

QPS DFV Documents

Subject: FW: Staffing advice

From: Linford.TracyJ[QUEENSLAND POLICE SERVICE] [REDACTED]
Sent: Thursday, 30 September 2021 1:41 PM
To: Codd.BrianJ[DFVVPC] [REDACTED]
Cc: Strategy and Performance DFVVP[DFVVPC] [REDACTED]
Martain.BenR[STATDISC] [REDACTED] Strategy and Performance DCCCTSO
[REDACTED]

Subject: Re: Staffing advice

Thanks Brian, your issues are not forgotten. Between you and ESC I have a number of resource issues to get definitive answers to from RAC. The 4 deputies are meeting to discuss next Tuesday.

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From: Codd.BrianJ[DFVVPC] [REDACTED]
Sent: Thursday, September 30, 2021 12:28:42 PM
To: Linford.TracyJ[QUEENSLAND POLICE SERVICE] [REDACTED]
Cc: Strategy and Performance Officer DFVVP[DFVVPC] [REDACTED]
Martain.BenR[DFVVPC] [REDACTED]; Strategy and Performance DCCCTSO
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Subject: Staffing advice

Hello Deputy

We continue to progress the transition of the current DFVVPC workforce from temporary to permanent status. On a positive note there has been significant progress on the staff member positions including approval of a suitable staff member on the displaced list being allocated to an AO4 position at the Beenleigh HRT. We have also negotiated some acceptable arrangements with the relevant union for the AO6 HRT positions at Mt Isa and Beenleigh as well as flow through positions at Ipswich. The appointment of persons to the staff member positions within the VPG is also progressing.

Unfortunately we are facing ongoing challenges with the police positions within the Command. Approval has been given to the creation of these as permanent positions by RAC as a priority subject to growth allocations. Unfortunately I am not aware of the status of these allocations.

We currently have one permanent S/Sgt position within the Command which is being temporary relieved against due to the incumbent being on extended sick leave (2 yrs). The other 5 S/Sgt positions are all temporary (Mental Health Coordinator, Elder Abuse & Disabilities Coordinator, HRT coordinator, DFV Ops Coordinator and DFV Training Coordinator) and require the ongoing and understandably diminishing assistance of the areas where the relievers are released from.

Due to the ongoing workload and uncertain longer term arrangements of these positions, ~~three of the current relievers have indicated an intention to cease their relieving and return~~ to their substantive positions. The North Coast and South Eastern Regions are also seeking the return of the other two S/Sgts relievers. We continue our negotiations on these matters.

We are obviously holding considerable risk in our capacity to sustain the roles and responsibilities allocated to us. Should we be unable to retain these officers or attract new ones, it will require a re-think of our current work and will likely impact on the district capability framework rollout, the progress of planned training products, the ongoing development of the DFV Strategy, the VVS trial and the delay of the proposed quality assurance framework to name just a few of the actions we have on our work plan.

We also continue to be challenged to retain and sustain the six PCC embedded DFVC Sgt temporary positions and await the priority growth allocation of these positions as approved by RAC.

Even if we were to advertise for EOIs it is likely to be challenging to get suitable people identified and released in the current environment.

Additionally, and as previously advised, the full time support of P&P and CIC for the WSJTF is being withdrawn while the DFVPC continues to have two substantive AO6 positions seconded to the WSJTF. We also have an AO7 on continued secondment to the SDP without relief.

It also remains the case that the SDVPU Inspector and Command S&P positions remain filled temporarily from officers substantively attached to P&P.

This situation is unsustainable and I am concerned about the ongoing potential detrimental impact in our workplace. It is such that I believe it necessary to consider elevating it to the enterprise risk register.

I understand that there is currently a process underway at Deputy level in relation to determining the growth allocations. I would welcome your advice on what options might be available to us to accelerate the allocation of the growth positions approved by RAC as described.

Regards

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