

# Employee disciplinary outcomes

The following examples are disciplinary outcomes against QPS employees which have been recently finalised.

The examples should not be used to benchmark similar issues as disciplinary outcomes will always reflect the facts, circumstances and submissions relevant to the individual officer involved.

These examples are provided for the information of all QPS employees to improve organisational and individual performance, encourage all members to take responsibility for their own actions, and become more aware of some of the professional consequences they may face for acts of inappropriate conduct.

**Remember - will your decision pass the 'SELF' test?**

Would your decision withstand SCRUTINY?

Will your decision ENSURE compliance?

Is your decision LAWFUL?

Is your decision FAIR?

| Complaint Type   | Description  | Outcome   | Forum                                |
|--|--|---|--------------------------------------|
| Misconduct:<br>Unauthorised access to QPRIME.<br>Unauthorised release of QPS information.                    | Administration Officer (A02):<br>Inappropriately accessed QPRIME to search details of a family friend.<br>Unlawfully released information to community member not related to official duties.  | Reduction from A02 (8) to A02 (6) for 18 months.<br>Complete three online training products.<br>Restrictions on access and use of QPRIME until online training completed.   | Discipline Hearing                   |
| Misconduct:<br>Unprofessional conduct.<br>Falsify information.   | Senior Constable:<br>Unauthorised absence from duty.<br>Falsified records relating to overtime claims.   | Demotion from Senior Constable 2.7 to Constable 1.6 for six months.<br>After sanction period return to pay-point 2.3 for six months and then eligible to return to pay-point Senior Constable 2.7.<br>Not permitted to undertake higher duties or supervise junior officers during sanction period. | Abbreviated Discipline Process (ADP) |
| Misconduct:<br>Improper conduct.   | Senior Constable:<br>Failed to report a vehicle pursuit to police communications and supervisors. The pursued vehicle crashed and occupants received minor injuries.   | Reduction from Senior Constable 2.3 to 2.2 for six months.<br>Perform 30 hours community service.<br>Complete two online training products.   | ADP                                  |
| Misconduct:<br>Improper conduct.   | Sergeant:<br>Negative workplace behaviour.<br>Inappropriate comments made to work colleagues.  | Reduction from Sergeant 3.6 to 3.5 for six months.<br>Perform 30 hours community service.<br>Participate in mentoring program with a senior officer for 12 months focusing on building leadership qualities with colleagues and dealing with workplace conflict.                                    | ADP                                  |
| Misconduct:<br>Unauthorised access to QPRIME.<br>Unlawful release of Information.<br>Send threatening texts. | Senior Constable:<br>Inappropriately accessed QPRIME to search details of a member of the public not related to their official duties.<br>Unlawfully released information.<br>Sent threatening and inappropriate text messages.  | Demoted from Senior Constable 2.2 to Constable 1.6 for 18 months.<br>Transferred to another station.<br>Referred to Executive Director Recruiting, Safety and Wellbeing.  | Discipline Hearing                   |
| Misconduct:<br>Provide false and misleading information.<br>Improper conduct.<br>Drive UIL.                  | Detective Senior Constable:<br>Deliberately provided false and misleading information in an official QPS document.<br>Used position as police officer to unduly influence a member of the public and mislead a senior commissioned officer.<br>Failed to complete court brief and lodge exhibits.<br>Drive private vehicle under the influence of alcohol. | Demoted to Constable.<br>Transferred to another station.<br>Referred to Executive Director Recruiting, Safety and Wellbeing.  | ADP                                  |

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| Misconduct:<br>Failure to report a pursuit.  | Constable:<br>Improper conduct—failed to report a vehicle pursuit to police communications and supervisors. (The pursued vehicle crashed, and occupants received minor injuries.)  | Deferral of progress from Constable 1.5 to Senior Constable 2.1 for three months.<br>Perform 30 hours community service.<br>Complete two online training products.  | Abbreviated Discipline Process (ADP) |
| Misconduct:<br>Drive UIL.<br>Report for duty while affected by alcohol.<br>Unauthorised practice.<br>Unprofessional conduct.                 | Constable:<br>Drove UIL (0.084%) off duty, in private vehicle.<br>Reported for duty while in excess of legal alcohol limit.<br>Possessed QPS weapon while in excess of legal alcohol limit.<br>Attempted to use QPS resources while off-duty (requested police vehicle for private transport).                     | Reduction from Constable 1.4 to Constable 1.3 for 12 months.<br>Perform 20 hours community service.   | ADP                                  |
| Misconduct:<br>Failure to comply with direction.<br>Failure to provide accurate information.<br>Failure to provide leadership / supervision. | Sergeant:<br>Improper conduct—failed to terminate pursuit when directed.<br>Failed to report accurate information to pursuit controller.<br>Failed to demonstrate appropriate standards of leadership and supervision by not relaying directions to terminate pursuit.   | Reduction from Sergeant 3.6 to 3.4 for six months.<br>Complete two online training products.<br>Participate in a mentoring program with a senior officer for six months focusing on building leadership qualities and critical decision making in an operational context. | ADP                                  |
| Misconduct:<br>Unauthorised access to QPRIME.<br>Domestic violence.<br>Failure to report misconduct.<br>Inappropriate behaviour.             | Senior Constable:<br>Inappropriately accessed QPRIME to search details of a member of the public not related to official duties.<br>Committed act of domestic violence (verbal abuse).<br>Failed to report act of misconduct involving another QPS member.<br>Sent inappropriate email to colleagues in workplace. | Demotion from Senior Constable 2.2 to Constable 1.6 for six months.<br>Complete three online training products.<br>Engage with QPS support services.  | ADP                                  |
| Misconduct:<br>Unauthorised access to QPRIME.<br>Inappropriate comments and disclosures of police operations.                                | Detective Senior Constable:<br>Inappropriately accessed QPRIME to search details of a member of the public not related to official duties.<br>Inappropriately shared official information gained in the course of duty.<br>Disclosed information on police operations to members of the public.                    | Demotion from Detective Senior Constable to Constable for 18 months.<br>Transferred.  | Discipline Hearing                   |
| Misconduct:<br>Unauthorised access to QPRIME.  | Constable:<br>Inappropriately accessed QPRIME to search details of a member of the public not related to official duties.<br>Inappropriately shared official information gained in the course of duty.   | Perform 40 hours community service.<br>Complete two online learning products.   | Discipline Hearing                   |

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| Misconduct:<br>Failure of duty.  | Senior Constable:<br>Failed to complete search and custody reports in respect to roadside drug test and vehicle search   | Deduction from pay of two penalty units.<br>Complete two online training products   | Abbreviated Discipline Process (ADP) |
| Misconduct:<br>Improperly handle QPS issued firearm and taser device in unsafe manner.                                   | Senior Constable:<br>Improper conduct – on several occasions handled QPS issued firearm and/or taser device in an unsafe manner in front of work colleagues at police station.   | Reduction from Senior Constable 2.7 to Senior Constable 2.5.<br>Perform 20 hours community service.<br>Not permitted to undertake higher duties during sanction period.<br>Undertake QPS firearms and taser safety refresher course.<br>Complete one online training product. | ADP                                  |
| Misconduct:<br>Drive UIL.  | Sergeant:<br>Drove UIL (.072%) off duty, in private vehicle.   | Reduction from Sergeant 3.6 to Sergeant 3.5 for a period of six months.<br>Complete two online learning products.   | ADP                                  |
| Misconduct:<br>Improper Conduct.<br>Untruthfulness.<br>Unauthorised access to QPrime.                                    | Sergeant:<br>Inappropriate behaviour in the workplace.<br>Untruthful during directed discipline interview on two occasions.<br>Accessed QPS information on QPrime without an official purpose.   | Demotion from Sergeant 3.6 to Senior Constable 2.10 for total of 18 months.<br>Perform 40 hours community service.<br>Not permitted to undertake higher duties for duration of sanction period.<br>Transferred.   | Discipline Hearing                   |
| Misconduct:<br>Inappropriate use of force.<br>Use excessive force.<br>Failed to treat a person with dignity and respect. | Senior Constable:<br>Use taser without appropriate warning and in a manner contrary to policy.<br>Assault a member of the public on two occasions.<br>Failed to treat a member of the public in their care with appropriate dignity and respect. | Dismissed.  | Discipline Hearing                   |
| Misconduct:<br>Improper conduct.   | Detective Senior Constable:<br>Counselled a colleague to omit to perform a road side breath test.  | Reduction from Senior Constable 2.6 to Senior Constable 2.3 for 12 months.<br>Perform 30 hours community service.<br>Complete one online learning product.  | Discipline Hearing                   |