have a potential significant effect on the financial statements are outlined in the following financial statement notes:

Valuation of Property, Plant and Equipment - Note 20

Contingencies - Note 28

Depreciation and Amortisation - Note 11

**(af) Services Received Free of Charge or for Nominal Value**

Contributions of services are recognised only if the services would have been purchased if they had not been donated and their fair value can be measured reliably. Where this is the case, an equal amount is recognised as revenue and an expense.

**QUEENSLAND POLICE SERVICE**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2014-15**  
**For the year ended 30 June 2015**

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**(ag) Machinery of Government changes**

As a result of the *Public Service Departmental Arrangements Notice (No.1) 2014*, effective 1 July 2014, functions of the Queensland Police Service responsible for providing corporate, business services and education and training services was transferred to the Public Safety Business Agency (PSBA). The PSBA has continued to provide these services to the Queensland Police Service from this date.

As agreed between the Commissioner for the Queensland Police Service and the Chief Executive Officer for the Public Safety Business Agency as a result of this machinery-of-Government (moG) change the following assets and liabilities were transferred out of the Queensland Police Service effective 1 July 2014.

	<b>2015</b>
	<b>\$'000</b>
<b>Assets</b>	
Cash	11,910
Receivables	3,728
Inventories	217
Other current assets	10,820
Non-financial assets held for sale	3,002
Intangibles	34,150
Property, plant and equipment	1,640,986
<b>Total assets</b>	<b><u>1,704,814</u></b>
<b>Liabilities</b>	
Payables	15,611
Other current liabilities	6
<b>Total liabilities</b>	<b><u>15,617</u></b>
<b>Net assets</b>	<b><u>1,689,196</u></b>

This resulted in \$1,689M in net assets being transferred to the Public Safety Business Agency.

The cash balance has been calculated on the basis of funding the total of the current payables (less receivables) balances and petty cash imprest accounts as at moG date.

**(ah) New and Revised Accounting Standards**

The department did not voluntarily change any of its accounting policies during 2014-15. The Australian Accounting Standard changes applicable for the first time as from 2014-15 that have had a significant impact on the department's financial statements are those arising from AASB 1055 *Budgetary Reporting*, as included in note 34.

At the date of authorisation of the financial report, all Australian accounting standards and interpretations with future commencement dates are either not applicable or have no material impact on the department.

**QUEENSLAND POLICE SERVICE**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2014-15**  
**For the year ended 30 June 2015**

	<b>2015</b>	<b>2014</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>2. Reconciliation of Payments from Consolidated Fund to Departmental Services Revenue Recognised in Statement of Comprehensive Income</b>		
Budgeted appropriation revenue	1,704,904	1,923,604
Transfers from/(to) other headings	-	24,202
Unforeseen expenditure	-	13,696
Lapsed appropriation revenue	(45,401)	-
<b>Total appropriation receipts</b>	<b>1,659,503</b>	<b>1,961,502</b>
Less: Opening balance of Departmental services revenue receivable	-	(22,135)
Plus: Closing balance of Departmental services revenue receivable	4,318	-
Plus: Opening balance of Departmental services revenue payable	14,188	-
Less: Closing balance of Departmental services revenue payable	-	(14,188)
<b>Appropriation revenue recognised in Statement of Comprehensive Income</b>	<b>1,678,009</b>	<b>1,925,179</b>
<b>Reconciliation of Payments from Consolidated Fund to Equity Adjustment Recognised in Contributed Equity</b>		
Budgeted equity adjustment appropriation	6,157	(3,369)
Transfers from/(to) other headings	(583,183)	(26,896)
Lapsed equity adjustment	-	-
Unforeseen expenditure	2,816	-
<b>Equity adjustment receipts (payments)</b>	<b>(574,210)</b>	<b>(30,265)</b>
Less: Opening balance of equity adjustment receivable	-	-
Plus: Closing balance of equity adjustment receivable	(4,318)	-
Plus: Opening balance of equity withdrawal payable	-	-
Less: Closing balance of equity withdrawal payable	-	-
<b>Equity Adjustment Recognised In Contributed Equity</b>	<b>(578,528)</b>	<b>(30,265)</b>
<b>3. User Charges</b>		
Special services	26,952	36,534
Incident reporting	1,233	1,233
Rental of government property	145	223
Sale of goods and services	12,368	12,380
Network user charges	101	10,764
<b>Total</b>	<b>40,799</b>	<b>61,133</b>
<b>4. Grants and Other Contributions</b>		
Grants*	4,292	8,641
Industry contributions	103	442
Services received at below fair value**	316,921	9,709
<b>Total</b>	<b>321,316</b>	<b>18,792</b>

\* Included in 2014-15 Grants are Natural Disaster Relief and Recovery Arrangements Assistance (\$1.657M), CrimTrac National Police Competency Standards Funding (\$947K), National Standards Commission Funding (\$251K), and Police Diversion Program (\$132K).

\*\* Included in the 2014-15 Services received at below fair value is \$310.865M representing Public Safety Business Agency services provided to the Queensland Police Service.



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	<b>2015</b>	<b>2014</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>5. Other Revenue</b>		
Interest	531	366
Taxes, fees and fines	86	74
Insurance compensation - QGIF and other	261	928
Sale of plant and equipment (non assets)	22	92
General Recoveries	1,151	1,006
Recognition of post capitalised assets	-	1,286
FBT Employee Contributions	497	582
Restitution	283	332
Other	65	53
<b>Total</b>	<b><u>2,896</u></b>	<b><u>4,719</u></b>
<b>6. Gains on Disposal/Remeasurement of Assets</b>		
Gain on sale of property, plant and equipment	36	1,239
<b>Total</b>	<b><u>36</u></b>	<b><u>1,239</u></b>
<b>7. Employee Expenses</b>		
<b>Employee Benefits</b>		
Wages and salaries	1,146,174	1,131,280
Employer superannuation contributions*	171,661	172,248
Long service leave levy*	26,147	26,338
Annual leave levy*	135,764	150,241
Voluntary redundancy payments	7	1,537
Other employee benefits	6,445	6,504
<b>Employee Related Expenses</b>		
Payroll tax*	159	69,072
Workers compensation premium*	11,650	25,225
<b>Total</b>	<b><u>1,498,007</u></b>	<b><u>1,582,445</u></b>

\* Refer to Note 1(w).

**Number of Employees**

The number of employees as at 30 June, including both full-time employees and part-time employees measured on a full-time equivalent basis is:

	<b>2015</b>	<b>2014</b>
Number of Employees	14,089	14,874

**QUEENSLAND POLICE SERVICE  
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2014-15**  
For the year ended 30 June 2015

**8. Key Executive Management Personnel and Remuneration**

**a) Key Executive Management Personnel**

The following details for key executive management personnel, being the members of the QPS Board of Management\* include those positions that had authority and responsibility for planning, directing and controlling the activities of the department during 2014-15. Further information on these positions can be found in the body of the Annual Report under the section relating to Executive Management.

Position	Responsibilities	Current Incumbents	
		Contract classification and appointment authority	Date appointed to position
Commissioner	The Commissioner is responsible for strategic leadership of the Queensland Police Service consistent with Government legislation and policy directions.	CEO level as agreed with the Minister and Premier. <i>Police Service Administration Act 1990</i>	Appointed 01/11/2012
Deputy Commissioner (Strategy, Policy and Performance)	The Deputy Commissioner (Strategy, Policy and Performance) is responsible for strategic leadership of the Queensland Police Service consistent with Government legislation and policy directions.	SES 4 Equivalent <i>Police Service Administration Act 1990</i>	Appointed 01/07/2013
Deputy Commissioner (Specialist Operations)	The Deputy Commissioner (Specialist Operations) is responsible for the strategic management and direction of police specialist operations throughout Queensland consistent with Government legislation and policy directions.	SES 4 Equivalent <i>Police Service Administration Act 1990</i>	Appointed 04/10/2010
Deputy Commissioner (Regional Operations)	The Deputy Commissioner (Regional Operations) is responsible for the strategic management and direction of police regional operations throughout Queensland consistent with Government legislation and policy directions.	SES 4 Equivalent <i>Police Service Administration Act 1990</i>	Appointed 01/01/2013

\* An external member was appointed to the QPS Board of Management commencing 5 June 2014. For 2014-15 the external member was remunerated at the standard government rate of \$660 per meeting.

**QUEENSLAND POLICE SERVICE  
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2014-15  
For the year ended 30 June 2015**

**Note 8 (cont'd)**

**b) Remuneration Expenses**

Remuneration policy for the department's key management personnel is set by the Queensland Public Service Commission as provided for under the *Public Service Act 2008*. The remuneration and other terms of employment (including motor vehicle entitlements) for the key management personnel are specified in employment contracts.

For the 2014-15 year, remuneration packages of key executive management personnel increased by 2.2% in accordance with government policy.

The following disclosures focus on the expenses incurred by the agency during the respective reporting periods, that is attributable to key management positions. Therefore the amounts disclosed reflect expenses recognised in the Statement of Comprehensive Income.

Remuneration packages for key executive management personnel comprise the following components:

- Short term employee benefits which include:
  - Salaries, allowances and leave entitlements earned and expensed for the entire year or for that part of the year during which the employee occupied the specified position.
  - Performance payments recognised as an expense during the year.
  - Non-monetary benefits - consisting of provision of a motor vehicle if applicable and fringe benefits tax payable on benefits received.
- Long term employee benefits include amounts expensed in respect of long service leave entitlements earned.
- Post-employment benefits include amounts expensed in respect of employer superannuation obligations.
- Termination benefits are not provided for within individual contracts of employment. Contracts of employment provide only for notice periods or payment in lieu of notice on termination, regardless of the reason for termination.
- Performance payments are not paid under the contracts in place.

**1 July 2014 - 30 June 2015**

Position (Date resigned if applicable)	Short Term Employee Benefits**		Long Term Employee Benefits*	Post Employment Benefits	Termination Benefits	Total Remuneration***
	Monetary Expenses*	Non-Monetary Benefits				
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Commissioner	453	25	10	52	-	540
Deputy Commissioner (Strategy, Policy and Performance)	252	-	5	37	-	294
Deputy Commissioner (Specialist Operations)	252	-	5	37	-	294
Deputy Commissioner (Regional Operations)	200	-	4	29	-	233
Acting Deputy Commissioner (Regional Operations) - (acting 01/07/2014 - 03/08/2014)	26	1	1	3	-	31
<b>Total Remuneration</b>	<b>1,183</b>	<b>26</b>	<b>25</b>	<b>158</b>	<b>-</b>	<b>1,392</b>

\* Calculations for the current year reflect long service leave levies and annual leave levies paid by the department as per Queensland Treasury guidelines.

\*\* Cashable benefits includes higher duty payments if applicable, allowance entitlements included in executive remuneration packages and annual leave entitlements earned.

\*\*\* The amount calculated as total remuneration includes the direct remuneration received, as well as items not directly received by senior executives, such as the movement in leave accruals and fringe benefits tax paid

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NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2014-15  
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Note 8 (cont'd)

1 July 2013 - 30 June 2014

Position (Date resigned if applicable)	Short Term Employee Benefits		Long Term Employee Benefits		Post Employment Benefits	Termination Benefits	Total Remuneration
	Monetary Expenses* \$'000	Non-Monetary Benefits \$'000	Monetary Expenses* \$'000	Non-Monetary Benefits \$'000			
Commissioner	436	30	14	67	-	548	
Deputy Commissioner (Strategy, Policy and Performance) - appointed 01/07/2013	237	6	7	36	-	287	
Deputy Commissioner (Specialist Operations)	232	-	7	36	-	275	
Deputy Commissioner (Regional Operations)	95	4	3	14	-	116	
Acting Deputy Commissioner (Regional Operations) - (acting 14/10/2013 - 30/06/2014)	146	21	5	15	-	187	
Deputy Chief Executive (Resource Management) - retired 02/12/2013	93	3	8	11	427	542	
<b>Total Remuneration</b>	<b>1,240</b>	<b>65</b>	<b>43</b>	<b>180</b>	<b>427</b>	<b>1,954</b>	

\* Monetary expenses was returned in 2013-14 from cashable benefits.

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	<b>2015</b>	<b>2014</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>9. Supplies and Services</b>		
Consultancy and contractors	4,691	12,824
Materials	38,071	47,215
Repairs and maintenance	33,994	71,041
Transfer costs	1,052	5,949
Travel	31,421	16,004
Communications	12,143	26,945
Accommodation and public utilities	16,344	17,009
Shared service provider charges	576	20,224
Equipment below asset threshold levels	9,284	16,175
Operating lease rentals and rental of premises	22,341	17,308
Crimtrac name search	7,257	7,018
Other	25,294	43,139
<b>Total</b>	<b>202,468</b>	<b>300,851</b>

During 2014-15, the department reviewed the classification of 'Services received at below fair value' previously reported as Supplies and Services. As a consequence of the department's review, approximately \$9.59M of expenses for 2013-14 has been reclassified to Other Expenses from Supplies and Services. Comparative figures for Supplies and Services have been restated accordingly.

<b>10. Grants and Subsidies</b>		
Grants – recurrent	3,538	4,716
Natural disaster payments	58	64
Subsidy payments	128	322
<b>Total</b>	<b>3,724</b>	<b>5,102</b>

<b>11. Depreciation and Amortisation</b>		
Buildings	4	37,466
Infrastructure	-	222
Plant and equipment	7,221	47,162
Heritage and cultural assets	18	1,925
Major plant and equipment	82	362
Software purchased	269	637
Software internally generated	3,957	9,562
<b>Total</b>	<b>11,551</b>	<b>97,336</b>

<b>12. Impairment Losses</b>		
Impairment losses on trade receivables	60	264
Capital work in progress	-	(692)
<b>Total</b>	<b>60</b>	<b>(428)</b>

<b>13. Other Expenses</b>		
Bad debts	17	43
Loss on disposal of non current assets	182	3,241
Audit fees*	226	312
Insurance premiums - QGIF	6,740	5,770
Insurance premiums - Other	56	84
Ex-gratia payments**	1,308	348
Property plant and equipment write off	-	1,134
Inventory write on	(484)	14
Gifts	-	5
Plaintiff damages and costs	118	1,125
Motor vehicle expenses	643	1,505
Services received at below fair value***	316,542	9,590
Other	905	942
<b>Total</b>	<b>326,252</b>	<b>24,115</b>

\* Total external audit fees paid to the Queensland Audit Office relating to the 2014-15 financial statements are estimated to be \$299K (2014: \$304K). There are no non-audit services included in this amount.

\*\* The department made ex-gratia payments to individuals in relation to the department's policing operations.

\*\*\* Included in the 2014-15 Services received at below fair value is \$310.865M representing Public Safety Business Agency services provided to the Queensland Police Service.

As explained in note 9 above, during 2014-15 the department reviewed the classification of 'Services received at below fair value' previously reported as Supplies and Services. As a consequence of the department's review, approximately \$9.59M of expenses for 2013-14 has been reclassified to Other Expenses from Supplies and Services.

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	<b>2015</b>	<b>2014</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>14. Cash and Cash Equivalents</b>		
Imprest accounts	212	236
Cash at bank	78,470	86,316
<b>Total</b>	<b>78,682</b>	<b>86,553</b>
<b>15. Receivables</b>		
<b>Current</b>		
Trade debtors	13,439	27,395
Less: Allowance for impairment loss*	(663)	(608)
	12,776	26,786
GST receivables	2,443	4,906
GST payables	(9)	(6)
	2,434	4,900
Interest	43	36
Long service leave reimbursement	5,048	5,112
Annual leave reimbursement	36,964	38,901
Loans and advances	68	16
Other receivables	112	657
	42,235	44,721
<b>Total</b>	<b>57,445</b>	<b>76,408</b>
* Refer to Note 29(c) Financial Instruments (Credit Risk Exposure) for an analysis of movements in the allowance for impairment loss.		
<b>16. Inventories</b>		
Supplies and consumables - at cost	4,537	4,475
<b>Total</b>	<b>4,537</b>	<b>4,475</b>
<b>17. Other Current Assets</b>		
Prepayments	5,496	12,816
Other	1,634	2,464
<b>Total</b>	<b>7,130</b>	<b>15,281</b>
<b>18. Non-Current Assets Classified as Held for Sale</b>		
Property plant and equipment	-	4,123
<b>Total</b>	<b>-</b>	<b>4,123</b>
<b>19. Intangible Assets</b>		
Software purchased		
At cost	1,191	5,625
Less: accumulated amortisation	(944)	(4,346)
	247	1,279
Software internally generated		
At cost	38,821	109,692
Less: accumulated amortisation	(15,141)	(51,004)
	23,680	58,688
Work in progress	-	1,215
<b>Total</b>	<b>23,927</b>	<b>61,182</b>

The department has 4 intangible assets with a written down value of zero still being used in the provision of services.

All intangible assets of the department have finite useful lives and are amortised on a straight line basis. Refer to Note 1(r).



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**19. Intangible Assets (cont'd)**

Intangibles Reconciliation	Work in Progress		Software Internally Generated		Software Purchased		Total	
	2015	2014	2015	2014	2015	2014	2015	2014
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Carrying amount at 1 July	1,215	543	58,688	66,830	1,279	1,916	61,182	69,289
Acquisitions	1,388	672	235	1,420	-	-	1,623	2,092
Transfers through machinery-of-Government Change	(2,602)	-	(31,286)	-	(764)	-	(34,652)	-
Amortisation	-	-	(3,957)	(9,562)	(269)	(637)	(4,226)	(10,199)
<b>Carrying amount at 30 June</b>	<b>-</b>	<b>1,215</b>	<b>23,680</b>	<b>58,688</b>	<b>246</b>	<b>1,279</b>	<b>23,927</b>	<b>61,182</b>

Impairment losses and reversals of impairment losses are shown as separate line items in the Statement of Comprehensive Income.

Amortisation of intangibles is included in the line item 'Depreciation and amortisation' in the Statement of Comprehensive Income.

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	<b>2015</b>	<b>2014</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>20. Property, Plant and Equipment</b>		
Land		
At fair value	-	446,989
Less: accumulated impairment losses	-	-
	<u>-</u>	<u>446,989</u>
Buildings		
At fair value	37	2,034,180
Less: accumulated depreciation	(1)	(1,064,562)
Less: accumulated impairment losses	-	(100)
	<u>36</u>	<u>969,518</u>
Infrastructure		
At fair value	-	9,260
Less: Accumulated depreciation	-	(828)
Less: Accumulated impairment losses	-	-
	<u>-</u>	<u>8,432</u>
Plant and equipment		
At cost	82,083	438,165
Less: accumulated depreciation	(47,663)	(234,338)
Less: accumulated impairment losses	-	-
	<u>34,421</u>	<u>203,827</u>
Heritage and cultural assets		
At fair value	18	84,568
Less: accumulated depreciation	-	(50,236)
Less: accumulated impairment losses	-	-
	<u>18</u>	<u>34,332</u>
Major plant and equipment		
At fair value	3,052	2,285
Less: accumulated depreciation	(1,535)	(1,077)
Less: accumulated impairment losses	-	-
	<u>1,517</u>	<u>1,208</u>
Work in progress		
At cost	2,131	53,289
Less: accumulated impairment losses	-	(34,297)
	<u>2,131</u>	<u>18,992</u>
<b>Total</b>	<b><u>38,123</u></b>	<b><u>1,683,298</u></b>

Following machinery-of-Government changes effective 1 July 2014, Queensland Police Service property, plant and equipment asset classes relating to corporate services and educational functions were transferred to the Public Safety Business Agency. The department has several minor buildings remaining which will transfer in 2015-16.

Major plant and equipment was independently revalued by Bruce A McKenzie (AVAA Practising Valuer Number: 464) of JD Dodds Plant & Machinery Valuers as at 30 June 2015. The revaluations were determined using current market values.

Plant and equipment is valued at cost in accordance with Queensland Treasury's *Non-Current Asset Accounting Policies for the Queensland Public Sector*.

The department has 1,098 items of plant and equipment with an original cost of \$18.7M that have been written down to their residual value of \$0.137M and are still being used in the provision of services. It is expected that these assets will either be replaced in the 2015-16 financial year or their useful life reassessed to reflect their remaining service potential.

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Property, Plant and Equipment Reconciliation	Land		Buildings		Major Plant and Equipment		Plant and Equipment		Heritage and Cultural		Infrastructure		Work in Progress		Total	
	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Carrying amount at 1 July	446,989	466,487	969,518	977,446	1,208	1,207	203,827	203,886	34,332	36,268	8,432	9,308	18,992	54,831	1,683,298	1,760,302
Acquisitions	-	346	-	4,298	-	308	6,608	55,782	-	64	-	-	1,006	11,555	7,614	72,352
Donations Received	-	-	-	-	-	-	370	129	-	-	-	-	-	-	370	129
Disposals	-	(167)	-	(115)	-	-	(365)	(14,170)	-	-	-	-	-	-	(365)	(14,452)
Assets reclassified as held for sale	-	(6,049)	-	-	-	-	-	(4,293)	-	-	-	-	-	-	(10,341)	(1)
Donations Made	-	-	-	(1)	-	-	-	-	-	-	-	-	-	-	-	(1)
Transfers between classes	-	-	-	37,853	-	-	-	9,716	-	(990)	-	-	-	(39,142)	-	7,548
Transfers through machinery-of-Government Change	(446,989)	-	(969,478)	-	10	(10,795)	(168,800)	(61)	(34,296)	-	(8,432)	-	(17,867)	(8,943)	(1,645,852)	(19,800)
Net revaluation increments/(decrements) (Note 26)	-	(13,628)	-	(12,498)	381	(20)	-	-	-	915	(764)	-	-	-	381	(25,994)
Impairment losses recognised in operating result (Note 12)	-	-	-	-	-	-	-	-	-	-	-	-	-	692	-	692
Depreciation/amortisation	-	-	(4)	(37,466)	(82)	(362)	(7,220)	(47,162)	(18)	(1,925)	-	(222)	-	-	(7,324)	(87,137)
<b>Carrying amount at 30 June</b>	<b>446,989</b>	<b>446,989</b>	<b>969,518</b>	<b>969,518</b>	<b>1,517</b>	<b>1,208</b>	<b>34,421</b>	<b>203,827</b>	<b>18</b>	<b>34,332</b>	<b>8,432</b>	<b>8,432</b>	<b>2,131</b>	<b>18,992</b>	<b>38,123</b>	<b>1,683,298</b>

20. Property, Plant and Equipment (cont'd)

Categorisation of Fair Values Recognised as at 30 June 2015 (refer to Note 1(q))

	Level 2 \$'000		Level 3 \$'000		Total \$'000	
	2015	2014	2015	2014	2015	2014
Land	-	-	-	446,989	-	446,989
Buildings	-	-	36	969,518	36	969,518
Heritage and Cultural Assets	-	-	18	34,332	18	34,332
Major Plant and Equipment	1,517	1,208	-	-	1,517	1,208
Infrastructure	-	-	-	8,432	-	8,432

**Level 2 Significant Valuation Inputs and Relationship to Fair Value**

Major plant and equipment including aircraft are valued using the direct comparison valuation method. Aircraft have been valued with regard to the amount considered achievable (fair market) if sold on the open market, after investigating and analysing the sale prices of similar second-hand aircraft. particular regard has been given to the aircrafts general appearance, condition and remaining time left to run on all major components.

**Level 3 Significant Valuation Inputs and Relationship to Fair Value**

Heritage and cultural assets are valued using the depreciated replacement cost method taking into account the replication cost that reflects the heritage value or quality embodied in the asset.

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	<b>2015</b>	<b>2014</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>21. Payables</b>		
Trade creditors	9,699	29,556
Other payables	20,405	35,431
<b>Total</b>	<b>30,104</b>	<b>64,987</b>
<b>22. Accrued Employee Benefits</b>		
<b>Current</b>		
Recreation leave	22	11
Wages outstanding	21,855	17,632
Long service leave levy payable	7,160	6,831
Annual leave levy payable	34,084	39,336
Other employee entitlements	4,963	4,484
<b>Total</b>	<b>68,084</b>	<b>68,295</b>
<b>23. Other Current Liabilities</b>		
<b>Current</b>		
Unearned revenue	67	14,255
Other	4,987	75
<b>Total</b>	<b>5,054</b>	<b>14,331</b>
	<b>2015</b>	<b>2014</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>24. Reconciliation of Operating Result to Net Cash from Operating Activities</b>		
Operating surplus/(deficit)	996	856
Depreciation expense	7,325	87,137
Amortisation expense	4,226	10,199
Donated assets received	(370)	(129)
Revaluation decrement	-	784
Loss on sale of property, plant and equipment	182	3,241
Gain on sale of property, plant and equipment	(36)	(1,239)
Impairment losses	60	(428)
Inventory write-offs	(484)	14
Plant and equipment write-offs	-	1,134
Change in assets and liabilities:		
(Increase)/decrease in GST input tax credits receivable	2,466	(50)
(Increase)/decrease in LSL reimbursement receivables	65	9,291
(Increase)/decrease in AL reimbursement receivables	1,937	(714)
(Increase)/decrease in trade receivables	14,010	(13,658)
(Increase)/decrease in inventories	61	(54)
(Increase)/decrease in appropriation receivable	-	22,135
(Increase)/decrease in loans and advances	(53)	(12)
(Increase)/decrease in interest receivable	(7)	(8)
(Increase)/decrease in other receivables	545	(177)
(Increase)/decrease in prepayments/other	8,151	(3,852)
Increase/(decrease) in payables	(34,883)	(8,552)
Increase/(decrease) in accrued employee benefits	(211)	10,923
Increase/(decrease) in other current liabilities	(9,276)	14,233
Increase/(decrease) in accruals	(191)	3,892
<b>Net cash from operating activities</b>	<b>(5,487)</b>	<b>134,966</b>
<b>25. Non-Cash Financing and Investing Activities</b>		

Assets and liabilities received or donated/transferred by the department and recognised as revenues and expenses are included in Notes 4 and 13.

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**26. Asset Revaluation Surplus by Class**

	Land \$'000	Buildings \$'000	Major Plant & Equipment \$'000	Heritage & Cultural Assets \$'000	Total \$'000
Balance 1 July 2014	308,722	399,042	-	1,101	708,865
Revaluation increments	-	-	381	-	381
Revaluation decrements	-	-	-	-	-
Increase/(decrease) in reserves from restructuring*	(308,722)	(399,042)	-	(1,101)	(708,865)
<b>Balance 30 June 2015</b>	<b>-</b>	<b>-</b>	<b>381</b>	<b>-</b>	<b>381</b>

	Land \$'000	Buildings \$'000	Major Plant & Equipment \$'000	Heritage & Cultural Assets \$'000	Total \$'000
Balance 1 July 2013	322,351	411,540	-	186	734,076
Revaluation increments	10,567	25,399	-	3,407	39,374
Sale of revalued assets	799	(1,424)	-	(52,622)	(53,247)
Revaluation decrements	(24,994)	(36,473)	-	50,130	(11,338)
<b>Balance 30 June 2014</b>	<b>308,722</b>	<b>399,042</b>	<b>-</b>	<b>1,101</b>	<b>708,865</b>

\* The decrease in the asset revaluation reserves for the relevant asset classes is due to the reduction in total equity as a result of the machinery-of-Government changes.

**27. Commitments for Expenditure**

**(a) Non-Cancellable Operating Lease Commitments**

Commitments under non-cancellable operating leases at reporting date are inclusive of anticipated GST and are payable as follows:

	2015 \$'000	2014 \$'000
Not later than one year	27,190	23,257
Later than one year and not later than five years	34,493	35,373
Later than five years	1,989	3,127
<b>Total</b>	<b>63,672</b>	<b>61,757</b>

Finance leases are entered into as a means of funding the acquisition of certain plant and equipment. Lease payments are generally fixed. Leases for photocopiers have a contingent rental obligation dependent on the volume of usage.

Operating leases are entered into as a means of acquiring access to office accommodation and storage facilities. Lease payments are generally fixed, but with inflation escalation clauses on which contingent rentals are determined.

The department has no financial lease commitments for the 2014-15 financial year.

**(b) Capital Expenditure Commitments**

Material classes of capital expenditure commitments inclusive of anticipated GST, contracted for at reporting date but not recognised in the accounts are payable as follows:

	Buildings* \$'000	Plant and Equipment** \$'000	Intangibles*** \$'000
<b>2015</b>			
<i>Payable:</i>			
Not later than one year	-	2,393	86
Later than one year and not later than five years	-	-	-
Later than five years	-	-	-
<b>Total</b>	<b>-</b>	<b>2,393</b>	<b>86</b>
<b>2014</b>			
<i>Payable:</i>			
Not later than one year	2,593	5,989	-
Later than one year and not later than five years	-	-	-
Later than five years	-	-	-
<b>Total</b>	<b>2,593</b>	<b>5,989</b>	<b>-</b>

\* Buildings has decreased due to transfers to the Public Safety Business Agency as a result of machinery-of-Government changes.



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**28. Contingencies**

**(a) Financial Guarantees**

The department has no guarantees or undertakings that have not been recognised in the financial statements.

**(b) Litigation in Process**

As at 30 June 2015, the following cases were filed with the respective jurisdiction naming the Queensland Police Service as the defendant:

	<b>2015</b>	<b>2014</b>
	Number	Number
Supreme Court	3	6
Magistrates Court	1	4
District Court	2	8
<b>Total cases</b>	<b>6</b>	<b>18</b>

It is not possible to make a reliable estimate of the final amount payable, if any, in respect of the litigation before the courts at this time.

The Queensland Police Service is a member of the Queensland Government Insurance Fund (QGIF). Under the QGIF, the department would be able to claim back, less a \$10K deductible, the amount paid to successful litigants.

**(c) Contingent Revenue**

The Queensland Police Service incurred extra costs in the 2014-15 year due to the impact of a severe thunderstorm event in Brisbane on 24 November 2014. The department may be able to recover funds under the Natural Disaster Relief and Recovery Arrangements (NDRRA) through the Queensland Reconstruction Authority. The recoverable amount, estimated to be up to \$28K is to be recognised as revenue in the year of receipt which is expected to be in the 2015-16 financial year.

The Queensland Police Service incurred extra costs in the 2014-15 year due to the impact of TC Marcia and SE QLD Low between 19 and 22 February 2015. The department may be able to recover funds under the Natural Disaster Relief and Recovery Arrangements (NDRRA) through the Queensland Reconstruction Authority. The recoverable amount, estimated to be up to \$487K is to be recognised as revenue in the year of receipt which is expected to be in the 2015-16 financial year.

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**29. Financial Instruments**

**(a) Categorisation of Financial Instruments**

The department has the following categories of financial assets and financial liabilities:

Category	Note	2015 \$'000	2014 \$'000
<b>Financial Assets</b>			
Cash and cash equivalents	14	78,682	86,553
Receivables	15	57,445	76,408
<b>Total</b>		<b>136,127</b>	<b>162,961</b>
<b>Financial Liabilities</b>			
Financial liabilities measured at amortised cost:			
Payables	21	30,104	64,987
<b>Total</b>		<b>30,104</b>	<b>64,987</b>

**(b) Financial Risk Management**

The Police Service's departmental activities expose it to credit risk and liquidity risk.

Financial risk management is implemented pursuant to Government and Queensland Police Service departmental policy. These policies focus on the unpredictability of financial markets and seek to minimise potential adverse effects on the financial performance of the department.

All financial risk is managed under policies approved by the department.

The department measures risk exposure using a variety of methods as follows -

Risk exposure	Measurement method
Credit risk	Ageing analysis, earnings at risk
Liquidity risk	Sensitivity analysis

**(c) Credit Risk Exposure**

Credit risk exposure refers to the situation where the department may incur a financial loss as a result of another party to a financial instrument failing to discharge their obligation.

The maximum exposure to credit risk at balance date is the gross carrying amount of each class of recognised financial assets inclusive of any provisions for impairment.

**Financial Assets**

No collateral is held as security and no credit enhancements relate to financial assets held by the department.

The department manages credit risk through the use of a credit management strategy which aims to reduce the exposure to credit default by investing in secure assets and monitoring all funds owed on a timely basis.

No financial assets and financial liabilities have been offset and presented net in the Statement of Financial Position.

The method for calculating any allowance for impairment is based on past experience, current and expected changes in economic conditions and changes in client credit ratings. The main factors affecting the current calculation for provisions are disclosed below as loss events. These economic and geographic changes form part of the department's documented risk analysis assessment in conjunction with historic experience and associated industry data.

The recognised impairment loss is \$55K for the current year. This is a decrease of \$209K from 2014 and is due to a number of events, including business units transferred to the Public Safety Business Agency as a result of the machinery of Government changes, which resulted in a significant reduction in trade debtors remaining with the Queensland Police Service.

No financial assets have had their terms renegotiated so as to prevent them from being past due or impaired, and are stated at the carrying amounts as indicated.

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29. Financial Instruments (cont'd)

Ageing of past due but not impaired as well as impaired financial assets are disclosed in the following tables:

**2015 Financial Assets Past Due But Not Impaired**

	Overdue				Total Financial	
	Less than 30 days	30-60 days	61-90 days	More than 90 days	Total	Assets
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Financial Assets</b>						
Receivables	56,269	110	66	1,000	57,445	57,445
<b>Total</b>	<b>56,269</b>	<b>110</b>	<b>66</b>	<b>1,000</b>	<b>57,445</b>	<b>57,445</b>

**2014 Financial Assets Past Due But Not Impaired**

	Overdue				Total Financial	
	Less than 30 days	30-60 days	61-90 days	More than 90 days	Total	Assets
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Financial Assets</b>						
Receivables	75,051	56	89	1,212	76,408	76,408
<b>Total</b>	<b>75,051</b>	<b>56</b>	<b>89</b>	<b>1,212</b>	<b>76,408</b>	<b>76,408</b>

**2015 Impaired Financial Assets**

	Overdue				Total Financial	
	Less than 30 days	30-60 days	61-90 days	More than 90 days	Total	Assets
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Financial Assets</b>						
Receivables (gross)	-	-	-	670	670	670
Allowance for impairment	-	-	-	663	663	663
<b>Carrying Amount</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>7</b>	<b>7</b>	<b>7</b>

**2014 Impaired Financial Assets**

	Overdue				Total Financial	
	Less than 30 days	30-60 days	61-90 days	More than 90 days	Total	Assets
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Financial Assets</b>						
Receivables (gross)	-	-	-	618	618	618
Allowance for impairment	-	-	-	608	608	608
<b>Carrying Amount</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>10</b>	<b>10</b>	<b>10</b>

	2015	2014
	\$'000	\$'000
<b>Movements in Allowance for Impairment</b>		
Balance at 1 July	608	344
Increase/decrease in allowance recognised in operating result	55	264
Balance at 30 June	<b>663</b>	<b>608</b>

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29. Financial Instruments (cont'd)

**(d) Liquidity Risk**

Liquidity risk refers to the situation where the department may encounter difficulty in meeting obligations associated with financial liabilities that are settled by cash or another financial asset.

The department is exposed to liquidity risk in respect of its payables.

The department manages liquidity risk through the use of a liquidity management strategy which aims to reduce the exposure to liquidity risk by ensuring the department has sufficient funds available to meet employee and supplier obligations as they fall due. This is achieved by ensuring that minimum levels of cash are held within the various bank accounts so as to match the expected duration of the various employee and supplier liabilities.

The following table sets out the liquidity risk of financial liabilities held by the department. It represents the contractual maturity of financial liabilities, calculated based on undiscounted cash flows relating to the liabilities at reporting date. As a result, these undiscounted cash flows in these tables differ from the amounts included in the Statement of Financial Position that are based on discounted cash flows.

		2015 Payable in			
Note		< 1 year	1 - 5 years	> 5 years	Total
		\$'000	\$'000	\$'000	\$'000
<b>Financial Liabilities</b>					
Payables	21	30,104	-	-	30,104
<b>Total</b>		<b>30,104</b>	<b>-</b>	<b>-</b>	<b>30,104</b>

		2014 Payable in			
Note		< 1 year	1 - 5 years	> 5 years	Total
		\$'000	\$'000	\$'000	\$'000
<b>Financial Liabilities</b>					
Payables	21	64,987	-	-	64,987
<b>Total</b>		<b>64,987</b>	<b>-</b>	<b>-</b>	<b>64,987</b>

**(e) Market Risk**

The department has not traded in foreign currency in 2014-15 and is not materially exposed to commodity price changes. The department is not exposed to interest rate risk and has not undertaken any hedging in relation to interest risk.

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	2015 \$'000	2014 \$'000
<b>30. Schedule of Administered Items</b>		
<b>Administered Income</b>		
Taxes, fees and fines	13,493	12,735
Administered item revenue	-	708
Other	179	205
<b>Total</b>	<b>13,672</b>	<b>13,648</b>
<b>Administered Expenses</b>		
Grants and subsidies	-	708
<b>Total</b>	<b>-</b>	<b>708</b>
<b>Administered Assets</b>		
<i>Current</i>		
Cash	1,964	1,752
Receivables	(5)	(14)
<i>Non-Current</i>		
Property, Plant and Equipment	-	8,943
<b>Total</b>	<b>1,958</b>	<b>10,682</b>
<b>Administered Liabilities</b>		
<i>Current</i>		
Other payables	896	961
Payables to Government	1,031	776
Other current liabilities	31	1
<b>Total</b>	<b>1,958</b>	<b>1,739</b>
<b>Administered Equity</b>		
Contributed Equity	-	8,943
<b>Total</b>	<b>-</b>	<b>8,943</b>
<b>Transfers to Government of Taxes, Fees and Fines</b>	<b>13,672</b>	<b>12,940</b>

**31. Reconciliation of Payments from Consolidated Fund to Administered Revenue**

	2015 \$'000	2014 \$'000
Budgeted appropriation	-	708
<b>Total administered receipts</b>	<b>-</b>	<b>708</b>
Less: Adjustment for Administered revenue payable	-	-
Plus: Opening balance of administered revenue payable	-	-
Administered revenue recognised in Note 30.	<b>-</b>	<b>708</b>

**32. Trust Transactions and Balances**

The department holds various suspense monies temporarily before being transferred to appropriate parties (e.g. exhibits or drug money held pending determination by a court), unclaimed and returned Queensland Police Service cheques.

As the department performs only a custodial role in respect of these transactions and balances, they are neither controlled nor administered by the department and accordingly, are not recognised in the financial statements. They are however, disclosed in these notes for the information of users.

	2015 \$'000	2014 \$'000
<b>Trust Assets and Liabilities</b>		
<i>Current Assets</i>		
Cash	17,898	15,241
<b>Total</b>	<b>17,898</b>	<b>15,241</b>
<i>Current Liabilities</i>		
Total Current Liabilities	17,898	15,241
<b>Total</b>	<b>17,898</b>	<b>15,241</b>

The Queensland Auditor-General performed the audit of the department's trust transactions for 2014-15.

**33. Events Occurring After Balance Date**

In April 2015, the Queensland Government announced that it would review the Public Safety Business Agency, which provides corporate support activities to the three state government entities including the Queensland Police Service. As at the date of certification of these financial statements, this review is in progress. The outcomes of the review are expected to be released in late 2015.

There were no events occurring after balance date, including the event described above, that management considers would have a material impact on the information disclosed in these financial statements.

**QUEENSLAND POLICE SERVICE**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2014-15**  
**For the year ended 30 June 2015**

**Note 34. Budget vs Actual Comparison**

*NB. A budget vs actual comparison, and explanations of major variances, has not been included for the Statement of Changes in Equity, as major variances relating to that statement have been addressed in explanations of major variances for other statements.*

**Statement of Comprehensive Income**

	Variance Notes	Original Budget 2015 \$'000	Actual 2015 \$'000	Variance \$'000	Variance % of Budget
<b>Income from Continuing Operations</b>					
Appropriation revenue		1,704,904	1,678,009	(26,895)	-2%
User charges and fees	34(a)	60,885	40,799	(20,086)	-33%
Grants and other contributions	34(b)	301,764	321,316	19,552	6%
Interest		550	531	(19)	-3%
Other revenue		2,221	2,365	144	6%
<b>Total Revenue</b>		<b>2,070,324</b>	<b>2,043,020</b>	<b>(27,304)</b>	<b>-1%</b>
<b>Gains</b>					
Gains on disposal/remeasurement of assets		-	36	36	-
<b>Total Income from Continuing Operations</b>		<b>2,070,324</b>	<b>2,043,056</b>	<b>(27,268)</b>	<b>-1%</b>
<b>Expenses from Continuing Operations</b>					
Employee expenses		1,494,162	1,498,007	3,845	0%
Supplies and services	34(c)	253,411	202,468	(50,943)	-20%
Grants and subsidies		4,026	3,724	(302)	-8%
Depreciation and amortisation	34(d)	18,061	11,551	(6,510)	-36%
Impairment losses		-	60	60	-
Other expenses		300,664	326,252	25,588	9%
<b>Total Expenses from Continuing Operations</b>		<b>2,070,324</b>	<b>2,042,061</b>	<b>(28,263)</b>	<b>-1%</b>
<b>Operating Result from Continuing Operations</b>		<b>-</b>	<b>996</b>	<b>996</b>	<b>-</b>
<b>Operating Result for the Year</b>		<b>-</b>	<b>996</b>	<b>996</b>	<b>-</b>



**QUEENSLAND POLICE SERVICE**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2014-15**  
**For the year ended 30 June 2015**

**Note 34. Budget vs Actual Comparison (cont'd)**

**Statement of Financial Position**

	Variance Notes	Original Budget 2015 \$'000	Actual 2015 \$'000	Variance \$'000	Variance % of Budget
<b>Current Assets</b>					
Cash and cash equivalents	34(e)	38,290	78,682	40,392	105%
Receivables	34(f)	66,438	57,445	(8,993)	-14%
Inventories		4,422	4,537	115	3%
Non financial assets held for sale		2,990	-	(2,990)	-
Other current assets	34(g)	10,645	7,130	(3,515)	-33%
		<u>122,785</u>	<u>147,794</u>	<u>25,009</u>	<u>20%</u>
<b>Total Current Assets</b>		<b><u>122,785</u></b>	<b><u>147,794</u></b>	<b><u>25,009</u></b>	<b><u>20%</u></b>
<b>Non-Current Assets</b>					
Intangible assets	34(h)	31,201	23,927	(7,274)	-23%
Property, plant and equipment	34(h)	68,350	38,123	(30,227)	-44%
		<u>99,551</u>	<u>62,050</u>	<u>(37,501)</u>	<u>-38%</u>
<b>Total Non-Current Assets</b>		<b><u>99,551</u></b>	<b><u>62,050</u></b>	<b><u>(37,501)</u></b>	<b><u>-38%</u></b>
<b>Total Assets</b>		<b><u>222,336</u></b>	<b><u>209,844</u></b>	<b><u>(12,492)</u></b>	<b><u>-6%</u></b>
<b>Current Liabilities</b>					
Payables	34(i)	49,952	30,104	(19,848)	-40%
Accrued employee benefits	34(j)	53,440	68,084	14,644	27%
Other current liabilities		1,296	5,054	3,758	290%
		<u>104,688</u>	<u>103,242</u>	<u>(1,446)</u>	<u>-1%</u>
<b>Total Current Liabilities</b>		<b><u>104,688</u></b>	<b><u>103,242</u></b>	<b><u>(1,446)</u></b>	<b><u>-1%</u></b>
<b>Total Liabilities</b>		<b><u>104,688</u></b>	<b><u>103,242</u></b>	<b><u>(1,446)</u></b>	<b><u>-1%</u></b>
<b>Net Assets</b>		<b><u>117,648</u></b>	<b><u>106,602</u></b>	<b><u>(11,046)</u></b>	<b><u>-9%</u></b>
<b>Total Equity</b>		<b><u>117,648</u></b>	<b><u>106,602</u></b>	<b><u>(11,046)</u></b>	<b><u>-9%</u></b>

**QUEENSLAND POLICE SERVICE**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2014-15**  
**For the year ended 30 June 2015**

**Note 34. Budget vs Actual Comparison (cont'd)**

**Statement of Cash Flows**

	Variance Notes	Original Budget 2015 \$'000	Actual 2015 \$'000	Variance \$'000	Variance % of Budget
<b>Cash flows from operating activities</b>					
<i>Inflows:</i>					
Service appropriation receipts		1,704,904	1,659,503	(45,401)	-3%
User charges and fees	34(a)	60,885	44,306	(16,579)	-27%
Grants and other contributions		3,547	4,393	846	24%
Interest receipts		550	524	(26)	-5%
GST input tax credits from ATO		-	24,062	24,062	-
GST collected from customers		-	7,705	7,705	-
Other	34(k)	2,221	10,361	8,140	367%
<i>Outflows:</i>					
Employee expenses		(1,494,162)	(1,500,466)	(6,304)	0%
Supplies and services	34(c)	(253,411)	(212,462)	40,949	-16%
Grants and subsidies		(4,026)	(3,724)	302	-8%
GST paid to suppliers		-	(23,822)	(23,822)	-
GST remitted to ATO		-	(6,657)	(6,657)	-
Other		(2,447)	(9,210)	(6,763)	276%
<b>Net cash provided (used in) operating activities</b>		<b>18,061</b>	<b>(5,487)</b>	<b>(23,548)</b>	<b>-130%</b>
<b>Cash flow from investing activities</b>					
<i>Inflows:</i>					
Sales of property, plant and equipment		-	1,205	1,205	-
<i>Outflows:</i>					
Payments for property, plant and equipment	34(l)	(24,218)	(7,981)	16,237	-67%
Payments for intangibles		-	(1,623)	(1,623)	-
<b>Net cash provided by (used in) investing activities</b>		<b>(24,218)</b>	<b>(8,399)</b>	<b>15,819</b>	<b>-65%</b>
<b>Cash flows from financing activities</b>					
<i>Inflows:</i>					
Equity injections		11,736	10,585	(1,151)	-10%
<i>Outflows:</i>					
Equity withdrawals	34(m)	(5,579)	(1,612)	3,967	-71%
<b>Net cash provided by (used in) financing activities</b>		<b>6,157</b>	<b>8,973</b>	<b>2,816</b>	<b>46%</b>
Net increase (decrease) in cash and cash equivalents		-	(4,913)	(4,913)	-
Increase (decrease) in cash and cash equivalents from restructuring		(2,802)	-	2,802	-100%
Adjustment due to machinery-of-Government change		-	(2,958)	(2,958)	-
Cash and cash equivalents at beginning of financial year		41,092	86,553	45,461	111%
<b>Cash and cash equivalents at end of financial year</b>		<b>38,290</b>	<b>78,682</b>	<b>40,392</b>	<b>105%</b>

**QUEENSLAND POLICE SERVICE**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2014-15**  
**For the year ended 30 June 2015**

**Note 34. Budget vs Actual Comparison (cont'd)**

**Administered Items**

	Variance Notes	Original Budget 2015 \$'000	Actual 2015 \$'000	Variance \$'000	Variance % of Budget
<b>Administered Income</b>					
Taxes, fees and fines	34(n)	8,416	13,493	5,077	60%
Other revenue		877	179	(698)	-80%
<b>Total Administered Income</b>		<b>9,293</b>	<b>13,672</b>	<b>4,379</b>	<b>47%</b>
<b>Administered Expenses</b>					
Transfers of Administered Income to Government		9,293	13,672	4,379	47%
<b>Total Administered Expenses</b>		<b>9,293</b>	<b>13,672</b>	<b>4,379</b>	<b>47%</b>
<b>Operating Surplus/(Deficit)</b>		-	-	-	-
<b>Administered Assets</b>					
<i>Current</i>					
Cash		1,469	1,964	495	34%
Receivables		(5)	(5)	-	
<b>Total Current Assets</b>		<b>1,464</b>	<b>1,958</b>	<b>494</b>	<b>34%</b>
<b>Total Assets</b>		<b>1,464</b>	<b>1,958</b>	<b>494</b>	<b>34%</b>
<b>Administered Liabilities</b>					
<i>Current</i>					
Payables to Government		596	1,031	435	73%
Other payables		866	896	30	3%
Other current liabilities		2	31	29	
<b>Total Current Liabilities</b>		<b>1,464</b>	<b>1,958</b>	<b>494</b>	<b>34%</b>
<b>Net Administered Assets</b>		-	-	-	-

**QUEENSLAND POLICE SERVICE**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2014-15**  
**For the year ended 30 June 2015**

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**Note 34. Budget vs Actual Comparison (cont'd)**

**Explanations of Major Variances**

**Statement of Comprehensive Income**

(a) This variance relates substantially to the transfer of the Public Safety Network Management Centre (PSNMC) to PSBA which resulted in a decrease in service charges to QPS (\$10.9M). This was not anticipated at State Budget as the impact was unknown given that the review of the QPS to PSBA machinery-of-Government (MOG) had not been finalised as at State Budget. In addition, demand for fee for services decreased materially due to the slow down of the mining boom which resulted in a decrease in wide load escorts (\$8.5M).

(b) the variance for Grants and Other Contributions materially relates to the calculation of 'Services received at below fair value' which represented PSBA services provided to QPS and which had not been finalised due to further review being required as at State budget.

(c) The variance for Supplies and Services materially relates to the re-cashflowing of various projects between years which was subsequently approved by Queensland Treasury post State Budget.

(d) The variance for Depreciation and Amortisation materially relates to the unfinalised review of actuals as at State Budget due to the QPS to PSBA MOG whereby the actual assets to transfer to PSBA was unknown at the time.

**Statement of Financial Position**

(e) The variance in Cash and Cash Equivalents is materially attributable to the review of the MOG actuals having not been finalised as at State Budget and as a result differences between estimated and actual cash flows.

(f) The variance for Receivables is materially due to the review of the MOG actuals not being finalised as at State Budget.

(g) Other Current Assets are lower due to the review of the MOG actuals having not been finalised as at State Budget.

(h) The Intangible Assets and Property, Plant and Equipment decrease is materially due to the review of the MOG actuals having not been finalised as at State Budget and as a result the values of assets to be transferred to PSBA was unknown at that time.

(i) The variance for Payables is materially due to the review of the MOG actuals not being finalised as at State Budget which also resulted in the actual timing of vendor invoice payments being uncertain.

(j) The variance for Accrued Employee Benefits budget is due to the review of the MOG actuals not being finalised as at State Budget.

**Statement of Cash Flows**

(k) The Other Inflows increase is materially due to the receipt of 2013-14 accrued PSBA related salary reimbursements which had not been anticipated as at State Budget due to the MOG having not being finalised.

(l) The Property, Plant and Equipment variance relates materially to the deferral of the replacement of certain assets such as operational equipment (i.e. armoury, information systems, cameras, radar equipment, radio communications, recording, surveillance equipment, scientific equipment) due to replacement timings as the need arose.

(m) The variance for Equity Withdrawals materially relates to the reduced depreciation funding as a result of the QPS to PSBA MOG and which had not been known as at State Budget due to ongoing reviews.

**Administered Items**

(n) Taxes, Fees and Fines variance substantially arises from an unbudgeted increase during the year due to the demand levels for weapons licensing and weapons fee type.

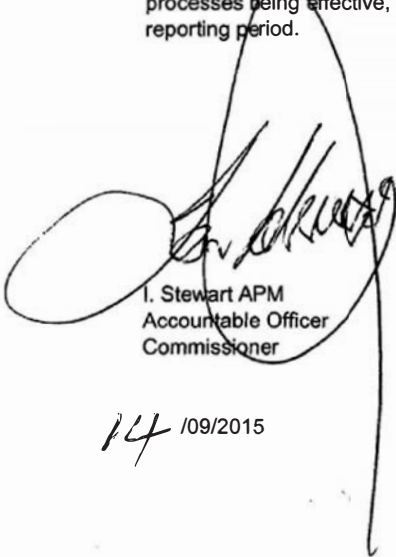
**QUEENSLAND POLICE SERVICE**  
**Certificate of the Queensland Police Service**

These general purpose financial statements have been prepared pursuant to section 62(1) of the *Financial Accountability Act 2009* (the Act), relevant sections of the *Financial and Performance Management Standard 2009* and other prescribed requirements. In accordance with section 62(1)(b) of the Act we certify that in our opinion:

(a) the prescribed requirements for the establishing and keeping the accounts have been complied with in all material respects; and


(b) the statements have been drawn up to present a true and fair view, in accordance with prescribed accounting standards, of the transactions of the Queensland Police Service for the financial year ended 30 June 2015 and of the financial position of the department at the end of that year; and

(c) these assertions are based on an appropriate system of internal control and risk management processes being effective, in all material respects, with respect to financial reporting throughout the reporting period.



I. Stewart APM  
Accountable Officer  
Commissioner

14/09/2015



R. Wilson  
B.Bus (Mgt), MIPA  
Grad Cert Exec Leadshp, GAICD  
Chief Finance Officer

16/09/2015

## INDEPENDENT AUDITOR'S REPORT

To the Accountable Officer of Queensland Police Service

### Report on the Financial Report

I have audited the accompanying financial report of the Queensland Police Service, which comprises the statement of financial position and statement of assets and liabilities by major departmental services as at 30 June 2015, the statement of comprehensive income, statement of changes in equity, statement of cash flows and statement of comprehensive income by major departmental services for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the certificates given by the Commissioner and the Chief Finance Officer.

#### *The Accountable Officer's Responsibility for the Financial Report*

The Accountable Officer is responsible for the preparation of the financial report that gives a true and fair view in accordance with prescribed accounting requirements identified in the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2009*, including compliance with Australian Accounting Standards. The Accountable Officer's responsibility also includes such internal control as the Accountable Officer determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

#### *Auditor's Responsibility*

My responsibility is to express an opinion on the financial report based on the audit. The audit was conducted in accordance with the *Auditor-General of Queensland Auditing Standards*, which incorporate the Australian Auditing Standards. Those standards require compliance with relevant ethical requirements relating to audit engagements and that the audit is planned and performed to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control, other than in expressing an opinion on compliance with prescribed requirements. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Accountable Officer, as well as evaluating the overall presentation of the financial report including any mandatory financial reporting requirements approved by the Treasurer for application in Queensland.

I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my audit opinion.



### *Independence*

The *Auditor-General Act 2009* promotes the independence of the Auditor-General and all authorised auditors. The Auditor-General is the auditor of all Queensland public sector entities and can be removed only by Parliament.

The Auditor-General may conduct an audit in any way considered appropriate and is not subject to direction by any person about the way in which audit powers are to be exercised. The Auditor-General has for the purposes of conducting an audit, access to all documents and property and can report to Parliament matters which in the Auditor-General's opinion are significant.


### *Opinion*

In accordance with s.40 of the *Auditor-General Act 2009* –

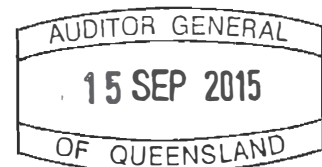
- (a) I have received all the information and explanations which I have required; and
- (b) in my opinion –
  - (i) the prescribed requirements in relation to the establishment and keeping of accounts have been complied with in all material respects; and
  - (ii) the financial report presents a true and fair view, in accordance with the prescribed accounting standards, of the transactions of the Queensland Police Service for the financial year 1 July 2014 to 30 June 2015 and of the financial position as at the end of that year.

### **Other Matters - Electronic Presentation of the Audited Financial Report**

Those viewing an electronic presentation of these financial statements should note that audit does not provide assurance on the integrity of the information presented electronically and does not provide an opinion on any information which may be hyperlinked to or from the financial statements. If users of the financial statements are concerned with the inherent risks arising from electronic presentation of information, they are advised to refer to the printed copy of the audited financial statements to confirm the accuracy of this electronically presented information.



A M GREAVES FCA FCPA  
Auditor-General of Queensland



Queensland Audit Office  
Brisbane

## APPENDICES

### *Acronyms*

AAT	Administrative Appeals Tribunal
ABS	Australian Bureau of Statistics
ACORN	Australian Cybercrime Online Reporting Network
ANPR	Automatic Number Plate Recognition
ANZCTC	Australia and New Zealand Counter Terrorism Committee
APADs	Automated Public Assistance Devices
ARRs	<i>Annual report requirements for Queensland Government agencies</i>
CCC	Crime and Corruption Commission
CPIU	Child Protection and Investigation Unit
DCCSDS	Department of Communities, Child Safety and Disability Services
DTMR	Department of Transport and Main Roads
EAS	Employee Assistance Service
ELT	Executive Leadership Team
ESC	Ethical Standards Command
FAA	<i>Financial Accountability Act 2009</i>
FBINAA	FBI National Academy Associates
FPMS	<i>Financial and Performance Management Standard 2009</i>
HIA	Head of Internal Audit
IGEM	Inspector-General Emergency Management
IPAA	Institute of Public Administration Australia
KRIS	Kiosk Reporting Information System
M-CAD	Mobile computer-aided dispatch
NAA	National Academy Associates
NCIS	Naval Criminal Investigative Service
NHWQ	Neighbourhood Watch Queensland
OPM	Operational Procedures Manual
OSA	Operational Shift Allowance

**Acronyms (cont'd)**

PCYC	Police-Citizens Youth Club
PMDs	Personal Mobility Devices
PSBA	Public Safety Business Agency
PSP	Public Safety Portfolio
QAO	Queensland Audit Office
QAS	Queensland Ambulance Service
QFES	Queensland Fire and Emergency Services
QGEA	Queensland Government Enterprise Architecture
QPCYWA	Queensland Police-Citizens Youth Welfare Association
QPS	Queensland Police Service
QUT	Queensland University of Technology
RAP	Rapid Action Patrols
RoGS	Report on Government Services
RPA	Remotely Piloted Aircraft
RPB	Renewal Program Board
RPC	Road Policing Command
SARCIS	Stock and Rural Crime Investigation Squad
SDCC	State Disaster Coordination Centre
SDS	Service Delivery Statement
SES	State Emergency Service
TSIPSO	Torres Strait Island Police Support Officers
ViP	Volunteers in Policing

## Compliance checklist

Summary of requirement		Basis for requirement	Annual report reference
<b>Letter of compliance</b>	<ul style="list-style-type: none"> <li>A letter of compliance from the accountable officer or statutory body to the relevant Minister/s</li> </ul>	ARRs – section 8	2
<b>Accessibility</b>	<ul style="list-style-type: none"> <li>Table of contents</li> <li>Acronyms</li> </ul>	ARRs – section 10.1	3 111
	<ul style="list-style-type: none"> <li>Public availability</li> </ul>	ARRs – section 10.2	1
	<ul style="list-style-type: none"> <li>Interpreter service statement</li> </ul>	<i>Queensland Government Language Services Policy</i> ARRs – section 10.3	1
	<ul style="list-style-type: none"> <li>Copyright notice</li> </ul>	<i>Copyright Act 1968</i> ARRs – section 10.4	1
	<ul style="list-style-type: none"> <li>Information Licensing</li> </ul>	<i>QGEA – Information Licensing</i> ARRs – section 10.5	1
<b>General information</b>	<ul style="list-style-type: none"> <li>Introductory Information</li> </ul>	ARRs – section 11.1	5-15
	<ul style="list-style-type: none"> <li>Agency role and main functions</li> </ul>	ARRs – section 11.2	6, 9-14, 115
	<ul style="list-style-type: none"> <li>Operating environment</li> </ul>	ARRs – section 11.3	9-13
	<ul style="list-style-type: none"> <li>Machinery of government changes</li> </ul>	ARRs – section 11.4	6
<b>Non-financial performance</b>	<ul style="list-style-type: none"> <li>Government's objectives for the community</li> </ul>	ARRs – section 12.1	9-10, 21-47
	<ul style="list-style-type: none"> <li>Other whole-of-government plans / specific initiatives</li> </ul>	ARRs – section 12.2	25, 31, 34, 39
	<ul style="list-style-type: none"> <li>Agency objectives and performance indicators</li> </ul>	ARRs – section 12.3	9-13, 16-20
	<ul style="list-style-type: none"> <li>Agency service areas and service standards</li> </ul>	ARRs – section 12.4	16-20
<b>Financial performance</b>	<ul style="list-style-type: none"> <li>Summary of financial performance</li> </ul>	ARRs – section 13.1	65
<b>Governance – management and structure</b>	<ul style="list-style-type: none"> <li>Organisational structure</li> </ul>	ARRs – section 14.1	14
	<ul style="list-style-type: none"> <li>Executive management</li> </ul>	ARRs – section 14.2	48-52
	<ul style="list-style-type: none"> <li>Government bodies (statutory bodies and other entities)</li> </ul>	ARRs – section 14.3	53-55
	<ul style="list-style-type: none"> <li><i>Public Sector Ethics Act 1994</i></li> </ul>	<i>Public Sector Ethics Act 1994</i> ARRs – section 14.4	55-56

Summary of requirement		Basis for requirement	Annual report reference
<b>Governance – risk management and accountability</b>	• Risk management	ARRs – section 15.1	7, 51
	• External accountability	ARRs – section 15.2	56-58
	• Audit committee	ARRs – section 15.3	7, 51
	• Internal audit	ARRs – section 15.4	58-59
	• Information systems and recordkeeping	ARRs – section 15.5	59-60
<b>Governance – human resources</b>	• Workforce planning and performance	ARRs – section 16.1	60-63
	• Early retirement, redundancy and retrenchment	Directive No.11/12 <i>Early Retirement, Redundancy and Retrenchment</i> ARRs – section 16.2	64
<b>Open Data</b>	• Consultancies	ARRs – section 17 ARRs – section 34.1	3
	• Overseas travel	ARRs – section 17 ARRs – section 34.2	3
	• Queensland Language Services Policy	ARRs – section 17 ARRs – section 34.3	3
	• Government bodies	ARRs – section 17 ARRs – section 34.4	3, 53-55
<b>Financial statements</b>	• Certification of financial statements	FAA – section 62 FPMS – sections 42, 43 and 50 ARRs – section 18.1	108
	• Independent Auditors Report	FAA – section 62 FPMS – section 50 ARRs – section 18.2	109-110
	• Remuneration disclosures	Financial Reporting Requirements for Queensland Government Agencies ARRs – section 18.3	81, 87-89

## *Contacts and key locations*

Queensland Police Headquarters	200 Roma Street Brisbane Qld 4000	GPO Box 1440 Brisbane Qld 4001	(07) 3364 6464
Central Region	Rockhampton Police Complex Floor 2 161 Bolsover Street Rockhampton Qld 4700	PO Box 221 Rockhampton Qld 4700	(07) 4932 3400
Brisbane Region	20 Pickering Street Alderley Qld 4051	GPO Box 1440 Brisbane Qld 4001	(07) 3354 5005
Northern Region	Floor 2 Mundingburra Police Complex 244-246 Charters Towers Road Hermit Park Townsville Qld 4812	PO Box 3737 Hermit Park Qld 4812	(07) 4726 8777
South Eastern Region	Surfers Paradise Police Complex Level 7 68 Ferny Avenue Surfers Paradise Qld 4217	PO Box 561 Surfers Paradise Qld 4217	(07) 5570 7924
Southern Region	52 Neil Street Toowoomba Qld 4350	PO Box 144 Toowoomba Qld 4350	(07) 4631 6777

QPS stations are located throughout Queensland. You can locate or contact your nearest station by calling the regional office or 13 QGOV (13 74 68). Alternatively refer to the online station locator accessible at [www.police.qld.gov.au/apps/stationlocator/](http://www.police.qld.gov.au/apps/stationlocator/).



