



Crime and Corruption Commission
QUEENSLAND

Corruption Perceptions Survey 2025

Queensland Police Service 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 Police Service employees (QPS employees)**. Note that, throughout this report, Queensland Police service officers and staff members have been referred to as QPS employees. Results obtained for other cohorts are reported separately.

About the CCC

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

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

Research objectives

Overall aim

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

1

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

2

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

3

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

4

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

Research method

An online survey of QPS employees was conducted between 28 March and 9 May 2025. 116 completed 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 median survey duration was 14.6 minutes.
- The CCC distributed the generic survey link to the QPS, who promoted the survey internally to employees.
- Overall, n=191 QPS employees commenced the survey, however our analysis and reporting is based on only those who completed the survey (n=116).
- The final achieved sample structure is shown opposite. These groups are presented in aggregate to preserve anonymity and group sample size.

QPS EMPLOYEE RESPONDENT SAMPLE STRUCTURE				
		No. of Surveys		¹ Max Margins of Error
		#	%	+/-
		116	100	9.0
Gender*	Man or male	54	47%	13.3
	Woman or female	43	37%	14.9
Tenure*	Up to 5 years	57	49%	12.9
	6+ years	49	42%	14.0
Location^	Brisbane	58	55%	12.9
	Other regions	47	45%	14.3

¹ of error shown are based on a research finding of 50% at the 95% Confidence Interval. This means, for the QPS 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 59.0% and 41.0% (i.e. 50% ±9.0%). A greater margin of error indicates a lower level of confidence that the result accurately represents the entire population.

Note: *‘Prefer not to say’ and ‘non-binary / use a different term’ responses not shown, ^‘Not valid’ postcodes not shown.

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 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)

Missing data: Where sample was too small to report the data quantitatively (n<25) the findings have not been included in this report.

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 (18-44, 45-54 and 55+) years. Several age ranges have been combined for the purposes of analysis. In the case of the QPS report, the primary reason is so that there is sufficient sample in each subgroup to allow for statistical comparisons.
- Location (Brisbane, other Qld)

- Tenure (Up to 5 years tenure in role, 6+ years)
- Management or leadership (Yes or No)
- Frontline/support or Corporate role

Subgroup analysis in the QPS report is limited by the sample size. As such, subgroup analysis performed in other reports (such as languages spoken at home, LGBTQIA+ status and disability/carer status) is not featured in this report.

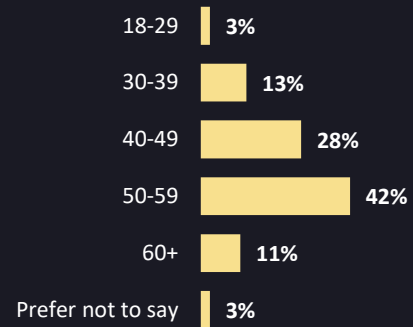
Comparisons by cohort (community, public sector, police, local council) are shown in the separate **Comparing Respondent Cohorts** report.

Profile of survey respondents

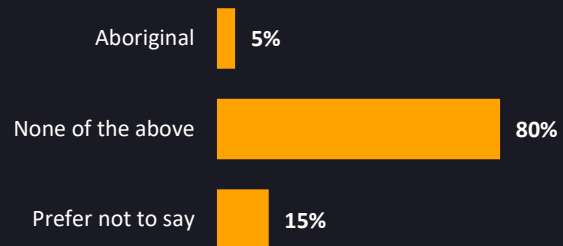


Respondent profile

Age

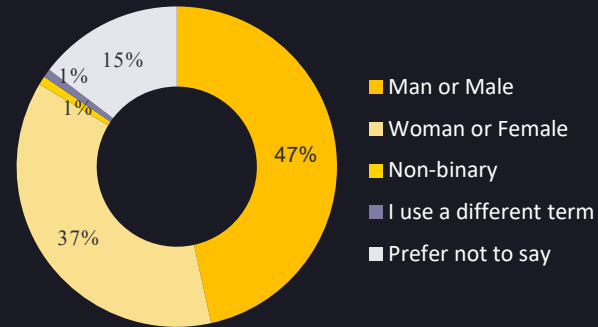


Indigenous status

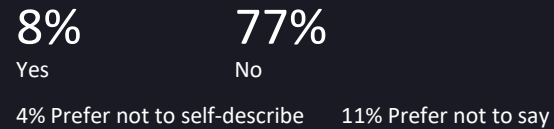


NB: No QPS respondents identified as Torres Strait Islander or Pacific Islander

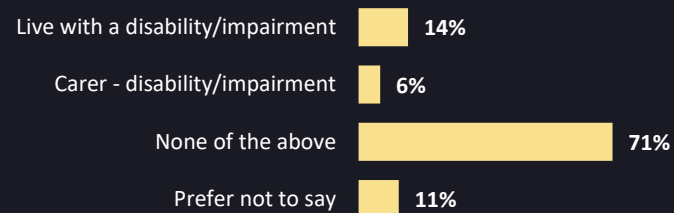
Gender



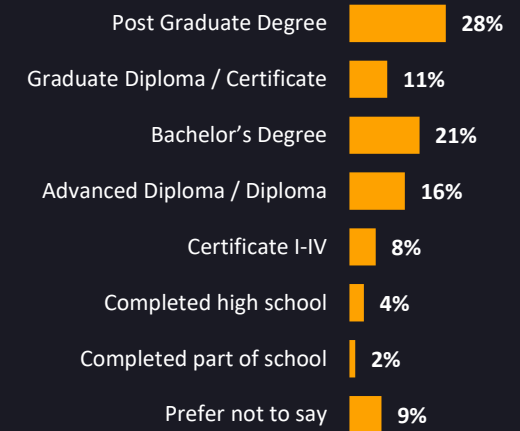
LGBTQIA+



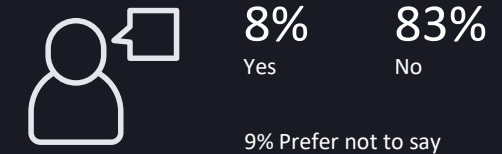
Disability status



Education

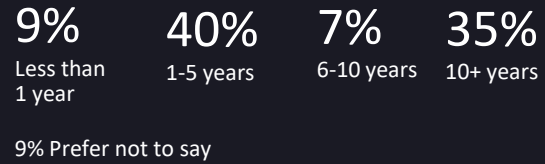


Regularly speaks a language other than English

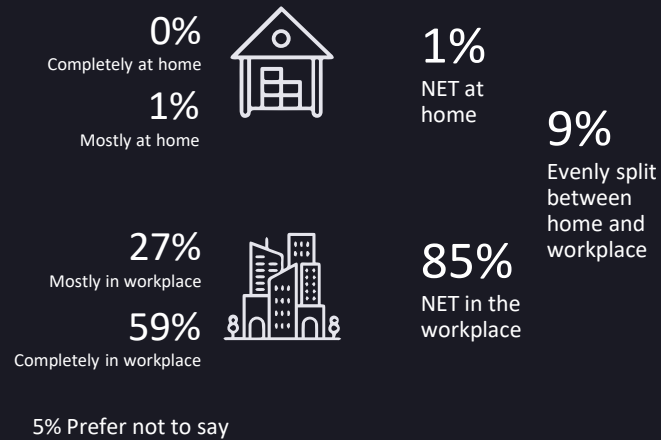


Respondent profile

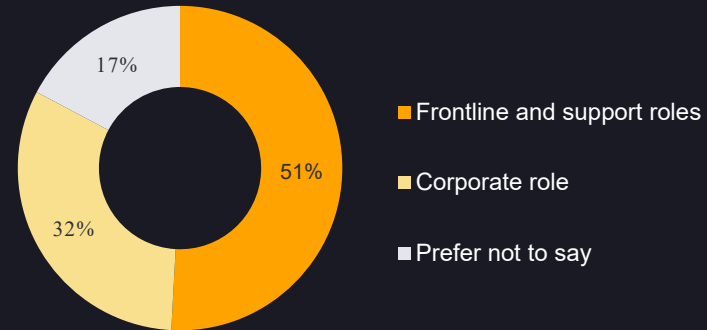
Tenure



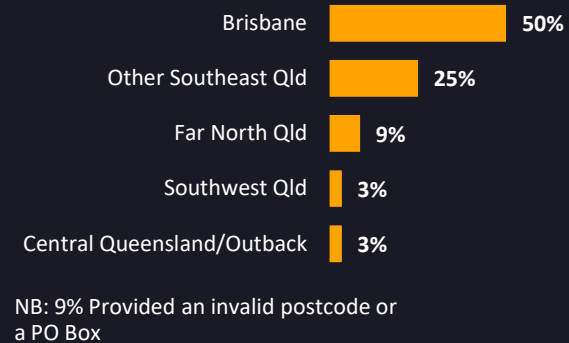
Work location



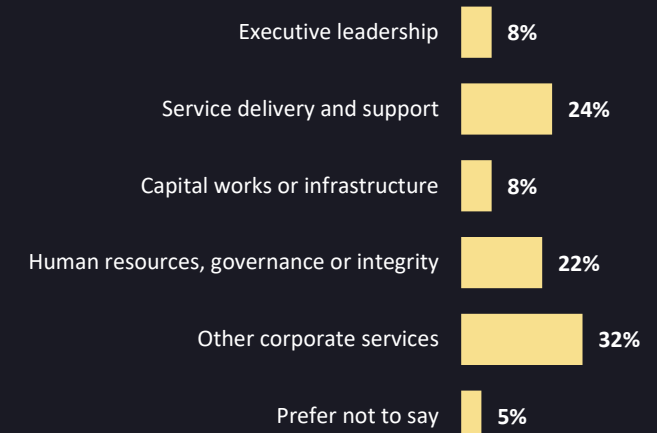
Role



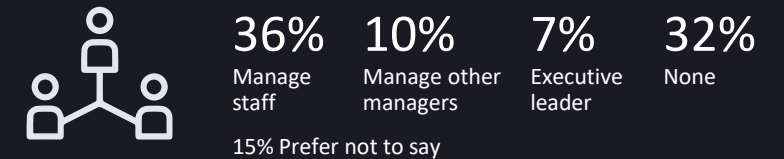
Location



Type of corporate role



Management role



Key findings



Summary of key findings

AWARENESS AND KNOWLEDGE



99% 'Aware' of the Crime and Corruption Commission (the CCC).

Virtually all Queensland Police Service (QPS) employees have heard of the CCC, and there is strong knowledge about the organisation.

Awareness of the CCC is near-universal amongst QPS employees (99%). Amongst those aware of the organisation, with half (51%) knowing a 'fair amount' or a 'great deal'.

Familiarity with the CCC is higher amongst QPS employees living in Brisbane (59%) when compared to those residing in other areas (37%).

There is a clear consensus that organisations like the CCC have an important role within Queensland.

Virtually all QPS employees (96%) believe it is 'very' or 'fairly' important Queensland has an independent anti-corruption agency. Interestingly, those with greater knowledge perceive the organisation's importance as less heightened compared to those who know less about the CCC (a 'small amount' or 'just the name') (100% vs. 92%).

TRUST IN INTEGRITY SYSTEMS



56% have a 'very high' or 'a fair amount' of trust in the CCC.

Most QPS employees have trust in the CCC.

Over half of QPS employees have at least a 'fair' amount of trust in the CCC (56%); 7% indicate that their trust level is 'very high'. Males (51%) are more likely than females (26%) to express lower levels of trust in the CCC ('not a lot' or 'no' trust), as are those in frontline and support roles when compared to their colleagues in corporate roles (59% vs. 17%).



65% would be comfortable lodging a complaint with the CCC



41% would be comfortable lodging complaint with their workplace

There is a preference for lodging complaints with an independent organisation.

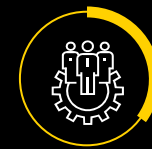
A majority of QPS employees report being comfortable lodging a corruption report with the CCC (65%), whilst far fewer (41%) agree that they would be comfortable lodging a complaint to their workplace.

Most QPS employees express a degree of confidence in the CCC's ability to perform its role, particularly in its function as an educator (64%). However, confidence wanes when it comes to overseeing public sector complaints handling (47%), detecting corruption (47%), and preventing corruption (45%), with fewer than half of employees feeling 'very' or 'fairly' confident in these areas.

LEVEL AND NATURE OF CORRUPTION



64% 'agree' corruption is a problem in Qld.



35% 'agree' corruption is a problem in their workplace.

There is strong acknowledgement that corruption exists in Queensland, and a majority perceive it to be a problem – though more so an external problem, than within the QPS.

Nine in ten (89%) QPS employees agree corruption happens in Queensland, with two thirds (64%) agreeing it is a problem. Corruption is thought to be more of a problem in local government (63% agree) and state government (59%) compared to the QPS as a whole (45%). One in three perceive it to be a problem in their workplace specifically (35%).



53% consider their workplace to be vulnerable to corruption

There are mixed views as to whether or not QPS workplaces are susceptible to corruption.

Just over half of QPS employees (53%) believe their workplace to be 'very' or 'fairly' vulnerable to corruption, whilst close to half (45%) consider it 'not very' or 'not at all' vulnerable.

Many corruption behaviours elicit high levels of concern amongst QPS employees.

The highest levels of concern are attached to corruption in government recruitment of senior positions (81% 'very' or 'fairly concerned') and complex government procurement for major projects (79%). Corruption in police response to domestic violence, and excessive force against detained youths, attract relatively lower concern (both 42%).

Summary of key findings

LEVEL AND NATURE OF CORRUPTION (cont.)

A high degree of corruption risk is associated with all behaviours assessed.

At least six in ten (62% to 85%) QPS employees consider each of the 14 behaviours tested as being 'definitely' or 'probably' a risk, with sizeable proportions perceiving them to be a 'definite' corruption risk.

Behaviours considered the highest risk include mishandling and misuse of confidential information (85%), bullying and harassment (83%), non-compliance with policies and procedures (82%) and problems in hiring and screening new employees (80%).

Issues relating to improper lobbying (64%) or bribery (62%), foreign interference (65%) and the improper sale or disposal of public assets (63%) are ranked lower risk, relative to other corruption risks identified.

QPS employee suggestions for CCC to combat corruption:

- **Act:** Take action and do something with complaints that are made.
- **Target:** Focus on particular areas of vulnerability such as investigating government officials and agencies, and addressing hiring processes.
- **Impact:** Inform the public of investigation outcomes, and increase the CCC's power and authority.

REPORTING AND RESPONSES TO CORRUPTION



39% of QPS employees witnessed corruption in the past 5 years, with a further 18% unsure, but thinking they may have.

More than half of QPS employees report having witnessed or suspected corruption in the previous 5 years (57%). Close to two in three (63%) of those who witnessed or suspected corruption went on to report it.

72%

would report corruption

There is a firm resolve to report corruption in the future; however, doubt exists as to whether meaningful action would be taken.

80%

would know if witnessing corruption

QPS employees are very confident they would be able to recognise corruption (80%), and seven in ten would report it (72%), despite there being an expectation of personal repercussions for many (58%).

29%

believe meaningful action would be taken

Relatively few employees, however, expect meaningful action would be taken as a result of their reporting of corruption (29% agree, 44% disagree).

Concerningly, there is an expectation that reporting corruption could lead to a loss of employment, with one in four 'strongly' agreeing that they could lose their job if they made a report (23%). A strong preference for anonymity in reporting is also apparent (47% agree).

There is a preference for reporting externally over reporting to their own workplace, however in practice employees have historically reported to the QPS or supervisors.

Half of QPS employees indicated that they do not prefer reporting internally within their workplace (49% disagree this is a preference). Amongst those who have reported corruption in the previous 5 years, however, the top reporting channels were QPS (58%) and the employee's supervisor or manager (39%). The CCC was the third most common reporting channel (29%). Similarly, for those who have not yet reported corruption, supervisors and managers are the most common reporting channel of choice (48%), followed by the CCC (42%).



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

QPS employees are most confident in the CCC's educational remit, and the integrity of its processes. Around six in ten employees are confident that the CCC can effectively educate on what corruption is (60% rate their confidence as 6-10/10) and provide easy access to prevention resources (58%).

Additionally, half are confident that the CCC would use its powers responsibly and be unbiased in their treatment of people who report corruption (both 53%).

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.



QPS employees who have witnessed corruption in the past 5 years

- There are several differences highlighted throughout the report that suggest the experience of witnessing corruption sets QPS employees apart from others in their perceptions of corruption. Those who witnessed corruption exhibit less confidence in the CCC's ability to perform its roles, and in their workplace's ability to manage complaints or encourage a culture of honesty and integrity. They are also less comfortable reporting either to the CCC or within their workplace.
- They are also more likely than others to expect personal repercussions if they were to report corruption, and less likely to believe that meaningful action would be taken.



QPS employees working in frontline or support roles

- When compared to their colleagues working in corporate roles, QPS employees who work in frontline or support roles tend to have less confidence in the CCC as an organisation but hold a more positive view of the QPS's resistance to corrupt behaviours.
- They are less likely to feel comfortable reporting to the CCC and/or to have confidence in the CCC's ability to perform its roles and manage complaints effectively and consistently.
- Conversely, those in frontline/support roles are more inclined to believe the QPS is resistant to corruption and have less concerns across several behaviours - including corruption in the handling of domestic and family violence cases involving QPS employees, responses to domestic and family violence and corruption in licence or permit processes.



QPS employees working in their role for 5 years or less

- QPS employees who have been in their role for 5 years or less tend to have more favourable views of the CCC's performance, and in the integrity of their workplace culture and the support provided by their workplace in relation to reporting corruption.
- They are more likely to express comfort in reporting corruption to their workplace, and to believe their workplace will do a good job in handling complaints. They are more likely to expect meaningful action will be taken when they report corruption, and to have a preference for reporting internally.
- When compared to longer tenured QPS employees, those in their role for up to 5 years also have a more positive view of the prevalence of corruption across the state and the public sector.

Awareness of the CCC



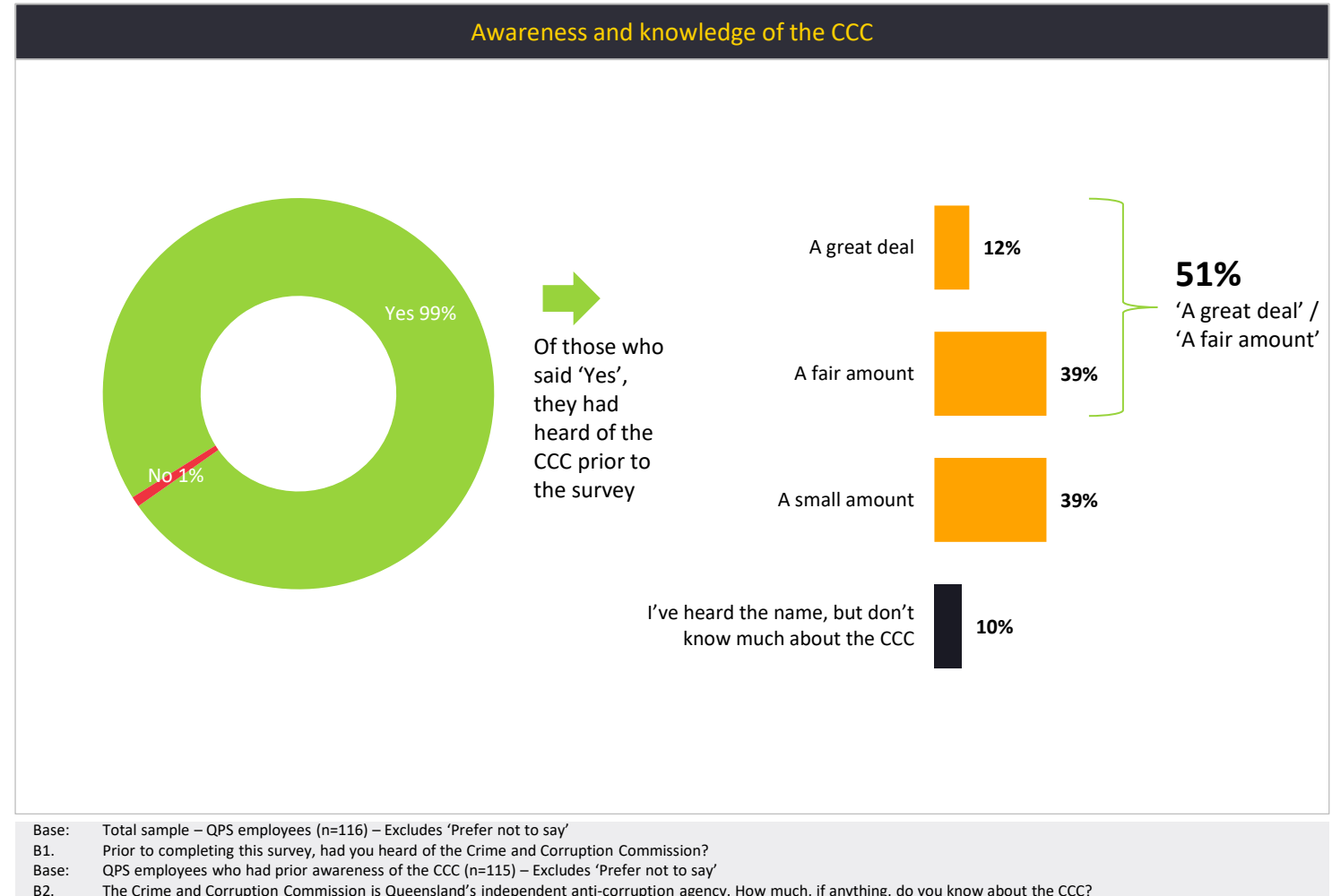
Awareness and knowledge of the CCC

There is near universal awareness of the CCC's existence amongst QPS employees, and strong knowledge about the organisation.

- Almost all (99%) QPS employees have heard of the CCC, and half (51%) of those aware of the organisation indicate knowing 'a great deal' or 'a fair amount' about it.
- Four in ten (39%) report knowing 'a small amount' about the CCC, with 10% having just a cursory knowledge – knowing the organisation by name only.

SUBGROUP DIFFERENCES

- Those living in Brisbane are more likely to know 'a great deal' or 'a fair amount' about the organisation (59%), when compared to their counterparts in other areas of Queensland (37%).



Importance of having an independent anti-corruption agency

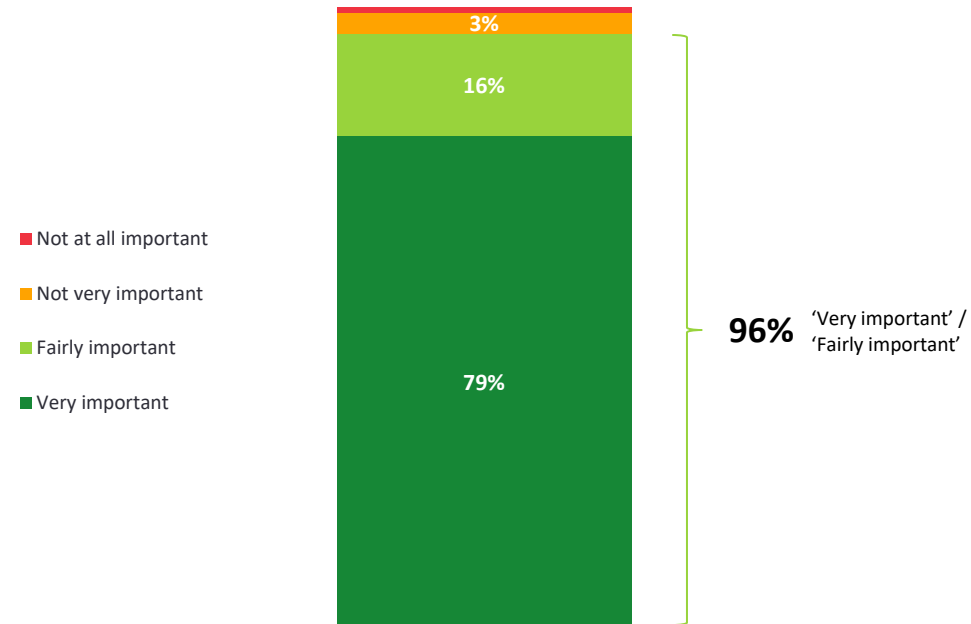
Virtually all QPS employees consider it important that Queensland has an independent anti-corruption agency like the CCC.

- Acknowledgement of the CCC's importance is almost unanimous, with 96% of QPS employees considering it 'very important' (79%) or 'fairly important' (16%) that Queensland has an independent anti-corruption agency.
- Very few QPS employees, just 4%, believe that is 'not very' or 'not at all' important that the CCC exists.

SUBGROUP DIFFERENCES

- Interestingly, individuals with limited knowledge of the CCC (those who know only a 'small amount' or not much about the organisation) are more likely to believe that it is important for Queensland to have an independent anti-corruption agency like the CCC, compared to those who have a 'fair amount' of knowledge (100% vs. 89%).
- Female QPS employees are far more inclined to place value on the CCC's existence, with 91% rating it as 'very important' when compared to males (74%).

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



Base: Total sample – QPS employees (n=116) – Excludes 'Don't know' | Note: Data labels <3% 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

	Total	Gender		Age			Location		Tenure		Management or leadership		Frontline/support or Corporate role	
		Man or Male	Woman or Female	18-44	45-54	55+	Brisbane	Other Qld	Up to 5 years	6 or more years	Yes	No	Frontline and support roles	Corporate role
	(n=116)	(n=54)	(n=43)	(n=27*)	(n=48)	(n=38)	(n=58)	(n=47)	(n=57)	(n=49)	(n=62)	(n=37)	(n=59)	(n=37)
Have heard of the CCC	99%	100%	98%	96%	100%	100%	100%	98%	98%	100%	98%	100%	100%	97%
	(n=115)	(n=54)	(n=42)	(n=26*)	(n=48)	(n=38)	(n=58)	(n=46)	(n=56)	(n=49)	(n=61)	(n=37)	(n=59)	(n=36)
How much, if anything, do you know about the CCC?														
A great deal	12%	15%	10%	8%	15%	13%	16%	9%	14%	10%	15%	5%	15%	6%
A fair amount	39%	41%	36%	35%	38%	45%	43%	28%	41%	37%	38%	41%	41%	44%
A small amount	39%	37%	43%	46%	38%	34%	31%	52%	36%	47%	41%	41%	36%	39%
I've heard the name, but don't know much about the CCC	10%	7%	12%	12%	10%	8%	10%	11%	9%	6%	7%	14%	8%	11%
	(n=116)	(n=54)	(n=43)	(n=27*)	(n=48)	(n=38)	(n=58)	(n=47)	(n=57)	(n=49)	(n=62)	(n=37)	(n=59)	(n=37)
% Very / fairly important for Qld to have an independent anti-corruption agency like the CCC	96%	94%	100%	96%	94%	97%	97%	98%	93%	100%	95%	97%	95%	97%

Note: *Data is considered indicative only due to small sample size (n<30)

Base: Total sample – QPS employees (n=116)
 Base: QPS employees who had prior awareness of the CCC (n=115) – Excludes 'Prefer not to say'
 Base: Total sample – QPS employees (n=116) – Excludes 'Don't know'

B1. Prior to completing this survey, had you heard of the Crime and Corruption Commission?
 B2. The Crime and Corruption Commission is Queensland's independent anti-corruption agency. How much, if anything, do you know about the CCC?
 B3. How important do you think it is for Queensland to have an independent anti-corruption agency like the Crime and Corruption Commission?

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

Trust in integrity systems



Trust in the CCC

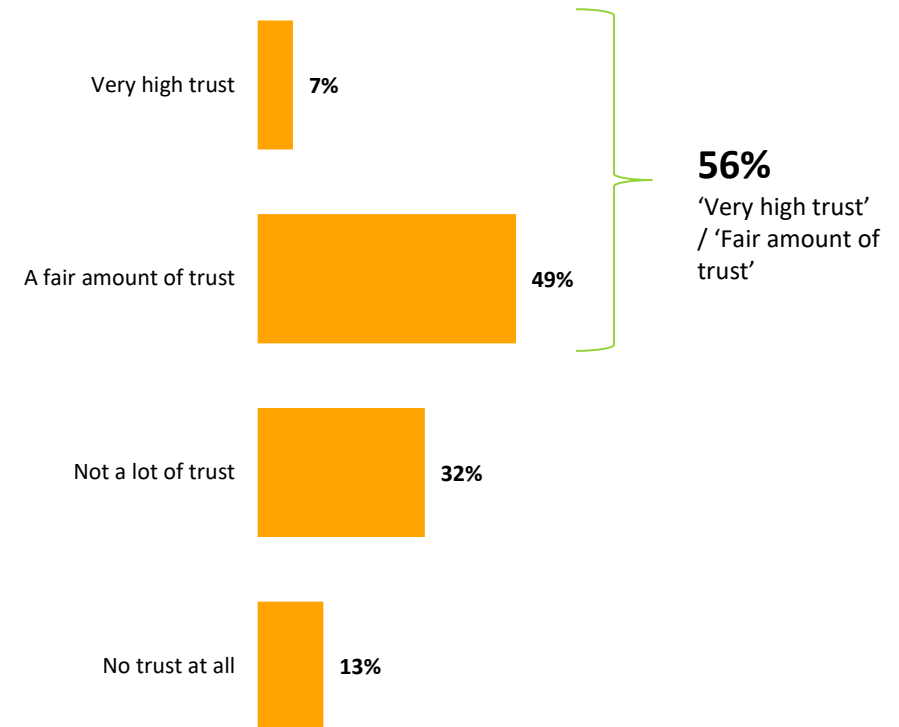
Most QPS employees trust the CCC, though 'very high' levels of trust are less apparent.

- Over half of QPS employees (56%) have at least a 'fair' amount of trust in the CCC, however just 7% indicate that their trust level is 'very high'.
- One in three QPS employees (32%) report having 'not a lot' of trust in the CCC, and a further 13% have 'no trust at all'.

SUBGROUP DIFFERENCES

- Male QPS employees are more inclined to hold little trust in the CCC (51% 'not a lot' or 'no' trust) compared to females (26%).
- Similarly, those working in frontline and support roles are more likely to report 'not a lot' or 'no' trust in the CCC (59%) when compared to those in corporate roles (17%).

Level of trust in the CCC



Base: Total sample – QPS employees (n=104) – 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

	Total (n=104)	Gender		Age			Location		Tenure		Management or leadership		Frontline/support or Corporate role	
		Man or Male (n=49)	Woman or Female (n=39)	18-44 (n=21)	45-54 (n=45)	55+ (n=35)	Brisbane (n=54)	Other Qld (n=39)	Up to 5 years (n=53)	6 or more years (n=43)	Yes (n=58)	No (n=32)	Frontline and support roles (n=54)	Corporate role (n=35)
Very high trust	7%	10%	5%	-	7%	9%	6%	5%	9%	5%	7%	6%	6%	9%
A fair amount of trust	49%	39%	69%	-	40%	46%	56%	49%	57%	42%	52%	56%	35%	74%
Not a lot of trust	32%	39%	18%	-	38%	37%	30%	31%	28%	35%	29%	28%	43%	14%
No trust at all	13%	12%	8%	-	16%	9%	9%	15%	6%	19%	12%	9%	17%	3%
‘Very high / fair’ amount of trust	56%	49%	74%	-	47%	54%	61%	54%	66%	47%	59%	63%	41%	83%

Base: Total sample – QPS employees (n=104) – Excludes ‘Don’t know’ and ‘Prefer not to say’
D14. In general, how much trust do you have in the Crime and Corruption Commission?
Note: Data for subgroups with a base size lower than n=25 is not displayed in this table.

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

Comfort with lodging corruption complaints with the CCC

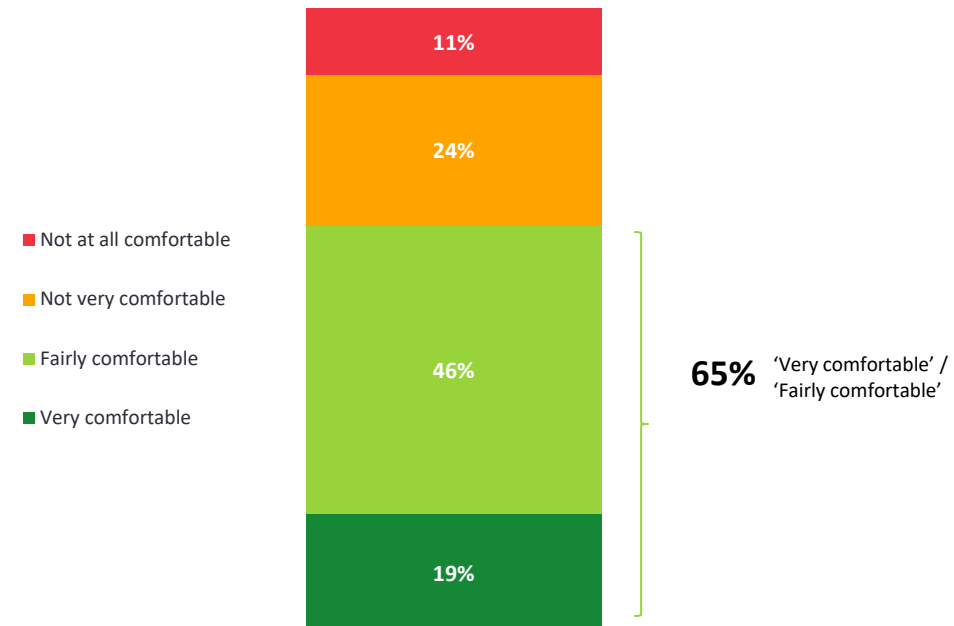
The majority of QPS employees would feel comfortable lodging a complaint with the CCC.

- Two in three QPS employees express a degree of comfort in reporting to the CCC (65%). One in five employees are very comfortable with the idea of reporting to the CCC (19%) with a further 46% indicating they are 'fairly comfortable'.
- However, a sizeable proportion of QPS employees have some hesitation in reporting to the CCC, with one in three (35%) either 'not very' or 'not at all' comfortable in doing so.

SUBGROUP DIFFERENCES

- QPS employees who have witnessed corruption, or may have witnessed corruption, in the past 5 years are far less likely to be 'very' or 'fairly' comfortable reporting it to the CCC than those who haven't (55% vs. 85%).
- Those working in frontline or support roles are also less inclined to feel comfortable in reporting to the CCC (58% 'very' or 'fairly' comfortable) when compared to those in corporate roles within the QPS (78%).

Comfort with lodging corruption complaints with the CCC

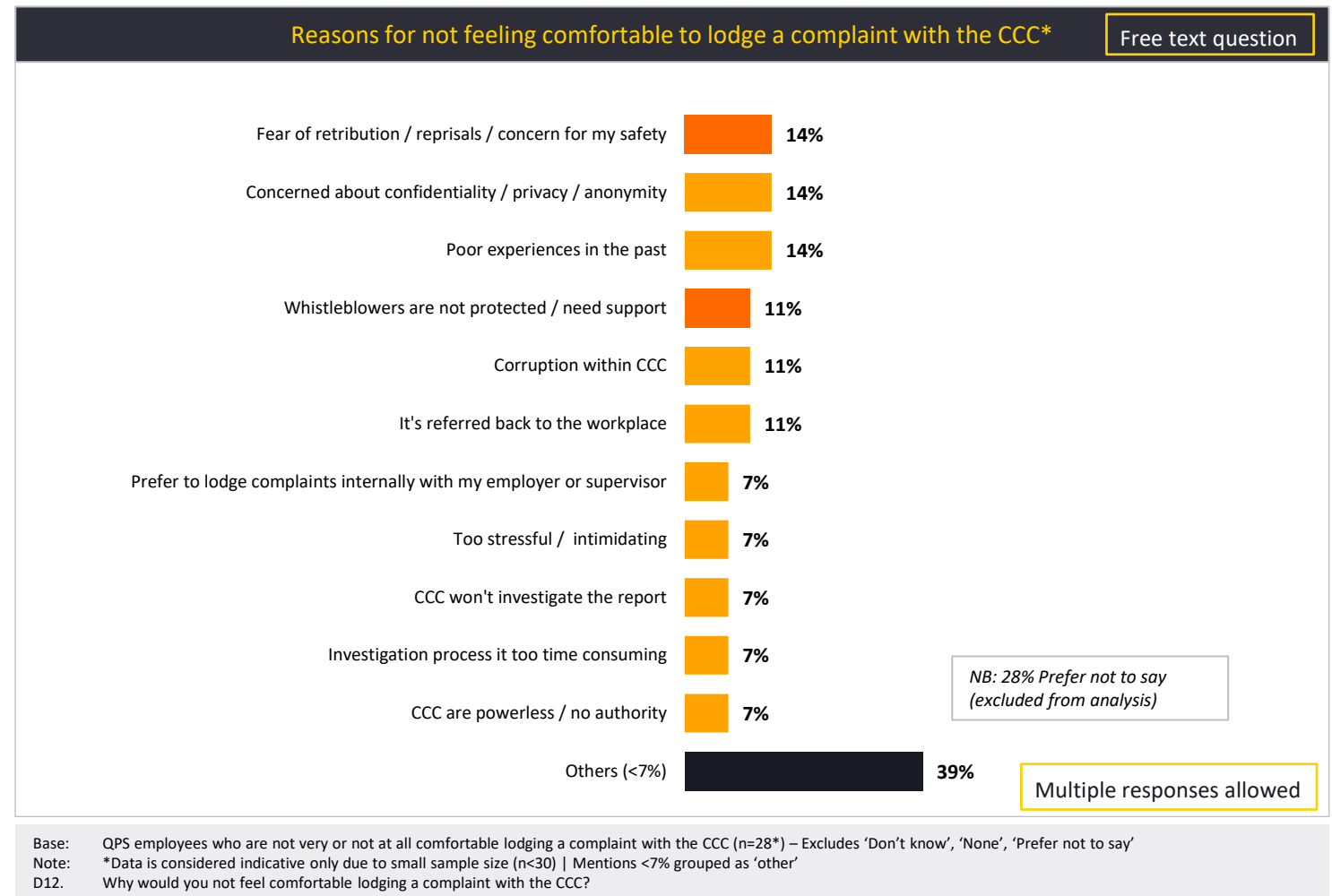


Base: Total sample – QPS employees (n=112) – Excludes 'Don't know'
 D11. If you had information about corruption, how comfortable would you feel lodging your complaint with the Crime and Corruption Commission?

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

A fear of personal repercussions is the most common reason for not feeling comfortable making a report to the CCC.

- Amongst the 72% who provided a reason for not feeling comfortable to lodge a complaint with the CCC, a broad range of reasons were provided, of which the highest occurring responses are listed. Reasons mentioned by fewer than two people (less than 7%) have been grouped into 'other'.
- Amongst the one in three (35%) QPS employees who indicate not feeling comfortable lodging a complaint with the CCC, the most common deterrent is a fear of personal repercussions for doing so (NET 29%) – either fear of retribution (14%), whistleblowers not being supported (11%) and/or an anticipated negative impact on career (4%, not shown on chart).
- Concerns over confidentiality or anonymity (14%) and having had a poor experience in the past (14%) are also more common barriers to reporting corruption to the CCC.



Verbatim reasons for not feeling comfortable to lodge a complaint



Fear of personal repercussions

"High rank officers have proven time and time again that they will target those that report and seem to have a lot of friends who advise them of confidential information."

"The nature of corruption and potential serious consequences and stress for me."

"I have seen on the evening news many examples of whistle-blowers being crucified, so why would any sane person make a bad situation even worse for themselves?"

"Because you don't know what the consequences will be for you who reported it and if it would drag out for a long time or if I had to go to court etc."

"As a Contractor, I know that it would be easier to get rid of me (the whistle blower) than dealing with the issue reported."



Anonymity concerns

"Lack of anonymity - last report was passed back to my workplace to investigate after I was told they would also need to include my details."

"I would be unsure of the process and concerned about my identity being revealed to the accused."

"No anonymity. Complaints come out with your name plastered all over it. Persons in control of the complaints, always let others know who reported it. Doesn't take long for this to be known."

"I know my manager would find out that I had reported."

"I would not feel comfortable because QPS members work within the CCC. Nothing is confidential, it would be leaked and then you are tainted."

"I don't know enough about CCC or their processes. If it is anything like the QPS ESC, they would just come through the workplace, issue penalties that are inadequate and leave the victims having to battle the toxic workplace left behind. I would have to know that I would be supported after lodging the complaint and that my identity would not be revealed."



Lack of faith in the CCC

"A colleague reported strongly suspected corruption to the CCC some years ago, but nothing resulted from it. This behaviour was later revealed in an inquiry, so the lack of response from the CCC was extremely disappointing."

"Ongoing incompetence and taking an unreasonable and excessive amount of time to investigate."

"Having done it before, I know how quickly they dismiss allegations without proper investigation. Witnesses were named however not spoken to prior to the complaint being dismissed."

"I believe the CCC is nothing more than a government tool for whipping operational police if it feels its agenda is being questioned. It is blatantly obvious corruption is taking place at the higher levels of government however no action is ever taken."

"They have a reputation for running poor prosecutions. They are not supportive of police officers acting in the performance of their duty."

"CCC handball everything back to QPS saying 'Not our job' when keeping the QPS honest was why the CJC was created (Then CMC then CCC). Process abuse is corruption. Manipulating the discipline system to protect cronies or persecute whistle blowers IS CORRUPTION."

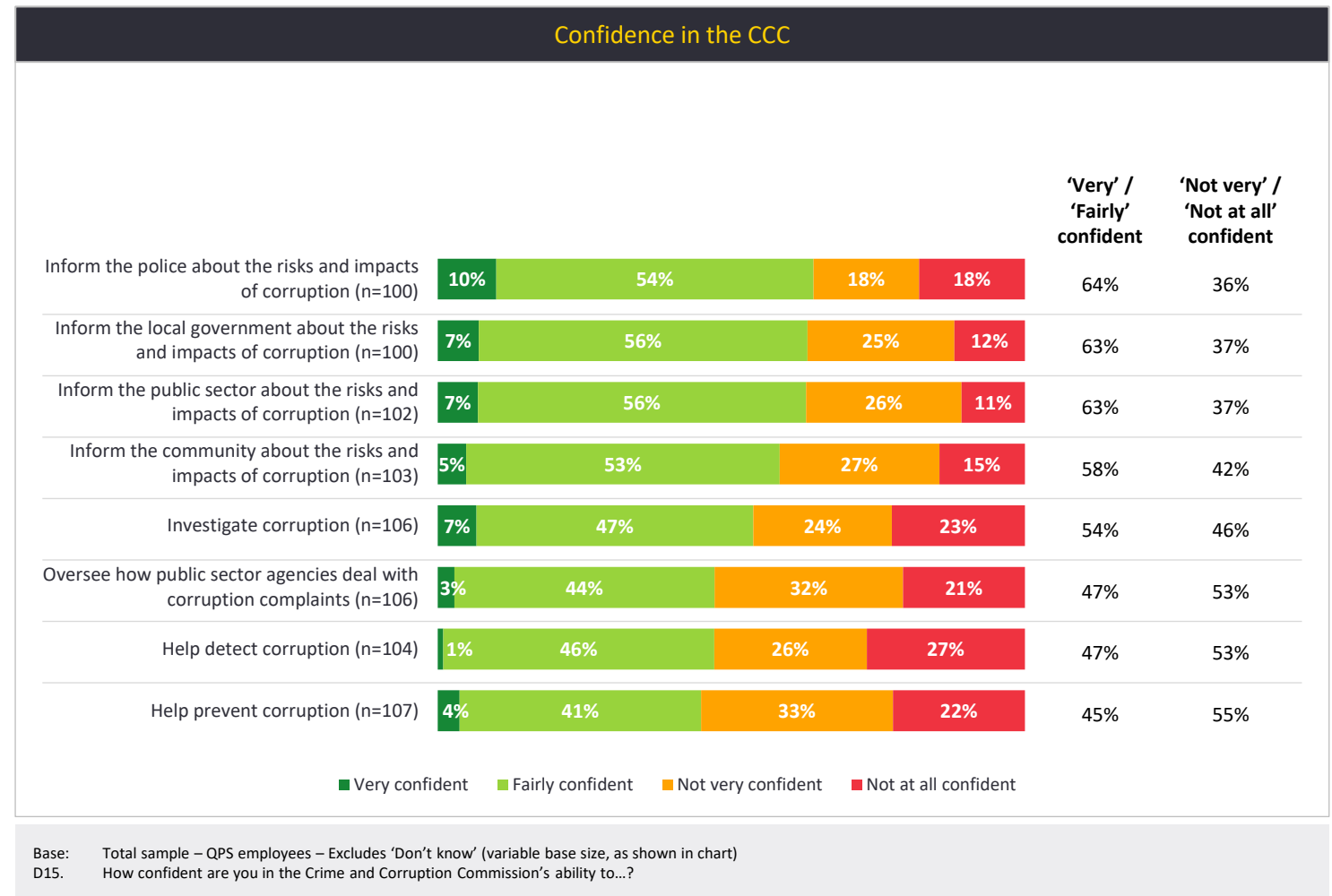
Confidence in the CCC

QPS employees tend to have confidence in the CCC to perform its role as an educator, however, are less confident in its ability to perform across other aspects of its role.

- Around six in ten or more QPS employees are confident in the CCC's ability to inform various cohorts about the risks and impacts of corruption – the police (64% 'very' or 'fairly' confident), local government (63%), public sector (63%), and the community (58%).
- They exhibit lower levels of confidence in the CCC's ability to help prevent (45%), detect (47%) or investigate corruption (54%), and to oversee public sector complaints handling (47%). For each of these aspects, at least one in five employees indicate they are 'not at all confident' in the CCC's ability to perform this role.

SUBGROUP DIFFERENCES

- Those who have witnessed corruption are significantly less likely to be 'very' or 'fairly' confident in the CCC's ability to deliver each of these aspects of its role.
- Females tend to have more confidence than males in the CCC's ability to inform the community about the risks and impacts of corruption (72% vs. 47% 'very' or 'fairly confident') and in its ability to help detect corruption (65% vs. 40%).
- QPS employees working in corporate roles are more likely than those in frontline or support roles to have confidence in the CCC's ability to perform all its functions, as are those who have been working in their role for up to 5 years when compared to their longer tenured counterparts.



Confidence in the CCC by subgroup

'Very confident' / 'Fairly confident'	Total (n=100-107)	Gender		Age			Location		Tenure		Management or leadership		Frontline/support or Corporate role	
		Man or Male (n=47-52)	Woman or Female (n=35-39)	18-44 (n=20-23)	45-54 (n=41-46)	55+ (n=34-36)	Brisbane (n=48-53)	Other Qld (n=40-44)	Up to 5 years (n=51-56)	6 or more years (n=40-45)	Yes (n=52-59)	No (n=31-32)	Frontline and support roles (n=53-55)	Corporate role (n=31-36)
Inform the police about the risks and impacts of corruption	64%	62%	73%	-	59%	61%	71%	59%	76%	51%	67%	66%	57%	81%
Inform the local government about the risks and impacts of corruption	63%	61%	74%	-	62%	59%	67%	59%	75%	48%	62%	69%	51%	84%
Inform the public sector about the risks and impacts of corruption	63%	60%	69%	-	58%	61%	65%	63%	70%	50%	61%	66%	56%	72%
Inform the community about the risks and impacts of corruption	58%	47%	72%	-	58%	50%	62%	59%	67%	49%	56%	69%	46%	82%
Investigate corruption	54%	50%	67%	-	53%	47%	60%	52%	70%	36%	58%	58%	41%	76%
Oversee how public sector agencies deal with corruption complaints	47%	44%	59%	-	40%	46%	57%	41%	68%	24%	45%	56%	35%	64%
Help detect corruption	47%	40%	65%	-	41%	47%	56%	42%	59%	36%	48%	55%	39%	66%
Help prevent corruption	45%	42%	58%	-	37%	42%	49%	47%	57%	31%	44%	56%	37%	64%

Base: Total sample – QPS 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...?

Note: Subgroups with a base size lower than n=25 are not displayed in this table.

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

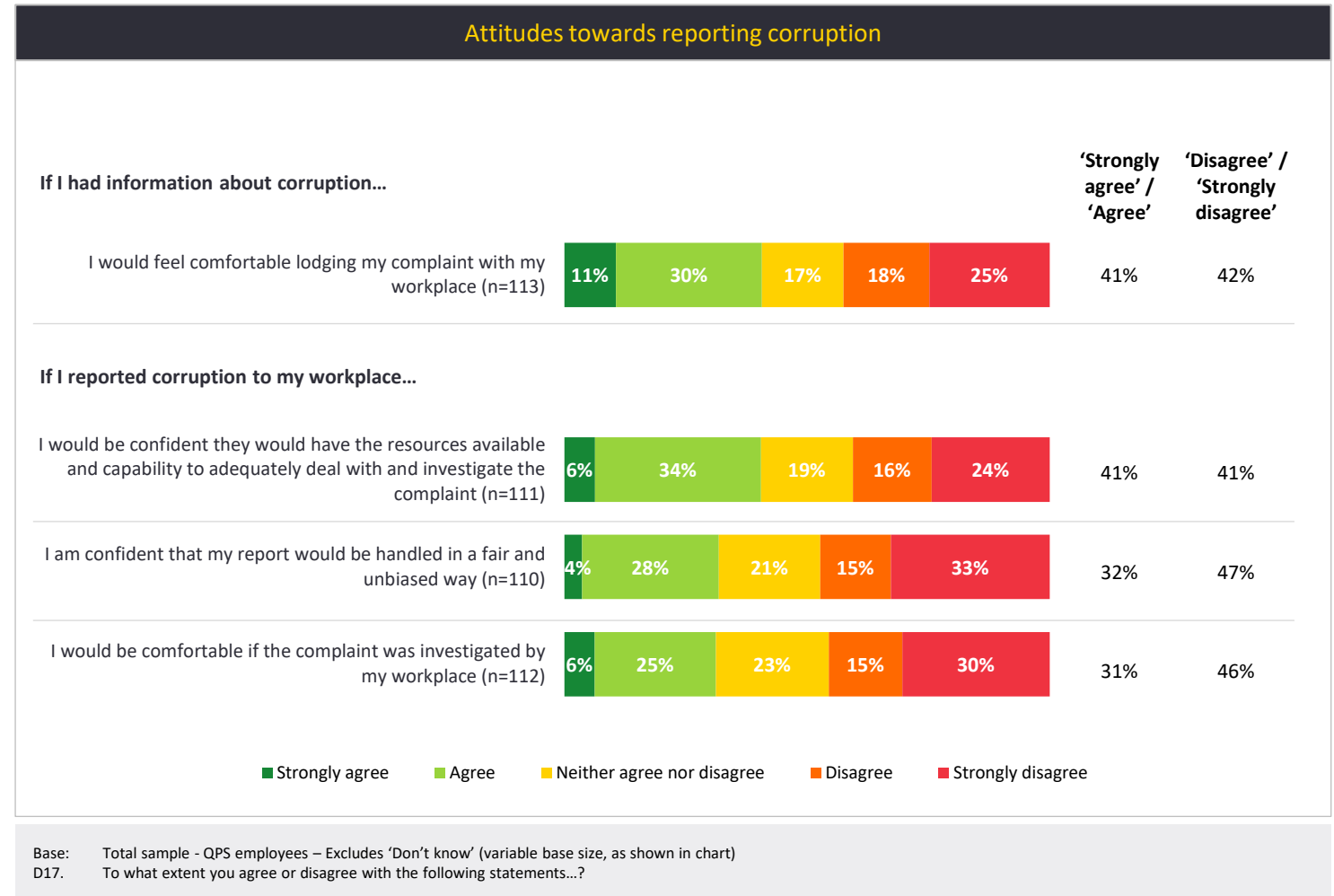
Attitudes towards reporting corruption

QPS employees' comfort and confidence with reporting corruption is mixed.

- Four in ten (41%) QPS employees agree they would feel comfortable lodging a complaint with their workplace if they had information about corruption, whilst a similar proportion (42%) disagree.
- Similarly, agreement is mixed in terms of confidence that their workplace would have the resources available to adequately deal with and investigate a complaint (41% agree, 41% disagree).
- Employees have less confidence in fair and unbiased handling of reports and less comfort with QPS managing complaints. Nearly half disagree that they would be confident in their report being handled fairly (47%) or comfortable with internal investigation (46%).

SUBGROUP DIFFERENCES

- Those who have witnessed or suspected corruption in the past 5 years are less likely to be comfortable reporting corruption in their workplace and less confident in the process (being less likely to agree with all statements tested).
- Shorter tenured employees (being in their role for up to 5 years) are more likely than others to express comfort and confidence across all reporting sentiments tested.





Attitudes towards reporting corruption by subgroup

'Strongly agree' / 'Agree'	Total	Gender		Age			Location		Tenure		Management or leadership		Frontline/support or Corporate role	
		Man or Male	Woman or Female	18-44	45-54	55+	Brisbane	Other Qld	Up to 5 years	6 or more years	Yes	No	Frontline and support roles	Corporate role
		(n=52-54)	(n=40-43)	(n=23-24)	(n=47-48)	(n=36-38)	(n=54-56)	(n=44-46)	(n=54-55)	(n=47-49)	(n=58-61)	(n=35-37)	(n=58-59)	(n=33-36)
If I had information about corruption...	(n=113)													
I would feel comfortable lodging my complaint with my workplace	41%	50%	35%	-	33%	45%	36%	43%	53%	33%	38%	51%	44%	42%
If I reported corruption to the government department or agency the corruption happened in...	(n=110-112)													
I would be confident they would have the resources available and capability to adequately deal with and investigate the complaint	41%	47%	38%	-	38%	47%	32%	45%	53%	28%	35%	49%	39%	45%
I am confident that my report would be handled in a fair and unbiased way	32%	38%	33%	-	23%	42%	28%	33%	50%	15%	29%	39%	36%	30%
I would be comfortable if the complaint was investigated by my workplace	31%	37%	33%	-	23%	39%	27%	38%	44%	23%	26%	43%	34%	35%

Base: Total sample - QPS employees – Excludes 'Don't know' (variable base size, as shown in table)

D17. To what extent you agree or disagree with the following statements...?

Note: Subgroups with a base size lower than n=25 are not displayed in this table.

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

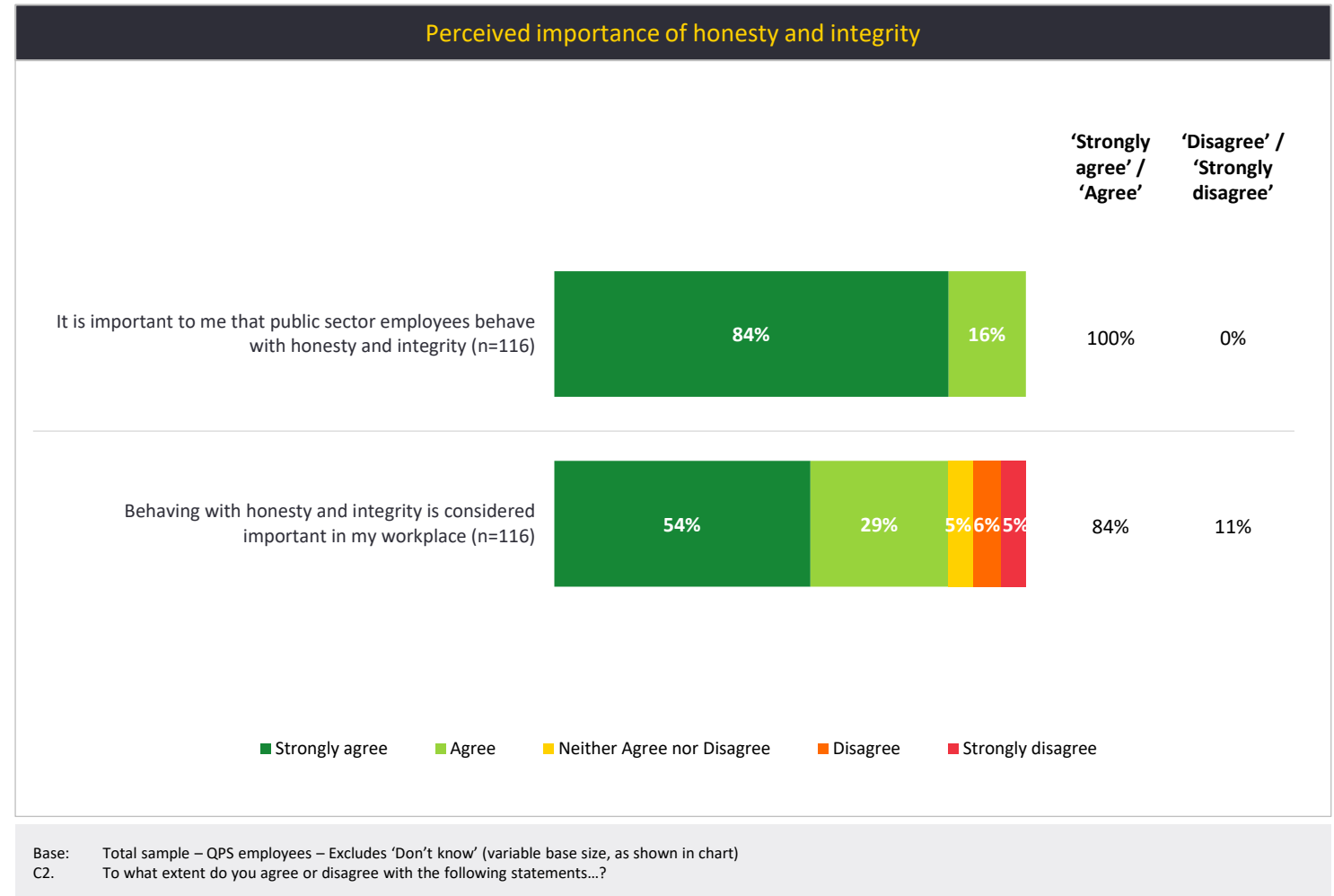
Importance of honesty and integrity

QPS employees overwhelmingly believe that public sector employees should behave with honesty and integrity, and the vast majority agree that this sentiment is shared within the QPS.

- All respondents agree that it is important to them that public sector employees behave with honesty and integrity, with 84% 'strongly' agreeing with this sentiment.
- Whilst relatively fewer believe that behaving with honesty and integrity is considered important within their workplace, this is nonetheless a widely held view for QPS employees (84%), with over half (54%) 'strongly' agreeing this is the case.

SUBGROUP DIFFERENCES

- Those who have not witnessed or suspected corruption in the past 5 years are far more likely than others to believe that behaving with honesty and integrity is considered important in their workplace (95% 'strongly agree' or 'agree'), whilst those who consider they have definitively witnessed corruption are less likely to believe this (73%).
- QPS employees who have been in their role for up to 5 years are more likely to believe that their workplace considers behaving with honesty and integrity as important (91%) when compared to their longer tenured colleagues (78%).



Level and nature of corruption



Vulnerability to corruption in the workplace

QPS employees express mixed views on whether their workplace is vulnerable to corruption.

- Just over half of employees (53%) believe their workplace to be 'very' or 'fairly' vulnerable to corruption.
- Close to a half (45%) consider it 'not very' or 'not at all' vulnerable.

SUBGROUP DIFFERENCES

- Perceptions of vulnerability to corruption are higher for QPS employees who have witnessed corruption (76% 'very' or 'fairly' vulnerable) when compared to those who have not observed or suspected corruption in the past 5 years (26%).
- Employees in frontline or support roles hold a more positive view of corruption within the QPS, with half (51%) believing their workplace to be 'not very' or 'not at all' vulnerable to corruption. This compares to 29% of those in corporate roles.
- Shorter tenured QPS employees are also more likely to consider their workplace resistant to corruption (55% 'not very' or 'not at all vulnerable') when compared to those working in their role for 6 years or longer (33%).

Vulnerability to corruption in the workplace



Base: Total sample – QPS employees (n=112) – Excludes 'Don't know'
C6. Overall, how vulnerable do you believe your workplace is to corruption?

Prevalence of corruption in Queensland

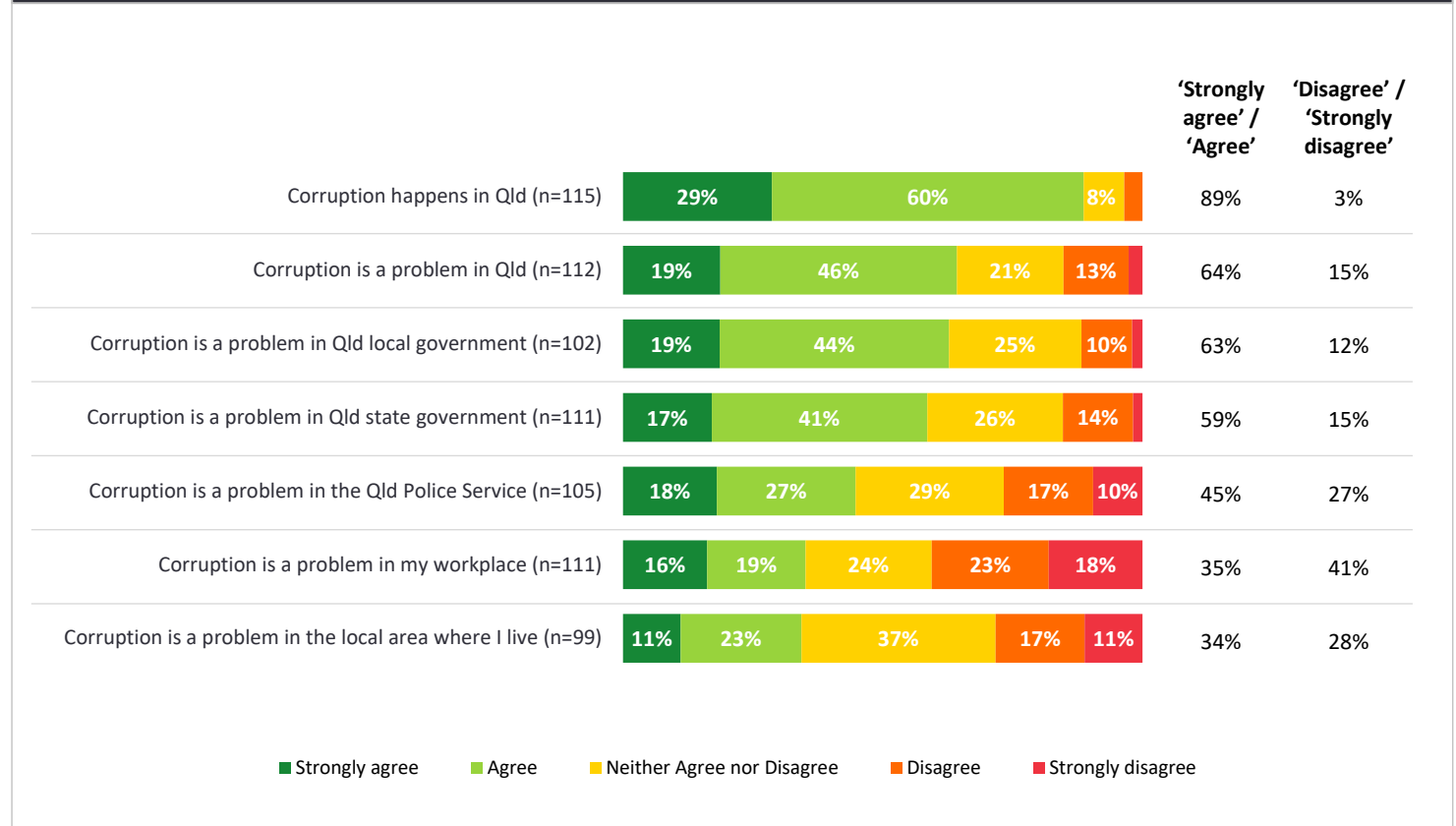
There is strong acknowledgement that corruption occurs in Queensland, and a majority agree that it is a problem within the state.

- Nine in ten QPS employees (89%) agree that corruption happens in Queensland, with 29% 'strongly' agreeing with this sentiment. Just 3% disagree with this statement.
- The extent to which corruption is perceived as a problem across different cohorts differs. QPS employees are more likely to believe corruption to be a problem in local (63% 'strongly agree' or 'agree') or state (59%) government than they are within the QPS (45%), their workplace (35%) or the area they live in (34%).
- Interestingly, there is a stronger belief that corruption is an issue across the QPS more broadly, than within employees' own workplaces.

SUBGROUP DIFFERENCES

- Perhaps unsurprisingly, those who have witnessed corruption in the previous 5 years are more likely than others to consider it a problem across all facets of the Queensland public sector.
- Female employees are far more likely than their male counterparts to consider corruption a problem within the QPS (63% vs. 29% 'Strongly agree' or 'Agree').
- QPS employees who have worked in their role for 6 years+ are more likely than others to agree that corruption exists and is a problem across the public sector, more likely to indicate that it happens in Queensland (96%), and is a problem in state government, the QPS and their workplace (71%, 59% and 50% respectively).

Perceived prevalence of corruption in Queensland





Base: Total sample – QPS employees – Excludes 'Don't know' (variable base size, as shown in chart) | Note: Data labels <4% not shown on the chart
 C1. To what extent do you agree or disagree with the following statements...?

Prevalence of corruption in Queensland by subgroup

'Strongly agree' / 'Agree'	Total (n=99-115)	Gender		Age			Location		Tenure		Management or leadership		Frontline/support or Corporate role	
		Man or Male (n=49-54)	Woman or Female (n=31-43)	18-44 (n=22-26)	45-54 (n=43-48)	55+ (n=32-38)	Brisbane (n=47-58)	Other Qld (n=42-46)	Up to 5 years (n=47-56)	6 or more years (n=41-49)	Yes (n=52-62)	No (n=30-36)	Frontline and support roles (n=53-58)	Corporate role (n=26-37)
Corruption happens in Queensland	89%	87%	88%	88%^	94%	82%	84%	96%	80%	96%	82%	94%	88%	86%
Corruption is a problem in Queensland	64%	65%	64%	68%^	70%	55%	60%	69%	57%	73%	55%	69%	64%	59%
Corruption is a problem in Queensland local government	63%	61%	57%	-	73%	50%	61%	68%	62%	67%	64%	60%	57%	72%^
Corruption is a problem in Queensland state government	59%	60%	53%	-	63%	47%	54%	67%	47%	71%	54%	60%	60%	53%
Corruption is a problem in the Queensland Police Service	45%	29%	63%	44%^	40%	50%	44%	44%	31%	59%	36%	50%	42%	44%
Corruption is a problem in my workplace	35%	32%	31%	27%^	40%	34%	32%	34%	18%	50%	29%	33%	35%	26%
Corruption is a problem in the local area where I live	34%	28%	35%	-	33%	28%	30%	45%	33%	34%	29%	33%	28%	38%^

Base: Total sample – QPS 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...?
 Note: Subgroups with a base size lower than n=25 are not displayed in this table.

Note: ^Data is considered indicative only due to small sample size (n<30)

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

Concern about corrupt behaviours in Queensland

Higher ranked concerns

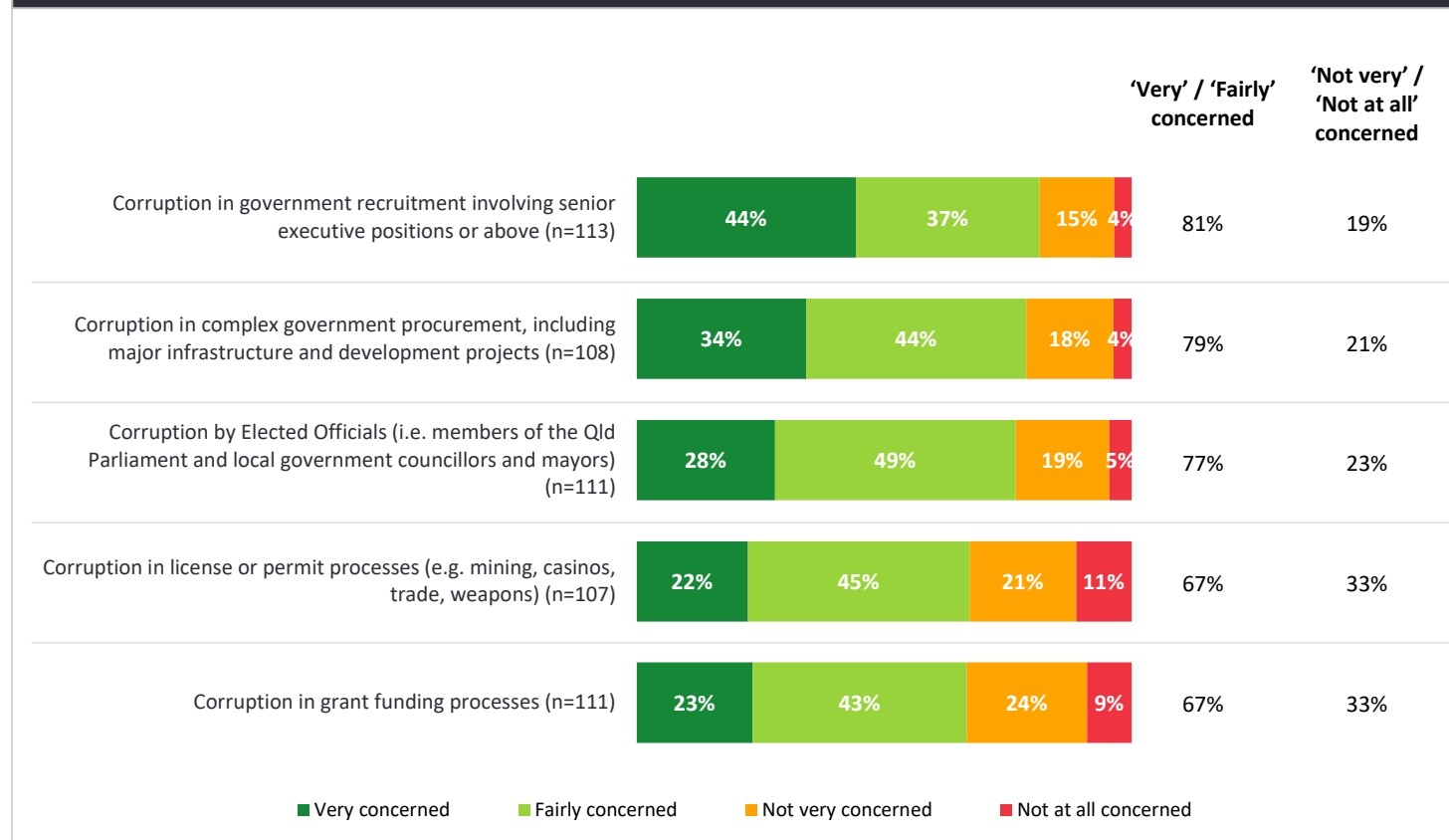
Several corruption behaviours elicit high levels of concern amongst QPS employees.

- Survey respondents were asked to evaluate 10 corruption behaviours and nominate their level of concern regarding each behaviour. Higher ranked concerns are shown on this page, and the lower ranked concerns on page 36.
- Of all the behaviours assessed, QPS employees are most concerned about corruption in government recruitment of senior positions (81% 'very' or 'fairly' concerned).
- High levels of concern are also attributed to complex government procurement for major projects (79% 'very' or 'fairly' concerned) and corruption amongst elected officials (77%).
- Two in three QPS employees also report being concerned about corruption in licence or permit processes (67%) and/or in grant funding processes (67%).

SUBGROUP DIFFERENCES (for higher and lower ranked concerns)

- Females tend to exhibit higher levels of concern across all the assessed behaviours. The largest difference in perceptions of corruption is related to corruption by police investigating or dealing with a police officer who has committed domestic or family violence (89% of females are 'very' or 'fairly' concerned vs. 38% of males), and corruption in using excessive force against young people in detention (66% females vs. 31% males).

Concern about corruption behaviours in Queensland (higher ranked concerns)



Base: Total sample – QPS 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

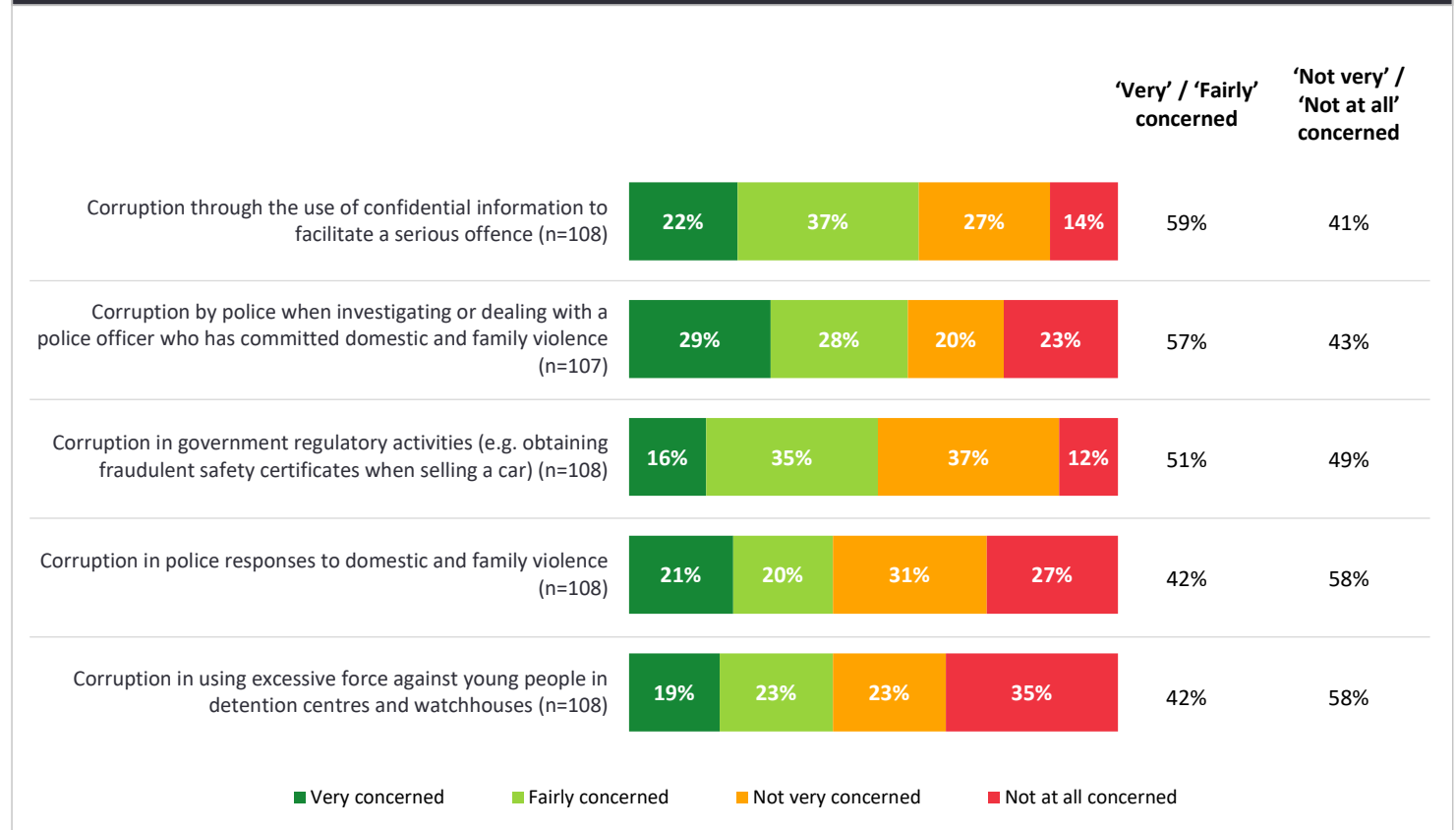
Police behaviours relating to corruption are amongst the lower ranked concerns for QPS employees.

- Behaviours for which QPS employees have relatively lower levels of concern are corruption in police responses to domestic and family violence (27% 'not at all concerned'), and in the use of excessive force against young people in detention centres (35% 'not at all concerned'). Two in five (42%) of respondents were 'very' or 'fairly' concerned about either behaviour.

SUBGROUP DIFFERENCES (for higher and lower ranked concerns)

- QPS employees aged 55 or over are more likely to be concerned about corruption in government regulatory activities when compared to their younger counterparts aged 18-54 (69% 'very' or 'fairly' concerned vs. 43%).
- QPS employees in non-managerial roles are more likely to express concern over corruption in using excessive force against young people in detention (56% vs. 33%).
- Those in corporate roles tend to have higher levels of concern than those in frontline and support roles across several behaviours, particularly in relation to corruption in the handling of police domestic and family violence cases (82% vs. 46%), responses to domestic and family violence (62% vs. 30%) and corruption in licence or permit processes (82% vs. 55%).
- QPS employees who have been in their role for six years or longer are more inclined to show concern over corruption in government recruitment of senior positions, when compared to their shorter tenured colleagues (94% vs. 70%).
- Those residing in Brisbane are more likely than those in other areas of Queensland to show concern over police responses to domestic and family violence (54% vs. 27%).

Concern about corruption behaviours in Queensland (lower ranked concerns)



Base: Total sample – QPS 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 concerns

'Very concerned' / 'Fairly concerned'	Total (n=107-113)	Gender		Age			Location		Tenure		Management or leadership		Frontline/support or Corporate role	
		Man or Male (n=51-54)	Woman or Female (n=35-40)	18-44 (n=24-27)	45-54 (n=43-47)	55+ (n=34-36)	Brisbane (n=53-57)	Other Qld (n=42-46)	Up to 5 years (n=51-56)	6 or more years (n=45-47)	Yes (n=55-61)	No (n=34-36)	Frontline and support roles (n=54-57)	Corporate role (n=32-37)
Corruption in government recruitment involving senior executive positions or above	81%	74%	88%	85%^	79%	83%	81%	89%	70%	94%	79%	86%	80%	81%
Corruption in complex government procurement, including major infrastructure and development projects	79%	67%	87%	69%^	79%	86%	78%	74%	74%	82%	79%	71%	73%	82%
Corruption by Elected Officials (i.e. members of the Queensland Parliament and local government councillors and mayors)	77%	75%	78%	81%^	72%	80%	80%	76%	76%	74%	72%	78%	68%	82%
Corruption in license or permit processes (e.g. mining, casinos, trade, weapons)	67%	60%	78%	64%^	64%	74%	74%	60%	69%	64%	68%	62%	55%	82%
Corruption in grant funding processes	67%	60%	73%	58%^	65%	75%	74%	57%	63%	68%	59%	71%	64%	69%

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

Note: ^Data is considered indicative only due to small sample size (n<30)

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

Concern about corrupt behaviours in Queensland by subgroup

Lower ranked concerns



'Very concerned' / 'Fairly concerned'	Total (n=107-108)	Gender		Age			Location		Tenure		Management or leadership		Frontline/support or Corporate role	
		Man or Male (n=51-54)	Woman or Female (n=35-40)	18-44 (n=24-27)	45-54 (n=43-47)	55+ (n=34-36)	Brisbane (n=53-57)	Other Qld (n=42-46)	Up to 5 years (n=51-56)	6 or more years (n=45-47)	Yes (n=55-61)	No (n=34-36)	Frontline and support roles (n=54-57)	Corporate role (n=32-37)
Corruption through the use of confidential information to facilitate a serious offence	59%	54%	68%	38%^	66%	69%	66%	48%	57%	62%	51%	68%	61%	56%
Corruption by police when investigating or dealing with a police officer who has committed domestic and family violence	57%	38%	89%	-	52%	64%	64%	52%	53%	61%	51%	67%	46%	82%
Corruption in government regulatory activities (e.g. obtaining fraudulent safety certificates when selling a car)	51%	43%	66%	52%^	37%	69%	55%	40%	54%	43%	53%	46%	47%	59%
Corruption in police responses to domestic and family violence	42%	31%	58%	35%^	36%	53%	54%	27%	40%	42%	32%	51%	30%	62%
Corruption in using excessive force against young people in detention centres and watchhouses	42%	31%	66%	35%^	36%	54%	48%	34%	44%	41%	33%	56%	38%	50%

Base: Total sample – QPS employees – Excludes 'Don't know' (variable base size, as shown in table)

C5. How concerned are you about the following behaviours in Queensland?

Note: Subgroups with a base size lower than n=25 are not displayed in this table.

Note: ^Data is considered indicative only due to small sample size (n<30)

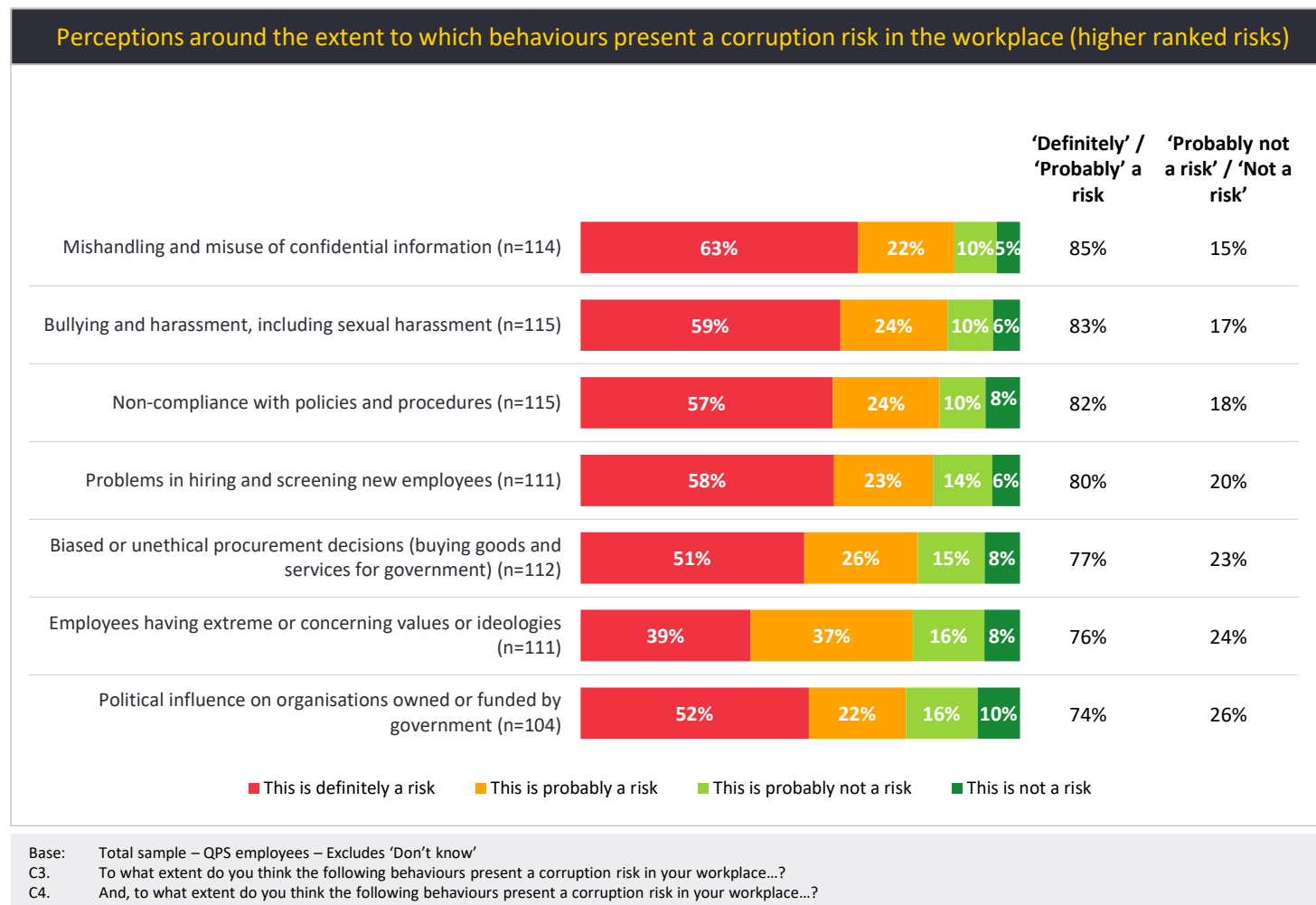
  Significantly higher/lower than the average of all other subgroups combined

Behaviours that present a corruption risk in the workplace

Higher ranked corruption risks

QPS employees were most concerned about the handling of confidential information, and harassment.

- Survey respondents were asked to consider 14 behaviours and identify to what extent they believe they are a corruption risk in their workplace. Based on these responses, the 14 behaviours were sectioned into seven higher ranked risks and seven lower ranked risks.
- At least three in four QPS employees deem each of the higher ranked risks as 'definitely' or 'probably' a risk.
- Mishandling and misuse of confidential information tops the list of perceived corruption risks amongst QPS employees (85%), followed by bullying and harassment (83%), non-compliance with policies and procedures (82%) and problems in hiring and screening new employees (80%).



Behaviours that present a corruption risk in the workplace

Lower ranked corruption risks

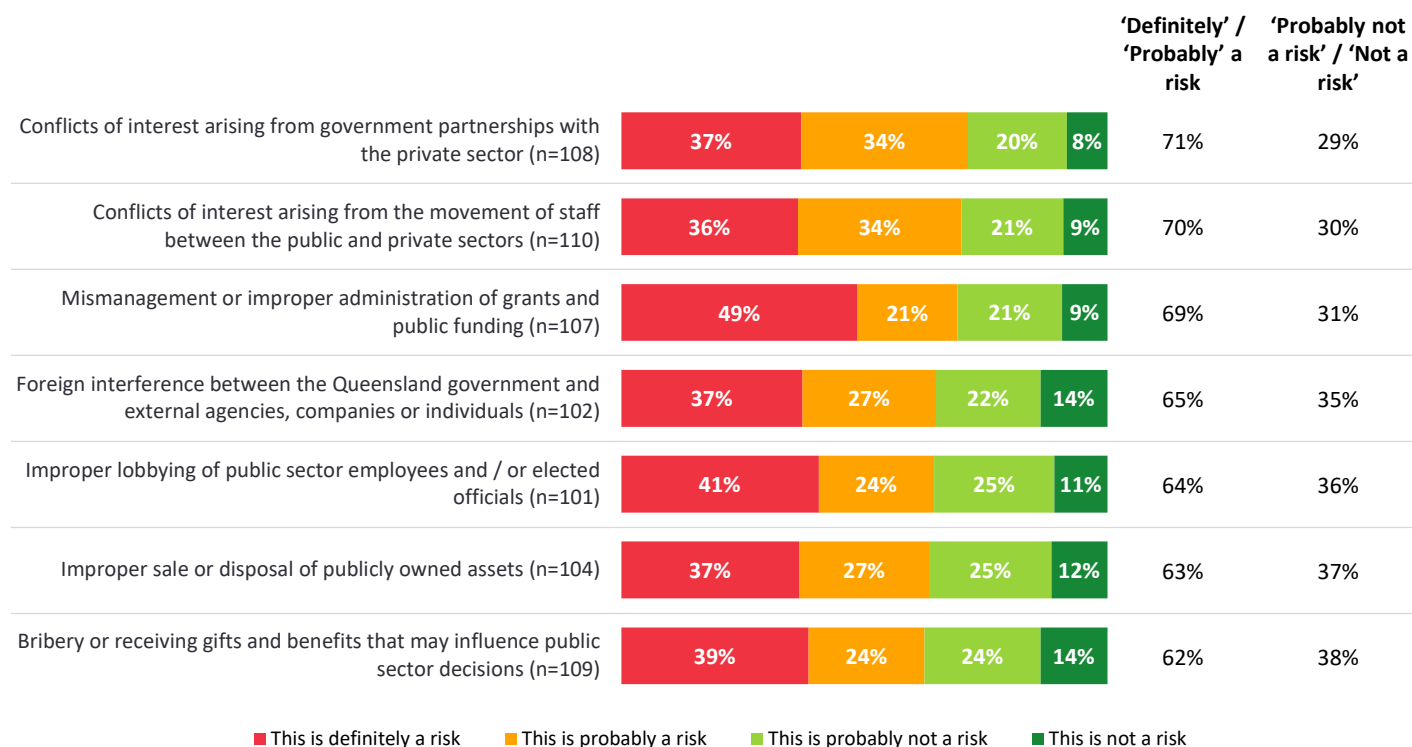
Issues relating to improper lobbying or bribery, foreign interference and the improper sale or disposal of public assets are ranked lower risk, relative to other corruption risks assessed.

- More than one in three QPS employees rate improper lobbying or bribery, foreign interference and the improper sale or disposal of public assets as 'probably not' or 'not' a risk.
- Half of QPS employees who recognise the risk of mismanagement or improper administration of grants and public funding view it a 'definite risk' (49%).

SUBGROUP DIFFERENCES (for higher and lower ranked behaviours)

- Those who have witnessed or suspected corruption in the previous 5 years are significantly more likely to rate many of the behaviours as 'definitely' or 'probably' a risk
- QPS employees who live in Brisbane are more likely than others to perceive a 'definite' or 'probable' risk across several behaviours, including:
 - Biased or unethical procurement decisions (85% vs. 66%)
 - Political influence on government organisations (82% vs. 64%)
 - Conflicts of interest arising from government partnerships with the private sector (79% vs. 57%)
 - Conflicts of interest arising from the movement of staff between public and private sector (78% vs. 56%)
 - Foreign interference between Queensland govt. and external parties (73% vs. 49%)
 - Improper sale or disposal of public assets (71% vs. 51%).

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



Base: Total sample – QPS 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

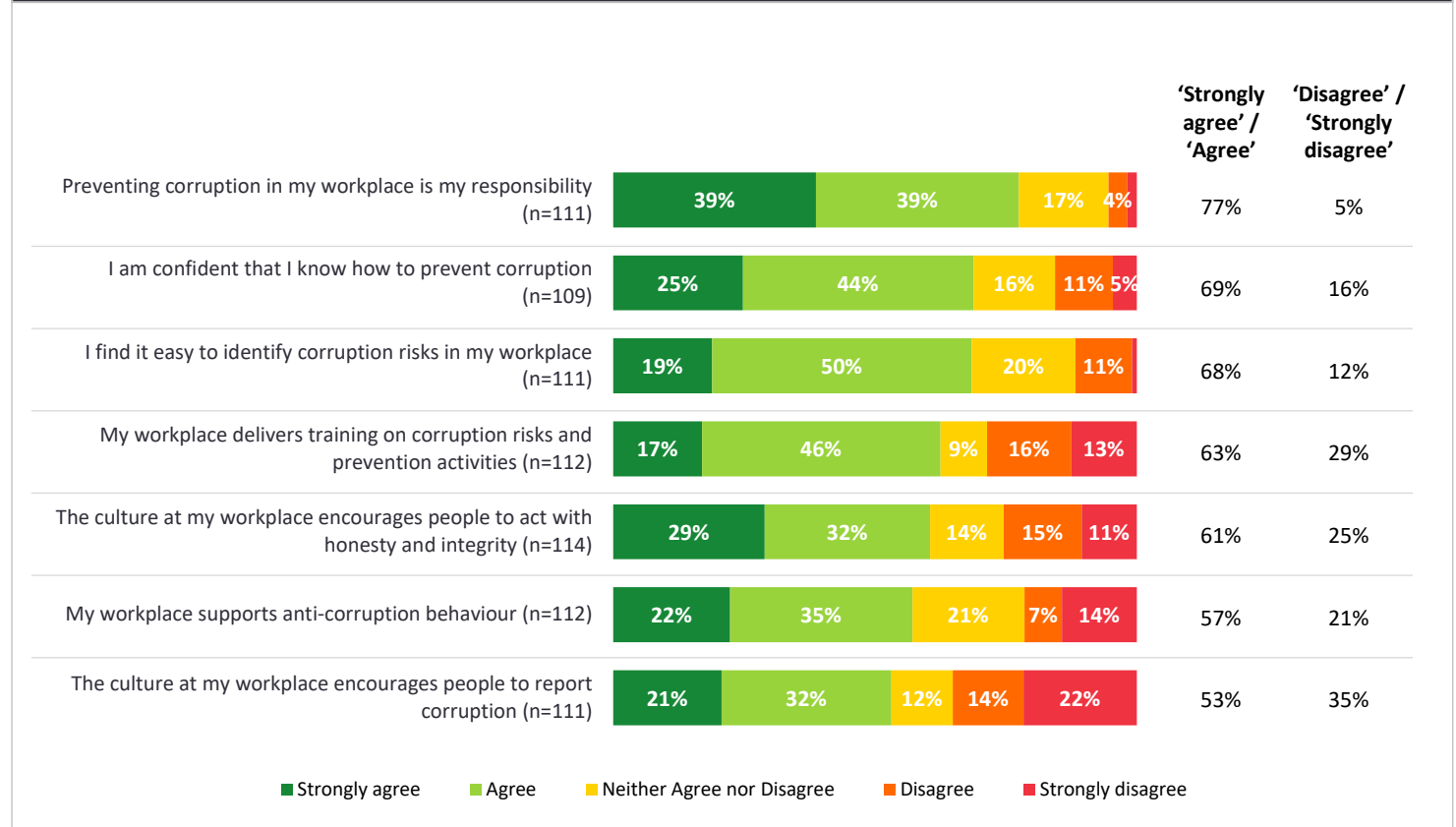
QPS employees consider corruption prevention a personal responsibility and are confident they could prevent and detect corruption, but feel less encouraged by their workplace to do so.

- Close to eight in ten QPS employees agree that preventing corruption in the workplace is their personal responsibility (77%).
- A majority of employees feel confident they have the knowledge to prevent (69%) and identify (68%) corruption.
- Most QPS employees report that anti-corruption training is provided by their workplace (63%), and the culture in their workplace encourages people to act with honesty and integrity (61%).
- Lower proportions, however, indicate that their workplace supports anti-corruption behaviour (57%), and encourages people to report corruption (53%).

SUBGROUP DIFFERENCES

- Those who have witnessed corruption in the past 5 years are significantly less likely to agree that their workplace culture encourages people to act with honesty and integrity (40%), to report corruption (30%), or support anti-corruption behaviour (39%).
- Employees who have been in their role for 6 years or longer are less inclined to perceive that their workplace encourages people to act with honesty and integrity (50%) or supports anti-corruption behaviour (48%).

Perceptions of corruption prevention in Queensland



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

Perceptions of corruption prevention in Queensland by subgroup



'Strongly agree' / 'Agree'	Total (n=109-114)	Gender		Age			Location		Tenure		Management or leadership		Frontline/support or Corporate role	
		Man or Male (n=52-54)	Woman or Female (n=38-42)	18-44 (n=24-26)	45-54 (n=46-48)	55+ (n=36-37)	Brisbane (n=54-56)	Other Qld (n=45-47)	Up to 5 years (n=53-56)	6 or more years (n=46-48)	Yes (n=57-60)	No (n=35-37)	Frontline and support roles (n=54-57)	Corporate role (n=34-37)
Preventing corruption in my workplace is my responsibility	77%	79%	78%	-	83%	76%	75%	76%	85%	72%	81%	74%	77%	83%
I am confident that I know how to prevent corruption	69%	72%	55%	64%^	70%	69%	63%	72%	75%	63%	74%	57%	67%	71%
I find it easy to identify corruption risks in my workplace	68%	67%	65%	68%^	67%	69%	63%	70%	67%	74%	69%	63%	79%	60%
My workplace delivers training on corruption risks and prevention activities	63%	62%	69%	50%^	64%	69%	67%	54%	71%	55%	62%	62%	59%	72%
The culture at my workplace encourages people to act with honesty and integrity	61%	63%	57%	69%^	52%	68%	52%	68%	70%	50%	67%	51%	60%	59%
My workplace supports anti-corruption behaviour	57%	59%	55%	52%^	55%	65%	54%	57%	69%	48%	62%	51%	61%	60%
The culture at my workplace encourages people to report corruption	53%	57%	48%	52%^	52%	57%	46%	57%	63%	45%	61%	46%	56%	53%

Base: Total sample – QPS employees – Excludes 'Don't know' (variable base size, as shown in table)

Note: ^Data is considered indicative only due to small sample size (n<30)

C7. Thinking about the prevention of corruption in Queensland, to what extent do you agree or disagree with the following statements...?

Note: Data for subgroups with a base size lower than n=25 is not displayed in this table.

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

Reporting corruption



Reporting corruption - witnessing corruption and workplace communications

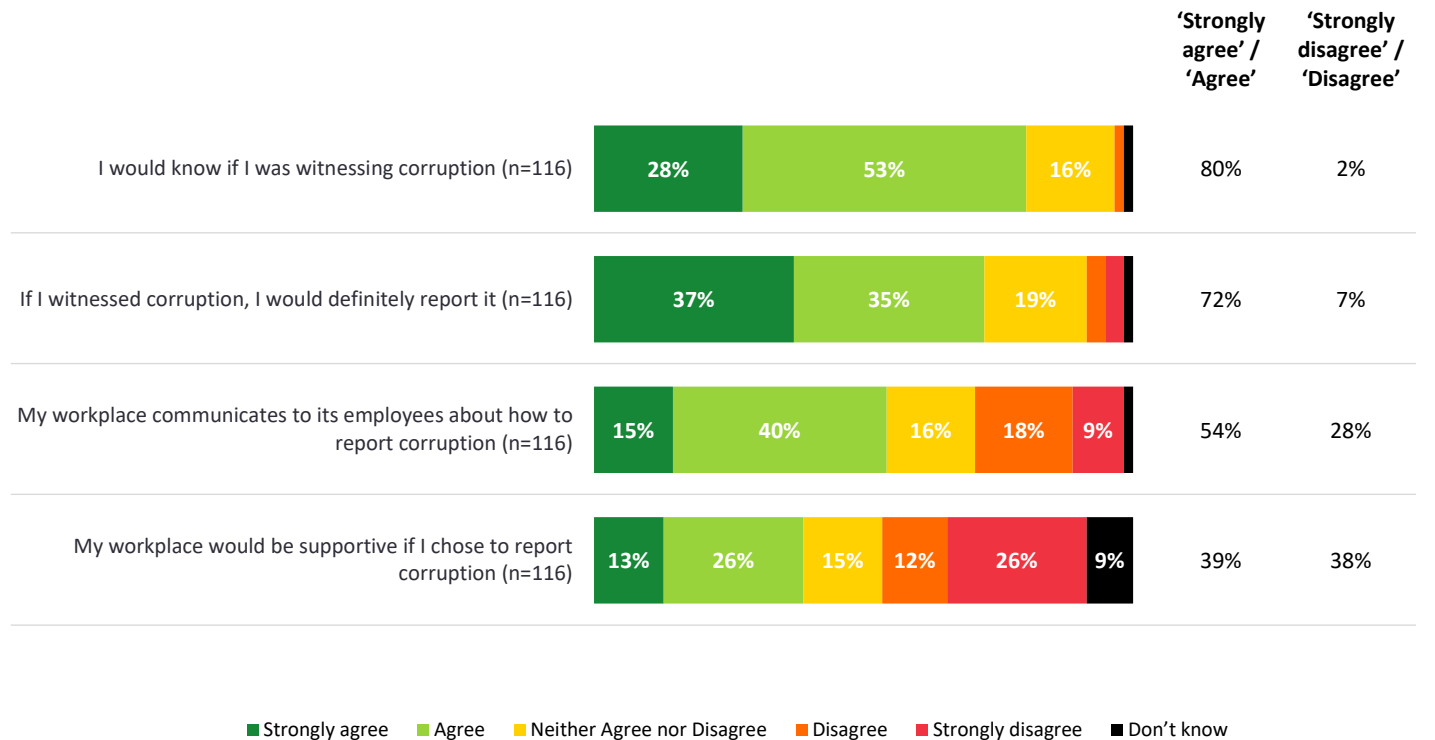
QPS employees understand what constitutes corruption, and exhibit a strong intent to report it, but are not inclined to feel supported by their workplace in doing so.

- Employees were asked their perceptions about nine general statements about reporting corruption; four are shown here and the remaining five are listed on page 46.
- Eight in ten employees believe they would know if they were witnessing corruption (80%), with just 2% indicating this would not be the case.
- If they witnessed it, most QPS employees would report corruption (72%).
- There is less agreement, however, that workplaces would be supportive if corruption was reported (39% agree), and that the QPS communicates to employees about how to report corruption (54%).

SUBGROUP DIFFERENCES

- Perhaps owing to prior experience, those who have witnessed corruption in the previous 5 years are less likely to feel their workplace would be supportive if they reported corruption (20%).
- QPS employees under the age of 55 are also less likely to feel supported by their workplace to report corruption (32%), as are those who have been in their role for 6 years or longer (29%).
- Employees residing in Brisbane are less likely to feel they would know if witnessing corruption (69%) and are less inclined to report it (64%).

Reporting corruption – witnessing corruption and workplace communications



Base: Total sample – QPS employees (n=116) | Note: Data labels <4% not shown on the chart
 D1. Thinking about the reporting of corruption in Queensland, to what extent do you agree or disagree with the following statements...?

Reporting corruption by subgroup

'Strongly agree' / 'Agree'	Total (n=116)	Gender		Age			Location		Tenure		Management or leadership		Frontline/support or Corporate role	
		Man or Male (n=54)	Woman or Female (n=43)	18-44 (n=27)^	45-54 (n=48)	55+ (n=38)	Brisbane (n=58)	Other Qld (n=47)	Up to 5 years (n=57)	6 or more years (n=49)	Yes (n=62)	No (n=37)	Frontline and support roles (n=59)	Corporate role (n=37)
I would know if I was witnessing corruption	80%	85%	77%	70%	83%	84%	69%	89%	77%	88%	84%	76%	90%	76%
If I witnessed corruption, I would definitely report it	72%	76%	72%	74%	67%	76%	64%	83%	79%	71%	76%	73%	78%	73%
My workplace communicates to its employees about how to report corruption	54%	56%	56%	41%	60%	61%	48%	60%	54%	57%	55%	59%	59%	51%
My workplace would be supportive if I chose to report corruption	39%	46%	33%	37%	29%	53%	31%	45%	53%	29%	39%	43%	49%	32%

Base: Total sample – QPS employees (n=116)

Note: ^Data is considered indicative only due to small sample size (n<30)

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

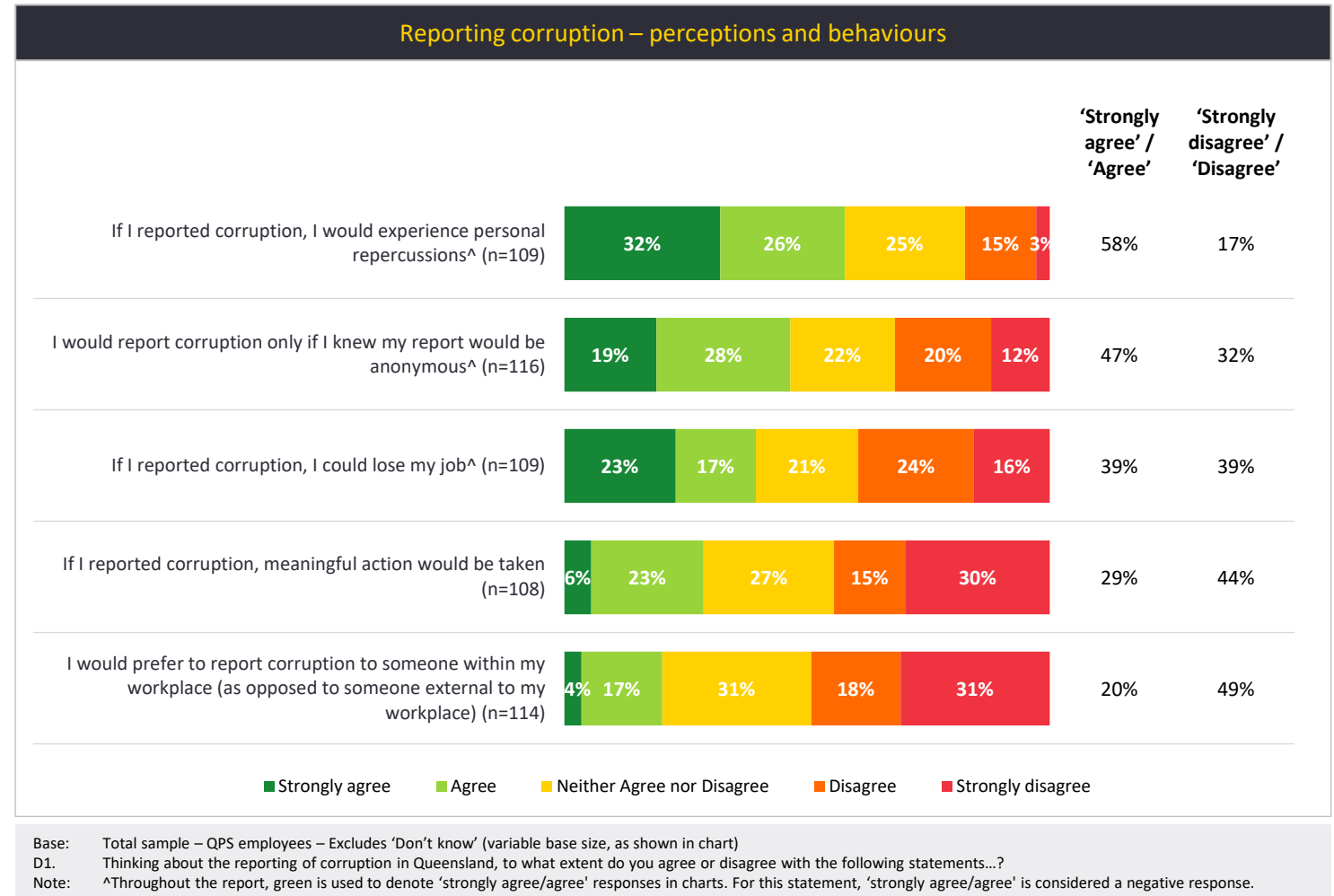
Reporting corruption - perceptions and behaviours

A majority of QPS employees expect personal repercussions if they were to report corruption, and there is doubt as to whether meaningful action would be taken.

- One in three (32%) strongly agree that they would experience personal repercussions if they reported corruption, with six in ten (58%) agreeing to some extent with this sentiment. Further, four in ten employees feel there is a possibility they could lose their job if they reported corruption (39%).
- There is a high level of scepticism as to whether meaningful action would be taken when reports are made (44% disagree this would be the case), and QPS employees exhibit a preference for independent reporting – 49% would not prefer to report corruption to someone in their workplace.

SUBGROUP DIFFERENCES

- Those who have reported corruption in the previous 5 years are more inclined than others to expect personal repercussions (82%) or fear losing their job (64%) and are less likely to believe meaningful action would be taken (14%).
- Females are more likely than males to express preference for anonymity when reporting corruption (60% vs. 28%).
- QPS employees under 55 years of age are more likely to anticipate personal repercussions for reporting corruption (65%) as are those who have been in their role for 6 years or longer (67%). Those with a lesser tenure are more inclined to expect meaningful action to be taken (47%) and to have a preference for reporting internally (30%).





Reporting corruption by subgroup

'Strongly agree' / 'Agree'	Total (n=109-116)	Gender		Age			Location		Tenure		Management or leadership		Frontline/support or Corporate role	
		Man or Male (n=50-54)	Woman or Female (n=38-43)	18-44 (n=23-27)	45-54 (n=45-48)	55+ (n=34-38)	Brisbane (n=53-58)	Other Qld (n=43-47)	Up to 5 years (n=53-57)	6 or more years (n=45-49)	Yes (n=56-62)	No (n=35-37)	Frontline and support roles (n=56-59)	Corporate role (n=32-37)
If I reported corruption, I would experience personal repercussions	58%	55%	58%	-	72%	43%	59%	53%	47%	67%	62%	49%	57%	53%
I would report corruption only if I knew my report would be anonymous	47%	28%	60%	41%^	56%	37%	55%	34%	40%	45%	47%	46%	36%	54%
If I reported corruption, I could lose my job	39%	39%	44%	38%^	47%	31%	43%	33%	32%	46%	35%	39%	36%	35%
If I reported corruption, meaningful action would be taken	29%	28%	33%	27%^	22%	38%	28%	25%	47%	11%	27%	31%	26%	38%
I would prefer to report corruption to someone within my workplace (as opposed to someone external to my workplace)	20%	21%	23%	8%^	23%	26%	21%	20%	30%	13%	21%	22%	20%	24%

Base: Total sample – QPS 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...?

Note: Subgroups with a base size lower than n=25 are not displayed in this table. ^Data is considered indicative only due to small sample size (n<30)

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

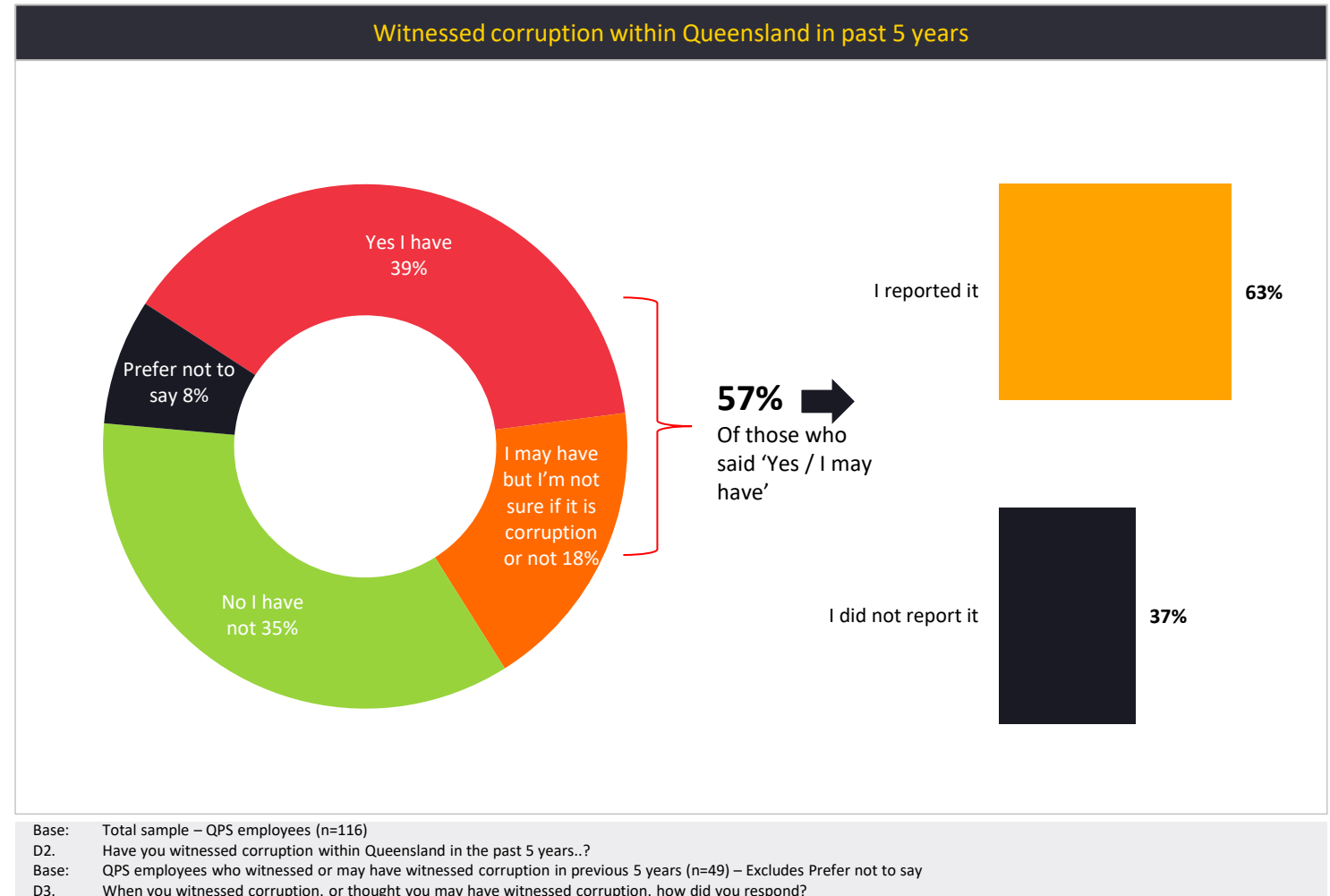
Exposure to corruption in the past 5 years

More than half of QPS employees report having witnessed or suspected corruption in the previous 5 years, with the majority going on to report it.

- Four in ten recall having seen corruption in the past 5 years (39%), with a further 18% believing they may have, but unsure if it was corruption or not.
- One in twelve (8%) QPS employees indicate they would 'prefer not to say', which may signal some hesitation about disclosing corruption incidents.
- Amongst the 57% of QPS employees who have either witnessed corruption, or believe they have in the past 5 years, close to two in three reported it (63%).

SUBGROUP DIFFERENCES

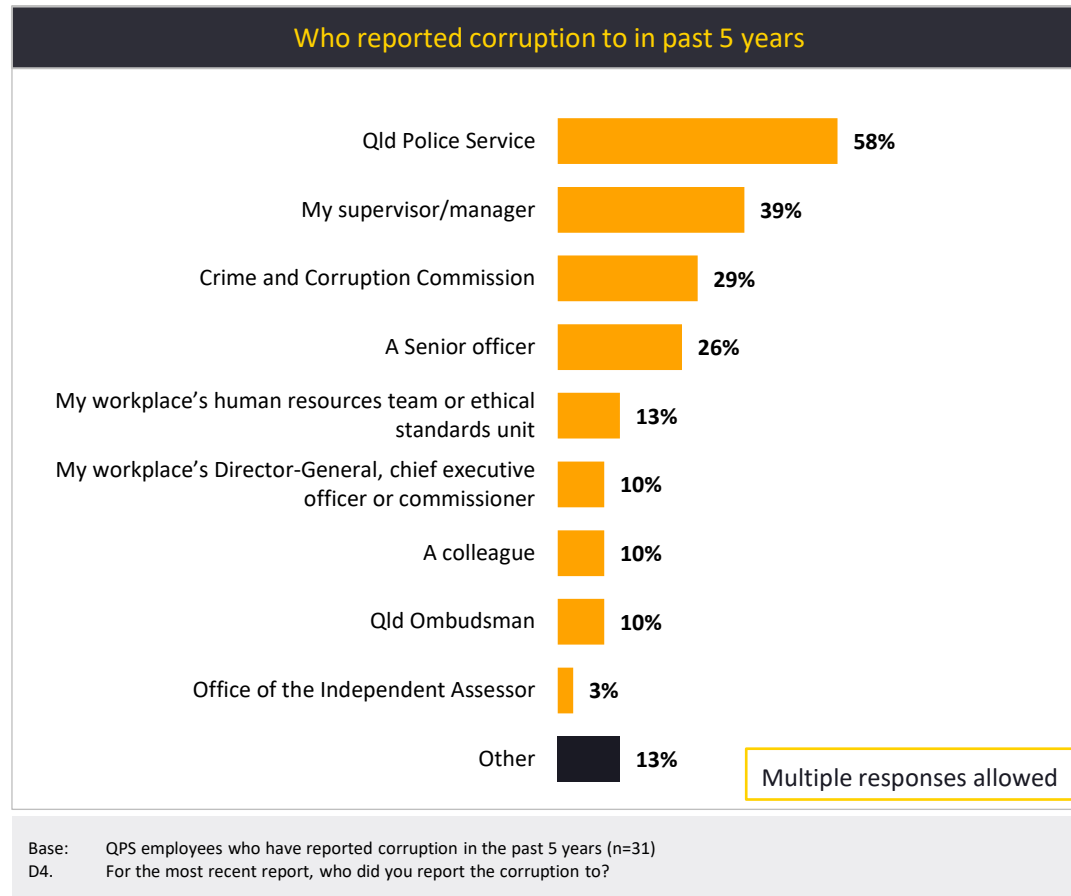
- QPS employees aged 45-54 years are more likely to have witnessed corruption in the past 5 years (50% vs. 30% of younger employees and 34% of those aged 55+).



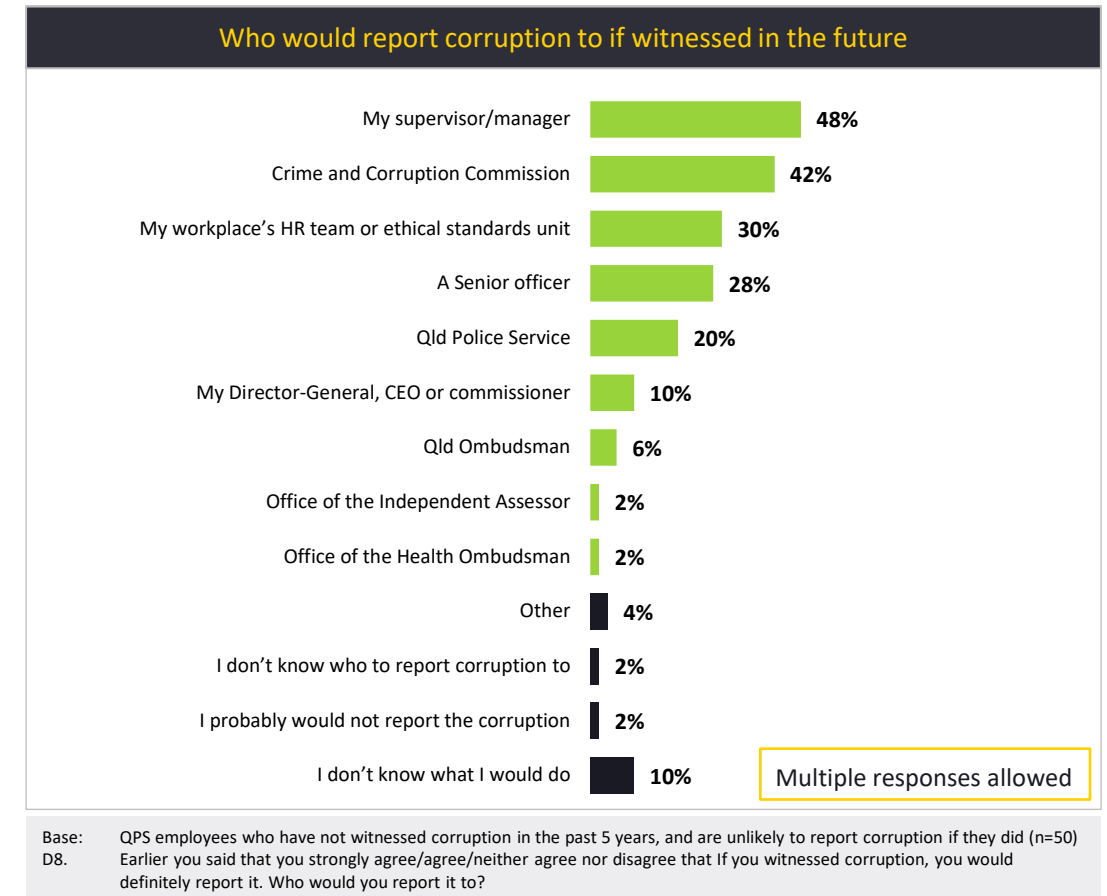
Channel for reporting corruption

Internal channels are the most nominated avenues for reporting corruption.

- Amongst QPS employees who have reported corruption in the past 5 years, the channels most utilised include the QPS (58%) and a supervisor / manager (39%). The CCC is the next most utilised channel, with three in ten reporting to the CCC (29%).



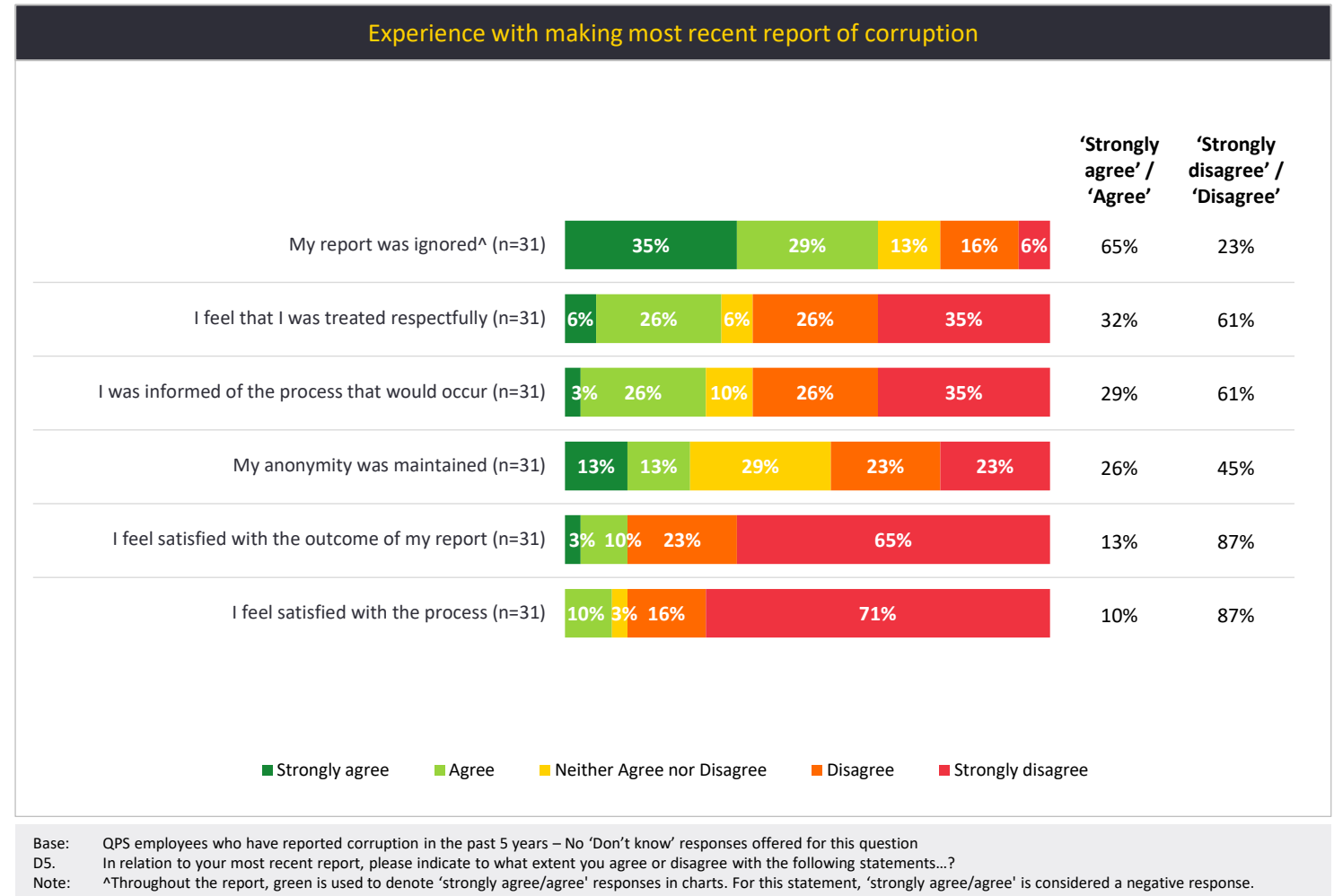
- Similarly, those who have not witnessed corruption in the past 5 years expect to report to their supervisor/manager (48%) if reporting corruption in the future. The CCC is the next most likely channel to be utilised, with two in five (42%) indicating they would report to the CCC.



Experience with reporting corruption

Amongst the very small sample of QPS employees who indicated having witnessed corruption, there is strong negative sentiment expressed around the experience of reporting corruption.

- Two in three (65%) QPS employees felt ignored upon reporting corruption, just 10% are satisfied with the process, and 13% were satisfied with the outcome of their report.
- Further, most employees disagree that they were treated with respect (61%) and that they were informed about the process that would occur (61%).
- QPS employees are also more inclined to disagree that their anonymity was maintained (45%) than they are to agree (26%).

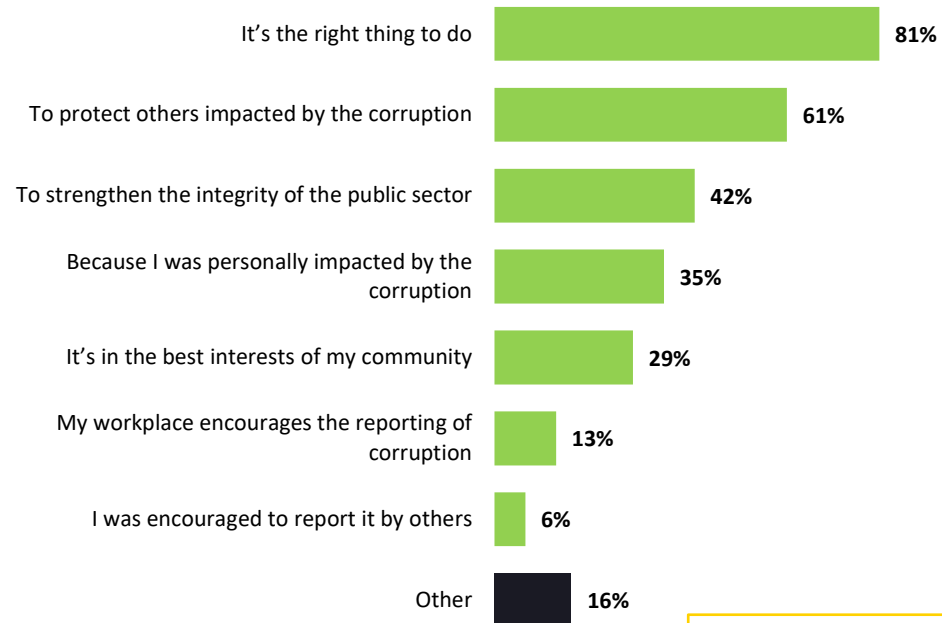


Motivations for reporting corruption

Motivations for reporting corruption are centred around doing it for the greater good.

- Of those who have reported corruption in the past 5 years, the most common motivations include – it is the right thing to do (81%), to protect others (61%) and that it strengthens the integrity of the public sector (42%).

Motivations for having reported corruption in the past 5 years

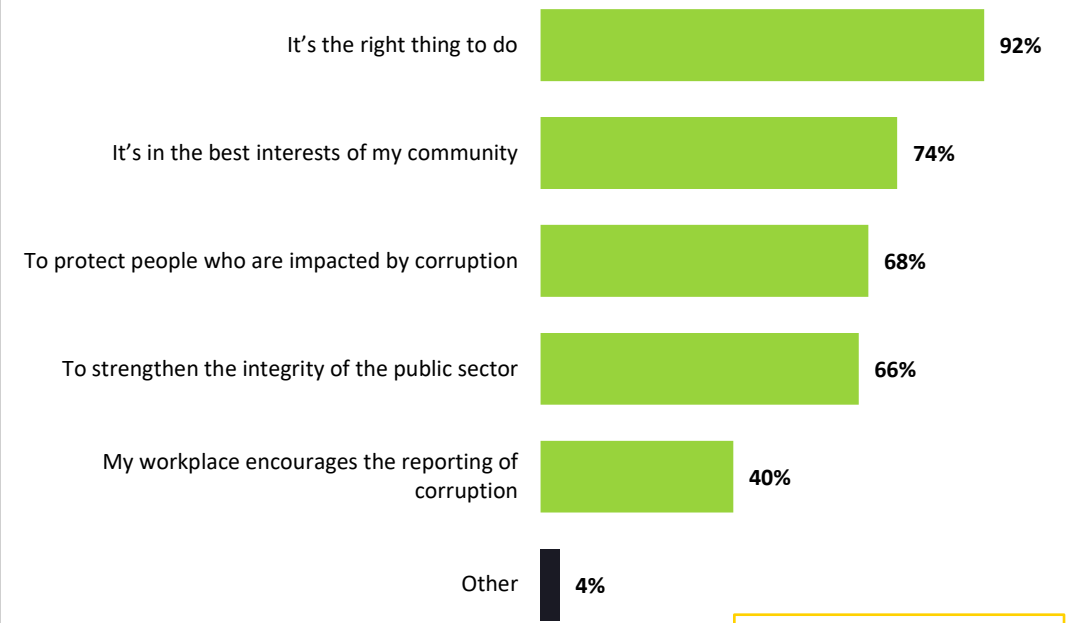


Multiple responses allowed

Base: QPS employees who have reported corruption in the past 5 years (n=31)
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 – with nine in ten (92%) indicating that it is 'the right thing to do'.

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



Multiple responses allowed

Base: QPS employees who have not witnessed corruption in the past 5 years, but would report it if they were to witness corruption (n=31)
D9. Why would you report corruption?

Confidence in how the CCC would manage complaints

Higher ranked confidence statements

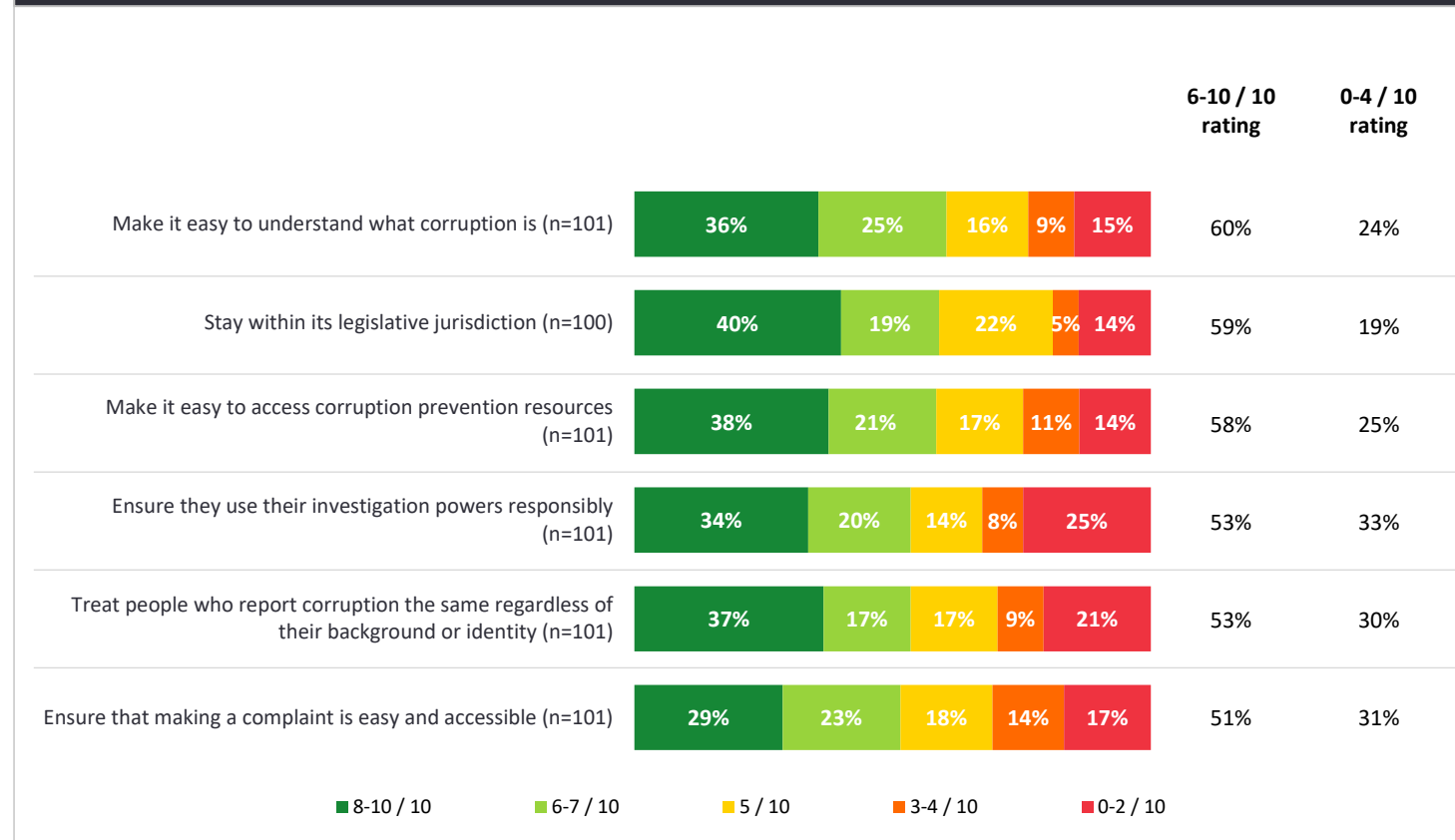
QPS employees are most confident in the CCC's educational role, and the integrity of its processes.

- 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'.
- At least four in ten are confident across each aspect of the CCC's management of complaints (rating their confidence as 6-10/10). Around six in ten employees are confident that the CCC can effectively educate on what corruption is (60%) and provide easy access to prevention resources (58%).
- Over half have confidence in the CCC's ability to stay within its legislative jurisdiction (59%) and use its investigation powers responsibly (53%).
- Similar proportions are also confident the CCC is unbiased in their treatment of people who report corruption (53%) and ensure making a complaint is easy and accessible (51%).

SUBGROUP DIFFERENCES (for all aspects of complaint handling)

- QPS employees working in corporate roles are more inclined than those in frontline or support roles to be very confident that the CCC stays within its legislative jurisdiction (64% rating their confidence as 8-10/10), makes it easy to access corruption prevention resources (55%), deals with complaints in a fair and unbiased way (46%), ensures they are honest with the people who report corruption (42%) and is fair and consistent in how they deal with complainants (41%).

Confidence in how the CCC would manage complaints (higher ranked confidence statements)



Base: Total sample – QPS 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 Queensland CCC would manage complaints

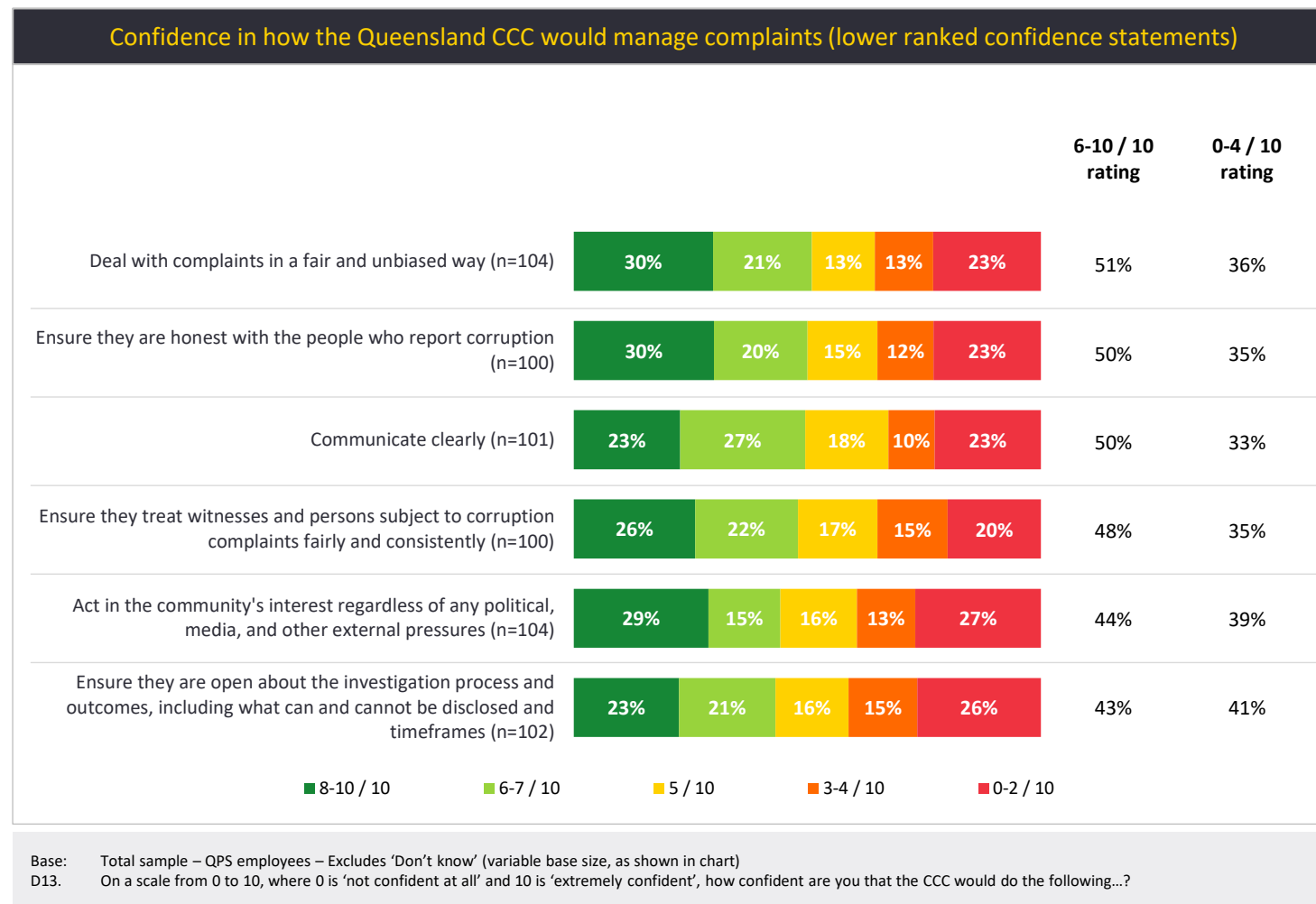
Lower ranked confidence statements

The CCC's transparency and independence in complaints management processes attract the lowest levels of confidence amongst QPS employees.

- Similar proportions of employees are confident (43%) as are not confident (41%) that the CCC ensures they are open about the investigation process and outcomes.
- QPS employees are also divided on the CCC's ability to act in an impartial way (44% confident, 39% not confident), and/or to be transparent about the investigation process and outcomes (43% confident, 41% not confident).
- Other aspects of the CCC's complaint management processes attract similar ratings, with around half confident that the CCC can deal with complaints in a fair and unbiased way (51%), ensure they are honest with people who report corruption (50%), communicate clearly (50%) and ensure they treat witnesses and persons subject to corruption complaints fairly and consistently (48%).

SUBGROUP DIFFERENCES (for all aspects of complaint handling)

- Outside of its educational functions, those who have seen corruption in the past 5 years are significantly less likely than others to be very confident (rating 8-10/10) across all aspects of the CCC's complaints management assessed.
- Those with a shorter tenure in their role (up to 5 years) are more likely than others to be very confident (rating 8-10/10) that the CCC deals with complaints in a fair and unbiased role (42%) and communicates clearly (32%).



Confidence in how the CCC would manage complaints by subgroup



Higher ranked confidence statements

6-10 / 10 rating	Total (n=100-104)	Gender		Age			Location		Tenure		Management or leadership		Frontline/support or Corporate role	
		Man or Male (n=46-50)	Woman or Female (n=36-39)	18-44 (n=20-22)	45-54 (n=43-46)	55+ (n=32-34)	Brisbane (n=49-52)	Other Qld (n=39-42)	Up to 5 years (n=50-53)	6 or more years (n=40-42)	Yes (n=55-58)	No (n=29-32)	Frontline and support roles (n=51-53)	Corporate role (n=32-35)
Make it easy to understand what corruption is	60%	57%	73%	-	60%	53%	66%	60%	66%	55%	64%	60%	43%	85%
Stay within its legislative jurisdiction	59%	54%	66%	-	55%	59%	66%	53%	71%	48%	63%	58%	42%	88%
Make it easy to access corruption prevention resources	58%	51%	72%	-	53%	53%	64%	54%	67%	49%	61%	63%	47%	85%
Ensure they use their investigation powers responsibly	53%	52%	62%	-	44%	50%	60%	48%	71%	38%	56%	63%	41%	76%
Treat people who report corruption the same regardless of their background or identity	53%	47%	67%	-	56%	41%	59%	53%	63%	44%	57%	61%	42%	79%
Ensure that making a complaint is easy and accessible	51%	49%	65%	-	51%	47%	57%	46%	59%	44%	54%	57%	45%	69%

Base: Total sample – QPS 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...?

Note: Data for subgroups with a base size lower than n=25 is not displayed in this table.



  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

6-10 / 10 rating	Total (n=100-104)	Gender		Age			Location		Tenure		Management or leadership		Frontline/support or Corporate role	
		Man or Male (n=46-50)	Woman or Female (n=36-39)	18-44 (n=20-22)	45-54 (n=43-46)	55+ (n=32-34)	Brisbane (n=49-52)	Other Qld (n=39-42)	Up to 5 years (n=50-53)	6 or more years (n=40-42)	Yes (n=55-58)	No (n=29-32)	Frontline and support roles (n=51-53)	Corporate role (n=32-35)
Deal with complaints in a fair and unbiased way	51%	47%	62%	-	44%	44%	58%	46%	64%	38%	53%	59%	36%	77%
Ensure they are honest with the people who report corruption	50%	50%	61%	-	39%	47%	57%	45%	67%	35%	51%	62%^	35%	79%
Communicate clearly	50%	48%	54%	-	43%	39%	56%	44%	58%	43%	55%	53%	33%	74%
Ensure they treat witnesses and persons subject to corruption complaints fairly and consistently	48%	46%	58%	-	42%	45%	52%	45%	61%	40%	50%	60%	37%	72%
Act in the community's interest regardless of any political, media, and other external pressures	44%	40%	58%	-	28%	55%	51%	36%	57%	36%	47%	48%	31%	66%
Ensure they are open about the investigation process and outcomes, including what can and cannot be disclosed and timeframes	43%	39%	54%	-	40%	39%	49%	35%	51%	38%	44%	53%	27%	68%

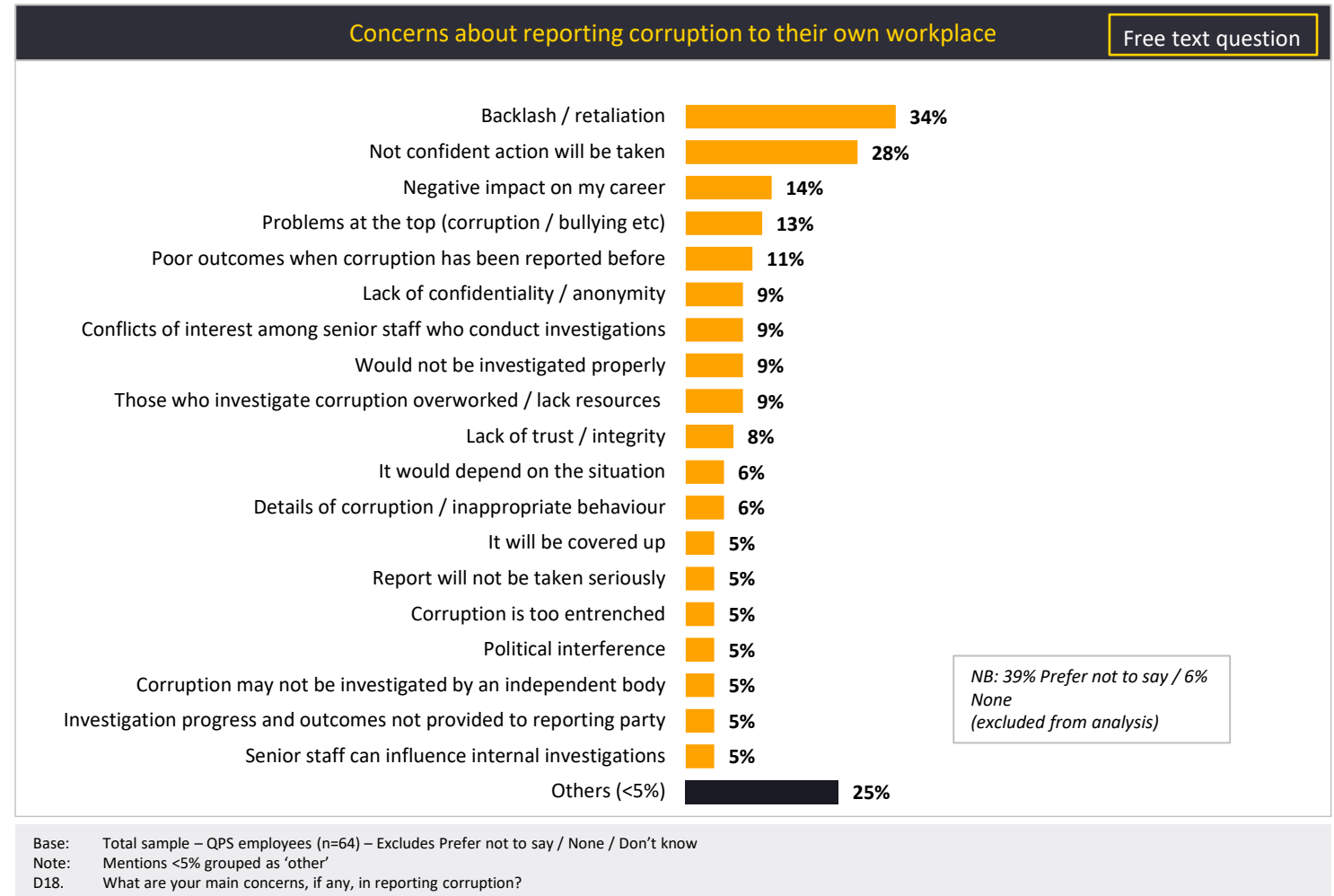
Base: Total sample – QPS employees – Excludes 'Don't know' (variable base size, as shown in chart)
D13. On a scale from 0 to 10, where 0 is 'not confident at all' and 10 is 'extremely confident', how confident are you that the CCC would do the following...?
Note: Data for subgroups with a base size lower than n=25 is not displayed in this table. ^Data is considered indicative only due to small sample size (n<30)

  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 QPS employees to report corruption.

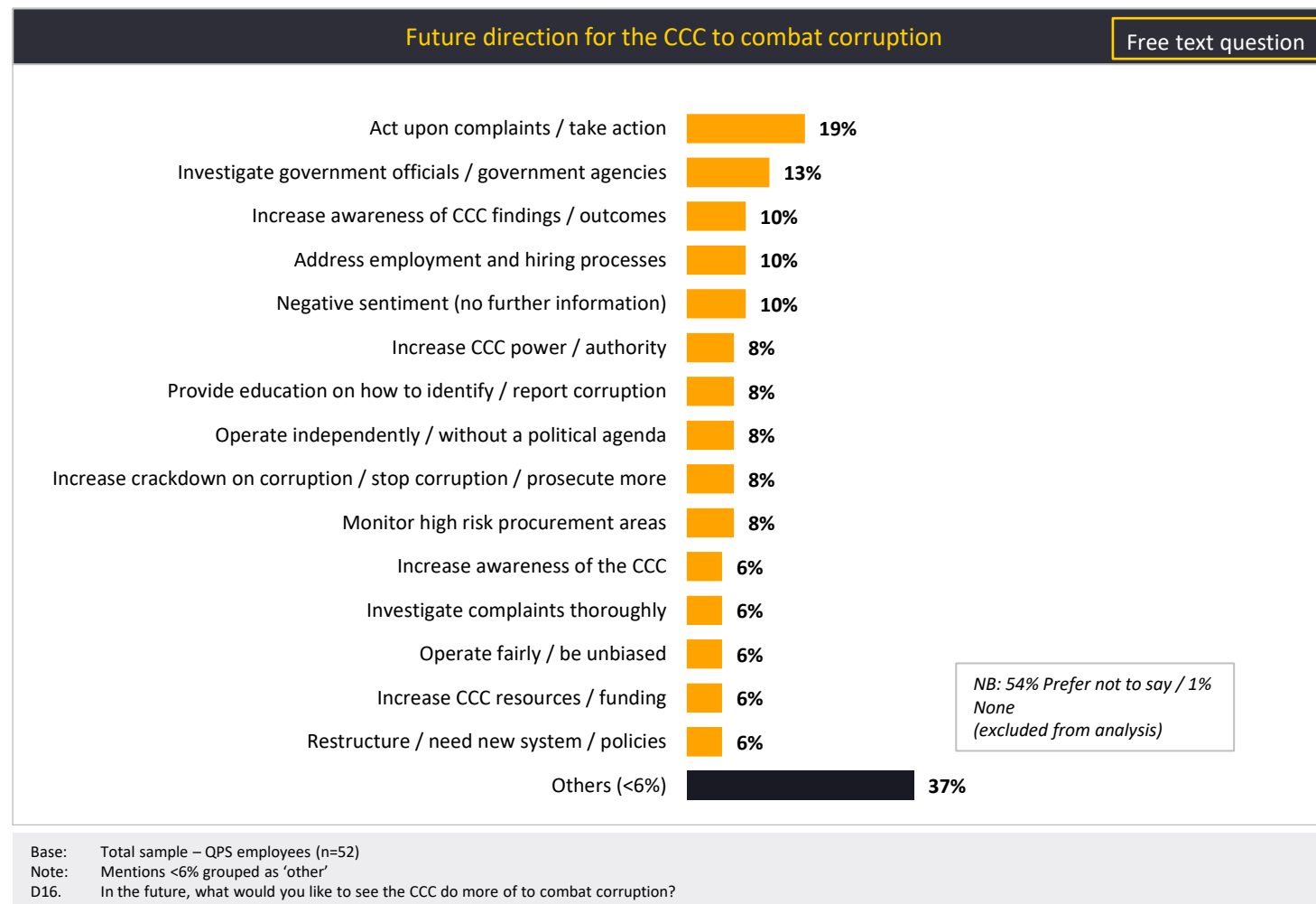
- Among the 55% of respondents who indicated a concern with reporting corruption to their own workplace, the primary deterrents were potential backlash/retaliation (34%) and a lack of confidence that action will be taken (28%).
- Other common concerns are a potential impact on career (14%) and problems with corruption/bullying at the top (13%).
- Around one in nine QPS employees (11%) indicate that they are concerned about reporting to their workplace because of poor outcomes when they have done so previously.
- There is a substantial number of respondents that have indicated they prefer not to say (39%) or have no concerns (6%) about reporting corruption to the workplace.



Future direction for the CCC to combat corruption

Common suggestions from QPS employees pertain to the CCC taking more action, demonstrating effectiveness and addressing specific corruption issues.

- Survey respondents were asked what they'd like to see the CCC do more of in the future to combat corruption.
- Amongst the 45% who offered a suggestion, a broad range of responses are provided, with some key themes emerging in what QPS employees would like to see:
 - **Act:** Take action and do something with complaints (19%)
 - **Target:** Investigate government officials / agencies (13%), address employment and hiring processes (10%)
 - **Impact:** Increase awareness of CCC findings/outcomes (10%), Increase CCC power / authority (8%).



Verbatim suggestions for future direction of the CCC



Take action

"More recently it would appear that the CCC have not been taking any action as previously any matter that they investigated appeared to fall over in the courts aside from the [investigation] which still has had difficulties with other involved parties."

"Actually investigate and follow up on corruption reports."

"Be more involved. If a complaint comes from an area in Police to the CCC and it is referred back to police to investigate it, the processes and outcomes need to have some independence built into them. An executive police officer who supervises via chain of command a person who is under investigation can make a decision to say 'nothing to see here' [...]. It makes a mockery of the system."

"Less reliance on refer-back investigations handed to agencies - ESU of public sector units are far too close to the senior leadership and HR teams and are often weaponised to misuse their powers in order to deal with problem employees on their behalf. CCC wouldn't have this problem."

"Action and investigate corrupt conduct themselves and not rely on public sector to do their own internal investigations."



Target specific behaviours or issues

"Look at the upper levels of government [...] Look at how contracts are allocated in relation to major works, [...] who is the recipients of money and their ties to the government. Look at who is being promoted within government organisations and their ties to the people who approve the promotions. (The old who you know scenario)."

"Random spot checks across varying areas of state and local government agencies."

"To be given broader power to investigate senior executives, the selection of these senior executives. In addition, to investigate corrupt conduct by any elected official."

"Do research with a view to proactive activity. Higher duties in the public service is the greatest source of corruption and it is occurring in plain view of everyone[...]. Higher duties corrupts the public service and needs to be highly regulated."



Demonstrate impact

"More overt encouragement of public servants to report corruption. Provide detailed information on the result of any investigation."

"Be more visible to the public, everything is done behind closed doors and reports are rarely released."

"More public reporting and public hearings, particularly around government and local government matters including corruption and corruption risks."

"Not sure how much it does now, perhaps it needs to promote its successes more broadly in the media."

"Seems like CCC has no real teeth for tackling these bigger scale corruption risks and issues in effective ways, focussing instead on what seems to be occasional individual-level corruption issues."

"Be more visible with sharing knowledge and insights including examples of various corruption examples."

"Stronger (or more visible) focus on policy and procedure which would tackle broad scale corruption. Officer-level corruption is important, and strong mechanisms for avoiding, or at worst investigating/managing that corruption, is critical."

Contact details

✉ Crime and Corruption Commission
GPO Box 3123, Brisbane QLD 4001

Level 2, North Tower Green Square
515 St Pauls Terrace,
Fortitude Valley QLD 4006

☎ 07 3360 6060 or
Toll-free 1800 061 611
(in Queensland outside Brisbane)

📠 07 3360 6333



**Crime and Corruption
Commission**

QUEENSLAND

More information

🌐 www.ccc.qld.gov.au

@ mailbox@ccc.qld.gov.au

🐦 @CCC_QLD

f CrimeandCorruptionCommission

🗣 CCC email updates
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