

# CCC EXHIBIT

From: [REDACTED]  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Three month report - Matter concerning [REDACTED]  
Date: Thursday, 4 April 2019 [REDACTED]  
Attachments: image001.jpg

---

Good afternoon,

I am writing to provide the mandatory three month report in relation to the above matter - your reference [REDACTED] concerning [REDACTED]. I apologise for the delay in providing you with this advice.

A summary of the matter is as follows:

- [REDACTED] ex-partner [REDACTED], has alleged that [REDACTED] inappropriately accessed details of a complaint that he made to the department regarding their son and [REDACTED] daughter. [REDACTED] advised the department that he and [REDACTED] are currently 'going through the family court'
- [REDACTED] verbally informed the department that [REDACTED] told him that she had reviewed the records concerning his complaints to the department.
- An audit of the department's Resolve database confirmed [REDACTED] viewed the complaint raised by [REDACTED] regarding their son on [REDACTED]. The complaint included details of a private family matter involving [REDACTED].
- A further audit of records was undertaken and confirmed [REDACTED] accessed records relating to [REDACTED] daughter on [REDACTED].

The department has considered referring this matter to the Queensland Police Service. In particular, the department noted:

- The time that has elapsed since the alleged conduct occurred.
- That the subject officer has no previous misconduct history.
- Recent advice from the QPS regarding referrals under 408E in which the QPS have advised that it is not in the public interest to investigate or charge in this instance and further that it is more of an internal matter for the department to determine.

Based on the above, the department has considered in this instance, that it will not refer the matter to the QPS. Please advise if you are not satisfied with this decision.

The department notes that [REDACTED] left the department on [REDACTED]. As a result, the department is limited in what action it can take regarding disciplinary action, in accordance with 188A of the *Public Service Act 2008*.

After reviewing the matter, the department has determined that it does not intend to undertake any further investigation for the following reasons:

- Although the conduct could amount to a criminal offence, based on advice from QPS regarding similar matters it is considered prosecution is unlikely.
- The matter involves a single staff member. The matter appears to have been raised in light of current family court proceedings between the subject officer and her ex-partner and there is no information to suggest that this highlights a broader systemic issue.
- [REDACTED] has no history of misconduct concerns.
- The events took place over three years ago.
- [REDACTED], as [REDACTED] is no longer a departmental employee, has no obligation to participate in the investigation process, and further the department cannot take disciplinary action against [REDACTED], given [REDACTED] separated from the department more than two years ago.

The department considered that further investigation - given the department cannot oblige [REDACTED] to respond to the concerns nor take disciplinary action against [REDACTED] - would be an unjustifiable use of resources. The department is therefore proposing that this matter is closed.

Please advise if you require any further information in relation to this matter.

Thank you.

Kind regards

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]