

CCC EXHIBIT

From: COMMISSIONER
Sent: Wednesday, 30 March 2016 13:52
To: QPS ALL POLICE OFFICERS; QPS ALL STAFF MEMBERS; QPS Chaplains
Cc: Executive Support COP
Subject: Direction to all staff on access of information on QPS computer systems

Direction to all staff on access of information on QPS computer systems

Recently members and former members of the Queensland Police Service (QPS) have been charged and dealt with before the Magistrates Courts for offences of Computer Hacking. Computer Hacking is a criminal offence under s408E of the Criminal Code which carries maximum penalties ranging from 2 years to 10 years imprisonment subject to circumstances of aggravation. The charges have arisen from members accessing information on QPRIME without a purpose related to their official duties.

The purpose of this direction is to make it very clear to all members of the QPS, both sworn and staff members, there has been a move in community attitudes towards the misuse of information held by the QPS and as a consequence the QPS and community's tolerance for what amounts to criminal behaviour is very low. Discipline sanctions for inappropriate access of QPS information which have applied in the past will no longer apply into the future as the bar has been raised in order to clearly reflect organisational and community disapproval for such conduct.

Let there be no misunderstanding the misuse of information stored in QPS computers is serious. If you use QPS computer systems to access information and it is not for a purpose connected with your duty, the conduct will be considered misconduct. Consideration will also be given to criminal charges being applied.

It is important to understand, *curiosity or personal interest*, is not an acceptable reason for accessing QPS information. If the information accessed is released to someone else, particularly for a personal advantage, this will be considered corrupt conduct.

If you are ever uncertain about accessing information, ask a supervisor for advice before undertaking the access. Always accurately record your reason for access in accordance with risk management strategies.

By using the QPS computer system you agree to the restrictions associated with its use. Be aware all use of QPS computers is electronically logged (including QLITE devices), the records of this use are kept and are easily retrieved.

I take this opportunity to remind you of the duty all employees of the QPS have to report misconduct. This includes reporting the misuse of QPS information.

All members should ensure they are familiar with the policy regarding accessing and utilising information. The following are links to the QPS policy on the use of information:

[Section 3.10 of the 2013/05 Procedural Guidelines for Professional Conduct](#) and [Information Management Manual section 4.13.5 user responsibilities](#).

IAN STEWART
COMMISSIONER

CCC EXHIBIT

From: COMMISSIONER

Sent: Monday, 31 December 2018 15:30

To: QPS ALL POLICE OFFICERS; QPS ALL STAFF MEMBERS; QPS Chaplains

Cc: Executive Support COP

Subject: Unlawful and inappropriate access to QPS information systems

Colleagues

I have issued a [clear directive to all members regarding access to information on QPS computer systems](#). Unfortunately, unlawful and inappropriate access to information systems remains a significant issue for the QPS. A small number of members doing the wrong thing impacts on the QPS's reputation, and the trust and confidence of the community in our members.

It is my expectation, and that of the community, that members of the QPS demonstrate the highest standard of professional practice. A foundation of this standard is that we only use police information and resources for official purposes and in connection with the performance of our official duties.

We do this by:

- Ensuring any access to or release of official information is specifically authorised by law or Queensland Police Service policy;
- Accepting the level of trust and responsibility associated with being able to access and use police information and resources;
- Understanding curiosity or personal interest are not acceptable reasons to access QPS information;
- Only using police information for an official purpose, in connection with our official duty; and
- Responsibly and appropriately handling confidential, private and sensitive information and maintaining the integrity of such information.

In early 2019, the QPS will commence publishing deidentified disciplinary outcomes in the *Queensland Police Bulletin*. The intention is to proactively encourage organisational and individual behavioural change through heightened awareness of the issues that impact us all.

If you have any doubt whatsoever regarding access to information held in QPS systems, speak first with your supervisor.

Don't risk your career or damage to the reputation of the QPS and its members through unlawful and inappropriate access to information.

IAN STEWART

COMMISSIONER