



Crime and Corruption Commission
QUEENSLAND

Corruption Perceptions Survey 2025

Comparing Respondent Cohorts Report

July 2025



Contents

<u>Background, objectives and method</u>	3
<u>Key findings</u>	8
THE DETAILED FINDINGS	
<u>Awareness of the CCC</u>	11
<u>Trust in integrity systems</u>	13
<u>Level and nature of corruption</u>	17
<u>Reporting corruption</u>	22

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Background, objectives and method



Background

The 2023-27 Crime and Corruption Commission (CCC) Strategic Plan identifies public confidence as a strategic risk, listing accountability, transparency and effective communication as critical to the performance of the CCC.

Therefore, one of the four strategic objectives is centred around being accessible and having meaningful engagement with the community to demonstrate accountability and promote confidence in the functions and the services provided.

Aligned with these strategies, the CCC has committed to undertaking a Corruption Perceptions Survey to obtain the views of the Queensland community and relevant government employees in the 2024/25 financial year. The survey is expected to be thereafter administered on a three-yearly basis.

The survey sample includes:

- The Queensland community
- Queensland public sector employees (includes those of state government departments and hospital and health services)
- Queensland Police Service (QPS) employees
- Queensland local council employees.

This document reports the findings from this research study across **all four cohorts**. Results obtained for individual cohorts are reported separately.

About the CCC

The Crime and Corruption Commission (the CCC) is an independent statutory body set up to combat and reduce the incidence of major crime and corruption in the public sector in Queensland.

The CCC has the authority to deal with corruption in state government departments, public sector agencies and statutory bodies, the Queensland Police Service (QPS), local governments, government-owned corporations, universities, prisons, courts, tribunals and elected officials. The CCC investigates only the most serious allegations of corrupt conduct. It also advises agencies on how to manage current and emerging corruption risks through its corruption prevention program.

Research objectives

Overall aim

Provide the CCC with up-to-date data from the perspective of its key audiences, so the CCC can monitor the impact of its prevention agenda and inform future strategic planning.

1

Measure awareness of the CCC and awareness of the principles for performing corruption functions.

2

Explore hypothetical and actual decision making when individuals are faced with corrupt conduct.

3

Determine confidence and trust in the CCC and the public sector, and in the complaint lifecycle.

4

Understand perceptions of corruption, and corruption risk(s), in Queensland.

Research method

In total, 16,218 surveys were commenced across four cohorts, with 10,059 surveys completed. Queensland employees (spanning state government, the QPS and local council) were surveyed between 28 March and 9 May 2025, while Queensland community members were surveyed between 31 March and 20 April 2025. Only those who fully completed the survey were included in the analysis.

The community sample was sourced from an ISO-accredited online panel provider. The sample was selected randomly, with quotas employed on the completed surveys to ensure adequate coverage by age and gender. Minimum quotas were also employed to ensure coverage of key subgroups with low representation in the community.

Fieldwork details

- The survey was programmed using the research provider's in-house team and an online research platform.
- The survey was made accessible via mobile, tablet, laptop and desktop devices.
- The CCC distributed the generic survey link to Queensland public sector employees, who used a number of promotional activities and direct email invitations to distribute the survey to employees. An email was also issued to all public sector employees from the Premier of Queensland on 1st of May.

- The community survey had the 'save and continue' feature enabled allowing respondents to complete the survey across multiple sittings. To protect the anonymity of respondents using the generic links for the employee surveys, the 'save and continue' feature was disabled meaning the survey had to be completed in one sitting.
- A number of quality control checks were carried out to ensure the validity of the community cohort responses (refer to Community report page 6 for further detail).
- The median survey durations for each cohort are summarised below.

RESPONSE NUMBERS		
Cohort	Median completion time in minutes	Weighting applied
Community	12	Yes*
Public sector employees	16.5	No
Local council employees	16.6	No
QPS employees	14.6	No

*The final community sample has been weighted to the Queensland population as per the Australian Bureau of Statistics 2021 Population and Housing Census. Sample was weighted to reflect the population statistics for age, gender and geographical regions.

RESPONSE NUMBERS		
Cohort	No. of Interviews n	Max Margins of Error* +/-
Community	3,013	1.8
Public sector employees	5,957	1.3
Local council employees	973	3.1
QPS employees	116	9.1

*Maximum margins of error shown are based on a research finding of 50% at the 95% Confidence Interval. This means, for the community cohort in 2025, that if 50% of participants agree with a statement, if the survey is repeated, 95% of the time the proportion that hold this view will be between 51.8% and 48.2% (i.e. 50% \pm 1.8%). A greater margin of error indicates a lower level of confidence that the result accurately represents the entire population.

How to read this report

Base sizes and descriptions: Base sizes indicate the number of respondents who answer a particular question. Base sizes and descriptions for each question are noted for each table and chart at the bottom of the page, denoted by 'n= '. For a number of questions, 'don't know' or 'prefer not to say' have been excluded from the base. Where this has occurred across several statements in a question, and the number of responses excluded differs by statement, a 'variable' base size has been indicated which shows the range of adjusted base sizes across statements.

Rounding: Percentages and figures have been rounded to the nearest whole number throughout the report which may in some instances mean their combined total is either slightly less or greater than 100%.

Prefer not to say / don't know: There are several reasons why a respondent may provide a 'don't know' / 'unsure' response to a particular question (e.g. unsure of terminology used, lack of experience with the topic). In other instances, 'don't know' may indicate a neutral response, or signal a communication issue. This reasoning impacts whether it is relevant to include these responses in the calculation of statistics and tabulation of results for that question. This has been considered on a question-by-question basis. Where 'don't know' responses have been excluded, this is noted at the bottom of the page.

NETs: When asked about barriers to reporting corruption, several responses relate to the overall theme of 'fearing repercussion'. The NET indicates the proportion of respondents who had at least one

mention relating to this.

Open-ended responses: For several questions, respondents were asked to give a reason for their rating. To do this, respondents typed in their responses. Responses typed into open-text fields have been reviewed and coded into themes. The coding is tailored to each individual question; for some questions, all responses received have been coded and for others, a random selection has been coded. Where a random selection of responses has been coded, the base description on that page shows the number of responses selected at random to be coded.

Statistical significance testing: A significantly higher result for a cohort against the total excluding that cohort is denoted by an upward facing arrow ↑ and a lower result for the cohort against the total excluding that cohort is indicated by a downward facing arrow ↓.

Sample sizes below n=30 are not significance tested. Significant differences between cohorts are shown at the 95% Confidence Interval.

Missing data: Where the sample was too small to report the data quantitatively (n<25) the findings have not been included for a particular cohort (impacted Qs are D7,D10). This has been indicated and explained where relevant.

Sample size caution

Results have been analysed to focus on comparisons by cohort (community, public sector employees, QPS employees and local council employees).

It should be noted that due to the large discrepancy in sample sizes across cohorts, some results which appear to be substantially higher or lower for cohorts with a smaller sample size (i.e. QPS) may not be statistically significantly different. As such, they have not been marked with a significance arrow.

Similarly, cohorts with a larger sample size (i.e. public sector, community) are more likely to show results as being statistically significant, even if the observed difference may appear relatively small. Throughout this report, commentary is guided by statistically significant differences but focussed on meaningful differences observed in the data.

Key findings



Key commonalities across cohorts

Several common themes are observed across the cohorts, indicating either a collective confidence in the integrity system, or areas that may require uniform improvement.

Awareness and knowledge

Across all cohorts there is strong awareness of the CCC's existence and a near universal belief it is important that Queensland has an independent anti-corruption agency like the CCC.

Trust in integrity systems

There exists a high degree of comfort in lodging a complaint with the CCC, and all cohorts report feeling more comfortable lodging a complaint with the CCC than they do within their workplace (employees) or to the government department or agency where the corruption occurred (community).

Amongst those who don't feel comfortable reporting to the CCC, a fear of retribution or reprisal is the most common deterrent, with this also being a common barrier for reporting corruption in general.

Respondents expressed confidence in the CCC's ability to inform the police, public sector, local government and community about the risks and impacts of corruption.

Level and nature of corruption

Virtually all respondents agree it is important that public sector employees behave with honesty and integrity, and there is a strong perception that this is important within employees' respective workplaces. This is supported by high levels of reported training on corruption risks and prevention in the workplace. There is, however, consistently lower agreement across employee cohorts that their workplace culture supports reporting corruption.

There is a consistent disparity in perceptions around where corruption exists in Queensland. There is a general consensus that corruption happens and most agree it is a problem in Queensland (more so from the community perspective), however far fewer within the employee cohorts see corruption as a problem in their own workplace.

Non-compliance with policies and procedures, mishandling and misuse of confidential information and bullying and harassment are amongst the top corruption risks identified by each cohort.

Reporting and response to corruption

Positively, there is a strong intention to report corruption across all cohorts. There is, however, also a shared concern as to whether or not meaningful action would be taken if corruption were to be reported.

Historical reports of corruption have primarily been motivated by a desire to 'do the right thing'. For all cohorts, the top two concerns surrounding reporting corruption relate to an expectation there may be backlash or retaliation and/or that nothing would be done as a result of the report being made.

Key differences across cohorts

The summaries provided below provide an overview of the key areas in which each cohort displays differing perceptions or behaviours when compared to all other cohorts.

COMMUNITY

The Queensland community exhibits lower levels of awareness and knowledge of the CCC. They also expressed lower confidence in the CCC's ability to enact various aspects of its remit. Those who have not reported corruption in the past 5 years are also more likely to cite 'not knowing who to report to' as a reason why.

When compared to employee cohorts, Queensland community members are less likely to have been exposed to corruption, or to know what behaviour constitutes corruption and are less likely to have reported corruption.

They are, however, more comfortable than all other cohorts with the notion of reporting corruption to the CCC, and the CCC is more likely to be a future reporting channel, should corruption be witnessed.

Community members are far more likely to consider corruption to be a problem in Queensland, the state government, the QPS and/or their local area. They express higher levels of concern about corrupt behaviours and are more likely to consider many behaviours to be a risk.

PUBLIC SECTOR EMPLOYEES

Public sector employees are more likely than others to feel confident in the CCC's ability to perform most aspects of its role. Despite this, they are less comfortable with the notion of lodging a complaint with the CCC.

Amongst those who are not comfortable reporting to the CCC, public sector employees are more likely than other cohorts to indicate that a lack of familiarity with the process, and/or doubt around adequate whistleblower protection are barriers to lodging a complaint. Further to this, when asked for suggestions to combat corruption, they are more inclined than others to mention greater protection for whistleblowers.

Public sector employees are less likely to be comfortable or confident in the process of lodging complaints internally and are more likely to cite an impact on their career or inaction from their management as a barrier to reporting corruption.

They are less likely than other cohorts to consider corruption to be a problem in Queensland, the state government, the QPS and/or their local area, and less likely to consider many behaviours to be a corruption risk. Similarly, they are less likely than other employees to consider their workplace susceptible to corruption.

LOCAL COUNCIL EMPLOYEES

Local council employees tend to hold a more positive view of how corruption is managed, particularly within their workplace. They are more likely than other employee cohorts to feel comfortable lodging a complaint with the CCC, and within their workplace, and more confident than others in their workplace's ability to deal with and investigate the complaint.

Despite being the most likely to perceive vulnerability to corruption within their workplace, local council employees exhibit the strongest level of comfort in reporting corruption within their workplace.

They are more likely than state government employees to indicate being supported in reporting corruption, to prefer reporting in-house, and to believe meaningful action would be taken if they did report corruption.

Local council employees also have greater confidence in the CCC's ability to perform all aspects of its remit. When asked to offer a suggestion for combating corruption, they are more likely than other cohorts to suggest that the CCC provide further education around identifying and reporting corruption.

QPS EMPLOYEES

QPS employees are the most likely to have witnessed and reported corruption, and to have reported it to the CCC in the past 5 years.

They have significantly lower levels of trust in the CCC when compared to other cohorts, and are less likely to feel comfortable lodging a complaint with the organisation. Further to this, they are the least confident in the CCC's ability to perform all aspects of its remit and the least confident in most aspects of the CCC's handling of complaints.

This tendency to have a less positive perspective extends to their workplace. They are less likely to believe their workplace culture encourages people to act with honesty and integrity, and feel less comfortable lodging complaints with their workplace.

QPS employees are more likely to indicate they had a negative experience when reporting corruption in the past 5 years, being the most likely to feel their report was ignored, and the least satisfied with the process. Aligning with this, they are the least likely to expect meaningful action to be taken upon reporting corruption, and when asked for suggestions, their key ask of the CCC is that complaints are acted on.

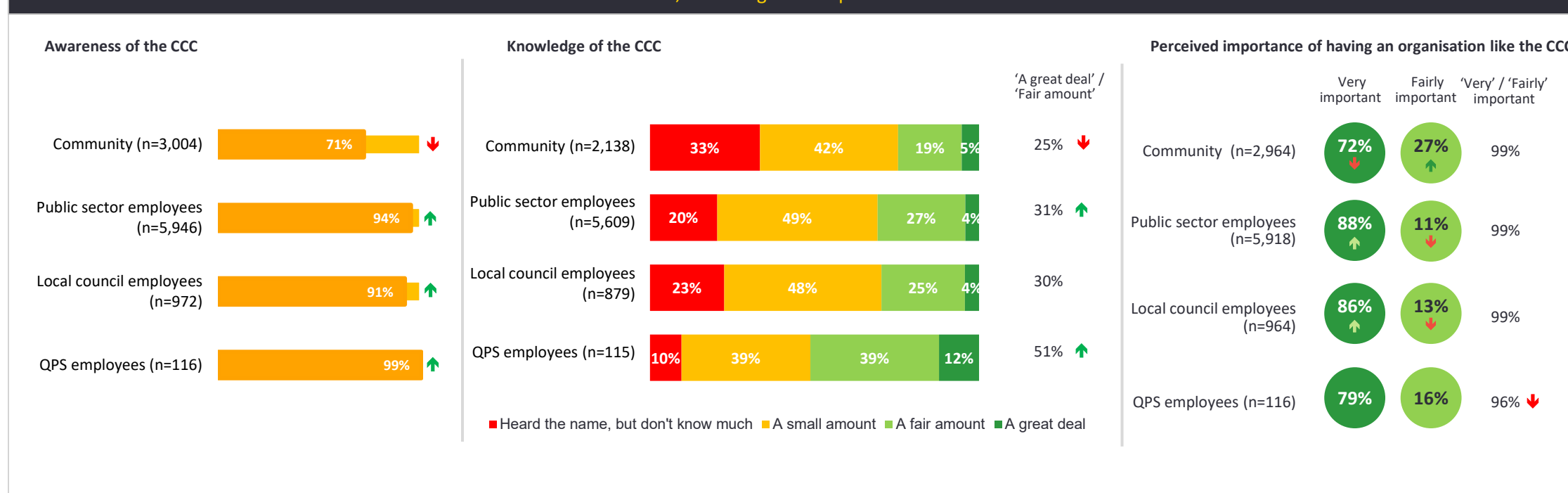
Awareness of the CCC



Awareness, knowledge and perceived importance of the CCC

- The Queensland community has significantly lower levels of awareness and knowledge of the CCC when compared to all employees surveyed.
- QPS employees have the highest level of awareness of the CCC – significantly higher than other employee cohorts and the community; and are the most likely to report knowing ‘a great deal’ or ‘fair amount’ about the organisation.
- All cohorts are extremely likely to consider the CCC’s role as important, though QPS employees attach lower importance to the organisation’s existence when compared to others.
- When compared to other cohorts, the community are less likely to consider it ‘very’ important that Queensland has an independent anti-corruption agency like the CCC.

Awareness, knowledge and importance of the CCC



Base: Total sample — Excludes ‘Prefer not to say’ (variable base size, as shown in chart) | B1. Prior to completing this survey, had you heard of the Crime and Corruption Commission?

Base: Had prior awareness of the CCC — Excludes ‘Prefer not to say’ (variable base size, as shown in chart) | B2. The Crime and Corruption Commission is Queensland’s independent anti-corruption agency. How much, if anything, do you know about the CCC?

Base: Total sample — Excludes ‘Prefer not to say’ (variable base size, as shown in chart) | B3. How important do you think it is for Queensland to have an independent anti-corruption agency like the Crime and Corruption Commission?

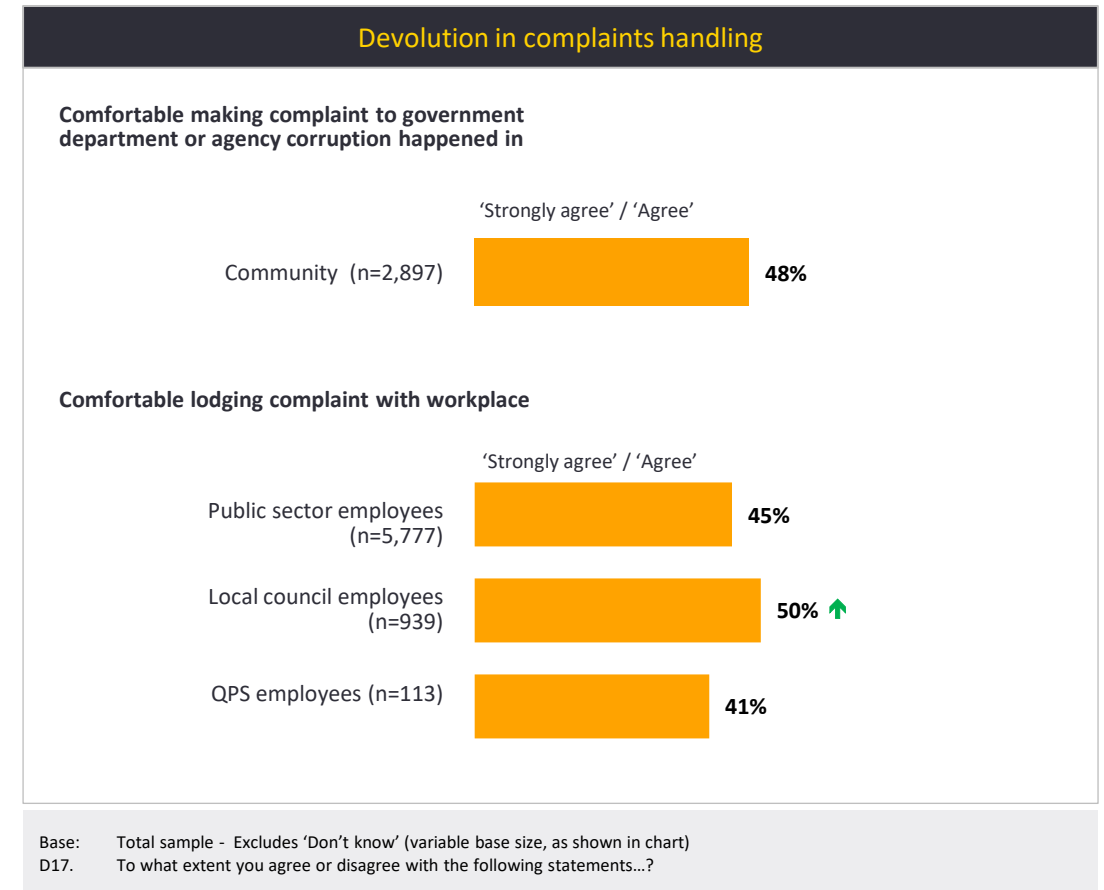
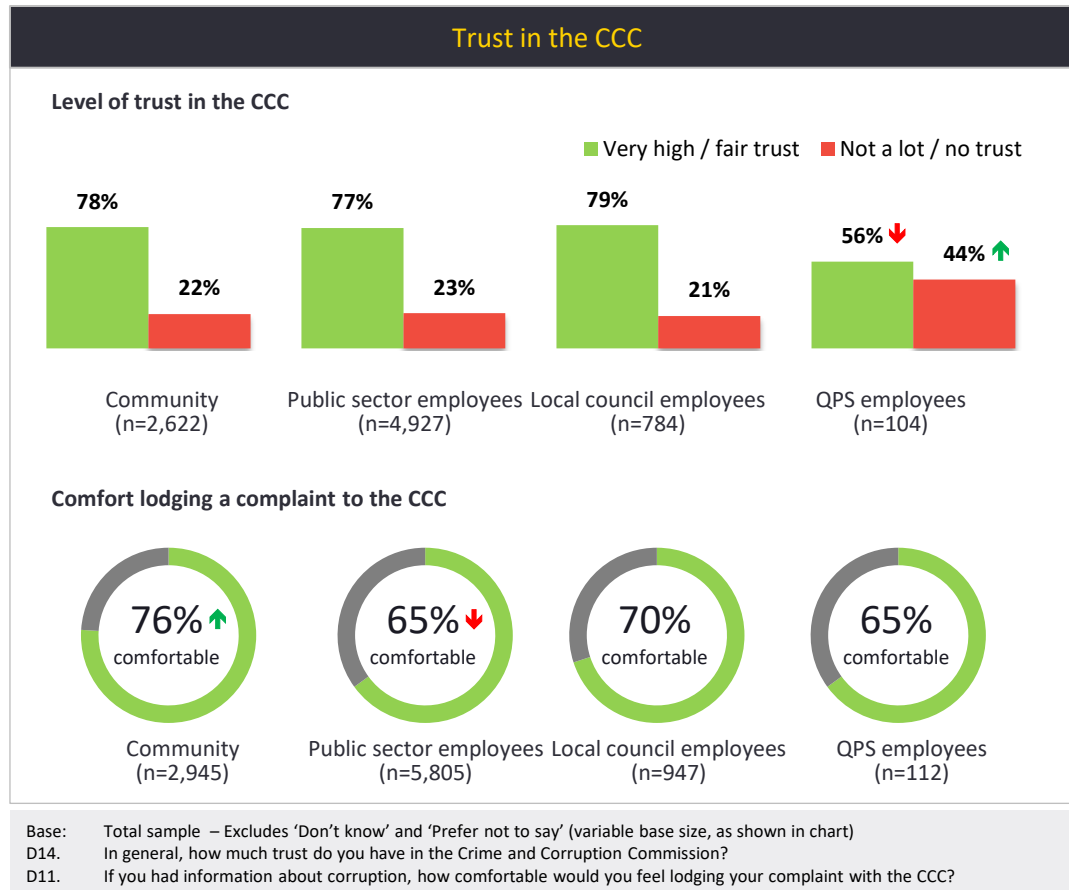
↑ ↓ Significantly higher/lower than the average of all other subgroups combined

Trust in integrity systems



Trust in integrity systems - headline cohort comparisons

- QPS employees have significantly lower levels of trust in the CCC when compared to other cohorts.
- Public sector and QPS employees are less comfortable with the notion of lodging a complaint with the CCC when compared to others (though not significantly so for QPS employees). The Queensland community are most likely to feel comfortable lodging a complaint to the CCC.
- All cohorts report feeling more comfortable lodging a complaint with the CCC than they do within their workplace (employees) or to the government department or agency where the corruption occurred (community). Across the employee cohorts, local council employees exhibit the strongest level of comfort in reporting within their workplace.



↑ ↓ Significantly higher/lower than the average of all other subgroups combined

Comfort levels and confidence with the CCC

- When compared to other cohorts, community members who are not comfortable lodging a complaint with the CCC are more likely to raise doubt about whether the report would be taken seriously and are less likely to mention concerns about protection for whistleblowers.
- Public sector employees are more likely than other cohorts to report the following deterrents to

	Community	Public sector employees	Local council employees	QPS employees
	(n=499)	(n=580)	(n=186)	(n=28*)
Top reasons for <u>feeling uncomfortable about lodging a complaint</u> with the CCC (NET across all cohorts)				
Fear of retribution / reprisals / concern for my safety	27%	24%	20%	14%
Concerned about confidentiality / privacy / My complaint may not remain anonymous	11%	15%	12%	14%
I'm not sure it would be dealt with properly / taken seriously	13% ↑	9%	6%	4%
Not familiar the processes of CCC	3%	10% ↑	11%	4%
Too stressful / intimidating	7%	6%	7%	7%
Whistleblowers are not protected / need support	3% ↓	10% ↑	5%	11%

Base: Not very or not at all comfortable lodging a complaint with the CCC – Excludes 'Don't know', 'None', 'Prefer not to say'
 Note: *Data is considered indicative only due to small sample size (n<30) | A random selection of responses were coded for community, public sector employee and local council employee cohorts.
 D12. Why would you not feel comfortable lodging a complaint with the CCC?

reporting to the CCC: lack of familiarity with the process, and concerns about protection for whistleblowers.

- QPS employees are the least confident in the CCC's ability to perform all aspects of its remit, whilst local council employees tend to have greater confidence in the organisation.

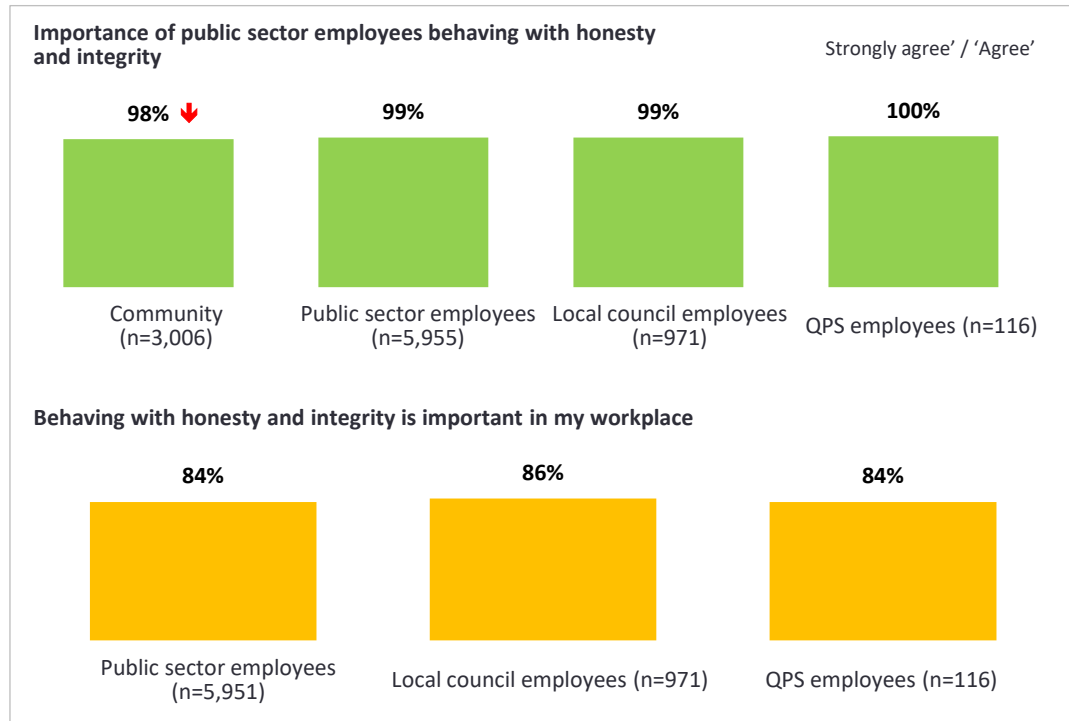
	Community	Public sector employees	Local council employees	QPS employees
	(n=2729-2810)	(n=4725-5114)	(n=781-838)	(n=100-107)
'Very' / 'Fairly' confident in the CCC's ability to...				
Investigate corruption	75%	75%	77%	54% ↓
Inform the police about the risks and impacts of corruption	74%	74%	81% ↑	64% ↓
Inform the public sector about the risks and impacts of corruption	72% ↓	74%	79% ↑	63% ↓
Inform the local government about the risks and impacts of corruption	73%	73%	80% ↑	63% ↓
Inform the community about the risks and impacts of corruption	70%	67% ↓	72% ↑	58% ↓
Oversee how public sector agencies deal with corruption complaints	71% ↑	64% ↓	68%	47% ↓
Help detect corruption	71% ↑	61% ↓	64%	47% ↓
Help prevent corruption	66% ↑	59% ↓	64%	45% ↓

Base: Total sample – Excludes 'Don't know' (variable base size, as shown in table)
 D15. How confident are you in the Crime and Corruption Commission's ability to...?

↑ ↓ Significantly higher/lower than the average of all other subgroups combined

Workplace honesty, integrity and trust

- All respondents agree that it is important that public sector employees act with honesty and integrity.
- All employee cohorts agree that behaving with honesty and integrity is important within their workplace.



Base: Total sample - Excludes 'Don't know' (variable base size, as shown in chart)
C2. To what extent do you agree or disagree with the following statements...?

- Public sector employees express lower levels of comfort and confidence in the process of lodging complaints internally, whilst the inverse is observed for local council employees.
- When compared to the other cohorts, the Queensland community have greater confidence that government departments and agencies are well equipped to deal with and investigate complaints.
- QPS employees are least comfortable with complaints being dealt with in their workplace.

	Community	Public sector employees	Local council employees	QPS employees
	(n=2,842-2,916)	(n=5,574-5,777)	(n=911-939)	(n=110-113)
'Strongly agree' / 'Agree' that...				
<i>If I had information about corruption...</i>				
I would feel comfortable making a complaint to the government department or agency the corruption happened in	48%	-	-	-
I would feel comfortable lodging my complaint with my workplace	-	45% ↓	50% ↑	41%
<i>If I reported corruption to my workplace (employees) / the government department or agency corruption happened in (community)...</i>				
I am confident that my report would be handled in a fair and unbiased way	38%	36% ↓	42% ↑	32%
I would be comfortable if the complaint was investigated by the government department or agency the corruption happened in	43%	-	-	-
I would be comfortable if the complaint was investigated by my workplace	-	40% ↓	49% ↑	31% ↓
I would be confident they would have the resources available and capability to adequately deal with and investigate the complaint	47% ↑	36% ↓	44% ↑	41%

Base: Total sample - Excludes 'Don't know' (variable base size, as shown in table)
D17. To what extent do you agree or disagree with the following statements...?

↑ ↓ Significantly higher/lower than the average of all other subgroups combined

Level and nature of corruption



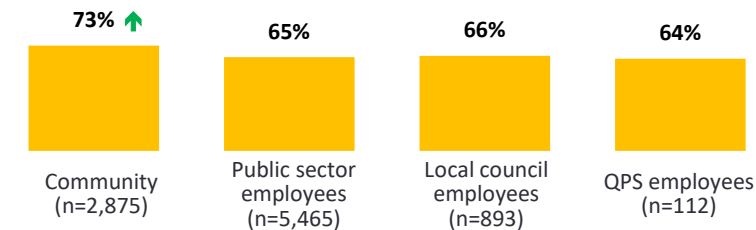
Level and nature of corruption - headline cohort comparisons

- Amongst employee cohorts, local council employees are the most likely to consider their workplace susceptible to corruption, with public sector employees the least so.
- When compared to other employee cohorts, those working for the QPS are less likely to believe that their workplace culture encourages people to act with honesty and integrity.
- There are no apparent differences across employee cohorts in the perception that corruption is a problem within their workplace or in Queensland more broadly.
- Community members, however, are more inclined to perceive corruption to be a problem within Queensland.

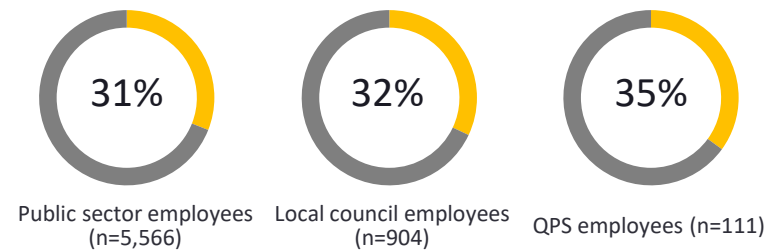
Vulnerability and corruption risk in the workplace

Corruption is a problem in Queensland

'Strongly agree' / 'Agree'

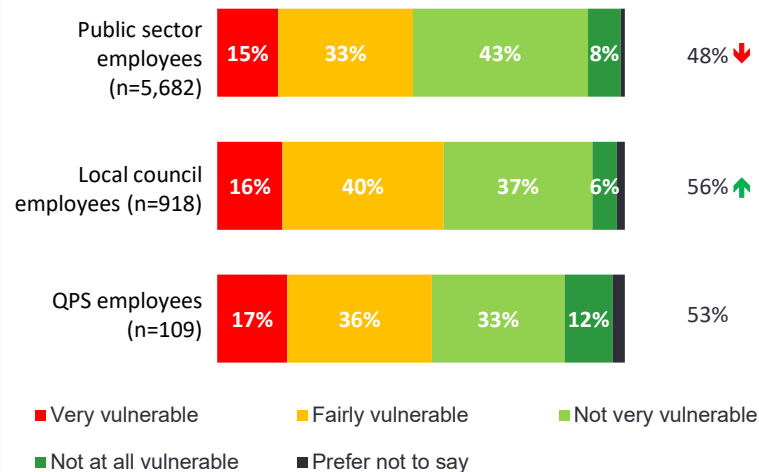


Corruption is a problem in my workplace



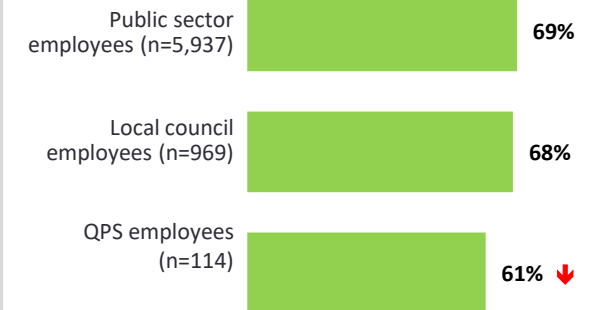
Workplace vulnerability to corruption

'Very' / 'Fairly' vulnerable



Workplace culture encourages people to act with honesty and integrity

'Strongly agree' / 'Agree'



Base: Total sample – Excludes 'Don't know' and 'Prefer not to say' (variable base size, as shown in chart) | C6. Overall, how vulnerable do you believe your workplace is to corruption? Note: data labels <4% not shown on chart

Base: Total sample – Excludes 'Don't know' (variable base size, as shown in chart) | C7. Thinking about the prevention of corruption in Queensland, to what extent do you agree or disagree with the following statements...? | C1. To what extent do you agree or disagree with the following statements...?

↑ ↓ Significantly higher/lower than the average of all other subgroups combined

Comfort levels and confidence in the CCC

- Public sector employees are less likely than other cohorts to consider corruption to be a problem in Queensland, the state government, the QPS and/or their local area.
- Community members, on the other hand, are far more likely to consider corruption to be a problem in Queensland, the state government, the QPS and/or their local area.
- Employee cohorts express similar perceptions as each other around the prevention of corruption in Queensland.
- Local council employees, however, are less inclined to consider corruption in the workplace a personal responsibility, and those employed by the QPS are less likely to report their workplace delivers anti-corruption education and encourages people to act with honesty and integrity.

	Community	Public sector employees	Local council employees	QPS employees
	(n=2,723-2,937)	(n=4,599-5,702)	(n=773-925)	(n=99-115)
Overarching perceptions of corruption – ‘Strongly agree’ / ‘Agree’				
Corruption happens in Queensland	88%	90% ↑	89%	89%
Corruption is a problem in Queensland	73% ↑	65% ↓	66%	64%
Corruption is a problem in Queensland local government	64%	63%	59% ↓	63%
Corruption is a problem in Queensland state government	65% ↑	57% ↓	61%	59%
Corruption is a problem in the Queensland Police Service	57% ↑	46% ↓	41% ↓	45%
Corruption is a problem in the local area where I live	43% ↑	36% ↓	41%	34%
Corruption is a problem in my workplace	-	31%	32%	35%
Base: Total sample – Excludes ‘Don’t know’ (variable base size, as shown in table) C1. To what extent do you agree or disagree with the following statements...?				

	Community	Public sector employees	Local council employees	QPS employees
	-	(n=5,791-5,937)	(n=939-969)	(n=109-114)
Perceptions of corruption prevention in Queensland – ‘Strongly agree’ / ‘Agree’				
Preventing corruption in my workplace is my responsibility	-	77% ↑	74% ↓	77%
My workplace delivers training on corruption risks and prevention activities	-	72%	71%	63% ↓
The culture at my workplace encourages people to act with honesty and integrity	-	69%	68%	61% ↓
My workplace supports anti-corruption behaviour	-	65%	68%	57%
I am confident that I know how to prevent corruption	-	63%	65%	69%
I find it easy to identify corruption risks in my workplace	-	62%	60%	68%
The culture at my workplace encourages people to report corruption	-	56%	58%	53%
Base: Total sample – Excludes ‘Don’t know’ (variable base size, as shown in table) C7. Thinking about the prevention of corruption in Queensland, to what extent do you agree or disagree with the following statements...?				

↑ ↓ Significantly higher/lower than the average of all other subgroups combined

Perceptions around the extent to which behaviours present a corruption risk

- Aligned with their heightened perception that corruption is a problem in Queensland, community members are also more inclined than other cohorts to perceive each of the tested behaviours as 'definitely' or 'probably' a risk in the public sector.
- Conversely, each behaviour is less likely to be considered a workplace risk by public sector employees.
- Local council employees also attach a lower risk assessment to several behaviours including bullying and harassment, political influence, misadministration of grants and public funding, employees having extreme or concerning values, foreign interference and the improper sale or disposal of assets.
- QPS employees are less likely than others to view improper lobbying of public sector employees / elected officials as a risk in their workplace.

	Community	Public sector employees	Local council employees	QPS employees
	(n=2,828-2,949)	(n=5,022-5,850)	(n=800-956)	(n=101-115)

Behaviours presenting a corruption risk in the public sector (community) / your workplace (employees) – 'Definitely' / 'Probably' a risk

Non-compliance with policies and procedures	90% ↑	81% ↓	86%	82%
Mishandling and misuse of confidential information	92% ↑	75% ↓	80%	85%
Bullying and harassment, including sexual harassment	91% ↑	75% ↓	76% ↓	83%
Political influence on organisations owned or funded by government	90% ↑	71% ↓	74% ↓	74%
Conflicts of interest arising from government partnerships with the private sector	91% ↑	69% ↓	75%	71%
Problems in hiring and screening new employees	78% ↑	73% ↓	72%	80%
Mismanagement or improper administration of grants and public funding	92% ↑	66% ↓	67% ↓	69%

Base: Total sample – Excludes 'Don't know' (variable base size, as shown in table)
 C3. To what extent do you think the following behaviours present a corruption risk in [your workplace] / [the public sector]...?
 C4. And, to what extent do you think the following behaviours present a corruption risk in [your workplace] / [the public sector]...?

	Community	Public sector employees	Local council employees	QPS employees
	(n=2,828-2,949)	(n=5,022-5,850)	(n=800-956)	(n=101-115)

Behaviours presenting a corruption risk in the public sector (community) / your workplace (employees) – 'Definitely' / 'Probably' a risk

Biased or unethical procurement decisions (buying goods and services for government)	90% ↑	65% ↓	72%	77%
Improper lobbying of public sector employees and / or elected officials	89% ↑	64% ↓	73%	64% ↓
Conflicts of interest arising from the movement of staff between the public and private sectors	86% ↑	67% ↓	71%	70%
Employees having extreme or concerning values or ideologies	86% ↑	61% ↓	66% ↓	76%
Bribery or receiving gifts and benefits that may influence public sector decisions	90% ↑	57% ↓	66%	62%
Foreign interference between the Queensland government and external agencies, companies or individuals	88% ↑	56% ↓	62% ↓	65%
Improper sale or disposal of publicly owned assets	89% ↑	56% ↓	59% ↓	63%

↑ ↓ Significantly higher/lower than the average of all other subgroups combined

Concern about corrupt behaviours in Queensland

- With the exception of corruption by elected officials, Queensland community members are significantly more likely to be concerned about corrupt behaviours when compared to employee cohorts.
- Between the employee cohorts, there tends to be similar levels of concern attached to each behaviour.
- There are some notable differences (highlighted in the tables below for ease of reference) in the levels of concern amongst QPS employees in relation to behaviours which would typically involve the police – with this cohort far less likely than other employee cohorts to be concerned about such behaviours.

	Community	Public sector employees	Local council employees	QPS employees
	(n=2,869-2,921)	(n=5,290-5,673)	(n=866-922)	(n=107-113)
Concern about corrupt behaviours – ‘Very’ / ‘Fairly’ concerned				
Corruption by police when investigating or dealing with a police officer who has committed domestic and family violence	82% ↑	79%	76% ↓	57% ↓
Corruption by Elected Officials (i.e. members of the Queensland Parliament and local government councillors and mayors)	79%	79%	80%	77%
Corruption in government recruitment involving senior executive positions or above	80% ↑	78%	78%	81%
Corruption in complex government procurement, including major infrastructure and development projects	80% ↑	76% ↓	76%	79%
Corruption in license or permit processes (e.g. mining, casinos, trade, weapons)	78% ↑	72% ↓	68% ↓	67%

	Community	Public sector employees	Local council employees	QPS employees
	(n=2,869-2,921)	(n=5,290-5,673)	(n=866-922)	(n=107-113)
Concern about corrupt behaviours – ‘Very’ / ‘Fairly’ concerned				
Corruption in police responses to domestic and family violence	75% ↑	69% ↓	66% ↓	42% ↓
Corruption through the use of confidential information to facilitate a serious offence	79% ↑	66% ↓	67%	59% ↓
Corruption in grant funding processes	78% ↑	65% ↓	62% ↓	67%
Corruption in using excessive force against young people in detention centres and watchhouses	67% ↑	61% ↓	54% ↓	42% ↓
Corruption in government regulatory activities (e.g. obtaining fraudulent safety certificates when selling a car)	72% ↑	55% ↓	54% ↓	51% ↓

Base: Total sample – Excludes ‘Don’t know’ (variable base size, as shown in table)
 C5. How concerned are you about the following behaviours in Queensland?

↑ ↓ Significantly higher/lower than the average of all other subgroups combined

Reporting corruption



Reporting corruption - headline cohort comparisons

- When compared to employee cohorts, Queensland community members are less likely to have been exposed to corruption, or to know what behaviour constitutes corruption. Alongside local council employees, they are also more inclined to believe that meaningful action would be taken if corruption was reported.
- QPS employees are the mostly likely to have witnessed and the least likely to report that they may have witnessed corruption. This possibly indicates greater knowledge within this cohort of what behaviour constitutes corruption as it aligns with QPS employees being the most confident in knowing if they were witnessing corruption.
- QPS employees are the least likely to expect meaningful action to be taken upon reporting corruption.

Exposure and expected response to corruption



Base: Total sample – Community (n=3,013), public sector employees (n=5,957), local council employees (n=973), QPS employees (n=116)

D2. Have you witnessed corruption within Queensland in the past 5 years..?

Base: Total sample - Community (n=3,013), public sector employees (n=5,957), local council employees (n=973), QPS employees (n=116) *excludes 'Don't know', base as shown in chart.

D1. Thinking about the reporting of corruption in Queensland, to what extent do you agree or disagree with the following statements...?

↑ ↓ Significantly higher/lower than the average of all other subgroups combined

Perceptions, exposure and channels for reporting corruption

- Public sector, local council and QPS employees are more likely than the community to indicate they would know if they were witnessing corruption, with the understanding of corrupt behaviours highest amongst QPS employees. This aligns with a higher incidence of reporting corruption amongst QPS employees, and a lower incidence amongst community members.
- Local council employees are more likely than other employee cohorts to indicate their workplace would be supportive of a corruption report, to have a preference for reporting in-house, and to

	Community	Public sector employees	Local council employees	QPS employees
	(n=3,013)	(n=5,957)	(n=973)	(n=116)
Reporting corruption – ‘Strongly agree’ / ‘Agree’				
If I witnessed corruption, I would definitely report it	74%	72%	73%	72%
I would know if I was witnessing corruption	53% ↓	69% ↑	68% ↑	80% ↑
My workplace communicates to its employees about how to report corruption	-	52% ↓	57% ↑	54%
My workplace would be supportive if I chose to report corruption	-	42%	46% ↑	39%
	(n=2,765-2,931)	(n=5,330-5,831)	(n=876-952)	(n=108-116)
Reporting corruption – ‘Strongly agree’ / ‘Agree’				
I would report corruption only if I knew my report would be anonymous*	67%	53% ↓	55%	47% ↓
If I reported corruption, I would experience personal repercussions*	55%	52%	46% ↓	58%
If I reported corruption, meaningful action would be taken*	41% ↑	33% ↓	40% ↑	29%
If I reported corruption, I could lose my job*	-	36%	33%	39%
I would prefer to report corruption to someone within my workplace*	-	26% ↓	31% ↑	20%
Base: Total sample (as shown in table) *Base: Total sample – Excludes ‘Don’t know’ (variable base size, as shown in table)				
D1. Thinking about the reporting of corruption in Queensland, to what extent do you agree or disagree with the following statements...?				

believe meaningful action would be taken if they did report corruption. They are also less likely than others to expect personal repercussions if they were to report corruption.

- There are a number of differences in historical and intended reporting channels, with the CCC tending to be a secondary reporting channel across all cohorts, though the most likely channel for future reporting amongst the community.

	Community	Public sector employees	Local council employees	QPS employees
	(n=1,013)	(n=2,479)	(n=380)	(n=49)
Reported corruption				
% Reported corruption	36% ↓	45% ↑	52% ↑	63% ↑
	(n=373)	(n=1,123)	(n=198)	(n=31)
Channels reported to in past 5 years (top 5)				
My supervisor/manager	-	60% ↑	57% ↑	39%
My workplace’s HR or ethical standards unit	-	38% ↑	34%	13% ↓
Crime and Corruption Commission	30% ↑	12% ↓	21%	29%
Queensland Police Service	50% ↑	3% ↓	5% ↓	58% ↑
Queensland Ombudsman	34% ↑	4% ↓	4% ↓	10%
	(n=1,740)	(n=2,594)	(n=408)	(n=50)
Channels would report to if witnessed corruption (top 5)				
My supervisor/manager	-	70% ↑	70% ↑	48%
Crime and Corruption Commission	60% ↑	33% ↓	36% ↓	42%
My workplace’s HR or ethical standards unit	-	50% ↑	48% ↑	30%
Queensland Police Service	29% ↑	7% ↓	8% ↓	20%
Queensland Ombudsman	24% ↑	9% ↓	10% ↓	6%
Base: Witnessed, or thought they witnessed corruption in the past 5 years (as shown in table)				
D3. When you witnessed corruption, or thought you may have witnessed corruption, how did you respond				
Base: Reported corruption in past 5 years (as shown in table)				
D4. For the most recent report, who did you report the corruption to? NB: multiple response options were able to be selected.				
Base: Not witnessed corruption in the past 5 years, but would report it (as shown in table)				
D8. Earlier you said that you strongly agree/agree/neither agree nor disagree that if you witnessed corruption, you would definitely report it. Who would you report it to? NB: multiple response options were able to be selected.				

↑ ↓ Significantly higher/lower than the average of all other subgroups combined

Motivations and barriers to reporting corruption

- A belief that it is 'the right thing to do' is the key motivator for reporting corruption across all cohorts.
- Local council employees are more likely than others to have been motivated to report corruption in the past because it is in the best interests of the community, and the least likely to have done so because they were personally impacted by corruption.

	Community	Public sector employees	Local council employees	QPS employees
	(n=373)	(n=1,123)	(n=198)	(n=31)
Motivations for reporting corruption (top 5)				
It's the right thing to do	64% ↓	83% ↑	84%	81%
To protect others impacted by the corruption	47% ↓	54% ↑	46%	61%
To strengthen the integrity of the public sector	35% ↓	58% ↑	49%	42%
It's in the best interests of my community	44% ↓	51%	60% ↑	29% ↓
Because I was personally impacted by the corruption	34%	34%	27% ↓	35%
	(n=1,740)	(n=2,594)	(n=408)	(n=50)
Motivations for reporting corruption (top 5)				
It's the right thing to do	79% ↓	91% ↑	87%	92%
To protect people who are impacted by corruption	61% ↓	72% ↑	70%	68%
It's in the best interests of my community	55% ↓	71% ↑	74%	74% ↑
To strengthen the integrity of the public sector	42% ↓	73% ↑	63%	66%
My workplace encourages the reporting of corruption	10% ↓	41% ↑	40%	40% ↑
Base: Reported corruption in the past 5 years (as shown in table)				
D6.	Why did you report corruption? NB: multiple response options were able to be selected.			
Base:	Have not witnessed corruption in the past 5 years, and are unlikely to report corruption if they did (as shown in table)			
D10.	Why would you not report corruption? NB: multiple response options were able to be selected.			
D9.	Why would you report corruption? NB: multiple response options were able to be selected.			

- Not having supporting information is a common deterrent across all cohorts for not reporting corruption. Public sector employees are more likely than others to cite the impact on their career or inaction from their management. Community members are more likely than employees to have not reported corruption because they didn't know who to report to.

	Community	Public sector employees	Local council employees	QPS employees
	(n=640)	(n=1,356)	(n=182)	(n=18)
Barriers to reporting corruption (top 5 and NET fear of repercussions)				
I did not have information to back up the allegation	50%	46%	47%	*
Making a report could affect my career	12% ↓	51% ↑	38%	*
Senior management in my workplace wouldn't do anything about it	-	54% ↑	40%	*
I didn't know who to report corruption to	31% ↑	22% ↓	18% ↓	*
NET Fear of repercussions^	19% ↓	60%	50%	*
	(n=55)	(n=42)	(n=10)	(n=0)
Barriers to reporting corruption (top 5)				
Nothing would be done about it	36%	50%	*	*
I'd need to have information to back up the allegation	35%	48%	*	*
My safety could be threatened	46% ↑	21% ↓	*	*
Making a report could affect my career	-	64% ↑	*	*
I don't know who to report corruption to	34%	24%	*	*
I don't know how to report corruption	26%	29%	*	*
Base: Witnessed corruption in the past 5 years but did not report it (as shown in table) Note: *Sample too low to report (n<25)				
D7.	Why did you not report corruption? NB: multiple response options were able to be selected.			
Base:	Have not witnessed corruption in the past 5 years, and are unlikely to report corruption if they did (as shown in table)			
D10.	Why would you not report corruption? NB: multiple response options were able to be selected.			
Note:	^Respondent mentioned any of 'Making a report could affect my career', 'My safety was threatened', 'My employment was threatened', 'Making a report may have affected my relationship with other employees'.			

↑ ↓ Significantly higher/lower than the average of all other subgroups combined

The reporting experience, and concerns about reporting in the workplace

- QPS employees are more likely to indicate they have had a negative experience when reporting corruption in the past 5 years, being the cohort most likely to feel their report was ignored, and the least satisfied with the process.
- Public sector employees who have reported corruption in the past 5 years are also more likely to feel their report was ignored, and to express lower levels of satisfaction with the process and outcome when compared to other cohorts.
- When asked what concern, if any, they have about reporting corruption, the most common concern across all cohorts is being met with backlash / retaliation for doing so – though a lower proportion of community members express this concern.
- A negative career impact, problems with senior staff members and a history of poor outcomes are more likely to be stated as concerns for public sector employees. Local council employees are less likely to mention inaction as a concern.

	Community	Public sector employees	Local council employees	QPS employees
	(n=359-371)	(n=1,011-1,108)	(n=180-195)	(n=31)
Experience reporting corruption in the past 5 years – Strongly agree / agree				
I feel that I was treated respectfully	56% ↑	41% ↓	57% ↑	32%
My report was ignored	33% ↓	46% ↑	34% ↓	65% ↑
My anonymity was maintained	62% ↑	31% ↓	54% ↑	26%
I was informed of the process that would occur	58% ↑	33% ↓	42%	29%
I feel satisfied with the process	51% ↑	15% ↓	32% ↑	10% ↓
I feel satisfied with the outcome of my report	47% ↑	15% ↓	26%	13%
Base: Reported corruption in the past 5 years – Excludes 'Don't know' (variable base size, as shown in table) D5. In relation to your most recent report, please indicate to what extent you agree or disagree with the following statements...?				

	Community	Public sector employees	Local council employees	QPS employees
	(n=479)	(n=707)	(n=319)	(n=64)
Concerns about reporting Top 10 themes (derived from free text responses)				
Backlash / retaliation	24% ↓	35% ↑	32%	34%
Not confident action will be taken	22%	21%	15% ↓	28%
Negative impact on my career	4% ↓	20% ↑	15%	14%
Report will not be taken seriously	10%	10%	9%	5%
Problems at the top (corruption / bullying etc)	0% ↓	15% ↑	8%	13%
It will be covered up	12%	8%	7%	5%
Lack of confidentiality / anonymity	6%	8%	11% ↑	9%
Poor outcomes when corruption has been reported before	1% ↓	10% ↑	8%	11%
Details of corruption / inappropriate behaviour	0% ↓	10% ↑	5%	6%
Would not be investigated properly	5%	4% ↓	6%	9%
Base: Total sample Excludes Prefer not to say / Don't know / None Note: A random selection of open-ended comments were coded (sample size for number of coded responses shown in table) D18. What are your main concerns, if any, in reporting corruption?				

↑ ↓ Significantly higher/lower than the average of all other subgroups combined

Confidence in how the CCC would manage complaints

- Community members tend to be less likely than employee cohorts to express confidence in the CCC's ability to enact various aspects of its remit, corresponding with lower awareness and lower knowledge of the CCC.
- Public sector and local council employees, on the other hand, are more likely than others to feel confident in the CCC's ability to perform most aspects of its role.
- QPS employees are the most likely of all cohorts to have reported corruption, and to have reported corruption to the CCC. Of concern, they are also the cohort that express the lowest level of confidence in all aspects of the CCC's handling of complaints.

	Community	Public sector employees	Local council employees	QPS employees
	(n=3,013)	(n=5,957)	(n=973)	(n=116)
When re-based to the total sample, % who indicate they have reported corruption to the CCC in the past 5 years				
Reported corruption to the CCC in past 5 years	4% ↑	2%	4% ↑	8% ↑
	(n=2,830-2,905)	(n=4,980-5,196)	(n=831-861)	(n=100-104)
Confidence in CCC Complaints handling – % rate 8-10 on a 0 to 10 scale (higher ranked statements)				
Stay within its legislative jurisdiction	44% ↓	59% ↑	53%	40% ↓
Ensure they use their investigation powers responsibly	39% ↓	48% ↑	47%	34% ↓
Make it easy to understand what corruption is	39% ↓	47% ↑	48%	36%
Treat people who report corruption the same regardless of their background or identity	39% ↓	47% ↑	48% ↑	37%
Make it easy to access corruption prevention resources	35% ↓	47% ↑	47% ↑	38%
Deal with complaints in a fair and unbiased way	38% ↓	45% ↑	46%	30% ↓

	Community	Public sector employees	Local council employees	QPS employees
	(n=2,830-2,905)	(n=4,980-5,196)	(n=831-861)	(n=100-104)
Confidence in CCC Complaints handling – % rate 8-10 on a 0 to 10 scale (lower ranked statements)				
Ensure they are honest with the people who report corruption	39% ↓	43% ↑	42%	30% ↓
Ensure they treat witnesses and persons subject to corruption complaints fairly and consistently	37% ↓	43% ↑	43%	26% ↓
Act in the community's interest regardless of any political, media, and other external pressures	36% ↓	42% ↑	41%	29% ↓
Ensure that making a complaint is easy and accessible	38%	40%	44% ↑	29% ↓
Communicate clearly	39%	39%	39%	23% ↓
Ensure they are open about the investigation process and outcomes, including what can and cannot be disclosed and timeframes	35% ↓	40% ↑	41%	23% ↓

Base: Total sample – Excludes 'Don't know' (variable base size, as shown in table)
 D13. On a scale from 0 to 10, where 0 is 'not confident at all' and 10 is 'extremely confident', how confident are you that the CCC would do the following...?

↑ ↓ Significantly higher/lower than the average of all other subgroups combined

Suggestions for what the CCC can do more of to combat corruption

- Respondents offered a number of different suggestions as to what the CCC can do more of to combat corruption in the future.
- Based on these results, local council employees are seeking education on identifying and reporting corruption, public sector employees are seeking greater protection for whistleblowers, increased power/authority for the CCC and greater training and professional development related to anti-corruption whilst QPS employees highlight the need for greater action in response to complaints.

	Community	Public sector employees	Local council employees	QPS employees
	(n=428)	(n=652)	(n=278)	(n=52)
Suggestion for the CCC's future (Top 10 themes derived from free text responses)				
Provide education on how to identify / report corruption	9% ↓	15%	19% ↑	8%
Increase awareness of the CCC	10% ↓	13%	15%	6%
Increase the crackdown on corruption / stop the corruption / prosecute more	12%	12%	9%	8%
Increase awareness of CCC findings / outcomes	10%	12%	10%	10%
Act upon complaints / take action	8%	8%	8%	19% ↑
Protect / support whistleblowers and witnesses	6%	10% ↑	5% ↓	4%
Investigate government officials / government agencies	4% ↓	8%	10%	13%
Increase transparency of the CCC	7%	8%	4% ↓	2%
Provide anti-corruption training / professional development	1%	6% ↑	6%	4%
Increase CCC power / authority	2% ↓	6% ↑	3%	8%
↑ ↓ Significantly higher/lower than the average of all other subgroups combined				
Base: Total sample Excludes Prefer not to say / Don't know / None				
Note: A random selection of open-ended comments were coded (base for number of coded responses shown in table)				
D16. In the future, what would you like to see the CCC do more of to combat corruption?				

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