

**QPS DFV Documents**

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**From:** [REDACTED]@police.qld.gov.au>  
**Sent:** Saturday, 27 June 2020 3:06 PM  
**To:** Carroll.Katarina [REDACTED]@police.qld.gov.au>  
**Subject:** For your information

Dear Commissioner,

I feel compelled to inform you of a recent experience where I witnessed firsthand the absolute good and otherwise of Queensland Policing.

Last year I was tasked with conducting preliminary investigations into multiple allegations of bullying committed over twelve years by [REDACTED] District supervisors. I feel comfortable discussing this matter since the investigation has been finalised and the victims have received their final outcome notices.

I don't want to go into details but some of the behaviour specifically levelled against female officers by supervisors was nothing short of abhorrent. During my investigations, I even spoke to two females who have left the QPS because of their treatment. The fact our staff, more specifically our female staff would be treated so poorly in 2019 to me seems beyond the realms of possibility.

During my investigations I spoke with numerous officers who refused to provide me details of bullying because of the fear of repercussions. I was particularly surprised by the fear exhibited by some of the male officers who I would ordinarily classify as alpha males. However, the positive part of my experience was when I had the privilege of meeting;

[REDACTED]  
[REDACTED] These three officers also exhibited levels of apprehension and fear of reporting misconduct but felt compelled to do the right thing. Essentially, in the preliminary stages these officers did what dozens could not. As someone well versed in what constitutes courage, I was so impressed by these officer's willingness to stand up knowing full well they were conscious it could compromise their careers. As an organisation, I truly believe we should be embracing our officers who exhibit unbreakable moral codes.

Over the last twelve months these three officers have endured terrible levels of stress, anxiety, sick leave and ultimately regret of embarking on the process because of the visible absence of organisational support. I also fear this ordeal has exacerbated the medical condition of [REDACTED] who has been on extended sick leave with a [REDACTED]

It's imperative to note, irrespective of the manner in which this investigation was handled all three officers were left feeling compelled to leave their Detective/Specialist careers and return to uniform policing because of the levels of discomfort. Consequently, their initial fears of their complaint affecting their careers were realised.

I am hoping through simple compassion you could communicate with these officers to hear their stories and perhaps convey admiration for their courage against all odds and have their personal suffering acknowledged.

In conclusion I'm writing this email because I made an oath to these officers, I would do everything in my power to seek them justice and at this point I can do no more.

Kind regards,

[REDACTED]

Senior Sergeant

Queenland Police Service

## QPS DFV Documents

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From: [REDACTED]@police.qld.gov.au>  
 Sent: Friday, 3 July 2020 6:11 PM  
 To: [REDACTED]@police.qld.gov.au>  
 Subject: RE: For your information

Good evening [REDACTED]

Thank you for your email to the Commissioner. She really appreciates you taking the time to write and bring this issue to her attention. It disappoints her greatly to hear behaviour of this nature still occurs in our organisation. Our office has requested further information regarding this investigation so she can have a full appreciation of the matter and further consider your request. We will be in touch again once she has had an opportunity to do this.

Regards

[REDACTED]  
 Inspector  
 Commissioner's Office  
 Queensland Police Service  
 [REDACTED]



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

From: [REDACTED]@police.qld.gov.au>  
 Sent: Saturday, 27 June 2020 15:06  
 To: Carroll.Katarina [REDACTED]@police.qld.gov.au>  
 Subject: For your information

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Kind regards,

[REDACTED]  
Senior Sergeant

[REDACTED]  
Queensland Police Service

**QPS DFV Documents**

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**Sensitivity:** Confidential

**From:** [REDACTED]@police.qld.gov.au>  
**Sent:** Tuesday, 7 July 2020 10:06 AM  
**To:** [REDACTED]  
**Cc:** [REDACTED]@police.qld.gov.au>  
**Subject:** FW: Dot point advice please  
**Sensitivity:** Confidential

Good morning Inspector,

Please see the required response below.

Support – [REDACTED] – CEIS.

Please let me know if you need anything else.

**\*Please do not alter the subject line of this email. All replies should be sent to**  
[REDACTED]

Kind regards

[REDACTED]  
Sergeant Support Officer  
Community Engagement and Internal Support  
Communications, Culture and Engagement Division  
Queensland Police Service

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**PROFESSIONALISM**



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

From: [REDACTED] <[\[REDACTED\]@police.qld.gov.au](mailto:[REDACTED]@police.qld.gov.au)>  
 Sent: Tuesday, 7 July 2020 10:00  
 To: [REDACTED] <[\[REDACTED\]@police.qld.gov.au](mailto:[REDACTED]@police.qld.gov.au)>  
 Cc: [REDACTED] <[\[REDACTED\]@police.qld.gov.au](mailto:[REDACTED]@police.qld.gov.au)>  
 Subject: RE: Dot point advice please  
 Sensitivity: Confidential

[REDACTED]

Content supported. Can you please ensure that this email is forwarded direct to Insp [REDACTED] of the Commissioner's office to brief the CoP.

Regards

[REDACTED] Acting Superintendent  
 Communications, Culture and Engagement Division  
 Community Engagement and Internal Support  
 Queensland Police Service



**QUEENSLAND POLICE SERVICE**

**Communications, Culture and Engagement Division**

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From: [REDACTED] Community.EngagementInternalSupport  
 Sent: Tuesday, 7 July 2020 06:55  
 To: [REDACTED] <[\[REDACTED\]@police.qld.gov.au](mailto:[REDACTED]@police.qld.gov.au)>  
 Cc: [REDACTED] <[\[REDACTED\]Community.EngagementInternalSupport@police.qld.gov.au](mailto:[REDACTED]Community.EngagementInternalSupport@police.qld.gov.au)>  
 Subject: FW: Dot point advice please

Sir,

Please see the below response from Insp [REDACTED] that was requested by the CoP.

For your information and consideration. This is due back to the CoP office today.

I completed some editing of the response, I have not changed the context or added anything.

**\*Please do not alter the subject line of this email. All replies should be sent to**

Kind regards

[REDACTED]  
Sergeant Support Officer  
Community Engagement and Internal Support  
Communications, Culture and Engagement Division  
Queensland Police Service



## QUEENSLAND POLICE SERVICE

Communications, Culture and Engagement Division

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PROFESSIONALISM



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

From: [REDACTED] [\[REDACTED\]@police.qld.gov.au](mailto:[REDACTED]@police.qld.gov.au)>  
Sent: Tuesday, 7 July 2020 06:37  
To: [REDACTED] [\[REDACTED\]@police.qld.gov.au](mailto:[REDACTED]@police.qld.gov.au)>  
Cc: [REDACTED] [\[REDACTED\]@police.qld.gov.au](mailto:[REDACTED]@police.qld.gov.au)>  
Subject: FW: Dot point advice please

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Kind regards

[REDACTED]  
Sergeant Support Officer

Community Engagement and Internal Support  
 Communications, Culture and Engagement Division  
 Queensland Police Service



## QUEENSLAND POLICE SERVICE

Communications, Culture and Engagement Division

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PROFESSIONALISM



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

From: [REDACTED] [@police.qld.gov.au](mailto:[REDACTED]@police.qld.gov.au)

Sent: Monday, 6 July 2020 20:41

To: [REDACTED] [@police.qld.gov.au](mailto:[REDACTED]@police.qld.gov.au)

Cc: [REDACTED] [@police.qld.gov.au](mailto:[REDACTED]@police.qld.gov.au)

Subject: COP Dot Point Advice - [REDACTED]

### PURPOSE

The Commissioner of Police has received correspondence concerning [REDACTED] (Bullying within [REDACTED] District) and has requested dot point advice as to the nature of this matter and outcomes.

### BACKGROUND

In April 2019, intake officers from Juniper were engaged by CP [REDACTED] of [REDACTED] about bullying and Unacceptable Workplace Behaviour (UWPB) she had experienced from her OIC Senior Sergeant [REDACTED] and Sergeant [REDACTED]. This involved systemic bullying through unfair treatment whilst at work and during extended sick leave (work-related wrist injury). In particular [REDACTED] was distressed about being served a summons to attend Court whilst on Sick Leave and being threatened with Driver's Licence revocation. A formal complaint was made and included additional misconduct allegations against [REDACTED] for misuse of Service resources to transport a Police Dog Squad Kennel, driving an unregistered trailer to transport the Dog Squad Kennel, distribution of pornographic material to other members in the [REDACTED] misuse of [REDACTED] Social Club Funds and gaining a financial advantage by purchasing a TV for the [REDACTED]. These matters were assessed by ESC and determined to require initial Assessment Inquiries. These were conducted by Senior Sergeant [REDACTED] of the [REDACTED] District, who recommended the matter proceed to full investigation.

A number of former officers from [REDACTED] became aware of [REDACTED]'s complaint. They also engaged with Juniper and/or ESC to raise additional complaints primarily about UWPB by Senior Sergeant [REDACTED]. These matters in summary included:



- Sergeant [REDACTED] concerning bullying and UWPB directed towards him between May 2010 to 3 December 2018 by [REDACTED] including being procured to unlawfully access QPRIME. He further alleged [REDACTED] failure to report misconduct involving excessive use of force by another [REDACTED] member. Additionally [REDACTED] raised misconduct allegations against:
  - 1) Senior Constable [REDACTED]: UWPB, assault upon a female Constable [REDACTED] falsification of a Medical Certificate, abusive and inappropriate language in front of members of the public on a number of occasions;
  - 2) Superintendent [REDACTED] Failure to act when advised of UWPB occurring in the [REDACTED]
  - 3) Senior Constable [REDACTED] excessive use of force on a handcuffed offender.
- Sergeant [REDACTED] concerning UWPB directed towards him between 2006 – 2013 by [REDACTED]. Additionally [REDACTED] raised misconduct allegations against:
  - 1) Superintendent [REDACTED] alleging he failed to resolve UWPB and unfairly removed him to another work unit as a result of raising a complaint.

These matters were assessed by ESC and determined to require initial Assessment Inquiries. This was assigned to Detective Senior Sergeant [REDACTED]. Prior to the completion of the assessment inquiries, Detective Senior Constable [REDACTED] made a complaint with respect to the conduct of DSS [REDACTED] alleged she overheard [REDACTED] openly discussing the internal investigation, quoting aloud parts of [REDACTED]'s compliant documents and making comment that the complaint was going nowhere and [REDACTED] would be criminally charged. [REDACTED] also alleged [REDACTED] had disclosed confidential information about a selection panel and openly criticised certain applicants. [REDACTED] also states she was subjected to UWPB by [REDACTED] who threatened to make her work on the front counter whilst on a suitable duties plan, sent her an inappropriate and offensive SMS message, and bagged her at a social function. [REDACTED] was immediately removed from the panel and told to stop his assessment inquiries.

Juniper Complaints Assessment Committee, Ethical Standards Command and Acting Deputy Commissioner [REDACTED] then holistically considered these matters and determined a full investigation should be conducted by independent members. Detective Inspector [REDACTED] and Detective Inspector [REDACTED] were seconded to Juniper Investigation Team and on 8 August 2019 commencing an investigation into all allegations ([REDACTED]). During the investigation, a total of seventy-two persons were interviewed/surveyed to address the myriad of issues raised. Of the total number of witnesses interviewed/surveyed, six made formal complaints against the SM [REDACTED] for UWPB (2006 – 2019). As the investigation advanced, a large number of other [REDACTED] members (both past and present) provided testimony of inappropriate behaviour by the SM [REDACTED] (e.g. yelling, making threats, swearing, openly criticising members, making inappropriate comments, referring to members by inappropriate names, allowing inappropriate material to be displayed in the [REDACTED] Office and extending favouritism to certain members over others). This behaviour created an unsafe working environment.

Many of the involved officers sought transfer to leave the work unit to escape the UWPB. A number currently suffer adverse psychological conditions which they attribute to their time at [REDACTED]

## OUTCOMES

During the investigation 52 allegations were raised against eleven subject members. In summary the following outcomes were recommended with respect to these subject members:

- Superintendent [REDACTED] denied he failed to act when advised of UWPB occurring in the [REDACTED]. He asserted then Detective Inspector [REDACTED] was tasked to examine the matters raised and didn't identify sufficient evidence supporting the CP's claims. [REDACTED] outlined he had attempted to assist [REDACTED] and [REDACTED] in their career development by organising Executive Leadership Coaching and through relieving opportunities. The investigation determined that there was insufficient evidence to support the allegations of the CP.
- Inspector [REDACTED] denied the allegations he failed to take appropriate action in relation to UWPB raised by [REDACTED]. The investigation uncovered recordings of a meeting with [REDACTED] to discuss work-related issues during which [REDACTED] stated she didn't wish to make a complaint. Nevertheless he arranged for preliminary inquiries to be

conducted and a review of the [REDACTED] workplace. The investigation determined that there was insufficient evidence to support the allegations of the CP.

- Senior Constable [REDACTED] denied using excessive force towards a handcuffed person. Extensive inquiries and QPRIME searches failed to identify the relevant occurrence. There was insufficient evidence to support the allegation to the required standard.
- Acting Sergeant [REDACTED] acknowledged his behaviour towards CP [REDACTED] was inappropriate and constituted UWPB. The UWPB included: refusing to provide assistance as a supervisor, speaking in a disrespectful manner, unjustly criticising her ability, taking out a Summons to Witness against her whilst on Sick Leave, making inappropriate comments in the presence of her colleagues and setting her unreasonable tasks that would breach her WorkCover restrictions. The investigation identified that there was sufficient evidence to support the allegations.
- Acting Sergeant [REDACTED] acknowledged his behaviour towards CP [REDACTED] was inappropriate and constituted UWPB. The UWPB included: setting her unachievable tasks whilst she was on Sick Leave, making adverse comments on her PDA without affording her a right of reply, searching her personal possessions without her being present, making an inappropriate image and placing it on her pigeon hole and openly criticising the CP to other office members. He also admitted to behaving unprofessionally and inappropriately in the workplace to the extent his behaviour fell short of Service expectations of a member at the rank of Sergeant (getting dressed and placing himself in a position where he could be seen only dressed in his underwear). The investigation identified that there was sufficient evidence to support the allegations.
- Senior Constable [REDACTED] denied the allegations however conceded he had acted disrespectfully towards [REDACTED] over operational issues and used inappropriate language towards colleagues. The investigation identified that there was sufficient evidence to support the allegations. [REDACTED] had unsuccessfully sought [REDACTED]'s assistance to resolve conflict with [REDACTED] resulting in him leaving the work unit. Senior Constable [REDACTED] declined to make a complaint concerning an assault by [REDACTED] and with no independent evidence the matter could not be progressed as a discipline matter.
- Senior Sergeant [REDACTED] was interviewed over four days. Under questioning he conceded his behaviour constituted Bullying and UWPB towards Senior Constable [REDACTED] Sergeant [REDACTED] and Senior Constable [REDACTED]. The investigation further determined that sufficient evidence to support that [REDACTED] had engaged in UWPB towards seventeen (17) other members of the [REDACTED]. The investigations established there was a lawful reason for requesting [REDACTED] conduct a QPRIME check (provide victim of crime feedback). Physical evidence was located which negated unlawful and unethical conduct in relation to misuse of QPS resources and social club funds. The allegation made by the CP that the SM failed to report a matter involving a member using excessive force on a handcuffed person could not be substantiated.
- Sergeant [REDACTED]'s self-report concerning his unlawful access to QPRIME following a request from [REDACTED] determined there was a lawful reason for the request and the QPRIME check.
- Sergeant [REDACTED] admitted signing a Summons to Witness as a 'Justice of the Peace' was a 'conflict of interest' for a police officer and against QPS policy. The investigation identified that there was sufficient evidence to support the allegations.
- Detective Senior Sergeant [REDACTED] denied bullying Detective Senior Constable [REDACTED] but conceded a comment made about [REDACTED] at a social function was taken out of context, and was inappropriate from a supervisor, he often used inappropriate language in text messages, but didn't deliberately send the offensive text message to [REDACTED]. The investigation located images of the text messages on both parties phones and through inquiries with EEU confirmed a technical telecommunications fault resulted in a series of texts being sent out of sync causing an obscene comment about an offender to appear it was about the complainant. [REDACTED] admitted to disclosing details of a confidential internal investigation and openly making inappropriate comments about panel applicants out of frustration. [REDACTED] admitted making inappropriate comments in an email exchange with DSS [REDACTED] concerning one applicant's use of the *Look to the Stars* Signature Block. The investigation found that there was sufficient evidence to support the

allegation that the SM behaved in an inappropriate manner as OIC but insufficient evidence to support the allegation that he bullied the CP.

- **Detective Senior Sergeant** [REDACTED] of the [REDACTED] admitted inappropriately making comments in an email exchange with DSS [REDACTED] concerning one applicant's use of the *Look to the Stars* Signature Block. The investigation identified that there was sufficient evidence to support the allegations.

## CONCLUSION

The final investigation report (313 pages) was submitted in March 2020 through Juniper to PPM [REDACTED]. Aspects of the investigations (relating to SM [REDACTED]) were also overviewed by the Crime and Corruption Commission. Complainants have been forwarded outcomes notices and Local Management Resolution instigated against relevant subject members.

## RECOMMENDATIONS

A number of recommendations were made to improve QPS management and organisational practices (p. 262) including:

- 1) Regular Workplace Behaviours Policy training,
- 2) Using Working for Queensland Survey Data and principles outlined in the *Worksafe Australia Guide for preventing and responding to workplace bullying* to intervene early and safeguard mentally healthy workplaces,
- 3) Incorporation of the *Worksafe Australia Guide for preventing and responding to workplace bullying* into annual workplace audit checklists,
- 4) Enhanced training for panel members and convenors
- 5) Review QPS policy to increasing independence of panels (could include re-introduction of a specialist independent panel convenor section, increases in the number of panel members or specific limitations placed upon Officers in Charge).
- 6) Enhanced training for Internal Discipline Investigation.

[REDACTED]  
Detective Inspector [REDACTED]

Taskforce Sierra Linnet [REDACTED]

Police Headquarters, 200 Roma St, Brisbane 4000

GPO Box 1440, Brisbane Qld, 4001

QUEENSLAND POLICE SERVICE







**QPS DFV Documents**

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**Attachments:**

FW: CONTACT BY COMMISSIONER TO [REDACTED]  
point advice please

FW: Dot

**From:** [REDACTED]@police.qld.gov.au>  
**Sent:** Monday, 13 July 2020 1:50 PM  
**To:** [REDACTED]@police.qld.gov.au>  
**Cc:** [REDACTED]@police.qld.gov.au>  
**Subject:** FW: For your information

Hi [REDACTED]

As discussed, the Commissioner would appreciate someone following up with these three officers to determine whether they would like to meet with someone regarding this matter and if so, arrange for a suitable officer to meet with them.

Can you further provide advice back to S/Sgt [REDACTED] regarding the outcome.

I have attached the information provided from DI [REDACTED] regarding the Juniper investigation and also a HR message regarding [REDACTED] for your information. The Commissioner has contacted [REDACTED] regarding her health.

Thanks for your assistance.

regards

[REDACTED]  
Inspector  
Commissioner's Office  
Queensland Police Service  
[REDACTED]



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**From:** [REDACTED]@police.qld.gov.au>  
**Sent:** Saturday, 27 June 2020 15:06  
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Kind regards,

[REDACTED]  
Senior Sergeant

[REDACTED]  
Queensland Police Service

## QPS DFV Documents

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From: [REDACTED]@police.qld.gov.au>  
 Sent: Monday, 13 July 2020 2:10 PM  
 To: [REDACTED]@police.qld.gov.au>  
 Subject: RE: For your information

Thanks [REDACTED]

I will let you know when it's all sorted.

Regards

[REDACTED] Acting Superintendent  
 Communications, Culture and Engagement Division  
 Community Engagement and Internal Support  
 Queensland Police Service



### QUEENSLAND POLICE SERVICE

Communications, Culture and Engagement Division

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 @qldpolice
 @qldpolice

From: [REDACTED]  
 Sent: Monday, 13 July 2020 13:50  
 To: [REDACTED]@police.qld.gov.au>  
 Cc: [REDACTED]@police.qld.gov.au>  
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Queensland Police Service



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Kind regards,

  
Senior Sergeant

 Queensland Police Service

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**QPS DFV Documents**

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**Attachments:**

FW: CONTACT BY COMMISSIONER TO S/C [REDACTED] FW: Dot  
point advice please

**From:** [REDACTED]@police.qld.gov.au>

**Sent:** Thursday, 27 August 2020 6:02 PM

**To:** [REDACTED]@police.qld.gov.au>

**Cc:** [REDACTED]@police.qld.gov.au>; [REDACTED]

<[REDACTED]@police.qld.gov.au>

**Subject:** FW: For your information

Hi [REDACTED]

Can you please provide advice as to the status/outcome of this. The Commissioner has received a further letter from another victim dissatisfied with the outcome of the matter.

Regards

[REDACTED]  
Inspector  
Commissioner's Office  
Queensland Police Service  
[REDACTED]



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---

**From:** [REDACTED]

**Sent:** Monday, 13 July 2020 13:50

**To:** [REDACTED]@police.qld.gov.au>

**Cc:** [REDACTED]@police.qld.gov.au>

**Subject:** FW: For your information

Hi [REDACTED]

As discussed, the Commissioner would appreciate someone following up with these three officers to determine whether they would like to meet with someone regarding this matter and if so, arrange for a suitable officer to meet with them.

Can you further provide advice back to S/Sgt [REDACTED] regarding the outcome.

I have attached the information provided from DI [REDACTED] regarding the Juniper investigation and also a HR message regarding [REDACTED] for your information. The Commissioner has contacted [REDACTED] regarding her health.

Thanks for your assistance.

regards

[REDACTED]  
Inspector  
Commissioner's Office  
Queensland Police Service  
[REDACTED]



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

From: [REDACTED] <[\[REDACTED\]@police.qld.gov.au](mailto:[REDACTED]@police.qld.gov.au)>

Sent: Saturday, 27 June 2020 15:06

To: [REDACTED] <[\[REDACTED\]@police.qld.gov.au](mailto:[REDACTED]@police.qld.gov.au)>

Subject: For your information

Dear Commissioner,

I feel compelled to inform you of a recent experience where I witnessed firsthand the absolute good and otherwise of Queensland Policing.

Last year I was tasked with conducting preliminary investigations into multiple allegations of bullying committed over twelve years by [REDACTED] District supervisors. I feel comfortable discussing this matter since the investigation has been finalised and the victims have received their final outcome notices.

I don't want to go into details but some of the behaviour specifically levelled against female officers by supervisors was nothing short of abhorrent. During my investigations, I even spoke to two females who have left the QPS because of their treatment. The fact our staff, more specifically our female staff would be treated so poorly in 2019 to me seems beyond the realms of possibility.

During my investigations I spoke with numerous officers who refused to provide me details of bullying because of the fear of repercussions. I was particularly surprised by the fear exhibited by some of the male officers who I would ordinarily classify as alpha males. However, the positive part of my experience was when I had the privilege of meeting;

[REDACTED] These three officers also exhibited levels of apprehension and fear of reporting misconduct but felt compelled to do the right thing. Essentially, in the preliminary stages these officers did what dozens could not. As someone well versed in what constitutes courage, I was so impressed by these officer's willingness to stand up knowing full well they were conscious it could compromise their careers. As an organisation, I truly believe we should be embracing our officers who exhibit unbreakable moral codes.

Over the last twelve months these three officers have endured terrible levels of stress, anxiety, sick leave and ultimately regret of embarking on the process because of the visible absence of organisational support. I also fear this ordeal has exacerbated the medical condition of [REDACTED] who has been on extended sick leave with a [REDACTED]

It's imperative to note, irrespective of the manner in which this investigation was handled all three officers were left feeling compelled to leave their Detective/Specialist careers and return to uniform policing because of the levels of discomfort. Consequently, their initial fears of their complaint affecting their careers were realised.

I am hoping through simple compassion you could communicate with these officers to hear their stories and perhaps convey admiration for their courage against all odds and have their personal suffering acknowledged.

In conclusion I'm writing this email because I made an oath to these officers, I would do everything in my power to seek them justice and at this point I can do no more.

Kind regards,

[REDACTED]  
Senior Sergeant

[REDACTED]  
Queensland Police Service



## QPS DFV Documents

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From: [REDACTED]@police.qld.gov.au>  
 Sent: Wednesday, 16 December 2020 1:34 PM  
 To: [REDACTED]@police.qld.gov.au>  
 Subject: Re: For your information

Inspector,

Thanks for that. Much appreciated.

Regards

[REDACTED]

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From: [REDACTED]@police.qld.gov.au>  
 Sent: Wednesday, December 16, 2020 1:28:42 PM  
 To: [REDACTED]@police.qld.gov.au>  
 Subject: RE: For your information

Good afternoon [REDACTED]

Thank you for your email and for following up on this matter. Your request for contact was previously referred to the Communications, Culture and Engagement area for contact to be made. I have subsequently spoken with Supt [REDACTED] today and have requested someone make contact with you to discuss this matter and work out a plan forward to contact [REDACTED]

I understand you don't want this matter referred to Juniper, however as 'Juniper' has been disestablished and the new Workplace Assessment and Support Team has changed their staff and focus, I felt this request best fit within their remit. Supt [REDACTED] looks after that team and he will ensure this matter is followed up.

If you have any further queries please let me know.

Regards

[REDACTED]

Inspector  
 Commissioner's Office  
 Queensland Police Service

[REDACTED]



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From: [REDACTED]@police.qld.gov.au>  
 Sent: Tuesday, 15 December 2020 19:18  
 To: [REDACTED]@police.qld.gov.au>  
 Subject: RE: For your information

Inspector,

Respectfully, I was chasing some feedback. I emailed back in July about three female officers [REDACTED] bullied in [REDACTED] (email below). The officers informed me they haven't been contacted to date.

I don't know where the follow up stands but the officers feel quite abandoned. At this point, even a phone call from yourself or an equivalent would go a long way (especially pre-Xmas) to the officers feeling like they have been heard (just a suggestion). If this is a feasible idea could I request in confidence this task not be delegated to Juniper, the officers felt that unit was about as effective as a croissant hammer.

I more than happy to discuss any other alternate resolutions with you. Ph: [REDACTED]

Kind regards,

Senior Sergeant [REDACTED]

Queensland Police Service

From: [REDACTED] <[REDACTED]@police.qld.gov.au>

Sent: Friday, 3 July 2020 18:11

To: [REDACTED] <[REDACTED]@police.qld.gov.au>

Subject: RE: For your information

Good evening [REDACTED]

Thank you for your email to the Commissioner. She really appreciates you taking the time to write and bring this issue to her attention. It disappoints her greatly to hear behaviour of this nature still occurs in our organisation. Our office has requested further information regarding this investigation so she can have a full appreciation of the matter and further consider your request. We will be in touch again once she has had an opportunity to do this.

Regards

Inspector

Commissioner's Office

Queensland Police Service



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

From: [REDACTED] <[REDACTED]@police.qld.gov.au>

Sent: Saturday, 27 June 2020 15:06

To: Carroll.Katarina [REDACTED] <[REDACTED]@police.qld.gov.au>

Subject: For your information

Dear Commissioner,

I feel compelled to inform you of a recent experience where I witnessed firsthand the absolute good and otherwise of Queensland Policing.

Last year I was tasked with conducting preliminary investigations into multiple allegations of bullying committed over twelve years by [REDACTED] District supervisors. I feel comfortable discussing this matter since the investigation has been finalised and the victims have received their final outcome notices.

I don't want to go into details but some of the behaviour specifically levelled against female officers by supervisors was nothing short of abhorrent. During my investigations, I even spoke to two females who have left the QPS because of their treatment. The fact our staff, more specifically our female staff would be treated so poorly in 2019 to me seems beyond the realms of possibility.

During my investigations I spoke with numerous officers who refused to provide me details of bullying because of the fear of repercussions. I was particularly surprised by the fear exhibited by some of the male officers who I would ordinarily classify as alpha males. However, the positive part of my experience was when I had the privilege of meeting;

[REDACTED] These three officers also exhibited levels of apprehension and fear of reporting misconduct but felt compelled to do the right thing. Essentially, in the preliminary stages these officers did what dozens could not. As someone well versed in what constitutes courage, I was so impressed by these officer's willingness to stand up knowing full well they were conscious it could compromise their careers. As an organisation, I truly believe we should be embracing our officers who exhibit unbreakable moral codes.

Over the last twelve months these three officers have endured terrible levels of stress, anxiety, sick leave and ultimately regret of embarking on the process because of the visible absence of organisational support. I also fear this ordeal has exacerbated the medical condition of [REDACTED] who has been on extended sick leave with a brain tumour.

It's imperative to note, irrespective of the manner in which this investigation was handled all three officers were left feeling compelled to leave their Detective/Specialist careers and return to uniform policing because of the levels of discomfort. Consequently, their initial fears of their complaint affecting their careers were realised.

I am hoping through simple compassion you could communicate with these officers to hear their stories and perhaps convey admiration for their courage against all odds and have their personal suffering acknowledged.

In conclusion I'm writing this email because I made an oath to these officers, I would do everything in my power to seek them justice and at this point I can do no more.

Kind regards,

[REDACTED]  
Senior Sergeant

[REDACTED] Queensland Police Service