

Prepared by the Commission of Inquiry into QPS responses to domestic and family violence

Domestic, Family Violence and Vulnerable Persons Command

The Domestic, Family Violence and Vulnerable Persons Command is led by Assistant Commissioner Brian Codd. A Superintendent is the Commander of the Vulnerable Persons Group within the Command and has responsibility for the State Domestic, Family Violence and Vulnerable Persons Unit. There are three Inspectors within the DFV&VPC. Two of these Inspectors hold the position of Manager. One Inspector (Manager) is responsible for the Domestic and Family Violence, Elder Abuse and Disabilities, Research, DFV High Risk Teams and White Ribbon portfolios. The other is responsible for the Victims Assist Queensland, Police Referrals and Mental Health portfolios. The third Inspector (responsible for Strategy and Performance) reports to the Assistant Commissioner directly, as does an Executive Assistant (AO3). Two civilian Principal Program Coordinators (AO7) and an Administration Officer (AO3) support the management and administration of the Vulnerable Persons Group.

Within the Domestic and Family Violence portfolio are two Senior Sergeants (Project Coordinators) and one Sergeant (Training Officer), with a civilian Project Officer (AO4) assisting them. The Research Portfolio has three civilian positions, being a Senior Research Officer (AO6) and two Research Officers (AO5).

Various members of the Domestic Family Violence and Vulnerable Persons Command were requested to speak with members of the Commission of Inquiry on 19 September and 21 September 2022. Each of the members of the Command said they regularly interact with Assistant Commissioner Codd, but none had seen the Police Commissioner in the Command. They each said that under-resourcing was a significant problem for the operation of the Command. Short summaries of each of the meetings are set out below.

██████████ (Superintendent – Commander)

Superintendent ██████████ was a Superintendent in the Community Engagement Command in 2018, prior to the DFV&VPC's inception. He moved to various other positions throughout 2020 to 2022, before returning to the Command as Acting Assistant Commissioner in early 2022. Superintendent ██████████ is responsible for supporting the Command's three-tiered response (frontline, operational and strategy), as well as supporting the Assistant Commissioner's tasks and reviewing significant events. He considers the Command is under resourced. He has been present at meetings where the Assistant Commissioner has asked for more resources for the Command, and is aware of risk register and risk appetite statements that have tabled, where the lack of resourcing has been raised. Eleven or twelve further positions in the project space would assist.

██████████ (Inspector – Strategy and Performance)

Inspector ██████████ has been in the Command since May 2022. He commenced as an Acting Superintendent, but is now relieving as the Inspector, Strategy and Performance following a period as the Inspector, Manager, State Domestic Family Violence and Vulnerable Persons Unit. While he is a permanent Inspector, he does not have a substantive position and is relieving in his current position. He briefs the Assistant Commissioner on ministerial correspondence, reviews high level documents, and provides strategic direction to the Command. He noted that the QPS as a whole 'runs lean' but the Command is particularly under resourced. This means that the Command is mostly reactive, rather than proactive. An example is that there is one

person working on the Video Recorded Evidence pilot, but they could be supported by three or four extra people on that project alone. The Command needs to be at least doubled to progress things properly and ensure high quality work.

██████████ (Acting Inspector – Manager)

Acting Inspector ██████████ has been in the Command since August 2022. She was approached by the Command following an expression of interest. Her substantive role is the Officer in Charge of the North Brisbane Vulnerable Persons Unit, and she has been in that role since 2018. In her current role, she oversees Human Resource Priorities and assists on the oversight of projects and reviewing the domestic and family violence strategy. Due to the resourcing of the Command, progressing new initiatives has been difficult. The strategic capability needs to be met with required resources. At least four extra members are required in the DFV unit of the Command alone, as well as extra Research Officers. ██████████ said that the Command is filled with good people, who want to be there.

██████████ (Acting Senior Sergeant – Project Coordinator)

Acting Senior Sergeant ██████████ commenced in the Command in February 2022, as an Acting Senior Sergeant. Recently, she was successful in obtaining a permanent role as a Sergeant – Training Officer within the Command. Previously, she was the Domestic and Family Violence Coordinator in Mount Isa, and was in that role for three years. In late 2021, she asked to transfer to Brisbane and was later contacted by Chief Superintendent ██████████ (who at the time was the Inspector – Manager of the Command), to join the Command. Acting Senior Sergeant ██████████'s main daily task while at the Command has been to work on the DFV Manual (which she alone is tasked to do), however, she is also in a coordinator role and has recently started an initiative to have monthly team meetings with District DFVCs to assist communication between the Command and the Districts. The Manual was her number one priority for much of her time at the Command, and she was the only person working on this document, with the support of an AO4 project officer. She had to pull together the reference groups for its development herself as well. At the time she spoke with the Commission, she was to start a new role the following week, but the precise details of her new responsibilities had not been made clear to her. ██████████ thought there should be more people in the Command at a Sergeant level to do the necessary leg work, as presently there are ideas for projects which are unable to be done.

██████████ (AO7 – Principal Program Coordinator)

██████████ commenced in the Command in May 2022. She is in a temporary position until April 2023. Before coming to the Command, she held a permanent position at Policelink, and where she worked in quality assurance and crime reporting. She was successful in an expression of interest for her current temporary position in the higher role however was advised she would not be released for the relieving opportunity. Consequently, she relinquished her permanent position to commence her role in the Command. ██████████'s role was not completely developed when she commenced, and she was not entirely sure what it would entail when she commenced. She currently assists the Inspector – Manager position and has spent significant time

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reporting on developments since the *Not Now, Not Ever* report. [REDACTED]'s has noticed significant staff turnover while she has been in the Command and has worked under three Inspectors since May, as that role was temporary. This has meant that ideas have changed regularly. There are limited resources to undertake new projects, and more people to work on projects are required. Many Sergeants were taken away to work on a training initiative. [REDACTED] said that the people in the Command are passionate but fatigued.

[REDACTED] (AO7 – Principal Program Coordinator)

[REDACTED] came to the Command in June 2020 as a Project Officer, before spending a period of time as an AO5 Research Officer. She started in a temporary capacity in her current position in November 2021, and was permanently appointed to this role in June 2022. She has post-graduate qualifications in Criminology, and also worked as an operational Police Officer, before continuing in the QPS as a civilian. Her passion is how police can intervene prior to the point of crisis. [REDACTED] role is the only one dedicated to strategic initiatives within the Command. Currently, there are six major initiatives which [REDACTED] is overseeing, including the High Risk High Harm dashboard, the Video Recorded Evidence Pilot, and the embedded officer pilot. [REDACTED] has no support staff and undertakes all of the work overseeing these projects, though for a short period a part time Sergeant was available, however they have since left the Command. Delegating tasks is difficult, as others in the Command have their own responsibilities. At the Department of Justice and Attorney General, there are five or six people working on the VRE Pilot alone. [REDACTED] has 36 action items which she is managing herself in relation to the VRE Pilot. Five or six extra staff, across the six major projects, are needed to assist the projects. It is difficult to prioritise tasks when everything is a priority, and there is a lot of pressure attached to the projects. It is not possible to develop business cases for important new initiatives, such as a DFV Intelligence Project, which would see the development of an information-sharing platform with other key agencies, as there is not enough time with the other tasks. [REDACTED] sees DFV as an area to effect real change, but feels exhausted. She has felt supported by Superintendent [REDACTED] and Assistant Commissioner Codd. Assistant Commissioner Codd checks in and is worried about his staff – he always affords them time, listens to them, and is aware of their feelings.

[REDACTED] (Acting Senior Research Officer)

[REDACTED] started in the Command in October 2021 as a permanent Research Officer. He is currently acting as the Senior Research Officer on a temporary basis. Prior to this, he spent a significant period in the Army, worked as an operational Police Officer in Queensland and Western Australia, and worked for a period of time in Corrective Services. He studied Criminology and came back to the QPS in 2019 as a Strategic Intelligence Analyst. [REDACTED] said that the role of the Command is to provide high level strategic direction, but with the current resources and staffing, they cannot do this. His Research Officer position is the only one which is filled out of the three allocated positions within the Command. A lot of ad-hoc work is done by the Command, which gives little time to do strategic work. There is no time for forward-focused, strategic thinking or planning. There is no time to identify trends or threats that are a high possibility of occurring. A dedicated research cell for the DFV Unit is required. [REDACTED] said that all of the people in the Command are great and give 100% to their work.

