

TASKFORCE FLAXTON

CRIME AND CORRUPTION COMMISSION

13.04.2018

BY FAX

1. This is an Anonymous Submission

2. I do not intend to seek leave to appear, or participate or give any other/further evidence to the Commissioner, Secretary or any person affiliated with CCC, QCS, QCIU, any type of media, or any other person or organisation affiliated with Taskforce Flaxton.

3. The above reasons are for personal safety and security.

1. In relation to complaints made to the CCC, what may account for the increase in the number of corrupt conduct allegations received, over the last three years, about:

a) assaults/excessive use of force

- Poor and inadequate officer training
- High turnover of staff resulting in fewer experienced officers in the centre.
- Supervisors and management turning a "blind eye" to excessive use of force.

eg: an inmate en route to medical. Prisoner in cuffs. Prisoner "gave a bit of lip" and excessive force was applied. Prisoner was grabbed and forcibly smashed into a fence. Supervisor did not intervene, provide reprimand,

support or offer of extra training to officers involved”.

- Staff rostering inadequate- under skilled and "new" officers rostered with like officers. Leaving an officer with limited experience in confrontational and volatile situations.

eg: 2 female officers newly off course rostered together in male unit known to house violent offenders

- Few experienced officers to mentor new officers.
- High pressure environment
- Training not updated regularly
- Training inadequate- 6 week course
- Stress and mental health well being of staff can contribute.
- Belief that inmates “have more rights than officers”

“dealing with the dregs of society”

Better officer training, supervision and management is clearly required due to the number of reports to CCC.

b. the misuse of information?

- Poor and inadequate officer training- few hours of IOMS training. Not updated regularly. Only recently has there been a highlighted focus on officer misuse of IOMS
- High turnover of staff resulting in fewer experienced officers in the centre.
- Few experienced officers to mentor new officers.
- High pressure environment

- Training not updated regularly
- Training inadequate- 6 week course
- Culture of misuse
- Insufficient monitoring by IT methods
- 'Turning a blind eye' to misuse

The misuse of information via IOMS is a norm. Many officers have accessed this information for variety of reasons. To check on relatives, neighbours, high profile prisoners and also at the request of fellow officers.

Pressure by inmates can be a factor for unauthorised use.

eg: IOMS accessed in unit and information shared with prisoners regarding female inmates at another correctional facility. The computer monitor was made freely available for unit inmates to read information about female prisoners. Officer said "OK boys who wants which one?". Prisoner replied "Yeah that one".

There is an large element of non reporting and a culture of accessing this information. One officer may be given a written warning about inappropriate use of computer and another officer is stood down and charged with computer hacking.

"Everybody does it. Do an audit of 20% and you would be surprised".

There is a lack of training, management and supervision re the use of IOMS.

More training, regular updates, clearer warning, greater education of officers in the appropriate use of IOMS is required. Only recently has this been highlighted at one correctional facility with extra briefings, warnings and clearer instructions on the use of IOMS.

A few hours of computer systems training during initial officer training is clearly insufficient with the number of complaints regarded by CCC.

2. What are the most significant corruption risks in Queensland correctional facilities

- Bringing drugs, tobaccos, mobile phones, banned items, lighters etc into centres. Other contraband.
- Inappropriate relationships with prisoners & staff

Eg: Female Correctional officer and inmate [REDACTED] in an intimate relationship. Supply of information and banned items.

- Access to sensitive computer information
- Withholding medication

eg: nursing staff with holding medication from one inmate. Nursing staff member then favouring a high profile prisoner and providing medication as priority.

- Non reporting by officers, supervisors and management.

a. What are the consequences of this type of corruption for prisoners and how the correctional facility operates?

- Drug intoxication
- Alcohol intoxication
- Prisoners upset may lead to assault
- Require experience staff with skills re drug intoxication
- Large amount of inmates drug affected/effect

- Placing officers in bad situations with no support from staff and management.
- Officers put in a situation where there is bullying from other staff to comply with corruption
- Prisoners can utilise corrupt information for person gain
- Staff can utilise drugs, information, with held items for personal gain
- Inmates treated unequally
- Mistrust of co-workers, supervisors and management.
- Mobile phone usage
- Prisoner 'economy' expanded and more and more drugs enter centre

b. What are the consequences of this type of corruption for the community?

- Mistrust
- Certain community members and organisations may benefit from corrupt actions.

3. What factors create a corruption risk or facilitate corruption in Queensland correctional facilities?

- Poor management with view to budget over staff welfare- large number of staff intakes, training resulting in financial benefit to private operators of correctional facilities.
- Few experienced officers to mentor new officers.
- High staff turnover
- High pressure environment
- Training not updated regularly
- Training inadequate- 6 week course
- Poorly trained staff not knowing/understanding correct use of computer

database

- Bullying, harassment and favoritism by management.

b. Are these factors systemic (present across all correctional facilities) or symptomatic of local conditions (that is, factors specific to an individual prison or work camp)?

1. Systemic within industry, symptomatic due to poor training, staffing, rostering, supervision, management and pressures of the role that can and will impact on the safety, mental health and wellbeing of front line staff.

2. Systemic across most industries and government. Banking and finance, human services such as Centrelink, ATO, Queensland Police. Even recent events with Cambridge Analytica and Facebook has highlighted corruption and misuse of data and information.

Eg: an employee of the Queensland Police inappropriately used Queensland Government resources to research owners of properties surrounding a property listed for sale that the Queensland Police employee was to go on and purchase. This employee inappropriately used Police resources for personal benefit by checking on personal details of persons not linked to the operational duty of that employee.

END OF SUBMISSION.