



Crime and Corruption Commission
QUEENSLAND

June 2016

CCC corruption allegations

Data from 1 July 2015 – 31 December 2015

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Note: This publication is accessible through the CCC website <www.ccc.qld.gov.au>.

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Purpose of the report

As part of its corruption function, the CCC receives allegations of corrupt conduct from Queensland public service agencies and members of the community. Depending on the nature of the allegation and in accordance with the *Crime and Corruption Act 2001*, these allegations are dealt with by the CCC or the relevant agency. Information about how the CCC deals with allegations of corrupt conduct can be found on our website and in the annual report.

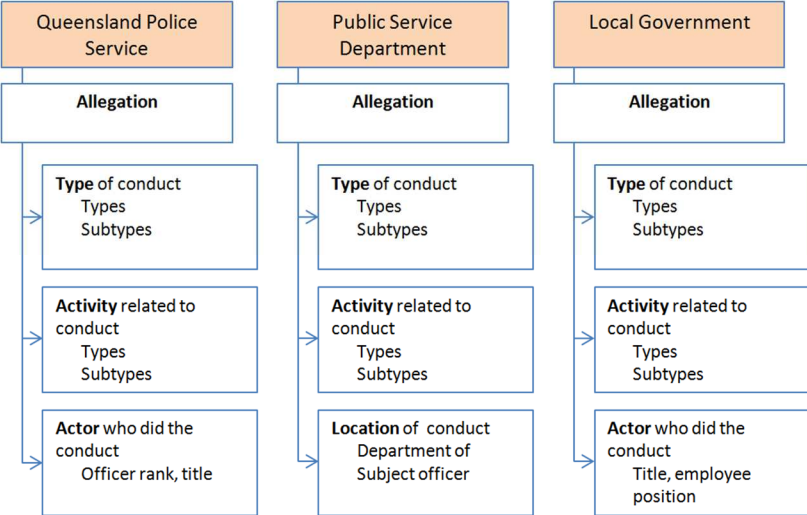
When grouped together, aggregate level allegations data provide useful information about the nature of allegations of corruption in Queensland. In 2015 the CCC enhanced its analytical capability by implementing a new framework that captures more detailed information about corruption allegations. The CCC considers this information, along with other relevant information and intelligence, in determining how to execute its corruption function.

This report provides information about allegations of corruption made to the CCC between 1 July 2015 and 31 December 2015 (the first available under the new framework). The CCC has decided to publish this information to improve knowledge about allegations of corruption and to show transparency about the nature of the CCC’s corruption function.

There are a number of important things to note about this report:

- It contains only six months of data, and only includes information that is meaningful and reliable, and does not enable individual matters to be identified. Consequently, the report should be considered as a baseline, and care should be exercised in attempting to interpret the information beyond this purpose. The analyses contained in future reports of this kind may change over time, as more information is captured under the new framework.
- Data relevant to the three major sectors — the Queensland Police Service (QPS), Public Service Departments and Local Government — are included in the report. Together, these three sectors make up the vast majority of allegations made to the CCC (93% for the period 1 July 2015 to 31 December 2015).
- Information recording practices, and consequently the information analysed, varies slightly across the sectors. Figure 1 shows the information analysed for each sector.
- The text supporting the tables and graphs provides information to assist the reader to interpret the table. However, examples in the text do not necessarily indicate key findings from the data.

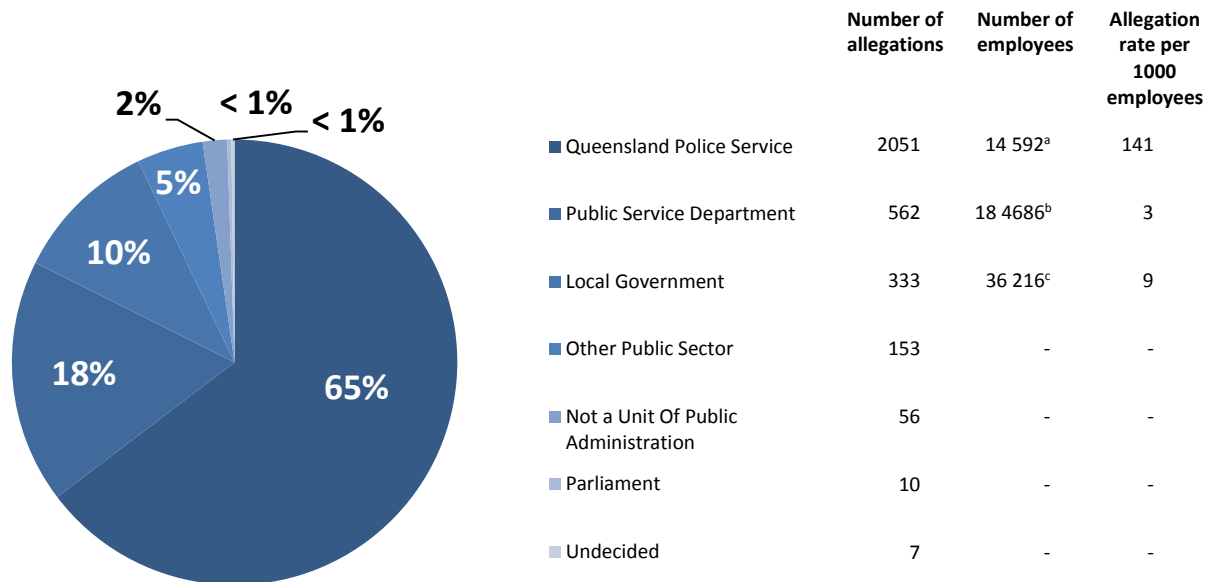
Figure 1. Data available for analysis for each major sector



Total allegations

From 1 July 2015 to 31 December 2015, a total of 3172 allegations about corruption were received by the CCC.

Figure 2. Number of allegations received for different sectors (*n* = 3172)



Notes:

^a QPS employee data sourced from the Queensland Police Service Annual Statistical Review 2014/15.

^b Public service employee data sourced from Public Service Commission quarterly workforce profile, State of Queensland, April 2016.

^c Local government employee data sourced from Personnel data, Queensland Local Government Comparative Information 2014–15, Finance and Funding Branch, Department of Infrastructure, Local Government and Planning.

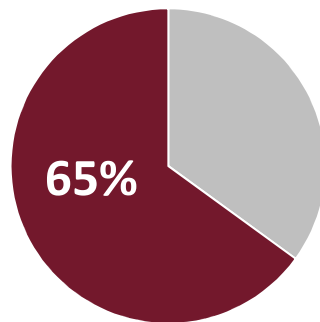
Queensland Police Service

A summary of corruption allegations made about officers and civilians working for the Queensland Police Service (QPS) for the period July – December 2015.

Allegations

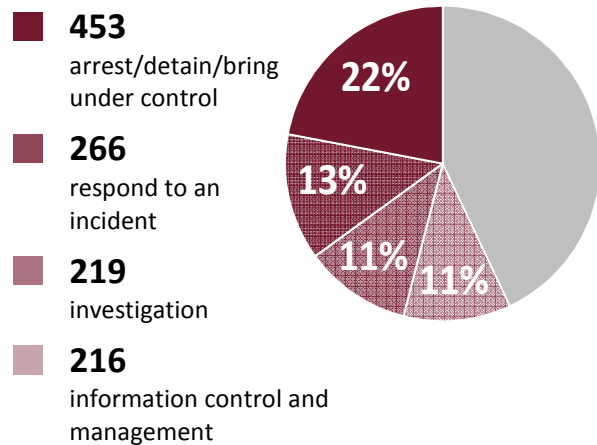


2051
allegations

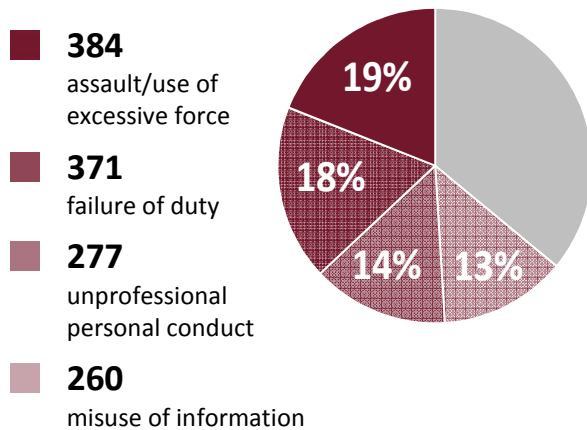


From 1 July 2015 to 31 December 2015, 2051 allegations involving the QPS were made to the CCC. This represents 65% of allegations to the CCC during that time.

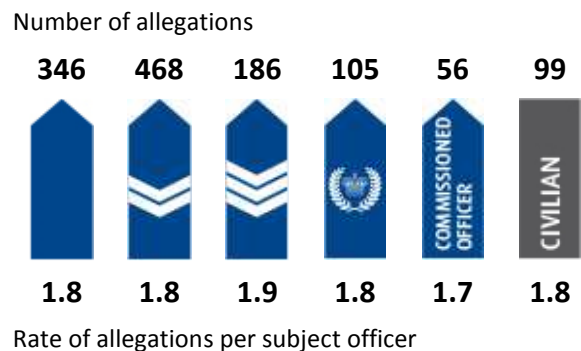
Activities in which conduct occurs most frequently



Most frequent types of conduct



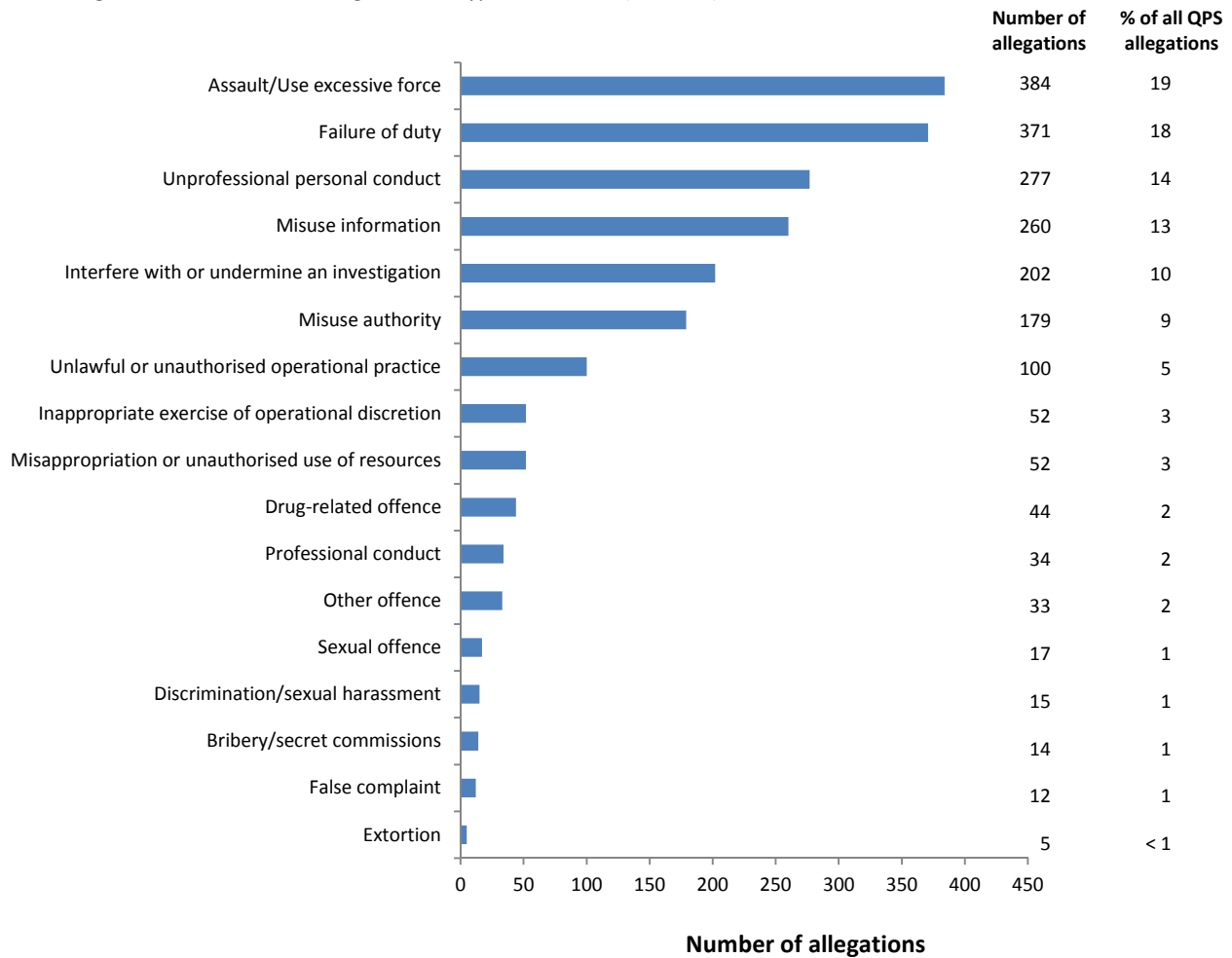
Rank of subject officer



Type of conduct

All QPS allegations were examined to determine the types of conduct being alleged, as shown in Figure 3. The four most common types of conduct were assault/use of excessive force, failure of duty, unprofessional personal conduct and misuse of information.

Figure 3. Number of QPS allegations for types of conduct (*n* = 2051)



Characteristics of the four most common types of conduct in QPS allegations

The four most common types of conduct accounted for almost two-thirds of all QPS allegations. For this reason, these types of allegations were examined in more detail and some of their specific characteristics are described below. Note that not all possible characteristics are presented here; rather, characteristics were chosen based on data availability.

QPS assault/use of excessive force allegations

Assault/use of excessive force allegations can involve assaults or uses of excessive force with a weapon or without a weapon, as well as threats to assault or use force. Ninety per cent of assault/use of excessive force allegations ($n = 347$) did not involve a weapon.

Given the large proportion of allegations that involved an assault or use of excessive force without a weapon, these allegations were further examined to determine the location where the conduct occurred, the activity being engaged in at the time and the type of force that was used. These characteristics are described in Table 1 below. For example:

- 41% of QPS allegations of assault/use of excessive force without a weapon occurred in the street or a public space.
- 7% of QPS allegations of assault/use of excessive force without a weapon occurred at a residence during an arrest activity and involved the person being manhandled or thrown to the ground.
- 74% of QPS allegations of assault/use of excessive force without a weapon occurred during an arrest activity.

Table 1. Characteristics of QPS assault/use of excessive force (without a weapon) allegations ($n = 347$)

Location	Activity	Type of force (% of assault/use of excessive force [without a weapon] allegations)			All force types
		Manhandled/ thrown to ground	Punched/ kicked	Pushed/ shoved	
Street/public space		14	10	9	41
	Response to incident (e.g. call for service)	< 1	< 1	0	1
	Arrest/detain/bring under control	13	8	8	38
	Custodial duties (excluding search)	0	< 1	0	< 1
Place of residence		8	5	6	22
	Response to incident (e.g. call for service)	< 1	1	2	3
	Arrest/detain/bring under control	7	3	3	16
	Custodial duties (excluding search)	0	0	0	0
Watch-house		3	5	3	13
	Response to incident (e.g. call for service)	< 1	0	< 1	< 1
	Arrest/detain/bring under control	1	1	1	3
	Custodial duties (excluding search)	2	5	2	9
All locations		30	28	24	100
	Response to incident (e.g. call for service)	1	1	2	5
	Arrest/detain/bring under control	25	20	16	74
	Custodial duties (excluding search)	2	5	3	12

Note: 25 allegations (7%) did not specify the location of the alleged conduct. 40 allegations (12%) did not specify the type of force.

QPS failure of duty allegations

Failure of duty allegations can involve failures to comply with legal, policy or reporting obligations or failures to execute duties to an appropriate standard. This type of conduct includes failures resulting from a lack of knowledge, competence or appropriate care or diligence but do not include deliberate acts or omissions with the intent to gain a benefit or cause detriment to another.

Failure of duty allegations were examined to determine the type of failure of duty, the activity being engaged in at the time and the type of process (e.g. criminal, disciplinary) in which the failure of duty took place. These characteristics are described in Table 2 below. For example:

- 18% of QPS failure of duty allegations were a failure to take a report or commence a matter.
- 11% of QPS failure of duty allegations were a failure to investigate or follow appropriate investigative practice, during an investigation, as part of a criminal process.
- 29% of QPS failure of duty allegations were during a response to an incident (such as a call for service or general duties inquiries).

Table 2. Characteristics of QPS failure of duty allegations (*n* = 371)

Conduct subtype	Activity	Type of process (% of failure of duty allegations)		
		Criminal	Disciplinary	All processes
Failure to investigate or follow appropriate investigative practice		15	3	19
	Response to incident (e.g. call for service)	1	1	2
	Investigation	11	2	13
	Custodial duties (excluding search)	0	0	0
Failure to take report/commence a matter		16	1	18
	Response to incident (e.g. call for service)	11	< 1	11
	Investigation	4	0	4
	Custodial duties (excluding search)	0	0	0
Failure to comply with policy, directive, order or procedure		-	-	14
	Response to incident (e.g. call for service)	-	-	2
	Investigation	-	-	2
	Custodial duties (excluding search)	-	-	2
All subtypes		34	5	100
	Response to incident (e.g. call for service)	13	1	29
	Investigation	16	2	22
	Custodial duties (excluding search)	0	0	9

Note: 219 allegations (59%) did not specify the type of process in which the failure of duty took place. This tag is only applicable to 6 of the 19 failure of duty allegation subtypes.

QPS unprofessional personal conduct allegations

Unprofessional personal conduct allegations can involve a wide variety of conduct, from unprofessional conduct (e.g. rudeness, verbal abuse, mistreatment) towards a member of the public or a colleague, to inappropriate sexual relationships and physical contact, reporting for duty while under the influence of alcohol or drugs, unauthorised absence from duty, being named as a respondent on a domestic violence order (or breaching the provisions of such an order), or any other personal conduct contravening a code of conduct.

Unprofessional personal conduct allegations were examined to determine the type of unprofessional personal conduct and the activity being engaged in at the time. These characteristics are described in Table 3 below. For example:

- 12% of QPS unprofessional personal conduct allegations were for either being named as a respondent on a domestic violence order or breaching the provisions of such an order.
- 14% of QPS unprofessional personal conduct allegations were about unprofessional conduct towards a member of the public or an appointment holder during an arrest activity.
- 24% of QPS unprofessional personal conduct allegations were about conduct occurring during a response to an incident (such as a call for service or general duties inquiries).

Table 3. Characteristics of QPS unprofessional personal conduct allegations (*n* = 277)

Conduct subtype	Activity	% of unprofessional personal conduct allegations
Unprofessional conduct towards a member of the public or an appointment holder		66
	Unrelated to a work function	5
	Response to an incident (e.g. call for service)	20
	Arrest/detain/bring under control	14
Domestic violence		12
	Unrelated to a work function	9
	Response to an incident (e.g. call for service)	3
	Arrest/detain/bring under control	0
Personal conduct contravening the code of conduct		9
	Unrelated to a work function	4
	Response to an incident (e.g. call for service)	< 1
	Arrest/detain/bring under control	0
All subtypes		100
	Unrelated to a work function	27
	Response to an incident (e.g. call for service)	24
	Arrest/detain/bring under control	14

QPS misuse of information allegations

Misuse of information allegations can involve accessing or disclosing official information without a legitimate reason, unintentionally disclosing official information, falsifying information or records, acquiring or retaining information or records illegally, or inadequately safeguarding information.

Misuse of information allegations were examined to determine the type of misuse of information, the rank or title of the subject officer, and whether the subject officer acted alone or colluded with someone else. These characteristics are described in Table 4 below. For example:

- 52% of QPS misuse of information allegations were about unauthorised access to information.
- 7% of QPS misuse of information allegations were about unauthorised disclosure of information by a senior constable who acted alone.
- 21% of QPS misuse of information allegations involved a civilian subject officer.

Table 4. Characteristics of QPS misuse of information allegations (*n* = 260)

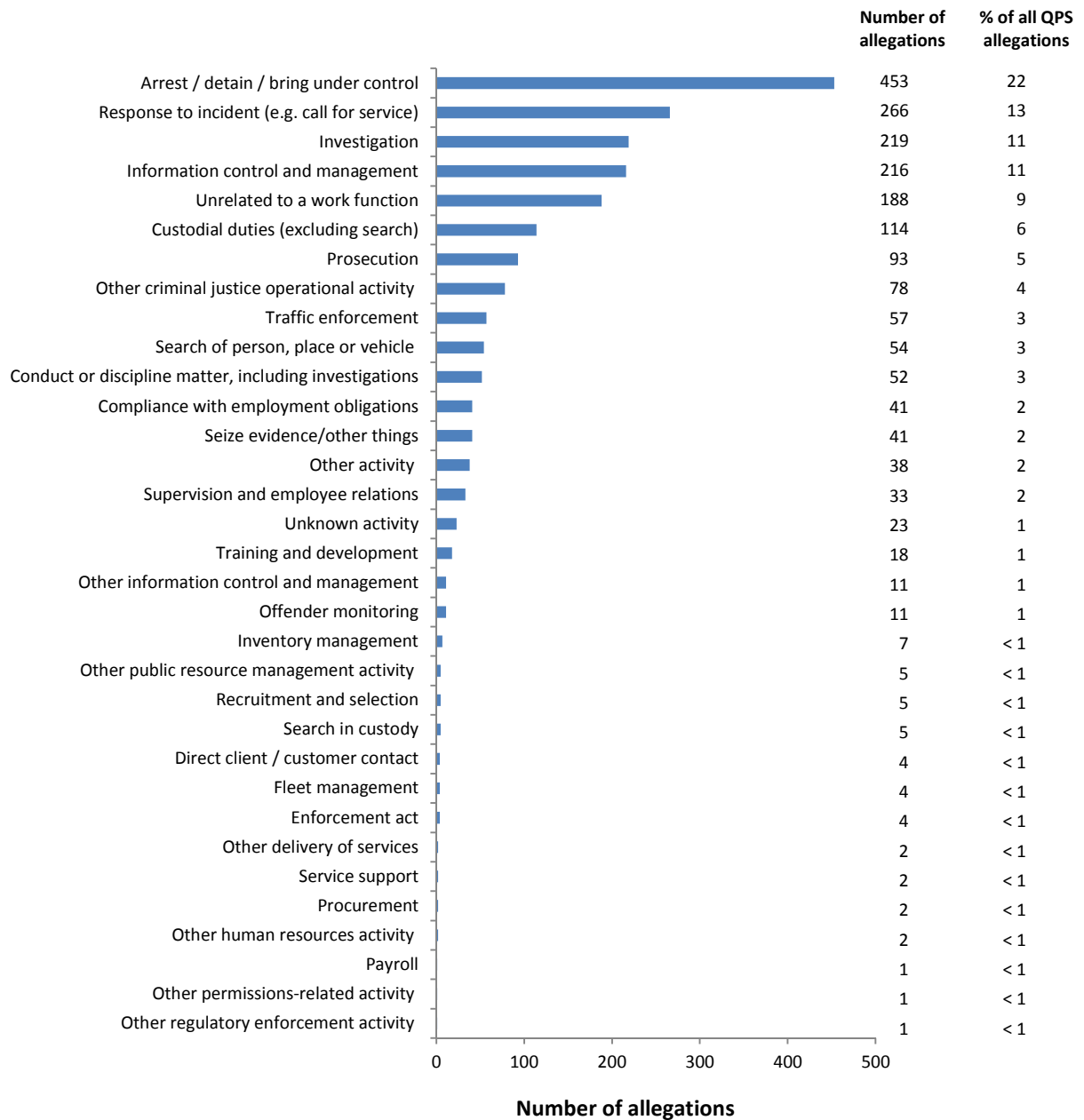
Conduct subtype	QPS rank/title	Acting alone (% of misuse information allegations)		
		Acted Alone	Colluded	All
Unauthorised access to information		23	3	52
	Constable	7	1	11
	Senior Constable	8	< 1	15
	Civilian	5	< 1	15
Unauthorised disclosure of information		19	4	42
	Constable	3	< 1	5
	Senior Constable	7	1	10
	Civilian	2	0	5
All subtypes		44	8	100
	Constable	11	2	17
	Senior Constable	16	2	27
	Civilian	7	1	21

Note: 59 allegations of misuse of information (23%) did not specify the rank/title of the subject officer. 2 allegations of misuse of information (1%) did not specify whether the officer acted alone or colluded with another.

Activity related to conduct

All QPS allegations were examined to determine the work activities or functions that were being engaged in when the conduct occurred, as shown in Figure 4. Conduct most commonly occurred during arrest activities, followed by responses to incidents.

Figure 4. Number of QPS allegations for activities related to conduct (*n* = 2051)



Types of conduct for activities in QPS allegations

Activities were examined to determine the types of conduct most commonly alleged. These are described in Table 5 below. For example:

- 275 allegations during an arrest activity were about an assault/use of excessive force.
- 82 allegations during an investigation were about a failure of duty.

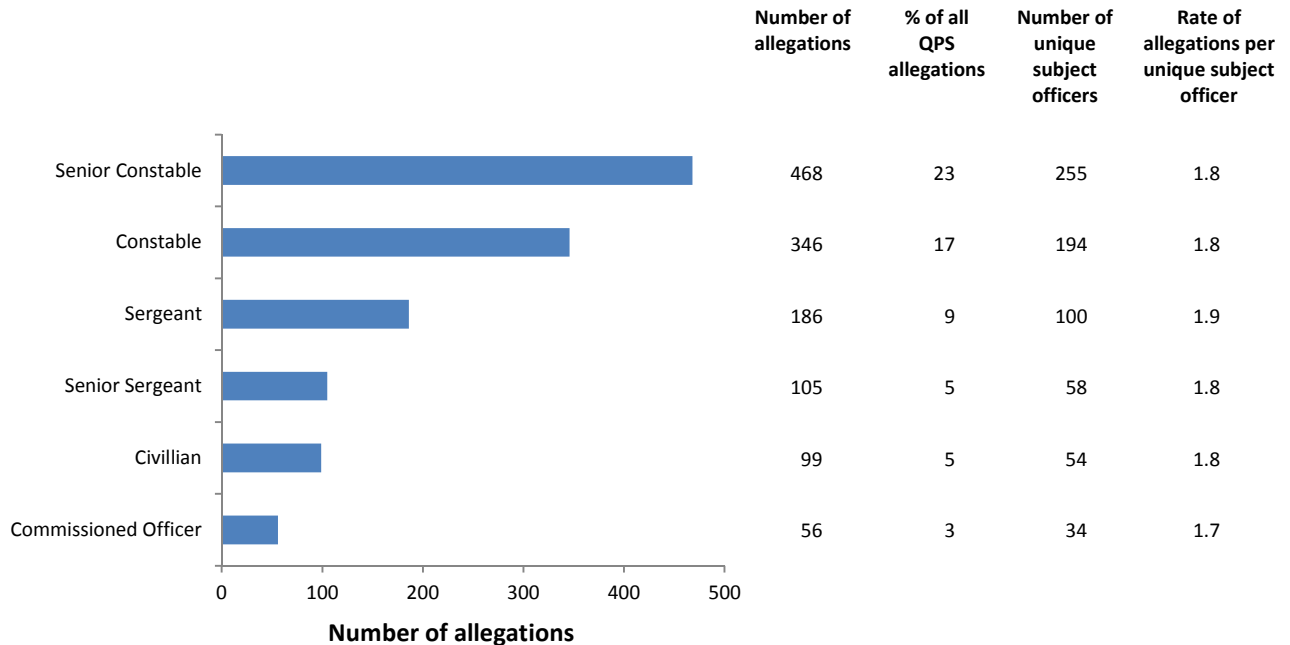
Table 5. Types of conduct for activities in QPS allegations (*n* = 2051)

Activity	Conduct type										Total
	Assault/use excessive force	Failure of duty	Unprofessional personal conduct	Misuse information	Interfere with or undermine an investigation	Misuse authority	Unlawful or unauthorised operational practice	Inappropriate exercise of operational discretion	Misappropriation or unauthorised use of resources	All other conduct types	
Arrest/detain/bring under control	275	22	40	0	12	18	54	26	1	5	453
Response to incident	21	106	66	4	16	20	11	4	11	7	266
Investigation	3	82	15	7	67	27	2	3	0	13	219
Information control and management	0	0	2	204	7	3	0	0	0	0	216
Unrelated to a work function	13	4	74	15	2	14	4	0	7	55	188
Custodial duties	47	33	15	1	1	1	3	2	2	9	114
Prosecution	1	11	1	4	58	10	0	3	0	5	93
Other criminal justice operational activity	5	13	10	7	12	16	4	0	2	9	78
Traffic enforcement	4	13	12	2	7	11	6	0	1	1	57
Search of person, place or vehicle	6	5	3	1	5	4	10	11	7	2	54
Conduct or discipline matter, including investigations	0	11	8	3	9	6	0	0	0	15	52
All other activities	9	71	31	12	6	49	6	3	21	53	261
Total	384	371	277	260	202	179	100	52	52	174	2051

Actor/subject officer who engaged in the conduct

All QPS allegations were examined to determine the ranks or titles of the actors/subject officers who engaged in the conduct, as shown in Figure 5. A total of 1158 unique officers were the subject of at least one allegation between 1 July 2015 and 31 December 2015. Conduct was most commonly engaged in by Senior Constables and Constables according to both the total number of allegations and the number of unique subject officers. The average number of allegations per unique subject officer was similar for all types of subject officers.

Figure 5. Number of allegations for QPS subject officers ($n = 1260$)



Note: 791 QPS allegations (39%) did not specify the rank/title of the subject officer. 463 unique subject officers (40%) did not have their rank/title specified.

Types of conduct for allegations involving QPS subject officers

Allegations for each type of subject officer (according to their rank or title) were examined to determine the types of conduct most commonly alleged. These are described in Table 6 below. For example:

- 95 allegations involving Senior Constables were about assault/use of excessive force.
- 54 allegations involving civilians were about misuse of information.

Table 6. Types of conduct for allegations involving QPS subject officers (*n* = 1260)

Subject officer	Conduct type										Total
	Assault/use excessive force	Failure of duty	Unprofessional personal conduct	Misuse information	Interfere with or undermine an investigation	Misuse authority	Unlawful or unauthorised operational practice	Inappropriate exercise of operational discretion	Misappropriation or unauthorised use of resources	All other conduct types	
Senior Constable	95	66	90	69	48	34	16	9	10	31	468
Constable	88	53	53	43	28	18	24	11	4	24	346
Sergeant	23	38	29	18	15	25	5	1	7	25	186
Senior Sergeant	8	15	15	9	20	13	3	2	6	14	105
Civilian	5	9	3	54	4	2	1	0	6	15	99
Commissioned Officer	1	6	2	8	10	17	0	0	5	7	56
Total	220	187	192	201	125	109	49	23	38	116	1260

Note: 791 QPS allegations (39%) did not specify the rank/title of the subject officer.

Activities related to conduct for allegations involving QPS subject officers

Allegations for each type of subject officer (according to their rank or title) were examined to determine the work activities or functions that were most commonly being engaged in when the conduct took place. These are described in Table 7 below. For example:

- 115 allegations involving Senior Constables were about conduct occurring during an arrest activity.
- 19 allegations involving Senior Sergeants were about conduct occurring during an investigation.

Table 7. Activities related to conduct for allegations involving QPS subject officers (*n* = 1260)

Subject officer	Activity										Total
	Arrest/detain/ bring under control	Response to incident	Investigation	Information control and management	Unrelated to a work function	Custodial duties	Prosecution	Other criminal justice operational activity	Traffic enforcement	All other activities	
Senior Constable	115	38	38	57	76	15	29	19	14	67	468
Constable	113	41	20	42	34	15	9	10	16	46	346
Sergeant	20	31	11	15	20	6	19	5	6	53	186
Senior Sergeant	4	9	19	6	16	1	5	5	0	40	105
Civilian	2	5	3	42	12	8	3	2	0	22	99
Commissioned Officer	0	1	11	10	1	0	0	3	2	28	56
Total	254	125	102	172	159	45	65	44	38	256	1260

Note: 791 QPS allegations (39%) did not specify the rank/title of the subject officer.

Public Service Departments

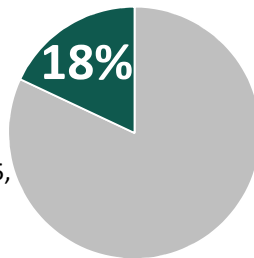
A summary of corruption allegations made about employees working in Public Service Departments (PSDs) for the period July – December 2015.

Allegations



562
allegations

From 1 July 2015 to 31 December 2015, 562 allegations involving public service departments were made to the CCC. This represents 18% of allegations to the CCC during that time.



Departments where the conduct occurs



Queensland Health
188 allegations – 34%



Department of Justice and Attorney-General
116 allegations – 21%



Queensland Corrective Services*
81 allegations – 14%



Department of Education and Training
106 allegations – 19%



Department of Communities, Child Safety and Disability Services
41 allegations – 7%



Department of Transport and Main Roads
34 allegations – 6%

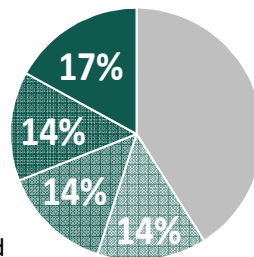


Department of Agriculture and Fisheries
25 allegations – 4%

* Queensland Corrective Services represents 70% of allegations about the Department of Justice and Attorney-General with a number of allegations warranting its inclusion here.

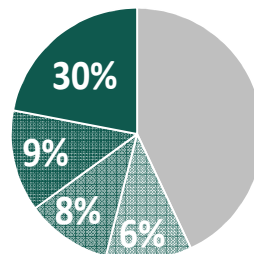
Most frequent types of conduct

- 96** misuse of authority
- 81** misuse of information
- 77** misappropriation or unauthorised use of resources
- 76** assault/use of excessive force

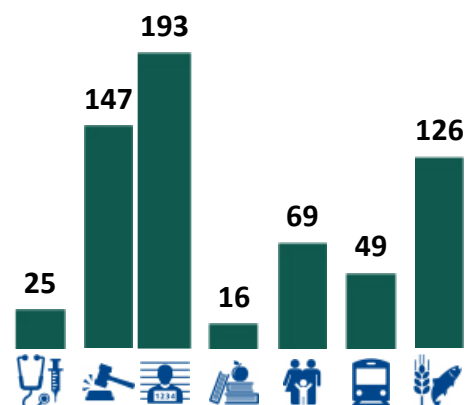


Activities in which conduct occurs most frequently

- 168** direct client/customer contact
- 48** information control and management
- 47** custodial duties
- 33** supervision and employee relations



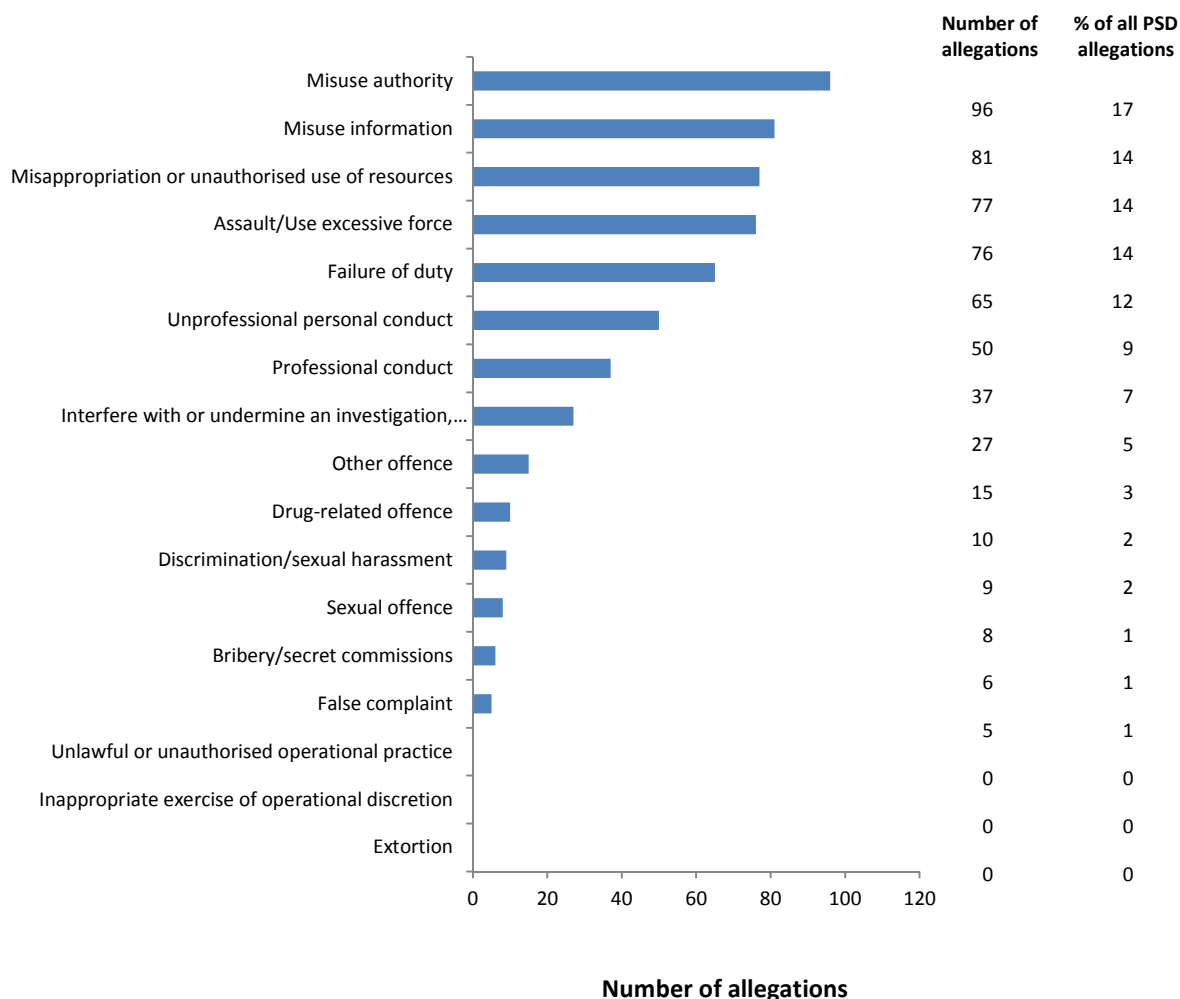
Rate of allegations per 10 000 employees



Type of conduct

All Public Service Department (PSD) allegations were examined to determine the types of conduct being alleged, as shown in Figure 6 below. The four most common types of conduct were misuse of authority, misuse of information, misappropriation or unauthorised use of resources, and assault/use of excessive force.

Figure 6. Number of PSD allegations for types of conduct (*n* = 562)



Characteristics of the four most common types of conduct in PSD allegations

The four most common types of conduct accounted for over half of all PSD allegations. For this reason, these types of allegations were examined in more detail and some of their specific characteristics are described below. Note that not all possible characteristics are presented here; rather, characteristics were chosen based on data availability.

PSD misuse of authority allegations

Misuse of authority allegations can involve misusing authority to act, or omit to act, to further one's own interests or to favour a family member, friend, associate or benefactor (favouritism), as well as to threaten or cause a detriment (including harassment and bullying) or as a reprisal for making a complaint or public interest disclosure. These allegations do not include matters involving a financial or material inducement for preferential treatment or assault or the threat of physical assault.

Misuse of authority allegations were examined to determine the type of misuse of authority and the activity being engaged in at the time. These characteristics are described in Table 8 below. For example:

- 18% of PSD misuse of authority allegations were for misusing authority in the workplace to threaten/cause a detriment.
- 17% of PSD misuse of authority allegations were for misusing authority to benefit others during a recruitment or selection activity.
- 15% of PSD misuse of authority allegations were about misuse of authority occurring during a direct customer contact activity.

Table 8. Characteristics of PSD misuse of authority allegations (*n* = 96)

Conduct subtype	Activity	% of misuse of authority allegations
Misuse authority to benefit others		52
	Recruitment and selection	17
	Supervision and employee relations	3
	Direct customer contact	4
Misuse authority in the workplace to threaten/cause a detriment		18
	Recruitment and selection	1
	Supervision and employee relations	14
	Direct customer contact	0
Misuse authority in service delivery to threaten/cause a detriment		11
	Recruitment and selection	0
	Supervision and employee relations	0
	Direct customer contact	5
All subtypes		100
	Recruitment and selection	20
	Supervision and employee relations	19
	Direct customer contact	15

PSD misuse of information allegations

Misuse of information allegations can involve accessing or disclosing official information without a legitimate reason, unintentionally disclosing official information, falsifying information or records, acquiring or retaining information or records illegally, or inadequately safeguarding information.

Misuse of information allegations were examined to determine the type of misuse of information, the associated department, and whether the subject officer acted alone or colluded with someone else. These characteristics are described in Table 9 below. For example:

- 44% of PSD misuse of information allegations were about unauthorised disclosure of information.
- 5% of PSD misuse of information allegations were about unauthorised access to information in the Department of Justice and Attorney-General by a subject officer who colluded with another individual.
- 30% of PSD misuse of information allegations involved a subject officer acting alone.

Table 9. Characteristics of PSD misuse of information allegations (*n* = 81)

Conduct subtype	Department	Acting alone (% of misuse information allegations)		
		Acted Alone	Colluded	All
Unauthorised disclosure of information		12	11	44
	QLD Health	5	4	11
	Department of Justice and A-G	0	5	12
	Department of Communities	5	0	10
Falsify information or records		9	7	25
	QLD Health	4	0	6
	Department of Justice and A-G	0	0	0
	Department of Communities	0	0	1
Unauthorised access to information		5	7	19
	QLD Health	2	0	5
	Department of Justice and A-G	0	5	7
	Department of Communities	2	0	2
All subtypes		30	28	100
	QLD Health	11	4	23
	Department of Justice and A-G	1	10	21
	Department of Communities	10	0	17

PSD misappropriation or unauthorised use of resources allegations

Misappropriation or unauthorised use of resources allegations can involve the fraudulent diversion of public property or funds (including the fabrication of information or dishonesty in claiming employee entitlements), theft of public property or funds, and unauthorised use of public property or funds (including government resources such as work time, equipment or facilities).

Misappropriation or unauthorised use of resources allegations were examined to determine the type of misappropriation/unauthorised use, the activity being engaged in at the time, and whether the subject officer acted alone or colluded with someone else. These characteristics are described in Table 10 below. For example:

- 49% of PSD misappropriation/unauthorised use allegations were about fraudulent conduct.
- 10% of PSD misappropriation/unauthorised use allegations were about theft during an inventory management activity.
- 32% of PSD misappropriation/unauthorised use allegations involved misappropriation/unauthorised use during a payroll activity.

Table 10. Characteristics of PSD misappropriation or unauthorised use of resources allegations (*n* = 77)

Conduct subtype	Activity	Acting alone (% of misappropriation/ unauthorised use of resources allegations)		
		Acted Alone	Colluded	All
Fraud		19	1	49
	Payroll	12	0	30
	Direct client/customer contact	4	1	6
	Inventory management	0	0	0
Theft		9	0	30
	Payroll	0	0	0
	Direct client/customer contact	1	0	6
	Inventory management	2	0	10
Unauthorised use of government resources		10	4	21
	Payroll	1	0	3
	Direct client/customer contact	4	0	5
	Inventory management	0	0	0
All Subtypes		39	5	100
	Payroll	13	0	32
	Direct client/customer contact	9	1	18
	Inventory management	2	0	10

PSD assault/use of excessive force allegations

Assault/use of excessive force allegations can involve assaults or uses of excessive force with a weapon or without a weapon, as well as threats to assault or use force. Ninety-two per cent of assault/use of excessive force allegations ($n = 70$) did not involve a weapon.

Given the large proportion of allegations that involved an assault or use of excessive force without a weapon, these allegations were further examined to determine the department where the conduct occurred, the type of force that was used, and the type of individual who the force was used against. These characteristics are described in Table 11 below. For example:

- 33% of PSD allegations of assault/use of excessive force without a weapon occurred at the Department of Education and Training.
- 13% of PSD allegations of assault/use of excessive force without a weapon occurred at Queensland Corrective Services and involved a person in care/custody being manhandled or thrown to the ground.
- 73% of PSD allegations of assault/use of excessive force without a weapon involved force against a person in care/custody.

Table 11. Characteristics of PSD assault/use of excessive force (without a weapon) allegations ($n = 70$)

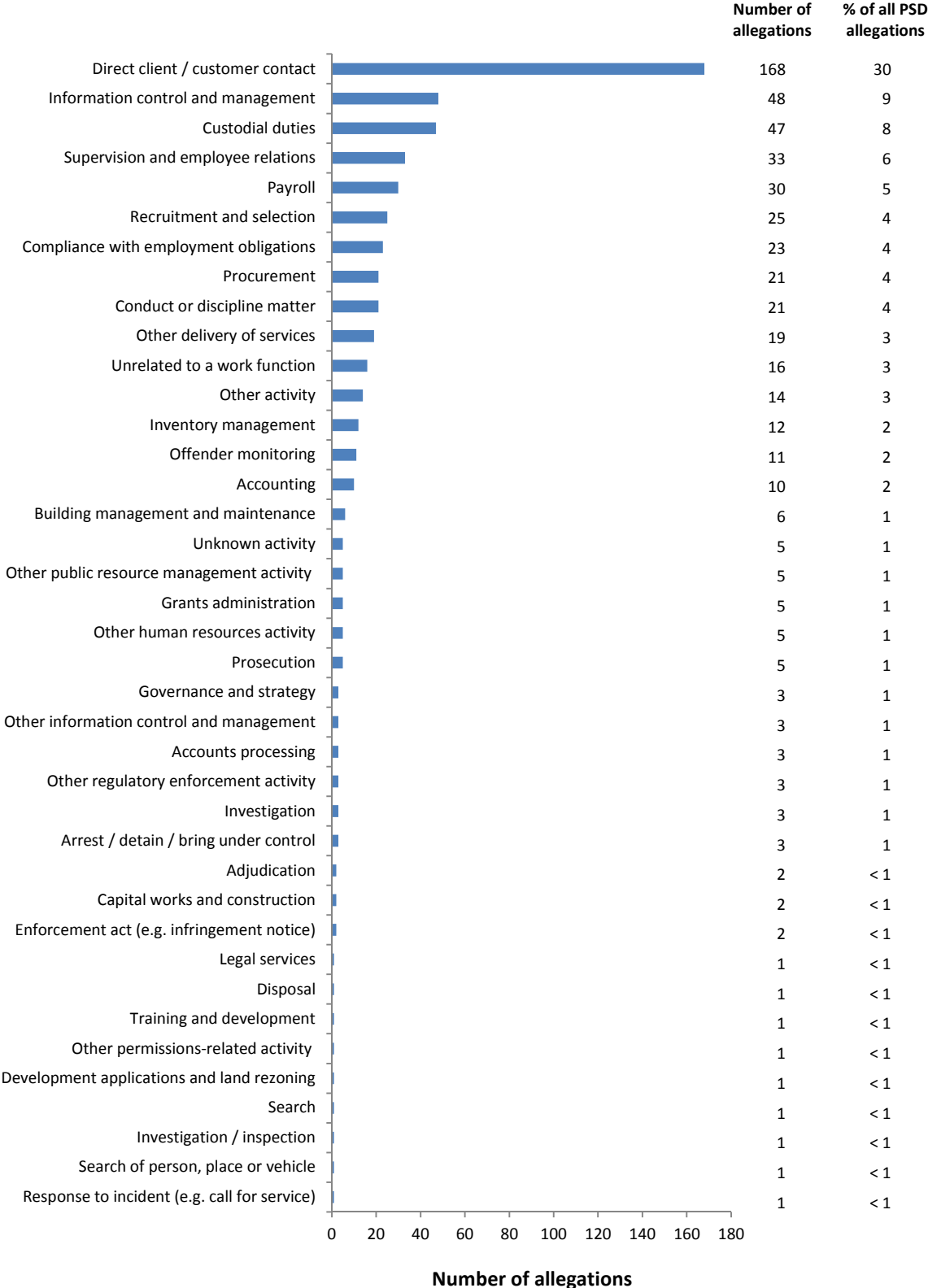
Department	Type of force	Who force used against (% of assault/ use of excessive force [without a weapon] allegations)		
		Person in care/custody	Member of public	All individuals
Queensland Corrective Services		24	3	30
	Manhandled/thrown to ground	13	0	13
	Punched/kicked	7	1	9
	Pushed/shoved	9	0	9
Department of Education and Training		29	4	33
	Manhandled/thrown to ground	10	1	11
	Punched/kicked	6	0	6
	Pushed/shoved	20	1	21
Queensland Health		11	11	23
	Manhandled/thrown to ground	0	1	1
	Punched/kicked	4	0	4
	Pushed/shoved	7	4	11
All departments		73	24	100
	Manhandled/thrown to ground	23	4	27
	Punched/kicked	20	1	21
	Pushed/shoved	43	6	49

Note: 14 allegations (20%) did not specify the type of force.

Activity related to conduct

All PSD allegations were examined to determine the work activities or functions that were being engaged in when the conduct occurred, as shown in Figure 7. Conduct most commonly occurred during direct client/customer contact, followed by information control and management.

Figure 7. Number of PSD allegations for activities related to conduct (n = 562)



Types of conduct for activities in PSD allegations

Activities were examined to determine the types of conduct most commonly alleged. These are described in Table 12 below. For example:

- 52 allegations during direct client/customer contact were about an assault/use of excessive force.
- 25 allegations during a payroll activity were about misappropriation or unauthorised use of resources.

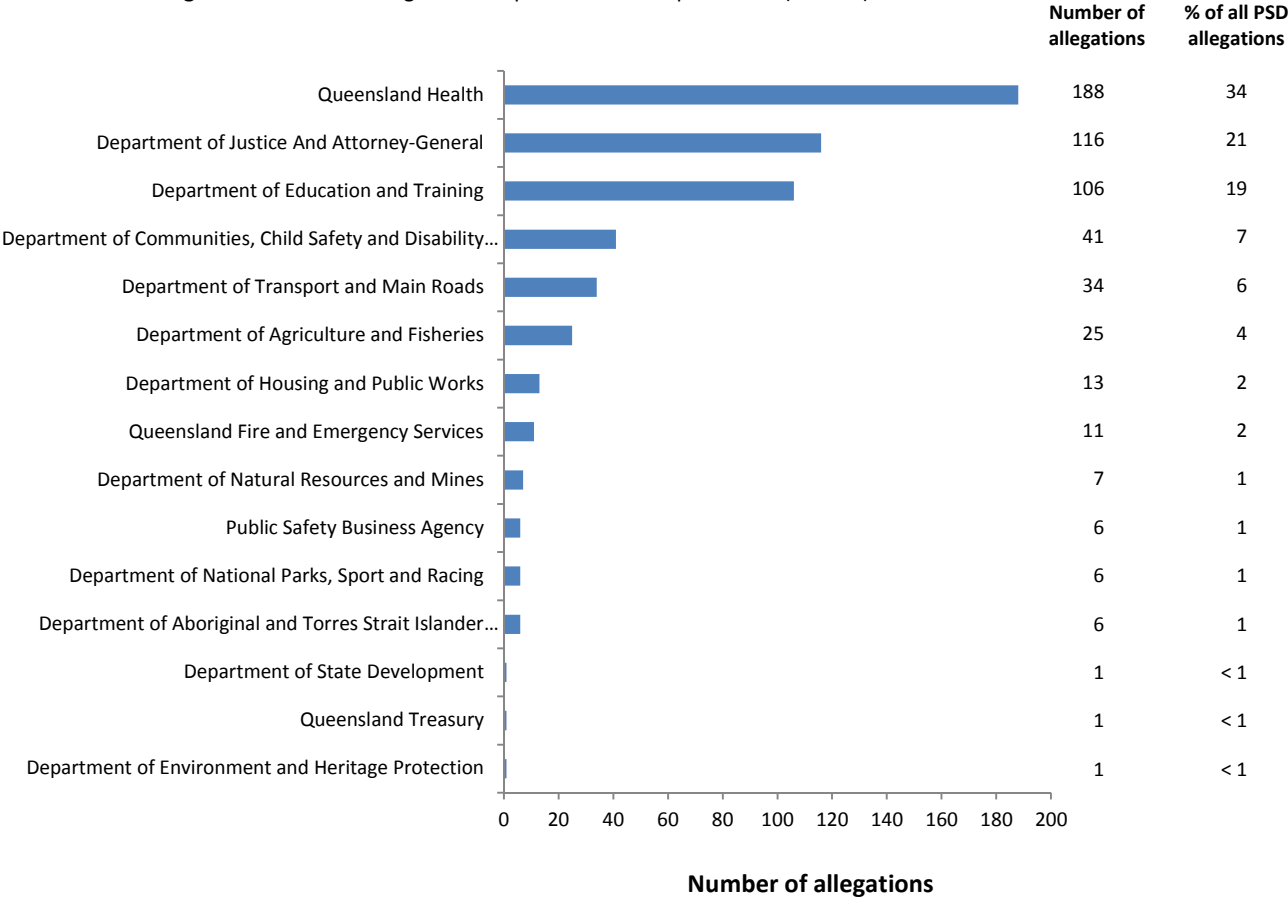
Table 12. Types of conduct for activities in PSD allegations (*n* = 562)

Activity	Conduct type										Total
	Misuse authority	Misuse information	Misappropriation or unauthorised use of resources	Assault/Use excessive force	Failure of duty	Unprofessional personal conduct	Professional conduct	Interfere with or undermine an investigation	Other offence	All other conduct types	
Direct client/customer contact	14	3	14	52	19	21	19	5	11	10	168
Information control and management	1	40	1	0	0	0	0	0	1	5	48
Custodial duties (excluding search)	1	1	1	18	18	5	0	0	0	3	47
Supervision and employee relations	18	1	0	0	3	3	3	3	0	2	33
Payroll	4	1	25	0	0	0	0	0	0	0	30
Recruitment and selection	19	0	1	0	1	0	3	0	0	1	25
Compliance with employment obligations	1	2	2	0	10	4	3	1	0	0	23
Procurement	13	0	0	0	3	1	2	0	0	2	21
Conduct or discipline matter	4	1	0	0	8	1	1	6	0	0	21
Unrelated to a work function	1	5	4	0	0	3	0	0	2	1	16
Inventory management	0	0	8	0	0	3	0	0	0	1	12
All other activities	20	27	21	6	3	9	6	12	1	13	118
Total	96	81	77	76	65	50	37	27	15	38	562

Location of conduct

All PSD allegations were examined to determine the departments where the conduct occurred. Figure 8 shows the number of allegations in each department with at least 1 allegation. Queensland Health had the most allegations.

Figure 8. Number of allegations for public service departments (n = 562)



Types of conduct for allegations in public service departments

Departments with allegations were examined to determine the types of conduct most commonly alleged. These are described in Table 13 below. For example:

- 48 allegations in Queensland Health were about misappropriation or unauthorised use of resources.
- 11 allegations in the Department of Justice and Attorney-General were about interfering or undermining an investigation.

Table 13. Types of conduct for allegations in public service departments (*n* = 562)

Department	Conduct type										Total
	Misuse authority	Misuse information	Misappropriation or unauthorised use of resources	Assault/ Use excessive force	Failure of duty	Unprofessional personal conduct	Professional conduct	Interfere with or undermine an investigation	Other offence	All other conduct types	
Queensland Health	34	19	48	18	23	15	18	4	3	6	188
Department of Justice and Attorney-General	14	17	1	24	25	10	2	11	1	11	116
Department of Education and Training	12	6	11	24	3	19	9	5	9	8	106
Department of Communities, Child Safety and Disability Services	5	14	2	7	0	2	7	4	0	0	41
Department of Transport and Main Roads	13	9	4	3	2	2	0	0	0	1	34
Department of Agriculture and Fisheries	5	4	5	0	9	0	1	1	0	0	25
Department of Housing and Public Works	2	1	5	0	0	1	0	1	0	3	13
Queensland Fire and Emergency Services	0	4	1	0	0	0	0	0	1	5	11
Department of Natural Resources and Mines	2	3	0	0	0	0	0	0	1	1	7
Public Safety Business Agency	3	0	0	0	2	0	0	0	0	1	6
Department of National Parks, Sport and Racing	2	2	0	0	1	0	0	0	0	1	6
Department of Aboriginal and Torres Strait Islander Partnerships	3	0	0	0	0	1	0	1	0	1	6
Department of State Development	0	1	0	0	0	0	0	0	0	0	1
Queensland Treasury	1	0	0	0	0	0	0	0	0	0	1
Department of Environment and Heritage Protection	0	1	0	0	0	0	0	0	0	0	1
Total	96	81	77	76	65	50	37	27	15	38	562

Activities related to conduct for allegations in public service departments

Departments with allegations were examined to determine the work activities or functions that were most commonly being engaged in when the conduct occurred. These are described in Table 14 below. For example:

- 62 allegations in Queensland Health were about conduct occurring during direct client/customer contact.
- 47 allegations in the Department of Justice and Attorney-General were about conduct occurring during custodial duties.

Table 14. Activities related to conduct for allegations in public service departments (*n* = 562)

Department	Activity										Total
	Direct client/ customer contact	Information control and management	Custodial duties	Supervision and employee relations	Payroll	Recruitment and selection	Compliance with employment obligations	Procure- ment	Conduct or discipline matter	All other activities	
Queensland Health	62	16	0	13	24	10	10	8	10	35	188
Department of Justice and Attorney-General	10	11	47	1	0	1	5	2	2	37	116
Department of Education and Training	57	0	0	8	5	6	4	7	1	18	106
Department of Communities, Child Safety and Disability Services	22	8	0	1	0	0	2	0	0	8	41
Department of Transport and Main Roads	6	3	0	4	0	3	2	1	0	15	34
Department of Agriculture and Fisheries	7	2	0	3	0	0	0	0	7	6	25
Department of Housing and Public Works	1	0	0	0	1	1	0	0	1	9	13
Queensland Fire and Emergency Services	0	7	0	0	0	0	0	0	0	4	11
Department of Natural Resources and Mines	2	1	0	0	0	0	0	0	0	4	7
Public Safety Business Agency	1	0	0	0	0	3	0	1	0	1	6
Department of National Parks, Sport and Racing	0	0	0	0	0	0	0	2	0	4	6
Department of Aboriginal and Torres Strait Islander Partnerships	0	0	0	3	0	1	0	0	0	2	6
Department of State Development	0	0	0	0	0	0	0	0	0	1	1
Queensland Treasury	0	0	0	0	0	0	0	0	0	1	1
Department of Environment and Heritage Protection	0	0	0	0	0	0	0	0	0	1	1
Total	168	48	47	33	30	25	23	21	21	146	562

Rates of PSD allegations per number of employees

For a more meaningful comparison of allegations in different departments, the size of the workforce in each department should be taken into account. As such, allegations in each department with allegations were examined in terms of the rate of allegations per 10 000 employees.

These rates are shown in Table 15 below. For example:

- The Department of Aboriginal and Torres Strait Islander Partnerships has the highest rate of allegations per 10 000 employees.
- The Department of Justice and Attorney-General and the Department of Agriculture and Fisheries also have high rates of allegations per 10 000 employees.
- Queensland Health has a relatively low rate of allegations per 10 000 employees in comparison to the Queensland public service as a whole.

Table 15. Allegation rates for PSD per number of employees (*n* = 562)

Department	Number of allegations	Total number of employees	Allegations per 10 000 employees
Queensland Health	188	76 320	25
Department of Justice and Attorney-General	116	7 880	147
Department of Education and Training	106	66 282	16
Department of Communities, Child Safety and Disability Services	41	5 953	69
Department of Transport and Main Roads	34	6 913	49
Department of Agriculture and Fisheries	25	1 981	126
Department of Housing and Public Works	13	2 915	45
Queensland Fire and Emergency Services	11	3 069	36
Department of Natural Resources and Mines	7	2 348	30
Department of Aboriginal and Torres Strait Islander Partnerships	6	262	229
Department of National Parks, Sport and Racing	6	1 322	45
Public Safety Business Agency	6	1 995	30
Department of Environment and Heritage Protection	1	1 041	10
Department of State Development	1	593	17
Queensland Treasury	1	1 800	6
Queensland Public Service Departments	562	184 686	30

Source: Public Service Commission quarterly workforce profile, State of Queensland, April 2016.

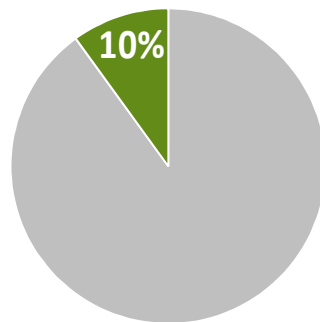
Local Government

A summary of corruption allegations made about employees, executives and councillors working in Local Government (LG) for the period July – December 2015.

Allegations

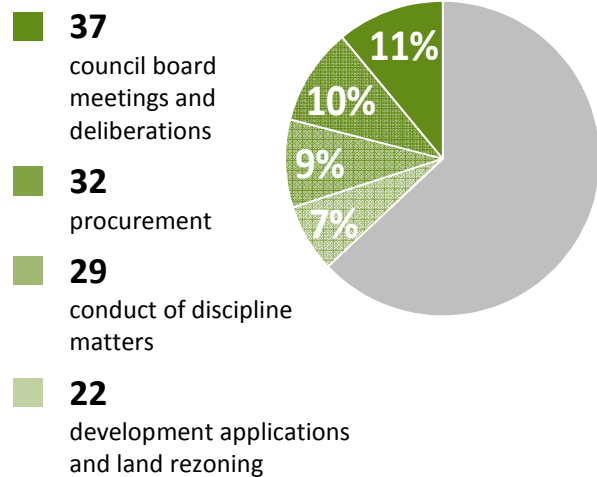


333
allegations

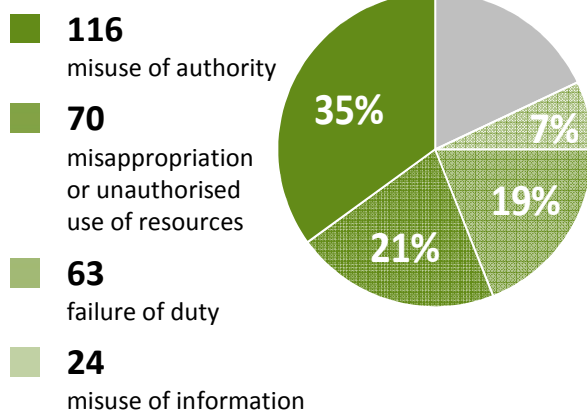


From 1 July 2015 to 31 December 2015, 333 allegations involving Local Government were made to the CCC. This represents 10% of allegations to the CCC during that time.

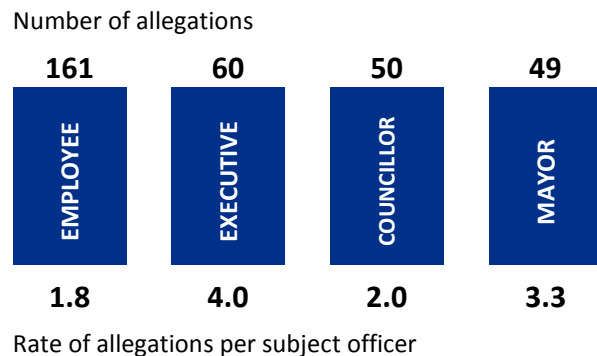
Activities in which conduct occurs most frequently



Most frequent types of conduct



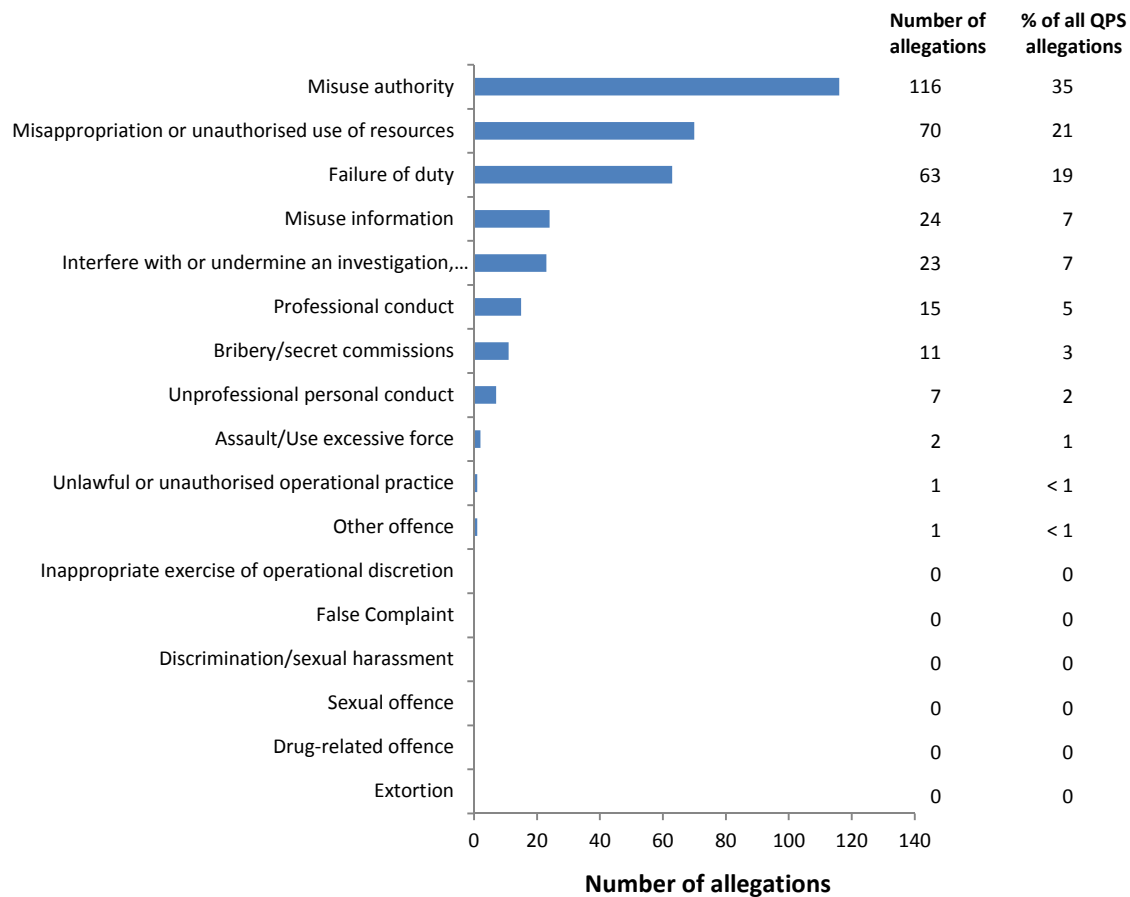
Position of subject officer



Type of conduct

All Local Government (LG) allegations were examined to determine the types of conduct being alleged, as shown in Figure 9. The four most common types of conduct were misuse of authority, misappropriation or unauthorised use of resources, failure of duty and misuse of information.

Figure 9. Number of LG allegations for types of conduct ($n = 333$)



Characteristics of the four most common types of conduct in LG allegations

The four most common types of conduct accounted for approximately four-fifths of all LG allegations. For this reason, these types of allegations were examined in more detail and some of their specific characteristics are described below. Note that not all possible characteristics are presented here; rather, characteristics were chosen based on data availability.

LG misuse of authority allegations

Misuse of authority allegations can involve misusing authority to act, or omit to act, to further one's own interests or to favour a family member, friend, associate or benefactor (favouritism), as well as to threaten or cause a detriment (including harassment and bullying) or as a reprisal for making a complaint or public interest disclosure. These allegations do not include those matters involving a financial or material inducement for preferential treatment or assault or the threat of physical assault.

Misuse of authority allegations were examined to determine the type of misuse of authority, the activity being engaged in at the time, as well as the position/title of the subject officer involved. These characteristics are described in Table 16 below. For example:

- 70% of LG misuse of authority allegations were for misusing authority to benefit others.
- 5% of LG misuse of authority allegations were for misusing authority to benefit others during a development application activity by a mayor.
- 41% of LG misuse of authority allegations were about misuse of authority by an employee.

Table 16. Characteristics of LG misuse of authority allegations (*n* = 116)

Allegation subtype	Activity	Position/Title of subject officer (% of misuse of authority allegations)			
		Employee	Executive	Mayor	All individuals
To benefit others		29	10	16	70
	Development applications	2	1	5	14
	Procurement	5	3	3	11
	Recruitment or selection	6	3	1	11
To benefit self		7	4	3	16
	Development applications	1	1	2	3
	Procurement	3	0	1	3
	Recruitment or selection	0	0	0	0
All subtypes		41	22	19	100
	Development applications	3	2	7	17
	Procurement	8	4	3	16
	Recruitment or selection	6	3	1	11

Note: 10 allegations (3%) had an unknown position/title for the subject officer.

LG misappropriation or unauthorised use of resources allegations

Misappropriation or unauthorised use of resources allegations can involve the fraudulent diversion of public property or funds (including the fabrication of information or dishonesty in claiming employee entitlements), theft of public property or funds, and unauthorised use of public property or funds (including government resources such as work time, equipment or facilities).

Misappropriation or unauthorised use of resources allegations were examined to determine the type of misappropriation/unauthorised use, the activity being engaged in at the time, and whether the subject officer acted alone or colluded with someone else. These characteristics are described in Table 17 below. For example:

- 37% of LG misappropriation/unauthorised use allegations were about fraudulent conduct.
- 7% of LG misappropriation/unauthorised use allegations were about theft during an inventory management activity where the subject officer was acting alone.
- 23% of LG misappropriation/unauthorised use allegations involved misappropriation/unauthorised use during a payroll activity.

Table 17. Characteristics of LG misappropriation or unauthorised use of resources allegations (*n* = 70)

Conduct subtype	Activity	Acting alone (% of misappropriation/ unauthorised use of resources allegations)		
		Acted Alone	Colluded	All
Fraud		13	6	37
	Payroll	6	1	14
	Inventory management	0	0	0
	Other delivery of services	3	0	7
Theft		17	3	34
	Payroll	1	0	1
	Inventory management	7	0	10
	Other delivery of services	0	0	3
Unauthorised use of government resources		6	13	29
	Payroll	1	6	7
	Inventory management	0	6	6
	Other delivery of services	0	0	0
All Subtypes		36	21	100
	Payroll	9	7	23
	Inventory management	7	6	16
	Other delivery of services	3	0	10

LG failure of duty allegations

Failure of duty allegations can involve failures to comply with legal, policy or reporting obligations or failures to execute duties to an appropriate standard. This type of conduct includes failures resulting from a lack of knowledge, competence or appropriate care or diligence but do not include deliberate acts or omissions with the intent to gain a benefit or cause detriment to another.

Failure of duty allegations were examined to determine the type of failure of duty and the activity being engaged in at the time. These characteristics are described in Table 18 below. For example:

- 40% of LG failure of duty allegations were a failure to comply with good governance policy obligations.
- 13% of LG failure of duty allegations were a failure to comply with good governance legal obligations during council board meetings and deliberations.
- 33% of LG failure of duty allegations were during council board meetings or deliberations.

Table 18. Characteristics of LG failure of duty allegations (*n* = 63)

Conduct subtype	Activity	% of failure of duty allegations
Fail to comply with good governance policy obligations		40
	Council board meetings and deliberations	21
	Compliance with employment obligations	13
	Conduct or discipline matter	0
Fail to comply with policy, directive, order or procedure		19
	Council board meetings and deliberations	0
	Compliance with employment obligations	0
	Conduct or discipline matter	2
Fail to comply with good governance legal obligations		17
	Council board meetings and deliberations	13
	Compliance with employment obligations	0
	Conduct or discipline matter	0
All subtypes		100
	Council board meetings and deliberations	33
	Compliance with employment obligations	13
	Conduct or discipline matter	13

LG misuse of information allegations

Misuse of information allegations can involve accessing or disclosing official information without a legitimate reason, unintentionally disclosing official information, falsifying information or records, acquiring or retaining information or records illegally, or inadequately safeguarding information.

Misuse of information allegations were examined to determine the type of misuse of information and the activity being engaged in at the time. These characteristics are described in Table 19 below. For example:

- 29% of LG misuse of information allegations were about falsifying information or records.
- 21% of LG misuse of information allegations were about unauthorised disclosure of information during an information control and management activity.
- 13% of LG misuse of information allegations were about conduct during an executive services and support activity.

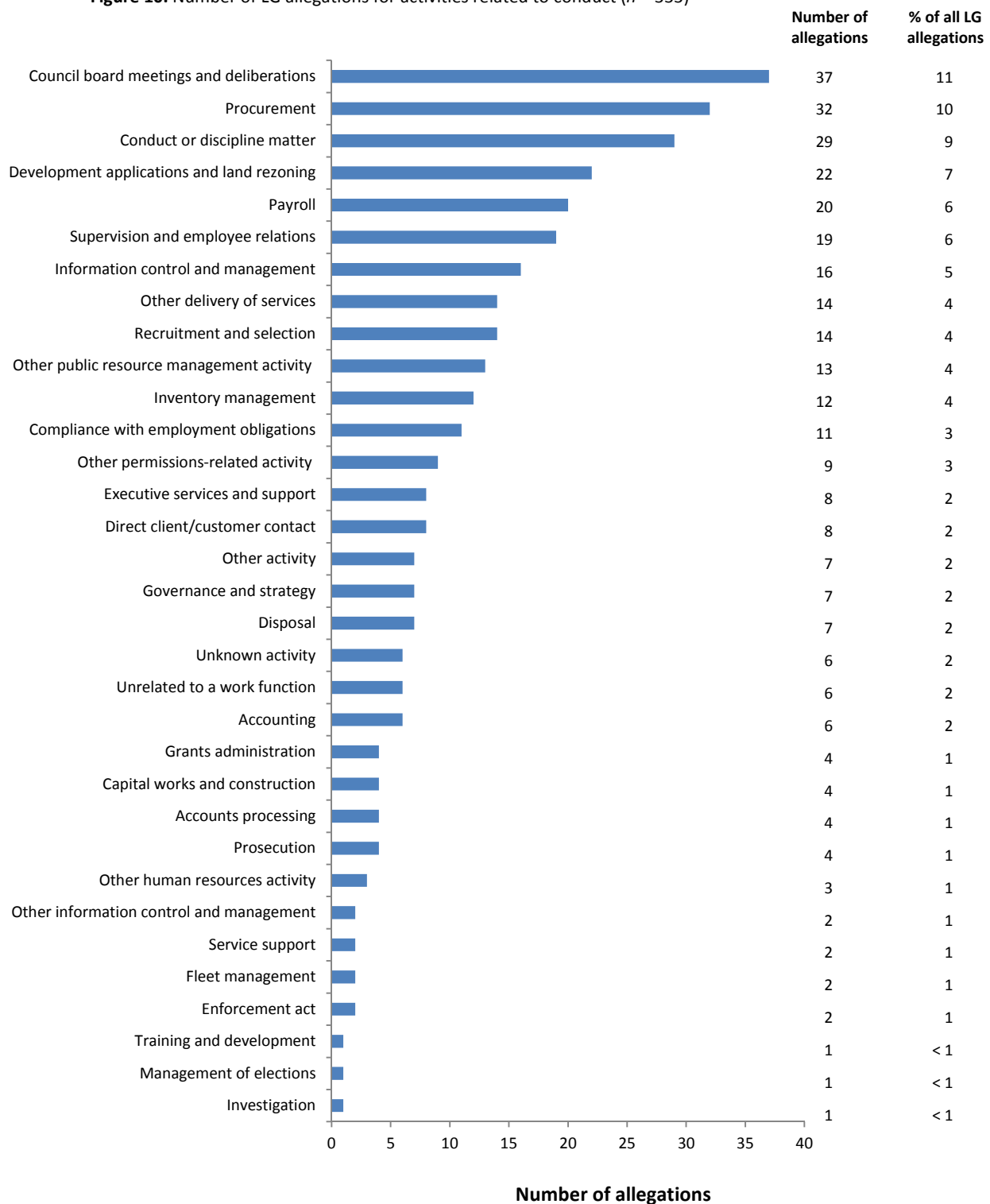
Table 19. Characteristics of LG misuse of information allegations (*n* = 24)

Conduct subtype	Activity	% of misuse of information allegations
Other misuse of information		33
	Information control and management	25
	Executive services and support	4
	Other delivery of services	0
Unauthorised disclosure of information		33
	Information control and management	21
	Executive services and support	0
	Other delivery of services	0
Falsify information or records		29
	Information control and management	4
	Executive services and support	8
	Other delivery of services	8
All subtypes		100
	Information control and management	54
	Executive services and support	13
	Other delivery of services	8

Activity related to conduct

All LG allegations were examined to determine the work activities or functions that were being engaged in when the conduct occurred, as shown in Figure 10. Conduct most commonly occurred during council board meetings and deliberations, followed by procurement.

Figure 10. Number of LG allegations for activities related to conduct (*n* = 333)



Types of conduct for activities in LG allegations

Activities were examined to determine the types of conduct most commonly alleged. These are described in Table 20 below. For example:

- 21 allegations during council board meetings and deliberations were about a failure of duty.
- 19 allegations during a procurement activity were about misuse of authority.

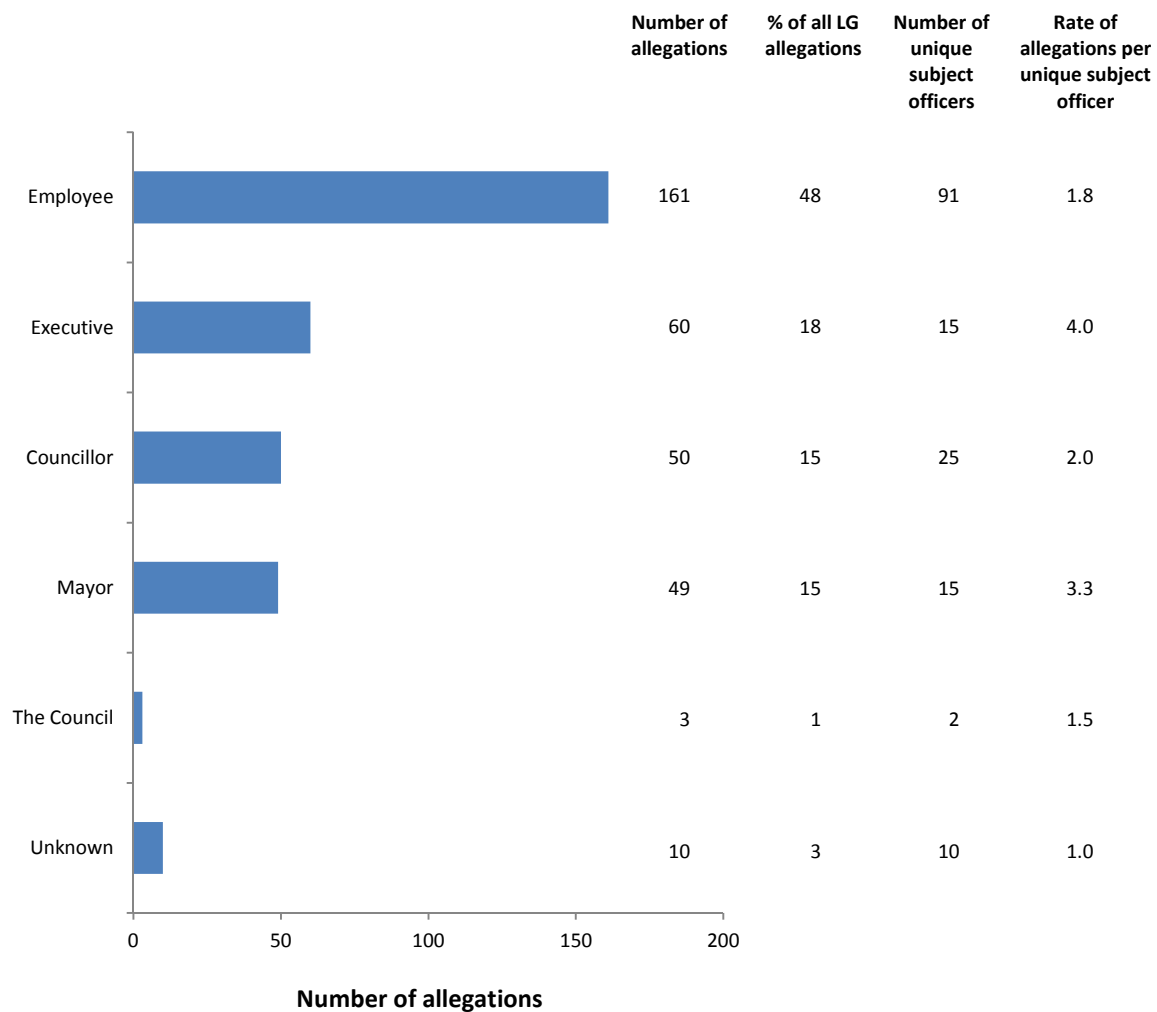
Table 20. Types of conduct for activities in LG allegations (*n* = 333)

Activity	Conduct type											Total
	Misuse authority	Misappropriation or unauthorised use of resources	Failure of duty	Misuse information	Interfere with or undermine an investigation	Professional conduct	Bribery/secret commissions	Unprofessional personal conduct	Assault/Use excessive force	Unlawful or unauthorised operational practice	Other offence	
Council board meetings and deliberations	5	0	21	1	3	0	1	4	2	0	0	37
Procurement	19	1	2	1	0	3	6	0	0	0	0	32
Conduct or discipline matter	3	0	8	1	11	6	0	0	0	0	0	29
Development applications and land rezoning	20	0	2	0	0	0	0	0	0	0	0	22
Payroll	1	16	0	1	0	1	1	0	0	0	0	20
Supervision and employee relations	9	0	6	0	2	0	0	2	0	0	0	19
Information control and management	0	0	1	13	2	0	0	0	0	0	0	16
Other delivery of services	2	7	2	2	0	0	0	0	0	1	0	14
Recruitment and selection	13	0	0	0	1	0	0	0	0	0	0	14
Other public resource management activity	5	5	2	0	0	1	0	0	0	0	0	13
Inventory management, excluding disposal	0	11	0	0	0	1	0	0	0	0	0	12
All other activities	39	30	19	5	4	3	3	1	0	0	1	105
Total	116	70	63	24	23	15	11	7	2	1	1	333

Actor/subject officer who engaged in the conduct

All LG allegations were examined to determine the positions or titles of the actors/subject officers who engaged in the conduct, as shown in Figure 11. A total of 158 unique officers were the subject of at least one allegation between 1 July 2015 and 31 December 2015. Conduct was most commonly engaged in by employees, as indicated by both the total number of allegations and the number of unique subject officers. The average number of allegations per unique subject officer was different across types of subject officers.

Figure 11. Number of allegations for LG subject officers ($n = 333$)



Types of conduct for allegations involving LG subject officers

Allegations for each type of subject officer (according to their position or title) were examined to determine the types of conduct most commonly alleged. These are described in Table 21 below. For example:

- 58 allegations involving employees were about misappropriation or unauthorised use of resources.
- 16 allegations involving councillors were about failure of duty.

Table 21. Types of conduct for allegations involving LG subject officers (*n* = 333)

Subject officer	Conduct type										Total
	Misuse authority	Misappropriation or unauthorised use of resources	Failure of duty	Misuse information	Interfere with or undermine an investigation	Professional conduct	Bribery/secret commissions	Unprofessional personal conduct	Assault/ Use excessive force	All other conduct types	
Employee	47	58	26	9	6	6	8	0	0	1	161
Executive	26	4	10	5	7	1	0	5	2	0	60
Councillor	13	4	16	4	7	5	0	0	0	1	50
Mayor	22	0	11	5	3	3	3	2	0	0	49
The Council	2	1	0	0	0	0	0	0	0	0	3
Unknown	6	3	0	1	0	0	0	0	0	0	10
Total	116	70	63	24	23	15	11	7	2	2	333

Activities related to conduct for allegations involving LG subject officers

Allegations for each type of subject officer (according to their position or title) were examined to determine the work activities or functions that were most commonly being engaged in when the conduct took place. These are described in Table 22 below. For example:

- 19 allegations involving employees were about conduct occurring during a procurement activity.
- 16 allegations involving mayors were about conduct occurring during council board meetings and deliberations.

Table 22. Activities related to conduct for allegations involving LG subject officers (*n* = 333)

Subject officer	Activity										Total
	Council board meetings and deliberations	Procurement	Conduct or discipline matter	Development applications	Payroll	Supervision and employee relations	Information control and management	Other delivery of services	Recruitment and selection	All other activities	
Employee	0	19	8	3	19	13	3	12	7	77	161
Executive	6	5	10	3	0	6	4	0	3	23	60
Councillor	15	0	6	6	1	0	5	0	1	16	50
Mayor	16	7	4	8	0	0	4	0	2	8	49
The Council	0	1	0	1	0	0	0	0	0	1	3
Unknown	0	0	1	1	0	0	0	2	1	5	10
Total	37	32	29	22	20	19	16	14	14	130	333



Crime and Corruption Commission

QUEENSLAND

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