

Attachment F

From: COMMISSIONER
Sent: Monday, 12 July 2021 15:17
To: QPS ALL POLICE OFFICERS; QPS ALL STAFF MEMBERS; QPS Chaplains; PSBA to QPS All Staff; PSBA Contractors
Subject: Commissioner's Message - Inappropriate use of social media

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Dear colleagues

I have become aware of inappropriate content on external social media pages linked to both current and former Queensland Police Service (QPS) members.

The content brought to my attention is incredibly concerning, disappointing and definitely does not reflect the values of our organisation or the majority of our people. Due to the nature and content of the posts, I must investigate and take any action appropriate to cease the continued publication of this highly inappropriate and offensive material.

The QPS stands by its values of Integrity, Professionalism, Community and Respect and Fairness.

These values are the foundation of the duties we perform within the community and extend to our representation on social media sites, both in a professional and personal capacity.

As QPS members, there is a significant risk when posting information on personal social media platforms that it could be perceived or misconstrued as information from an official source and/or sanctioned by the QPS. We also have obligations to adhere to the Code of Conduct when using these platforms in a personal capacity.

Further to this, the QPS holds a position of trust and a high level of standing in the community. Unprofessional conduct in any form erodes confidence and diminishes our reputation with the community, across government and other partner agencies.

The comments circulating about fellow officers and members of parliament on some so called 'closed' social media groups are deeply concerning, nasty, defamatory, and quite frankly beggars belief. There are many of you who are 'passive' members of these groups and I would ask you to reconsider your membership as your tacit support gives them a sense of legitimacy.

There are numerous instances where unprofessional social media comments have resulted in the suspension or dismissal from employment. One notable example relates to a senior member of an Australian law enforcement agency who was stood down and later resigned after using an alias on social media to make coarse and crude comments. This is a reminder to us all about the reputational harm which can be caused to the entire organisation by the actions of some individuals.

The QPS policy covering personal use of social media by its members is being revised with a view to strengthening advice to all members. The revised policy will further highlight the risks associated with using social media and ensure the expectations of the service and the community we serve are clearly understood and met.

We are a great organisation which works hard to maintain and enhance our reputation, unfortunately, a small number of people can cause a significant amount of harm that can taint us all.

Please be guided by our Code of Conduct when deciding what to post on your personal social media platforms and seek advice from your manager or supervisor if you are unsure.

Thank you for your continued professionalism.

KATARINA CARROLL APM
COMMISSIONER



Our values are at the core of who we are and what we do each day

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