QPS DFV Documents

Attachments: Command establishment timeline updated 310822.pdf

From: Codd.BrianJ[DFVVPC]
Sent: Wednesday, 31 August 2022 9:16 AM
To: Harrison.CarolynM[LD] [redacted] Jory.ChristopherG[CTDFVCOI]
[redacted]
Cc: Ede.MichaelG[DFVVPC] [redacted] Strategy and Performance DFVVP[DFVVPC]
[redacted] Strategy and Performance DCCCTSO
[redacted]
Subject: DFVVPC Resource Establishment Timeline

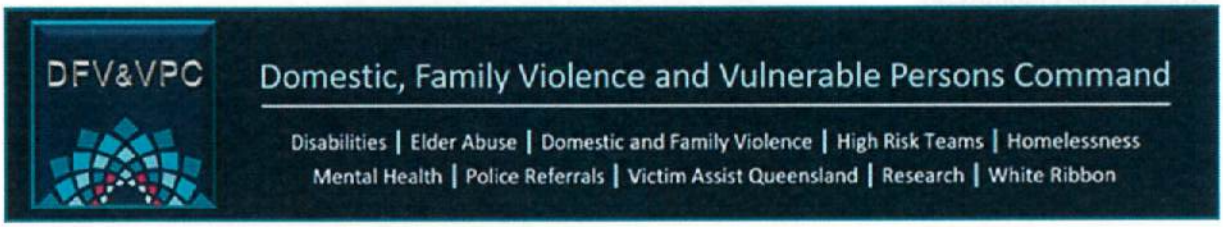
Good morning

As requested at our COI update meeting on Monday, please find attached a timeline which summarises the various submissions and engagements relating to the establishment and resourcing of the DFVVPC. This links to the various documents and engagements relevant to the recent COI Notice.

I trust this is of some assistance.

Regards

Brian Codd APM
Assistant Commissioner
Domestic, Family Violence & Vulnerable Persons Command | **Queensland Police Service**
GPO Box 1440, Brisbane, Qld 4001 e: [redacted]



QPS DFV Documents

Attachments: DFVVPC Resource Establishment Timeline.msg; Timeline; DO Conference 040621.pptx

From: Codd.BrianJ[DFVVPC] [redacted]
Sent: Tuesday, 6 September 2022 4:50 PM
To: Strategy and Performance DCCCTSO [redacted]
Cc: Harrison.CarolynM[LD] [redacted] Holmes.ShaneM[CTDFVCOI] [redacted] Linford.TracyJ[QUEENSLAND POLICE SERVICE] [redacted] Scanlon.CherylL[ESC] [redacted] Brewer.PeteD[DFVVPC] [redacted]
Subject: RE: Timeline

Thanks Carolyn

I have just spoken with the Deputy and it appears there has been some misunderstanding which I have clarified with the Deputy.

The process with the COI document requests has been that our Command (among other areas) has been receiving numerous requests for materials which we have been locating and providing to the COI Response Unit who, supported by their Legal Unit, then determine which documents are provided to the COI.

We recently received COI Notice Number 2.042 which in part requires the QPS to produce the following documents and information to the Commission:

> *2. whether the Domestic and Family Violence Command has, since February 2021, made any representation for resources through or to the Workforce Allocation Sub-Committee (formerly the Resource Allocation), the Demand Capacity Committee (formerly the Demand and Resource Committee), the Cabinet Budget Review Committee, the Mid Year Fiscal and Economic Review, the Executive Leadership Team, the Commissioner of Police directly, or through any other process, if so, please provide copies of all such representations;*

You will note the references to a requirement for representations to ELT, directly to the Commissioner and any other process (which are not specifically formal resource submissions).

To facilitate this very open ended request we identified numerous documents, submissions and representations which may meet the intent of the Notice and supplied them to COI Response Unit for consideration.

On Monday 29 August I attended the weekly COI meeting chaired by A/DC Scanlon where updates were provided on the requests being received from the COI including 2.042. I briefed the meeting on the numerous submissions, presentations and representations that had been made with respect to the resourcing of the DFV Command and capability.

I was consequently requested to prepare a one or two page summary of those details to assist the legal team in preparing for subsequent hearings of the COI.

I subsequently completed a narrative timeline as requested (see attached) and provided it to ED Carolyn Harrison and A/AC Chris Jory with a copy to your office for records.

To further assist and update that table, today I provided a diagram form of the timeline (see attached) and provided it to the abovementioned persons.

The timeline was not included as a response to the Notice to be submitted to the COI but is a summary developed to assist interpretation as requested.

Deputy Linford also sought context around the reference to the presentation to the DO Conference in June 2021 introduced by the Deputy, as indicated on the timeline. Although previously provided, I have attached a copy of that presentation. You will note on slide 6 of the presentation a problem definition is provided which included reference to significant under-resourcing to meet DFV demands. This same slide was presented at the ELT in May 2021, the Central Region DO's conference in June 2021, the Road Policing Command Conference in June 2021 and the Vulnerable Persons Policing Conference in July 2021.

My understanding is that the COI Response Team, upon advice from the legal team, determines what information is provided to the COI to meet the requirements of the relevant Notices.

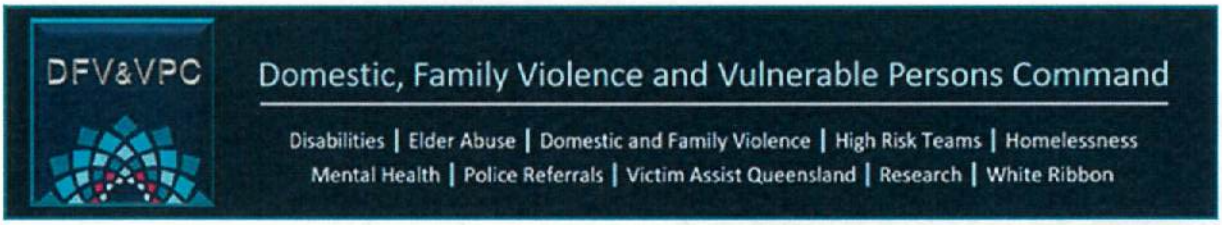
I understand that formal requests for RAC and WAS submissions were forwarded for response by the secretariat's to each group which you may wish to access.

I consider the timeline to contain information consistent with the intent of the Notice however if the timeline, as requested, is not deemed to be of assistance or relevant then you may wish to disregard it.

Please advise if the Deputy requires any further assistance.

Regards

Brian Codd APM
Assistant Commissioner
Domestic, Family Violence & Vulnerable Persons Command | **Queensland Police Service**
GPO Box 1440, Brisbane, Qld 4001 [redacted]



From: Strategy and Performance DCCCTSO [redacted]
Sent: Tuesday, 6 September 2022 15:20
To: Codd.BrianJ[DFVVPC] [redacted]
Cc: Harrison.CarolynM[LD] [redacted] Holmes.ShaneM[CTDFVCOI] [redacted] Linford.TracyJ[QUEENSLAND POLICE SERVICE] [redacted]
Subject: FW: Timeline

Hello AC,

Last week I spoke to A/Supt Ede about the timeline table that was submitted in relation to this matter.

There were some concerns around the reference to "conferences" and "presentations" that did not include any context and are not actual resource submissions.

Whilst I acknowledge that this new document has been designed to complement the previous table - Unfortunately it still makes reference to those conferences and presentations and it is not clear on what subsequent action was taken following those presentations or conferences to apply for resources.

Could I please ask that the document is reviewed again and only the actual submissions for resources (RAC or WAS) that followed the HR process for further consideration and determination are included in the document?

Many thanks

Carolyn Stanke
Inspector [redacted]
Strategy and Performance
Deputy Commissioner's Office
Crime, Counter Terrorism and Specialist Operations
Queensland Police Service
Ph [redacted]
Email: [redacted]

From: Codd.BrianJ[DFVVPC] [redacted]
Sent: Tuesday, 6 September 2022 14:31
To: Harrison.CarolynM[LD] [redacted] Holmes.ShaneM[CTDFVCOI] [redacted]
Cc: Brewer.PeteD[DFVVPC] [redacted] Strategy and Performance DFVVP[DFVVPC] [redacted] Strategy and Performance DCCCTSO [redacted] DFV Commission of Inquiry[LD] [redacted]
Subject: Timeline

Hello Carolyn and Shane

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Please let me know if I can be of further assistance.

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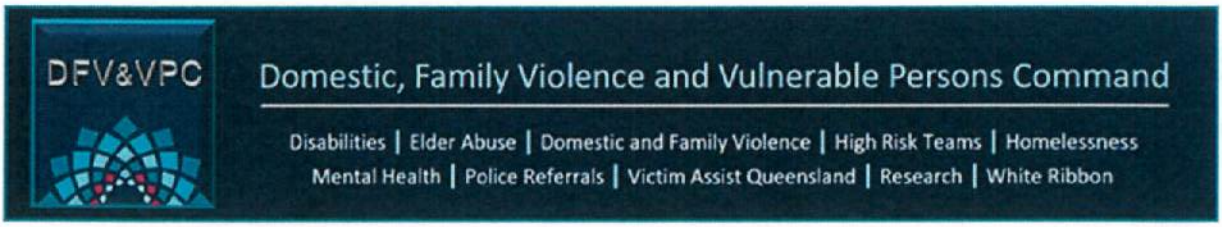
DFV&VPC
Domestic, Family Violence and Vulnerable Persons Command
Disabilities | Elder Abuse | Domestic and Family Violence | High Risk Teams | Homelessness
Mental Health | Police Referrals | Victim Assist Queensland | Research | White Ribbon

Working for Queensland survey
5–30 SEPT
A better workplace is everyone's responsibility.
Make your opinion count!

QPS DFV Documents

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Subject: DFVVPC Resource Establishment Timeline

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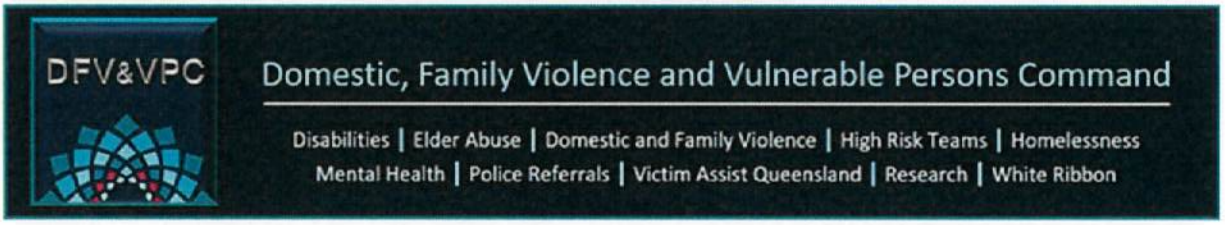

DFVVPC Resource Timeline – updated 31/08/22

12/11/20	DFV improvement plan presented to and endorsed transition of temp positions to permanent positions by ELT.
26/02/21	Extraordinary ELT – decision for AC level to take on ownership of DFV capability
26/02/21	COP required immediate renewal of PCC DFVC trial – 6 positions needed.
01/03/21	AC commenced in new role as temp appointment — sought office and staff – advised to find S&P and EA to assist set up of Command.
03/03/21	COP advised establishment of Command would be permanent
04/03/21	Initial meeting with DC Gollschewski re Command set up.
06/03/21	Email to Deputies and ELT members and HR re initial Command set up and resource request.
08/03/21	DFV TEAMS conference with DC's Gollschewski & Taylor and regional AC's – update provided.
10/03/21	Call from Director, HR re setting up of new Command. HR to organise establishment on systems and formalise through RAC - will move PSBA A03 position and seek clarity re Inspector, S&P.
14/03/21	Email to Deputies Gollschewski and Linford seeking advice on new Command establishment – advised still a Command of 1.
15/03/21	Advised by DC Linford that Command would be part of CCTSO.
15/03/21	Offered temporary office space in HQ
16/03/21	Briefed COP vidcon re no growth establishment of Command. 3 person Command office of redeployees to join existing VPG. VPG comprised 12 permanent positions (3 officers, 9 staff) and 18 Temp positions (13 officers, 5 staff).
17/03/21	RAC formally approved the establishment of the DFVVP Command.
22/03/21	Two A06 research positions seconded out of Command to WSJTF.
26/03/21	Briefed ELT at Rockhampton about establishment of Command including staff and resource limitations
	Command AO7 secondment to SAP extended until 2023. No backfill available.
30/04/21	RAC approved submission for the transition of the Vulnerable Persons Group incl. the State DFVVP Unit from RPRSC to the DFVVP Command.
12/05/21	Presented to ELT re Command – highlighted need for resource investment – ELT endorsed conversion of temp positions to permanent again.
19/05/21	Temp S&P Inspector commences at Command.
4/6/21	Presented to DO conference with DC Linford and highlighted under-resourcing.
[i]8/6/21	RAC submission approved the PERM staffing model for the State DVVP Unit, DFVVP Command including the transition of 8 existing TEMP staff members positions from TEMP to PERM - police positions approved subject to future growth allocation.

14/6/21	Presentation to Vulnerable Persons Policing Conference and highlighted under-resourcing
	Appointments of staff members to permanent status delayed by requirement to assess suitability of surplus/displaced staff members.
21/06/21	BOM submission re DFV Deep Dive highlighting resource issues and proposals.
23/06/21	RAC submission approved the PERM staffing model for QPS HRT Team, State DFVVP Unit, DFVVP Command including the transition of 20 existing TEMP staff member positions from TEMP to PERM.
17/08/21	Update brief to BOM
11/10/21	Update brief to BOM
25/01/22	WAS submission to backfill AO7 made to February 2023.
31/01/22	WAS approved the reallocation of 14 positions from the WAS Transition Unit to formalise the PERM police staffing model for the DFVVP Command, transitioning 14 existing TEMP police positions from PERM.
06/05/22	7 temp positions approved for 12 months for training team to work with PCAP to develop training
09/05/22	[redacted]
01/06/22	Temp Command S&P Inspector seconded to Commission of Inquiry – EOI backfill
	Selection panels commenced for permanent police positions at Inspector, S/Sgt and Sgt levels.
29/08/22	WAS submission for Senior Sergeant HRT Coordinator made.

QPS DFV Documents

Attachments: Resource timeline.pdf

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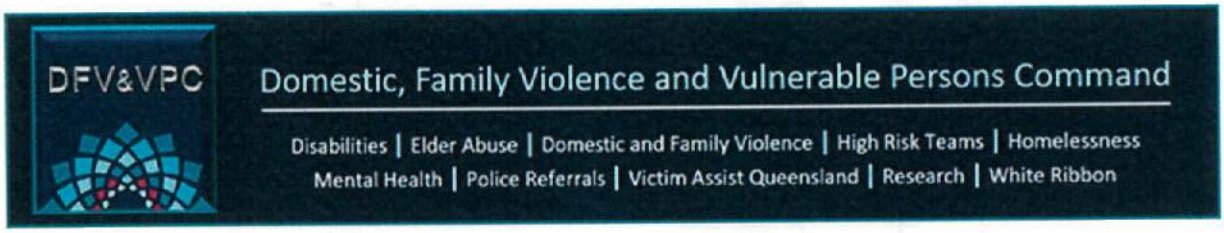

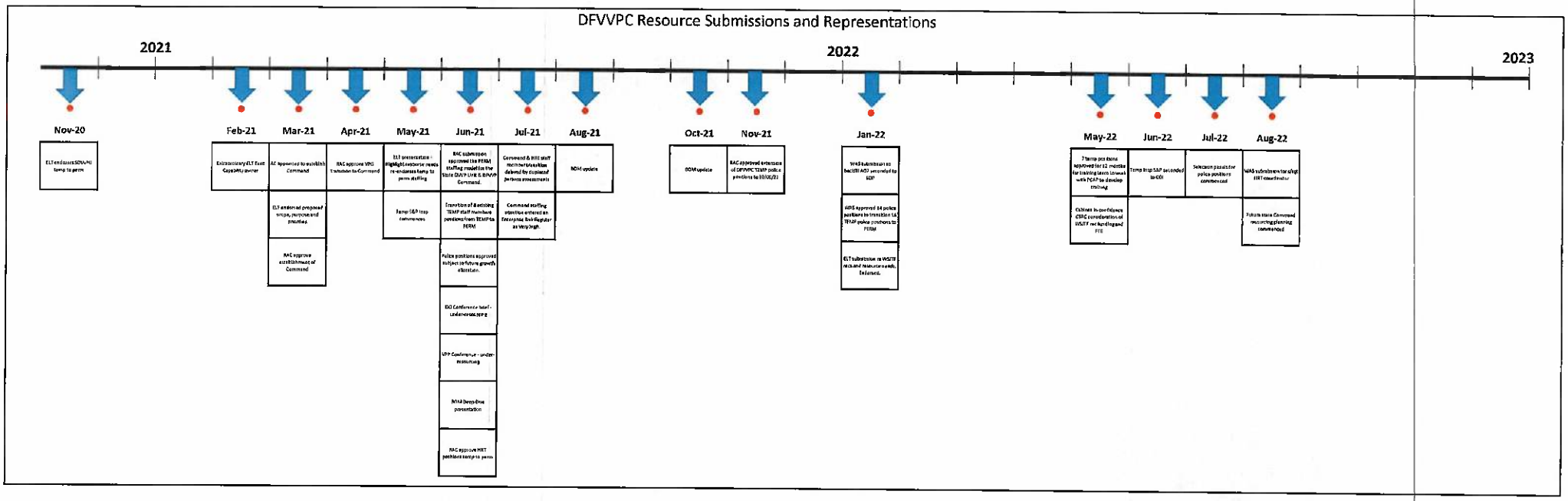

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DFV&VPC

District Officer's Conference

Friday 3 June 2021

Assistant Commissioner Brian Codd

Domestic, Family Violence & Vulnerable Persons Command

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Domestic and Family Violence Statistics

Item	2016-17	2017-18	2018-19	2019-20	2020-21[1]
DV occurrences	90,349 1.6% increase on previous year	90.742 0.4% increase on previous year	97,500 7.5% increase on previous year	107,518 10.3% increase on previous year	113,779 YTD 30 April Projected 23.4% increase
DVO applications - Police	22,174	21,048	21,029	19,511	19,957
DVO applications - Private	7,978	8,130	8,489	8,120	7,200
DVOs made	49,838	48,667	49,155	44,179	38,384
Breach DVO lodged	20,741	19,996	21,095	24,142	24,246
Strangulation charges	1090	1718	1401	1185	1034

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DFV Related Homicides

Homicides

Period	Intimate Partner	Family	Collateral*	Total
2019/2020	10	15	3	28
2018/2019	10	12	2	24
2017/2018	13	9	0	22
2016/2017	8	14	5	27
2015/2016	14	9	3	26
2014/2015	13	20	3	36

30.19%
Prior DFV Police contact

69%.81
No prior Police DFV contact

DFV&VPC

Domestic, Family Violence and Vulnerable Persons Command

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2020 - DFV Applications and DFV Related Criminal Offence Reporting

Region	District	Assault occasioning bodily harm	Wilful damage	Strangulation
NORTHERN	Far North	106	59	52
	Mount Isa	92	35	18
	Townsville	91	61	44
CENTRAL	Mackay	37	28	14
	Capricornia	36	42	62
	Sunshine Coast	14	13	29
	Wide Bay Burnett	21	23	36
SOUTHERN	South West	26	37	8
	Darling Downs	24	17	15
	Moreton	56	43	34
	Ipswich	41	25	18
SOUTH EASTERN	Logan	145	138	77
	Gold Coast	448	482	114
BRISBANE	North Brisbane	33	17	46
	South Brisbane	55	24	44

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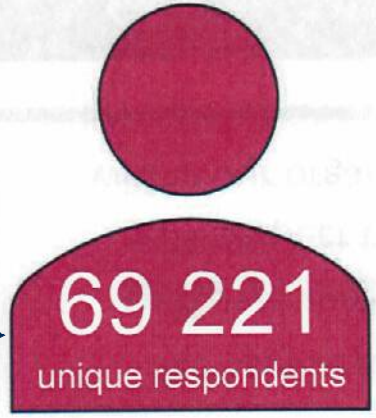
79 285

current orders

as at 30 June 2020



24 142

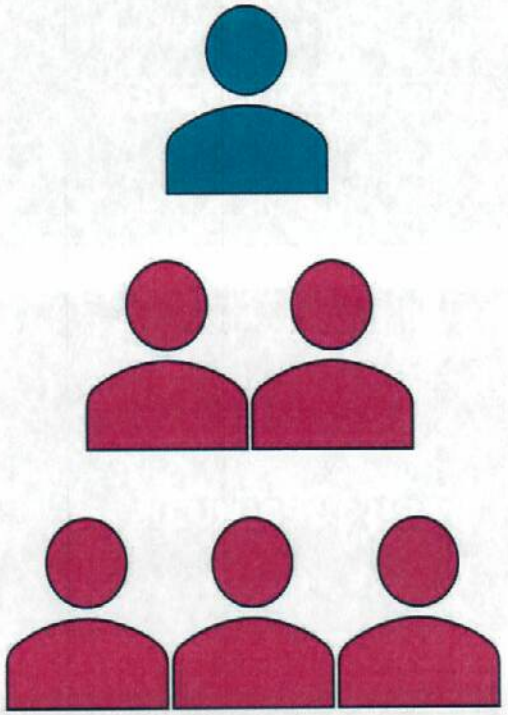
contravene DVO charges

2019 – 2020

financial year

1 in 6 respondents with a current DVO were charged with contravening the order

(2019 – 2020 financial year)



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PROBLEM

We have a **legislated responsibility** and **obligation** to protect the community from crime and to investigate domestic and family violence and take action to protect victims from further DFV.

The volume of **demand** is increasing significantly.

We have areas of **cultural aversion** with respect to DFV within our organisation.

We are identifying **significant flaws** in our responses and compliance with existing requirements.

We are significantly **under-resourced** to meet demand and our obligations with respect to DFV.

CCC.0194.0016_R

FUTURE STATE

We maximise the safety, protection and wellbeing of people who fear or experience domestic violence, and to minimise disruption to their lives.

We prevent or reduce domestic violence and the exposure of children to domestic violence.

We ensure that people who commit domestic violence are held accountable for their actions.

CCC.0144.0001_R

DFV&VP COMMAND OBJECTIVES

Develop, enhance and support QPS capability to prevent, disrupt, investigate and respond to domestic & family violence and harm to vulnerable persons.

- Assume responsibility for QPS DFV & VP capability recognising some elements of that capability fall outside the functional realm of the new Command
- Engage broader strategic DFV&VP environment & policy direction
- Transition to functional command of existing centralised QPS DFV&VP units and responsibilities
- Review and continuously improve QPS end-to-end DFV&VP system and processes
- Inform, guide and support district led frontline operationalisation of DFV&VP prevention, disruption, investigation and response activities

DFV&VPC

Domestic, Family Violence and Vulnerable Persons Command

CO[illegible]_R

Capability

- People
- Organisation
- Information
- Support & facilities
- Training
- Equipment
- Doctrine

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KEY PRIORITIES

- Establish strategic position
- Address cultural aversion
- Shift from incident response to holistic problem/future focus
- De-sensitisation awareness and support
- Meet obligations/compliance
- Layered & consistent statewide model
- Process review & reform
- Training/re-training
- Resource investment
- Stakeholder/partner agencies

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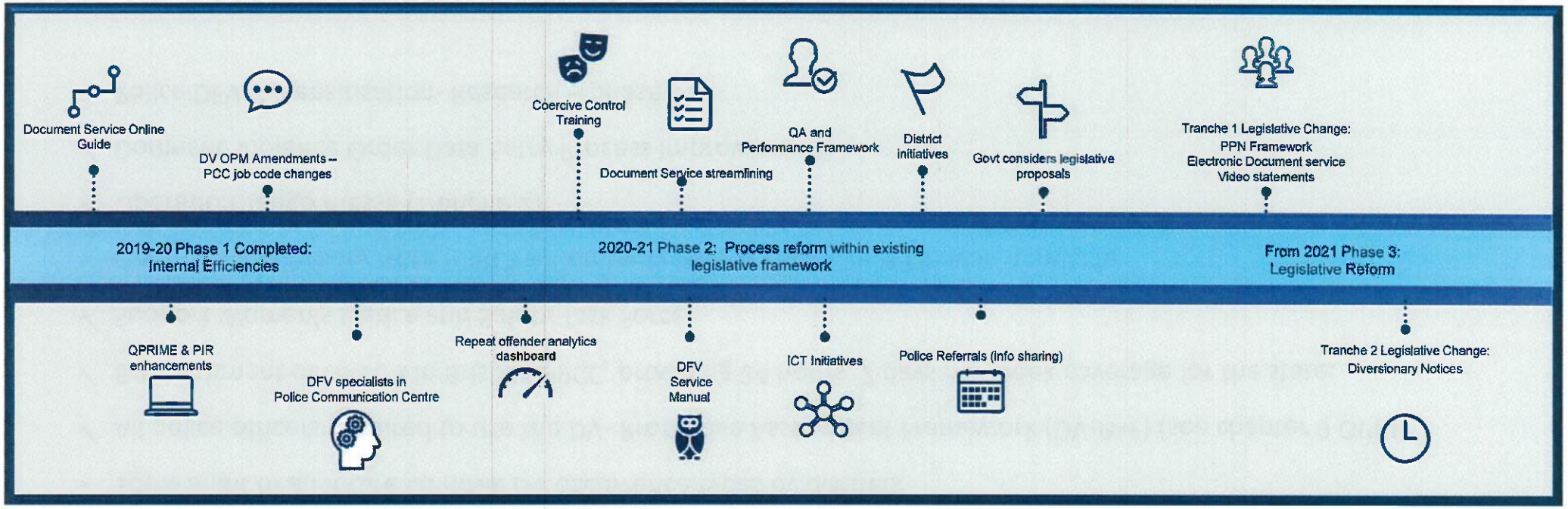
DFV PROCESS IMPROVEMENT ACTION PLAN



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Completed:

- ✓ DFVVP Command established and AC appointed
- ✓ Job code allocations and prioritisation
- ✓ 100% audit of all future QPRIME DV occurrence types by districts
- ✓ All police officers required to use the DV- Protective Assessment Framework (DV-PAF) (see chapter 9 OPM)
- ✓ Establishment of DFVC's in Brisbane PCC, providing 24 hours, 7 days per week coverage for the state.
- ✓ Support Women's Justice and Safety Task Force
- ✓ Operational Advisory Note (CIRC) & Communications Pack – re Wilkinson homicide
- ✓ Operation Tango Alessa (Tranche 2)
- ✓ Domestic Violence Order Data Entry Process Improvements
- ✓ Police DFV Desensitisation- Research – phase 1

CQC0164/0022_R

SHORT TERM – 3 to 6 months

Internal/external messaging (communications plan)	Predictive analytics	Re-enliven cultural change program	Internal Audit Program DFV 21/22	VPP Conference
Deidentified learning points	High risk / high harm analytics dashboard	Continue DFV Improvement Program	ANROWS Accurately Identifying Person Most in Need of Protection Report	Progress DFV Partnership Model • DFV&VPU in all districts - Common operating platform - Baseline staffing model • Integrated or engaged investigative capability - Integrated HRT or HRT capability
DFV&VPU engagement District listening visits	ICT initiatives	Establish QPS DFV Advisory Group	Police DFV desensitisation research	

DFV&VPC

Domestic, Family Violence and Vulnerable Persons Command

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MEDIUM TERM – 6 to 12 months

A system wide review of the prevention, disruption, investigation and response to DFV within the QPS	Statewide DFV dynamics, coercive control and holistic risk assessment training	State-wide & integrated training framework- community of practice	DFV Manual	Legislative reform QAO recommendations
Map and understand the end-to-end DFV systems and the points of vulnerability in the QPS part of that system	Research trial re gendered service delivery	ISACURE modifications	Embed Women's Justice & Safety Task Force recommendations & reforms	DFV Re-investment Program Focussed deterrence - Increase resourcing to VPUs - Increased follow up to DFV incidents Strengthened performance monitoring - Cultural Change and VP training
Develop district based DFV&VP units standards of practice	Multi-disciplinary reception centre trial	Resource re-prioritisation via SDRP	Quality Assurance and Performance Framework CPR focus	

COI.0164.0024_R

LONGER TERM CONSIDERATIONS – 12 months +

- Sexual Violence & violence against women intersection
- Expansion of MDC's
- Establishment of QPS DFV Centre of Practice & Research
- QCS/QPS Working Party to progress initiatives to detect and prevent DV breaches by prisoners in correctional centres
- Death Review Advisory Board Recommendations

COI0164.0025_R

DEV&VPC