



Crime and Corruption Commission

QUEENSLAND

## Parliamentary Crime and Corruption Committee Public Report

Activities of the Crime and Corruption Commission  
for the period  
1 June to 31 August 2018

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## About this report

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This report has been prepared by the Crime and Corruption Commission (CCC) for discussion at its public meeting with the Parliamentary Crime and Corruption Committee (PCCC) on 19 October 2018.

Given that the reporting period (1 June to 31 August 2018) falls across two financial years:

- statistics for the 2017–18 financial year are provided where available (pp 6, 17–24)
- performance outcomes against the CCC’s strategic areas of focus for 2018–19 are also provided (pp 9–16)

Some investigations undertaken by the CCC cannot be reported on publicly until they are finalised. Reporting on them could compromise a current investigation, cause reputational damage to those people under investigation or risk breaching legislation. Discussing the progress of an investigation also carries with it a risk of identifying people who are assisting by confidentially providing information to the CCC.

Similarly, it is not possible to include detailed reports on short-term or recent performance from the CCC’s witness protection program.

The CCC acknowledges there is a public interest in our business and we need to report publicly to our parliamentary oversight committee, the PCCC. The information in this report strikes a balance between providing information to the public and protecting confidential CCC processes.

More general information about our jurisdiction, work areas, roles and responsibilities can be found at [www.ccc.qld.gov.au](http://www.ccc.qld.gov.au).

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## CCC Commissioners



Alan MacSporran QC  
Chairperson



Sydney Williams QC  
Deputy Chairperson



Marshall Irwin  
Commissioner



Prof. Anne Tiernan  
Commissioner



Deborah Holliday  
Commissioner

## A message on behalf of the Commission

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I am pleased to present this report to the Parliamentary Crime and Corruption Committee on the activities of the Crime and Corruption Commission (CCC) for the period 1 June to 31 August 2018.

This has been a busy period for the CCC as we finalise our reporting for the previous financial year and move into the new financial year with a revised strategic plan. The strategic plan for 2018–22 repositions our annual areas of focus to include corruption involving elected officials and the development of data analytics capability. Our progress to date across these areas of focus is outlined in this report.

Additional funding from 1 July 2018 to recruit more frontline investigators and enhance our digital evidence and infrastructure will also help us to deliver strategic outcomes. The provision of \$16.3 million in funding over the next four years will enhance the processing of digital evidence and intelligence analysis, and provide for a secure and contemporary cloud-based data platform to support our crime and corruption investigations. The requirement for ongoing access to very high performance computing and storage systems in investigations is critical for CCC business.

The investment of funds of \$7.4 million over the next four years to engage additional frontline staff primarily focused on corruption investigations, particularly in local government, will enable us to progress matters in a more timely manner. In light of issues emerging from the Operation Belcarra hearings and the Operation Windage investigation and public report (which was tabled on 14 August 2018), the additional funds will greatly assist our efforts to improve the integrity of the local government sector. Significantly, since its commencement in October 2016, the CCC's investigative efforts in Operation Windage has led to 15 people being charged with 86 criminal offences.

At the end of August the CCC resumed its public hearing as part of Taskforce Flaxton. To date, we've heard from witnesses throughout 15 days of the hearing to better understand corruption and corruption risks in Queensland corrective services facilities. The hearing has been adjourned and I expect a final hearing day will be required prior to the anticipated finalisation of a public report by the end of 2018.

Other operational outcomes are detailed in our Annual Report for 2017–18. This report is due to be tabled by the end of September 2018 and I trust it will provide the PCCC and other stakeholders with a comprehensive report of our performance.

I have recently been fortunate to travel with CCC staff to conduct listening tours at a number of Indigenous communities in remote Queensland. These listening tours have formed an important part of our development of a Reconciliation Action Plan, particularly as they provide an invaluable opportunity to hear firsthand from local councils and Indigenous communities about corruption, crime, policing and other law and justice issues.

I am pleased to announce the appointment of Ms Jen O'Farrell to the position of Chief Executive Officer from 24 August 2018 following the retirement of Mr Forbes Smith. I am confident that with our 2018–22 strategic plan firmly in place and an experienced Executive Leadership Team supporting the Commission, we will continue our effective response to the highest crime and corruption threats impacting the state.

For the purposes of this report to the PCCC, we have included outcomes against our 2018–19 areas of focus (from 1 July to 31 August 2018), and statistical information for the full 2017–18 financial year.

**Matters arising from the public meeting of 24 August 2018**

Formal responses to these matters have been provided to the PCCC.

**A J MacSporran QC**

**Chairperson**

## Highlights from 2017–18

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**22** people charged with **129** criminal offences relating to crime investigations



**38** people charged with **176** criminal offences relating to corruption investigations



**40** proceeds of crime restraining orders involving **\$9.712 M**



**19** recommendations for disciplinary action as a result of corruption investigations relating to **7** people



**47** confiscation matters concluded **\$9.454 M** forfeited to the state



**3,098** complaints of suspected corruption received

**3,602** complaints of suspected corruption assessed



**85** crime investigations finalised



**56** corruption investigations finalised



**259** days of hearings relating to crime investigations



**63** days of hearings relating to corruption investigations, including **13** days of public hearings



Drugs worth **\$203,675** (est.) seized



**31** recommendations from Operation Belcarra



**5** audits completed on the management of complaints by the Queensland public sector

### Note:

The outcomes above are for the 2017–18 financial year.

# CCC Strategic Plan 2018–22

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## **Objective: Reduce the incidence of major crime and corruption in Queensland**

### **Strategies:**

- Pursue areas of high threat through research, intelligence, hearings and investigations.
- Pursue recovery of proceeds of crime for the benefit of Queenslanders.
- Raise awareness of emerging crime and corruption issues.
- Provide independent advice to government in order to inform public policy.

## **Objective: Build our organisational capability**

### **Strategies:**

- Implement the CCC people and culture strategy which has been designed to foster an inclusive culture that promotes employee well-being, collaboration, innovation, and engagement.
- Ensure system performance and continuity of information technology services while enhancing and executing plans to modernise our systems.

### **2018–19 Areas of focus:**

- Target participants in criminal organisations that are active in illicit markets of highest threat to Queensland communities.
- Respond to the most serious organised crime threats and advance investigations into unresolved major crime.
- Pursue corruption involving elected officials, excessive use of force and misuse of confidential information.
- Collaborate with key stakeholders to implement and monitor a program of reform of the police complaints and discipline system.
- Continue to improve organisational performance through the development of our data analytics capability, the implementation of an integrated case management system, and by focussing on our workforce through targeted leadership development programs, workforce mobility, mentoring and talent management.

The CCC's full strategic plan can be found on our website: [www.ccc.qld.gov.au](http://www.ccc.qld.gov.au).

# Agency overview

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The Crime and Corruption Commission (CCC) is an independent statutory body established to reduce the incidence of major crime and public sector corruption in Queensland, and to provide the state's witness protection service. It focuses on major crime that poses the greatest threat to the Queensland community and matters that erode the integrity of its public institutions.

Our crime jurisdiction enables us to investigate major crime such as drug trafficking, fraud, money laundering and criminal paedophilia. Our corruption jurisdiction is broad and diverse, including 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 or systemic allegations of corrupt conduct.

The *Crime and Corruption Act 2001* sets out our agency's primary functions, powers and governance structure.

## **Investigative powers**

The CCC's investigative powers include search, surveillance and seizure powers. Where we conduct joint investigations with other agencies, we use these powers as well as our expertise in intelligence, financial analysis, forensic computing and covert investigative techniques.

## **Coercive hearings**

The CCC also has powers to conduct coercive hearings that compel people to attend and give evidence, and to produce documents and other material. Coercive hearings are held to investigate major crime and allegations of serious corruption. The CCC can also respond quickly to incidents of terrorism by immediately conducting hearings.

## **Proceeds of crime**

The CCC administers the non-conviction based civil confiscation scheme contained within Chapter 2 of the *Criminal Proceeds Confiscation Act 2002* (CPCA). Under this scheme, property is liable to be restrained if it belongs to, or is under the effective control of, someone who is suspected of having engaged in serious criminal activity. Restrained property is liable to be forfeited to the state unless a person proves, on the balance of probabilities, that it was lawfully acquired.

The CCC also administers the serious drug offender confiscation order scheme contained within Chapter 2A of the CPCA. This is a conviction-based scheme dependent upon a person's conviction of a serious drug offence under the *Penalties and Sentences Act 1992*.

## **Intelligence**

Intelligence informs and guides the CCC's operational and strategic priorities and provides support and direction to the crime and corruption areas. Our intelligence function enhances law enforcement's understanding of the criminal environment in Queensland, increases the CCC's capability to respond to threats and opportunities posed by high-risk crime groups, and enables resource allocation based on assessed levels of threat and harm.

## **Research**

The CCC conducts research to support the proper performance of its functions in areas such as crime, corruption, policing and the criminal justice system.

## **Prevention**

The CCC has a statutory function to prevent crime and corruption.



# Areas of focus 2018–19

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The CCC Strategic Plan 2018–22 came into effect from 1 July 2018. The plan includes one-year areas of focus that link to our longer-term objectives.

Performance outcomes up to 31 August 2018 are detailed in the following pages.

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## Area of focus:

### Target participants in criminal organisations that are active in illicit markets of highest threat to Queensland communities

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The sale and distribution of illicit drugs remains one of the most pervasive forms of organised crime in Queensland. Though difficult to quantify, its high cost to Queensland is clear in the toll it takes on individuals, families and communities, the impost on the state health system and related services, and the increasing pressures on law enforcement. We are focusing on criminal organisations that are active in these and other high threat markets.

#### Organised crime operations

During the reporting period, the CCC held:

- major crime hearings in Cairns as part of an investigation of a criminal network engaged in poly-drug trafficking and associated money laundering, resulting in valuable evidence being obtained against the targets.
- crime hearings in Brisbane in support of an investigation of a criminal network engaged in the large-scale transportation of cannabis from Sydney to Brisbane and subsequent trafficking activities. In addition to identifying the interstate source of the cannabis, a number of local syndicates were also identified as sourcing cannabis from this network.
- crime hearings in Ipswich as part of a weapons-trafficking investigation, which was successful in locating and recovering numerous illegal firearms being stored and trafficked by a criminal syndicate.

#### Intelligence operations

A series of intelligence hearings were held in Cairns in support of a specific intelligence operation targeting a criminal organisation alleged to be involved in the trafficking of methylamphetamine, cocaine and ecstasy in far-north Queensland and interstate. The operation revealed information that the illicit drugs were sourced from south-east Queensland, overseas and interstate. The hearings significantly enhanced law enforcement's understanding of this criminal organisation and numerous intelligence reports have been disseminated to the law enforcement community.

The CCC continues to investigate alleged drug trafficking, money laundering and associated offences of a syndicate of Brisbane-based individuals ostensibly involved in legitimate business activities. The syndicate is alleged to be dealing in substantial quantities of cocaine.

#### Proceeds of crime recovery

During July and August 2018, the CCC initiated four significant asset confiscation proceedings against persons with suspected involvement in the illicit drug market in Queensland. These involved:

- property valued at \$889,166 owned by an individual charged with cannabis and methylamphetamine offences;
- property valued at \$2.703M (including \$2.284M in cash) owned by an individual charged with cannabis offences;
- property valued at \$1.431M owned by an individual charged with cocaine and methylamphetamine offences; and
- property valued at \$1.351M (including \$1.248M in cash) owned by individuals charged with cannabis offences.

In August 2018, the CCC recovered property valued at \$2.056M representing the unexplained wealth of an individual charged with methylamphetamine, heroin, cocaine, MDMA and cannabis offences.

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## Area of focus:

### Respond to the most serious organised crime threats and advance investigations into unresolved major crime

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The CCC works in co-operation with other agencies, in particular the QPS, making optimal use of available resources to respond to the most serious organised crime threats and achieve better outcomes for serious crimes that are unlikely to be resolved with powers ordinarily available to police.

#### Serious crime operations

##### Homicides

During the reporting period, hearings were held to support investigations in relation to:

- the fatal shooting of a man at Petrie in April 2018, for which multiple alleged offenders have already been charged by police. Several witnesses were called to the hearings which were successful in excluding the possible involvement of another person in this murder.
- the stabbing murder of a man in Brisbane in late 2017.
- the disappearance and suspected murder of a 26-year-old Brisbane man in February 2015. In June 2018, police subsequently charged two men with murder and associated offences.

##### Cold cases

During the reporting period, hearings were held to support investigations in relation to:

- the disappearance and suspected murder of a man in Gympie in 2012.
- the investigation of a shooting murder of a female at Airlie Beach in 1996. Subsequent to the hearings, the female's son was charged with her murder.
- the investigation of the disappearance and suspected murder of a Cairns man in 1989. The hearings were held in Townsville.

##### Child abuse

During the reporting period, hearings were held to support investigations in relation to:

- the grievous bodily harm to a nine-week-old infant at Doomadgee in mid-2017. The baby's stepfather was later charged with multiple offences in relation to the incident.
- the alleged torture and grievous bodily harm of a 13-month-old infant at Toowoomba in 2017. The investigation remains ongoing. The hearings were held in Gympie.

##### Criminal paedophilia

Hearings were held during the reporting period to support investigations relating to:

- suspected child sex offending by a Sunshine Coast man and his associates. Several witnesses were called to these hearings. The primary suspect has been arrested and is facing multiple child sex offences and offences relating to child exploitation material.
- suspected activities of an alleged child sex offender. These hearings were successful in obtaining password information so as to access a seized device and in identifying multiple children whose images were found on other devices in the possession of the suspect. The hearings were held in Cairns.

##### Major fraud

A hearing was held as part of a fraud investigation into the alleged activities of a property development company based on the Gold Coast. Several persons associated with this company have recently been charged with fraud.

An investigation continues into suspected fraudulent criminal activity by elements of the legal profession in Queensland.

**Review of Terrorism (Prevention Detention) Act 2005**

Section 83A of the *Terrorism (Prevention Detention) Act 2005* requires the Minister for Police and Minister for Corrective Services to review the need for, and effectiveness of, the Act. In March 2017, the Minister gave his approval for the review to be conducted by the CCC.

The Minister is required to table a report on the outcome of the review in State Parliament by 19 November 2018. The CCC will provide its report to the Minister in September 2018.

**Area of focus:**

Pursue corruption involving elected officials, excessive use of force and misuse of confidential information

**Elected officials**

Elected officials are obligated to act with integrity and should exercise judgement that puts the interests of the public ahead of their own personal interest. Failure to demonstrate accountability and transparency in decision-making can severely erode public confidence in the work of elected officials. In 2018–19, the CCC has received 44 complaints relating to elected officials. This currently accounts for nine per cent of all complaints received.

In August 2018, the CCC published the report, *Culture and corruption risks in local government: Lessons from an investigation into Ipswich City Council (Operation Windage)*. The report outlines the corruption risks from governance failures and cultural issues which were of concern to the CCC.

The CCC commenced Operation Windage in October 2016 to investigate allegations of corrupt conduct relating to the then Mayor, Chief Executive Officer (CEO) and a Chief Operating Officer of the Council.

Since its commencement, the investigation has resulted in 15 people being charged with 86 criminal offences. Of the 15 people charged, seven are either current or former council employees or councillors. This includes two mayors, two CEOs and one Chief Operating Officer.

The CCC has made four recommendations to address corruption risks across the broader local government sector. The report is available on the CCC’s website.

Table 1. Summary of outcomes – elected officials investigations and reviews<sup>1</sup>

Description	Number
Investigations commenced	7
Investigations finalised	2
People charged	2
Criminal charges laid	10
Reviews commenced	17
Reviews finalised	2
Referred back to the UPA as a disciplinary matter or criminal prosecution	0
Prevention recommendations	0

**Note:**

- The CCC monitors the way an agency deals with an allegation of corruption by doing one or more of the following:
  - if the allegation is serious, reviewing the investigation while it is in progress
  - reviewing the outcomes, once the matter has been finalised.

## Excessive use of force

Excessive use of force by a public sector employee against a member of the public constitutes a serious abuse of power. Allegations of this type are most commonly received about police officers and other officers working in corrections and youth detention. The CCC continues to investigate and closely monitor allegations of excessive use of force within the Queensland public sector. In 2018–19, the CCC has received 62 complaints relating to excessive use of force. This currently accounts for 13 per cent of all complaints received.

Table 2. Summary of outcomes – use of force investigations and reviews

Description	Number
Investigations commenced	0
Investigations finalised	0
People charged	0
Criminal charges laid	0
Reviews commenced	15
Reviews finalised	17
Referred back to the UPA as a disciplinary matter or criminal prosecution	0
Prevention recommendations	0

## Taskforce Flaxton

Taskforce Flaxton was launched in March 2018 to examine corruption and corruption risks in Queensland’s correctional services facilities, including excessive use of force.

The CCC recommenced its public hearing for two days in late August 2018. A further day of this hearing is likely to be held prior to the anticipated finalisation of a public report on the outcomes of Taskforce Flaxton by the end of 2018.

Information about the hearing, including witness lists, transcripts of evidence, exhibits and an archive of the live-stream are available on the CCC website.

## Improper release of confidential information

The CCC focuses on the misuse of confidential information because the security and privacy of sensitive data is of great concern to the community, and it is a significant corruption issue facing the Queensland public sector. The CCC deals with the issue of misuse of confidential information through conducting investigations, reviewing other agency investigations, audits and the development of guidance material for units of public administration (UPAs).

In 2018–19, the CCC has received 73 complaints relating to the misuse of information. This currently accounts for 15 per cent of all complaints received.

Table 3. Summary of outcomes – improper release of confidential information investigations and reviews

Description	Number
Investigations commenced	2
Investigations finalised	3
People charged	1
Criminal charges laid	18
Reviews commenced	25
Reviews finalised	11
Referred back to the UPA as a disciplinary matter or criminal prosecution	1
Prevention recommendations	6

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**Area of focus:**

Collaborate with key stakeholders to implement and monitor a program of reform of the police complaints and discipline system

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A fair and robust performance management and discipline system is essential for ensuring the ongoing integrity of the QPS, and for ensuring public confidence in the work of police.

**Joint Assessment and Moderation Committee**

The Joint Assessment and Moderation Committee (JAMC) reviews how serious complaints are triaged and monitored, and aims to improve the timeliness and consistency in approach when the QPS investigates complaints against its own officers. The Committee includes representatives from the CCC and the QPS Ethical Standards Command.

In 2018–19, the JAMC has assessed 21 complaint matters.

**Investigative Consultative Process**

The Investigative Consultation Process (ICP) is the second tier of the JAMC process. As part of the ICP, the progress of matters and the CCC's expectations regarding investigations and/or criminal, disciplinary and managerial processes are tabled. In addition, the QPS can raise issues that are contentious or that impact on their resources so that an effective resolution may be achieved.

The ICP meets when there is a stakeholder necessity or public interest in gaining a joint commitment to processes that will meet stakeholder expectations. The first ICP commenced in September 2017. The ICP meetings reduce the time delay between tasking and action which results in a timely investigation of a matter. In 2018–19, two meetings have been held in relation to five matters. The result of these meetings were that the CCC agreed that there was insufficient evidence to charge a subject officer with any criminal offence arising from the discharge of a police firearm, and that the CCC would discuss emerging investigative issues at the next police discipline stakeholders meeting.

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**Area of focus:**

Continue to improve organisational performance through the development of our data analytics capability, the implementation of an integrated case management system, and by focussing on our workforce through targeted leadership development programs, workforce mobility, mentoring and talent management

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**Data analytics capability**

Data is an essential asset for our organisation. Our investment in data analytics continues to build investigative and prevention capability in areas such as technology-enabled crime and corruption risk.

The CCC is collaborating with CSIRO's Data61 on two projects to improve the CCC's analytical capability. The first project seeks to demonstrate the capacity of data-driven approaches to identify cases of corruption and indicators of corruption risk.

The second project is a "proof of methodology concept" that aims to test the feasibility and utility of interrogating publicly available information about illicit commodities from various dark web forums and marketplaces.

In 2018–19 the CCC will be delivering a data analytics environment that will harness and translate data into information through visualisation as well as delivering forecasting and predictive analysis capabilities.

## **Implementation of an integrated case management system**

Program Unify is a significant body of work that will underpin the CCC's future state activities and will ensure the CCC has alignment and integration across all activities. This work includes:

- developing an agency-wide operating model, operational framework, governance arrangements and operations manual
- developing efficient and effective business processes, introducing a new system to support investigations and projects, and enhanced workflow tracking capabilities
- implementing a new case management system (CMS).

In 2018–19, the CCC will finalise procurement, engage the preferred supplier, and implement the new CMS with a planned completion by 30 June 2019.

The CCC is developing an operations manual which will consolidate many of our policies and procedures related to the identification, management and practices associated with undertaking investigations, projects and witness protection. The operations manual will be strongly linked to functionality available in the new CMS.

## **Enhancing accessibility to the CCC's information**

To further enhance the user experience of the Queensland community and their accessibility to the CCC and our work, the CCC this financial year will deliver a new CCC website and telephony system. The CCC is also developing its social media presence to expand our outreach in preventing, detecting and responding to major crime and corruption.

## **Leadership development**

A Leadership Development Program was delivered for all cohorts of CCC leaders in 2017-18. The program targeted key capability gaps identified from the analysis of leadership assessments completed in the previous financial year:

- Managing organisational performance
- Leading change with agility
- Engaging with ideas, innovation and risk
- Navigating complex, ambiguous and political environments.

Delivered via a series of facilitated workshops, executive coaching and the creation of peer support relationships, the program concluded in June 2018. Recommendations about focusses for leadership development in 2018-19 are currently being considered.

Working in partnership with the Queensland Public Service Commission, a 1CCC Leadership Capability Roadmap has been developed to articulate options to grow capabilities that enable the transition to the next level of leadership, and enhance the mobility of our leadership cohort. The Roadmap has been endorsed by the CCC's Executive Leadership Team and will be implemented shortly.

After a successful trial in 2017-18, another cohort of leaders has commenced the Institute of Public Administration Australia's 'Great Managers' program. Designed for adult learning and application, the program focusses on foundational and team leadership skills, and is delivered via a combination of self-paced online lessons and face-to-face video conferencing forums.

## **People Growth Strategy**

The CCC is developing a 1CCC People Growth Strategy (PGS) to outline the CCC's commitment to developing an agile, flexible, responsive and resilient workforce. The PGS will seek ways to integrate our joint pursuits of organisational performance excellence and the capability growth of all staff.

The PGS will be supported by the 1CCC Leadership Capability Roadmap and Guidelines, and 1CCC Career Development Pathways (currently in development). Aligned to our organisational values, the PGS, Roadmap and Pathways will articulate development options for staff and encourage life-long learning.

## **Workforce mobility**

Planning is underway for the rollout of the next 1CCC Mentoring Program. All staff have been provided the opportunity to express an interest in participating in the program, either as mentor or mentee, and have been matched on the basis of alignment across a number of factors relevant to development goals.

## **Other initiatives**

The CCC's Values and Culture Group are progressing initiatives in accordance with the CCC's Values and Culture Action Plan 2018-19, with a current focus on planning for Team CCC Day in October 2018, and the launch of the Values Playbook, a resource to support new and emerging leaders to encourage values-based behaviours.

The CCC will participate in the Working for Queensland Employee Opinion Survey again in September this year, with results to inform future capability-building priorities.

The CCC's Wellbeing Group hosted the inaugural 'Health Start Day' on 26 July 2018, with approximately 50 staff members attending the two hour event. The Group will also host a staff education session on 13 September 2018 to mark "R U Ok" Day.



# Key statistics

2017-18 financial year

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Key statistics for the full 2017–18 financial year are detailed in the following pages.

## CCC crime and corruption investigations

Table 4. Summary - CCC crime investigations

Description	Number
Total number of investigations finalised	85
People charged	22
Charges laid	129
Drugs seized (estimated street value)	\$203,675

Table 5. Summary - CCC corruption investigations

Description	Number
Total number of investigations commenced	74
Total number of Investigations finalised	56
Percentage of investigations completed within 12 months	63%
People charged	38 <sup>1</sup>
Charges laid	176 <sup>2</sup>
Recommendations for disciplinary action	19
no. of people	7
Prevention recommendations	125

**Notes:**

1. Includes 10 people who are not members of the QPS or a UPA.
2. Includes 28 charges against people who are not members of the QPS or a UPA.

Table 6. CCC corruption investigations – QPS

Description	Number
Number of investigations commenced	9
Number of investigations finalised	9
People charged	5
Charges laid	22
Recommendations for disciplinary action	6
no. of people	2
Prevention recommendations	15

Table 7. CCC corruption investigations – other units of public administration (excluding QPS)

Description	Number
Number of investigations commenced	65
Number of investigations finalised	47
People charged	33
Charges laid	154
Recommendations for disciplinary action	13
no. of people	5
Prevention recommendations	110

Table 8. Duration of current CCC corruption investigations

Duration of investigation	Number	% of total matters
< 3 months	6	9%
3–6 months	22	34%
6–9 months	10	15%
9–12 months	13	20%
> 12 months	14	22%
Total	65	100%

## Complaints

Table 9. Complaints received and assessed

Description	Number
Total complaints received	3098
% increase or decrease when compared to the same period 2016-17	▼0.2%
Total allegations received	8862
% allegations relating to the QPS	56%
% allegations relating to other units of public administration (excluding QPS)	44%
Total complaints assessed	3602

Table 10. Complaints received – QPS

Description	Number
Complaints received	1753
% increase or decrease when compared to the same period 2016-17	▼13%
Allegations received	4946
% increase or decrease when compared to the same period in 2016-17	▼9%

**Note:**

1. Complaints by indigenous people comprised 6% of the total complaints made against police officers, which remains the same as 2016-17.

Table 11. Complaints received – other units of public administration (excluding QPS)

Description	Number
Complaints received for public sector (including government owned corporations and members of parliament)	1005 <sup>1</sup>
% increase or decrease when compared to the same period 2016-17	▲28%
Allegations received for public sector (including government owned corporations and members of parliament)	2811
% increase or decrease when compared to the same period in 2016-17	▲26%
Complaints received for local government sector	340 <sup>1</sup>
% increase or decrease when compared to the same period 2016-17	▲14%
Allegations received for local government sector	1105
% increase or decrease when compared to the same period in 2016-17	▲23%

**Note:**

1. The number of complaints by sector may be higher than total complaints received as one complaint may relate to multiple sectors.

Graph 1. Total number of complaints received 2015–16 to 2017–18

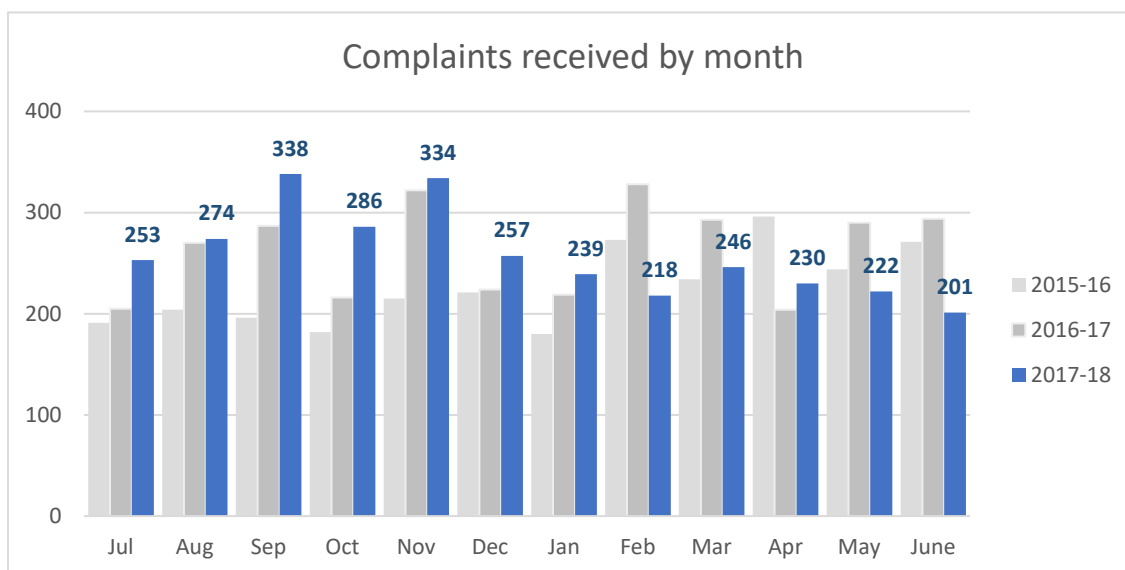


Table 12. Outcomes of complaints assessed

Description	Number
Retained for CCC investigation	63
Referred to the appropriate agency, subject to the CCC's monitoring role	378
Referred to the appropriate agency, with no further advice required by the CCC	2282
Requiring no further action	879

### Monitoring allegations of corruption referred to other agencies

Table 13. Reviews of referred matters

Description	Number
Median days <sup>1</sup> to complete a review	20
Final reviews	210
QPS reviews	110
Public sector reviews (including local Government)	100
Interim reviews	492
QPS reviews	228
Public sector reviews (including local Government)	264
Reviewable decisions <sup>2</sup>	123

**Notes:**

1. Median days calculated using a 7 day week.
2. A reviewable decision is a decision made by a prescribed police officer in an internal disciplinary process against a prescribed person (that is, another police officer who is generally referred to as the subject officer) concerning an allegation of police officer misconduct. The term reviewable decision is defined in section 219BA of the Crime and Corruption Act.

### Oversight of police-related deaths and significant events

The CCC is informed of all police-related deaths and significant events involving police. The CCC elect to attend an incident where a police officer has shot at someone, regardless of whether there have been injuries or deaths. The incidents included self-harm, injuries in custody and a QPS shooting.

Table 14. Summary of police-related deaths and significant events

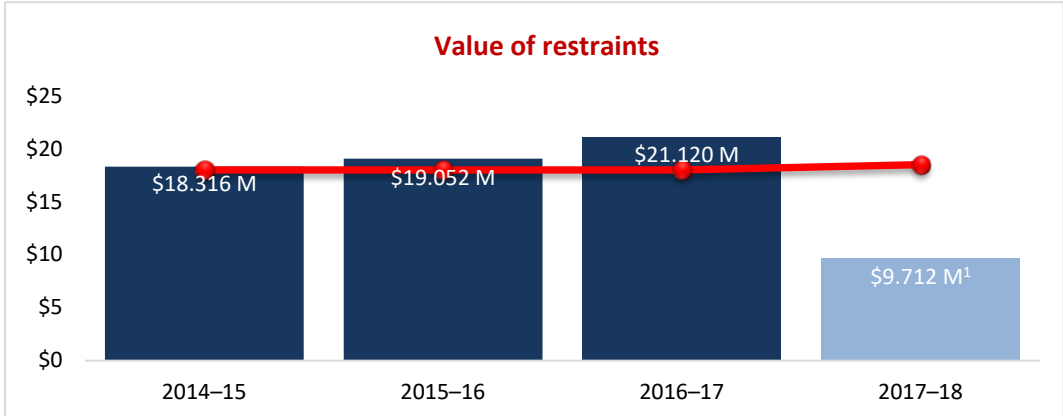
Description	Number
Police related deaths	11
Notifications of significant events Qld Police	19

### Proceeds of Crime

Table 15. Proceeds of crime outcomes

Description	Number	Value
Restraining orders obtained	40	\$9.712 M
Forfeitures of property to the state	47	\$9.454 M
Settlement negotiations	36	\$11.395M

Graph 2. Value of criminal proceeds restrained, 2014–15 to 2017–18



**Note:**

1. The CCC noted a decline in restraints this financial year which will likely impact forfeitures in future years. Referral rates of new matters were consistent with past trends. However, referrals received, assessed and accepted for litigation relate to relatively modest asset holdings. The referrals reflect the current trend whereby offenders are utilising their ill-gotten gains on lifestyle expenses rather than investing in property holdings.

Graph 3. Value of criminal proceeds forfeited, 2014–15 to 2017–18

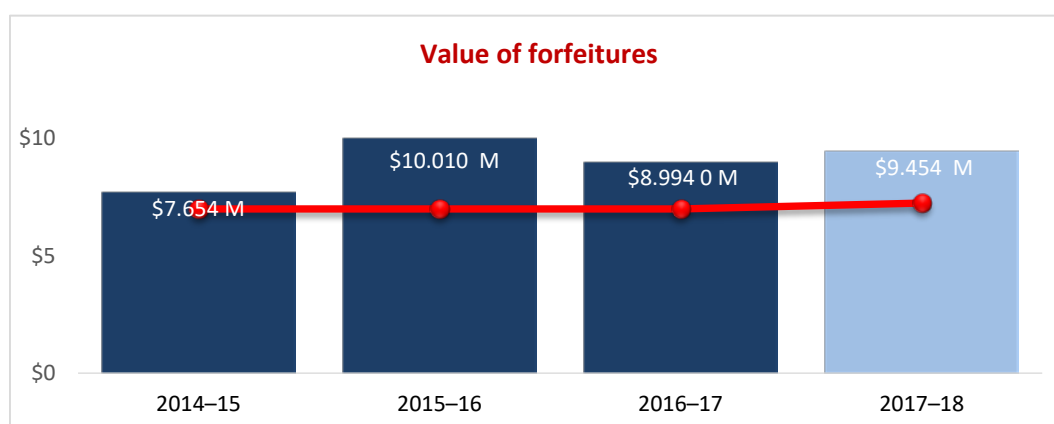


Table 16. Matters in progress as at 30 June 2018

Description	Number	Value
Civil confiscation matters involving restrained property	80	\$45.045 M
Matters pending restraint	40	\$19.065 M

Table 17. Total restraints and forfeitures

Description	Value
Results since 2002	
Restrains	\$244.934 M
Forfeitures	\$100.006 M

## Hearings

Table 18. CCC hearings overview

Description	Crime investigation hearings	Crime intelligence hearings	Corruption investigation hearings
Hearing days	235	24	63
Witnesses attending	239	25	78
Attendance notices issued	386	40	159

## Legal services

Table 19. Queensland and Civil and Administrative Tribunal (QCAT) proceedings

Description	Number
New review applications filed	7
Police disciplinary applications before QCAT (reviews and corrupt conduct proceedings)	15
Police disciplinary matters finalised	6
Ongoing corrupt conduct proceedings	0
Ongoing disciplinary review matters	8
Appeals before the Appellate Tribunal	1

Table 20. **Other legal proceedings**

Description	Number
Judicial reviews	0
Section 195 appeals (Court of Appeal)	1
Contempt Applications (Supreme Court)	5
Supreme Court proceeding (other than Contempt)	5
Court of Appeal Matters	3

### Police Service Reviews

Commissioners for Police Service Reviews (Review Commissioners) review grievances that police officers may have about promotions, transfers or disciplinary action. To ensure the transparency and independence of the review process, Queensland Police Union of Employees representatives have a standing invitation to attend promotion, transfer and disciplinary review hearings as observers.

When a review matter progresses to a hearing, the Review Commissioner is empowered to consider the material presented and prepare written recommendations for the attention of the Commissioner of Police (Commissioner), who makes the final decision. If a recommendation is not accepted, the Commissioner must provide the Review Commissioner with a statement of reasons for this.

Table 21. **Outcome of matters as at 30 June 2018**

	Promotion	Transfer <sup>1</sup>	Discipline	Lateral transfer	Medical retirement	Non-appointment
Matters lodged in 2017–18	6	3	1	2	1	2
Matters heard <sup>2</sup>	4	1	1	0	1	0
Matters awaiting hearing	2	0	0	0	0	1
Matters pending e.g. awaiting papers, QCAT outcome	0	1	0	0	0	0
Matters withdrawn or lapsed, or not within jurisdiction (prior to hearing)	0	1	0	2	0	1

**Notes:**

1. Two of the three transfers were management-initiated.
2. Of the matters heard:
  - four matters were affirmed
  - two matters were set aside
  - one matter was deemed not within jurisdiction.

## Workforce composition

Table 22. Full-time equivalents (FTE) as at 30 June 2018

Count of actual employee numbers	Employment type			Total
	Permanent	Temporary	Casual	
Strategic and Corporate Services Division	54.40	11.50	-	65.90
Policy and Research Division	8.00	4.60	0.48	13.08
Operations Support Division	47.00	3.00	-	50.00
Office of the Commission	9.00	-	-	9.00
Legal Services Division	16.67	5.00	-	21.67
Intelligence Division	39.69	2.00	1.95	43.64
Financial Investigations Division	26.28	1.00	-	27.28
Crime Division	19.40	5.00	5.74	30.14
Corruption Division	50.20	11.00	-	61.20
<b>Total sum of staff FTE<sup>1,2</sup></b>	<b>270.64</b>	<b>43.10</b>	<b>8.17</b>	<b>321.91</b>

### Notes:

1. Eleven CCC officers hold multiple contracts; in these instances, the CCC officer is only counted once in order to avoid duplication. The commission officers may be performing casual work in multiple positions, or performing temporary work for a period before returning to casual work.
2. Reported data excludes staff who are on long-term leave (e.g. parental leave; ill health leave; secondment to another agency). There were 24 permanent staff members (totalling 12 FTE) on long-term leave as at 30 June 2018.



# Appendix A

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## Liaison meetings

- On 1 June 2018, I presented at the Queensland Police Union conference regarding the new QPS discipline system, CCC research activities, joint QPS/CCC taskforce matters and CCC coercive hearing powers.
- On 5 June 2018, I met with Mr Trevor Gormley (Embrace Learning) to discuss local government training matters.
- On 5 June 2018, I presented to the Global Prosecutors E-Crime Network via Webinar regarding cold call investment fraud in Australia.
- On 7 June 2018, I attended the Youth Justice Police Diversions Roundtable meeting.
- On 8 June 2018, I attended the Parliamentary Crime and Corruption Committee's inquiry into Section 329 of the *Crime and Corruption Act 2001* public hearing to give evidence as a witness.
- On 12 June 2018, I met with Mr Warwick Agnew (Director-General, Department of Local Government, Multicultural Affairs and Racing) to discuss matters relating to local government.
- On 13 June 2018, I met with Mr Trevor Watts MP (Shadow Minister for Police and Shadow Minister for Corrective Services) to discuss matters relating to Taskforce Flaxton.
- On 13 June 2018, I met with Dr Peter Martin APM (Commissioner, Queensland Corrective Services) regarding Taskforce Flaxton.
- On 15 June 2018, I met with Mr Ian Stewart APM (Commissioner, QPS) to discuss matters of mutual interest.
- On 15 June 2018, Ms Elizabeth Foulger (Acting Director, Integrity Services, CCC), Mr Darren Brookes (Assistant Director, Police Program, CCC), Mr Paxton Booth (Director, Corruption Operations, CCC), Mr Timothy Leadbetter (QPS), Mr Glenn Horton (QPS), Ms Charysse Pond (QPS), Mr Roger Lower (QPS) and I met to discuss a CCC investigation matter.
- On 15 June 2018, I participated in a media interview with Mr Kristian Silva (ABC) and Ms Alice Pickering (ABC) regarding CCC coercive hearing powers.
- On 15 June 2018, Dr Rebecca Denning (Director, Policy and Research, CCC) and I met with Mr Edward Natera PSM (Chief Executive Officer, Pormpuraaw Aboriginal Shire) via telephone to discuss matters relating to local government.
- On 18 June 2018, Ms Jen O'Farrell (Acting Chief Executive Officer, CCC) and I attended the Australian Anti-Corruption Commissions meeting hosted by the Corruption and Crime Commission Western Australia.
- On 19 June 2018, I met with Mr Michael Condon (Assistant Commissioner, QPS) to discuss matters of mutual interest.
- On 20 June 2018, I participated in the short-listing process for the role of Chief Executive Officer of the CCC as a member of the selection panel along with Mr David Mackie (Director-General, Department of Justice and Attorney-General), the Honourable Yvette D'Ath MP (Attorney-General, Minister for Justice and Leader of the House), and Ms Yolande Yorke (Acting Director, Executive Services Branch, Department of Justice and Attorney-General).
- On 21 June 2018, I conducted an official visit and site tour of Townsville Correctional Centre hosted by Dr Peter Martin APM (Commissioner, Queensland Corrective Services).
- On 22 June 2018, I conducted an official visit and site tour of Rockhampton Correctional Centre hosted by Dr Peter Martin APM (Commissioner, Queensland Corrective Services).
- On 26 June 2018, Ms Dianne Borchert (Project Officer, Policy and Research, CCC), Ms Jen O'Farrell (Acting Chief Executive Officer, CCC), Mr Chris Lee (Indigenous Liaison Officer, CCC) and I conducted an official visit to the remote Indigenous communities of Mornington Island, Edward River, Kowanyama and Lockhart River.

- On 29 June 2018, I met with Mr Bruce Wilson (former Public Service Commissioner) to discuss matters relating to local government.
- On 3 July 2018, I participated in the interview process for the role of Chief Executive Officer of the CCC as a member of the selection panel along with Mr David Mackie (Director-General, Department of Justice and Attorney-General), the Honourable Yvette D’Ath MP (Attorney-General, Minister for Justice and Leader of the House), and Ms Yolande Yorke (Acting Director, Executive Services Branch, Department of Justice and Attorney-General).
- On 5 July 2018, I met with the Honourable Mark Ryan MP (Minister for Police; Minister for Corrective Services) and Dr Peter Martin APM (Commissioner, Queensland Corrective Services) to discuss matters relating to Taskforce Flaxton.
- On 5 July 2018, I met with the Honourable Mark Ryan MP (Minister for Police; Minister for Corrective Services) and Mr Ian Stewart APM (Commissioner, Queensland Police Service) to discuss matters of mutual interest.
- On 9 July 2018, Ms Deborah Holliday (Acting Chairperson, CCC) attended and spoke at the CCC NAIDOC event attended by CCC stakeholders and members of the Indigenous community.
- On 12 July 2018, Ms Deborah Holliday (Acting Chairperson, CCC) attended the Queensland Police Controlled Operations Committee as a member of the Committee.
- On 13 July 2018, Ms Deborah Holliday (Acting Chairperson, CCC) and Ms Jen O’Farrell (Acting Chief Executive Officer) attended the NAIDOC Family Day at Musgrave Park on behalf of the CCC.
- On 16 July 2018, Ms Deborah Holliday (Acting Chairperson, CCC), Ms Sharon Loder (Senior Executive Officer, Crime, CCC) and Ms Cheryl Scanlon APM (Executive Director, Operations Support, CCC) attended the Community Summit on Sentencing for Child Homicide Offences.
- On 19 July 2018, Ms Deborah Holliday met with Ms Sharon Cowden (Assistant Commissioner, Ethical Standards Unit, QPS) to discuss matters of mutual interest.
- On 19 July 2018, Ms Deborah Holliday (Acting Chairperson, CCC) and Mr Darren Brookes (Assistant Director, Police Program, CCC) attended the Joint Assessment and Moderation Committee meeting as members of the Committee.
- On 19 July 2018, Ms Deborah Holliday (Acting Chairperson, CCC) and Mr Mark Docwra (Deputy Director, Legal Services, CCC) attended the Parliamentary Legal Affairs and Community Safety Committee public hearing regarding the *Police Powers and Responsibilities and other Legislation Amendment Bill 2018* with Ms Holliday attending to provide evidence as a witness.
- On 23 July 2018, Ms Jen O’Farrell (Acting Chief Executive Officer, CCC) and I met with the Honourable Yvette D’Ath MP (Attorney-General, Minister for Justice and Leader of the House) to discuss matters relating to 2018 Estimates Hearings.
- On 25 July 2018, Mr Paul Alsbury (Senior Executive Officer, Corruption, CCC) and I met with Mrs Deborah Frecklington MP (Leader of the Opposition) to discuss matters related to local government.
- On 25 July 2018, I met with Dr John Wakefield (Deputy Director-General, Queensland Health) and Dr Peter Martin APM (Commissioner, Queensland Corrective Services) to discuss matters related to Taskforce Flaxton.
- On 25 July 2018, Dr Rebecca Denning (Director, Policy & Research, CCC) and I met with Dr Peter Martin APM (Commissioner, Queensland Corrective Services) to discuss matters related to Taskforce Flaxton.
- On 25 July 2018, Ms Sharon Loder (Senior Executive Officer, Crime, CCC) and I met with Mr John Anderson, the newly appointed Community Representative member of the Crime Reference Committee, to discuss matters of mutual interest.
- On 26 July 2018, Ms Jen O’Farrell (Acting Chief Executive Officer, CCC) and I attended the 2018 Estimates Hearings.
- On 30 July 2018, I met with Mr Ken Fleming QC (Commissioner, Independent Commissioner Against Corruption Northern Territory) to discuss matters of mutual interest.

- On 30 July 2018, Dr Rebecca Denning (Director, Policy and Research, CCC) and I met with Mr Andrew Ballantyne (Director, Ethical Standards Unit, Queensland Corrective Services) to discuss Taskforce Flaxton matters.
- On 30 July 2018, I attended the Inquiry into the draft *Local Government (Dissolution of Ipswich City Council) Bill 2018* public hearing to give evidence as a witness.
- On 31 July 2018, I participated in a radio interview with Mr Kaava Watson (Presenter, 98.9FM) to discuss matters relating to NAIDOC week.
- On 1 August 2018, I met with Mr Warwick Agnew (Director-General, Department of Local Government, Racing and Multicultural Affairs) to discuss matters relating to local government.
- On 2 August 2018, Mr Darren Brookes (Assistant Director, Police Program, CCC) and I attended the Joint Assessment and Moderation Committee meeting as members of the Committee.
- On 3 August 2018, I met with Ms Ellen McIntyre (Chief of Staff, Minister for Police; Minister for Corrective Services) and Mr Jimmy Sullivan (Chief of Staff, Attorney-General and Minister for Justice) to discuss matters of mutual interest.
- On 6 August 2018, Mr Paul Alsbury (Senior Executive Officer, Corruption, CCC) and I met with a member of the public to discuss an existing complaint.
- On 6 August 2018, Ms Jen O'Farrell (Acting Chief Executive Officer, CCC), Mr Paul Alsbury (Senior Executive Officer, Corruption, CCC) and I attended the event entitled 'Stan Grant in Conversation with Madonna King' hosted by Griffith University in affiliation with the Integrity 20 program 2018.
- On 7 August 2018, I met with the Honourable Stirling Hinchliffe MP (Minister for Local Government, Multicultural Affairs and Racing) to discuss local government matters.
- On 8 August 2018, I met with Mr Rob Setter (Chief Executive Officer, Public Service Commission) and Dr Beth Woods (Director-General, Department of Agriculture and Fisheries) to discuss matters of mutual interest.
- On 8 August 2018, I attended a meeting with the Parliamentary Crime and Corruption Committee by invitation to discuss the release of the CCC's report entitled *Operation Windage: Issues arising from an investigation into corruption allegations at Ipswich City Council* under Section 69 of the *Crime and Corruption Act 2001*.
- On 9 August 2018, Dr Nikola Stepanov (Integrity Commissioner) and I presented at the Integrity and Accountability Community Forum hosted by Ms Kim Richards MP (Member for Redlands) regarding matters affecting local government.
- On 13 August 2018, I participated in the shortlisting process for the role of the Independent Assessor as a member of the selection panel along with Dr Nikola Stepanov (Integrity Commissioner) and Mr Warwick Agnew (Director-General, Department of Local Government, Multicultural Affairs and Racing).
- On 14 August 2018, I attended the Queensland Police Service Controlled Operations Committee as a member of the Committee.
- On 14 August 2018, Dr Rebecca Denning (Director, Policy & Research, CCC) and I met with Mr James Koulouris (Deputy Commissioner, Queensland Corrective Services) and Mr Andrew Ballantyne (Director, Ethical Standards Unit, Queensland Corrective Services) to discuss matters relating to Taskforce Flaxton.
- On 14 August 2018, I presented at the Queensland Health Systems Leadership Forum regarding corruption allegation trends.
- On 16 August 2018, I met with Mr Shane Chelepy (Assistant Commissioner, QPS) to discuss matters of mutual interest.
- On 16 August 2018, I met with Ms Sharon Cowden (Assistant Commissioner, Ethical Standards Command, QPS) to discuss matters of mutual interest.
- On 16 August 2018, Mr Paul Alsbury (Senior Executive Officer, Corruption, CCC) and I met with a member of the public regarding a complaint.

- On 17 August 2018, I met with Mr Brendan Worrall (Auditor-General) regarding matters of mutual interest.
- On 17 August 2018, I presented to the QPS Executive Leadership Team regarding the CCC Strategic Plan 2018–22.
- Between 19-22 August 2018, Mr Chris Lee (Indigenous Advisor, CCC) and I visited the Indigenous Shire Councils of Wujal-Wujal, Hopevale, Northern Peninsula, Bamaga and Aurukun.
- On 23 August 2018, I attended the Future of Policing Symposium 2018.
- On 24 August 2018, I met with Ms Ellen McIntyre (Chief of Staff, Minister for Police; Minister for Corrective Services) and Mr Jimmy Sullivan (Chief of Staff, Attorney-General and Minister for Justice) to discuss matters of mutual interest.
- On 24 August 2018, Mr Justin McWatt (Corruption Operations, CCC), Mr Paul Alsbury (Senior Executive Officer, Corruption, CCC), Detective Sergeant Adam Edwards (Corruption Operations, CCC), Detective Senior Sergeant Charlie Kohn (Corruption Operations, CCC) and I met with Mr Greg Chemello (Administrator, Ipswich City Council, CCC), Mr James Dickson (KPMG), Mr Stan Gallo (KPMG) and Ms Sandra Hannis (Department of Local Government, Multicultural Affairs and Racing) to discuss matters related to Ipswich City Council.
- On 24 August 2018, Dr Peter Martin APM (Commissioner, Queensland Corrective Services) and I met with Dr John Wakefield (Deputy Director-General, Queensland Health) to discuss matters relating to Taskforce Flaxton.
- On 27 August 2018, I participated in the interview process for the role of the Independent Assessor as a member of the panel along with Dr Nikola Stepanov (Integrity Commissioner) and Mr Warwick Agnew (Director-General, Department of Local Government, Multicultural Affairs and Racing).
- On 28 and 29 August 2018, I presided over the Taskforce Flaxton public hearing.
- On 29 August 2018, I attended the Integrity Committee meeting along with Dr Nikola Stepanov (Integrity Commissioner), Mr Brendan Worrall (Auditor-General), Mr Ross Barnett (Queensland Racing Integrity Commissioner), Mr Pat Vidgen PSM (Acting Electoral Commissioner), Mr Rob Setter (Chief Executive Officer, Public Service Commission), Mr Phil Clarke (Queensland Ombudsman) and Ms Rachael Rangihaeata (Information Commissioner).
- On 30 August 2018, I met with Ms Sharon Cowden (Assistant Commissioner, Ethical Standards Command, QPS) to discuss matters of mutual interest.
- On 30 August 2018, Mr Darren Brookes (Assistant Director, Police Program, CCC) and I attended the Joint Assessment and Moderation Committee meeting as members of the Committee.
- On 30 August 2018, I met with Mr Marty Mickelson (Acting Assistant Commissioner, Office of State Discipline, QPS) and Mr Tony Wright (Acting Deputy Commissioner, Office of State Discipline, QPS) to discuss matters of mutual interest.
- On 30 August 2018, Mr Paul Alsbury (Senior Executive Officer, Corruption, CCC) and I met with Mr Terry Ryan (State Coroner) to discuss a matter of mutual interest.

## Appendix B

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<b>Media releases</b>	
30 August 2018	CCC recovers \$1.97M in proceeds of crime action
27 August 2018	Taskforce Flaxton hearing to recommence
20 August 2018	CCC welcomes initial results from the special Global Corruption Barometer survey (2018)
14 August 2018	CCC finalises Ipswich City Council investigation and tables report in Parliament
10 August 2018	Further charges in Ipswich City Council investigation
13 July 2018	CCC calls for improved transparency of Government board appointments after assessment of Energy Queensland process
13 July 2018	Clayfield woman charged with additional fraud offences
13 July 2018	Sydney woman charged with Misconduct in Public Office
12 July 2018	Statement from CCC Chairperson Alan MacSporran QC
22 June 2018	CCC determines there are no grounds to investigate Adani and Isaac Regional Council
13 June 2018	CCC finalises investigation into QPS officers' conduct at Coronial Inquest and during Operation Bravo Vista
<b>Media interviews</b>	
31 July 2018	98.9FM – Kaava Watson interview CCC Chairperson Alan MacSporran QC on a range of Indigenous issues. The interview was syndicated to 120 other Indigenous radio stations.
15 June 2018	ABC Brisbane – Kristian Silva interviewed CCC Chairperson Alan MacSporran QC on the CCC's coercive hearings powers
<b>Media conferences</b>	
Nil	No media conferences were held during the reporting period.
<b>CCC social media</b>	
31 August 2018	As at 31 August 2018, the CCC had 621 Twitter followers, 791 Facebook followers and 732 Facebook page likes.

## Appendix C

### External presentations

Date	Presenter and title	Audience	Topic
<b>August 2018</b>			
22/08/18	Michael Scott Director, Crime Hearings & Legal Services	Australian Federal Police Team Leaders Forum	<i>Crime and Intelligence Hearings: What we do and why and how we do it</i>
16/08/18	Sally McCarthy Principal Financial Investigator, Proceeds of Crime	Financial Crimes Investigations Course, Toowoomba	<i>Recovering the Proceeds of Crime</i>
14/08/18	Alan MacSporran QC Chairperson	Department of Health Queensland Systems Leadership Forum	<i>Corrupt Conduct Trends in Government</i>
09/08/18	Alan MacSporran QC Chairperson	Integrity and Accountability Forum - Redlands Shire Council Constituents/Members of the Public	<i>What to expect from your elected representatives</i>
02/08/18	Geoff Kennedy Assistant Director, Integrity Services	Vietnam Leadership and Management Skills for Local Authorities Program [Organised by the Institute of Continuing & TESOL Education, University of Queensland]	<i>An Overview of the Crime &amp; Corruption Commission</i>
<b>July 2018</b>			
27/07/18	Senior Witness Protection Officer	Queensland Police Service Headquarters - Dedicated Source Unit Handler course	<i>Witness Protection</i>
<b>June 2018</b>			
28/06/18	David Honeyman Principal Adviser, Prevention	Queensland Ambulance Service Classified Officer Development Program	<i>Why comply? An overview of how inattention to compliance can result in corrupt conduct</i>
21/06/18	Senior Witness Protection Officer	Queensland Police Service Detective Training Phase 3 Police Academy	<i>Witness Protection</i>
14/06/18	Sally McCarthy Principal Financial Investigator, Proceeds of Crime	Financial Crimes Investigations Course, Townsville	<i>Recovering the Proceeds of Crime</i>
05/06/18	Alan MacSporran QC Chairperson	Global Prosecutors E-Crime Network Webinar	<i>Cold Case Investment Fraud in Australia</i>
01/06/18	Alan MacSporran QC Chairperson	Queensland Police Union Annual Conference	<i>Police Discipline Reform, CCC Research Activities, Joint QPS/CCC Taskforce matters and CCC coercive hearing powers</i>



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