

**QPS DFV Documents**

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**Subject:** FW: COI Issues

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**From:** Codd.BrianJ[DFVVPC] [REDACTED]  
**Sent:** Wednesday, 14 September 2022 4:04 PM  
**To:** Linford.TracyJ[QUEENSLAND POLICE SERVICE] [REDACTED]  
**Cc:** Strategy and Performance DFVVP[DFVVPC] [REDACTED]  
Brewer.PeteD[DFVVPC] [REDACTED]; Strategy and Performance DCCCTSO  
[REDACTED]  
**Subject:** Re: COI Issues

Thanks for the clarity around the review. I was certainly on the wrong track. I thought it was going to be assistance to conduct a service wide review of our end to end DFV processes as per the COI inquiries but note that it will actually be a review of the Command itself. We will prepare.

In relation to resourcing, my view is certainly about the processes but also previous RAC decisions. RAC approved submissions to convert the temp staff member positions in the Command and HRTs in June 2021 shortly after we started up the Command. The initial endorsement from ELT for this was in November 2020 and it appears formal submissions were delayed by HR due to an industrial commission issue about one of the positions.

We continued to make numerous representations about our staffing situation and the delays at ELT and other fora which led to the June RAC meeting which approved the staff member positions only.

The appointment of the staff member positions were then delayed by HR processes related to displaced persons across the public service as well as due to the secondment of 2 researchers to the WSJTF and continued secondment of an AO7 program coordinator to SDRP.

At the June RAC approval was given to the appointment of the temp police positions you refer to for consideration in future growth allocations. We continued to make representations about the staffing situation through ELT, BOM etc (including elevating it to the ERR where it remains) to try and expedite the allocation as approved but this did not get approved by WAS for allocation until January 2022 (7 months later) as you indicated. It has since taken nearly 9 months to appoint those positions which are now nearing finalisation.

Other WAS applications from the Command have occurred since January including backfilling the seconded AO7 position, approving a 12 mth temp 7 person training team in May 2022 (5 of which have been appointed and are operating), and the HRT SSgt coordinator which I understand was approved on Monday.

As you can see, my view is it is apparent that the service did not appear to have been in a position to prioritise the appointment of Command permanent police personnel for some considerable time.

I trust these circumstances are acknowledged and our numerous representations are not simply reduced to suggesting the formal WAS submissions were the only representations about the Command capacity.

Regards  
Brian Codd

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**From:** Linford.TracyJ[QUEENSLAND POLICE SERVICE] [REDACTED]  
**Sent:** Wednesday, September 14, 2022 2:53:32 PM  
**To:** Codd.BrianJ[DFVVPC] [REDACTED]  
**Cc:** Strategy and Performance DFVVP[DFVVPC] [REDACTED]  
Brewer.PeteD[DFVVPC] [REDACTED]; Strategy and Performance DCCCTSO

[REDACTED]  
**Subject:** Re: COI Issues

Thanks Brian,

My office is finalising the procurement of P2E on behalf of the CoP so I will get Todd Hunt to liaise with you directly once that is complete.

This is the wording for the review documentation. You can see it is quite broad so it will allow you sufficient latitude to assist you in the future design and resourcing of the command.

(If insufficient space attach to document)	A review of the resourcing and structure of the Domestic, Family Violence and Vulnerable Persons Command is required. This review includes strategic alignment, governance, capability, organisational design, and current resourcing profile to identify any gaps in the effective and efficient delivery of its service provision.
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Re your last paragraph - resourcing being unsustainable at present but will improve as the permanent resources come online. I understand this to mean that it is the time taken to undertake recruitment which has caused the pressures you describe. The WAS has approved all resource submissions that have come in from the command, all approved at the beginning of the year, with the exception of the latest request, for one additional resource which was approved on Monday.

Thanks

Tracy

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**From:** Codd.BrianJ[DFVVP] [REDACTED]  
**Sent:** Wednesday, September 14, 2022 13:31  
**To:** Linford.TracyJ[QUEENSLAND POLICE SERVICE] [REDACTED]  
**Cc:** Strategy and Performance DFVVP[DFVVP] [REDACTED]  
Brewer.PeteD[DFVVP] [REDACTED] Strategy and Performance DCCCTSO  
**Subject:** COI Issues

Good afternoon Deputy

I refer to the issues you raised with me yesterday with respect to preparing for the upcoming COI hearings.

In relation to the request for some comparative data on how we have progressed the growth of DFV capability at Command and operational levels, I have sent you through some documents on a separate email.

In relation to the potential appointment of an external consultant to conduct a review of DFV processes I look forward to advice on further detail on what the scope and criteria might be for the review. A review of DFV policies, procedures and processes currently exists in our 21/23 action plan and some work has progressed which may assist the external review but has been delayed by other priorities and ongoing limited available resources as discussed at the COI. There is also potential funding and FTE available after the COI from Govt commitments to funding whole of sector reform and review of DFV.

In relation to the direction to prioritise the completion of the DFV Manual I can advise that we are reprioritising some of our work to progress this. We have a number of selection panels nearing completion or have recently been finalised from which additional permanent personnel will be arriving at the Command in the coming months. Two S/Sgt's coordinators are expected to commence within 2 to 3 weeks and we will redirect some of their taskings to further support the completion of the Manual.

As previously discussed, we continue to be challenged with limited personnel and resources to meet increasing demand and expectations. We will continue to do our very best to fulfill our role but I am mindful of the enormous load being placed on our small team. It is unsustainable and remains on the ERR as our highest risk. I am optimistic that the situation should improve in coming months with the scheduled arrival of newly appointed persons through conversion of temp positions to permanent status.

Regards  
Brian Codd

