



Crime and Corruption Commission
QUEENSLAND

Corruption Perceptions Survey 2025

Queensland Public Sector Employees
Report

July 2025





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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 amongst **Queensland public sector employees**. Note that, throughout the report, 'public sector employees' is the shorthand used to describe public sector employees from Queensland state government departments, including Queensland's hospital and health service.

Results obtained for other cohorts are reported separately, including those for QPS employees.

About the CCC

The Crime and Corruption Commission (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

An online survey of Queensland public sector employees was conducted between 28 March and 9 May 2025. 5,957 surveys were collected during this period.

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 survey was required to be completed in one sitting.
 - The median survey duration was 16.5 minutes.
 - The CCC distributed the generic survey link to Queensland public sector agencies, who used a number of promotional activities and direct email invitations to distribute the survey.
 - An email was also issued to all public sector employees from the Premier of Queensland on 1st of May.
 - Overall, 11,211 public sector employees commenced the survey, however analysis and reporting is based on only those who completed the survey (n=5,957).
- The final achieved sample structure is shown opposite. These groups are presented in aggregate to preserve anonymity and group sample size.

PUBLIC SECTOR EMPLOYEE RESPONDENT SAMPLE STRUCTURE				
		No. of Surveys #	%	¹ Max Margins of Error +/-
Total		5,957	100	1.3
Gender[^]	Man or male	2,053	34%	2.2
	Woman or female	3,485	59%	1.7
	Non-binary	31	1%	-
	Prefer not to say	374	6%	-
Tenure	Less than one year	785	13%	3.5
	1-5 years	1,957	33%	2.2
	6-10 years	919	15%	3.2
	10+ years	1,849	31%	2.3
	Prefer not to say	447	8%	4.6
Location	Brisbane	2,466	41%	2.0
	Other Southeast Qld	1,992	33%	2.2
	Far North Qld	710	12%	3.7
	Southwest Qld	288	5%	5.8
	Central Qld / Outback	326	5%	5.4
	Invalid postcodes	175	-	-
Subgroups of interest	Aboriginal, Torres Strait Islander and/or Pacific Islander	191	3%	7.1
	LGBTQIA+	386	6%	5.0
	Speak a language other than English	556	9%	4.2
	Live with a disability or impairment or cares for someone with a disability	1,066	18%	3.0

¹Maximum margins of error shown are based on a research finding of 50% at the 95% Confidence Interval. This means, for the public sector 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 51.3% and 48.7% (i.e. 50% ±1.3%). A greater margin of error indicates a lower level of confidence that the result accurately represents the entire population.

[^] 'use a different term' responses not shown due to small sample size

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.



NET: 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 been 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.

Verbatim responses: A selection of verbatim responses have been provided within the report to demonstrate the most common themes observed in responses to questions D12 (Why would you not feel comfortable lodging a complaint with the CCC?), and D16 (In the future, what would you like to see the CCC do more of to combat corruption?). Common themes were determined by the manual coding, or categorisation of responses into themes.

Weighting: No weighting has been applied to the survey results.

How to read this report (continued)

Statistical significance testing: A significantly higher result for a subgroup against the total excluding that subgroup is denoted by a green circle  and a lower result for the subgroup against the total excluding that subgroup is indicated by red square .

Sample sizes below n=30 are not significance tested.

Significant differences between subgroups are shown at the 95% Confidence Interval.

Subgroup analysis

Results have been analysed by demographic characteristics. The following groups have been compared in this report and commented on where differences are meaningful:

- Gender (Woman or female and Man or male)
- Age (18-39, 40-59 and 60+ years). Several age ranges have been combined for the purposes of analysis for a number of reasons, including so that similar base sizes are being compared against each other, similar age ranges are being compared against each other, consistency across reports and space restrictions on reporting tables)
- Location (Brisbane; Other Southeast Queensland; Far North Queensland; Southwest Queensland; Central Queensland / Outback). Invalid postcodes have not been included in location analysis.
- Aboriginal, Torres Strait Islander and/or Pacific Islander – (in the subgroup tables throughout the report, 'Aboriginal', 'Torres Strait

Islander' and 'Pacific Islander' have been grouped as 'Yes' and 'None of these' is shown as 'No')

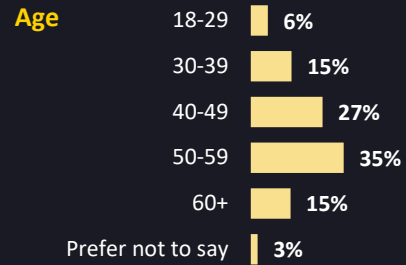
- Languages spoken at home ('English only' or 'Another language')
- LGBTQIA+ status (Yes or No)
- Disability/carer status (in the subgroup tables throughout the report, 'Live with disability or impairment' and 'Care for someone who lives with a disability or impairment' have been grouped as 'Yes' and 'None of these' is shown as 'No')
- Management or leadership role (Yes or No)
- Frontline/support or Corporate role
- Tenure in current role (Up to 5 years tenure, 6-10 years and more than 10 years)
- Department or agency (Premier and Cabinet; State Development; Treasury; Natural Resources and Mines Manufacturing and Regional and Rural Development (NMMRRD); Health; Justice; Education; Youth Justice and Victim Support; Corrective Services; Transport and Main Roads; Fire; Housing and Public Works; Primary Industries; Environment; Tourism; Science and Innovation (DETSI); Families; Other or Prefer not to say). 'Other' departments or agencies include those where <80 surveys were completed in total. These have been grouped for analysis purposes into 'Other' due to space restrictions.

Comparisons by cohort (community, public sector, QPS, local council) are shown in the separate **Comparing Respondent Cohorts** report.

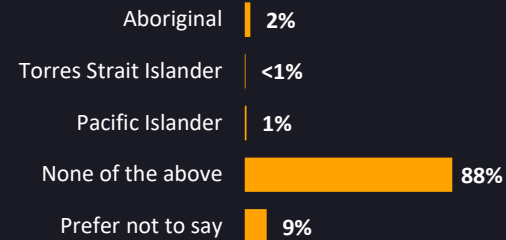
Profile of survey respondents



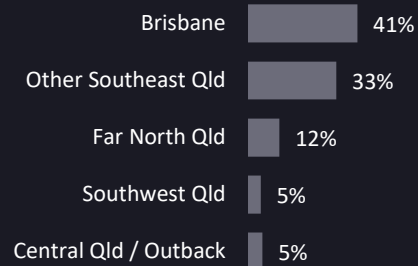
Respondent profile



Aboriginal, Torres Strait and Pacific Islander status

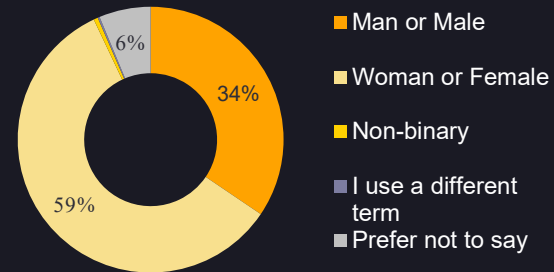


Location



NB: n=175 respondents had invalid postcodes. These postcodes were excluded from location analysis

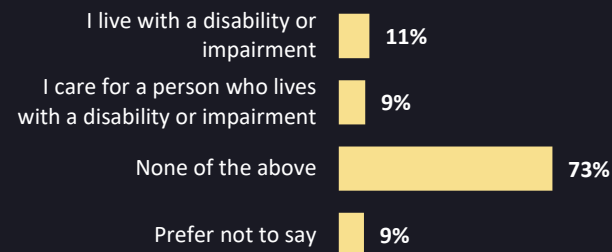
Gender



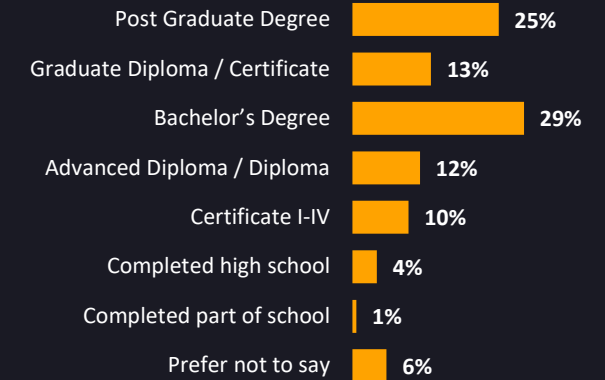
LGBTQIA+



Disability status



Education



Regularly speaks a language other than English



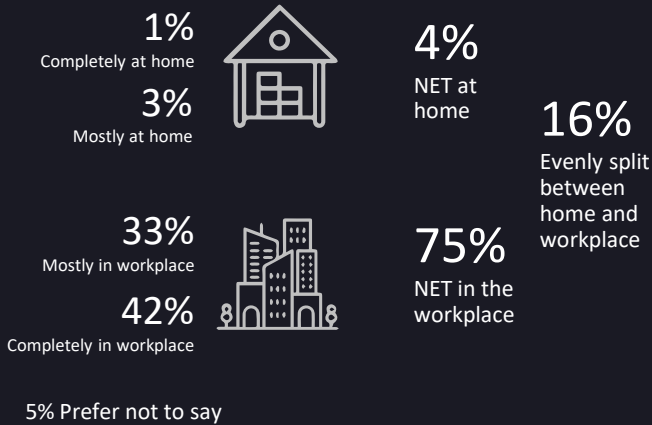
Respondent profile

Tenure

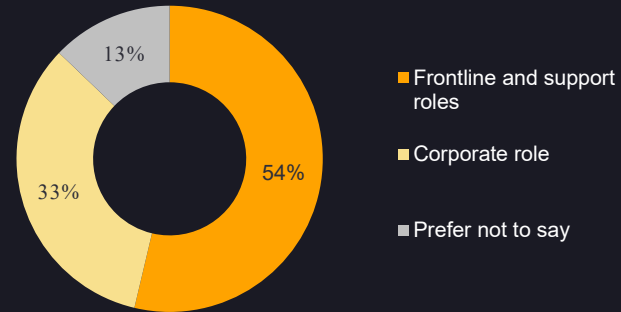


8% Prefer not to say

Work location



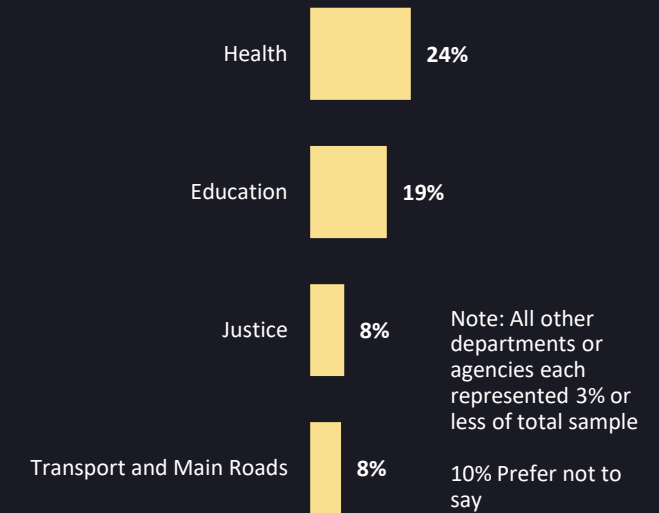
Role



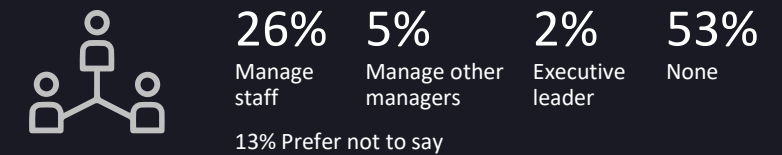
Type of corporate role



Department or agency (Top 4)



Management role



Key findings



Summary of key findings

AWARENESS AND KNOWLEDGE



94% are 'aware' of the Crime and Corruption Commission (CCC).

Nearly all public sector employees are aware of the CCC, though most know little about the organisation.

More than nine in ten have heard of the CCC (94%), however, two in ten only know the name (20%), and a further 49% know only a 'small amount' about the CCC. More extensive knowledge is indicated by three in ten (31%) who indicate knowing a 'fair amount' or 'great deal'. A number of sub-groups are more likely to have either a 'great deal' or 'fair amount' of knowledge about the CCC – including males, those aged 60+, those in managerial or leadership positions and those with corporate roles – indicating that their awareness is more likely to stem from direct exposure or a longer period of exposure.

There is near unanimous acknowledgement of the importance of the CCC's role. Nine in ten (88%) public sector employees consider it to be 'very important' that Queensland has an independent anti-corruption agency like the CCC, and a further one in ten (11%) consider it to be 'fairly important'.

TRUST IN INTEGRITY SYSTEMS



77% have 'very high' or 'a fair amount' of trust in the CCC.

There are high levels of trust in the CCC among public sector employees.

15% indicate 'very high' trust in the CCC and a further 62% have 'a fair amount of trust' in the organisation. Trust levels tend to diminish with tenure in role – those who have worked in their role for under 5 years are more likely to trust the CCC than those with a tenure greater than 10 years (82% vs. 74%).



65% would be comfortable lodging a complaint with the CCC



45% would be comfortable lodging a complaint with their workplace

Public sector employees are more likely to feel comfortable lodging a complaint with the CCC than they are lodging a complaint within their workplace.

When asked about lodging a complaint with their workplace, 36% were confident that their workplace would have the resources available to adequately investigate, and 36% were confident the report would be handled in a fair and unbiased way.

LEVEL AND NATURE OF CORRUPTION



65% agree corruption is a problem in Queensland.



31% agree corruption is a problem in their workplace.

There is near universal agreement that corruption 'occurs' in Queensland, and a majority agree that it 'is a problem' within the state.

Nine in ten (90%) public sector employees agree corruption happens in Queensland. Public sector employees believe corruption to be more of a problem in local government (63% agree), compared to state government (57%) and the QPS (46%).



48% consider their workplace to be vulnerable to corruption

Whilst almost half of public sector employees consider their workplace to be vulnerable to corruption, only three in ten (31%) agree corruption is a problem in their workplace.

Public sector employees show high levels of concern regarding many corruption behaviours.

At least half of public sector employees are 'fairly' concerned about each of the corruption behaviours assessed in the survey, with the levels of concern attributed to each behaviour relatively consistent. A behaviour where employees are more likely to be 'very' concerned is corruption in police response to domestic and family violence (46% 'very' concerned).

Summary of key findings

LEVEL AND NATURE OF CORRUPTION (cont.)

A high degree of corruption risk is associated with many behaviours.

All corruption behaviours assessed by public sector employees in this survey are deemed to pose some risk, with more than half attributing each behaviour as 'definitely' or 'probably' a risk to their workplace. The behaviours considered the highest risk included non-compliance with policies and procedures, mishandling of confidential information and bullying and harassment, with around half considering these 'definitely' a risk.

Issues relating to foreign interference, management of public owned assets and bribery are considered lower risk, relative to other corruption risks identified.

Employee suggestions for the CCC to combat corruption:

- **Educate:** Provide guidance and training on how to identify and report corruption
- **Raise profile:** Increase awareness of the CCC, and inform about investigation outcomes
- **Take action:** Greater action taken, investigate, with bigger consequences and penalties for those who are corrupt
- **Protect:** Ensure that those reporting corruption, and their families, are protected from repercussions

REPORTING AND RESPONSES TO CORRUPTION



31% of Queensland public sector employees witnessed corruption in the past 5 years, with a further **23%** unsure but thinking they may have.

Most have not been exposed to corruption, though this disproportionately impacts various employee cohorts.

Over half (55%) of public sector employees have either witnessed, or think they have witnessed, corruption in the past 5 years. Of these, 55% did not report it, with failure to report significantly higher among those aged 18-39 years (61%).

The incidence or suspicion of witnessing corruption is greater among those based in Far North Queensland (63%) and Central Qld/Outback (64%). It is also higher amongst those who identify as Aboriginal, Torres Strait Islander and/or Pacific Islander (62%) and those who live with, or care for someone with, a disability (58%).



would report corruption



would know if witnessing corruption



believe meaningful action would be taken

A majority report knowing what constitutes corruption and would report corruption if witnessed.

Seven in ten would know if they have witnessed corruption (69%) and three in four would report it (72%). However, half of respondents (52%) expect they would experience personal repercussions if they reported corruption, and there is also a strong preference for anonymity in reporting.

There is some scepticism around the outcomes of reporting corruption; one in three agree meaningful action would be taken (33%), but similar proportions disagree (36%).

There is a strong preference for independent reporting, but internal channels are more likely than the CCC.

More than four in ten (44%) public sector employees indicate they would prefer not to report corruption to someone within their workplace. However, when looking at previous and intended reporting behaviour, internal channels (supervisor/manager and/or HR team/ethical standards unit) are the most common channels for reporting corruption, consistent across both those who have reported corruption and the expected reporting avenues for those who have not.

Of those who have witnessed and reported corruption in the past 5 years, very few cited the CCC as the channel for reporting (12%), and only one in three (33%) of those who would report corruption would expect to contact the CCC to do so.



At least two in three are confident in the CCC's ability to perform all aspects of complaint handling.

There is limited variation in confidence ratings across all aspects evaluated (65% to 79% rating as 6-10/10), indicating that there are no areas of major concern amongst public sector employees in relation to the CCC's performance. In terms of complaints management, employees are most confident the CCC will stay within its legislative jurisdiction, investigate and manage complaints appropriately, and inform and educate about corruption.

Key subgroup differences

In addition to the key findings summarised on pages 13 and 14, there are also some notable differences that exist between subgroups with regards to their perceptions and behaviours relating to corruption.



Those employed in their current role for less than 5 years

- Public service employees who have been in their role for up to 5 years are less likely to have been exposed to corruption in the past 5 years, and tend to hold a more positive view of the nature of corruption in Queensland, and within their workplace, when compared to their longer tenured counterparts.
- Despite having lower awareness of the CCC, they are more likely to trust the organisation and tend to have more confidence in the CCC's ability to perform various aspects of its role, including its complaint handling function.
- Employees in their role for under 5 years are less likely to consider their workplace to be vulnerable to corruption. They are more likely to show comfort and confidence in their workplace's handling of corruption and are more inclined to agree that behaving with honesty and integrity is considered important in their workplace. They also believe that their workplace encourages and supports anti-corruption behaviour.



Health department employees

- When compared to other public sector employees, those working in the health department tend to exhibit more negative perceptions of corruption within the state, and their workplace. They are less likely to be aware of, or to trust the CCC.
- They are more likely than others to consider corruption a problem across Queensland, local government, state government, the police service, their workplace and the local area where they live. Similarly, they show higher levels of concern across many corrupt behaviours.
- They are less likely to perceive that honesty and integrity is important within their workplace, and more inclined to consider their workplace to be vulnerable to corruption.
- Health department employees are more likely than others to have witnessed corruption in the past 5 years, but have lower levels of comfort in reporting corruption within their workplace and lower confidence in how their workplace would handle reports. They are more fearful of losing their job, or suffering other personal repercussions should they report corruption. They also report lower levels of satisfaction with the process of reporting corruption, and a higher incidence of reports being ignored, when compared to other public sector employees.



Those working in frontline / support roles

- Public service employees who work in frontline / support roles are less likely than those in corporate roles to have heard of the CCC, and show less confidence in the CCC's ability to perform all aspects of its remit evaluated in the survey.
- Employees in a frontline / support role are more likely than others to consider corruption a problem in Queensland, within state government, their local area and their workplace. They are also more inclined to show concern over corruption by Elected Officials, in government recruitment and procurement processes, in licencing and permits, funding, the use of confidential information and regulatory activities.
- Frontline / support employees have a less favourable view of the support and promotion of anti-corruption behaviour within their workplace, and exhibit lower confidence in knowing how to prevent corruption. They are also more likely to have observed corruption in the past 5 years and to show concern about losing their job, or suffering other personal repercussions should they report corruption. Those who have reported corruption are also more likely to report that it was ignored, and to indicate a negative reporting experience and outcome.

Awareness of the CCC



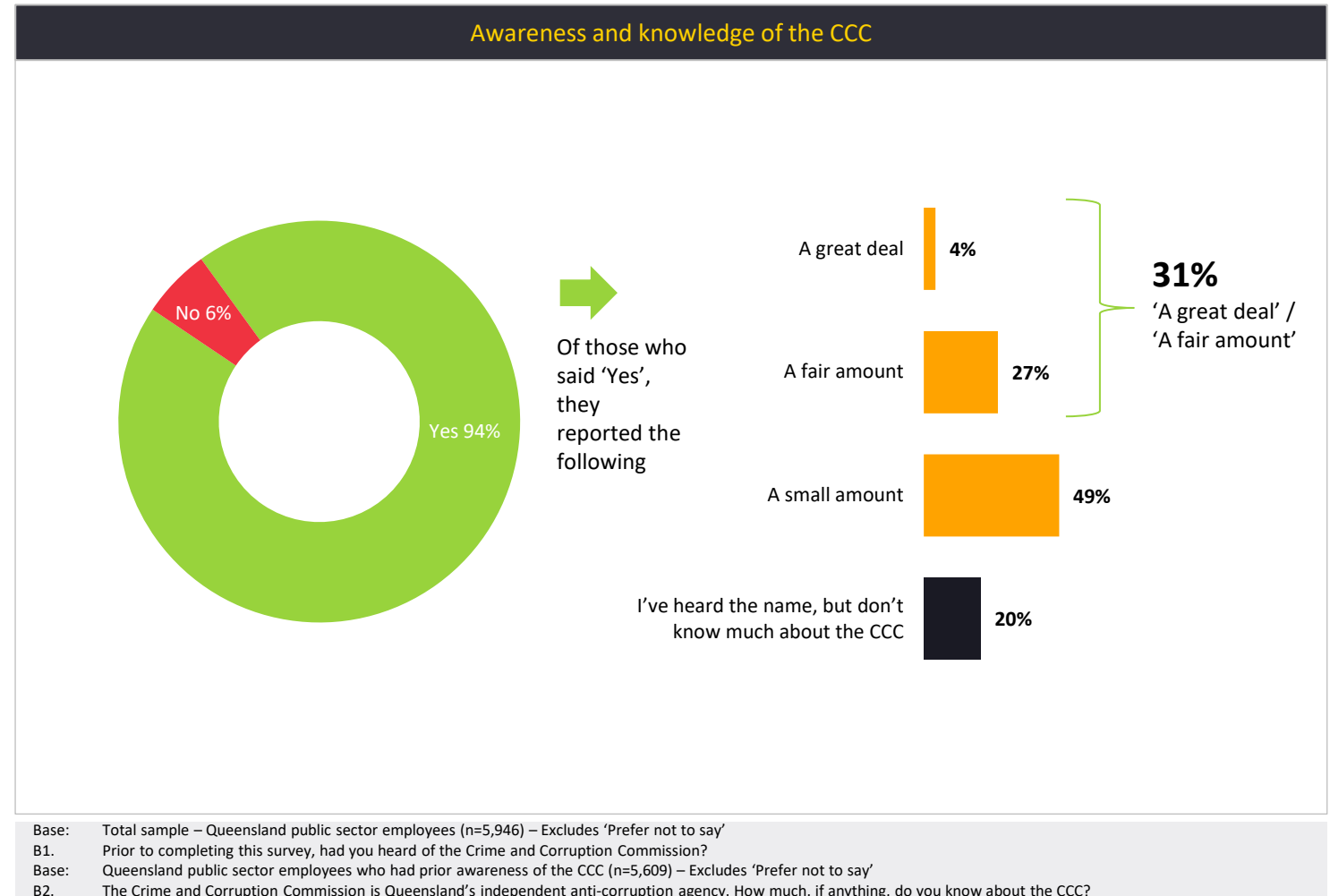
Awareness and knowledge of the CCC

Nearly all public sector employees are aware of the CCC, though most know little about the organisation.

- Over nine in ten public sector employees have heard of the CCC (94%).
- Amongst those aware of the organisation, however, one in five only know the name (20%), and a further 49% know only a 'small amount' about the CCC.
- More extensive knowledge is indicated by three in ten (31%) who indicate knowing a 'fair amount' or 'great deal'.

SUBGROUP DIFFERENCES

- Subgroups within the public sector that are significantly **less likely** than others to have heard of the CCC include:
 - Those aged 18-39 (86%)
 - Those regularly speaking a language other than English at home (89%)
 - Those in a non-managerial or leadership role (92%)
 - Frontline/support roles (93%)
 - Those with a shorter role tenure, up to 5 years (92%)
 - Those working in the Health (92%) and Education (91%) departments, particularly those in frontline/support roles in these departments (91% and 90% respectively).
- Amongst those aware of the CCC, a number of subgroups are more likely to have either a 'great deal' or 'fair amount' of knowledge about the CCC – indicating that their awareness is more likely to stem from direct exposure or a longer period of exposure. These include males, those aged 60+, those in managerial or leadership positions, those with corporate roles, and those working in Premier and Cabinet, Treasury, Justice and Corrective Services.



Importance of having an independent anti-corruption agency

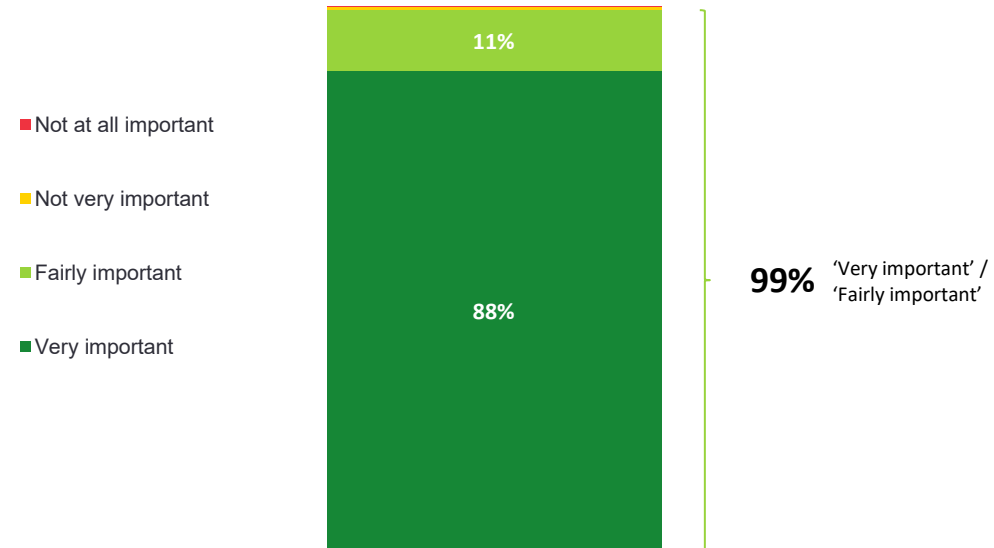
There is near unanimous acknowledgement of the importance of the CCC's role.

- Nearly all public sector employees surveyed consider it to be at least 'fairly' important that Queensland has an independent anti-corruption agency like the CCC.
- Furthermore, nine in ten public sector employees (88%) consider it to be 'very important'.

SUBGROUP DIFFERENCES

- Those who had previously heard of the CCC are significantly more likely to consider it 'very important' that Queensland has an independent agency (89% vs. 74% for those with no awareness of the CCC). Similarly, perceived importance of the CCC correlates with knowledge of the organisation, with 96% of those knowing a 'great deal' about the CCC considering its function to be 'very important'.
- Perceived importance also increases by age, rising to 91% of employees aged 60+ considering it 'very important' that Queensland has an independent anti-corruption agency like the CCC.

Perceived importance of having an independent anti-corruption agency like the CCC



Base: Total sample – Queensland public sector employees (n=5,918) – Excludes 'Don't know' | Note: Data labels <2% not shown on the chart
 B3. How important do you think it is for Queensland to have an independent anti-corruption agency like the Crime and Corruption Commission?

Awareness, knowledge and importance of the CCC by subgroup

Page 1 of 3	Total (n=5,946)	Gender		Age			Location					Aboriginal, Torres Strait Islander and/or Pacific Islander		Languages spoken at home		LGBTQIA+ Status		Disability/carer status	
		Man or Male	Woman or Female	18-39	40-59	60+	Brisbane	Other Southeast Qld	Far North Qld	Southwest Qld	Central Qld / Outback	Yes	No	Another language	English only	Yes	No	Yes	No
		(n=2,051)	(n=3,481)	(n=1,282)	(n=3,640)	(n=878)	(n=2,457)	(n=1,992)	(n=709)	(n=288)	(n=325)	(n=189)	(n=5,210)	(n=553)	(n=5,033)	(n=385)	(n=5,037)	(n=1,064)	(n=4,370)
Have heard of the CCC	94%	94%	94%	86%	96%	98%	95%	94%	92%	94%	94%	93%	94%	89%	95%	90%	95%	96%	94%
	(n=5,609)	(n=1,932)	(n=3,278)	(n=1,102)	(n=3,507)	(n=858)	(n=2,336)	(n=1,872)	(n=653)	(n=272)	(n=305)	(n=175)	(n=4,907)	(n=489)	(n=4,778)	(n=346)	(n=4,765)	(n=1,017)	(n=4,105)
How much, if anything, do you know about the CCC?																			
A great deal	4%	5%	3%	6%	4%	5%	6%	3%	3%	2%	2%	6%	4%	5%	4%	4%	4%	5%	4%
A fair amount	27%	30%	24%	24%	26%	33%	31%	22%	23%	19%	26%	27%	26%	28%	26%	24%	26%	27%	26%
A small amount	49%	48%	50%	44%	50%	48%	47%	51%	49%	55%	48%	41%	49%	46%	49%	49%	49%	48%	49%
I've heard the name, but don't know much about the CCC	20%	17%	23%	27%	20%	14%	16%	24%	25%	24%	23%	27%	21%	20%	21%	23%	20%	19%	21%
	(n=5,918)	(n=2,044)	(n=3,461)	(n=1,270)	(n=3,625)	(n=875)	(n=2,453)	(n=1,977)	(n=706)	(n=283)	(n=325)	(n=188)	(n=5,185)	(n=553)	(n=5,004)	(n=385)	(n=5,008)	(n=1,061)	(n=4,347)
% Very / fairly important for Qld to have an independent anti-corruption agency like the CCC	99%	99%	100%	99%	99%	99%	99%	100%	99%	100%	99%	97%	99%	98%	100%	99%	99%	99%	99%

Base: Total sample – Queensland public sector employees (n=5,946) – Excludes 'Prefer not to say' | B1.

Base: Queensland public sector employees who had prior awareness of the CCC (n=5,609) – Excludes 'Prefer not to say' | B2.

Base: Total sample – Queensland public sector employees (n=5,918) – Excludes 'Prefer not to say' | B3.

Prior to completing this survey, had you heard of the Crime and Corruption Commission?

The Crime and Corruption Commission is Queensland's independent anti-corruption agency. How much, if anything, do you know about the CCC?

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

Awareness, knowledge and importance of the CCC by subgroup

Page 2 of 3	Total	Management or leadership		Frontline/support or Corporate role		Tenure		
		Yes	No	Frontline/support roles	Corporate role	Under 5 years	6 – 10 years	Longer than 10 years
	(n=5,946)	(n=2,019)	(n=3,180)	(n=3,196)	(n=1,990)	(n=2,738)	(n=919)	(n=1,846)
Have heard of the CCC	94%	98%	92%	93%	96%	92%	95%	97%
	(n=5,609)	(n=1,969)	(n=2,922)	(n=2,967)	(n=1,912)	(n=2,525)	(n=873)	(n=1,787)
How much, if anything, do you know about the CCC?								
A great deal	4%	6%	3%	2%	7%	5%	2%	4%
A fair amount	27%	33%	21%	23%	31%	27%	27%	25%
A small amount	49%	47%	50%	51%	46%	48%	50%	50%
I've heard the name, but don't know much about the CCC	20%	14%	25%	24%	16%	21%	21%	21%
	(n=5,918)	(n=2,013)	(n=3,159)	(n=3,177)	(n=1,982)	(n=2,723)	(n=911)	(n=1,840)
% Very / fairly important for Qld to have an independent anti-corruption agency like the CCC	99%	99%	99%	99%	99%	99%	99%	99%

Base: Total sample – Queensland public sector employees (n=5,946) – Excludes 'Prefer not to say' | B1.

Base: Queensland public sector employees who had prior awareness of the CCC (n=5,609) – Excludes 'Prefer not to say' | B2.

Base: Total sample – Queensland public sector employees (n=5,918) – Excludes 'Prefer not to say' | B3.

Prior to completing this survey, had you heard of the Crime and Corruption Commission?

The Crime and Corruption Commission is Queensland's independent anti-corruption agency. How much, if anything, do you know about the CCC?

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

Awareness, knowledge and importance of the CCC by subgroup

Page 3 of 3	Total	Department/Agency																
		Premier and Cabinet	State Development	Treasury	NMMRRD	Health	Justice	Education	Youth Justice and Victim Support	Corrective Services	Transport and Main Roads	Fire	Housing and Public Works	Primary Industries	DETSI	Families	Other	Prefer not to say
	(n=5,946)	(n=85)	(n=112)	(n=136)	(n=129)	(n=1,452)	(n=490)	(n=1,105)	(n=104)	(n=187)	(n=446)	(n=122)	(n=184)	(n=130)	(n=177)	(n=189)	(n=292)	(n=606)
Have heard of the CCC	94%	99%	96%	97%	95%	92%	98%	91%	96%	98%	94%	99%	98%	93%	97%	95%	95%	97%
	(n=5,609)	(n=84)	(n=108)	(n=132)	(n=123)	(n=1,337)	(n=480)	(n=1,003)	(n=100)	(n=183)	(n=419)	(n=121)	(n=181)	(n=121)	(n=171)	(n=180)	(n=278)	(n=588)
How much, if anything, do you know about the CCC?																		
A great deal	4%	8%	6%	6%	1%	3%	6%	3%	8%	8%	3%	2%	3%	3%	3%	5%	3%	7%
A fair amount	27%	35%	29%	33%	34%	23%	37%	21%	27%	32%	21%	31%	22%	21%	22%	32%	35%	32%
A small amount	49%	48%	51%	49%	43%	51%	47%	47%	49%	50%	54%	47%	58%	48%	50%	47%	43%	45%
I've heard the name, but don't know much about the CCC	20%	10%	14%	11%	22%	23%	11%	29%	16%	10%	22%	19%	17%	28%	25%	16%	20%	16%
	(n=5,918)	(n=86)	(n=112)	(n=134)	(n=129)	(n=1,440)	(n=490)	(n=1,097)	(n=102)	(n=187)	(n=447)	(n=121)	(n=183)	(n=130)	(n=174)	(n=188)	(n=292)	(n=606)
% Very / fairly important for Qld to have an independent anti-corruption agency like the CCC	99%	99%	100%	99%	100%	99%	99%	100%	98%	100%	99%	100%	97%	99%	100%	99%	100%	99%

Base: Total sample – Queensland public sector employees (n=5,946) – Excludes 'Prefer not to say' | B1.

Base: Queensland public sector employees who had prior awareness of the CCC (n=5,609) – Excludes 'Prefer not to say' | B2.

Base: Total sample – Queensland public sector employees (n=5,918) – Excludes 'Prefer not to say' | B3.

Prior to completing this survey, had you heard of the Crime and Corruption Commission?

The Crime and Corruption Commission is Queensland's independent anti-corruption agency. How much, if anything, do you know about the CCC?

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 the CCC

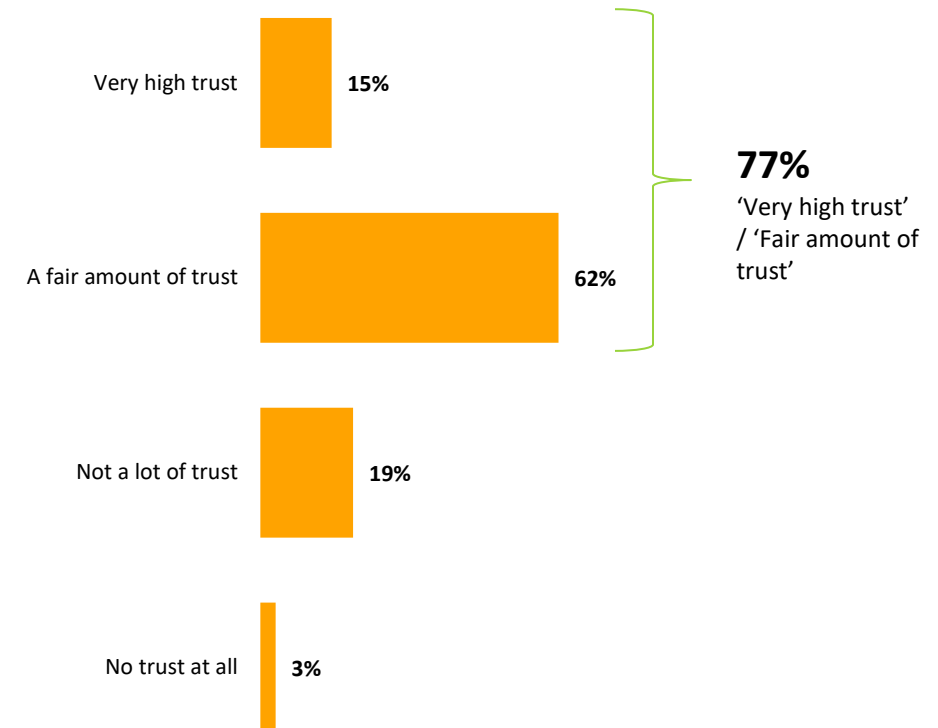
Trust in the CCC is high amongst public sector employees, with close to eight in ten reporting at least a fair amount of trust.

- Most public sector employees have some degree of trust in the CCC, with 15% indicating 'very high' trust and a further 62% having a 'fair amount' of trust in the organisation.
- 3% report having 'no trust at all' in the CCC.

SUBGROUP DIFFERENCES

- Those with a cursory understanding of the CCC – only knowing the name – exhibit lower levels of trust (74% 'very high' / 'a fair amount' of trust) when compared to others.
- Lower levels of trust are observed amongst those speaking a language other than English (73%), and those identifying as Aboriginal, Torres Strait Islander and/or Pacific Islander (68%).
- Public sector employees in managerial or corporate roles tend to have higher levels of trust in the CCC (81% and 84% respectively).
- Trust levels tend to diminish with tenure – those working in their current role for less than 5 years (82%) are more likely to trust the CCC than those with a role tenure greater than 10 years (74%).
- Employees showing lower levels of trust with the CCC tend to be those who are less familiar with the organisation, specifically those working in the Health department (26% 'not a lot' / 'no trust at all') and Education (25%). An exception is those working in Corrective Services, who have higher levels of knowledge and awareness of the CCC, also exhibit lower levels of trust (30% 'not a lot' / 'no trust at all').

Level of trust in the CCC



Base: Total sample – Queensland public sector employees (n=4,297) – Excludes 'Don't know' and 'Prefer not to say'
 D14. In general, how much trust do you have in the Crime and Corruption Commission?

Trust in the CCC by subgroup

Page 1 of 3

	Total (n=4,297)	Gender		Age			Location					Aboriginal, Torres Strait Islander and/or Pacific Islander		Languages spoken at home		LGBTQIA+ Status		Disability/carers status	
		Man or Male	Woman or Female	18-39	40-59	60+	Brisbane	Other Southeast Qld	Far North Qld	Southwest Qld	Central Qld / Outback	Yes	No	Another language	English only	Yes	No	Yes	No
		(n=1,790)	(n=2,818)	(n=1,014)	(n=3,036)	(n=768)	(n=2,069)	(n=1,663)	(n=556)	(n=229)	(n=262)	(n=164)	(n=4,327)	(n=457)	(n=4,184)	(n=327)	(n=4,178)	(n=899)	(n=3,638)
Very high trust	15%	18%	13%	13%	16%	16%	16%	15%	13%	17%	12%	18%	15%	14%	15%	17%	15%	15%	16%
A fair amount of trust	62%	59%	66%	67%	62%	61%	64%	63%	60%	56%	60%	51%	64%	59%	64%	64%	63%	62%	64%
Not a lot of trust	19%	19%	18%	16%	19%	22%	18%	19%	22%	25%	23%	25%	18%	23%	18%	17%	19%	20%	18%
No trust at all	3%	3%	2%	4%	3%	2%	3%	3%	5%	2%	5%	7%	2%	4%	3%	3%	3%	3%	3%
Very high trust / a fair amount of trust	77%	78%	79%	80%	77%	76%	79%	77%	73%	73%	72%	68%	80%	73%	79%	80%	78%	76%	80%

Base: Total sample – Queensland public sector employees (n=4,297) – Excludes 'Don't know' and 'Prefer not to say'
 D14. In general, how much trust do you have in the Crime and Corruption Commission?

○ □ Significantly higher/lower than the average of all other subgroups combined

Trust in the CCC by subgroup

Page 2 of 3

	Total (n=4,297)	Management or leadership		Frontline/support or Corporate role		Tenure		
		Yes	No	Frontline/support roles	Corporate role	Under 5 years	6 – 10 years	Longer than 10 years
		(n=1,780)	(n=2,557)	(n=2,629)	(n=1,709)	(n=2,288)	(n=751)	(n=1,544)
Very high trust	15%	17%	15%	14%	17%	15%	16%	15%
A fair amount of trust	62%	64%	63%	62%	67%	67%	61%	59%
Not a lot of trust	19%	16%	19%	21%	14%	16%	19%	23%
No trust at all	3%	2%	3%	3%	2%	2%	4%	3%
Very high trust / a fair amount of trust	77%	81%	78%	76%	84%	82%	76%	74%

Base: Total sample – Queensland public sector employees (n=4,297) – Excludes 'Don't know' and 'Prefer not to say'
 D14. In general, how much trust do you have in the Crime and Corruption Commission?

○ □ Significantly higher/lower than the average of all other subgroups combined

Trust in the CCC by subgroup

Page 3 of 3

	Total (n=4,297)	Department/Agency																
		Premier and Cabinet (n=80)	State Development (n=97)	Treasury (n=116)	NMMRRD (n=112)	Health (n=1,190)	Justice (n=437)	Education (n=879)	Youth Justice and Victim Support (n=90)	Corrective Services (n=170)	Transport and Main Roads (n=365)	Fire (n=109)	Housing and Public Works (n=151)	Primary Industries (n=99)	DETSI (n=143)	Families (n=156)	Other (n=252)	Prefer not to say (n=481)
Very high trust	15%	19%	20%	24%	14%	12%	16%	14%	12%	18%	15%	19%	17%	18%	22%	13%	20%	12%
A fair amount of trust	62%	69%	68%	58%	77%	63%	67%	61%	68%	52%	65%	52%	64%	62%	60%	67%	68%	55%
Not a lot of trust	19%	11%	11%	16%	8%	22%	14%	21%	19%	24%	18%	26%	17%	17%	15%	17%	12%	28%
No trust at all	3%	1%	1%	3%	1%	4%	2%	4%	1%	6%	2%	3%	2%	3%	3%	3%	1%	5%
Very high trust / a fair amount of trust	77%	88%	88%	82%	91%	74%	84%	75%	80%	70%	80%	72%	81%	80%	82%	80%	88%	67%

Base: Total sample – Queensland public sector employees (n=4,297) – Excludes 'Don't know' and 'Prefer not to say'
D14. In general, how much trust do you have in the Crime and Corruption Commission?

○ □ Significantly higher/lower than the average of all other subgroups combined

Comfort with lodging corruption complaints with the CCC

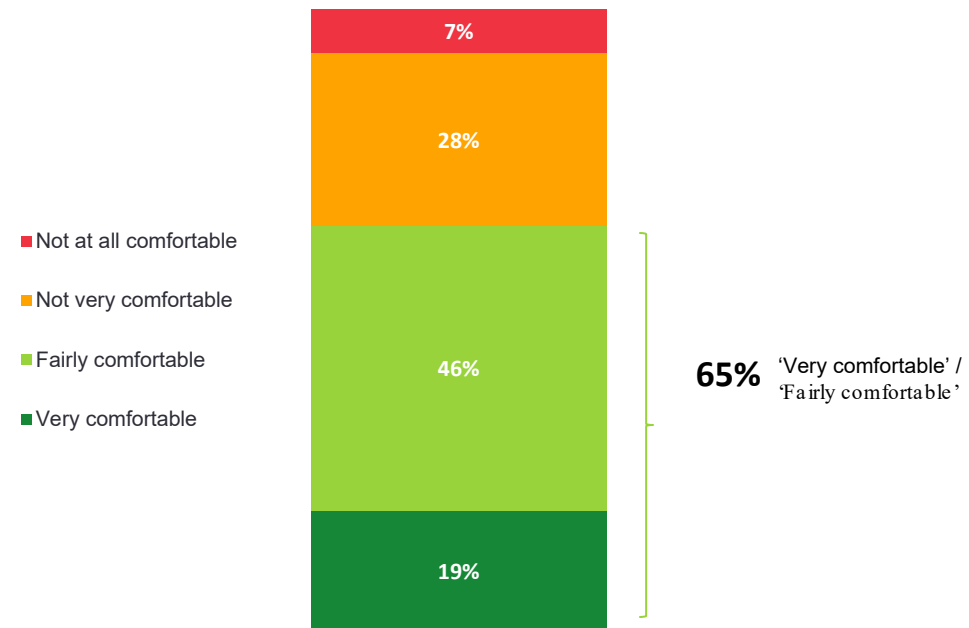
Although most public sector employees would feel comfortable lodging a corruption complaint to the CCC, a notable proportion would not.

- More than three in five (65%) public sector employees would feel comfortable lodging a complaint to the CCC if they had information about corruption.
- However, almost three in ten (28%) are 'not very' comfortable and a further seven percent 'not at all' comfortable lodging a complaint to the CCC.

SUBGROUP DIFFERENCES

- Males are more likely to be comfortable with lodging a complaint when compared to females (70% 'very/fairly' comfortable vs. 64%).
- Likewise, those aged 18-39 years are more comfortable with making a complaint when compared to those aged 40+ years.
- When looking at results by region, the levels of comfort are relatively similar, however those who are in Southeast Queensland areas outside of Brisbane are significantly more likely to be 'very' or 'fairly' comfortable in lodging a complaint to the CCC.
- Comfort with lodging complaints with the CCC correlates with knowledge of the organisation, with 74% of those knowing a 'great deal' or 'a fair amount' about the CCC feeling 'very' or 'fairly' comfortable with lodging a complaint. Those with a cursory understanding of the CCC, only knowing the name, are more likely to be 'not very' or 'not at all' comfortable with lodging a complaint (42%).

Comfort with lodging corruption complaints with the CCC



Base: Total sample – Queensland public sector employees (n=5,805) – Excludes 'Don't know' | Note: Data for 'prefer not to say' and 'other' in profiling questions not shown in chart.
D11. If you had information about corruption, how comfortable would you feel lodging your complaint with the Crime and Corruption Commission?

Comfort with lodging corruption complaints with the CCC by subgroup

Page 1 of 3

	Total (n=5,805)	Gender		Age			Location					Aboriginal, Torres Strait Islander and/or Pacific Islander		Languages spoken at home		LGBTQIA+ Status		Disability/carers status	
		Man or Male	Woman or Female	18-39	40-59	60+	Brisbane	Other Southeast Qld	Far North Qld	Southwest Qld	Central Qld / Outback	Yes	No	Another language	English only	Yes	No	Yes	No
		(n=2,013)	(n=3,404)	(n=1,261)	(n=3,550)	(n=855)	(n=2,399)	(n=1,947)	(n=688)	(n=281)	(n=319)	(n=188)	(n=5,107)	(n=540)	(n=4,933)	(n=382)	(n=4,929)	(n=1,046)	(n=4,286)
Very comfortable	19%	24%	18%	21%	19%	20%	20%	20%	19%	17%	16%	26%	20%	21%	20%	23%	20%	23%	19%
Fairly comfortable	46%	46%	46%	47%	46%	45%	45%	47%	44%	44%	48%	46%	47%	44%	47%	46%	46%	45%	47%
Not very comfortable	28%	24%	29%	27%	28%	27%	27%	27%	29%	33%	28%	24%	27%	27%	27%	26%	27%	25%	27%
Not at all comfortable	7%	5%	7%	5%	7%	8%	8%	6%	8%	6%	8%	5%	7%	8%	6%	5%	7%	7%	6%
Very / fairly comfortable	65%	70%	64%	68%	65%	65%	65%	68%	63%	61%	64%	71%	66%	65%	66%	69%	66%	68%	66%

Base: Total sample – Queensland public sector employees (n=5,805) – Excludes 'Don't know' | Note: Data for 'prefer not to say' and 'other' in profiling questions not shown in table.
 D11. If you had information about corruption, how comfortable would you feel lodging your complaint with the Crime and Corruption Commission?

○ □ Significantly higher/lower than the average of all other subgroups combined

Comfort with lodging corruption complaints with the CCC by subgroup

Page 2 of 3

	Total (n=5,805)	Management or leadership		Frontline/support or Corporate role		Tenure		
		Yes (n=1,998)	No (n=3,111)	Frontline/support roles (n=3,143)	Corporate role (n=1,960)	Under 5 years (n=2,693)	6 – 10 years (n=896)	Longer than 10 years (n=1,805)
Very comfortable	19%	22%	19%	19%	22%	22%	19%	17%
Fairly comfortable	46%	46%	47%	46%	48%	49%	44%	44%
Not very comfortable	28%	26%	27%	29%	24%	24%	29%	31%
Not at all comfortable	7%	6%	6%	7%	6%	5%	8%	9%
Very / fairly comfortable	65%	68%	66%	64%	71%	71%	63%	60%

Base: Total sample – Queensland public sector employees (n=5,805) – Excludes 'Don't know' | Note: Data for 'prefer not to say' and 'other' in profiling questions not shown in table.
 D11. If you had information about corruption, how comfortable would you feel lodging your complaint with the Crime and Corruption Commission?

○ □ Significantly higher/lower than the average of all other subgroups combined

Comfort with lodging corruption complaints with the CCC by subgroup

Page 3 of 3

	Total (n=5,805)	Department/Agency																
		Premier and Cabinet (n=82)	State Development (n=111)	Treasury (n=135)	NMMRRD (n=127)	Health (n=1,416)	Justice (n=480)	Education (n=1,076)	Youth Justice and Victim Support (n=104)	Corrective Services (n=183)	Transport and Main Roads (n=438)	Fire (n=119)	Housing and Public Works (n=179)	Primary Industries (n=129)	DETSI (n=175)	Families (n=188)	Other (n=289)	Prefer not to say (n=574)
Very comfortable	19%	22%	27%	19%	23%	18%	25%	19%	27%	21%	17%	19%	21%	19%	19%	23%	21%	15%
Fairly comfortable	46%	56%	40%	48%	48%	43%	48%	47%	40%	49%	50%	49%	45%	43%	48%	46%	52%	40%
Not very comfortable	28%	16%	30%	24%	25%	31%	23%	28%	27%	23%	26%	27%	26%	31%	25%	25%	24%	33%
Not at all comfortable	7%	6%	4%	9%	4%	8%	4%	6%	6%	7%	7%	5%	8%	7%	8%	5%	3%	11%
Very / fairly comfortable	65%	78%	67%	67%	71%	61%	73%	66%	67%	70%	67%	68%	66%	62%	67%	70%	73%	55%

Base: Total sample – Queensland public sector employees (n=5,805) – Excludes 'Don't know' | Note: Data for 'prefer not to say' and 'other' in profiling questions not shown in table.
D11. If you had information about corruption, how comfortable would you feel lodging your complaint with the Crime and Corruption Commission?

○ □ Significantly higher/lower than the average of all other subgroups combined

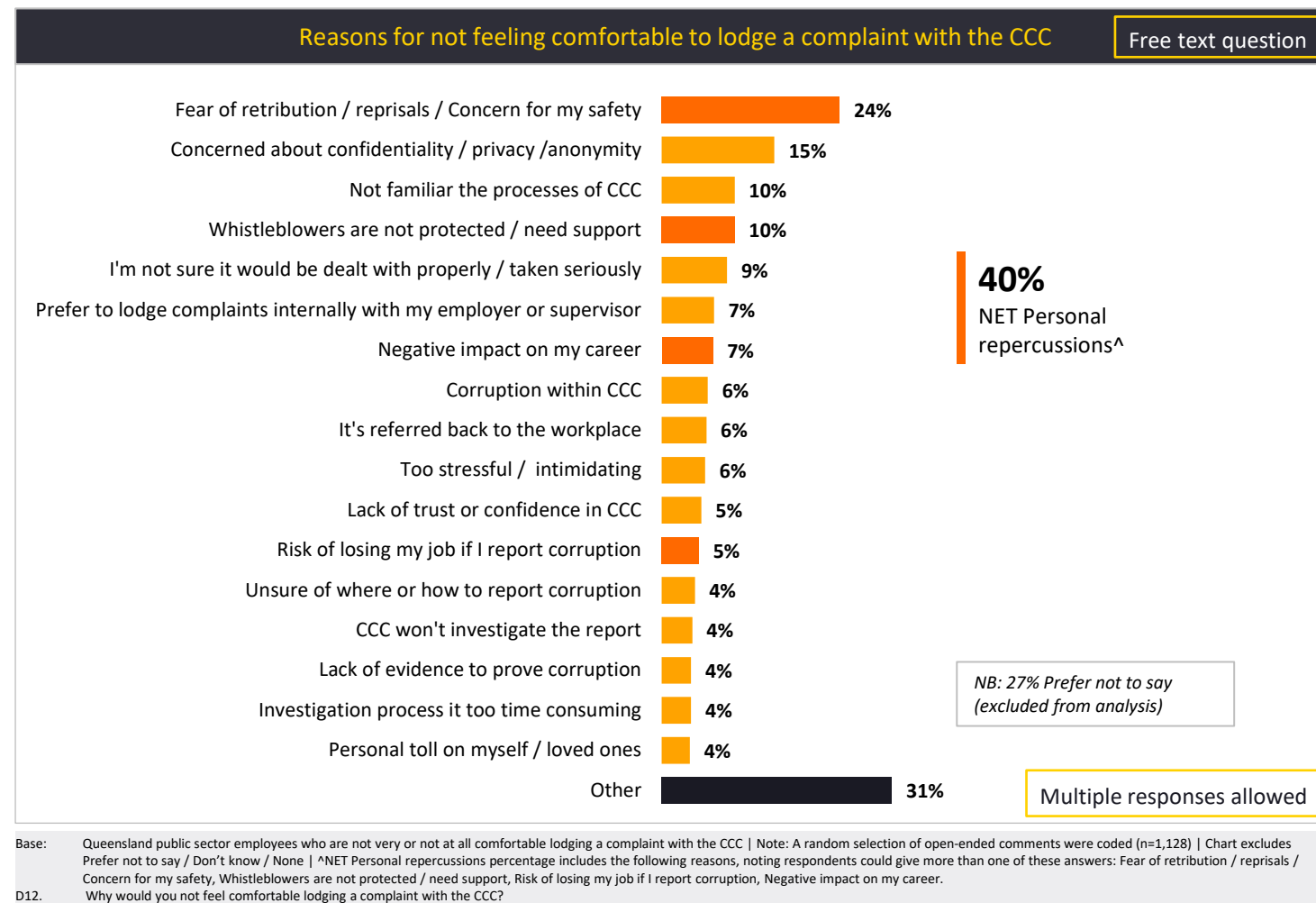
Reasons for not feeling comfortable to lodge a complaint with the CCC

The dominant reason for feeling uncomfortable making a complaint with the CCC is a fear of personal repercussions.

- One in three public sector employees report being 'not very' or 'not at all' comfortable lodging a complaint with the CCC, and were asked to share their reasons why.
- Amongst the 73% who provided a reason for not being comfortable making a complaint, two in five (40%) indicate that the expectation of personal repercussions would inhibit them from doing so.
- Confidentiality concerns (15%), unfamiliarity with the process (10%), and not knowing if the report would be taken seriously (9%) also emerge as key deterrents for reporting to the CCC.

SUBGROUP DIFFERENCES

- Those with greater knowledge of the CCC ('great deal'/'fair amount') are more inclined than others to indicate that they are not comfortable lodging a complaint with the CCC because they perceive there to be corruption within the CCC (11% vs. 4%) and/or they expect the complaint would be referred back to the workplace (14% vs. 3%). In contrast, they are less likely to suggest they have concerns over anonymity (10% vs. 17%) or are not familiar with the process (3% vs. 12%).



Select verbatim reasons for not feeling comfortable to lodge a complaint



Fear of personal repercussions

"You will be targeted by your peers, labelled as a 'dobber', outcast from the service. I know this because I witnessed this happen to a colleague in the past."

"Unsure how, what it involves [sic] and possible repercussions."

"The Executive are the offenders. There would be repercussions for my employment and career as a result of my complaint and the actions taken by the CCC as a result."

"Risk of repercussions, loss of job/career, psychosocial impacts and trauma."

"Retribution. Career prospects negatively affected. Not being believed. Not having enough proof to satisfy the investigators. Dismissal."

"Once the investigation was underway, if named, reprisals would definitely occur."

"Complaints to the CCC seem to be frequently politicised & subject to intense news media scrutiny, with effects on whistleblowers. No meaningful protections for whistleblowers."



Anonymity concerns

"Who does the information go to? Could I be identified? Could others in my organisation find out if I had lodged something with the CCC?"

"I don't know that my identity, and that of others sharing some of the information with me, would be protected. I won't feel safe, both physically (me and my family) or financially (not losing my job), due to the involvement of [Unions and Contractors]."

"I don't have faith, that the complaint would be investigated confidentially, fairly or thoroughly."

"Because I will be identified to the parties that you are complaining about and the repercussions are I will lose my job. Seen it time and time again."

"Too many people would see the complaint, generally comes back to the organisation to manage the complaint/corruption."

"Fear that I would be identified as the person reporting the corruption and that there would be retribution for me reporting the corruption and not adequate protection for me."

"I don't know them, I have no faith in my anonymity or the ability for real change to be made. Whistleblowing is career ending and that has been well shown throughout Australia."



Lack of faith in the CCC

"The triage process easily writes off complaints as 'Bald' without conducting due diligence checks. This is the same when there is no complainant name attached to files. It doesn't instil confidence."

"Historic failure of the CCC to protect whistleblowers."

"Have previously reported corruption and nothing was done by the CCC."

"Lack of confidence in the impartiality (i.e subject to political influence by the government of the day), lack of effectiveness of the CCC and also the CCC more likely to go for low hanging (sic) fruit."

"Everyone knows the CCC is just cops protecting cops, [they] won't tell you outcomes, won't offer support, just a file depository for corrupt cops and bureaucrats."

"Because the corruption is so systemic that I would not trust the CCC to respect my privacy."

"I do not have faith that the CCC would investigate a concern in an unbiased, timely and precise manner. I suspect that, like many other Queensland government organisations, they would sweep any concerns under the carpet/dismiss concerns after a cursory glance at same."

Confidence in the CCC

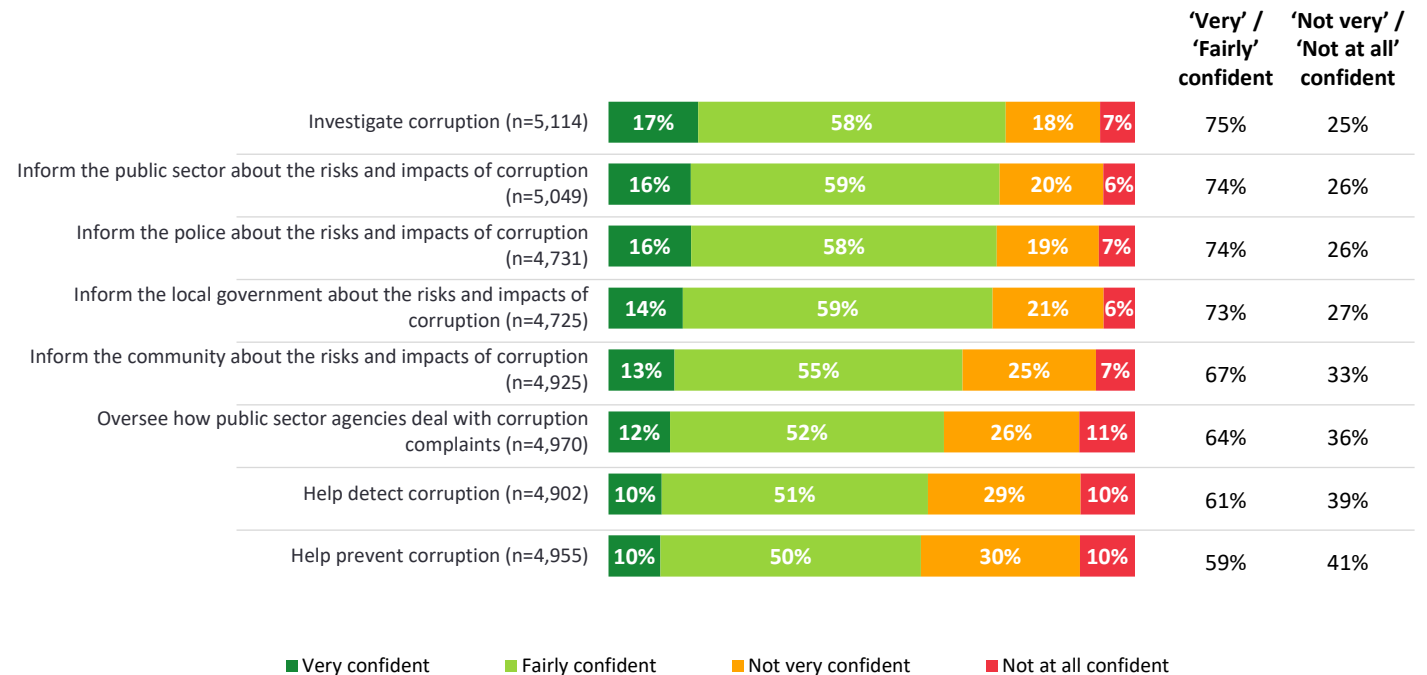
Public sector employees tend to have confidence in the CCC to perform its key tasks, with its investigative and education roles considered areas of strength.

- At least six in ten public sector employees are 'very' or 'fairly' confident in the CCC's ability to undertake each of its core functions.
- Public sector employees are most confident in the CCC's ability to investigate corruption (75% 'very' or 'fairly' confident), as well as informing the police (74%), the public sector (74%) and local government (73%) about the risks and impacts of corruption.
- Confidence in the CCC to inform the community about the risks and impacts of corruption is somewhat lower (67% 'very' or 'fairly' confident).
- Public sector employees show relatively lower confidence in the CCC's ability to detect and prevent corruption (61% and 59% respectively).

SUBGROUP DIFFERENCES

- Those working in frontline/support roles are less confident in the CCC when compared to those working in corporate roles, with significantly fewer being confident across all aspects. A similar trend is apparent when looking at tenure, with those working in their role 10+ years reporting consistently lower confidence across all aspects, compared to those in their role for up to 5 years.
- There are many other significant differences by subgroups as highlighted in the tables on pages 34-36.

Confidence in the CCC



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

Confidence in the CCC by subgroup

Page 1 of 3

'Very' / 'Fairly' confident	Total (n=4,725-5,114)	Gender		Age			Location					Aboriginal, Torres Strait Islander and/or Pacific Islander		Languages spoken at home		LGBTQIA+ Status		Disability/carer status	
		Man or Male	Woman or Female	18-39	40-59	60+	Brisbane	Other Southeast Qld	Far North Qld	Southwest Qld	Central Qld / Outback	Yes	No	Another language	English only	Yes	No	Yes	No
		(n=1,700-1,833)	(n=2,711-2,941)	(n=997-1,066)	(n=2,883-3,135)	(n=736-791)	(n=1,939-2,116)	(n=1,604-1,734)	(n=554-592)	(n=225-247)	(n=251-273)	(n=164-172)	(n=4,137-4,486)	(n=455-480)	(n=3,996-4,343)	(n=318-339)	(n=4,008-4,339)	(n=871-923)	(n=3,475-3,780)
Investigate corruption	75%	75%	78%	79%	76%	73%	78%	76%	71%	73%	70%	71%	78%	70%	77%	78%	76%	75%	77%
Inform the public sector about the risks and impacts of corruption	74%	75%	75%	77%	74%	73%	77%	74%	67%	76%	69%	68%	76%	69%	76%	74%	75%	72%	76%
Inform the police about the risks and impacts of corruption	74%	75%	75%	74%	75%	72%	75%	74%	70%	77%	73%	68%	75%	67%	75%	68%	75%	72%	76%
Inform the local government about the risks and impacts of corruption	73%	73%	74%	77%	73%	70%	76%	73%	64%	75%	68%	67%	75%	70%	74%	73%	74%	72%	75%
Inform the community about the risks and impacts of corruption	67%	68%	69%	68%	68%	66%	70%	68%	59%	66%	61%	59%	69%	65%	68%	64%	68%	67%	69%
Oversee how public sector agencies deal with corruption complaints	64%	64%	65%	68%	63%	62%	65%	65%	57%	66%	58%	55%	66%	59%	66%	65%	65%	61%	66%
Help detect corruption	61%	57%	65%	65%	61%	58%	62%	62%	55%	61%	57%	59%	63%	57%	63%	60%	62%	59%	63%
Help prevent corruption	59%	60%	61%	60%	60%	58%	60%	60%	56%	63%	55%	54%	62%	56%	61%	60%	61%	57%	62%

Base: Total sample – Queensland public sector employees – 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

Confidence in the CCC by subgroup

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'Very' / 'Fairly' confident	Total	Management or leadership		Frontline/support or Corporate role		Tenure		
		Yes	No	Frontline/support roles	Corporate role	Under 5 years	6 – 10 years	Longer than 10 years
	(n=4,725-5,114)	(n=1,654-1,813)	(n=2,492-2,681)	(n=2,578-2,736)	(n=1,571-1,755)	(n=2,186-2,372)	(n=725-793)	(n=1,465-1,590)
Investigate corruption	75%	78%	77%	74%	82%	81%	73%	71%
Inform the public sector about the risks and impacts of corruption	74%	77%	75%	72%	81%	79%	74%	70%
Inform the police about the risks and impacts of corruption	74%	76%	75%	73%	78%	77%	74%	70%
Inform the local government about the risks and impacts of corruption	73%	75%	74%	71%	80%	77%	73%	69%
Inform the community about the risks and impacts of corruption	67%	70%	68%	66%	73%	71%	66%	64%
Oversee how public sector agencies deal with corruption complaints	64%	65%	67%	63%	70%	70%	60%	61%
Help detect corruption	61%	60%	65%	60%	66%	66%	60%	57%
Help prevent corruption	59%	61%	62%	60%	64%	63%	58%	57%

Base: Total sample – Queensland public sector employees – 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

Confidence in the CCC by subgroup

Page 3 of 3

'Very' / 'Fairly' confident	Total (n=4,725-5,114)	Department/Agency																
		Premier and Cabinet (n=72-82)	State Development (n=90-101)	Treasury (n=110-120)	NMMRRD (n=100-112)	Health (n=1,137-1,236)	Justice (n=418-447)	Education (n=858-928)	Youth Justice and Victim Support (n=86-94)	Corrective Services (n=164-173)	Transport and Main Roads (n=346-379)	Fire (n=102-110)	Housing and Public Works (n=141-156)	Primary Industries (n=98-106)	DETSI (n=133-150)	Families (n=147-162)	Other (n=234-253)	Prefer not to say (n=457-514)
Investigate corruption	75%	86%	87%	78%	88%	72%	82%	73%	76%	71%	78%	76%	83%	76%	77%	79%	83%	67%
Inform the public sector about the risks and impacts of corruption	74%	89%	84%	71%	79%	69%	85%	71%	82%	68%	76%	73%	84%	78%	84%	77%	83%	69%
Inform the police about the risks and impacts of corruption	74%	76%	82%	75%	82%	70%	79%	71%	75%	71%	78%	74%	83%	74%	76%	76%	79%	68%
Inform the local government about the risks and impacts of corruption	73%	85%	77%	71%	80%	70%	79%	72%	73%	66%	77%	71%	79%	77%	80%	75%	78%	65%
Inform the community about the risks and impacts of corruption	67%	79%	75%	68%	76%	62%	76%	67%	64%	62%	70%	62%	74%	73%	77%	70%	77%	59%
Oversee how public sector agencies deal with corruption complaints	64%	73%	72%	68%	74%	58%	72%	64%	61%	53%	70%	60%	69%	69%	70%	66%	73%	53%
Help detect corruption	61%	78%	70%	65%	77%	54%	72%	61%	58%	59%	62%	55%	67%	64%	61%	70%	67%	50%
Help prevent corruption	59%	73%	67%	60%	73%	54%	67%	59%	52%	56%	62%	57%	68%	65%	61%	68%	69%	48%

Base: Total sample – Queensland public sector employees – 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

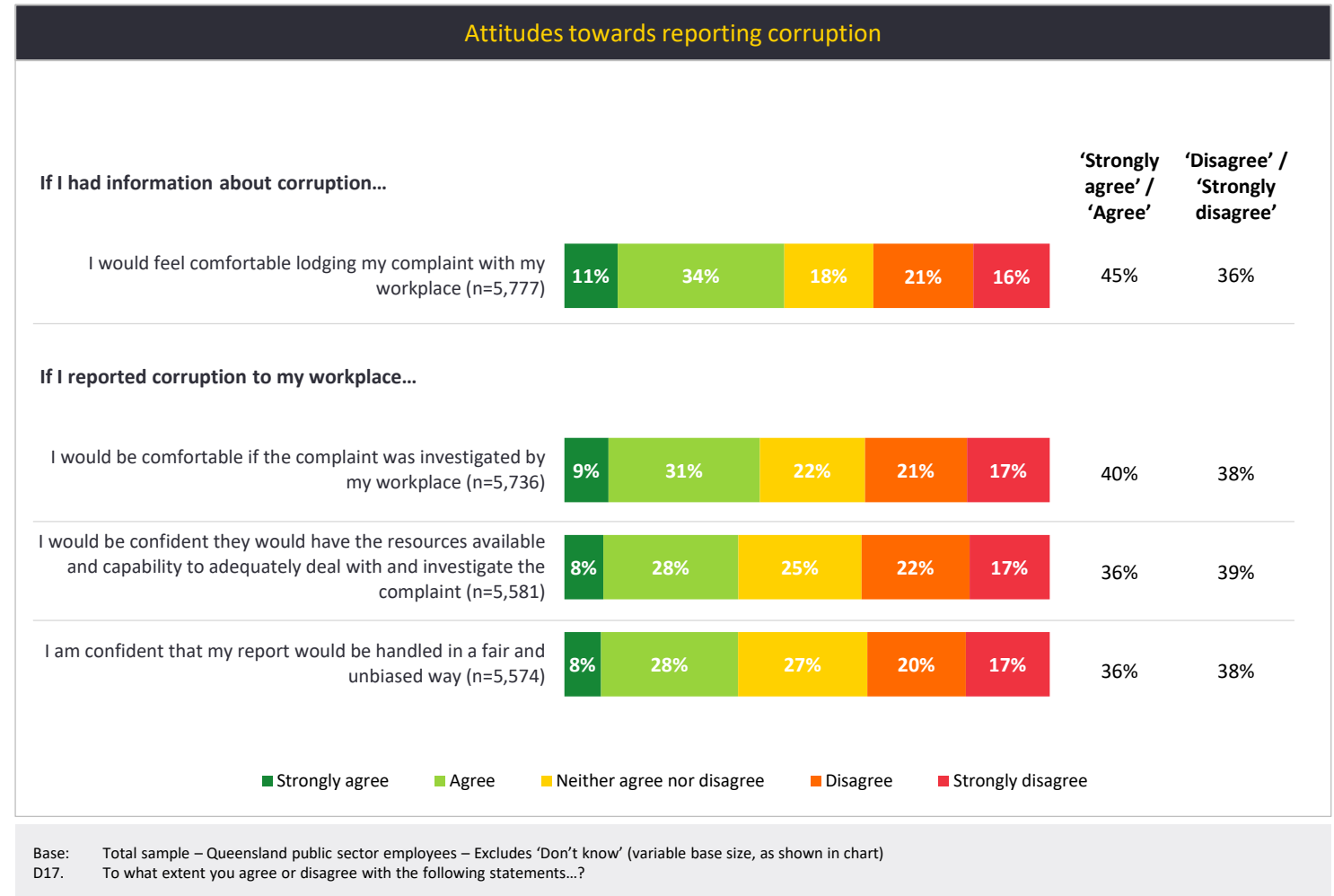
Attitudes towards reporting corruption

Sentiment amongst public sector employees is divided as to whether they would feel comfortable reporting corruption and confident in the process.

- Close to one half (45%) of public sector employees agree they would feel comfortable lodging a complaint with their workplace if they had information about corruption, whilst one in three (36%) disagree.
- Similarly, agreement is mixed in terms of comfort and confidence reporting within their workplace. Only two in five employees (40%) agree they would feel comfortable if their complaint was investigated by their workplace, while 36% are confident that their workplace has the necessary resources to address the complaint adequately, and another 36% believe their report would be handled fairly and without bias. Comparable proportions of employees disagree with these statements, at 38%, 39%, and 38%, respectively.

SUBGROUP DIFFERENCES

- Males (39%) are significantly more likely to believe their report would be handled in a fair and unbiased way, compared to females (36%).
- Individuals who live with a disability or are caregivers are significantly less likely to agree with any of the four statements compared to their counterparts.
- Employees in corporate roles and individuals who have worked in their current role for 5 years or less are significantly more likely to agree with all four statements, whereas those working in the Health department are significantly less likely to agree with each of the four statements.



Attitudes towards reporting corruption by subgroup

Page 1 of 3

'Strongly agree' / 'Agree'	Total	Gender		Age			Location					Aboriginal, Torres Strait Islander and/or Pacific Islander		Languages spoken at home		LGBTQIA+ Status		Disability/carer status	
		Man or Male	Woman or Female	18-39	40-59	60+	Brisbane	Other Southeast Qld	Far North Qld	Southwest Qld	Central Qld / Outback	Yes	No	Another language	English only	Yes	No	Yes	No
	(n = 5,575-5,736)	(n=1,952-2,018)	(n=3,228-3,363)	(n=1,202-1,246)	(n=3,414-3,541)	(n=826-855)	(n=2,287-2,384)	(n=1,881-1,939)	(n=663-693)	(n=264-277)	(n=307-317)	(n=176-185)	(n=4,888-5,063)	(n=517-533)	(n=4,721-4,898)	(n=363-376)	(n=4,730-4,900)	(n=1,002-1,037)	(n=4,101-4,251)
If I had information about corruption...																			
I would feel comfortable lodging my complaint with my workplace	45%	49%	46%	48%	44%	50%	47%	47%	41%	44%	35%	44%	48%	43%	47%	50%	47%	42%	48%
If I reported corruption my workplace...																			
I would be comfortable if the complaint was investigated by my workplace	40%	43%	41%	44%	39%	43%	42%	42%	34%	39%	33%	42%	42%	41%	41%	44%	41%	38%	43%
I would be confident they would have the resources available and capability to adequately deal with and investigate the complaint	36%	37%	37%	38%	35%	40%	39%	37%	28%	34%	27%	39%	37%	35%	37%	38%	37%	34%	38%
I am confident that my report would be handled in a fair and unbiased way	36%	39%	36%	39%	35%	38%	38%	37%	30%	32%	28%	35%	38%	36%	37%	39%	37%	34%	38%

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

○ □ Significantly higher/lower than the average of all other subgroups combined

Attitudes towards reporting corruption by subgroup

Page 2 of 3

‘Strongly agree’ / ‘Agree’	Total	Management or leadership		Frontline/support or Corporate role		Tenure		
		Yes	No	Frontline/support roles	Corporate role	Under 5 years	6 – 10 years	Longer than 10 years
	(n=5,575—5,736)	(n=1,923-1,985)	(n=2,946-3,063)	(n=3,020-3,112)	(n=1,854-1,941)	(n=2,535-2,640)	(n=873-901)	(n=1,744-1,810)
If I had information about corruption...								
I would feel comfortable lodging my complaint with my workplace	45%	50%	47%	45%	52%	52%	42%	42%
If I reported corruption to my workplace...								
I would be comfortable if the complaint was investigated by my workplace	40%	43%	42%	40%	46%	46%	38%	37%
I would be confident they would have the resources available and capability to adequately deal with and investigate the complaint	36%	37%	38%	34%	42%	41%	33%	32%
I am confident that my report would be handled in a fair and unbiased way	36%	41%	37%	34%	43%	43%	33%	32%

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

○ □ Significantly higher/lower than the average of all other subgroups combined

Attitudes towards reporting corruption by subgroup

Page 3 of 3

‘Strongly agree’ / ‘Agree’	Total	Department/Agency																
		Premier and Cabinet	State Development	Treasury	NMMRRD	Health	Justice	Education	Youth Justice and Victim Support	Corrective Services	Transport and Main Roads	Fire	Housing and Public Works	Primary Industries	DETSI	Families	Other	Prefer not to say
	(n=5,575—5,736)	(n=81-83)	(n=99-110)	(n=128-132)	(n=119-128)	(n=1,385-1,420)	(n=459-473)	(n=1,022-1,080)	(n=98-102)	(n=180-185)	(n=413-433)	(n=118-120)	(n=171-177)	(n=123-127)	(n=159-171)	(n=177-184)	(n=272-283)	(n=553-584)
If I had information about corruption...																		
I would feel comfortable lodging my complaint with my workplace	45%	54%	57%	56%	52%	36%	58%	48%	45%	41%	55%	42%	50%	47%	47%	56%	55%	30%
If I reported corruption to my workplace...																		
I would be comfortable if the complaint was investigated by my workplace	40%	58%	51%	44%	52%	33%	47%	42%	48%	37%	48%	33%	44%	37%	48%	46%	46%	29%
I would be confident they would have the resources available and capability to adequately deal with and investigate the complaint	36%	57%	45%	48%	43%	28%	47%	37%	39%	29%	41%	26%	39%	35%	38%	43%	44%	27%
I am confident that my report would be handled in a fair and unbiased way	36%	56%	46%	48%	46%	25%	49%	37%	43%	31%	47%	28%	39%	32%	39%	45%	47%	24%

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

○ □ Significantly higher/lower than the average of all other subgroups combined

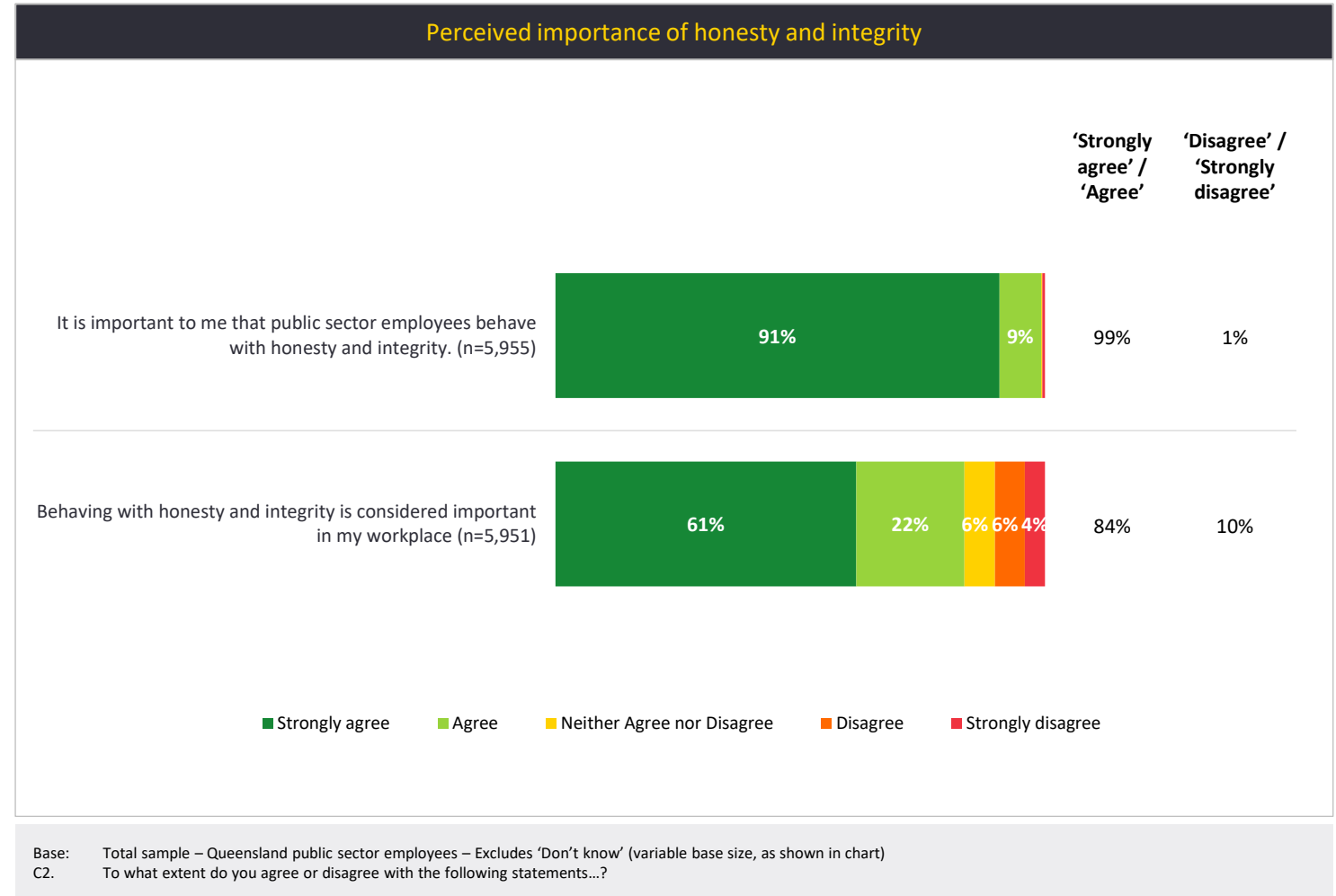
Importance of honesty and integrity

Almost all public sector employees agree it is important for public sector employees to behave with honesty and integrity.

- Nine in ten (91%) public sector employees strongly agree with this statement, and a further one in ten (9%) agree, with only a very small minority disagreeing (<1%).
- Six in ten (61%) strongly agree that behaving with honesty and integrity is considered important in their workplace, with a further two in ten (22%) agreeing. A notable minority (10%) disagree that it is considered important in their workplace.

SUBGROUP DIFFERENCES

- Employees in Central Queensland/Outback are less likely to believe that honesty and integrity are important in their workplace, with only 76% in agreement, compared to 84% in other regions.
- Those with a tenure in their current role of under 5 years are significantly more likely to agree that behaving with honesty and integrity is considered important in their workplace (87%), compared to those with a longer tenure (83%).
- Those employed in the Health department are significantly less likely to view honesty and integrity as important in their workplace, with only 78% in agreement, compared to 86% in other departments or agencies. Whereas those working in Justice are significantly more likely to agree (90%).



Level and nature of corruption



Vulnerability to corruption in the workplace

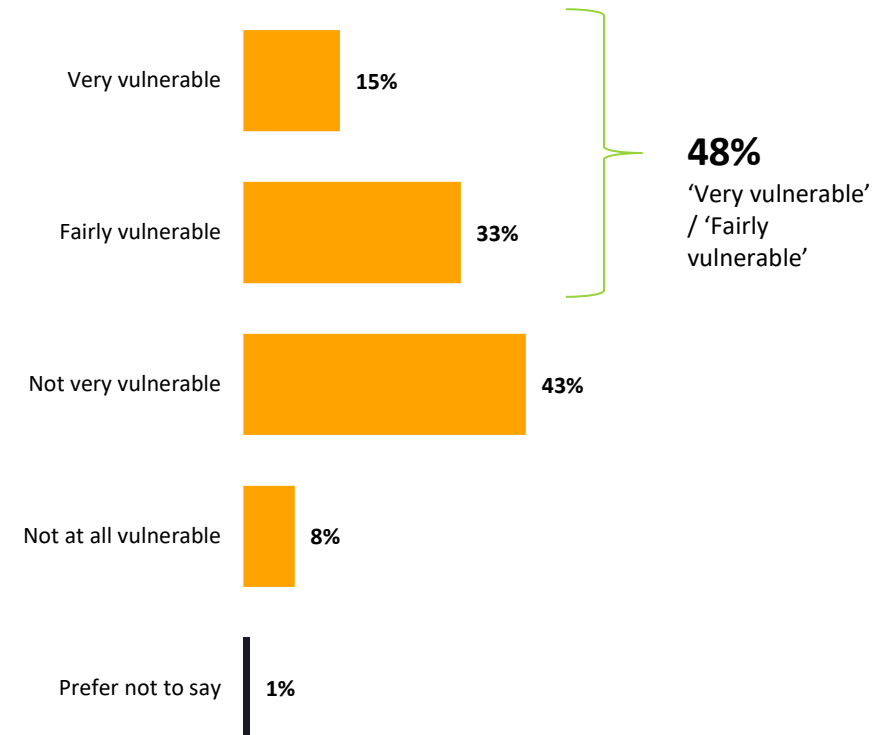
Views around vulnerability to corruption in the workplace are mixed amongst public sector employees.

- Approximately half (48%) of Queensland public sector employees acknowledge their workplace is either 'very' or 'fairly' vulnerable to corruption.
- A similar proportion (51%) indicate their workplace is 'not very' or 'not at all' vulnerable to corruption.

SUBGROUP DIFFERENCES

- Those working in Corrective Services (77%), Fire (64%) and Health (64%) are significantly more likely to nominate their workplaces as being 'very' or 'fairly' vulnerable to corruption, as are those working in Central Queensland/Outback (57%) and Far North Queensland (53%).
- Those who have been in their role for 6+ years are significantly more likely to rate their workplace as 'very' or 'fairly' vulnerable to corruption (50% vs. 43% for those who have been in their role for 5 years or less).
- Public sector employees working in the role of executive leaders are significantly more likely to indicate their workplace is 'not very' or 'not at all' vulnerable to corruption (63%).

Vulnerability to corruption in the workplace



Base: Total sample – Queensland public sector employees (n=5,739)
C6. Overall, how vulnerable do you believe your workplace is to corruption?

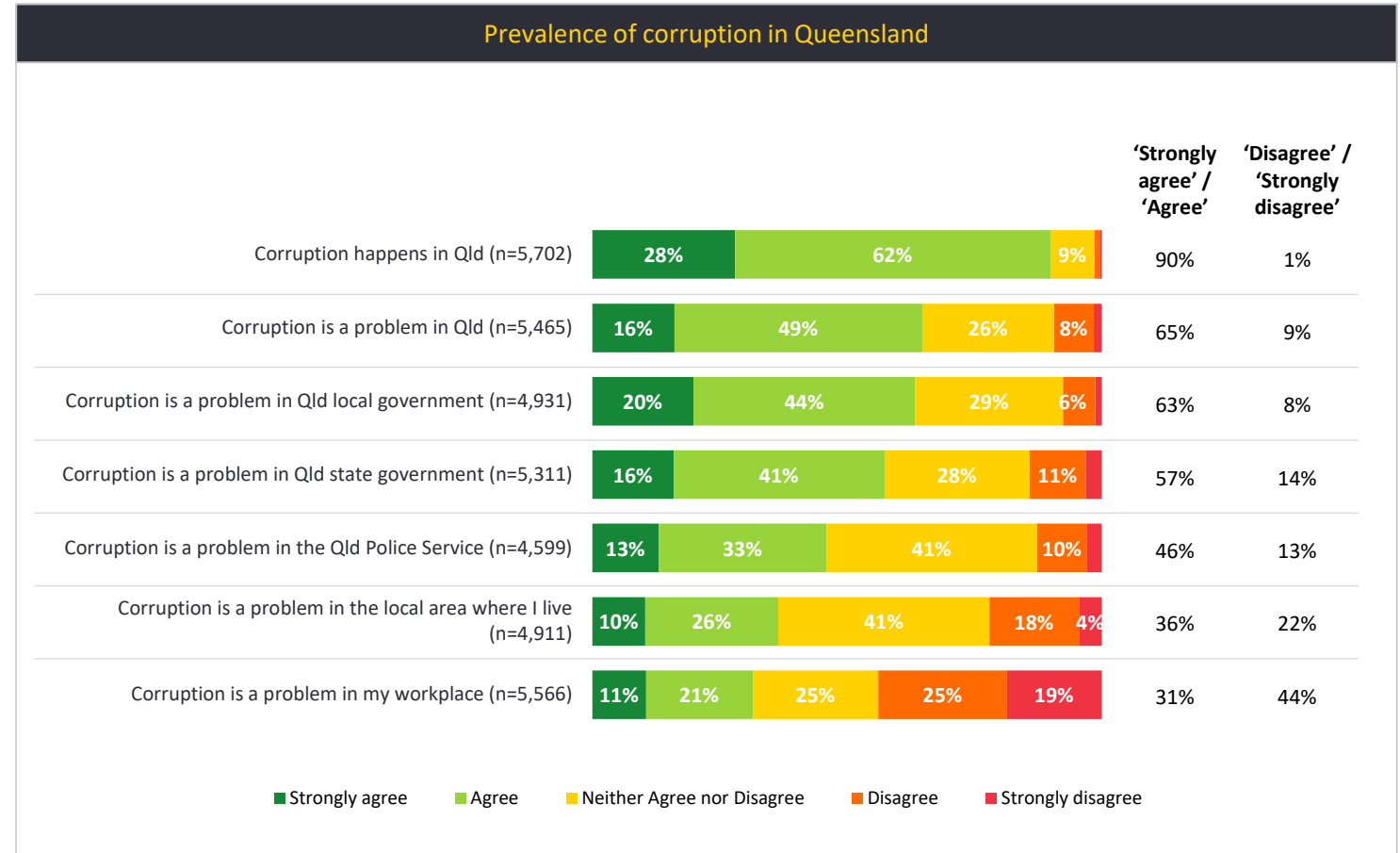
Prevalence of corruption in Queensland

There is near universal agreement that corruption exists in Queensland, with most public sector employees believing corruption to be a problem in Queensland.

- Nine in ten (90%) public sector employees agree corruption happens in Queensland, with two thirds (65%) agreeing corruption is a problem in Queensland.
- Public sector employees are more likely to view corruption as a problem in local government (63% agree), compared to state government (57% agree) and the QPS (46% agree).
- However, only three in ten (31%) agree that corruption is a problem in their workplace.

SUBGROUP DIFFERENCES

- Public sector employees working in frontline/support roles and non-managerial roles are generally more likely to view corruption as a problem when compared to those working in corporate roles or managerial positions.
- Those based in Brisbane are significantly less likely to view corruption as a problem across all areas evaluated – the exception is corruption in the QPS where those in Brisbane are significantly more likely to consider corruption as a problem.
- Those working in the areas of Health, Corrective Services and Fire are significantly more likely to consider corruption to be a problem across all areas.



Base: Total sample – Queensland public sector employees – Excludes 'Don't know' (variable base size, as shown in chart)
 C1. To what extent do you agree or disagree with the following statements...?

Prevalence of corruption in Queensland by subgroup

Page 1 of 3

'Strongly agree' / 'Agree'	Total (n=4,599-5,702)	Gender		Age			Location					Aboriginal, Torres Strait Islander and/or Pacific Islander		Languages spoken at home		LGBTQIA+ Status		Disability/carers status	
		Man or Male	Woman or Female	18-39	40-59	60+	Brisbane	Other Southeast Qld	Far North Qld	Southwest Qld	Central Qld / Outback	Yes	No	Another language	English only	Yes	No	Yes	No
		(n=1,629-1,963)	(n=2,645-3,334)	(n=1,031-1,229)	(n=2,778-3,486)	(n=689-849)	(n=1,899-2,354)	(n=1,563-1,915)	(n=536-672)	(n=215-276)	(n=253-317)	(n=168-185)	(n=3,993-4,982)	(n=427-519)	(n=3,894-4,830)	(n=330-374)	(n=3,840-4,812)	(n=879-1,032)	(n=3,321-4,171)
Corruption happens in Queensland	90%	89%	90%	92%	89%	90%	90%	89%	91%	91%	89%	94%	90%	87%	90%	95%	89%	92%	89%
Corruption is a problem in Queensland	65%	63%	64%	68%	63%	66%	63%	66%	66%	62%	70%	70%	63%	67%	64%	69%	63%	71%	62%
Corruption is a problem in Queensland local government	63%	64%	61%	63%	64%	62%	61%	64%	70%	61%	63%	67%	62%	63%	63%	66%	62%	67%	61%
Corruption is a problem in Queensland state government	57%	55%	57%	61%	57%	54%	55%	58%	61%	57%	63%	61%	56%	58%	56%	63%	56%	61%	55%
Corruption is a problem in the Queensland Police Service	46%	40%	48%	57%	43%	40%	49%	44%	42%	40%	44%	50%	46%	49%	45%	63%	43%	54%	43%
Corruption is a problem in the local area where I live	36%	35%	35%	36%	36%	36%	26%	38%	53%	41%	54%	42%	35%	41%	35%	36%	35%	38%	35%
Corruption is a problem in my workplace	31%	31%	29%	30%	32%	29%	29%	31%	37%	30%	42%	33%	29%	33%	30%	28%	30%	32%	30%

Base: Total sample – Queensland public sector employees – Excludes 'Don't know' (variable base size, as shown in table)
 C1. To what extent do you agree or disagree with the following statements...?

○ □ Significantly higher/lower than the average of all other subgroups combined

Prevalence of corruption in Queensland by subgroup

Page 2 of 3

'Strongly agree' / 'Agree'	Total (n=4,-599-5,702)	Management or leadership		Frontline/support or Corporate role		Tenure		
		Yes	No	Frontline/support roles	Corporate role	Under 5 years	6 – 10 years	Longer than 10 years
		(n=1,555-1,948)	(n=2,459-3,030)	(n=2,483-3,068)	(n=1,541-1,900)	(n=2,151-2,627)	(n=694-882)	(n=1,423-1,767)
Corruption happens in Queensland	90%	88%	90%	90%	90%	89%	91%	89%
Corruption is a problem in Queensland	65%	59%	65%	66%	59%	62%	68%	65%
Corruption is a problem in Queensland local government	63%	61%	63%	64%	61%	62%	66%	63%
Corruption is a problem in Queensland state government	57%	52%	58%	60%	50%	53%	62%	59%
Corruption is a problem in the Queensland Police Service	46%	41%	48%	45%	47%	47%	49%	41%
Corruption is a problem in the local area where I live	36%	31%	37%	39%	29%	32%	40%	39%
Corruption is a problem in my workplace	31%	29%	30%	34%	23%	24%	37%	36%

Base: Total sample – Queensland public sector employees – Excludes 'Don't know' (variable base size, as shown in table)
 C1. To what extent do you agree or disagree with the following statements...?

○ □ Significantly higher/lower than the average of all other subgroups combined

Prevalence of corruption in Queensland by subgroup

Page 3 of 3

'Strongly agree' / 'Agree'	Total (n=4,599-5,702)	Department/Agency																
		Premier and Cabinet (n=68-82)	State Development (n=88-106)	Treasury (n=107-127)	NMMRRD (n=101-124)	Health (n=1,076-1,401)	Justice (n=414-478)	Education (n=843-1052)	Youth Justice and Victim Support (n=85-102)	Corrective Services (n=162-182)	Transport and Main Roads (n=323-416)	Fire (n=95-120)	Housing and Public Works (n=134-173)	Primary Industries (n=93-119)	DETSI (n=135-170)	Families (n=152-184)	Other (n=222-280)	Prefer not to say (n=473-588)
Corruption happens in Queensland	90%	87%	85%	85%	85%	93%	90%	88%	91%	96%	85%	97%	84%	92%	92%	91%	85%	91%
Corruption is a problem in Queensland	65%	54%	65%	59%	51%	72%	61%	63%	71%	74%	54%	78%	56%	63%	68%	59%	56%	69%
Corruption is a problem in Queensland local government	63%	56%	58%	63%	59%	67%	61%	61%	70%	70%	52%	74%	56%	64%	70%	65%	61%	67%
Corruption is a problem in Queensland state government	57%	46%	41%	52%	34%	67%	49%	61%	66%	70%	43%	75%	45%	55%	55%	49%	46%	61%
Corruption is a problem in the Queensland Police Service	46%	53%	39%	51%	39%	47%	45%	46%	63%	57%	38%	44%	37%	45%	41%	51%	39%	51%
Corruption is a problem in the local area where I live	36%	16%	27%	36%	34%	49%	24%	37%	42%	34%	22%	50%	30%	35%	32%	35%	26%	38%
Corruption is a problem in my workplace	31%	19%	19%	22%	18%	47%	18%	30%	34%	54%	22%	47%	24%	31%	25%	18%	16%	28%

Base: Total sample – Queensland public sector employees – Excludes 'Don't know' (variable base size, as shown in table)
 C1. To what extent do you agree or disagree with the following statements...?

○ □ Significantly higher/lower than the average of all other subgroups combined

Concern about corrupt behaviours in Queensland

Higher ranked concerns

Queensland public sector employees show high levels of concern regarding many corrupt behaviours.

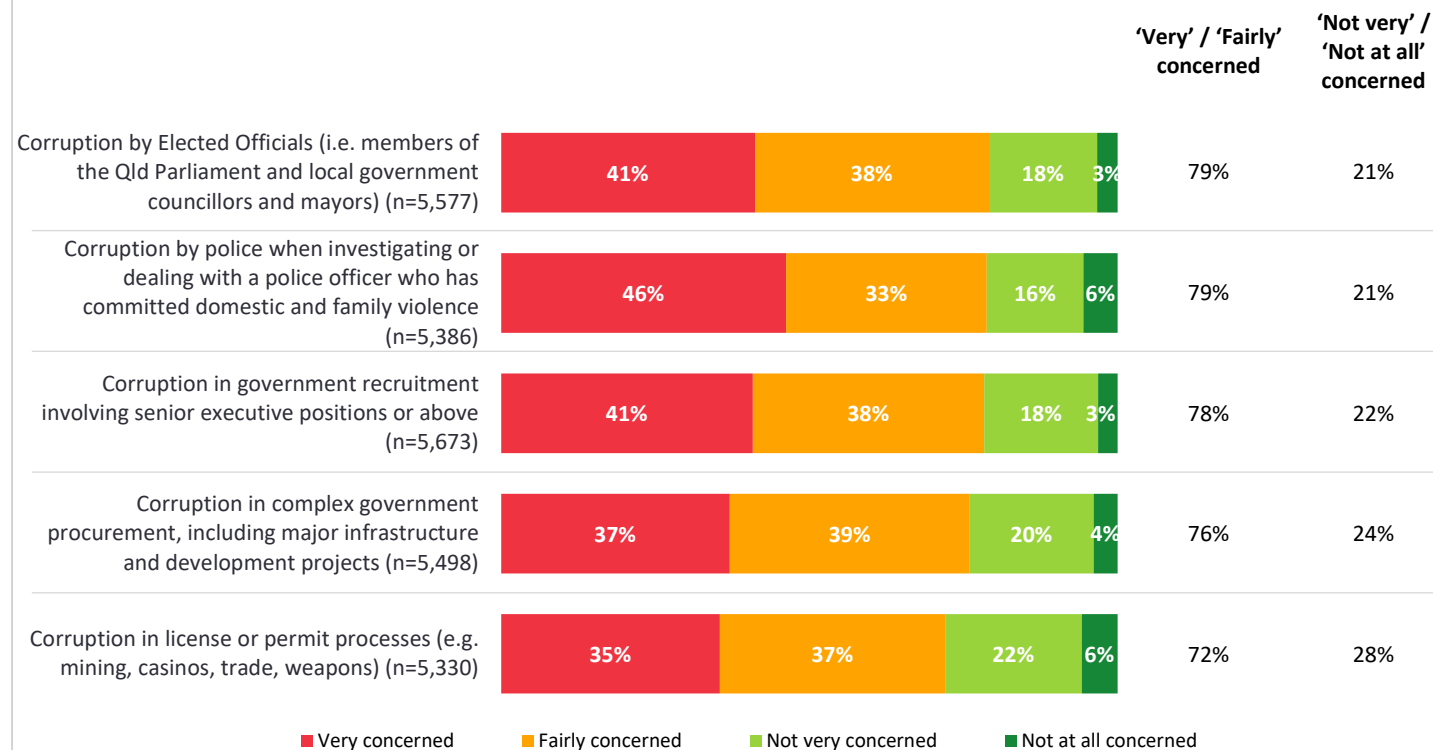
- Survey respondents were asked to evaluate ten corrupt behaviours and nominate their level of concern regarding each behaviour. The top five concerns attracting the highest proportion of 'very concerned' and 'fairly concerned' ratings are shown on this page, with the remaining 5 behaviours shown on page 49.
- The levels of concern attributed to each behaviour are somewhat consistent, however a behaviour that receives a higher proportion of 'very' concerned responses is police responses to domestic and family violence (46% 'very' concerned).

SUBGROUP DIFFERENCES (for higher and lower ranked concerns)

Subgroups that show significantly higher levels of concern across many of the corrupt behaviours are:

- Females
- Those aged 60+ (except in the case of police dealings with domestic violence, and excessive force being used against young people in detention – those aged 18-39 show higher levels of concern for these behaviours compared to those aged 60+)
- Those speaking a language other than English
- Aboriginal, Torres Strait Islander and/or Pacific Islander employees
- Those with, or caring for someone with, a disability
- Employees in non-managerial positions
- Those working in the Health department.

Concern about corruption behaviours in Queensland (higher ranked concerns)



Base: Total sample – Queensland public sector employees – Excludes 'Don't know' (variable base size, as shown in chart)
 C5. How concerned are you about the following behaviours in Queensland?

Concern about corrupt behaviours in Queensland

Lower ranked concerns

At least half of public sector employees express concern about each of the corruption behaviours assessed.

- Corruption behaviours that receive somewhat lower levels of concern among public sector employees are shown opposite.
- Similar levels of concern are attached to most of these behaviours, with around six-to-seven in ten 'very' or 'fairly' concerned.
- An area that attracts lower levels of concern from public sector employees is in relation to corruption in government regulatory activities, with just over half (55%) concerned and almost half (45%) 'not very' or 'not at all' concerned.

SUBGROUP DIFFERENCES (for higher and lower ranked concerns)

As shown in the coming pages, there is an interesting juxtaposition between concerns of those in frontline/support vs. corporate roles:

- Those in **frontline / support roles** are far more likely to be concerned about corruption by Elected Officials, in government recruitment and procurement processes, in licencing and permits, funding, the use of confidential information and regulatory activities
- In contrast, those in **corporate roles** are more likely to be concerned over corruption in police handling of domestic and family violence, and in using excessive force against young people in detention centres.

Concern about corrupt behaviours in Queensland (lower ranked concerns)



Base: Total sample – Queensland public sector employees – Excludes 'Don't know' (variable base size, as shown in chart)
 C5. How concerned are you about the following behaviours in Queensland?

Concern about corrupt behaviours in Queensland by subgroup

Higher ranked corrupt behaviours - Page 1 of 3

'Very concerned' / 'Fairly concerned'	Total (n=5,330-5,673)	Gender		Age			Location					Aboriginal, Torres Strait Islander and/or Pacific Islander		Languages spoken at home		LGBTQIA+ Status		Disability/carer status	
		Man or Male	Woman or Female	18-39	40-59	60+	Brisbane	Other Southeast Qld	Far North Qld	Southwest Qld	Central Qld / Outback	Yes	No	Another language	English only	Yes	No	Yes	No
		(n=1,952-2,018)	(n=3,228-3,363)	(n=1,202-1,246)	(n=3,414-3,541)	(n=826-855)	(n=2,287-2,384)	(n=1,881-1,939)	(n=663-693)	(n=264-277)	(n=307-317)	(n=176-185)	(n=4,888-5,063)	(n=517-533)	(n=4,721-4,898)	(n=363-376)	(n=4,730-4,900)	(n=1,002-1,037)	(n=4,101-4,251)
Corruption by Elected Officials (i.e. members of the Queensland Parliament and local government councillors and mayors)	79%	78%	79%	79%	79%	80%	78%	80%	80%	76%	79%	84%	78%	80%	79%	81%	78%	83%	77%
Corruption by police when investigating or dealing with a police officer who has committed domestic and family violence	79%	71%	83%	82%	78%	76%	81%	79%	75%	73%	74%	80%	79%	81%	78%	86%	78%	84%	77%
Corruption in government recruitment involving senior executive positions or above	78%	76%	79%	76%	78%	82%	76%	81%	78%	76%	79%	81%	77%	83%	77%	76%	78%	81%	77%
Corruption in complex government procurement, including major infrastructure and development projects	76%	75%	76%	72%	76%	82%	76%	76%	75%	74%	74%	77%	75%	79%	75%	72%	76%	80%	74%
Corruption in license or permit processes (e.g. mining, casinos, trade, weapons)	72%	70%	73%	71%	71%	76%	72%	74%	69%	70%	67%	77%	72%	75%	71%	73%	71%	75%	71%

Base: Total sample – Queensland public sector employees – Excludes 'Don't know' (variable base size, as shown in chart)
 C5. How concerned are you about the following behaviours in Queensland?

○ □ Significantly higher/lower than the average of all other subgroups combined

Concern about corrupt behaviours in Queensland by subgroup

Higher ranked corrupt behaviours - Page 2 of 3

'Very concerned' / 'Fairly concerned'	Total (n=5,330-5,673)	Management or leadership		Frontline/support or Corporate role		Tenure		
		Yes	No	Frontline/support roles	Corporate role	Under 5 years	6 – 10 years	Longer than 10 years
		(n=1,815-1,962)	(n=2,827-2,994)	(n=2,867-3,036)	(n=1,784-1,926)	(n=2,469-2,622)	(n=814-876)	(n=1,630-1,757)
Corruption by Elected Officials (i.e. members of the Queensland Parliament and local government councillors and mayors)	79%	74%	81%	79%	76%	78%	79%	80%
Corruption by police when investigating or dealing with a police officer who has committed domestic and family violence	79%	75%	80%	76%	81%	80%	80%	75%
Corruption in government recruitment involving senior executive positions or above	78%	74%	79%	80%	74%	74%	78%	83%
Corruption in complex government procurement, including major infrastructure and development projects	76%	72%	77%	77%	72%	73%	75%	79%
Corruption in license or permit processes (e.g. mining, casinos, trade, weapons)	72%	67%	74%	73%	69%	71%	71%	74%

Base: Total sample – Queensland public sector employees – Excludes 'Don't know' (variable base size, as shown in chart)
 C5. How concerned are you about the following behaviours in Queensland?

○ □ Significantly higher/lower than the average of all other subgroups combined

Concern about corrupt behaviours in Queensland by subgroup

Higher ranked corrupt behaviours - Page 3 of 3

'Very concerned' / 'Fairly concerned'	Total	Department/Agency																
		Premier and Cabinet	State Development	Treasury	NMMRRD	Health	Justice	Education	Youth Justice and Victim Support	Corrective Services	Transport and Main Roads	Fire	Housing and Public Works	Primary Industries	DETSI	Families	Other	Prefer not to say
	(n=5,330-5,673)	(n=75-82)	(n=98-108)	(n=124-130)	(n=119-126)	(n=1,240-1,384)	(n=460-478)	(n=980-1,053)	(n=88-102)	(n=174-182)	(n=397-424)	(n=110-120)	(n=156-171)	(n=106-123)	(n=155-170)	(n=167-178)	(n=268-283)	(n=519-572)
Corruption by Elected Officials (i.e. members of the Queensland Parliament and local government councillors and mayors)	79%	75%	79%	72%	75%	80%	81%	78%	76%	82%	75%	85%	79%	79%	81%	80%	77%	84%
Corruption by police when investigating or dealing with a police officer who has committed domestic and family violence	79%	80%	81%	82%	74%	79%	79%	78%	80%	79%	74%	72%	81%	74%	78%	87%	80%	82%
Corruption in government recruitment involving senior executive positions or above	78%	67%	69%	74%	66%	84%	75%	81%	80%	85%	68%	79%	73%	78%	73%	72%	74%	82%
Corruption in complex government procurement, including major infrastructure and development projects	76%	68%	65%	75%	68%	81%	76%	77%	66%	74%	67%	76%	73%	78%	75%	72%	71%	80%
Corruption in license or permit processes (e.g. mining, casinos, trade, weapons)	72%	69%	66%	71%	63%	76%	73%	75%	61%	64%	69%	65%	73%	69%	70%	69%	67%	73%

Base: Total sample – Queensland public sector employees – Excludes 'Don't know' (variable base size, as shown in chart)
 C5. How concerned are you about the following behaviours in Queensland?



○ □ Significantly higher/lower than the average of all other subgroups combined

Concern about corrupt behaviours in Queensland by subgroup

Lower ranked corrupt behaviours - Page 1 of 3

'Very concerned' / 'Fairly concerned'	Total	Gender		Age			Location					Aboriginal, Torres Strait Islander and/or Pacific Islander		Languages spoken at home		LGBTQIA+ Status		Disability/carer status	
		Man or Male	Woman or Female	18-39	40-59	60+	Brisbane	Other Southeast Qld	Far North Qld	Southwest Qld	Central Qld / Outback	Yes	No	Another language	English only	Yes	No	Yes	No
		(n=1,952-2,018)	(n=3,228-3,363)	(n=1,202-1,246)	(n=3,414-3,541)	(n=826-855)	(n=2,287-2,384)	(n=1,881-1,939)	(n=663-693)	(n=264-277)	(n=307-317)	(n=176-185)	(n=4,888-5,063)	(n=517-533)	(n=4,721-4,898)	(n=363-376)	(n=4,730-4,900)	(n=1,002-1,037)	(n=4,101-4,251)
Corruption in police responses to domestic and family violence	69%	57%	75%	74%	67%	69%	71%	69%	66%	58%	64%	77%	68%	74%	68%	80%	68%	73%	67%
Corruption through the use of confidential information to facilitate a serious offence	66%	61%	68%	63%	65%	70%	64%	68%	64%	61%	64%	75%	65%	70%	65%	66%	65%	70%	64%
Corruption in grant funding processes	65%	64%	65%	61%	65%	71%	63%	68%	68%	61%	64%	71%	64%	71%	64%	59%	65%	69%	64%
Corruption in using excessive force against young people in detention centres and watchhouses	61%	51%	67%	66%	59%	62%	66%	61%	51%	56%	50%	63%	62%	65%	61%	76%	60%	69%	60%
Corruption in government regulatory activities (e.g. obtaining fraudulent safety certificates when selling a car)	55%	52%	56%	48%	56%	61%	53%	59%	52%	53%	50%	63%	54%	60%	53%	50%	55%	57%	53%

Base: Total sample – Queensland public sector employees – Excludes 'Don't know' (variable base size, as shown in chart)
 C5. How concerned are you about the following behaviours in Queensland?

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

Concern about corrupt behaviours in Queensland by subgroup

Lower ranked corrupt behaviours - Page 2 of 3

'Very concerned' / 'Fairly concerned'	Total (n=5,290-5,427)	Management or leadership		Frontline/support or Corporate role		Tenure		
		Yes	No	Frontline/support roles	Corporate role	Under 5 years	6 – 10 years	Longer than 10 years
		(n=1,815-1,962)	(n=2,827-2,994)	(n=2,867-3,036)	(n=1,784-1,926)	(n=2,469-2,622)	(n=814-876)	(n=1,630-1,757)
Corruption in police responses to domestic and family violence	69%	63%	71%	66%	70%	69%	70%	66%
Corruption through the use of confidential information to facilitate a serious offence	66%	60%	68%	67%	62%	63%	65%	68%
Corruption in grant funding processes	65%	61%	67%	68%	60%	62%	65%	69%
Corruption in using excessive force against young people in detention centres and watchhouses	61%	59%	63%	58%	67%	66%	59%	56%
Corruption in government regulatory activities (e.g. obtaining fraudulent safety certificates when selling a car)	55%	51%	56%	56%	50%	51%	54%	60%

Base: Total sample – Queensland public sector employees – Excludes 'Don't know' (variable base size, as shown in chart)
 C5. How concerned are you about the following behaviours in Queensland?

○ □ Significantly higher/lower than the average of all other subgroups combined

Concern about corrupt behaviours in Queensland by subgroup

Lower ranked corrupt behaviours - Page 3 of 3

'Very concerned' / 'Fairly concerned'	Total	Department/Agency																
	(n=5,290-5,427)	Premier and Cabinet (n=75-82)	State Development (n=98-108)	Treasury (n=124-130)	NMMRRD (n=119-126)	Health (n=1,240-1,384)	Justice (n=460-478)	Education (n=980-1,053)	Youth Justice and Victim Support (n=88-102)	Corrective Services (n=174-182)	Transport and Main Roads (n=397-424)	Fire (n=110-120)	Housing and Public Works (n=156-171)	Primary Industries (n=106-123)	DETSI (n=155-170)	Families (n=167-178)	Other (n=268-283)	Prefer not to say (n=519-572)
Corruption in police responses to domestic and family violence	69%	70%	64%	65%	60%	70%	71%	68%	68%	71%	64%	58%	69%	63%	67%	76%	69%	73%
Corruption through the use of confidential information to facilitate a serious offence	66%	53%	51%	58%	50%	70%	67%	67%	56%	69%	64%	65%	64%	60%	63%	64%	62%	70%
Corruption in grant funding processes	65%	60%	52%	62%	57%	71%	64%	66%	60%	67%	60%	68%	60%	57%	56%	60%	63%	71%
Corruption in using excessive force against young people in detention centres and watchhouses	61%	78%	71%	61%	52%	59%	67%	59%	72%	54%	56%	41%	64%	59%	63%	73%	69%	63%
Corruption in government regulatory activities (e.g. obtaining fraudulent safety certificates when selling a car)	55%	47%	37%	53%	50%	58%	56%	56%	49%	51%	57%	53%	53%	49%	51%	47%	47%	63%

Base: Total sample – Queensland public sector employees – Excludes 'Don't know' (variable base size, as shown in chart)
 C5. How concerned are you about the following behaviours in Queensland?

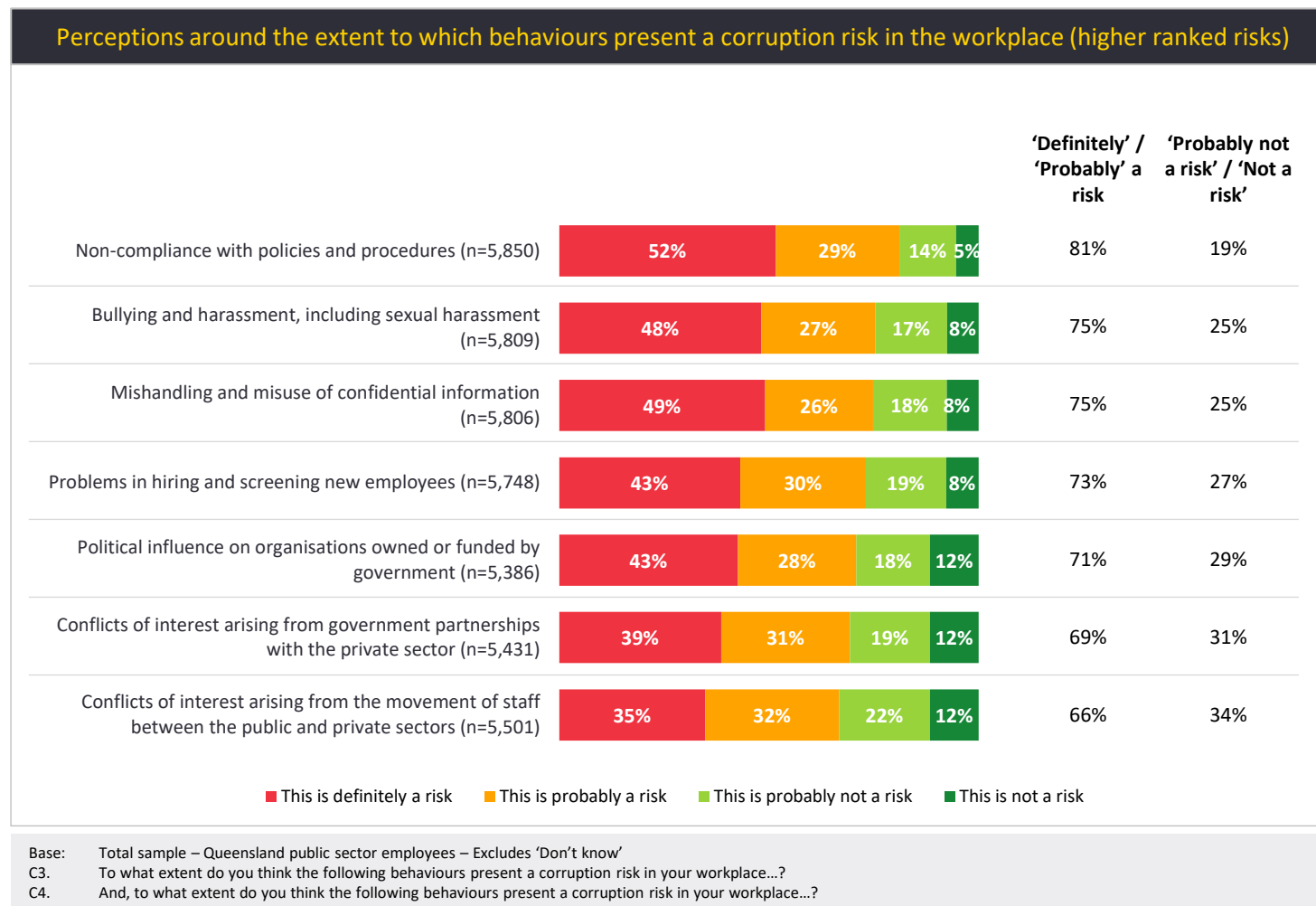
○ □ Significantly higher/lower than the average of all other subgroups combined

Behaviours that present a corruption risk in the workplace

Higher ranked corruption risks

A high proportion of Queensland public sector employees rate each of the behaviours assessed as 'definitely' a risk.

- Survey respondents were asked to consider a range of behaviours and identify to what extent they believe those behaviours are a corruption risk in their workplace.
- All behaviours assessed were considered to pose some risk with non-compliance with policies and procedures considered the highest risk within the workplace (81% 'definitely/probably' a risk).
- Mishandling/misuse of confidential information and bullying and harassment rate similarly in terms of level of risk, with half considering these 'definitely' a risk (49% and 48% respectively) and 26%/27% considering these 'probably' a risk.
- These are followed by problems in hiring and screening new employees, political interference on organisations owned or funded by government, conflicts of interest arising from private sector partnerships and conflicts of interest arising from the movement of staff between the public and private sectors, where at least one in three public sector employees deem these to 'definitely' be a risk to their workplace.



Behaviours that present a corruption risk in the workplace

Lower ranked corruption risks

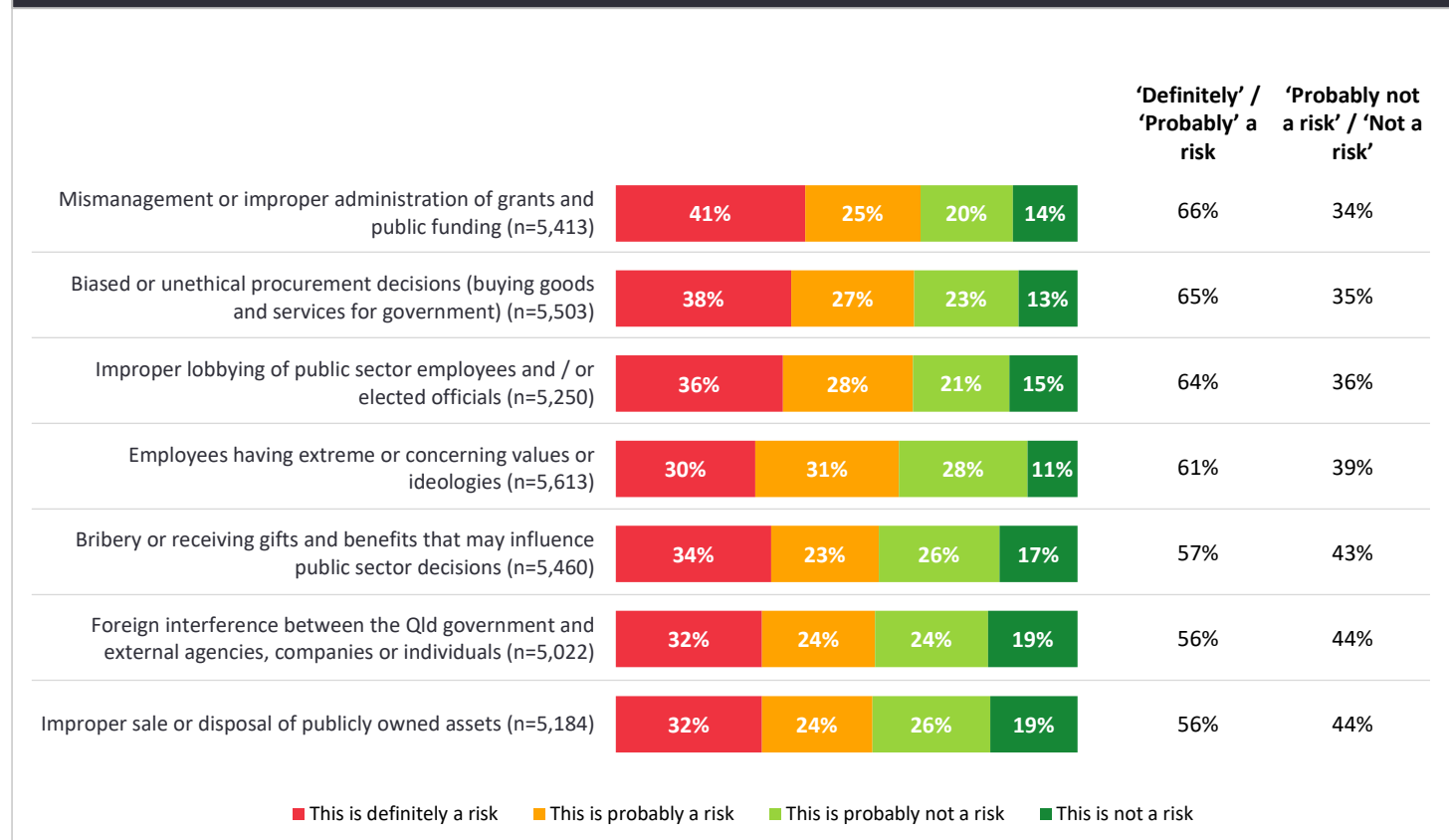
Issues related to foreign interference, management of public owned assets and bribery are considered lower risk, relative to other corruption risks identified.

- More than four in ten public sector employees rate behaviours aligned with foreign interference, management of public owned assets and bribery as 'probably not/not' a risk in their workplace.
- Other areas considered to be lower risk relative to the other behaviours evaluated include employees having extreme or concerning values, conflicts of interest when staff move between public and private sector roles, lobbying of public sector employees or elected officials and biased or unethical procurement decisions.

SUBGROUP DIFFERENCES (for higher and lower ranked behaviours)

- Subgroups that are significantly more likely to rate many of the behaviours as 'definitely' a risk are:
- Males
- Aboriginal, Torres Strait Islander and/or Pacific Islander employees
- Those who speak a language other than English
- Those who have been employed in their current role for more than 10 years.

Perceptions around the extent to which behaviours present a corruption risk in the workplace (lower ranked risks)



Base: Total sample – Queensland public sector employees – Excludes 'Don't know'
 C3. To what extent do you think the following behaviours present a corruption risk in your workplace...?
 C4. And, to what extent do you think the following behaviours present a corruption risk in your workplace...?

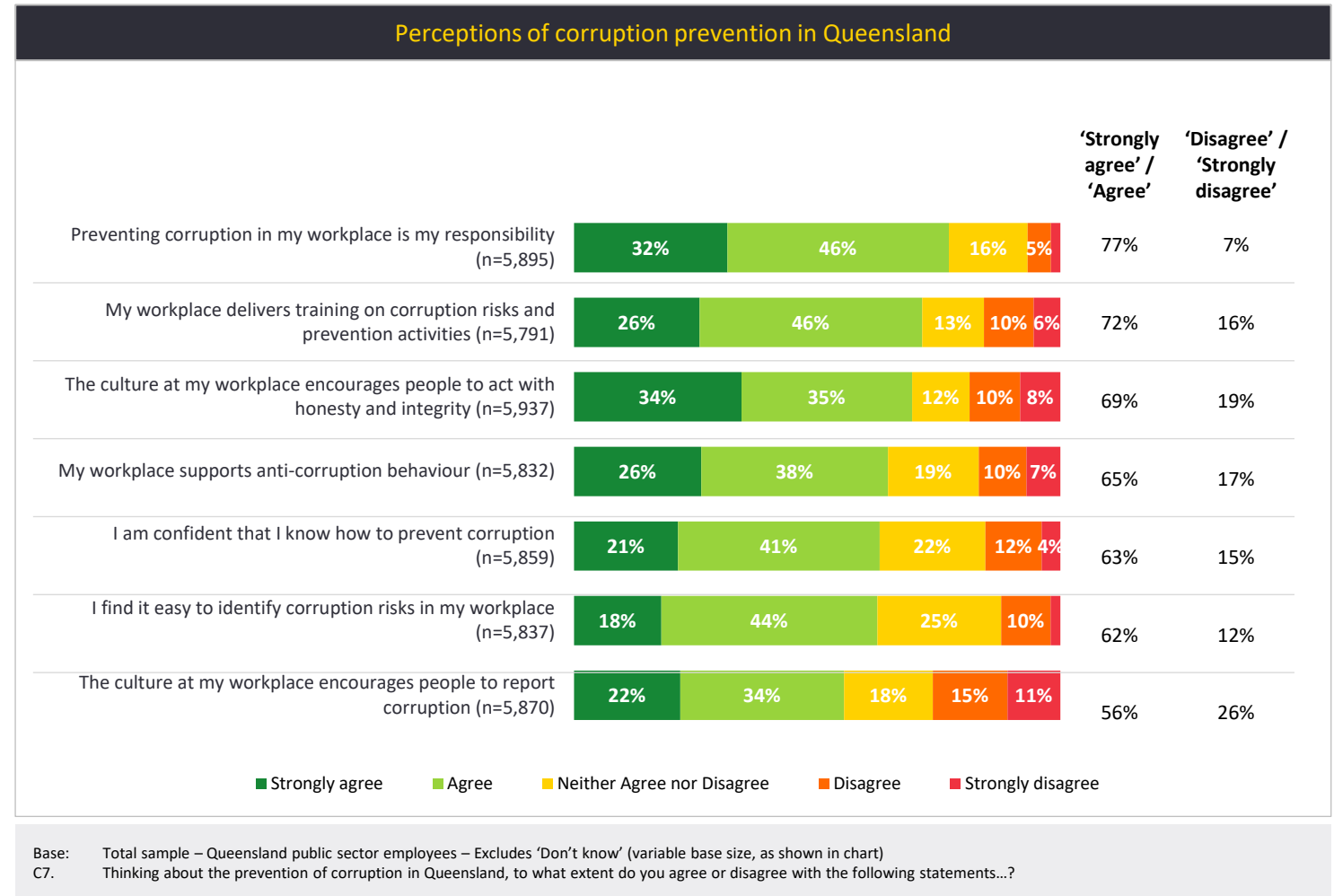
Perceptions of corruption prevention in Queensland

Whilst employees considered that their workplace culture promotes honesty and integrity, it does not always encourage employees to report corruption.

- The majority (77%) of public sector employees agree they have a personal responsibility to prevent corruption, with most feeling confident they know how to prevent corruption (63% agree) and find it easy to identify corruption risks in their workplace (62%).
- There is reasonable agreement that the workplace culture encourages people to act with honesty and integrity (69%), and that the workplace supports anti-corruption behaviour (65%).
- However, when it comes to the workplace culture encouraging the reporting of corruption, there is less conviction; just over half (56%) of public sector employees agree their workplace culture supports this and one in four (26%) disagree.

SUBGROUP DIFFERENCES

- Subgroups that are significantly more likely to strongly agree with these statements are:
 - Employees in Brisbane
 - Those employed in a managerial role
 - Those who are in a corporate role
 - Those with role tenure of 5 years or less.



Reporting corruption



Reporting corruption - witnessing corruption and workplace communications

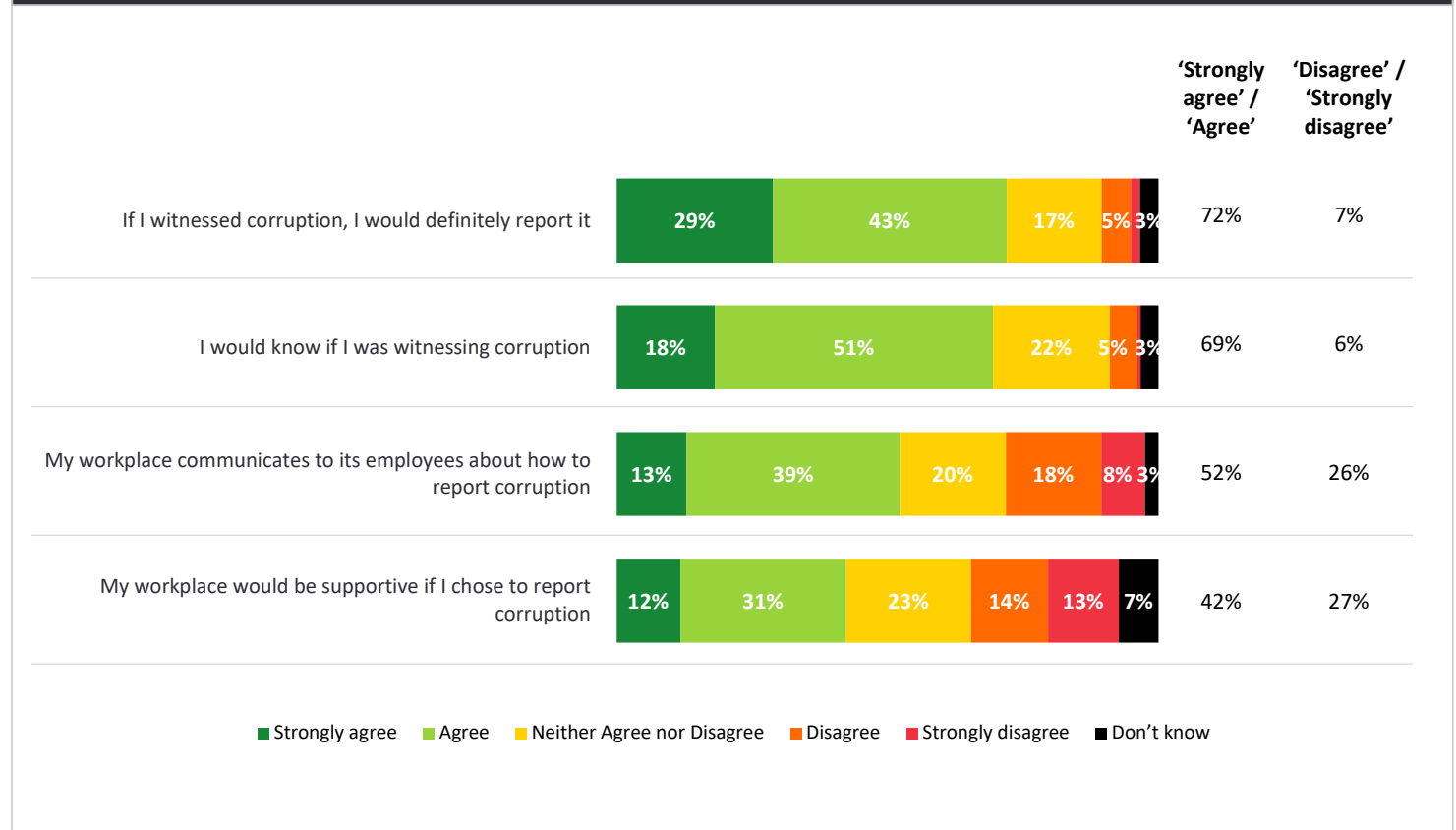
Most public sector employees believe they would recognise corruption, and they indicate a strong intention to report it.

- Employees were asked their perceptions about nine general statements about reporting corruption; four are shown here and the remaining five are listed on page 64.
- Close to three in four (72%) public sector employees agree they would report corruption, while 7% indicate they would not report corruption.
- Perceptions relating to how employees' workplaces handle corruption are more mixed; half (52%) agree that their workplace communicates about how to report corruption, and four in ten (42%) agree they would feel supported if they chose to report corruption, but sizeable minorities disagree with both statements.

SUBGROUP DIFFERENCES

- Males are more likely to believe they would be able to identify corruption (74% vs. 67% females), and more likely to report their workplace as being supportive of employees who report it (46% vs. 43%).
- Confidence in recognising corruption and the intention to report it increases with age amongst public sector employees.
- Those speaking a language other than English are less likely: to indicate they would definitely report corruption (68%), to agree their workplace communicates how to report corruption (47%), or to believe their workplace would support them in reporting corruption (40%).
- Public sector employees living with a disability, or caring for those living with a disability, are less inclined to expect their workplace to be supportive if they reported corruption (41%).
- Those in managerial and corporate roles are more likely to agree with all of the sentiments tested here.

Reporting corruption – witnessing corruption and workplace communications



Base: Total sample – Queensland public sector employees (n=5,957)

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

Reporting corruption - witnessing corruption and workplace communications by subgroup

Page 1 of 3

'Strongly agree' / 'Agree'	Total (n=5,957)	Gender		Age			Location					Aboriginal, Torres Strait Islander and/or Pacific Islander		Languages spoken at home		LGBTQIA+ Status		Disability/carer status	
		Man or Male	Woman or Female	18-39	40-59	60+	Brisbane	Other Southeast Qld	Far North Qld	Southwest Qld	Central Qld / Outback	Yes	No	Another language	English only	Yes	No	Yes	No
		(n=2,053)	(n=3,485)	(n=1,284)	(n=3,645)	(n=878)	(n=2,466)	(n=1,992)	(n=710)	(n=288)	(n=326)	(n=191)	(n=5,214)	(n=556)	(n=5,035)	(n=386)	(n=5,041)	(n=1,066)	(n=4,374)
If I witnessed corruption, I would definitely report it	72%	74%	72%	71%	72%	78%	72%	73%	70%	77%	69%	74%	73%	68%	74%	72%	73%	72%	74%
I would know if I was witnessing corruption	69%	74%	67%	64%	71%	70%	71%	68%	69%	71%	65%	70%	69%	72%	69%	63%	70%	69%	70%
My workplace communicates to its employees about how to report corruption	52%	55%	52%	44%	54%	57%	54%	53%	48%	55%	48%	47%	53%	47%	53%	47%	54%	55%	53%
My workplace would be supportive if I chose to report corruption	42%	46%	43%	45%	41%	46%	43%	44%	39%	44%	32%	38%	45%	40%	44%	45%	44%	41%	45%

Base: Total sample – Queensland public sector employees (n=5,957)
 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

Reporting corruption - witnessing corruption and workplace communications by subgroup

Page 2 of 3

'Strongly agree' / 'Agree'	Total (n=5,957)	Management or leadership		Frontline/support or Corporate role		Tenure		
		Yes	No	Frontline/support roles	Corporate role	Under 5 years	6 – 10 years	Longer than 10 years
		(n=2,020)	(n=3,184)	(n=3,199)	(n=1,993)	(n=2,742)	(n=919)	(n=1,849)
If I witnessed corruption, I would definitely report it	72%	78%	72%	73%	75%	77%	68%	71%
I would know if I was witnessing corruption	69%	77%	65%	68%	72%	69%	69%	71%
My workplace communicates to its employees about how to report corruption	52%	60%	50%	52%	56%	53%	53%	53%
My workplace would be supportive if I chose to report corruption	42%	49%	42%	41%	49%	49%	40%	39%

Base: Total sample – Queensland public sector employees (n=5,957)
 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

Reporting corruption - witnessing corruption and workplace communications by subgroup

Page 3 of 3

'Strongly agree' / 'Agree'	Total	Department/Agency																
		Premier and Cabinet	State Development	Treasury	NMMRRD	Health	Justice	Education	Youth Justice and Victim Support	Corrective Services	Transport and Main Roads	Fire	Housing and Public Works	Primary Industries	DETSI	Families	Other	Prefer not to say
	(n=5,957)	(n=86)	(n=112)	(n=136)	(n=129)	(n=1,453)	(n=491)	(n=1,106)	(n=104)	(n=187)	(n=448)	(n=122)	(n=184)	(n=130)	(n=177)	(n=189)	(n=293)	(n=610)
If I witnessed corruption, I would definitely report it	72%	74%	77%	79%	77%	63%	80%	75%	79%	76%	74%	75%	75%	71%	71%	84%	76%	65%
I would know if I was witnessing corruption	69%	78%	69%	65%	67%	66%	71%	69%	77%	79%	68%	73%	77%	73%	75%	69%	72%	68%
My workplace communicates to its employees about how to report corruption	52%	65%	58%	60%	63%	51%	56%	49%	41%	41%	50%	37%	70%	56%	59%	55%	58%	50%
My workplace would be supportive if I chose to report corruption	42%	59%	50%	55%	54%	31%	52%	44%	45%	37%	51%	35%	51%	43%	50%	53%	52%	32%

Base: Total sample – Queensland public sector employees (n=5,957)
 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

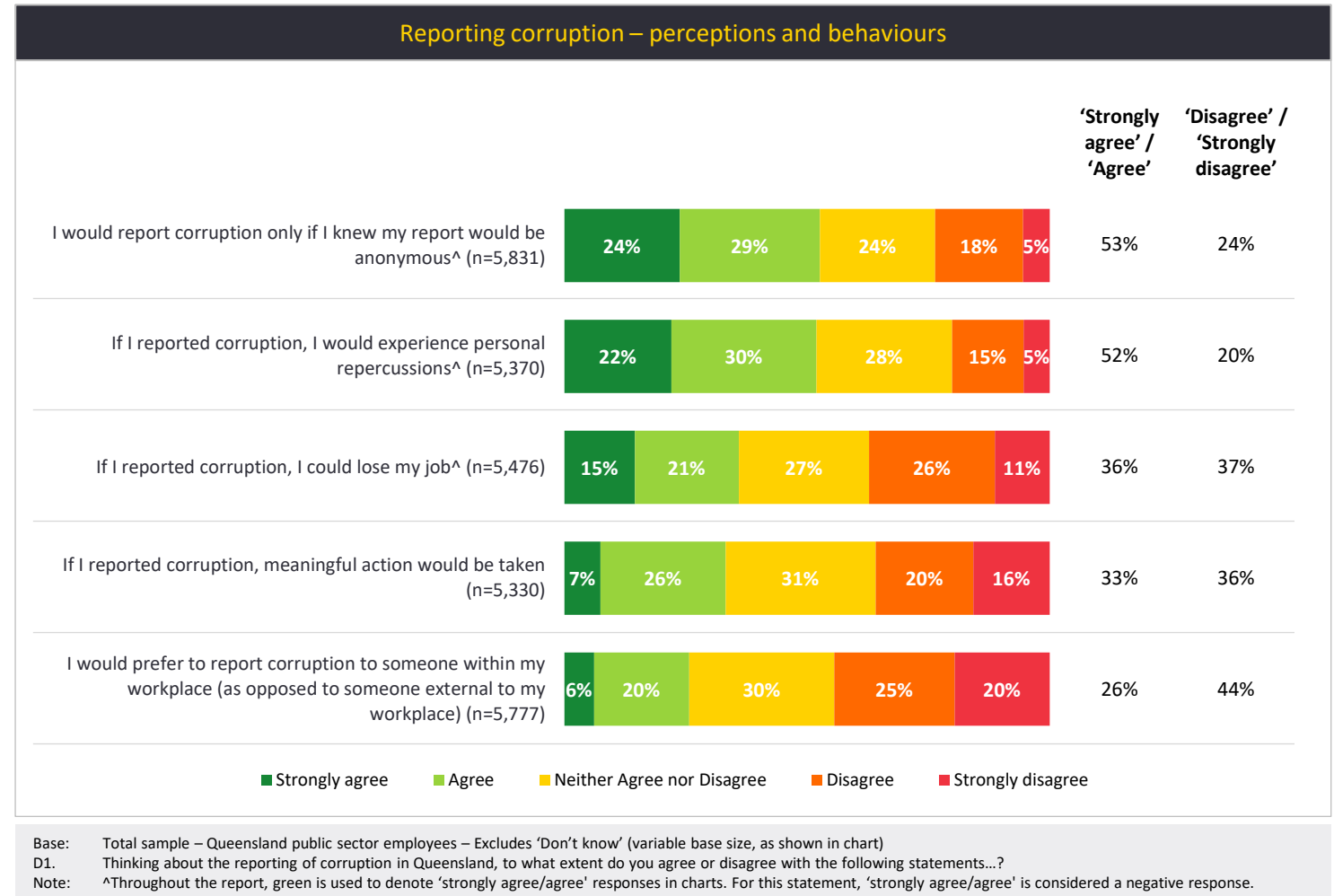
Reporting corruption - perceptions and behaviours

There is a strong preference for anonymity in reporting, with an expectation of personal repercussions.

- Half (53%) of public sector employees indicate they would only report corruption if they were provided anonymity, and a similar proportion (52%) fear negative consequences should they report corruption.
- Sentiment is divided as to whether reporting corruption could result in the loss of employment (36% 'strongly agree' or 'agree', 37% 'disagree' or 'strongly disagree').
- More than one in three (36%) expressed scepticism as to whether meaningful action would be taken if they reported corruption.
- There is a strong preference for independent reporting; 44% indicate they would not want to report corruption to someone within their workplace.

SUBGROUP DIFFERENCES

- Positively, those who are more aware about the CCC are far less likely than others to require anonymity to report (43%) and are more inclined to believe meaningful action would be taken (45%).
- Several sub-groups are more fearful of losing their job, or suffering other personal repercussions should they report corruption – including those with a disability or caring for those with a disability, those regularly speaking a language other than English, those working in frontline or support roles, those who have been in their role longer than 10 years and those working in the Health or Fire departments.
- Further subgroup differences are highlighted on pages 65-67.



Reporting corruption - perceptions and behaviours by subgroup

Page 1 of 3

'Strongly agree' / 'Agree'	Total (n=5,330-5,831)	Gender		Age			Location					Aboriginal, Torres Strait Islander and/or Pacific Islander		Languages spoken at home		LGBTQIA+ Status		Disability/carer status	
		Man or Male	Woman or Female	18-39	40-59	60+	Brisbane	Other Southeast Qld	Far North Qld	Southwest Qld	Central Qld / Outback	Yes	No	Another language	English only	Yes	No	Yes	No
		(n=1,888-2,023)	(n=3,074-3,403)	(n=1,144-1,260)	(n=3,257-3,563)	(n=801-863)	(n=2,195-2,400)	(n=1,785-1,960)	(n=639-696)	(n=258-285)	(n=297-321)	(n=170-185)	(n=4,667-5,115)	(n=496-543)	(n=4,507-4,934)	(n=353-379)	(n=4,510-4,940)	(n=961-1,037)	(n=3,920-4,293)
I would report corruption only if I knew my report would be anonymous	53%	47%	55%	55%	53%	45%	53%	52%	51%	56%	58%	51%	52%	59%	51%	53%	52%	53%	51%
If I reported corruption, I would experience personal repercussions	52%	49%	51%	47%	54%	47%	49%	52%	58%	51%	57%	57%	50%	56%	50%	52%	50%	57%	49%
If I reported corruption, I could lose my job	36%	35%	34%	34%	37%	30%	35%	35%	38%	32%	45%	39%	34%	40%	34%	33%	34%	41%	33%
If I reported corruption, meaningful action would be taken	33%	35%	34%	31%	33%	38%	37%	33%	27%	31%	27%	26%	35%	31%	35%	32%	35%	33%	35%
I would prefer to report corruption to someone within my workplace (as opposed to someone external to my workplace)	26%	27%	26%	25%	24%	35%	25%	28%	23%	27%	19%	22%	27%	29%	26%	25%	26%	24%	27%

Base: Total sample – Queensland public sector employees – 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...?

○ □ Significantly higher/lower than the average of all other subgroups combined

Reporting corruption - perceptions and behaviours by subgroup

Page 2 of 3

'Strongly agree' / 'Agree'	Total (n=5,330-5,831)	Management or leadership		Frontline/support or Corporate role		Tenure		
		Yes	No	Frontline/support roles	Corporate role	Under 5 years	6 – 10 years	Longer than 10 years
		(n=1,857-1,995)	(n=2,788-3,107)	(n=2,874-3,144)	(n=1,780-1,946)	(n=2,406-2,683)	(n=845-902)	(n=1,682-1,813)
I would report corruption only if I knew my report would be anonymous	53%	46%	55%	53%	49%	49%	55%	53%
If I reported corruption, I would experience personal repercussions	52%	49%	49%	54%	44%	45%	53%	57%
If I reported corruption, I could lose my job	36%	34%	34%	37%	30%	30%	38%	39%
If I reported corruption, meaningful action would be taken	33%	39%	33%	31%	40%	39%	31%	30%
I would prefer to report corruption to someone within my workplace (as opposed to someone external to my workplace)	26%	26%	28%	26%	28%	27%	25%	26%

Base: Total sample – Queensland public sector employees – 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...?

○ □ Significantly higher/lower than the average of all other subgroups combined

Reporting corruption - perceptions and behaviours by subgroup

Page 3 of 3

'Strongly agree' / 'Agree'	Total (n=5,330-5,831)	Department/Agency																
		Premier and Cabinet (n=73-84)	State Development (n=98-110)	Treasury (n=116-134)	NMMRRD (n=117-126)	Health (n=1,341-1,434)	Justice (n=436-481)	Education (n=968-1,086)	Youth Justice and Victim Support (n=87-102)	Corrective Services (n=174-184)	Transport and Main Roads (n=393-434)	Fire (n=111-121)	Housing and Public Works (n=165-181)	Primary Industries (n=114-128)	DETSI (n=157-174)	Families (n=164-185)	Other (n=255-288)	Prefer not to say (n=526-588)
I would report corruption only if I knew my report would be anonymous	53%	51%	52%	43%	46%	56%	44%	57%	47%	49%	49%	40%	49%	50%	46%	43%	50%	64%
If I reported corruption, I would experience personal repercussions	52%	30%	38%	44%	37%	64%	37%	51%	49%	57%	42%	64%	49%	47%	47%	41%	42%	61%
If I reported corruption, I could lose my job	36%	24%	29%	30%	27%	45%	27%	34%	32%	38%	28%	44%	34%	35%	34%	21%	31%	43%
If I reported corruption, meaningful action would be taken	33%	52%	47%	49%	34%	22%	44%	37%	21%	28%	40%	25%	40%	32%	39%	46%	43%	27%
I would prefer to report corruption to someone within my workplace (as opposed to someone external to my workplace)	26%	32%	25%	27%	26%	21%	30%	27%	22%	21%	34%	25%	28%	26%	22%	31%	31%	23%

Base: Total sample – Queensland public sector employees – 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...

○ □ Significantly higher/lower than the average of all other subgroups combined

Exposure to corruption in the past 5 years

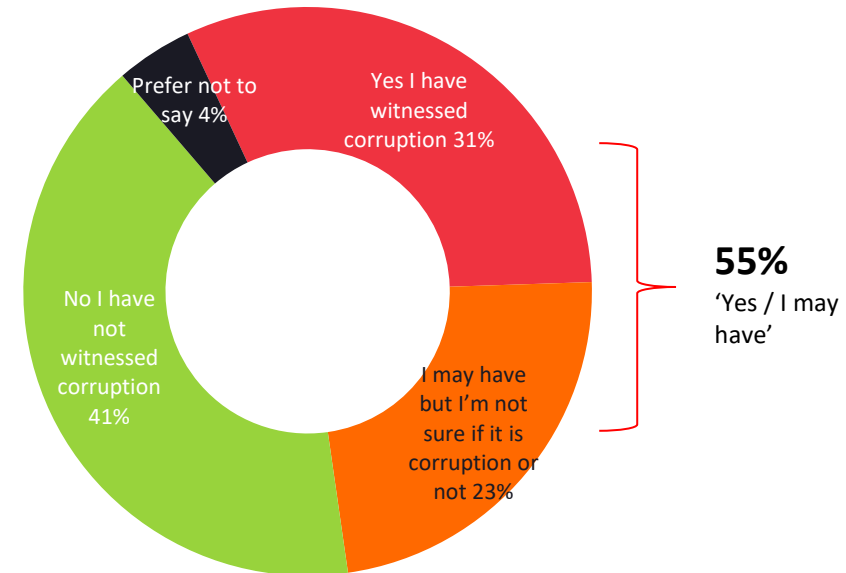
Of concern, the majority of public sector employees report having witnessed, or suspect they have witnessed, corruption in Queensland within the past 5 years.

- Three in ten (31%) public sector employees indicate having observed corruption in the previous 5 years. A further 23% suspect that they have, but are unsure whether the behaviour constituted corruption – signalling there may be a need for further education around this.

SUBGROUP DIFFERENCES

- Aboriginal, Torres Strait Islander and/or Pacific Islander public sector employees are more likely than others to have witnessed or may have witnessed corruption in the past 5 years (62%), as are those living with a disability or caring for someone who does (58%).
- Public sector employees who manage other staff are more likely to have observed corruption than others (33%), as are employees in frontline or support roles (33%).
- Perhaps unsurprisingly, exposure to corruption is greater amongst those who have been in their role for a longer period of time, with 34% of those who have been in their role for more than 5 years responding that they have witnessed corruption in Queensland in the past 5 years.
- Health department (40%), Corrective Services (48%) and Youth Justice and Victim Support (45%) are more likely to have witnessed corruption in the past 5 years.
- For public sector employees, encounters with corruption are most commonplace in Central Queensland (42%) and Far North Queensland (38%).

Witnessed corruption within Queensland in past 5 years



Base: Total sample – Queensland public sector employees (n=5,957)
 D2: Have you witnessed corruption within Queensland in the past 5 years..?

Exposure to corruption in the past 5 years

Less than half of public sector employees have reported corruption, or behaviours that may have been corruption.

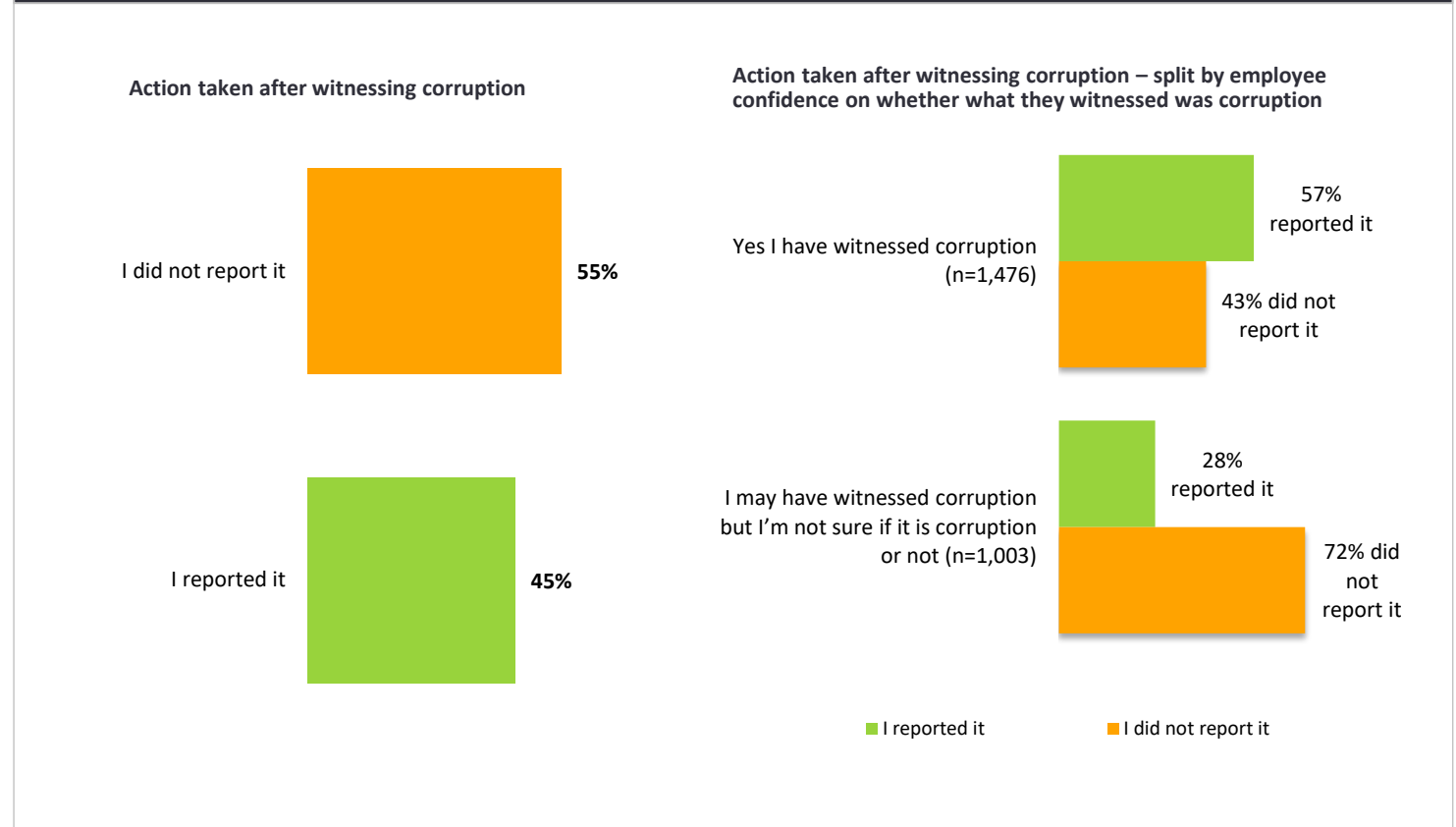
- Just under half (45%) of those who either witnessed corruption or thought they did, indicate that they reported it (left graphic).
- Those who have witnessed corruption are far more likely to have reported it, than those who are unsure as to whether what they saw was corruption (57% vs. 28%; right graphic).
- It should be noted a sizeable minority (24%) indicated they would prefer not to answer this question (excluded from analysis), which may convey an additional level of discomfort with reporting, or a fear of their anonymity being compromised.

SUBGROUP DIFFERENCES

Subgroups that are significantly less likely than others to have reported corruption that they have witnessed, or may have witnessed, include:

- Those aged under 18-39 (39% vs. 47%)
- Non managerial employees (41% vs. 53%)
- Environment, Tourism, Science and Innovation department employees (29% vs. 46%)
- Those residing in Brisbane (43% vs. 47%).

Action taken after witnessing corruption

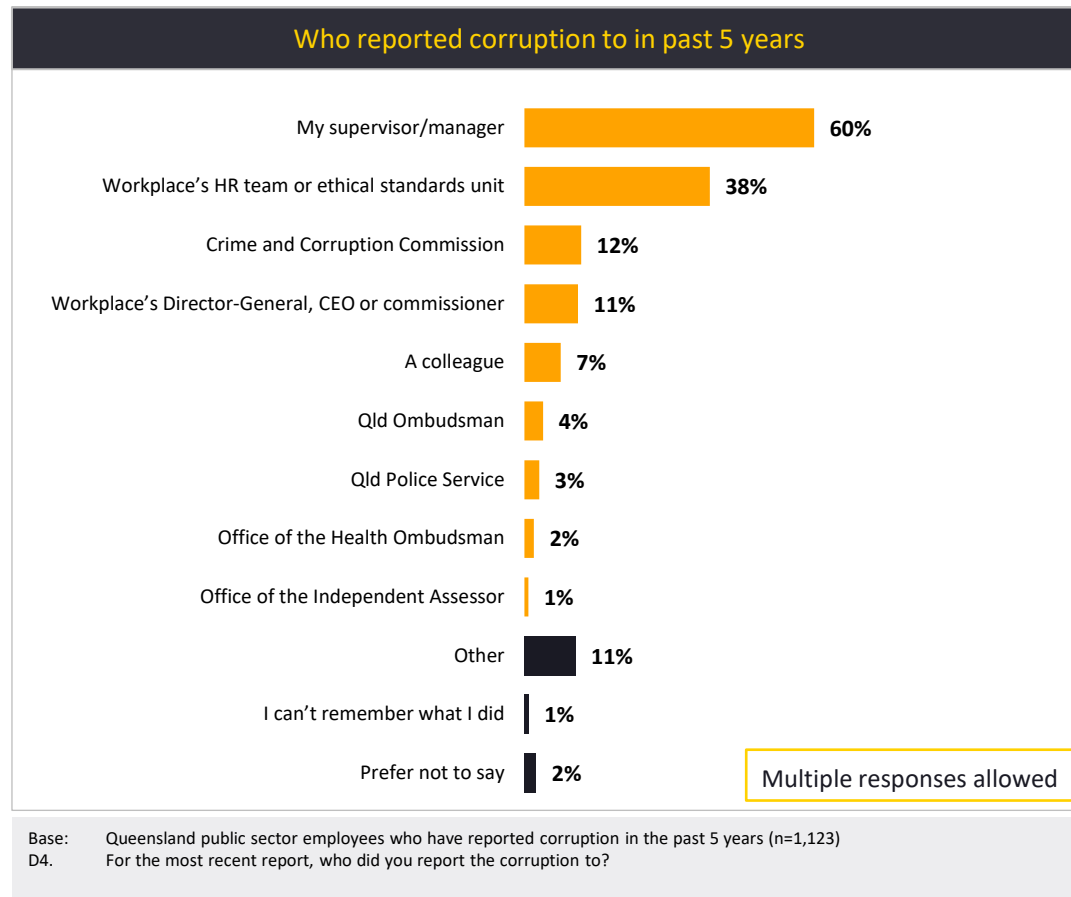


Base: Queensland public sector employees who witnessed, or thought they witnessed corruption in the past 5 years (n=2,479) – Excludes 'Prefer not to say'
 D3. When you witnessed corruption, or thought you may have witnessed corruption, how did you respond?
 D2. Have you witnessed corruption within Queensland in the past 5 years..?

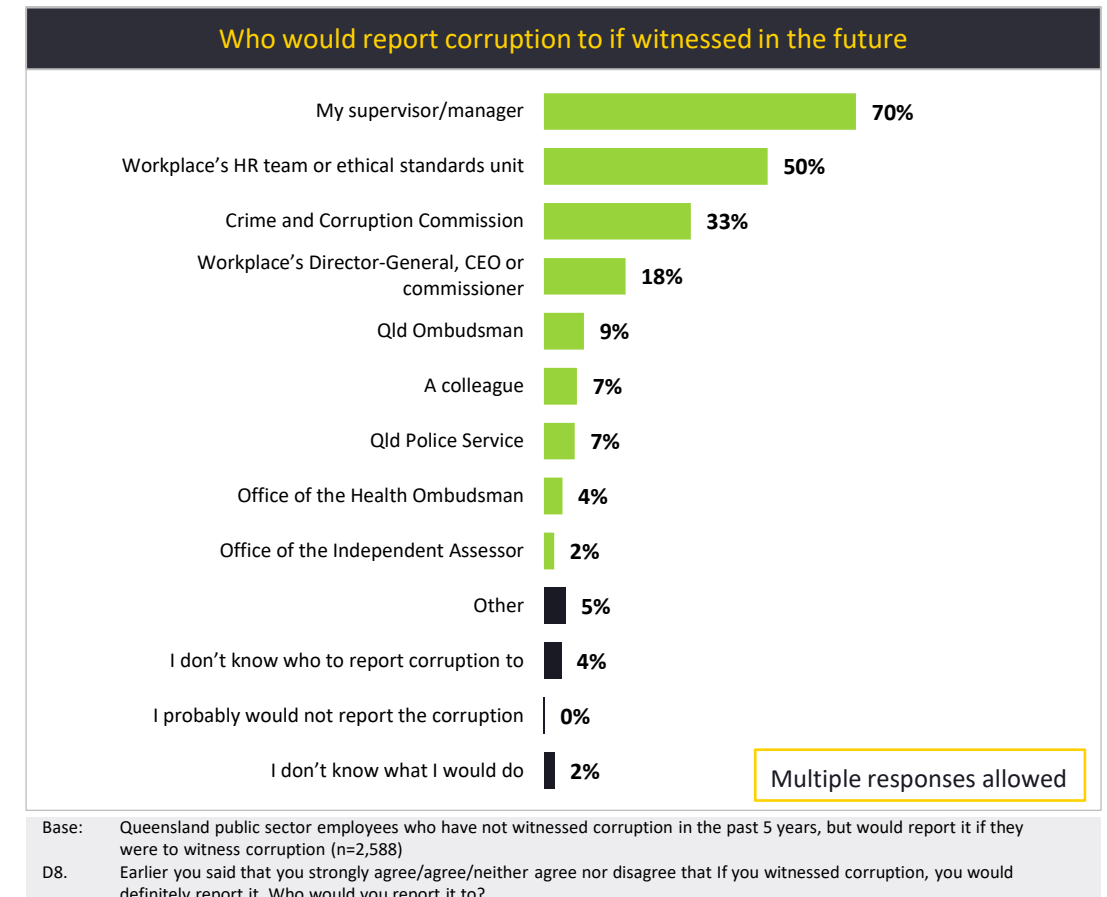
Channel for reporting corruption

Internal channels are the most nominated avenues for reporting corruption.

- Amongst Queensland public sector employees who have reported corruption in the past 5 years, the channels most utilised include supervisor/manager (60%) and a HR team / ethical standards unit (38%). The CCC was utilised by one in eight (12%).



- Similarly, those who have not witnessed corruption in the past 5 years but would report it if they did, would most commonly report to their supervisor/manager (70%) or HR team / ethical standards unit (50%) when reporting corruption in the future. The CCC would be utilised by one in three (33%).



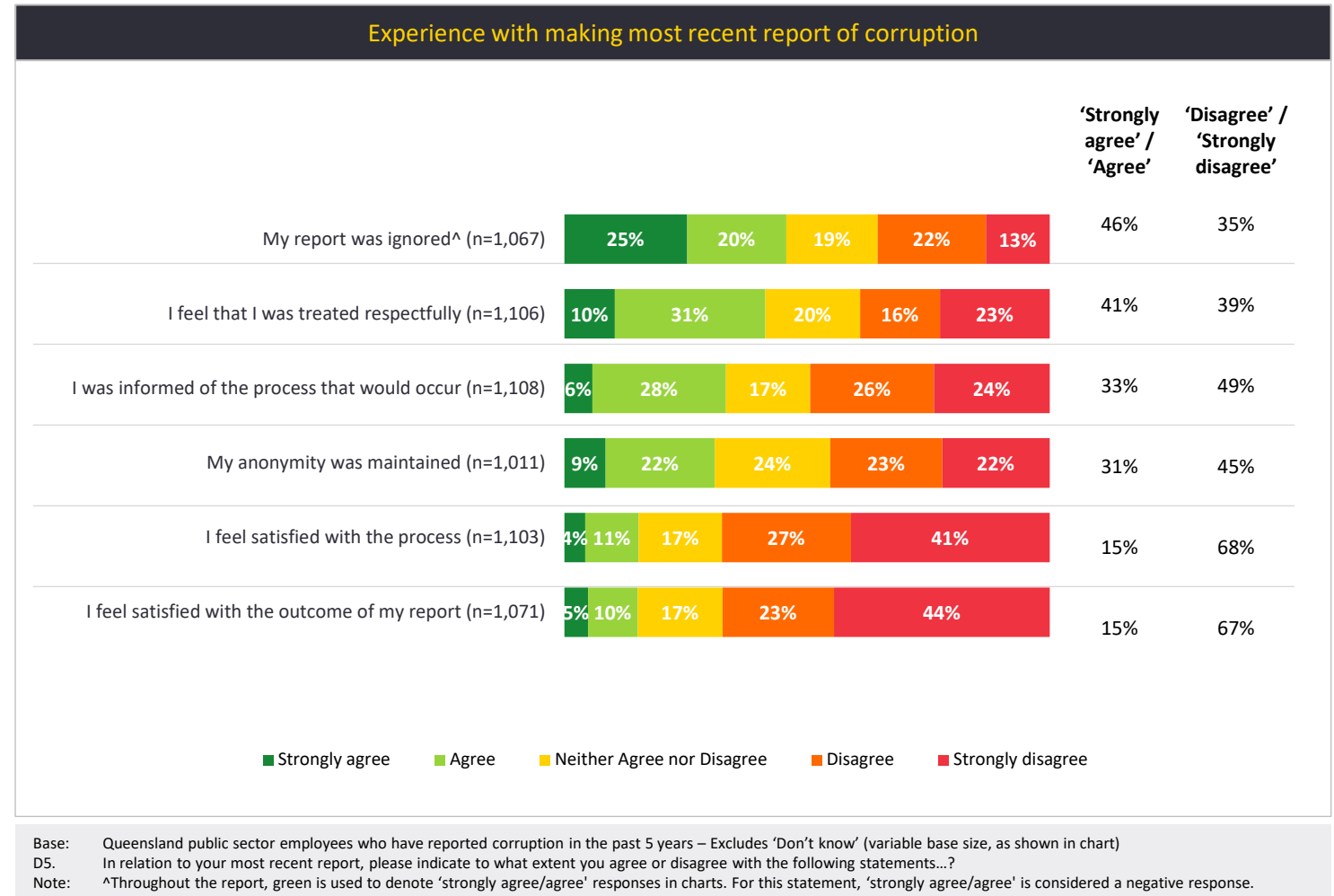
Experience with reporting corruption

Employees rated their most recent experience of reporting corruption poorly.

- Just one in six employees who have made corruption report in the past 5 years are satisfied with the outcome of their report (15%). The same proportion are satisfied with the process (15%). Close to half (46%) feel their report was ignored.
- One in three (31%) feel their anonymity was maintained. Two in five (41%) report being treated with respect.

SUBGROUP DIFFERENCES

- When compared to females, males are more likely to indicate that their report was ignored (49% vs. 41%) and less inclined to believe they were treated with respect (39% vs. 46%).
- Those regularly speaking a language other than English are less likely to believe they were treated respectfully (32%) and that their anonymity was maintained (21%), and employees having a disability, or being a carer, are also less assured that their anonymity was protected (24%).
- Those in non-managerial and frontline / support roles are more likely to report that their complaint was ignored, with those in frontline / support roles also far less likely to evaluate favourably across all other aspects tested.
- Employees of the Health department report lower levels of satisfaction with the process of reporting corruption, and a higher incidence of reports being ignored, when compared to others.



Experience with reporting corruption by reporting channel

Low levels of satisfaction with the process are observed irrespective of who the corruption allegation was lodged with.

- Half of public sector employees who reported corruption to the CCC in the past 5 years report being informed of the reporting process (50%) and over two in five (43%) believe their anonymity was maintained, and that they were treated with respect (44%).
- Amongst those reporting to their workplace, or the Queensland Ombudsman, a common sentiment is that their report was ignored. Two in five who reported to the CCC share this sentiment (42%).
- There is a very strong inverse relationship between satisfaction with the process, feeling a report has been ignored, and being satisfied with the outcome of the process[^]. Those who feel their report was ignored are far less likely to be satisfied with the process and outcome of the complaint.

Experience with making most recent report of corruption by reporting channel

'Strongly agree' / 'Agree'	Total public sector (n=1,011-1,108)	Supervisor / manager (n=607-662)	Workplace's human resources team or ethical standards unit (n=404-428)	Crime and Corruption Commission (n=115-129)	Workplace's Director-General, Chief Executive officer or Commissioner (n=110-123)	A colleague (n=76-84)	Queensland Ombudsman (n=37-43)
My report was ignored	46%	49%	45%	42%	57%	61%	66%
I feel that I was treated respectfully	41%	40%	35%	44%	28%	32%	30%
I was informed of the process that would occur	33%	29%	38%	50%	27%	24%	37%
My anonymity was maintained	31%	29%	26%	43%	21%	26%	24%
I feel satisfied with the process	15%	14%	14%	19%	14%	16%	7%
I feel satisfied with the outcome of my report	15%	14%	14%	19%	13%	10%	5%

○ □ Significantly higher/lower than the average of all other subgroups combined

Base: Queensland public sector employees who have reported corruption in the past 5 years – Excludes 'Don't know' (variable base size, as shown in chart)

D5. In relation to your most recent report, please indicate to what extent you agree or disagree with the following statements...?

D4. For the most recent report, who did you report the corruption to?

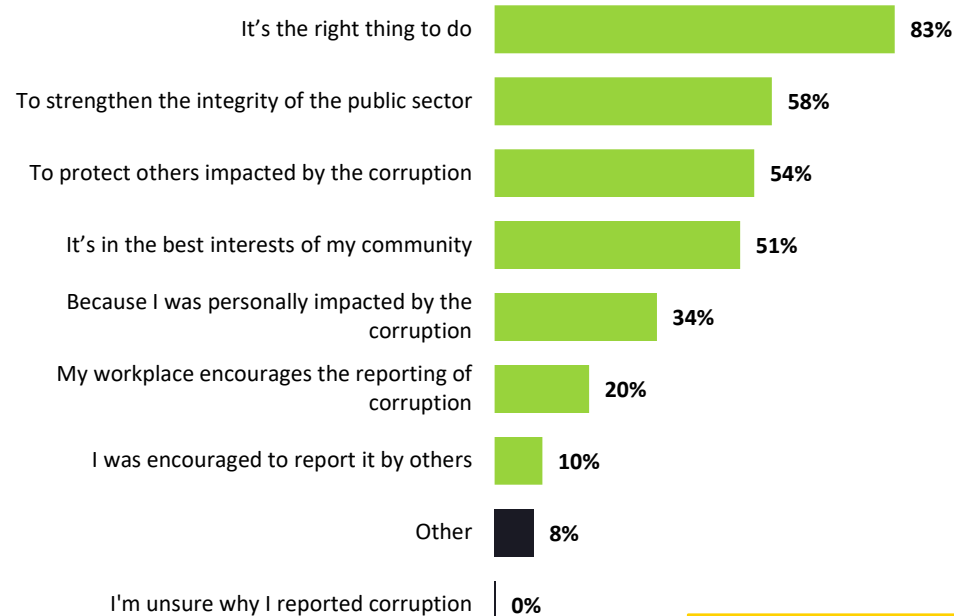
Note: [^](Pearson correlation coefficient >0.9)

Motivations for reporting corruption

Motivations for reporting corruption are centred around doing the right thing.

- Of those who have reported corruption in the past 5 years, the most common motivations include – it is the right thing to do (83%), it strengthens the integrity of the public sector (58%), to protect others (54%) and/or it's in the best interests of the community (51%).

Motivations for having reported corruption in the past 5 years

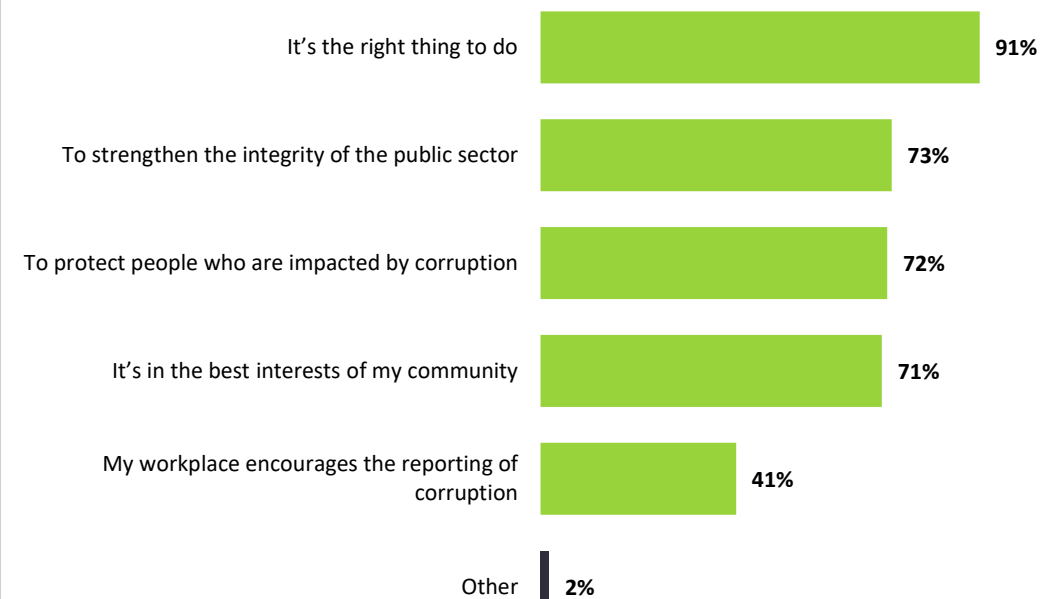


Multiple responses allowed

Base: Queensland public sector employees who have reported corruption in the past 5 years (n=1,123)
D6. Why did you report corruption?

- Similar motivations are reported by those who have not witnessed corruption in the past 5 years but would make a report if they did witness corruption – it's the right thing to do (91%), strengthens the integrity of the public sector (73%), protecting those impacted (72%) and acting in the best interests of the community (71%).

Reasons why employees who haven't witnessed corruption would report it



Multiple responses allowed

Base: Queensland public sector employees who have not witnessed corruption in the past 5 years, but would report it if they were to witness corruption (n=2,594)
D9. Why would you report corruption?

Barriers to reporting corruption

Perceived lack of outcomes and potential impact to career and relationships with colleagues are among the main barriers to reporting corruption.

- One in four (23%) public sector employees either witnessed corruption, or thought they did, but did not report it. The dominant reason for not doing so is fear of repercussion (NET 60%). A belief no action would be taken by senior management is another common barrier (54%).

Barriers to reporting amongst those who have reported corruption in the past 5 years



Base: Queensland public sector employees who have witnessed corruption in the past 5 years but did not report it (n=1,356) | NET fear of repercussion percentage includes the following reasons, noting respondents could give more than one of these answers: Making a report could affect my career, Making a report may have affected my relationship with other employees, My employment was threatened, and My safety was threatened

D7. Why did you not report corruption?

- 2% of public sector employees indicate not having witnessed corruption, and not having any intention to report it if they did so. Among this cohort, the key barriers to reporting include a fear of impact to career (64%) and/or impact to relationship with colleagues (48%), an expectation of inaction (50%) and the need for proof (48%).

Reasons why those who haven't witnessed corruption are unlikely to report it if they did



Base: Queensland public sector employees who have not witnessed corruption in the past 5 years, and are unlikely to report corruption if they did (n=42)

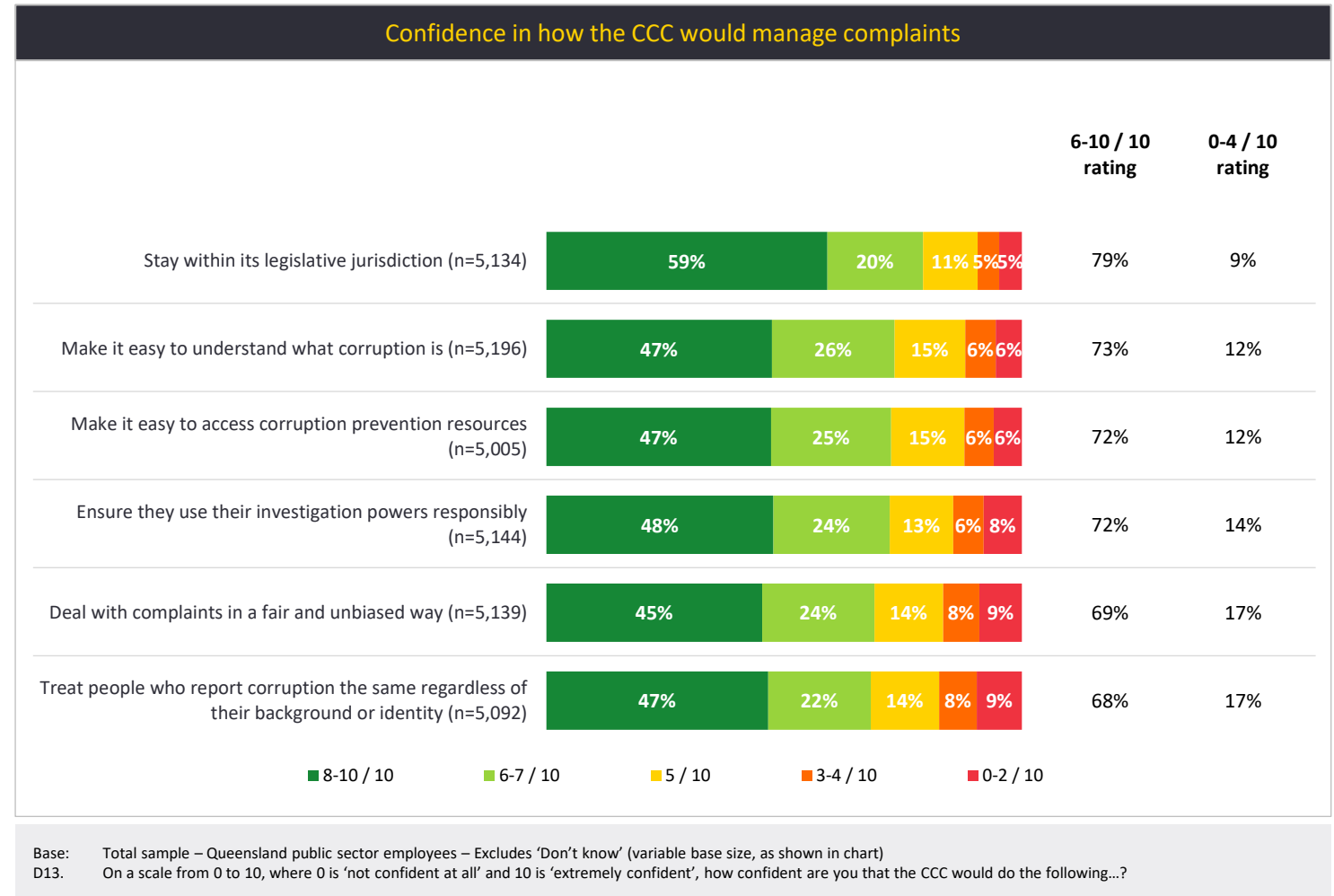
D10. Why would you not report corruption?

Confidence in how the CCC manages complaints

Higher ranked confidence statements

Public sector employees show a high degree of confidence in the CCC to manage complaints of corruption.

- Respondents were asked to rank their level of confidence on a scale of 0 to 10 with 0 being 'not confident at all' and 10 being 'extremely confident'.
- Around four in five (79%) public sector employees are confident the CCC would operate within the bounds of its legislative jurisdiction, rating their confidence as 6-10/10.
- There is also high confidence in the CCC using its investigative powers responsibly (72%), dealing with complaints in a fair and unbiased way (69%) and treating all people who report corruption equally (68%).
- Public sector employees also report confidence in the CCC to inform and educate by making it easy to understand what corruption is (73%) and making it easy to access resources (72%).



Confidence in how the CCC would manage complaints by subgroup

Higher ranked confidence statements - Page 1 of 3

'Very confident' / 'Confident'	Total	Gender		Age			Location					Aboriginal, Torres Strait Islander and/or Pacific Islander		Languages spoken at home		LGBTQIA+ Status		Disability/carer status	
		Man or Male	Woman or Female	18-39	40-59	60+	Brisbane	Other Southeast Qld	Far North Qld	Southwest Qld	Central Qld / Outback	Yes	No	Another language	English only	Yes	No	Yes	No
		(n=1,774-1,848)	(n=2,860-3,001)	(n=1,065-1,106)	(n=3,029-3,173)	(n=759-797)	(n=2,046-2,159)	(n=1,688-1,751)	(n=570-599)	(n=232-251)	(n=269-285)	(n=174-178)	(n=4,348-4,545)	(n=474-491)	(n=4,199-4,397)	(n=328-346)	(n=4,203-4,405)	(n=896-934)	(n=3,670-3,835)
Stay within its legislative jurisdiction	79%	81%	80%	83%	78%	79%	82%	78%	76%	76%	71%	70%	81%	75%	81%	85%	80%	80%	81%
Make it easy to understand what corruption is	73%	75%	74%	76%	73%	72%	75%	73%	71%	72%	65%	70%	75%	70%	75%	77%	74%	74%	75%
Make it easy to access corruption prevention resources	72%	73%	74%	76%	72%	71%	75%	72%	67%	69%	69%	67%	75%	70%	74%	74%	74%	73%	74%
Ensure they use their investigation powers responsibly	72%	74%	73%	77%	72%	71%	75%	72%	66%	68%	69%	67%	75%	68%	74%	77%	74%	71%	74%
Deal with complaints in a fair and unbiased way	69%	71%	70%	71%	69%	68%	71%	69%	66%	68%	63%	61%	72%	64%	71%	71%	71%	68%	72%
Treat people who report corruption the same regardless of their background or identity	68%	70%	69%	72%	68%	66%	69%	70%	63%	66%	62%	64%	70%	60%	71%	69%	70%	66%	71%

Base: Total sample – Queensland public sector employees – 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

Confidence in how the CCC would manage complaints by subgroup

Higher ranked confidence statements - Page 2 of 3

'Very confident' / 'Confident'	Total (n=4,980-5,196)	Management or leadership		Frontline/support or Corporate role		Tenure		
		Yes	No	Frontline/support roles	Corporate role	Under 5 years	6 – 10 years	Longer than 10 years
		(n=1,723-1,816)	(n=2,620-2,741)	(n=2,664-2,783)	(n=1,679-1,768)	(n=2,305-2,414)	(n=764-798)	(n=1,533-1,617)
Stay within its legislative jurisdiction	79%	82%	80%	78%	85%	83%	79%	75%
Make it easy to understand what corruption is	73%	77%	74%	71%	81%	78%	72%	69%
Make it easy to access corruption prevention resources	72%	75%	73%	70%	80%	77%	73%	68%
Ensure they use their investigation powers responsibly	72%	75%	74%	70%	80%	78%	72%	67%
Deal with complaints in a fair and unbiased way	69%	73%	70%	67%	77%	75%	67%	65%
Treat people who report corruption the same regardless of their background or identity	68%	72%	69%	66%	77%	74%	69%	63%

Base: Total sample – Queensland public sector employees – 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

Confidence in how the CCC would manage complaints by subgroup

Higher ranked confidence statements - Page 3 of 3

'Very confident' / 'Confident'	Total	Department/Agency																
	(n=4,980-5,196)	Premier and Cabinet (n=77-82)	State Development (n=95-101)	Treasury (n=111-115)	NMMRRD (n=114-119)	Health (n=1,216-1,263)	Justice (n=430-450)	Education (n=896-948)	Youth Justice and Victim Support (n=93-99)	Corrective Services (n=168-175)	Transport and Main Roads (n=362-386)	Fire (n=100-108)	Housing and Public Works (n=150-166)	Primary Industries (n=101-112)	DETSI (n=141-155)	Families (n=158-166)	Other (n=242-253)	Prefer not to say (n=495-518)
Stay within its legislative jurisdiction	79%	87%	88%	82%	88%	77%	83%	76%	82%	76%	83%	79%	84%	82%	84%	84%	85%	72%
Make it easy to understand what corruption is	73%	87%	82%	72%	83%	69%	80%	70%	75%	72%	75%	69%	79%	77%	83%	77%	83%	66%
Make it easy to access corruption prevention resources	72%	81%	83%	74%	84%	68%	77%	70%	75%	67%	74%	67%	81%	75%	77%	84%	81%	68%
Ensure they use their investigation powers responsibly	72%	85%	85%	74%	84%	68%	80%	68%	76%	68%	75%	70%	79%	75%	78%	76%	82%	63%
Deal with complaints in a fair and unbiased way	69%	79%	83%	73%	82%	65%	76%	67%	71%	65%	71%	69%	78%	73%	73%	76%	78%	57%
Treat people who report corruption the same regardless of their background or identity	68%	79%	80%	77%	79%	64%	75%	65%	74%	67%	72%	67%	74%	68%	71%	75%	76%	58%

Base: Total sample – Queensland public sector employees – 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

Confidence in how the CCC would manage complaints

Lower ranked confidence statements

Most public sector employees are confident, to some extent, in the CCC's ability to perform all the roles assessed.

- At least two in three public sector employees (65% to 68%) are confident in the CCC's ability to address each of the evaluated aspects.
- There is limited variation in confidence ratings across all 12 statements tested, indicating that there are no areas of major concern amongst public sector employees in relation to the CCC's performance.

SUBGROUP DIFFERENCES (for all aspects of complaint handling)

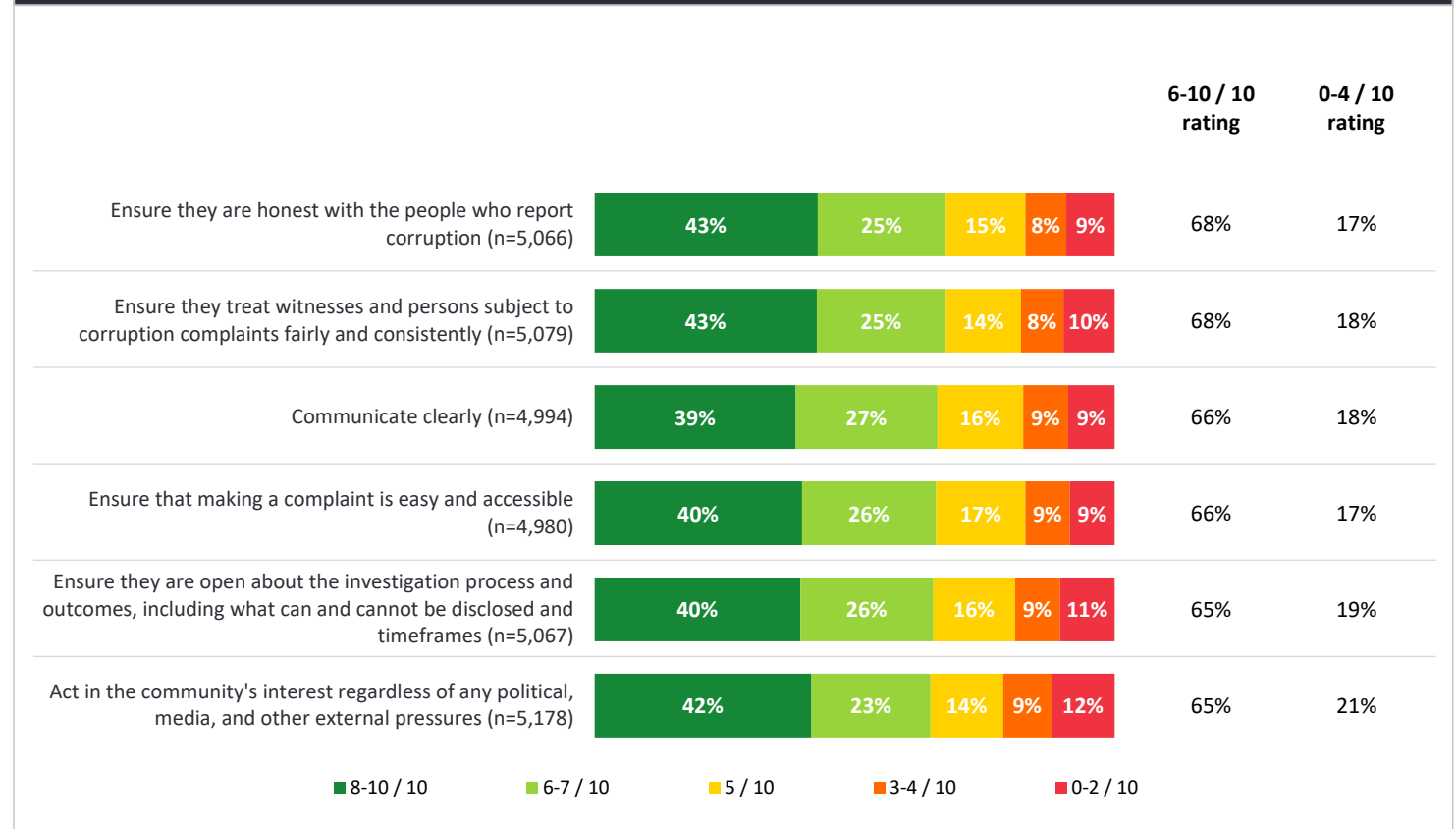
Subgroups that show significantly higher levels of confidence across many aspects of the CCC's complaints handling process include:

- Those aware of and/or having greater knowledge of the CCC
- Those who do not regularly speak a language other than English
- Employees in Corporate roles
- Those who have been in their current role for up to 5 years
- Justice Department and Premier and Cabinet employees.

In addition, Aboriginal, Torres Strait Islander and/or Pacific Islander employees report lower levels of confidence in the CCC in terms of their honesty with people reporting corruption (35% rating 8-10), using investigation powers responsibly (40%) and staying within its legislative jurisdiction (49%).

Those in the Education and Health departments, and those preferring not to say where they work, have the lowest confidence in the CCC's complaints handling.

Confidence in how the CCC would manage complaints



Base: Total sample – Queensland public sector employees – Excludes 'Don't know' (variable base size, as shown in chart)
 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...?

Confidence in how the CCC would manage complaints by subgroup

Lower ranked confidence statements - Page 1 of 3

6-10/10 rating	Total	Gender		Age			Location					Aboriginal, Torres Strait Islander and/or Pacific Islander		Languages spoken at home		LGBTQIA+ Status		Disability/carers status	
		Man or Male	Woman or Female	18-39	40-59	60+	Brisbane	Other Southeast Qld	Far North Qld	Southwest Qld	Central Qld / Outback	Yes	No	Another language	English only	Yes	No	Yes	No
		(n=1,774-1,848)	(n=2,860-3,001)	(n=1,065-1,106)	(n=3,029-3,173)	(n=759-797)	(n=2,046-2,159)	(n=1,688-1,751)	(n=570-599)	(n=232-251)	(n=269-285)	(n=174-178)	(n=4,348-4,545)	(n=474-491)	(n=4,199-4,397)	(n=328-346)	(n=4,203-4,405)	(n=896-934)	(n=3,670-3,835)
Ensure they are honest with the people who report corruption	68%	70%	68%	70%	68%	66%	69%	68%	65%	64%	61%	61%	70%	62%	70%	70%	69%	67%	70%
Ensure they treat witnesses and persons subject to corruption complaints fairly and consistently	68%	69%	69%	72%	67%	64%	70%	69%	62%	63%	60%	64%	70%	63%	70%	70%	69%	66%	70%
Communicate clearly	66%	68%	67%	68%	66%	66%	67%	67%	63%	64%	57%	60%	68%	64%	68%	64%	68%	64%	69%
Ensure that making a complaint is easy and accessible	66%	67%	67%	71%	65%	64%	67%	67%	62%	62%	60%	66%	68%	61%	68%	70%	67%	65%	68%
Ensure they are open about the investigation process and outcomes, including what can and cannot be disclosed and timeframes	65%	66%	67%	66%	65%	66%	66%	67%	59%	64%	57%	57%	68%	61%	67%	67%	67%	63%	68%
Act in the community's interest regardless of any political, media, and other external pressures	65%	66%	67%	68%	64%	64%	67%	65%	60%	62%	56%	61%	67%	59%	67%	69%	66%	63%	67%

Base: Total sample – Queensland public sector employees – 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

Confidence in how the CCC would manage complaints by subgroup

Lower ranked confidence statements - Page 2 of 3

6-10/10 rating	Total (n=4,980-5,196)	Management or leadership		Frontline/support or Corporate role		Tenure		
		Yes (n=1,723-1,816)	No (n=2,620-2,741)	Frontline/support roles (n=2,664-2,783)	Corporate role (n=1,679-1,768)	Under 5 years (n=2,305-2,414)	6 – 10 years (n=764-798)	Longer than 10 years (n=1,533-1,617)
Ensure they are honest with the people who report corruption	68%	71%	69%	66%	75%	73%	67%	65%
Ensure they treat witnesses and persons subject to corruption complaints fairly and consistently	68%	70%	70%	65%	76%	74%	67%	62%
Communicate clearly	66%	69%	68%	64%	73%	71%	65%	63%
Ensure that making a complaint is easy and accessible	66%	69%	67%	63%	73%	72%	66%	60%
Ensure they are open about the investigation process and outcomes, including what can and cannot be disclosed and timeframes	65%	68%	67%	63%	73%	70%	64%	62%
Act in the community's interest regardless of any political, media, and other external pressures	65%	68%	66%	62%	73%	70%	64%	61%

Base: Total sample – Queensland public sector employees – 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

Confidence in how the CCC would manage complaints by subgroup

Lower ranked confidence statements - Page 3 of 3

6-10/10 rating	Total	Department/Agency																
	(n=4,980-5,196)	Premier and Cabinet (n=77-82)	State Development (n=95-101)	Treasury (n=111-115)	NMMRRD (n=114-119)	Health (n=1,216-1,263)	Justice (n=430-450)	Education (n=896-948)	Youth Justice and Victim Support (n=93-99)	Corrective Services (n=168-175)	Transport and Main Roads (n=362-386)	Fire (n=100-108)	Housing and Public Works (n=150-166)	Primary Industries (n=101-112)	DETSI (n=141-155)	Families (n=158-166)	Other (n=242-253)	Prefer not to say (n=495-518)
Ensure they are honest with the people who report corruption	68%	86%	80%	72%	77%	63%	73%	67%	70%	65%	70%	69%	72%	75%	72%	71%	78%	55%
Ensure they treat witnesses and persons subject to corruption complaints fairly and consistently	68%	83%	86%	75%	78%	63%	77%	63%	66%	63%	70%	64%	69%	69%	74%	74%	80%	57%
Communicate clearly	66%	83%	79%	74%	74%	60%	72%	65%	67%	61%	70%	61%	71%	70%	74%	74%	76%	56%
Ensure that making a complaint is easy and accessible	66%	85%	77%	73%	73%	61%	72%	63%	71%	67%	67%	58%	71%	69%	74%	71%	73%	57%
Ensure they are open about the investigation process and outcomes, including what can and cannot be disclosed and timeframes	65%	77%	74%	73%	72%	61%	69%	63%	64%	62%	67%	60%	70%	70%	70%	70%	78%	56%
Act in the community's interest regardless of any political, media, and other external pressures	65%	82%	77%	69%	79%	59%	72%	63%	65%	60%	70%	60%	72%	72%	69%	63%	74%	54%

Base: Total sample – Queensland public sector employees – 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

Concerns about reporting corruption to their own workplace

A fear of retaliation and/or inaction are the main deterrents for public sector employees to report corruption.

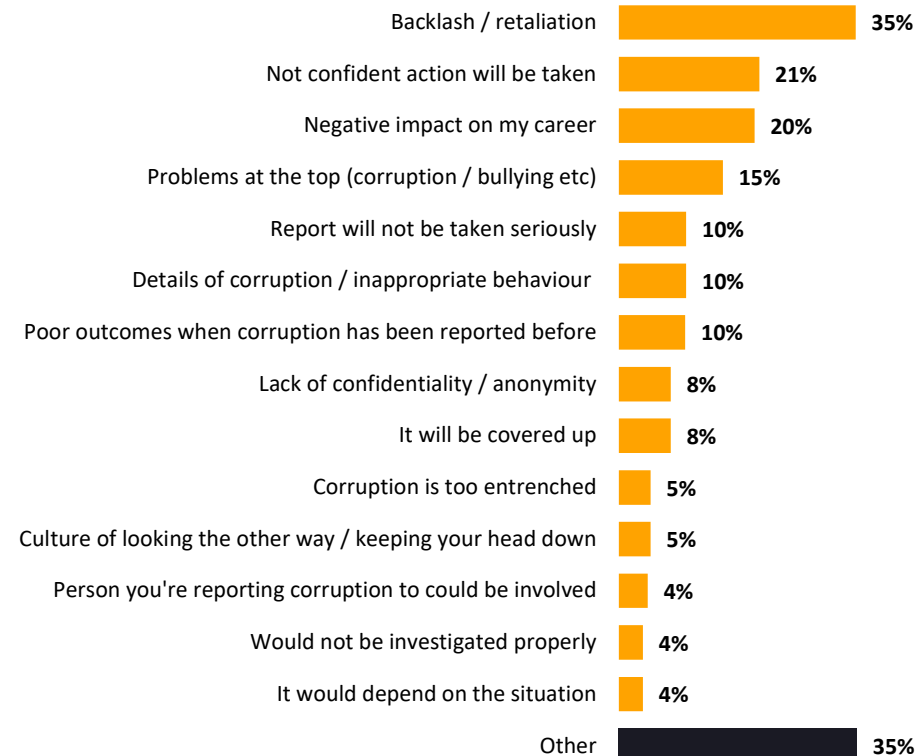
- Six in ten respondents indicated a concern about reporting corruption to the workplace (59%). Amongst these respondents, potential backlash/retaliation (35%) and a lack of confidence that action will be taken (21%) are the primary deterrents for public sector employees reporting corruption to their own workplace.
- Other common concerns are about potential impact on career (20%), or 'problems at the top (corruption / bullying etc)' (15%).

SUBGROUP DIFFERENCES

- Males (21%) are more likely than females (13%) to report their main concern is problems including bullying and corruption at the top levels.
- Those who live with a disability or care for someone living with a disability are more likely to be concerned about the negative impact that reporting corruption will have on their career (27%), compared to those who are not carers or living with a disability (17%).

Concerns about reporting corruption to their own workplace

Free text question



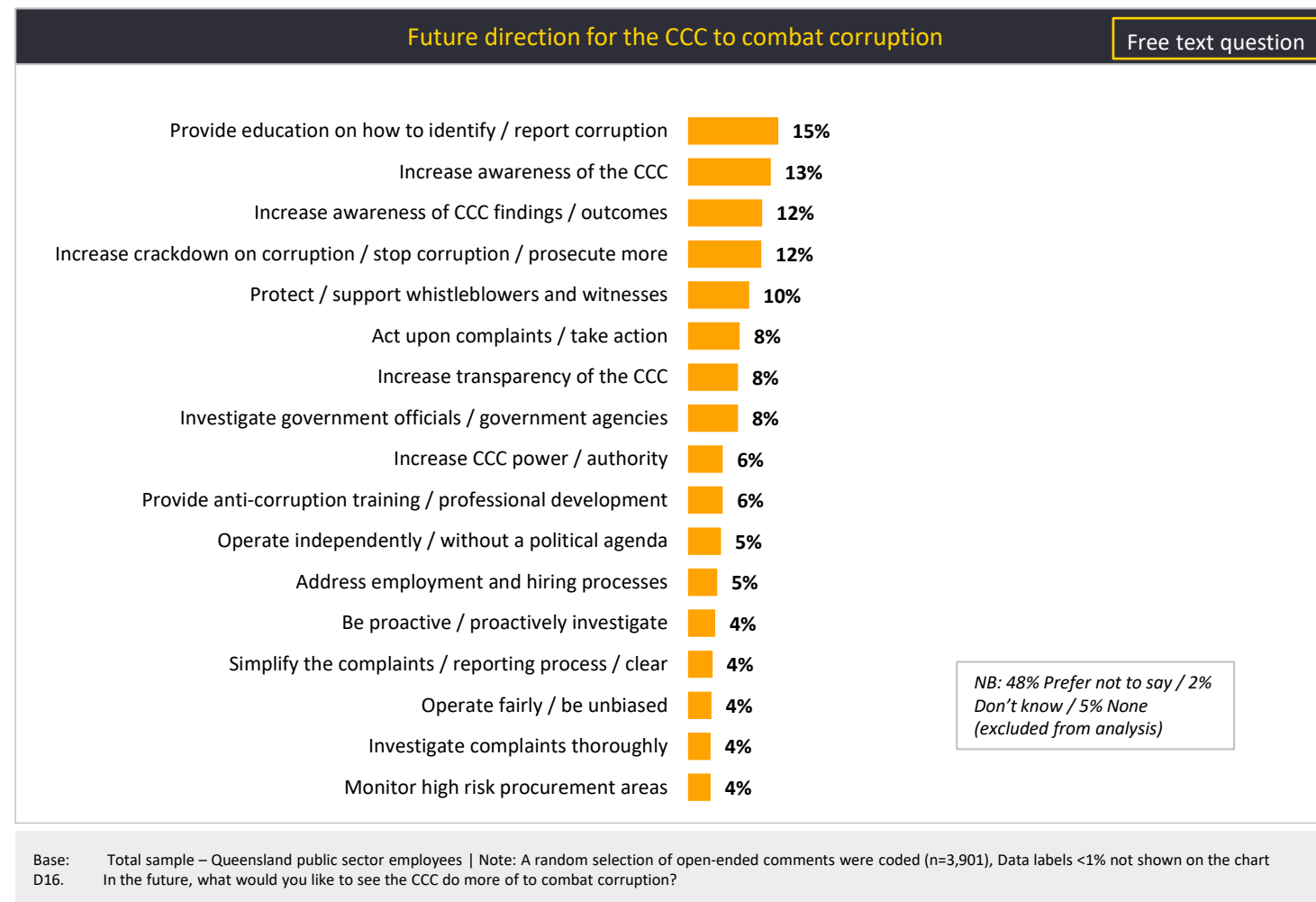
NB: 35% Prefer not to say / 6% None (excluded from analysis)

Base: Total sample – Queensland public sector employees | Note: A random selection of open-ended comments were coded (coded responses, n=3,157)
D18. What are your main concerns, if any, in reporting corruption?

Future direction for the CCC to combat corruption

Common suggestions on how to combat corruption include providing education on identifying and reporting corruption and increasing awareness of the CCC, its investigations and outcomes.

- Survey respondents were asked what they'd like to see the CCC do more of in the future in a bid to combat corruption.
- Amongst the 45% who provided a suggestion, some key themes emerge in what public sector employees would like to see:
 - **Educate:** Provide guidance and training on how to identify and report corruption (15%)
 - **Raise profile:** Increase awareness of the CCC (13%), and inform the public of investigation outcomes (12%)
 - **Take action:** Greater action taken and investigated (12%), with bigger consequences and penalties for those who are corrupt (12%)
 - **Protect:** Ensure that those reporting corruption, and their families, are protected from repercussions (10%).



Select verbatim suggestions for future direction of the CCC



Educate on how to identify and report corruption

"Provide more resources or training within public sector - aimed at all levels."

"Resources for employees on how to identify corruption, how to report, [and] what safeguards are in place for those who report."

"Have a more positive and community engagement focus [sic] - show how they support people in coming forward."

"Provide more examples to staff to ensure all staff know what is an offence and what isn't."

"More trainings with realistic examples of what corruption may look like in the workplace - tailored to each department."

"Be a bit more public facing about prevention, how to report corruption, how to identify corruption."

"Provide better education and communications promoting anti-corruptive behaviours. Provide resources to form part of annual independent auditing processes focussing not only on finance but other legislative and regulatory requirements."



Increase awareness of the CCC

"Publish more case studies and outcomes."

"Perhaps some yearly statistics to indicate the number of corruption instances that were reported, and what was done about them. If these statistics were incorporated into training modules (e.g. ELMO) it would help to get the message across that corruption will not be/is not tolerated."

"More awareness on who they are/what they've been investigating."

"Be more accessible to the common person and de-mystify their role in helping protect us."

"More education and raising awareness of their role to help the community better understand what they do, what they have investigated and what outcomes have occurred."

"Provide greater public view of instances of corruption which were found and appropriately dealt with, where there was no negative impact on the person/s who disclosed it. Have a more visible place in the public sector and local government so employees know what to look for and how to lodge a complaint."

"More visibility, keeping the public better informed of current investigations (where possible)."



Do more to prevent and respond to corruption

"More audits across government departments ensuring directors and managers are held accountable for any discrepancies."

"Seek harsher punishments for those who commit acts of corruption."

"Get tougher, more powers to properly investigate matters, address their own bias and not side with persuasive and powerful perpetrators."

"I believe the CCC needs to embed independent CCC staff within agencies and authorities, to prevent the CCC being given a sanitised version of the issues in that agency."

"More investigations into complaints."

"Actually prosecute those in high seats of power who are found guilty of corruption. E.g. do not just suggest that their resignation is a sufficient consequence for their corrupt actions."

"Have repercussions that enforce a fair community and may make people hesitate to be dishonest/corrupt."

"Make offenders accountable in a timely manner."

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