

Appendix I Mediation

As reported last year, the CJC and the CJP within the Department of Justice and Attorney-General initiated a six month pilot program in February 1992 in which complaints made by citizens against police officers, and assessed by the CJC or the PSU of the QPS as suitable for mediation, were referred to the Director of the CJP. The program ran officially until 2 August 1992.

The CJP has been operating a community mediation service since 1 July 1990. Most mediations have involved family and neighbourhood disputes. The CJC believed that this process was particularly suitable for minor complaints made against police (such as incivility). The two mediators do not advise the parties or adjudicate on matters. Their role is simply to guide the parties through the process and facilitate communications. Because mediation depends upon the goodwill of the parties, participation is purely voluntary.

The CJP met all costs associated with the pilot program, which was limited to complaints involving parties living in South-East Queensland. During the pilot, 33 mediation sessions were held. All but one resulted in the parties reaching agreement. The average time for the sessions was two and a half hours.

Complainants and police officers were surveyed to ascertain their response to the process. Most expressed their satisfaction with the process and the agreements reached.

The CJP subsequently reported on the pilot program, concluding that the results confirmed the following:

- the mediation process resolved complaints more quickly than formal investigation
- the degree of satisfaction of complainants with the handling of their complaints and with the outcomes was higher than that resulting from formal investigation
- the process provided an efficient and cost-effective alternative for the handling of minor complaints against police.

Since the publication of the report, the Director of the Alternative Dispute Resolution Division has met with the Commissioner of the QPS and senior officers of the CJC. The CJP has agreed to continue to accept referrals of complaints against police for mediation and the Commissioner of the QPS has agreed to pay for these services.

Since the commencement of the pilot program, the CJC has referred 26 complaints to the CJP for mediation.

Appendix 2 Informal Resolution

Although mediation proved to be successful in a high percentage of complaints it became clear to the CJC that it would not be a viable option in those areas of the State where the services of the CJP are not currently available.

Furthermore, the CJC's Complaints Officers reported that in many other instances the complainants in matters assessed as suitable for mediation were unwilling to participate. Some of the reasons were:

- the complainant, having been subjected to incivility or some other form of unpleasant behaviour from the police officer, was apprehensive about confronting the officer
- the complainant did not wish to set aside the time needed to mediate the complaint (approximately 2.5 hours plus travel time)
- the complainant saw mediation as an unnecessarily involved process for dealing with a simple matter
- the complainant's sole purpose in making the complaint was to bring to the attention of the police officer's superiors the fact that the officer had conducted himself/herself in an unprofessional manner.

The CJC was aware that many complaints of a minor nature were dealt with in the United Kingdom by a process known as Informal Resolution, a process whereby commissioned officers attempt, without conducting a formal investigation, to achieve a position in which the complainant is satisfied that the complaint has been appropriately dealt with. In many cases the outcome of this process is an apology given to the complainant on behalf of the erring officer or the police service.

Discussions subsequently took place between the former Commissioner of the QPS and the former Chairman of the CJC which resulted in an agreement that a working party be established to consider the introduction of informal resolution in Queensland. The working party consisted of officers of the CJC, the QPS and representatives of the two police unions.

The working party issued its report on 19 November 1992 in which it made the following recommendations (among others):

- that a system for resolving complaints of a minor nature by informal procedures be introduced in the QPS

- that the CJC and the QPS develop guidelines for the classes of matters to be dealt with by way of informal resolution and the procedures to be followed
- that any complainant be advised that the informal resolution process is a voluntary one and that the complainant, if not satisfied with the outcome of the process, may refer the matter to the CJC or to the Commissioner
- that a proper training program on informal resolution procedures be implemented for officers, including practical training and guidance and the accreditation of officers who complete the program
- that the use of informal resolution procedures commence immediately accredited officers are available with priority being given to accreditation of officers in regions where mediation by the CJP is available
- that the PSU and the CJC audit the use of informal resolution to ensure procedures are being properly carried out and proper records are being kept
- that the *Police Service Administration Act 1990* be amended to ensure that informal resolution is considered as an option for dealing with complaints
- that this Act also be amended to provide protection for officers from liability for statements made during informal resolution procedures unless those statements are deliberately false
- that the mediation of complaints through the CJP remain an available option for dealing with complaints
- that the QPS publicly promote informal resolution.

The working party's inquiries revealed that no relevant training program was currently being conducted in Australia, although several police services were considering introducing such a program. The working party recommended that former Superintendent Dennis Meadus, Officer-in-Charge of the Complaints Division of the Hampshire Constabulary, be invited to Queensland to develop and present the training program. He has extensive experience in complaints procedures generally and the informal resolution process in particular. Mr Meadus' expertise in informal

resolution includes both practical experience and teaching experience. He lectured for a number of years at the world renowned Bramshill Police College.

The working party's report was subsequently adopted in full by the Chairperson of the CJC and the Commissioner of the QPS. The CJC approached Mr Meadus, who expressed his willingness to travel to Queensland to help establish an informal resolution system. The CJC and the QPS agreed to jointly fund costs associated with Mr Meadus' visit.

Mr Meadus arrived in Queensland in February 1993 and, with the CJC and the PSU, established a two day training program incorporating both theoretical and practical training in the informal resolution process. Officers from the Alternative Dispute Resolution Division and a senior lecturer from the Queensland University of Technology with expertise in alternative dispute resolution also provided input into the training program.

Mr Meadus has now conducted 15 programs. On average, 12 commissioned officers and non-commissioned officers who regularly act as commissioned officers participate in the program. By the end of Mr Meadus' consultancy (August 1993), approximately 210 officers will have participated in the program. Those who have completed the program will be authorised by the Commissioner to use informal resolution techniques for resolving complaints of a minor nature.

Comprehensive procedural instructions relating to the use of informal resolution, based on material provided by Mr Meadus and the CJC, have been issued by the Commissioner of the QPS.

The CJC firmly believes that the informal resolution process has the following advantages. It

- is a much speedier process than formal investigation and thus beneficial to both complainants and police officers
- enables the QPS to immediately address the problems of supervision, management and procedural failures at the supervisor level
- is more likely to result in an outcome acceptable to the complainant
- is more likely to be accepted by police officers as it is not an adversarial process designed to establish culpability with consequential adverse effects on promotional prospects
- is more likely to have a desirable effect on the officer's future conduct because the process, if properly conducted, makes the officer aware of the feelings of ordinary members of the community without invoking feelings of hostility in the officer
- enables members of the community to gain a better understanding of the police officer's role
- is much less costly than formal investigation.

Mr Meadus has made every effort to gain public acceptance for the informal resolution process by obtaining widespread media coverage for the training program in all regions of the State.

The CJC will closely monitor the introduction of informal resolution to ensure the process is being used appropriately.

Appendix 3 Operation Franklin

The CJC investigated alleged misconduct by senior staff at a tertiary institution. In general terms the allegations involved:

- misuse of the institution's property from 1974 to 1991
- misappropriation of the institution's property and defalcation of funds
- fraudulent falsification of documents
- intimidation of staff and general administrative problems.

In all, 93 allegations were received concerning past and present employees of the institution. The CJC's investigation focussed on the more serious allegations. In June 1992 CJC investigators interviewed more than 100 witnesses. A large quantity of the institution's records were seized together with records from individuals and business entities. These records were examined by the CJC's financial analysts.

A report was furnished to the principal officer of the institution. Many of the allegations were based on rumour only and were unable to be substantiated. In fact, in some cases, the CJC's investigation actually disproved the allegations.

In one instance the CJC's investigation revealed clear evidence of official misconduct. However, the institution had taken disciplinary action on that matter some years ago. Therefore the CJC was unable to recommend any further disciplinary action. The CJC in its report to the principal officer expressed its concern with the inadequacy of the action taken.

In respect of another allegation, the CJC furnished a report to the Director of Prosecutions under s.2.24(2)(a) of the Act so the Director could determine whether any prosecution proceedings were warranted. The Director of Prosecutions subsequently directed that a former employee of the tertiary institution be charged with three counts of receiving secret commissions contrary to s. 442B of the *Criminal Code*. He also directed that two persons associated with certain business entities be charged with related offences. One of those persons was charged with one offence and the other with three offences.

In its report to the principal officer of the tertiary institution, the CJC made a number of recommendations that guidelines be issued relating to such issues as procedures and guidelines governing the awarding of tenders and personal use of the institution's property.

Appendix 4 Misconduct Tribunal Members for 1992/93

Sarah Bradley – Barrister-at-Law

The Honourable Douglas Malcolm Campbell QC

Martin Robert Moriarty – Barrister-at-Law

Dr John Robertson Stephen Forbes – Barrister-at-Law

Phillip Stevenson Hardcastle – Barrister-at-Law

Robert Neilson Wensley – Barrister-at-Law

Francis Joseph Gaffy QC

James Geoffrey Crowley QC

Michael Joseph Halliday – Barrister-at-Law

Appendix 5 Recommendations to Principal Officers and to the Commissioner of the QPS

Recommendations to Principal Officers and to the Commissioner of the QPS

Regulation of overtime worked by employees within the Department of Education

As a result of investigating a claim that a Department of Education officer had been claiming for overtime he had not worked, the CJC became aware that the system of allocating and checking overtime within the Department was inadequate. As a result of the absence of reliable records and the way in which overtime was allocated the CJC was unable to substantiate the allegation. It therefore wrote to the Director-General recommending that the system for the regulating and checking of overtime be reviewed.

Security of ballot papers

The CJC investigated a complaint that two ballot paper booklets were stolen from the office of a State Government Electorate Returning Officer. The investigation highlighted three areas in need of procedural change and on 16 October 1992 the CJC wrote to the Commissioner of the Electoral Commission of Queensland recommending that:

1. liaison take place between the Queensland Electoral Commission and GoPrint to ensure that all Returning Officers strictly comply with present procedures regarding the receipt, counting and return acknowledgment of ballot papers
2. the Electoral Commission stipulate improved security standards and procedures for the storage of ballot papers and other important electoral documents
3. Returning Officers and other associated electoral workers be required to comply with the set security standards and procedures to prevent such a situation recurring.

Disclosing the identity of drug informers in Court proceedings

The *Drugs Misuse Act 1986* seeks to provide protection for drug informers by making it an offence to disclose any particulars that are likely to lead to the identification of an informer. The protection extends even to court proceedings by providing that a witness shall not be asked and, if asked, shall not be compelled to disclose information likely to lead to the identification of an informer.

During proceedings in the Magistrates Court a Magistrate directed an officer to confirm that people he had referred to in his evidence were in fact drug

informers. This caused the informants to fear for their safety and resulted in them being admitted to the CJC's Witness Protection Program. After perusing the transcript of the proceedings the CJC formed the view that the witness should not have been required to answer the question.

Although it was clear that no intentional breach of the legislation was involved, the breach had increased the risk to the informants. Therefore, the CJC wrote to the Chief Stipendiary Magistrate requesting that he raise the matter with all Magistrates to ensure similar incidents do not arise.

Auditing of travel allowance claims by Queensland Rail employees

The CJC has investigated a complaint alleging wrongful claims for incidental expenses and travel allowances by Queensland Rail employees attending courses away from their home base.

Although there was evidence indicating that some Queensland Rail employees had claimed and been paid allowances to which they were not entitled, with regard to the small amounts involved, the difficulty in proving the allegations to the requisite standard and the apparent widespread nature of the abuse, the CJC did not recommend any prosecution. The CJC did recommend to the Chief Executive of Queensland Rail that the procedures for the payment of travelling allowances be reviewed to reduce the opportunities for such wrongful claims in the future.

Recommendations to the Commissioner of the QPS

Exhibits misplaced whilst in police custody

Since its inception the Complaints Section of the CJC has investigated numerous incidents of police exhibits disappearing from police custody. It is of particular concern that on several occasions firearms being held in police exhibit rooms have gone missing. In each instance it was probable that a police officer or a civilian member of the QPS was responsible, but the identity of culprits has never been established.

The CJC therefore wrote to the Commissioner of the QPS recommending that the procedures for receiving and holding exhibits be reviewed.

The Commissioner has advised the CJC that the Inspectorate and Internal Audit Branch of the QPS conducted sample compliance audits at 22 police stations throughout the State and is re-writing policies and procedures for the handling of exhibits.

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Distinguishing drunkenness from illness when arresting

After investigating a complaint relating to the arrest and detention of a diabetic on a charge of drink driving, when the person arrested had consumed no alcohol but was suffering from hypoglycaemia, the CJC recommended changes to the Commissioner of the Police Services' General Instructions to the QPS, relating to the need to carefully distinguish drunkenness from other diseases or conditions.

The QPS responded to that recommendation advising that the issue had been taken into account in the development of a Custody Awareness training package. In-service training has been conducted State-wide, initially for Watchhouse Keepers and training police officers, and material is currently being utilised by the Police Academy in pre-service training. The QPS further advised that the Custody Awareness training package will be incorporated into a competency acquisition module for ongoing training requirements.

Searches of residences pursuant to the Drugs Misuse Act

Discussions have taken place between CJC staff and senior QPS members concerning searches of private residences pursuant to the *Drugs Misuse Act*.

The CJC has endorsed a directive requiring that all information relating to such searches be entered on a computer drug database, and that officers seeking the issuance of search warrants first access and analyse information on that database.

It has also been recommended that officers be required to inform the Justice of the Peace being asked to issue the warrant about any previous searches of the same residence and any previous searches based on information by the same source/informant. We anticipate that this directive will reduce repeated unsuccessful searches of private residences.

Release of confidential information

The CJC investigated a complaint alleging that police had given the complainant's residential address to estranged members of his family, which resulted in those family members attending at the residence and removing children who had been placed in the complainant's care.

The investigation disclosed that a police officer had been tricked into providing the information by a businessman who falsely told the officer that the

complainant had failed to return equipment he had hired from the businessman. The police officer therefore thought that the businessman had a valid reason for acquiring the information and made inquiries on the police computer system in order to discover the address of the complainant.

As that information was fully available to members of the public by attending at the offices of the various Government departments, the release of it did not amount to a breach of the *Police Service Administration Act 1990*. However, the CJC considered that the practice was clearly undesirable and therefore wrote to the Deputy Commissioner of the QPS and recommended that consideration be given to deeming all information contained on the police computer database as confidential to ensure that it was not distributed in the manner which would cause the mischief that arose in this case. The consent of an executive officer is currently necessary to authorise the release of such information.

Interaction between police and tow truck operators and complaints of favouritism

Interaction between police officers and tow truck operators has long been an area giving rise to numerous complaints of favouritism.

The CJC has previously made recommendations to the Commissioner of the QPS about this matter and the Commissioner has issued a General Instruction to police officers requiring a roster of tow truck operators to be used in each region to ensure that allegations of favouritism are minimised.

A further investigation raised a suspicion that this system was not operating effectively in the Sunshine Coast region and therefore the CJC recommended certain changes to the system operating in that area.

The same investigation also pointed to certain difficulties involving the towing of heavy vehicles involved in accidents. This stemmed mainly from the few contractors able to undertake this kind of work and the relationships that developed between those contractors and some of the major operators of heavy vehicles and even police, who depend upon the expertise of the tow truck operators to assist clearing up wreckage from heavy vehicle accidents.

The CJC pointed out to the Commissioner that the guidelines in effect at that time relating to towing were probably not applicable to heavy vehicle accidents and therefore recommended that specific guidelines be prepared to deal with these matters.

Appendix 6 Legal Issues

Whiting v Criminal Justice Commission [Appeal No. 120 of 1992]

A firm of solicitors had sought to represent witnesses including W at a Commission investigative hearing, notwithstanding it was retained to represent M (a police officer against whom an allegation of assault had been made) in respect of the same matter.

W sought an injunction pursuant to s. 2.25 of the *Criminal Justice Act 1989* [the Act] restraining the Commission from proceeding with his examination unless he was permitted to appear in the course of that examination by a counsel of his choice. W also sought declarations as to the proper construction of s. 3.23 of the Act, which concerns examination before the Commission.

On appeal to the Court of Appeal by W, the following issues were considered:

- whether a “person concerned” in proceedings of the Commission has an unqualified right to legal representation or whether the approval of the Commission to such representation is required; [*answered by the majority*: that there was an unqualified right to legal representation]
- whether the Commission can refuse to allow particular representatives to appear where to do so would prejudice proceedings or impede Commission functions; [*answered*: yes]

On 8 April 1993 the Court of Appeal dismissed W’s appeal on the basis that the Chairperson of the Commission was entitled to conclude that it was inappropriate for the same firm of solicitors to represent the person under investigation and the witness to be called at the hearing. He was entitled to conclude in the circumstances that the investigation would, or was likely to be, prejudiced in that event. No occasion had been shown for doubting his good faith in arriving at that conclusion.

There was a difference in opinion as to whether the outcome was because the Appellant’s entitlement to representation depended on the Commission’s [in effect, the Chairperson’s] approval or authorisation [as decided by Pincus JA] or whether it depended on the power of the Commission to exclude an otherwise authorised representation [as decided by the Chief Justice with whom Moynihan SJA agreed].

There are comments by each member of the court as to the quality of the drafting of sections 3.23, 3.30 and 3.34 of the Act with which they were concerned.

The Chief Justice characterised these sections as inconsistent and incomplete. Moynihan SJA characterised the task of reading the Act and particularly the provisions identified above in an integrated way as fraught with difficulty, if not impossibility. Pincus JA stated that the provisions of the Act dealing with the question of legal representation do not mesh together perfectly well.

These statements by the Court have been brought to the attention of the Chairman of the working party reviewing the Act.

Boe V. Criminal Justice Commission [Appl. No. 319 of 1993]

The Commission refused a request by Boe, a lawyer with a criminal practice substantially funded by the Legal Aid Office, to conduct a hearing under s. 2.17 of the Act for the purpose of discharging its responsibility under s. 2.15(c) to, inter alia, monitor and report on the sufficiency of funding of that Office and the Director of Prosecutions. This had not occurred throughout the life of the Commission; it having taken the view that it might legitimately defer this obligation as part of according different responsibilities to its wide range of functions and responsibilities within the limits of a finite budget.

On 10 June 1993 in considering the application de Jersey J decided that the responsibility under s. 2.15(c) was a duty (as distinct from a power) and, although the Commission had jurisdiction to decline to hold a hearing for the purpose of discharging this responsibility, it was not entitled to exercise its discretion not to do so on the basis that it was entitled to give the issue a deferred priority, the responsibility being one which necessitated its being discharged on a more or less continual or regular or recurrent basis.

Consequently the CJC has commenced to discharge its responsibility under s. 2.15(c) by monitoring the sufficiency of funds for the Director of Prosecutions and the Criminal Law Division of the Legal Aid Office, with a view to reporting on that subject.

Application of Bryant (O.S. No 758 of 1992)

The applicant sought an order under s. 2.25(a) of the Act on the basis that the Commission was biased in an investigation of the tow truck industry because of its alleged failure to investigate a complaint against a former senior police officer

alleging that he fabricated evidence against a leading identity in the tow truck industry. It also claimed that the investigation of the industry was not within the Commission's jurisdiction to investigate organised or major crime.

Interlocutory application

In the course of preliminary steps prior to the hearing of the application of the Act an order for discovery against the Director of the OMD and leave to deliver interrogatories was sought. It was objected to on the basis that, having regard to the nature and functions of the Commission under the Act, the disclosure of the information sought would jeopardise the Commission's investigation in this matter and other matters and would be injurious to the public interest.

In the course of his decision, Helman AJ of the Supreme Court of Queensland, with some limited exceptions, refused to order the Director to make discovery of any of the documents sought or to answer the interrogatories. His Honour's decision relied on *Sankey v. Whitlam and Ors* (1978) CLR 1, where, at page 60, Stephen J referred to the need to consider the particular nature of the proceedings in which a claim of this kind arises, in order to determine what are the relevant aspects of public interest which are to be weighed and what is to be the outcome of that weighing process.

Helman AJ noted that the application before him was for the review of the conduct of an investigation by an investigative body. His Honour stated:

The Commission's undoubted duty is to go about its work fairly, but it must always be remembered that it is not a court of law and the distinction between its functions and that of a court of law must be borne in mind when deciding where the public interest lies. It is clearly in the public interest, I think, that information supplied to the Commission, investigations carried out by the Commission and opinions formed by its officers in the course of investigations remain confidential – at least until it becomes necessary for the Commission in the discharge of its statutory obligations to make something public. ... If discovery of all documents sought here were ordered, the public interest could well be affected in two ways, in my view: the investigation could be irreparably prejudiced, and the ability of the Commission to investigate other matters might be affected, because confidence in the confidentiality of communications to and within the Commission will be undermined.

Principal Application

On 6 January 1993 Ryan J dismissed the application and ordered payment of the Commission's costs. With particular reference to the claim that the Commission had no jurisdiction to investigate, His Honour was of the view that it is a matter committed to the judgment of the Commission whether a function in the administration of criminal justice is not appropriate to be discharged, or cannot be effectively discharged, by the QPS or other agencies of the State. The Act does not spell out any criteria to be taken into consideration by the Commission in forming its opinion; nor does it require the Commission to disclose the grounds upon which it formed its opinion.

Judicial Review Act 1991

The Commission is subject to the *Judicial Review Act* 1991. In the past year, two applications under that Act have been brought seeking an order to review a Commission decision not to further investigate a complaint. In both matters there was a finding in the Commission's favour.

Appendix 7 Lectures, Addresses and Presentations by CJC Officers

Subject	Venue	Officer
Accountability for Law Enforcement Agencies – The Potential for Abuses of Power and the Rights for Due Process	A Joint National Crime Authority and Victorian Council for Civil Liberties Conference	M Irwin
An Overview of the Toowoomba Beat Policing Initiative	Regional Education and Training Co-ordinators Seminar	A Williams
Cannabis Seminar	Bardon Professional Development Centre, Brisbane	P Dickie
Chinese Organised Crime	NSW Law Enforcement Agencies, NCA Sydney	P Roger
	Queensland University of Technology BA (Justice Studies)	P Roger
Command Conference Address	Command Conference, Queensland Police Service, Rockhampton	S Mukherjee
Community Policing and Crime Prevention	Queensland University of Technology (LLM)	S Mukherjee A Williams
Conflict of Interest and the Acceptance of Gifts	Management Group, Brisbane City Council	R Hailstone
Co-operation – The Key to Success in Major Investigations: Inter-agency Co-operation	National Crime Authority –Management of Serious White Collar Crime Investigations Seminar	M Irwin
Corruption Prevention Lectures	Inspectors Course, Chelmer Police Training College	R Hailstone
Corruption Prevention presentations to units of public administration	18 Units of Public Administration; Qld Public Service Human Resource Managers Conference; local government authorities	R Hailstone
Corruption Prevention Workshops for the School Principals Associations	Roma, Charleville, Miles, Gladstone State Schools, Sommerset High School Cluster, Corinda S.S., Met East Principals' Association, Alexander Hills Conference, Tully, Innisfail, Bowen and Mt Isa	R Hailstone
Criminal Intelligence Computer System	INDEPOL Users Group, Fujitsu Brisbane	P Roger
Defining Organised Crime	Australian and New Zealand Society of Criminology, University of Melbourne	P Dickie
Ethics, Fraud, Corruption and the Role of the CJC	Justice Studies, Griffith University –Mount Gravatt, QUT Kelvin Grove –Management Faculty, Justice Studies; QUT Garden Pt – Management Studies; QUT Kedron Park – Business Studies; Cleveland High School; Business Studies, QUT Garden Pt, Gateway TAFE, Morningside TAFE; Insurance Program, Morningside TAFE; Faculty Ithaca TAFE, Faculty University of Southern Queensland	R Hailstone
Ethics in a Changing Public Sector	National Institute of Accountants Conference, Kooralbyn	R Hailstone
Establishing a CJC ATSI Program	Murri Mura Aboriginal Centre	R Hailstone
Evaluation of Certificate Course	Regional Education and Training Co-ordinators Seminar	C Bond
Evaluating Police Education and Training in Queensland: A Preliminary Report	Conference on Police Education in Australia: The Way Ahead, Centre for Crime Policy and Public Safety, Griffith University	C Bond
Extent of Organised Crime	University of Queensland (Sociology)	P Roger

Subject	Venue	Officer
Financial Investigations and Analysis	Submission to the Senate Standing Committee on Legal and Constitutional Affairs (Review of AUSTRAC Legislation)	P McCallum
	Response to AUSTRAC – ScreenIT Proposal	P McCallum
	QPS Training Officers Seminar	P McCallum
	Gateway Hotel, Brisbane (Evidence & Investigations Seminar of the Queensland Office of Financial Supervision)	P McCallum S Guttridge
	International Law Enforcement Conference on Computer Evidence, Virginia USA	P McCallum
	Queensland Police Academy (3rd Criminal Intelligence Analyst Course)	T McGrath
Fitzgerald and His Significance	Lions Club of Wynnum, Manly RQYS – Manly	P Dickie
Fitzgerald Inquiry and its Aftermath	Public Interest Law Conference, University of New South Wales	P Dickie
Identifying Fraud and Raising Awareness	Detecting Investigation and Overcoming Fraud Conference, Sydney	G Brighton
Intelligence Analysis	Queensland Police Academy (3rd Criminal Intelligence Analyst Course)	R Luhrs
	Australian Police College	P Roger
	3rd National Strategic Intelligence Course	P Roger
Issues Relating to Illicit Drugs	University of Queensland	P Dickie
Juvenile Justice, the School and the Dysfunctional Child	State Conference of the Executive of the Qld Parents and Citizens Association	R Hailstone
Media and the Criminal Justice System	Queensland University of Technology, Kelvin Grove	P Dickie
Money Laundering	QPS Headquarters, Brisbane (Presentation to QPS Economic Crime Course)	T McGrath P McCallum
	QPS Training Officers Seminar	P McCallum
Organised Crime – Theory and Implications for Law Enforcement Practice	Griffith University (Justice Administration)	A Williams
Organised Crime, White Collar Crime and Law Enforcement Policy	Queensland University of Technology (LLM)	S Mukherjee A Williams
Overview of the Research and Co-ordination Division’s Research Program	Regional Education and Training Co-ordinators Seminar	S Johnson
Police Corruption	Griffith University	P Dickie
Police Powers	University of Queensland (Sociology)	S Johnson
Policing in Contemporary Society	Queensland University of Technology (LLM)	S Mukherjee S Johnson
Politisation of Crime – Crime in the Media	Queensland Police Academy	P Dickie
	Task Force Investigators Course, Queensland Police Academy	A Williams
Problem-orientated Policing – Community Policing and the Role of Specialist Investigators	Community Policing Support Branch, QPS	A Williams

Subject**Venue****Officer**

Problem-orientated Policing	Queensland Police Academy (NCA Serious White Collar Crime Seminar)	T McGrath D Cameron
Proceeds of Crime	National Crime Authority	T McGrath
	QPS Training Officers Seminar	T McGrath
	NCA Proceeds of Crime Conference, Sydney	D Cameron
Professionalism in the Criminal Justice System – Its Impact on Personnel Conduct and Performance	Griffith University, Justice Studies	R O'Regan QC
Prostitution and Public Policy	University of Southern Queensland	A Philtrip
Reportability of Offences – Victims' Reasons	Conference on 'Victims of Crime: Reforming the System' hosted by the Victims of Crime Association of Queensland	S Mukherjee
Reporting Official Misconduct Forums	West Moreton Health Authority, Alexander Hills Teachers Conference, Dept of Primary Industries	R Hailstone
Risk Assessment	Workshops in Cairns, Ingham, Mt Isa, Roma	R Hailstone
Role and Functions of the CJC	Queensland Police Academy (Evaluation and Reflection Component) (Supervisor's Development Course)	C Mengler J McDonnell C Hobson K Hedges J Swindells R Gough G Moczynski G Radford W Henderson R Dwyer S Guttridge I Robinson
	Griffith University (Advanced Certificate in Policing)	I Robinson
	Boondall Northern Police District Office (Field Training Officer's Course)	C Furlong I Robinson
	Queensland University of Technology (BA Justice Studies)	G Radford I Robinson S Guttridge
	Watchhouse Intervention Support Group, Gold Coast	I Robinson K Kelly
	Queensland Police College (Executive Development Program)	D Bevan I Robinson
	Beat Area Policing Training Program, Toowoomba	I Robinson
	Mitchelton Rotary Club	M Irwin
	North Qld Bar Association	M Irwin
	Townsville Police	M Irwin
	St Lucia Probis Club	M Irwin
	Toowong Probis Club	M Irwin
	Griffith University – Police Studies Course	M Irwin

Role and Functions of the CJC – Implications for
Local Government

Townsville City Council

M Irwin

Subject	Venue	Officer
Role of the CJC and its Relations with Aboriginal Community Councils	Remote Area Aboriginal Councils, Trinity Beach	R Hailstone
Role of the CJC and its Relations with Islander Community Councils	Torres Strait Island Councils Industrial Relations Conference, Thursday Island	R Hailstone
Role of the CJC and the Complaints Process	Queensland Police Academy (Investigative Skills Course)	I Robinson K Benjamin
	Queensland University of Technology (BA Justice Studies)	I Robinson
Role of the CJC in the Reform Process	Parents and Teachers Conference, Townsville	R Hailstone
Security, Privacy and the Intelligence Function	Australian Institute of Professional Intelligence Officers "Intel 92" Conference, Sydney	P Roger
Sources of Data/Official Statistics	Queensland University of Technology	S Mukherjee
The CJC and the Police Service	Police Recruit Graduation Ceremony, Chandler	R O'Regan QC
The CJC and Local Government	South-West Local Government Authority Annual Conference, Surat	R Hailstone
The Media – Friend or Foe	Griffith University	P Dickie
The Police Prosecutor – Ethics and Discipline	Queensland Police Prosecution Corps	M Irwin
	Police Prosecution Trainee Course, QPOL	M Irwin
The Profession of Policing – a CJC Perspective	Awards Ceremony for Metropolitan North Region of Police Service, Brisbane	R O'Regan QC
The Role and Functions of the CJC	Townsville Chamber of Commerce	R O'Regan QC
The Role of Internal Audit in Corruption Prevention	State Conference of the Institute of Internal Auditors	R Hailstone
The Role of the CJC in the Toowoomba Beat Policing Initiative	Toowoomba College of TAFE	A Williams
The Values Inherent in Administrative Review: Are they compatible with the values inherent in public administration?	Australian Institute of Administrative Law, Administrative Law and Public Administration Conference	G Cummings
Training Program for Pilot Beat Policing Constables	Southern Regional Headquarters, QPS, Toowoomba	A Williams
Tutorials/Role Plays/Discussions based on CJC Case Studies	Griffith University (Advanced Certificate in Policing)	I Robinson G Radford C Furlong D Shepherd S Caton T Rand M Scott A Marjason S Guttridge
	Queensland University of Technology (Advanced Certificate in Policing)	C Furlong G Radford I Robinson S Guttridge D Shepherd M Scott
Victimology/Victims of Crime	Queensland University of Technology	S Mukherjee J Moore

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Appendix 8 Commission Publications 1992/1993

Name of Publication	Month Published
<i>Beat Area Patrol – A Proposal for a Community Policing Project in Toowoomba</i>	September 1992
<i>Pre-Evaluation Assessment of Police Recruit Certificate Course</i>	October 1992
<i>Report on SP Bookmaking and Related Criminal Activities in Queensland</i> (Originally produced as a confidential briefing paper to Government in August 1991)	November 1992
<i>Report on the Investigation into the Complaints of Kelvin Ronald Condren and Others</i>	November 1992
<i>Criminal Justice Commission Corporate Plan 1992 – 1995</i>	November 1992
<i>First Year Constable Study Summary Report #2</i>	January 1993
<i>Report on a Review of Police Powers in Queensland</i> <i>Volume I – An Overview</i> <i>Volume II – Entry, Search and Seizure</i>	May 1993