



QUEENSLAND POLICE SERVICE
Resource Allocation Committee



Item Name: Permanent staffing model and resourcing – State Domestic, Family Violence and Vulnerable Persons Unit, Domestic, Family Violence and Vulnerable Persons Command

Date:

Purpose:

The purpose of this submission is to seek:

- (a) **approval** of the permanent staffing model State Domestic, Family Violence and Vulnerable Persons Unit, Domestic, Family Violence and Vulnerable Persons Command.
- (b) **a determination** on the allocation of resourcing to implement the new permanent staffing model State Domestic, Family Violence and Vulnerable Persons Unit and associated financial arrangements.

1.0 Executive Summary

- A RAP submission has been received from Domestic, Family Violence and Vulnerable Persons Command (DFVC) for approval and resourcing of the permanent staffing model State Domestic, Family Violence and Vulnerable Persons (SDFVVP) Unit (**Attachment A**).
- Adjustment of previous submission....
- The submission does not seek a determination on the staffing model for the current HRT staffing model.

Current establishment and staffing model

- An overview of the current and proposed staffing model is included as **Attachment B** with a copy of the current Aurion establishment included as **Attachment C**.

Resourcing request (18)

- Creation of **12 x PERM police positions** through:
 - Conversion of 11 x police positions from TEMP to PERM including (5 x SSGT; 6 x SGT).
 - Creation of 1 x PERM INSP position INSP Mental Health / Police Referrals
- Creation of **7 x PERM staff member positions** through:
 - Conversion of 6 x staff member positions from TEMP to PERM including (1 x AO6; 3 x AO5; 1 x AO4)
 - Creation of 1 x AO6 PROJ COORD position (rebalance of existing SSGT PROG COORD (4-956321))
 - Creation of 1 x AO7 PRINC PROJ COORD to deliver DFV process improvement through funding currently allocated to annual contractor costs.
- Redesignation of 1 x PERM police position:
 - (1-922605) SSGT LIAISON OFFICER to SSGT DFV QA AND PERF

AO7 Project Officer (DFV Process Improvement)

- The submission requests the creation of a PERM AO7 PRINCIPAL PROJ OFFCR position. The current annual contractor salary for this position is \$267,432, and creation of the PERM AO7 position is anticipated to realise savings of \$132,380 per annum (based on AO7 MP \$135,052 (**Attachment D**)).

(1-922605) SSGT Liaison Officer (VAQ) – realignment

- A request has been received to abolish the existing (1-922605) SSGT LIAISON OFFCR (VAQ) and realign it to SSGT SNR PROJECT OFFCR to build and coordinate monitoring, evaluation and accountability into all touchpoints of QPS DFV system with a view to delivering effective, innovative and effective services across the state to respond, investigate, prevent and disrupt DFV in the community. The six (6) SGT D&F VIOLENCE COORDINATOR positions will report to the new SSGT PROJECT OFFCR position.
- The functions currently performed by the SSGT LIAISON OFFCR to be transitioned to the Police Information Centre (PIC), Information Management Systems (IMS), Legal Division together with current funding arrangements with Victims Assist Queensland (VAQ), Department of Justice and Attorney General (DJAG) for an AO4 position (**Attachment E**). **ADVICE PROVIDED BY FINANCE THAT SSGT POSITION IS FUNDED NOTWITHSTANDING CHANGE IN DJAG FUNDING FROM SSGT POSITION TO AO4 SEE EMAIL IN OUTLOOK**

Implementation approval

- A determination on implementation is set out in **Annexure A**.

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| | <p>Next steps</p> <p>The matter will be referred back to the RAP to advise the Director, Human Resources, Director, Finance, Assistant Commissioner Domestic, Family Violence and Vulnerable Persons Command, INSP SDFVVP Unit, Executive Director Legal Division and Director Information Management Systems on the determination and coordinate relevant action / or otherwise as required.</p> |
| 2.0 | <p>Resources and implications</p> <p>QPS Finance Services has advised the relieving arrangements for the TEMP police and staff member positions have been funded from the \$1.65M SDFVVP Unit discretionary budget, with recommendation that the discretionary budget be transferred permanently into the fixed salaries budget to support the necessary growth required to fund the positions. Total costings for new and temp to perm requirements are detailed below for staff member and police positions, including overall total costings, salary rates are determined using the QPS Indicative Salary Calculator (as at 1 September 2020):</p> |
| 3.0 | <p>Consultation</p> <p>See submission Attachment A.</p> |

Approved by

Deputy Commissioner Stephen Gollschewski
 Southern Queensland
 Chair – Resource Allocation Committee

Date

Funding from current contractor engagement

Annexure A: Implementation approval

| Position | Existing held FTE* | Allocation from 2020/21 Growth* | Allocation from 2021/22 Growth* | Reallocation from RAC Transition Unit | Position to be prioritised for future reallocation |
|--|-------------------------------------|---------------------------------|-------------------------------------|---------------------------------------|--|
| Staff member positions | | | | | |
| New positions | | | | | |
| 1 x AO7 PRINCIPAL PROJ OFFCR | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 1 x AO6 PROJ OFFCR (MNTL HLTH) | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Existing positions (TEMP to PERM) | | | | | |
| 1 x AO6 SNR POLICY OFFCR (DV) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 1 x AO5 PROJ OFFCR (MNTL HLTH) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2 x AO5 RESEARCH OFFCR (PROG) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2 x AO5 RESEARCH OFFCR (PROG) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 1 x AO4 PROJ OFFCR (DV) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 1 x AO4 PROJ OFFCR (MNTL HLTH) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Police positions | | | | | |
| New positions | | | | | |
| 1 x INSP (MNTL HLTH) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Existing positions (TEMP to PERM) | | | | | |
| 1 x SSGT PROJ COORD (DV) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| 1 x SSGT TRNG & DEV COORD (DV) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| 1 x SSGT PROJ OFFCR (DV) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| 1 x SSGT PROJ COORD (MNTL HLTH) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| 1 x SGT D&F VIOLENCE COORD (DV) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| 1 x SGT D&F VIOLENCE COORD (DV) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| 1 x SGT D&F VIOLENCE COORD (DV) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| 1 x SGT D&F VIOLENCE COORD (DV) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| 1 x SGT D&F VIOLENCE COORD (DV) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| 1 x SGT D&F VIOLENCE COORD (DV) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| 1 x SGT EDUC & TRNG OFFCR (DV) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |

notation in app'l letter subject to review



* with permanent budget adjustment

Approved by



Deputy Commissioner Stephen Gollschewski
 Southern Queensland
 Chair – Resource Allocation Committee

Date

8/6/22

