



**QUEENSLAND POLICE SERVICE**  
**Resource Allocation Committee**



**Item Name:** Permanent staffing model and resourcing – HRT Team, 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 for the HRT Team, 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 for the HRT Team, State Domestic, Family Violence and Vulnerable Persons Unit and associated financial arrangements.

**1.0 Executive Summary**

- A request has been received from Domestic, Family Violence and Vulnerable Persons Command (DFVC) for approval of the permanent staffing model for the HRT Team, State Domestic, Family Violence and Vulnerable Persons (SDFVVP) Unit and a determination on resourcing (**Attachment A**).

**Current establishment and staffing model**

- A copy of the current Aurion establishment for the HRT Team, State Domestic, Family Violence and Vulnerable Persons Unit is included as **Attachment B**.

**Resourcing and implementation**

- Endorsement of the of the existing staff member HRT model including creation of **20 x PERM staff member positions (TEMP to PERM)**:

| Position                  | Existing held FTE <sup>1</sup>      | Allocation from 2020/21 Growth <sup>1</sup> | Allocation from 2021/22 Growth <sup>1</sup> | Reallocation from RAC Transition Unit | Position to be prioritised for future reallocation |
|---------------------------|-------------------------------------|---|---|---------------------------------------|--|
| 7 x AO6 SNR PROJECT OFFCR | <input checked="" type="checkbox"/> | <input type="checkbox"/>                    | <input type="checkbox"/>                    | <input type="checkbox"/>              | <input type="checkbox"/>                           |
| 1 x AO5 PROJ OFFCR        | <input checked="" type="checkbox"/> | <input type="checkbox"/>                    | <input type="checkbox"/>                    | <input type="checkbox"/>              | <input type="checkbox"/>                           |
| 4 x AO4 PROJ OFFCR        | <input checked="" type="checkbox"/> | <input type="checkbox"/>                    | <input type="checkbox"/>                    | <input type="checkbox"/>              | <input type="checkbox"/>                           |
| 8 x AO3 ADMIN OFFCR       | <input checked="" type="checkbox"/> | <input type="checkbox"/>                    | <input type="checkbox"/>                    | <input type="checkbox"/>              | <input type="checkbox"/>                           |

<sup>1</sup> with permanent budget adjustment

- All TEMP position numbers (20) to be abolished immediately upon allocation of a PERM position.
- The existing TEMP (4-957243) SSGT PROJECT OFFCR (MHIC REVIEW) currently noted in the establishment as the SSGT HRT Coordinator to be discontinued upon allocation of PERM INSP (MENTAL HEALTH) position to State Domestic, Family Violence and Vulnerable Persons Group; HRT Teams reporting to the INSP, MGR (DOMESTIC AND FAMILY VIOLENCE).

**Recruitment to new PERM position**

- Given current Industrial Relations proceedings, recruitment of new PERM positions to be determined by the Assistant Commissioner Domestic, Family Violence and Vulnerable Persons Ccommand in consultation with the Director, Human Resources, Director, Employee Relations and approval of the General Manger, Human Resources.

**Next steps**

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 as required.

**2.0 Resources and implications**

QPS Finance Services has confirmed TEMP staff member positions are funded from recurrent CBRC funding administered through the 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)

|     |                   |
|-----|-------------------|
| 3.0 | Consultation      |
|     | See Attachment A. |

Approved by



Deputy Commissioner Stephen Gollschewski  
Southern Queensland  
Chair - Resource Allocation Committee

Date

23/6/21

**Butcher.Keri[SAP]**

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**From:** DEPUTY COMMISSIONER SOUTHERN QUEENSLAND  
**Sent:** Tuesday, 15 June 2021 15:50  
**To:** Gordon.BethM[PSBAHR]  
**Subject:** Industrial Proceedings relating to QPS Domestic and Family Violence High Risk Teams  
**Attachments:** Report and EBN - DV High Risk Teams.pdf

OFFICIAL

Good Afternoon Beth

Attached is a document, an EBN and a Report from Assistant Commissioner Codd in relation to the '*Industrial Proceedings relating to QPS Domestic and Family Violence High Risk Teams*'.

I am not really sure how it ended up in the DC's Office, as it didn't come through email, but he has made a notation on the side of the report, which requests that I seek advice from you in relation to these matters detailed in the EBN.

I was hoping you could provide advice in relation to the status of this and any advice in relation to the listed issues.

My phone isn't working today...

So if you need to chat, try my mobile.

Thanks in advance.

Deb

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Debbie Haworth  
Acting Inspector  
Deputy Commissioner, Southern Queensland Office  
Queensland Police Headquarters, 200 Roma Street, Brisbane QLD, 4000  
Email: [REDACTED]

OFFICIAL

**Butcher.Keri[SAP]**

**From:** Gordon.BethM[PSBAHR]  
**Sent:** Wednesday, 16 June 2021 06:51  
**To:** ResourceAllocationCommittee [ORGCC]; Maharaj.PraveenL[PSBBSFRS];  
 Clark.SeanP[PSBBSFRS]  
**Cc:** Martain.BenR[DFVVPC]; Codd.BrianJ[DFVVPC]; Howell.Anna[PSBAHR];  
 Fennell.DebS[PSBACC]; Wong.Szeyan[PSBACC]  
**Subject:** FW: DV High Risk Teams- CBRC Funding  
**Attachments:** Industrial Proceedings relating to QPS Domestic and Family Violence High Risk  
 Teams

Good Morning

Can we prepare a RAC submission supporting the temp to perm of the HRT positions

- Funding issue address
- FTE will need to come from existing held positions –

Would like it to be ready for the next RAC

Sean /Praveen

Does Finance need to do any budget adjustment given that it would appear from below that the funding is on going

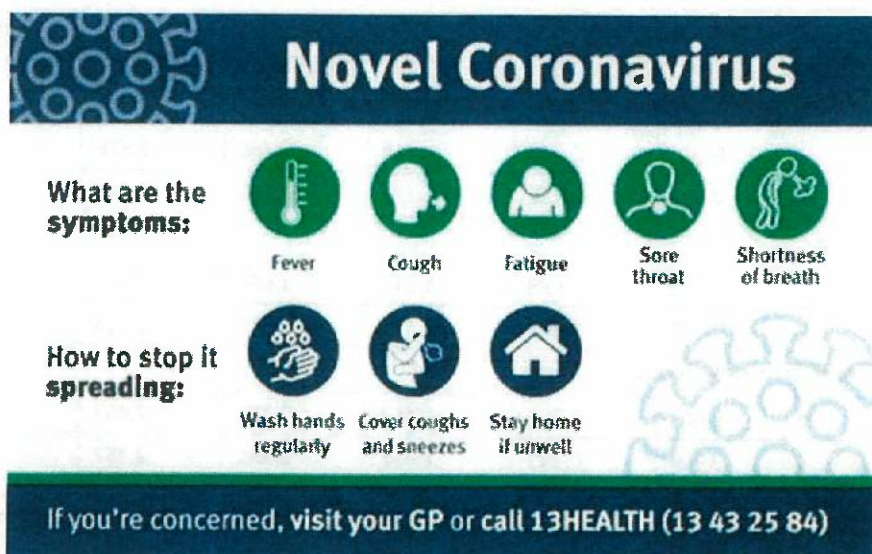
Happy to work through

Ta  
B



**Beth Gordon**  
 Director  
 HR Services  
 Human Resource Division  
**Public Safety Business Agency**

**P:** [REDACTED]  
**E:** [REDACTED]  
 Level 1 | Makerston House | 30 Makerston Street | Brisbane  
 GPO Box 2336 Mail Cluster 15.11 | Brisbane QLD 4001  
**Proudly supporting those who keep our community safe**



**From:** Ben Martain (QPS) [REDACTED]  
**Sent:** Wednesday, 9 June 2021 17:06  
**To:** Beth Gordon (PSBAHR) [REDACTED]  
**Cc:** Brian Codd (QPS) [REDACTED] Anna Howell (PSBAHR) [REDACTED]  
**Subject:** DV High Risk Teams- CBRC Funding

Hello Beth,

Thank you again for the very welcomed news from RAC this afternoon. As promised, please see in the table below details of the recurring CBRC funding received by QPS for DV High Risk Teams:  
 (This is the extract from the 2016-17 CBRC outcomes)



|   | 2015-16<br>\$M | 2016-17<br>\$M | 2017-18<br>\$M | 2018-19<br>\$M | 2019-20<br>\$M | LIMITED<br>LIFE |
|---|----------------|----------------|----------------|----------------|----------------|-----------------|
| <b>Department of Communities, Child Safety and Disability Services</b>  |                |                |                |                |                |                 |
| Services  | 0.000          | 0.723          | 2.119          | 2.780          | 2.616          | N               |
| <b>TOTAL SERVICES</b>   | <b>0.000</b>   | <b>0.723</b>   | <b>2.119</b>   | <b>2.780</b>   | <b>2.616</b>   |                 |
| <b>Queensland Police Service</b>  |                |                |                |                |                |                 |
| Services  | 0.000          | 0.488          | 1.113          | 1.664          | 1.833          | N               |
| <b>TOTAL SERVICES</b>   | <b>0.000</b>   | <b>0.488</b>   | <b>1.113</b>   | <b>1.664</b>   | <b>1.833</b>   |                 |
| <b>Department of Justice and Attorney General</b>                       |                |                |                |                |                |                 |
| Services  | 0.000          | 0.713          | 1.452          | 2.251          | 2.457          | N               |
| <b>TOTAL SERVICES</b>   | <b>0.000</b>   | <b>0.713</b>   | <b>1.452</b>   | <b>2.251</b>   | <b>2.457</b>   |                 |
| <b>Department of Housing and Public Works</b>                           |                |                |                |                |                |                 |
| Services  | 0.000          | 0.121          | 0.280          | 0.421          | 0.464          | N               |
| <b>TOTAL SERVICES</b>   | <b>0.000</b>   | <b>0.121</b>   | <b>0.280</b>   | <b>0.421</b>   | <b>0.464</b>   |                 |
| <b>Queensland Health</b>  |                |                |                |                |                |                 |
| Services  | 0.000          | 0.212          | 0.462          | 0.674          | 0.732          | N               |
| Offset  | 0.000          | -0.212         | -0.462         | -0.674         | -0.732         | N               |
| <b>TOTAL SERVICES</b>   | <b>0.000</b>   | <b>0.000</b>   | <b>0.000</b>   | <b>0.000</b>   | <b>0.000</b>   |                 |
| <b>Department of Aboriginal and Torres Strait Islander Partnerships</b> |                |                |                |                |                |                 |
| Services  | 0.000          | 0.477          | 0.714          | 0.732          | 0.756          | N               |
| <b>TOTAL SERVICES</b>   | <b>0.000</b>   | <b>0.477</b>   | <b>0.714</b>   | <b>0.732</b>   | <b>0.756</b>   |                 |

Regards

Ben

Ben Martain  
Acting Superintendent, Commander  
Vulnerable Persons Group  
Domestic, Family Violence and Vulnerable Persons Command  
GPO Box 1440  
BRISBANE Q 4001

P: [REDACTED]  
M: [REDACTED]  
E: [REDACTED]



**We all play a part** in preventing domestic and family violence

**Domestic and Family Violence Prevention Month 2021**

Support is available: [www.qld.gov.au/domesticviolence](http://www.qld.gov.au/domesticviolence) #endDFV | #notnownoteverttogether | #DFVPM2021

Classified as OFFICIAL



## QUEENSLAND POLICE SERVICE

OFFICE OF THE ASSISTANT COMMISSIONER  
 Domestic, Family Violence and Vulnerable Persons Command  
 200 Roma Street, BRISBANE, 4000  
 GPO Box 1440, BRISBANE QLD 4001  
 TELEPHONE (07) 3364 6087



Our Ref: DOC21/

Your Ref:

TO: Deputy Commissioner  
CRIME, COUNTER-TERRORISM and SPECIALIST OPERATIONS

FROM: Assistant Commissioner  
DOMESTIC, FAMILY VIOLENCE & VULNERABLE PERSONS  
COMMAND

SUBJECT: EXECUTIVE BRIEFING NOTE: INDUSTRIAL PROCEEDINGS  
 RELATING TO QPS DOMESTIC AND FAMILY VIOLENCE HIGH  
 RISK TEAMS

1. Currently there are eight Domestic and Family Violence (DFV) High Risk Teams (HRT) established in Queensland, staffed by 20 temporary staff member positions.
2. Since inception, these positions have remained temporary with recurrent Cabinet Budget Review Committee (CBRC) funding committed.
3. In December 2020 the Together Union filed an application in the Queensland Industrial Relations Commission (QIRC) seeking the permanent appointment of staff members operating within HRTs.
4. Proceedings were suspended pending consideration by the Resource Allocation Committee (RAC) and more broadly as part of the Service Alignment Program.
5. On 8 June 2021 the Together Union filed an application to relist industrial proceedings for conference. The dispute has been listed for conference on 20 July. Ms Anna Howell of PSBA Employee Relations and Acting Superintendent Ben Martain of the Domestic, Family Violence and Vulnerable Persons Command will appear on behalf of the QPS.
6. The attached Executive Briefing Note provides further detail regarding this matter. For your consideration of support and referral to the Commissioner, please.

[REDACTED]

BRIAN CODD  
 ASSISTANT COMMISSIONER  
DOMESTIC, FAMILY VIOLENCE & VULNERABLE PERSONS COMMAND

...9.../...6.../...21..

*Please refer  
 to Dr Beth  
 Gordon for  
 advice.*

*11/6/21*

DOC21/532482

**EXECUTIVE BRIEFING NOTE**

**SUBJECT: INDUSTRIAL PROCEEDINGS RELATING TO QPS DOMESTIC AND FAMILY VIOLENCE HIGH RISK TEAMS**

**PURPOSE:**

1. To advise of an application filed on 8 June 2021 in the Queensland Industrial Relations Commission (QIRC) by the Together Union seeking to relist an existing dispute (currently in abeyance) for a further conciliation conference, to address the time taken to finalise the proposed changes to the staffing model for the QPS High Risk Teams (HRT). Part of the proposed changes include making the current temporary positions permanent.

**BACKGROUND:**

2. Eight whole of government HRT locations have been progressively established in Queensland since 2017 and are a key component of the Queensland Government's Integrated Service Response to Domestic and Family Violence (DFV). The QPS HRTs are functionally aligned to the Domestic, Family Violence & Vulnerable Persons Command (DFV&VPC) (i.e. not a district resource) and operate in eight locations across Queensland (Logan/Beenleigh, Mount Isa/Gulf, Cherbourg, Brisbane, Ipswich, Cairns, Mackay and Caboolture). The QPS staffing model for HRTs is comprised of 20 temporary staff member positions with an A06 Project Officer (except for Cherbourg which is an A05) and combination of either an A04/3/2 level administrative support operating in each location. Since inception, the positions have remained temporary with permanently recurring Cabinet Budget Review Committee (CBRC) funding.
3. On 11 November 2021 the QPS Executive Leadership Team passed a resolution expressing in principle support for a sergeant position to replace the current A06/5 position staffing model within HRTs.
4. On 17 November 2020, Together Union lodged a dispute with the QIRC claiming the QPS had failed to consult about proposed changes to the HRT staffing model. Conciliation conferences were held on 26 November 2020, 22 January and 5 February 2021, with the parties working together to address the issues raised by TQU. The dispute has remained active, but held in abeyance, pending further consideration of the HRT staffing model within the (then newly established) Domestic and Family Violence and Vulnerable Persons Command as a whole.
5. Further, in November 2020, then Cairns HRT A06 staff member Teresa Readman filed a public service appeal with the QIRC (with TQU as her nominated agent) seeking her permanent appointment following a period of higher duties, under the *Appointing a Public Service Employee to a Higher Classification Level Directive*. On 17 December 2020 the QIRC, in *Readman v State of Queensland* (Queensland Police Service) [2020] QIRC 222, affirmed the decision of the QPS to not permanently appoint Ms Readman, inter alia on the basis there was no permanent QPS HRT position to appoint the member to. A similar public service appeal was also lodged by Louise Thompson (HRT Cherbourg).
6. On 1 March 2021 the DFV&VPC was established. Following a further review of the HRT staffing model and the shifting whole of government fiscal outlook, it was determined by Assistant Commissioner Codd the pre-existing 20 staff member HRT model would be endorsed as the permanent QPS HRT staffing model. The proposal for the conversion of the A06 positions to Sergeant positions within the HRT model was therefore withdrawn.



Continuation of Executive Briefing Note

**SUBJECT: INDUSTRIAL PROCEEDINGS RELATING TO QPS DOMESTIC & FAMILY VIOLENCE HIGH RISK TEAMS**


7. A RAC submission seeking the conversion of temporary staff member and police positions within the State DFV&VPU and HRTs has been adjudicated by RAC.
8. Advice received from HR Director Beth Gordon on 9 June 2021 indicates that at its meeting on 8 June the RAC approved the transition of the six temporary staff member positions with the State DFV&VPU to permanent status, however, the appointment of the 20 HRT staff members to permanent status was not considered.


#### ISSUES:

9. On 8 June 2021 the Together Union filed an application to relist the aforementioned industrial proceedings for conference. The Together Union have indicated to the QIRC Registrar, *'Despite almost 5 months elapsing QPS has made no decision regarding the unit, has continued to extend the individuals in positions and has advised that while organization[a] change is still under consideration but when that will be progressed is unclear'*.
10. TQU claims the QPS, in taking time to make a decision on organisational change, have breached of Appendix 21 of the *State Government Entities Certified Agreement 2019* (the Core Agreement). Appendix 21 sets out the Government's employment security policy, which applies to permanent employees. TQU has lodged this dispute without engaging with the QPS to discuss their concerns. Further consideration is being given to the issues raised by TQU in the context of the industrial instruments.
11. The dispute has been listed for conference on 20 July 2021. Ms Anna Howell of PSBA Employee Relations and Acting Superintendent Ben Martain of the DFV&VPC will appear on behalf of the QPS. However, every effort will be made to resolve the issues with TQU outside of the QIRC.

#### RECOMMENDATION:


12. That the contents of this briefing are noted.
13. That this matter be referred to the RAC for consideration at its earliest convenience (perhaps out of session) in favour of approval of the conversion of the 20 recurrently funded HRT temporary staff member positions to permanent status.
14. Should the positions be made permanent, action be taken to consider whether those staff members undertaking the roles can be appointed permanently to the positions.

  
 Brian Codd  
 ASSISTANT COMMISSIONER  
DOMESTIC, FAMILY VIOLENCE AND  
VULNERABLE PERSONS COMMAND

Contact Officer:  
 Rank/name: A/Superintendent Ben Martain  
 Position/station: Commander, DFV&VPC  
 Telephone:   
 Date: 9 June 2021

Continuation of Executive Briefing Note

SUBJECT: **INDUSTRIAL PROCEEDINGS RELATING TO QPS DOMESTIC & FAMILY VIOLENCE HIGH RISK TEAMS**

|   |   |
|---|---|
| <p>NOTED / SUPPORTED / APPROVED</p> <p>Comment:</p> <p><i>For RAC consideration</i></p>  <p>DEPUTY COMMISSIONER<br/>(CRIME, COUNTER-TERRORISM AND<br/>SPECIALIST OPERATIONS)</p> <p><i>11 / 6 / 20</i></p> | <p>NOTED / SUPPORTED / APPROVED</p> <p>Comment:</p> <p>DEPUTY COMMISSIONER<br/>(REGIONAL QUEENSLAND)</p> <p>/ /</p> |
| <p>NOTED / SUPPORTED / APPROVED</p> <p>Comment:</p> <p>DEPUTY COMMISSIONER<br/>(STRATEGY &amp; CORPORATE SERVICES)</p> <p>/ /</p>   | <p>NOTED / SUPPORTED / APPROVED</p> <p>Comment:</p> <p>DEPUTY COMMISSIONER<br/>(SOUTHERN QUEENSLAND)</p> <p>/ /</p> |
| <p>NOTED / SUPPORTED / APPROVED</p> <p>Comment:</p> <p>COMMISSIONER</p> <p>/ /</p>  |   |

## QPS Indicative Salary Calculator

| Inputs            |                |      | 2020-21 |            |          | 2021-22 | 2022-23 | 2023-24 | 2024-25 | 2025-26 |
|-------------------|----------------|------|---------|------------|----------|---------|---------|---------|---------|---------|
| Employee Category | Classification | FTEs | Salary  | Allowances | On-Costs | TOTAL   | TOTAL   | TOTAL   | TOTAL   | TOTAL   |
| Unsworn           | AO6 MP         | 7.00 | 710,190 | 0          | 136,200  | 846,389 | 851,600 | 875,018 | 896,893 | 942,298 |
| Unsworn           | AO5 MP         | 1.00 | 89,422  | 0          | 17,149   | 106,572 | 107,121 | 109,845 | 112,591 | 118,291 |
| Unsworn           | AO4 MP         | 4.00 | 311,964 | 0          | 59,828   | 371,792 | 373,124 | 381,435 | 390,971 | 410,763 |
| Unsworn           | AO3 MP         | 8.00 | 534,545 | 0          | 102,515  | 637,060 | 638,884 | 652,194 | 668,499 | 702,342 |
| Unsworn           | AO7 MP         | 1.00 | 113,320 | 0          | 21,732   | 135,052 | 136,017 | 140,032 | 143,533 | 150,799 |
| Unsworn           | AO6 MP         | 2.00 | 202,911 | 0          | 38,914   | 241,826 | 243,314 | 250,005 | 256,255 | 269,228 |
| Unsworn           | AO5 MP         | 3.00 | 268,267 | 0          | 51,448   | 319,715 | 321,363 | 329,534 | 337,772 | 354,872 |
| Unsworn           | AO4 MP         | 1.00 | 77,991  | 0          | 14,957   | 92,948  | 93,281  | 95,359  | 97,743  | 102,691 |

## Notes:

- Salary rates updated as at 01 September 2020

HRT position funding 1,961,813

DFV/PC position funding 789,540

Total 2,751,354

1,970,729 2,018,492 2,068,954 2,120,678 2,173,694

793,975 814,930 835,303 856,185 877,590

2,764,704 2,833,422 2,904,257 2,976,863 3,051,284



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 Domestic, Family Violence and Vulnerable Persons Command  
 200 Roma Street, BRISBANE, 4000  
 GPO Box 1440, BRISBANE QLD 4001  
 TELEPHONE (07) 3364 6067



Our Ref: DOC21/

Your Ref:

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CRIME, COUNTER-TERRORISM and SPECIALIST OPERATIONS

**FROM:** Assistant Commissioner  
DOMESTIC, FAMILY VIOLENCE & VULNERABLE PERSONS  
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*Temp to perm*

*Please refer to Dr Beth Gordon for advice.*

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*1/16/21*

*RAC coming*

**BRIAN CODD**  
 ASSISTANT COMMISSIONER  
DOMESTIC, FAMILY VIOLENCE & VULNERABLE PERSONS COMMAND

...9.../...6.../...21..



DOC21/532482

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Continuation of Executive Briefing Note

**SUBJECT: INDUSTRIAL PROCEEDINGS RELATING TO QPS DOMESTIC & FAMILY VIOLENCE HIGH RISK TEAMS**


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 Brian Codd  
 ASSISTANT COMMISSIONER  
DOMESTIC, FAMILY VIOLENCE AND  
VULNERABLE PERSONS COMMAND

Contact Officer:  
 Rank/name: A/Superintendent Ben Martain  
 Position/station: Commander, DFV&VPC  
 Telephone:   
 Date: 9 June 2021

Continuation of Executive Briefing Note

SUBJECT: **INDUSTRIAL PROCEEDINGS RELATING TO QPS DOMESTIC & FAMILY VIOLENCE HIGH RISK TEAMS**

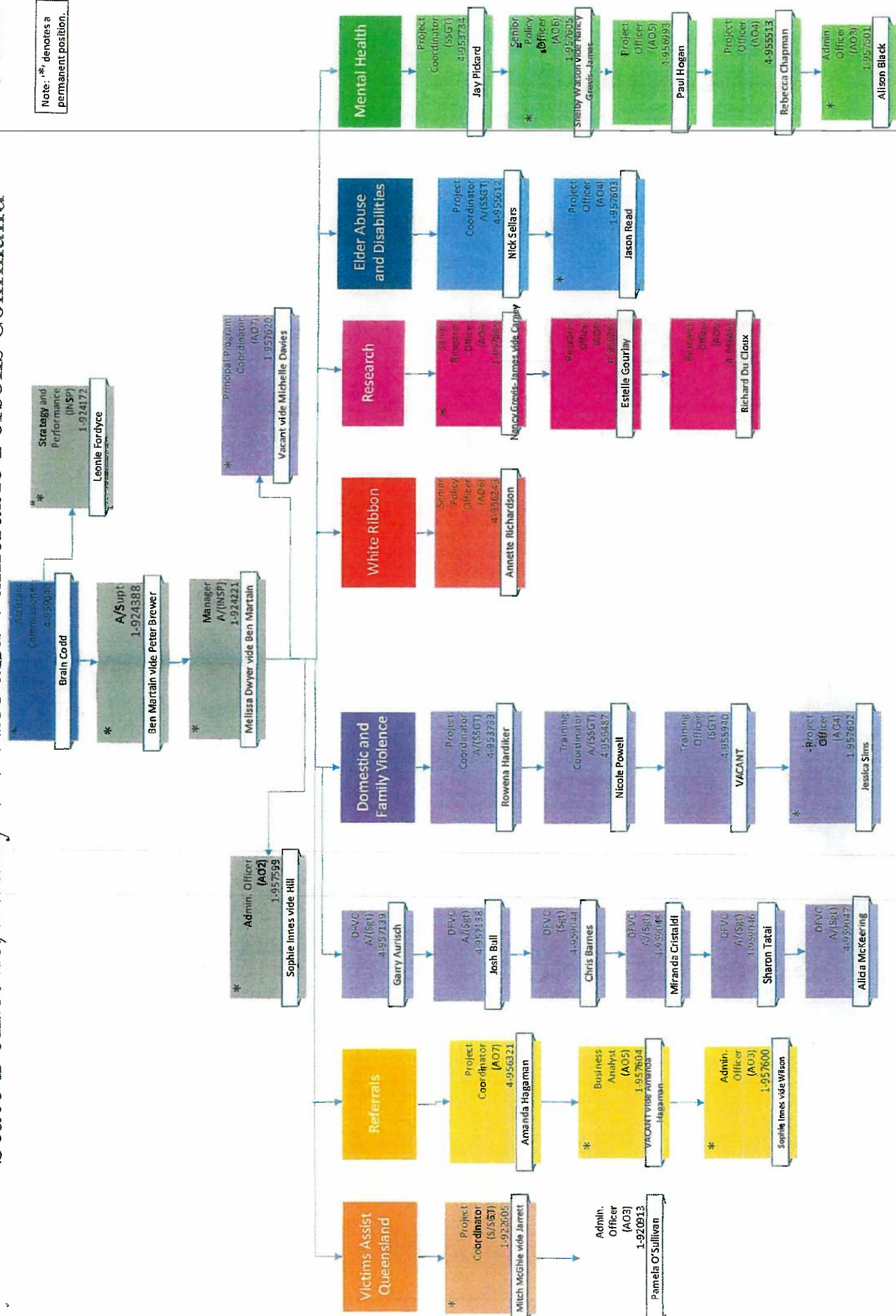
|   |  |
|---|--|
| <p><u>NOTED / SUPPORTED / APPROVED</u></p> <p>Comment:</p> <p><i>For RAC consideration</i></p>  <p><b>DEPUTY COMMISSIONER<br/>(CRIME, COUNTER-TERRORISM AND<br/>SPECIALIST OPERATIONS)</b></p> <p><i>11 / 6 / 20</i></p> | <p>NOTED / SUPPORTED / APPROVED</p> <p>Comment:</p> <p><b>DEPUTY COMMISSIONER<br/>(REGIONAL QUEENSLAND)</b></p> <p>/ /</p> |
| <p>NOTED / SUPPORTED / APPROVED</p> <p>Comment:</p> <p><b>DEPUTY COMMISSIONER<br/>(STRATEGY &amp; CORPORATE SERVICES)</b></p> <p>/ /</p>  | <p>NOTED / SUPPORTED / APPROVED</p> <p>Comment:</p> <p><b>DEPUTY COMMISSIONER<br/>(SOUTHERN QUEENSLAND)</b></p> <p>/ /</p> |
| <p>NOTED / SUPPORTED / APPROVED</p> <p>Comment:</p> <p><b>COMMISSIONER</b></p> <p>/ /</p>   |  |

# State Domestic, Family Violence and Vulnerable Persons Command

AS @ 04/05/2021

CO017440016\_R

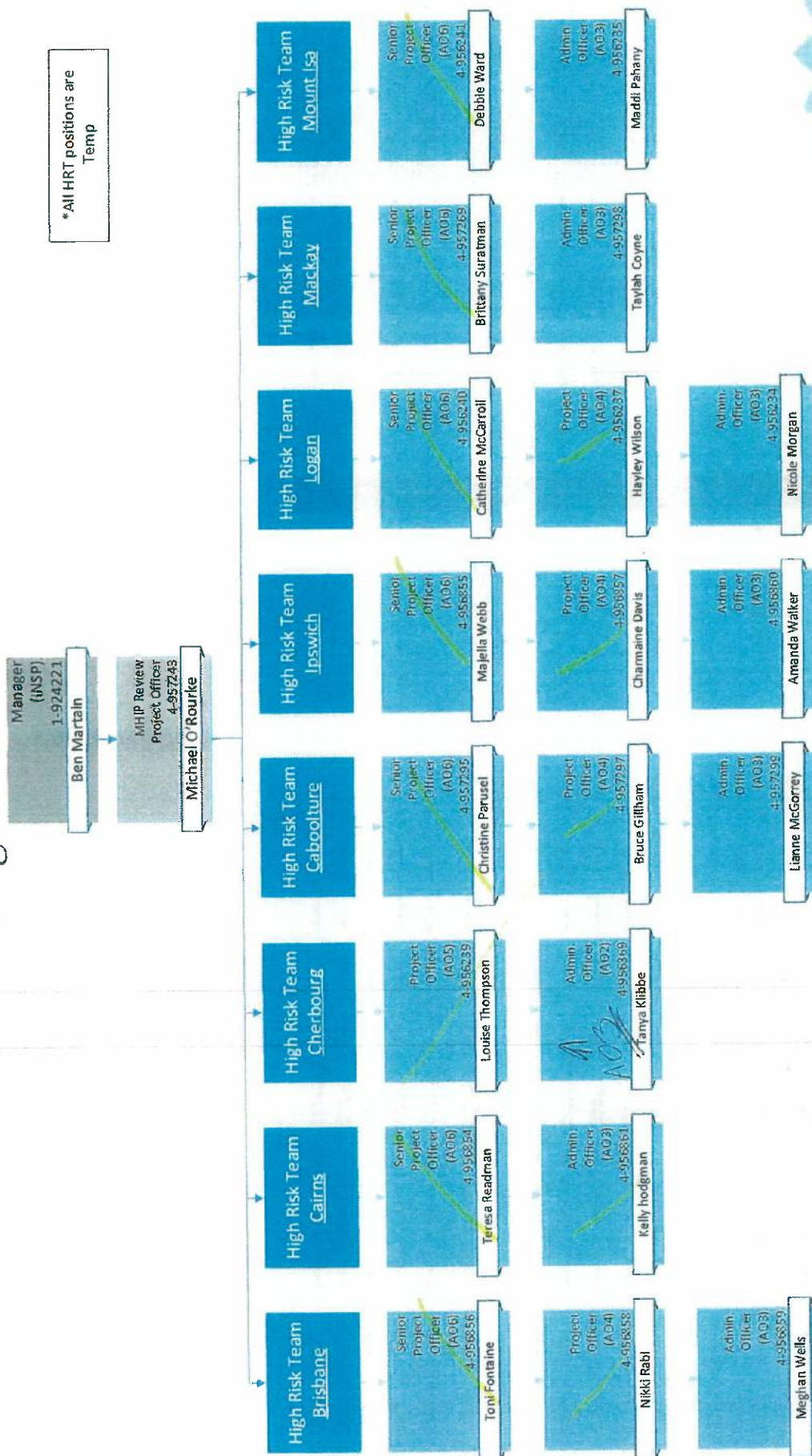
Note: \* denotes a permanent position.





# Domestic, Family Violence and Vulnerable Persons Unit

## – High Risk Team







[illegible]

Grand Total