



Crime and Corruption Commission

QUEENSLAND

Public Report to the Parliamentary Crime and Corruption Committee

Activities of the Crime and Corruption Commission
for the period 1 March to 31 May 2020



About this report

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 June 2020.

The report covers the period 1 March to 31 May 2020 and includes year-to-date statistics for the 2019–20 financial year, unless otherwise noted.

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.

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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

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 March to 31 May 2020.

In keeping with our focus on the local government sector in recent years, the CCC participated in various corruption prevention initiatives targeted at new councillors during the reporting period. In March 2020 I joined the Electoral Commissioner, Independent Assessor and Integrity Commissioner to call for the 2020 local government elections to be #FairForAll and urged candidates to run fair, honest, transparent and legal campaigns.

In May 2020, I again partnered with the Integrity Commissioner and the Independent Assessor to provide newly elected and existing councillors and mayors with information to assist them in understanding of the roles and functions of the three agencies, and the obligations they have as elected officials. About 160 people from councils across Queensland tuned into the 90-minute webinar.

The CCC also undertook a number of initiatives to address corruption and corruption risks in the broader public sector. On 9 April 2020, the CCC joined the Queensland Ombudsman, Queensland Audit Office, Integrity Commissioner and the Public Service Commission to issue an advisory to all Directors-General and CEOs on the risks and vulnerabilities that may arise in public sector agencies during the COVID-19.

To coincide with the Office of the Information Commissioner's 2020 Privacy Awareness Week theme of 'Be smart about privacy', the CCC published the *CCC Guide to assessing allegations about misuse of confidential information* on 6 May 2020. This guide was developed following the CCC's Operation Impala public hearing, and aims to help public sector agencies identify and manage matters involving the suspected misuse of confidential information.

A number of corruption prevention advisories, including *Discretionary decision-making powers: Identifying potential corruption risks* (March 2020) and *Personal relationships, professional boundaries: how to manage potential corruption risks* (April 2020), and crime resources (for law enforcement agencies), were also produced in support of our efforts to build stakeholder engagement.

In terms of operational outcomes, Professor Suzanne Miller, former Chief Scientist and Chief Executive Officer of the Queensland Museum was convicted of fraud on 1 May 2020 and sentenced to three years' imprisonment, to be suspended after 3 months.

The CCC is proud to have continued its work to advance reconciliation through our recent participation in National Reconciliation Week 2020, led by Reconciliation Australia. Due to COVID-19, we utilised our Reconciliation and Cultural Hub via Microsoft Teams to embrace, and engage with, various online and digital resources and activities so that all staff could participate in celebrating this year's theme, "In this together". The sharing of stories from staff about what reconciliation means to them was a particular highlight.

Finally, I'd like to acknowledge the efforts of CCC staff for their collective efforts in responding to COVID-19. Our investments in our Digital Workplace Program and our staff's ability to adapt to change and rapidly embrace these new technologies have enabled us to continue to deliver our essential services for Queenslanders while keeping our workforce and workplace safe.

Matters arising from the public meeting of 3 April 2020

The meeting did not occur due to the COVID-19.

A J MacSporran QC

Chairperson

Year-to-date highlights



42 people charged with **169** criminal offences relating to crime investigations



22 people charged with **112** criminal offences relating to corruption investigations



45 proceeds of crime restraining orders involving **\$6.065 M**



17 recommendations for disciplinary action as a result of a corruption investigation relating to **11** persons



36 confiscation matters concluded and **\$6.827 M** forfeited to the state



2 865 complaints of suspected corruption received

3 055 complaints of suspected corruption assessed



28 crime investigations finalised



47 corruption investigations finalised



162 days of hearings relating to crime investigations



38 days of hearings relating to corruption investigations, including **9** days of public hearings



Drugs worth **\$0.182 M** (est.) seized

CCC Strategic Plan 2019–23

Our vision

Safe communities supported by fair and ethical public institutions with an agency focus on those matters of highest threat to the Queensland community.

Our purpose

The CCC is an independent agency combating major crime and reducing corruption for the benefit of the Queensland community.

Our values



People



Accountability



Integrity



Courage



Excellence

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

Strategies:

- Advance major crime investigations and help the Queensland Police Service solve major crime by leveraging our hearing powers and targeting criminal wealth
- Remove the financial benefit and support for serious criminal offending by recovering proceeds of crime and disrupting the acquisition of criminal wealth
- Investigate and oversee investigations into serious and systemic public sector corruption and police misconduct
- Work with stakeholders to build corruption resistant public institutions through capability development, advisory, auditing and strategic intelligence services
- Inform public policy about major crime and corruption by providing independent advice to government

Objective: Build our organisational capability

Strategies:

- Develop capabilities to create a healthy, collaborative and innovative culture
- Modernise our assets, systems and processes to improve investigative outcomes
- Leverage data to become an insight driven agency

2019–20 Areas of focus:

- Illicit markets of high value or high public impact
- Crimes involving risk to, or actual loss of, life or serious injury to a person
- Crimes against children and vulnerable victims
- Corruption involving elected officials, misuse of confidential information, and exploitation of public sector resources
- Stakeholder engagement
- Critical organisational capabilities

The CCC's full strategic plan can be found on our website: www.ccc.qld.gov.au.

Agency overview

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 2019–20

Performance outcomes from 1 March to 31 May 2020
are detailed in the following pages.¹

¹ Where data is available, year-to-date figures are also included in the following chapter. Some data variation in Corruption-related figures is possible given that the CCC's month-by-month corruption data is extracted from a live database (COMPASS).

Area of focus:

Illicit markets of high value or high public impact

Criminal organisations create and use illicit markets to facilitate the supply of illicit drugs, weapons and other illegal high-value products. Though difficult to quantify, the significant negative impact of these illicit markets on 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.

The CCC's response to this area of focus is multifaceted and includes:

- partnering with other law enforcement and intelligence agencies to investigate and disrupt criminal organisations
- investigations focused on identifying and seizing criminal assets and proceeds
- undertaking intelligence focused investigations to enhance understanding of criminal organisations and opportunities to disrupt them.

Organised crime operations

The CCC has four ongoing major crime investigations focused on the alleged involvement of professionals in enabling and facilitating organised criminal activity involving drug offences, fraud and money laundering.

Hearings-based organised crime investigations

Hearings were held to support investigations in relation to:

- the use of "grow houses" to enable the large-scale hydroponic production and trafficking of cannabis by a criminal network on the south side of Brisbane from 2015 to date.
- a Rockhampton-based drug trafficking network, involving three primary targets, engaged in the trafficking of methylamphetamine in Central Queensland since at least June 2019.

Intelligence operations

An intelligence operation was commenced in relation to a Brisbane-based drug trafficking network engaged in the importation and trafficking of multiple drugs, including methylamphetamine, MDMA and cocaine, to other drug networks based in Brisbane, the Sunshine Coast and as far north as Gladstone since early 2019.

The CCC is also continuing an intelligence operation to examine the involvement of a telecommunications provider in facilitating the criminal activities of a number of crime networks.

Intelligence activities

The CCC is currently undertaking target development activities on a matter directly linked to a drug trafficking network allegedly involved in large-scale methylamphetamine and cocaine importation. The CCC is engaging with Commonwealth law enforcement agencies to assess allegations of money laundering activity being conducted by Queensland-based entities associated to the network.

The CCC also continues to directly contribute to multi-agency work to assess and develop intelligence on high priority criminal networks alleged to be involved in serious and organised crime significantly impacting Queensland, and Australia.

Proceeds of crime recovery

An overview of proceeds of crime outcomes are outlined in Table 1.

Table 1. Proceeds of crime outcomes – illicit markets

Description	1 Mar – 31 May 2020		2019–20 YTD	
	Number	Value	Number	Value
Restraining orders obtained	14	\$1.687 M	43	\$5.768 M
Forfeitures of property to the state	6	\$0.856 M	35	\$6.681 M

Area of focus:

Crimes involving risk to, or actual loss of, life or serious injury to a person

The CCC works in cooperation with other agencies, in particular the QPS, to make optimal use of its available resources in responding to the most serious crimes that involve risk to life or actual loss of life or the sustaining of serious injuries. In particular, in referred investigations, the CCC uses its coercive hearings power to advance investigations of this kind.

Cold cases

Hearings were held to support investigations in relation to the:

- murder of a 41-year-old man at Benowa Waters in 2000
- murder of a 30-year-old man at Worongary in 1992.

Homicides

Hearings were held to support investigations in relation to the:

- suspected homicide of a 23-year-old female at Newstead in June 2019
- suspected homicide of a 27-year-old female at Highland Park in September 2019
- murders of two men, aged 36 and 47, at Tallebudgera in October 2019
- murder of a 24-year-old female at Crestmead in September 2019
- murder of a 31-year-old female at Raceview in December 2019.

Area of focus:

Crimes against children and vulnerable victims

The CCC works in cooperation with other agencies, in particular the QPS, to respond to the most serious crimes involving physical or sexual abuse affecting children or other vulnerable victims. The CCC uses its coercive hearings power to progress these investigations, which are conducted under our Vulnerable Victims or Criminal Paedophilia general referrals.

Hearings were held to support investigations in relation to:

- the murder of a two-year-old girl at Chinchilla in or about 2016.
- the doing of grievous bodily harm to a 3-week-old baby girl on the Sunshine Coast in March 2020.

Area of focus:

Corruption involving elected officials, misuse of confidential information, and exploitation of public sector resources

Elected officials

Elected officials must act with integrity and exercise judgement that is not motivated or perceived to be motivated by self-interest and 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 this reporting period, the CCC received 29 complaints relating to elected officials, representing four per cent of all complaints received.

Complaints against elected officials account for approximately 38 per cent of the CCC's current investigations. These investigations relate to local governments throughout Queensland. The most common allegations being investigated relate to misuse of authority, misappropriation and conflicts of interest.

As a result of an ongoing investigation, a man from Palm Island and a woman from Townsville were charged on 17 March 2020. They will both face one offence each of allegedly committing a fraud exceeding \$100,000 contrary to section 408C of the Criminal Code. Proceedings have also been commenced against the man for an additional offence of allegedly failing to maintain his register of interests, which is a requirement under the *Local Government Act 2009*.

On 20 May 2020, the CCC partnered with the Office of the Integrity Commissioner and the Office of the Independent Assessor for an informative and interactive webinar titled *Local Government: Roles and Functions of Queensland Integrity Agencies*. The aim of the session was to equip newly-elected and existing Local Government councillors and mayors with information to assist them in understanding the integrity agencies' roles and functions, and the obligations these officials hold under relevant legislation.

The 90-minute webinar covered matters including managing conflicts of interest, councillors' obligations regarding their registers of interest, and steps to ensuring that a council has a robust framework to manage and deal with corruption and misconduct. Over 160 people registered for the webinar across Queensland.

During the reporting period, three new investigations commenced regarding allegations of conflict of interest and misappropriation.

Table 2. Summary of outcomes – elected officials investigations and reviews¹

Description	1 Mar – 31 May 2020	2019–20 YTD
Investigations commenced	3	10
Investigations finalised	2	23
People charged	2 ²	5 ³
Criminal charges laid	3 ⁴	12 ⁵
Reviews commenced	0	7
Reviews finalised	0	11
Referred back to the unit of public administration (UPA) as a disciplinary matter	0	5
Referred back to the UPA to investigate subject to monitoring by the CCC	0	1
Prevention recommendations	6	23

Notes:

- 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.
- Includes 1 person who is not a member of the QPS or a UPA.
- Includes 1 person where the CCC has referred a matter under s49(2)(a) of the CC Act to the Office of the Independent Assessor recommending consideration of prosecution under the Local Government Act.
- Includes 1 charge against a person who is not a member of the QPS or a UPA.
- Includes 1 charge where the CCC has referred a matter under s49(2)(a) of the CC Act to the Office of the Independent Assessor recommending consideration of prosecution under the Local Government Act.

Misuse of confidential information

The CCC focuses on 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 of systems, policies and processes, and the development of guidance material for UPAs.

In the reporting period, the CCC received 193 complaints relating to the misuse of information. This accounts for 26 per cent of all complaints received.

During the reporting period, three new investigations commenced which included allegations involving unauthorised access and disclosure of confidential information.

On 6 May 2020, the *CCC Guide to assessing allegations about misuse of confidential information* was published on the CCC website. The flowchart highlights decision points and recommended courses of action in dealing with

suspected misuse of confidential information. The guide was developed following the CCC's Operation Impala public hearing.

The CCC referred 18 matters to the appropriate agencies to investigate subject to monitoring by the CCC.

During the reporting period, the CCC commenced 24 reviews and finalised 22 reviews of matters dealt with by UPAs subject to our monitoring function.

The CCC was dissatisfied with the way three investigations reviewed during the period were dealt with. The CCC was dissatisfied with the quality of the investigations, the failure to properly address the allegations, the failure to complete an investigation report and the length of time taken. The matters were returned back to the agencies involved for further inquiries to be undertaken.

The CCC was satisfied with the way the remaining 19 investigations reviewed during the period were dealt with.

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

Description	1 Mar – 31 May 2020	2019–20 YTD
Investigations commenced	3	6
Investigations finalised	2	9
People charged	0	8
Criminal charges laid	0	15
Reviews commenced	24	104
Reviews finalised	22	104
Referred back to the UPA as a disciplinary matter	0	1
Referred back to the UPA to investigate subject to monitoring by the CCC	18	74
Prevention recommendations	1	2

Exploitation of public sector resources

The exploitation of public sector resources has the potential to adversely impact all Queenslanders. When property or funds are diverted to a use that is not relevant to the performance of an agency's functions, this comes at a cost whereby other critical goods and services are not able to be supported by the agency. The types of conduct that are measured under this area of focus include misappropriation (fraud), stealing and like offences.

In the reporting period, the CCC received 92 complaints relating to the exploitation of public resources. This accounts for 12 per cent of all complaints received.

Significant outcomes include a former employee of Palm Island Aboriginal Shire Council being charged with further fraud and stealing offences on 10 March 2020, following an ongoing investigation. He was charged with 58 fraud offences and one offence of stealing as a servant. The man was previously charged by the CCC in June 2019.

During the reporting period, two Prevention in Focus publications were published:

- *Discretionary decision-making powers: Identifying potential corruption risks* published on 23 March 2020, outlines the importance of exercising discretionary decision-making powers appropriately to minimise corruption risks.
- *Personal relationships, professional boundaries: how to manage potential corruption risks* published on 14 April 2020 points out the pitfalls and potential corruption risks involved in personal relationships that cross the line, and what can be done to manage them.

During the reporting period, two new investigations commenced which included allegations involving the theft of dangerous drugs and theft of a Council's assets.

During the reporting period, the CCC commenced 13 reviews and finalised 10 reviews of matters dealt with by UPAs subject to our monitoring function.

The CCC was dissatisfied with the way one investigation reviewed during the period was dealt with. The CCC was dissatisfied with the agency's failure to adhere to the CCC's reporting requirements and reminded the agency of the

importance of adhering to these guidelines for investigations of corrupt conduct that are being monitored by the CCC.

The CCC was satisfied with the way the remaining nine investigations reviewed during the period were dealt with.

Audit

The CCC has completed its audit of five public sector agencies in relation to corruption risks associated with timesheet and leave activities. The following five agencies (Department of Health, Queensland Corrective Services, Queensland Police Service, Brisbane City Council and Gold Coast City Council) were selected based on a number of factors, including the opportunity for timesheet and leave fraud as these agencies' workforce patterns entail night shift work, variable shifts and hours, and employees who are unsupervised or work across multiple locations.

The CCC decided to audit timesheet and leave fraud due to regularly receiving allegations of corruption concerning this type of conduct (for example, falsifying work hours to achieve extra wages or accrued time, abusing sick leave entitlements and fabricating medical certificates to support sick leave). In the 2018–19 financial year, the CCC received 642 allegations involving potential timesheet and leave fraud. This figure is 64 per cent higher than three years ago in 2015–16 period (391 allegations).

The agencies have fully acknowledged the five areas for improvement highlighted in the report. The agencies have already taken, or plan to take, all the relevant steps to address the issues and recommendations made within this report.

The CCC will issue a public version of the findings and recommendations in the report by 30 June 2020.

Table 4. Summary of outcomes – exploitation of public sector resources investigations and reviews¹

Description	1 Mar – 31 May 2020	2019–20 YTD
Investigations commenced	2	7
Investigations finalised	2	16
People charged	3 ²	9 ²
Criminal charges laid	62 ³	84 ³
Reviews commenced	13	31
Reviews finalised	10	32
Referred back to the UPA as a disciplinary matter	0	4
Referred back to the UPA to investigate subject to monitoring by the CCC	12	28
Prevention recommendations	1	47

Note:

1. Some of the matters above are also captured and reported under Table 2 Elected Officials.
2. Includes 1 person who is not a member of the QPS or a UPA.
3. Includes 1 charge against a person who is not a member of the QPS or a UPA.

Area of focus:

Stakeholder engagement

Effective engagement with stakeholders is a critical capability for the CCC. Our aim is to progressively enhance our engagement activities so that our priority stakeholders – complainants, law enforcement agencies, UPAs and Queenslanders – are informed, educated and empowered to act. Ultimately, we are focused on ensuring that our stakeholders have the information they need, when they need it.

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 JAMC includes representatives from the CCC and the QPS Ethical Standards Command. In the reporting period, the JAMC assessed 21 complaint matters.

Investigation Consultation Process

The Investigation Consultation Process (ICP) is the second tier of the JAMC process. It does not meet on every matter, instead focussing on matters that are the subject of the CCC's statutory monitoring function.

Matters can be nominated by either the QPS or the CCC. Topics for discussion may include opportunities for collaboration between the QPS and the CCC on contemporary investigative methodologies. The QPS can raise issues that have arisen in the course of an investigation that are contentious or that impact on resources, and the CCC can make clear its expectations regarding investigations and outcomes. The ICP meetings reduce the time delay between tasking and action, which results in the timely investigation of matters.

In the reporting period, two ICP meetings were held in relation to four matters. Topics discussed included allegations of excessive force used during the arrest of an Indigenous male, a lenient disciplinary sanction and allegations involving an officer with a significant complaints history.

CCC Reconciliation Action Plan (RAP)

The NAIDOC & National Reconciliation Week (NRW) Committee has been established to plan the CCC's involvement and contribution to these important events on the Aboriginal and Torres Strait Islander calendar. The 2020 NAIDOC Week theme is '*Always Was, Always Will Be*'. Although NAIDOC Week has been postponed due to COVID-19 restrictions, NRW continued as planned. With the NRW theme, '*In This Together*', the Committee delivered a suite of online activities for staff to engage with, culminating in a virtual screening of '*The Australian Dream*' on 3 June 2020.

In recognition of the importance of having diverse Aboriginal and Torres Strait Islander views reflected in the CCC RAP Working Group (RWG), expressions of interest have been sought through network contacts at the Department of Aboriginal and Torres Strait Islander Partnerships and Reconciliation Queensland Incorporated (RQI) to join the RWG.

A new PAICE Award has been included at this year's 1CCC PAICE awards ceremony to recognise staff for their contribution to Reconciliation.

Enhancing accessibility to the CCC's services and information

On 14 May 2020 the CCC updated its Corruption Allegations Data Dashboard (CADD) to include data up to 31 December 2019. The expanded data set means a total of 4.5 years of allegations data for the period 1 July 2015 to 31 December 2019 is now available on the CCC website.

A number of crime resources were produced during the reporting period for the information of law enforcement agencies.

The CCC also produced corruption prevention advisories, including *Discretionary decision-making powers: Identifying potential corruption risks* (March 2020) and *Personal relationships, professional boundaries: how to manage potential corruption risks* (April 2020).

Privacy Awareness Week

As part of Privacy Awareness Week (PAW), the CCC reminded public servants of their responsibility to adhere to privacy and other laws when dealing with confidential and personal information. This information was included in the CCC Connect eNewsletter of 6 May 2020, and was supported by a media release and social media posts. To coincide with PAW, the CCC also published an assessment guide to help public sector agencies assess allegations of corrupt conduct relating to the misuse of confidential information.

Area of focus:

Critical organisational capabilities

Strategic planning

In January 2020, the CCC commenced developing a cohesive suite of strategies that will help uplift its workforce planning, digital and analytics capabilities. These strategies have been delivered and will inform the CCC's business planning for the 2020–21 financial year and beyond.

Leadership development

The CCC's Future Leaders cohort continue to participate in internal development opportunities. A number of the cohort are currently undertaking higher duties opportunities with one participant currently undertaking higher duties in a Senior Officer role, and five participating in the mentoring program as mentees. Additionally, one of the participants has been promoted to a team leader role since their participation in the program.

Workforce mobility

On 27 May 2020, the CCC held the third and final workshop of its 2019–20 mentoring program. Due to COVID-19, the final workshop moved from a face-to-face format to a digital format with the Microsoft Teams platform utilised to host the workshop for both mentors and mentees. The program was successful with positive and valuable feedback received from participants.

Implementation of an integrated case management system

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

- developing an agency-wide operating model, operational framework, governance arrangements and operations manual – all of which have been completed, and
- introducing a new case management system (CMS) to support investigations and projects, and provide enhanced workflow tracking capabilities.

Configuration of the CMS is continuing, with the system expected to go live by the end of 2020.

Digitising the workplace

The Digital Workplace Program is delivering enhancements to the CCC's organisational resilience (through transitioning to cloud services), forensic computing processes and technologies, and online intelligence gathering processes and security. Anticipated outcomes include:

- anywhere, anytime access to the CCC network on CCC devices with internet connection,
- heightened security and alignment with Whole-of-Government ICT policies, and
- data-driven decisions powered by cloud-based artificial and business intelligence tools.

During the reporting period, the CCC launched the second release of its digital Governance Risk and Compliance system to improve reporting functionality and workflow. Work also continued on transitioning the CCC's critical systems and data to a cloud environment.

Advancing analytics

Analytics has been identified as a critical capability for the ongoing success of the CCC. Investments being made in analytics include:

- ◆ a cloud-based data warehouse, which will support the repeatable reporting and predictive analysis of CCC operational data in future, and
- ◆ staff training and development in relevant analytical tools and technologies to uplift internal capability.

The cloud-based development environment for the data warehouse was established in February 2020. Testing of the environment continues, with a focus on the integration of various cloud-based technologies. This work will lay the foundation for analytics using data from the new CMS in the future.

Human Rights Act 2019 compliance

This critical organisational capability project was undertaken to ensure that the CCC's actions and decisions are compliant with the *Human Rights Act 2019* (Qld), which came into full effect from 1 January 2020. During the reporting period, the CCC's focus has been on transitioning key roles and responsibilities to a business-as-usual operating model.

Key statistics 2019–20

Key statistics for the 2019–20 financial year
are detailed in the following pages.

CCC crime and corruption investigations

Table 5. Summary - Crime investigations¹

Description	Number
Total number of investigations commenced	30
Total number of investigations finalised	28
People charged	42
Charges laid	169
Drugs seized (estimated street value)	\$0.182 M

Note:

1. Crime investigations include CCC Crime Investigations, Referred Crime Investigations, CCC Intelligence Operations and Immediate Response Investigations.

Table 6. Summary - CCC corruption investigations

Description	Number
Total number of investigations commenced	27
Total number of Investigations finalised	47
Percentage of investigations completed within 12 months ¹	53
People charged ²	22
Charges laid ³	112
Recommendations for disciplinary action	17
Number of people	11
Prevention recommendations	73

Notes:

1. The 2019-20 target of 85% will not be met. This is partly due to the number of open investigations carried into the 2019-20 financial year which exceeded 365 days. In addition, investigations into corrupt conduct continue to be protracted and complex in nature and requiring specialist resources which are shared across multiple investigations. Of the 47 investigations finalised in 2019-20, 77% of these were finalised within 18 months.
2. Includes 5 persons who are not a member of the QPS or a UPA. Also includes 1 person where the CCC has referred a matter under s49(2)(a) of the CC Act to the Office of the Independent Assessor recommending consideration of prosecution under the Local Government Act.
3. Includes 17 charges against persons who are not a member of the QPS or a UPA. Also includes 1 charge where the CCC has referred a matter under s49(2)(a) of the CC Act to the Office of the Independent Assessor recommending consideration of prosecution under the Local Government Act.

Table 7. CCC corruption investigations – QPS

Description	Number
Number of investigations commenced	10
Number of investigations finalised	5
People charged	1
Charges laid	3
Recommendations for disciplinary action	0
Number of people	0
Prevention recommendations	0

Table 8. CCC corruption investigations – other units of public administration (excluding QPS)

Description	Number
Number of investigations commenced	17
Number of investigations finalised	42
People charged ¹	21
Charges laid ²	109
Recommendations for disciplinary action	17
Number of people	11
Prevention recommendations	73

Notes:

1. Includes 5 persons who are not a member of the QPS or a UPA. Also includes 1 person where the CCC has referred a matter under s49(2)(a) of the CC Act to the Office of the Independent Assessor recommending consideration of prosecution under the Local Government Act.
2. Includes 17 charges against persons who are not a member of the QPS or a UPA. Also includes 1 charge where the CCC has referred a matter under s49(2)(a) of the CC Act to the Office of the Independent Assessor recommending consideration of prosecution under the Local Government Act.

Table 9. Duration of current CCC corruption investigations (as at 31 May 2020)

Duration of investigation	Number	% of total matters
< 6 months	11	38 %
6-12 months	9	31 %
> 12 months	9	31 %
Total	29	100%

Complaints**Table 10. Complaints received and assessed**

Description	Number/Percentage
Total complaints received ¹	2 865
% increase or decrease when compared to 2018–19	▲ 1%
Percentage of complaints assessed within 30 days (target: 85%)	85%
Total allegations received	7 440
% increase or decrease when compared to 2018–19	▼ 8%
% allegations relating to the QPS	45%
% allegations relating to other units of public administration (excluding QPS)	55%
Total complaints assessed	3 055

Note:

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

Table 11. Complaints received – QPS¹

Description	Number/Percentage
Complaints received	1 248
% increase or decrease when compared to 2018–19	▼ 9%
Allegations received	3 350
% increase or decrease when compared to 2018–19	▼ 9%

Note:

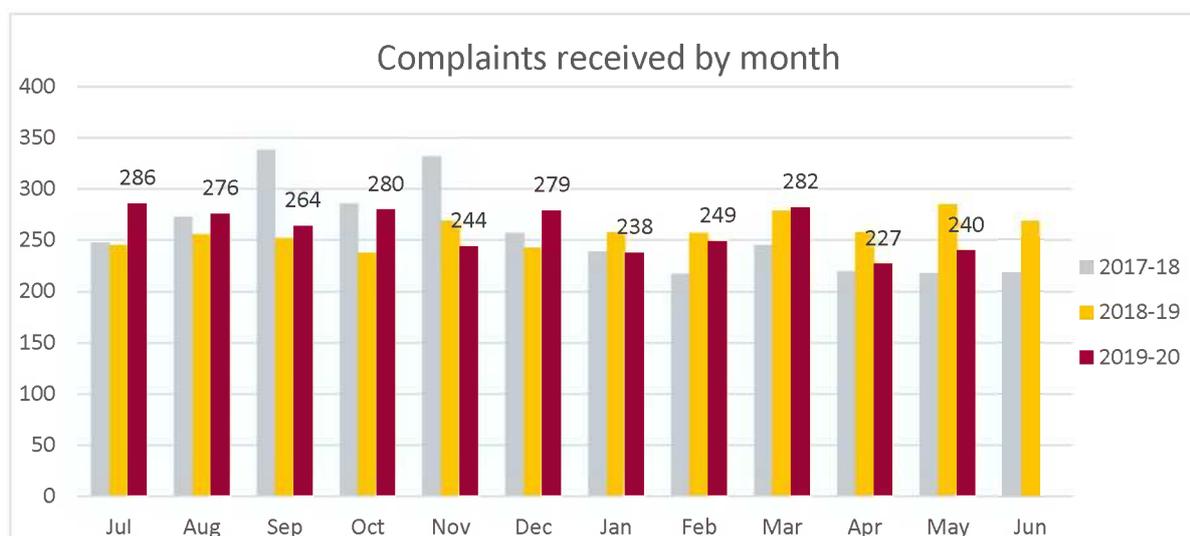
1. Complaints by Indigenous people comprises 4% of the total complaints made against QPS officers (sworn officers and civilian staff), which is a decrease of 1% when compared to 2018-19.

Table 12. Complaints received – other units of public administration (excluding QPS)

Description	Number/Percentage
Complaints received for public sector ¹ (including government owned corporations and Members of Parliament)	1 295
% increase or decrease when compared to 2018–19	▲ 13%
Allegations received for public sector (including government owned corporations and Members of Parliament)	3 105
% increase or decrease when compared to 2018–19	▼ 4%
Complaints received for local government sector ¹	381
% increase or decrease when compared to 2018–19	▼ 8%
Allegations received for local government sector	985
% increase or decrease when compared to 2018–19	▼ 16%

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 2016–17 to 2019–20¹**Note:**

1. CCC corruption complaints data is recorded on a live database. Consequently, historical data may not be consistent across different reporting periods.

Table 13. Outcomes of complaints assessed

Description	Number
Retained for CCC investigation	27
Referred to the appropriate agency, subject to the CCC's monitoring role	187
Referred to the appropriate agency, with no further advice required by the CCC	2 174
Requiring no further action	667
Total complaints assessed	3 055

Monitoring allegations of corruption referred to other agencies

Table 14. Reviews of referred matters

Description	Number/Percentage
Median days ¹ to complete a review	10
% increase or decrease when compared to the same period 2018–19	▼ 57 %
Final reviews	283
QPS reviews	123
Public sector reviews (including local Government)	160
Interim reviews	531
QPS reviews	200
Public sector reviews (including local Government)	331
Reviewable decisions ²	119

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 2001*.

Oversight of police-related deaths and significant events

The CCC is informed of all police-related deaths and significant events involving police. The CCC may 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 caused in custody, injuries sustained in traffic incidents including pursuits, police shootings and a TASER deployment.

Table 15. Summary of police-related deaths and significant events

Description	Number
Police-related deaths	16
Notifications of significant events Qld Police	39

Proceeds of Crime

Table 16. Proceeds of crime outcomes

Description	Number	Value
Restraining orders obtained	45	\$6.065 M
Forfeitures of property to the state	36	\$6.827 M
Settlement negotiations ¹	23	\$6.011 M

Note:

1. 'Settlement negotiations' means matters currently under settlement negotiation.

Graph 2. Value of criminal proceeds restrained, 2016–17 to 2019–20



Graph 3. Value of criminal proceeds forfeited, 2016–17 to 2019–20

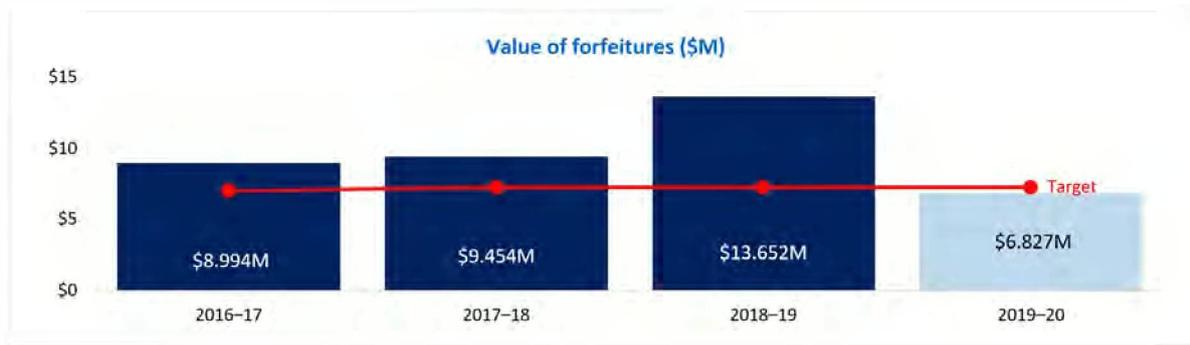


Table 17. Matters in progress as at 31 May 2020

Description	Number	Value
Civil confiscation matters involving restrained property	54	\$39.514 M
Matters pending restraint	47	\$14.755 M

Table 18. Total restraints and forfeitures (since 2002)

Description	Value
Results since 2002	
Restraints	\$279.248 M
Forfeitures	\$120.148 M

Hearings

Table 19. CCC hearings overview

Description	Crime investigation hearings	Crime intelligence hearings	Corruption investigation hearings
Hearing days	155	7	38
Witnesses attending	167	7	70
Attendance notices served	193	8	74

Legal services

Table 20. Queensland and Civil and Administrative Tribunal (QCAT) proceedings

Description	Number
Review applications filed ¹	11
Police disciplinary applications before QCAT (reviews and corrupt conduct proceedings) ²	14
Police disciplinary matters finalised	5
Ongoing corrupt conduct proceedings	2
Ongoing disciplinary review matters	12
Appeals before the Appellate Tribunal ³	5

Notes:

- These include both applications to review brought by the CCC, and applications to join reviews brought by QPS officers, and elections under the new s219O of the CC Act to be a respondent to a review application brought by an officer.
- These figures are point-in-time, rather than year-to-date, except for the number of disciplinary matters finalised.
- One appeal before the Appellate Tribunal involves an appeal against an Information Commissioner's decision – the CCC was not a party to the first instance proceedings in that matter. The other appeals all relate to police disciplinary matters.

Table 21. Other legal proceedings

Description	Number
Judicial reviews	3
Section 195 appeals (Supreme Court) ¹	2
Contempt Applications (Supreme Court)	4
Supreme Court proceeding (other than Contempt)	2
Court of Appeal Matters	3
High Court Matters	2
Other Court Matters	3

Note:

1. The figure for s195 appeals represents an application brought by a witness in a hearing. That application was withdrawn due to a procedural issue and a new application was brought. As they are separate applications, they are counted as two matters, despite being the same applicant and the same subject matter.

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 non-acceptance.

The CCC provides secretarial support to Review Commissioners. The secretary coordinates review applications and schedules hearings with Review Commissioners and relevant parties.

Table 22. Outcome of matters as at 31 May 2020

Police Service Review matters	Promotion	Transfer	Discipline	Non-appointment
Matters lodged in 2019–20 ¹	91	5	3	2
Matters carried forward from 2018–19	6	1	2	-
Matters heard ²	16	2	1	-
Matters progressing to hearing	47	-	-	-
Matters pending (e.g. awaiting papers or court outcomes)	13	-	2	-
Matters withdrawn or lapsed, or not within jurisdiction (prior to hearing)	18	4	1	2

Notes:

1. The large number of reviews received during this reporting period included bulk reviews against 26 Commissioned Officer appointments.
2. Of the 19 matters heard in 2019-20:
 - 9 matters were affirmed
 - 9 matters were set aside
 - 1 matter is awaiting recommendation.

Workforce composition

Table 23. Full-time equivalents (FTE) as at 5 June 2020¹

Count of actual FTE	Employment type			Total
	Permanent	Temporary	Casual	
Office of the Commission	9.00	-	-	9.00
Corporate Services Division	65.02	9.70	-	74.72
Strategy, Innovation and Insights Division	15.60	6.00	-	21.60
Operations Support Division	83.05	-	3.47	86.52
Crime Division	55.80	2.00	6.10	63.90
Corruption Division	81.11	16.60	-	97.71
Total sum of staff FTE	309.58	34.30	9.57	353.45

1. In 2019-20 this table reports QPS officers who are funded by the QPS.

Appendix A Liaison meetings

- On 2 and 3 March 2020, Ms Jen O'Farrell (Chief Executive Officer) and I attended the Australian Institute of Company Directors' Australian Governance Summit 2020.
- On 2 March 2020, Ms Jen O'Farrell (Chief Executive Officer) and I met with Mr Peter Hall QC (Commissioner) and Mr Philip Reed (Deputy Commissioner) of the Independent Commission against Corruption NSW for discussions regarding matters of mutual interest.
- On 4 March 2020, I participated in a joint media conference hosted by the CCC, the Office of the Independent Assessor and the Electoral Commissioner regarding local government election matters.
- On 4 March 2020, Mr Paul Alsbury (Senior Executive Officer) and I attended the Public Trustee's Customers First Government Reference Group meeting by invitation.
- On 4 March 2020, I met with the Honourable Yvette D'Ath MP (Attorney-General and Minister for Justice) to discuss matters of mutual interest.
- On 5 March 2020, I presented at the '*Litigation for All Government Lawyers - Bound by Ethics*' seminar hosted by Legalwise Seminars on the topic of '*The Model Litigant as Prosecutor*'.
- On 6 March 2020, I attended an International Women's Day event hosted by the Public Safety Business Agency and Associated Agencies by invitation.
- On 6 March 2020, I held a telephone meeting with Professor A J Brown (Public Policy and Law, Griffith University) to discuss matters of mutual interest.
- On 11 March 2020, I met with Mr James Koulouris (Deputy Commissioner, Queensland Corrective Services) to discuss matters of mutual interest.
- On 11 March 2020, I met with the Honourable Mark Ryan MP (Minister for Police and Minister for Corrective Services), Mr James Koulouris (Deputy Commissioner, Queensland Corrective Services), Mr Michael Thomas (Director of Industrial Services, Together Queensland Union) and Mr Shane Lowry (Senior Policy Advisor, Office of the Minister for Police and Corrective Services) to discuss matters relating to correctional reforms.
- On 17 March 2020, I held a telephone meeting with Auxiliary Judge Gordon Barrett of the Attorney-General's Department, SA, to discuss matters relating to reforms of police disciplinary systems.
- On 18 March 2020, I met with Mr Doug Smith (Deputy Commissioner, Strategy and Corporate Services, QPS) to discuss matters of mutual interest.
- On 26 March 2020, I participated in a QPS Controlled Operations Committee Meeting conducted via MS Teams.
- On 1 April 2020, I filmed local government councillor induction training framework modules to be used in affiliation with the Department of Local Government, Racing and Multicultural Affairs.
- On 1 April 2020, I held a telephone meeting with Mr Bruce Barbour (Acting Integrity Commissioner) to discuss matters of mutual interest.
- On 6 April 2020, I presided over a closed hearing for a CCC operation.
- On 7 April 2020, Ms Jen O'Farrell (Chief Executive Officer) and I visited the Queensland Police Service (QPS) COVID-19 Command Centre.
- On 14 to 17 April 2020, I presided over closed hearings for a CCC operation.
- On 21 April 2020, I held a telephone media interview with ABC Radio journalist Ms Tara Cassidy in regard to COVID-19 Corruption Risks.
- On 22 April 2020, I held a telephone media interview with ABC Radio journalist Ms Rebecca Levingston in regard to COVID-19 Corruption Risks.

- On 22 April 2020, Mr Paul Alsbury (Senior Executive Officer, Corruption) and I met with Ms Sharon Cowden (Assistant Commissioner, Ethical Standards Command, QPS) to discuss matters of mutual interest.
- On 24 April 2020, Mr Paul Alsbury (Senior Executive Officer, Corruption) and I participated in a meeting, conducted via MS Teams, with Ms Kathleen Florian (Independent Assessor) to discuss matters of mutual interest.
- On 29 April 2020, Mr Paul Alsbury (Senior Executive Officer, Corruption) and I participated in the Logan City Councillor Induction conducted via MS Teams.
- On 30 April 2020, I held a telephone meeting with Mr Scott McDougall (Commissioner, Human Rights Commission) to discuss matters of mutual interest.
- On 5 May 2020, I met with Mr Samay Zhouand (Acting Public Trustee) to discuss matters of mutual interest.
- On 6 May 2020, Ms Jen O'Farrell (Chief Executive Officer) and I met with the PCCC to discuss matters of mutual interest.
- On 7 and 8 May 2020, I presided over a closed hearing for a CCC operation.
- On 14 May 2020, I participated in a telephone meeting with the QPS/CCC Joint Assessment & Moderation Committee meeting.
- On 15 May 2020, I participated in a meeting, conducted via MS Teams, with Ms Kathleen Florian (Independent Assessor) and Dr Nikola Stepanov (Queensland Integrity Commissioner) relating to content for a joint webinar to Local Government Councillors to be held on 20 May 2020.
- On 20 May 2020, Mr Paxton Booth (Executive Director Corruption Strategy, Prevention & Legal) and I participated in a joint webinar to Local Government Councillors.
- On 22 May 2020, I met with the PCCC to discuss matters of mutual interest.
- On 28 May 2020, I participated in a QPS/CCC Joint Assessment & Moderation Committee Meeting conducted via MS Teams.

Appendix B Media

Media releases

04 March 2020	Making 2020 local government elections #fairforall A joint media release from the CCC, Electoral Commission of Queensland (ECQ), the Office of the Independent Assessor (OIA) and the Queensland Integrity Commissioner to call for the 2020 local government elections to be fair for all involved.
11 March 2020	Further charges in Palm Island Council investigation A 51-year-old man from Annandale (Townsville) was charged with further fraud and stealing offences following an ongoing investigation by the CCC.
18 March 2020	Two people charged with fraud exceeding \$100,000 Criminal proceedings were commenced against a 52-year-old man from Palm Island (Townsville) and a 46-year-old Townsville woman as a result of an ongoing investigation by the CCC.
23 March 2020	No criminal conduct in Councillor Kate Richards investigation but CCC makes procedural recommendations The CCC finalised its investigation into several allegations of corrupt conduct relating to Councillor Kate Richards. The CCC determined there is not sufficient evidence to substantiate any of the allegations or proceed with criminal offences against any person.
06 May 2020	CCC reminds public servants to safeguard Queenslanders' information as part of Privacy Awareness Week As part of Privacy Awareness Week, the CCC reminded public servants of their responsibility to adhere to privacy and other laws when dealing with confidential and personal information.
09 May 2020	CCC investigating recruitment process at ICSSSC The CCC determined it was in the public interest to confirm it is investigating allegations of corrupt conduct relating to a recruitment process for the principal of the Inner City South State Secondary College (ICSSSC).
14 May 2020	CCC releases new corruption allegations data The CCC has updated its Corruption Allegations Data Dashboard (CADD) to include data up to 31 December 2019.

Media interviews

21 April 2020	CCC Chairperson Alan MacSporran QC was interviewed by Tara Cassidy from ABC Sunshine Coast about potential corruption risks during COVID-19.
22 April 2020	CCC Chairperson Alan MacSporran QC was interviewed by Rebecca Levingston from ABC Brisbane about potential corruption risks during COVID-19.

Media conferences

04 March 2020	Chairperson Alan MacSporran QC held a joint press conference with the Electoral Commissioner and Independent Assessor to call for the 2020 local government elections to be fair for all involved.
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CCC social media

31 May 2020	As at 31 May 2020, the CCC had 1214 Twitter followers, 1627 Facebook followers and 1491 Facebook page likes.
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Appendix C External presentations

Date	Presenter and title	Audience	Topic
March 2020			
5 March 2020	Carolyn Bradley General Manager Strategy Innovation & Insights	Queensland Police Service Protective Services International Women's Day Event	<i>Keynote Address – #EachforEqual</i>
5 March 2020	Fiona Rowbotham Principal Lawyer Crime Hearings and Legal	Queensland Police Service QPS Detectives Training-Phase 3 Oxley Police Academy	<i>Crime and Intelligence Hearings-what we do and how we do it</i>
5 March 2020	Detective Inspector Tom Armit	Queensland Police Service QPS Detectives Training-Phase 3 Oxley Police Academy	<i>Corruption operations</i>
5 March 2020	Sally McCarthy Principal Financial Investigator Crime	Queensland Police Service QPS Detectives Training-Phase 3 Oxley Police Academy	<i>Proceeds of Crime</i>
5 March 2020	Alan MacSporran QC Chairperson	Litigation for All Government Lawyers - Bound by Ethics Seminar	<i>The Model Litigant as Prosecutor'</i>
6 March 2020	Senior Witness Protection Officer	Queensland Police Service Level 2 Dedicated Human Source Handler Course Police Headquarters	<i>Witness Protection</i>
6 March 2020	Paxton Booth Executive Director, Corruption Strategy, Prevention and Legal	Privacy Practitioners' Forum Office of the Information Commissioner	<i>Operation Impala</i>
11 March 2020	Fiona Rowbotham Principal Lawyer Crime Hearings and Legal	Queensland Police Service Financial Crime Investigation Course Oxley Police Academy	<i>Crime and Intelligence Hearings-what we do and how we do it</i>
April 2020			
15 April 2020	Paul Alsbury Senior Executive Officer, Corruption	Ipswich City Council councillors and senior council staff - conducted via MS Teams	<i>Overview of the CCC</i>
15 April 2020	Alan MacSporran QC Chairperson Paul Alsbury Senior Executive Officer, Corruption	Logan City Council councillors and senior council staff - conducted via MS Teams	<i>Overview of the CCC</i>

Date	Presenter and title	Audience	Topic
May 2020			
8 May 2020	Jen O'Farrell Chief Executive Officer	Public Safety and Integrity Agencies Women's Network Professional Development and Networking – 'Inclusion, not just diversity' - conducted via MS Teams	<i>Podcast Interview with Dr Kevin Cocks, Patron for the Hopkins Centre and Executive General Manager, Department of Transport and Main Roads</i>
11 May 2020	Jen O'Farrell Chief Executive Officer	Public Safety and Integrity Agencies Women's Network Professional Development and Networking – 'Inclusion, not just diversity' - conducted via MS Teams	<i>Podcast Interview with Ms Sarah March, Director, Governance and Reporting, Office of the Inspector-General Emergency Management</i>
12 May 2020	Jen O'Farrell Chief Executive Officer	Public Safety and Integrity Agencies Women's Network Professional Development and Networking – 'Inclusion, not just diversity' - conducted via MS Teams	<i>Podcast Interview with Mr Kurt Marsden, Acting Chief Operating Officer, Public Safety Business Agency</i>
20 May 2020	Alan MacSporran QC Chairperson	Webinar to Local Government Councillors and Mayors – Roles and Functions of Qld Integrity Agencies	<i>Overview of the CCC</i>
28 May 2020	Paxton Booth Executive Director, Corruption Strategy, Prevention and Legal	Australian Integrity Agency Prevention Practitioners' Forum Crime and Corruption Commission, ACLEI, IBAC (Victoria), LECC (NSW), ICAC (NSW), Integrity Commission (Tasmania), ICAC (South Australia), ICAC (Northern Territory), Integrity Commission (Australian Capital Territory) - conducted via MS Teams	<i>Overview of the CCC's prevention activities</i>



Crime and Corruption Commission

QUEENSLAND

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