



## QUEENSLAND POLICE SERVICE

### Workforce Allocation Sub-Committee Submission (Full)

**Title:** Positions for educational design and development of domestic and family violence training packages  
**Submitter:** A/Supt Mark Harvey  
 A/Inspector Melissa Dwyer  
**Contact Officer:** Jacqueline Haidley, Principal Project Coordinator (Training Technology) [REDACTED]  
 Melissa Dwyer, Strategy & Performance Officer [REDACTED]

### Purpose

To seek approval for the creation of nine (9) temporary positions to assist with the joint PCAP/DFVPC development and delivery of training products relative to domestic and family violence (DFV). These products will support the QPS training commitment made in recent Coroner's Court inquest proceedings of Doreen Langham, Hannah Clarke, Aaliyah, Trey and Laianah Baxter, and Rowan Baxter. There is a significant investment required to meet development and delivery timeframes.

### Executive summary

- Resources required: 2 x AO5 (PCAP), 1 x Inspector (DFVPC), 1 x AO7 (DFVPC), 2 x Senior Sergeant (DFVPC), 2 x Sergeant (DFVPC), 1 x PO6 (DFVPC).
- These positions will be required to coordinate curriculum design, development and delivery of training products and activities within strict timeframes.
- These positions are critical for the educational design, development, and delivery of the DFV training packages which have been identified as 21 distinct DFV training products including five (5) day DFV training over two years, five (5) day DFV Specialist Course, Coercive Control, DFV cultural reform, annual DFV refresher, QPRIME training and review of recruit and FYC DFV curriculum (Annex F).
- The training requires education and training expertise to ensure the design and development of training content, method and approach meet the intended learning outcomes. The development and delivery of content require members with strong knowledge of DFV legislation, policy, and practice.
- The positions require significant management and oversight capability (1 x Inspector, 1 x AO7), along with relevant SME to develop and deliver the training (2 x Senior Sergeant, 2 x Sergeant) and a member with legal qualifications to develop and deliver training (1 x PO6). Educational designers (2 x AO5) are required to design and develop the educational and training products.
- The current and projected demand for curriculum design and development services is very high. Work requested by the unit is prioritised. Current priority is to respond to the development of a suite of DFV training packages of which further products are to be developed.
- Approved and actual strength of the PCAP unit is one AO6 and one AO5. Two additional AO5 positions will enable the team to meet current and projected demand.
- Approved strength of the DFVPC training unit is one Senior Sergeant and one Sergeant. There is no capability nor capacity for these members to meet the requirements of the development and delivery of training products, noting these members are currently developing other matters including the stand-alone DFV Manual by 30 June 2022.
- Funding will be provided from existing PCAP budget to support the 2 x AO5 positions. Officer-level advice from PCAP HR Manager supports the ability to fund these positions (formal email approval forthcoming).
- The DFVPC budget cannot fund the seven (7) DFVPC positions noting the following.
  - The AO7 principal program co-ordinator is currently undertaking duties at SDRP until March 2023;
  - The DFVPC are required to fund the backfill for the AO7 program co-ordinator position from the operating budget; and
  - Officer-level advice indicates insufficient funds available within the discretionary operating budget to fund, either in part or full, the DFVPC positions.

### Consultation

The following consultations have been undertaken:

- PCAP Finance have confirmed sufficient funding exists from PCAP operating budget to fund the two (2) PCAP positions – written advice forthcoming (Annex D).

- DFVVPC Finance have confirmed insufficient funding to support the nine (9) DFVVPC positions within the budget – written advice forthcoming (Annex J).
- AIAO Kelly PCAP and A/Supt Fordyce consulted with Director Beth Gordon, HR who provided support for the critical positions; and
- Procurement – referral to the Queensland Contract Directory to explore engagement of contractor for PCAP positions.

### Options considered

Temp positions provide flexibility and ability to respond to a changing environment that occurs when working and coordinating tasks and activities across different work areas. Contractors, charging a higher hourly rate and scope of work is defined at the time of procurement limits the opportunity to reallocate work tasks to respond to changes in business requirements.

### Mitigation strategies

Workload distribution has already been applied and the units within PCAP and DFVVPC are currently working above capacity to meet an increasing demand. The offer of overtime is not sustainable and would result in potential fatigue management and wellbeing issues for current staff. Existing members are at risk of burnout and stress due to short curriculum design and delivery timeframes.

### Resources and implications

Domestic and Family Violence and Vulnerable Persons Unit are working tirelessly to meet government commitments to address DFV within the Queensland Community. Part of these commitments are development and delivery of various training and education packages, which have been briefed to the Commissioner of Police and Cabinet.

Existing resourcing within Education and Training Services and DFVVPC limit the ability to meet these commitments, due to competing priority projects with impending deadlines.

If these nine (9) temporary positions were not approved, the current QPS training obligations would be severely impeded to meet DFV training requirements. There is significant risk to the QPS should we fail to meet recommended training requirements and any proposed coronial recommendations as a result of DFV.

PCAP Finance have been consulted and have confirmed in writing that the funding required is within PCAP budget, (Annex D). This total fund for the two (2) AOS temporary positions for 12 months will total \$228 511 (May 2022 – April 2023).

DFVVPC Finance have confirmed in writing the funding required for the seven (7) positions is unable to be met from the DFVVPC budget (Annex I). The total fund for the 7 DFVVPC positions for 12 months is \$678 854 (May 2022 – April 2023), however the sworn positions will be funded through growth with a net cost of \$277 000.

The additional PCAP temp positions to increase the FTE from 3 to 5, and DFVVPC Training portfolio from 2 to 9, will minimise any excess work or overtime of team members to meet required deadlines. Failure to approve this increase will negatively impact on employee wellbeing and EB industrial conditions.

### Authorization

Approved by:

C. Pond  
Assistant Commissioner  
People Capability Command  
Date: 08/04/2022

Endorsed by:

Tracy Lintford APM  
Deputy Commissioner  
Crime, Counter-Terrorism and Specialist  
Operations  
Date: 11/4/22

and

Approved by:	
	P. Brewer

	Assistant Commissioner Domestic Family Violence & Vulnerable Persons Command Date: 8 April 2022
--	--

## Attachments

- A. PCAP Current OPAL establishment list
- B. PCAP Current staffing model
- C. PCAP Proposed staffing model
- D. PCAP Finance – confirmation of funding (forthcoming)
- E. Position Description for AO5 Instructional Designer
- F. DFV discrete training requirements
- G. DFVPC Current establishment list
- H. DFVPC Current staffing model
- I. DFVPC Proposed staffing model
- J. DFVPC Finance – confirmation of funding (forthcoming)
- K. Position Description for 1 x Inspector, 1 x AO7, 2 x Senior Sergeant (Project Co-ordinator), 2 x Sergeant, 1 x PO6.



[illegible]

Annex A: OPAL Current Autism Establishment List (as at 28/02/22)

OpAL Unit/Service	Pos No	Budget	Pos Title	Location	Pos Class	Staff Member	General	Pos Grade	Pos	Pos FTE	Operational	ESS	Sub Unit	Sub Emp	Sub Emp Type	Actual Emp	Actual Emp Type	Level
4028 TRAINING QUALITY	191252	PERM	FACILITATOR	OXLEY	SGT	Police	No	1590124 (100.00)	1	1	1 Non-Operational	1-500604			1 PERM	4031760	1 PERM	EDUCATION SERVICES
4029 TRAINING QUALITY	1912872	PERM	STAFF DEV OFFICER	OXLEY	AOS	Staff Member	No	1590124 (100.00)	1	1	1 Non-Operational	1-500604			1 PERM	4011561	1 PERM	EDUCATION SERVICES
4029 TRAINING QUALITY	1956011	PERM	EDUC & TRNG OFFICER	OXLEY	SGT	Police	No	1590124 (100.00)	1	1	1 Non-Operational	1-500604			1 PERM	4011561	1 PERM	EDUCATION SERVICES
4029 FRONTLINE LEADERS	1912857	PERM	TRNG & DEV COORD	OXLEY	SGT	Police	No	1220035 (100.00)	0	0	0 Operational	1-524173			1 TEMP	4011812	1 TEMP	LEADERSHIP CENTRE
4025 LEAD CTR BUSINESS SUPPORT	1970286	PERM	ADMIN OFFICER	OXLEY	AOS	Staff Member	No	1590059 (100.00)	1	1	1 Operational	1-524173			1 PERM	4040075	1 PERM	LEADERSHIP CENTRE
4026 EDUCATION SERVICES	1924180	PERM	INSP EDUC & TRNG	OXLEY	INS	Police	No	1590106 (100.00)	0	0	0 Non-Operational	1-524191			1 PERM	4009197	1 PERM	EDUCATION SERVICES
4027 BUSINESS & PARTNERSHIPS	4557769	PERM	TEMP EX SNR PROJ OFFICER	OXLEY	AOS	Staff Member	No	1590137 (100.00)	1	1	1 Non-Operational	1-5717850			1 PERM	4016862	1 PERM	EDUCATION SERVICES
4027 BUSINESS & PARTNERSHIPS	4557711	TEMP EX	SNR PROJ OFFICER	OXLEY	SGT	Police	No	1590137 (100.00)	1	1	1 Non-Operational	1-5717850			1 PERM	4016862	1 PERM	EDUCATION SERVICES
4028 DESIGN & PRCD	1914581	PERM	SNR STAFF DEV OFFICER	OXLEY	AOS	Staff Member	No	1590137 (100.00)	1	1	1 Non-Operational	1-5717850			1 PERM	4016862	1 PERM	EDUCATION SERVICES
4028 DESIGN & PRCD	1914557	PERM	EDUC & TRNG OFFICER	OXLEY	SGT	Police	No	1590137 (100.00)	1	1	1 Non-Operational	1-522091			1 PERM	4016862	1 PERM	EDUCATION SERVICES
4028 TRAINING QUALITY	1920381	PERM	STAFF DEV OFFICER	OXLEY	SGT	Police	No	1590124 (100.00)	0	0	0 Non-Operational	1-500604			1 PERM	4012773	1 PERM	EDUCATION SERVICES
4029 TRAINING QUALITY	1910316	PERM	SNR FACILITATOR	OXLEY	AOS	Staff Member	No	1590124 (100.00)	0	0	0 Operational	1-500604			1 PERM	4025764	1 PERM	EDUCATION SERVICES
4029 TRAINING QUALITY	1955505	PERM	EDUC & TRNG EVALUATION	OXLEY	AOS	Staff Member	No	1590124 (100.00)	1	1	1 Non-Operational	1-500604			1 PERM	4003916	1 PERM	EDUCATION SERVICES
4022 SENIOR LEADERS	1912541	PERM	FACILITATOR	WACOL	SGT	Police	No	1590003 (100.00)	1	1	1 Operational	1-500607			1 PERM	4025064	1 PERM	LEADERSHIP CENTRE
4023 FRONTLINE LEADERS	1910481	PERM	ADMIN OFFICER	OXLEY	SGT	Police	No	1590046 (100.00)	1	1	1 Operational	1-500607			1 PERM	4025064	1 PERM	LEADERSHIP CENTRE
4025 LEAD CTR BUSINESS SUPPORT	1533331	PERM	ADMIN OFFICER	OXLEY	AOS	Staff Member	No	1590046 (100.00)	1	1	1 Operational	1-524173			1 PERM	4025064	1 PERM	LEADERSHIP CENTRE
4025 LEAD CTR BUSINESS SUPPORT	4575102	TEMP EX	SNR STAFF DEV OFFICER	OXLEY	AOS	Staff Member	No	1590137 (100.00)	1	1	1 Non-Operational	1-5717850			1 PERM	4025064	1 PERM	LEADERSHIP CENTRE
4027 BUSINESS & PARTNERSHIPS	1955503	TEMP EX	SNR STAFF DEV OFFICER	OXLEY	AOS	Staff Member	No	1590137 (100.00)	1	1	1 Non-Operational	1-5717850			1 PERM	4025064	1 PERM	LEADERSHIP CENTRE
4027 BUSINESS & PARTNERSHIPS	1955503	TEMP EX	SNR STAFF DEV OFFICER	OXLEY	AOS	Staff Member	No	1590137 (100.00)	1	1	1 Non-Operational	1-5717850			1 PERM	4025064	1 PERM	LEADERSHIP CENTRE



OPERATIONAL POLICING AND LEADERSHIP (1590009)	
1-91434 CHDR	SUPV HOLMES, SHANE
1-91577 Support Off	Sgt MICHAEL JANET
1-91446 Admin Officer	AO3 JAYAK, DIANA

LEADERSHIP CENTRE (1590090)	
1-91438 SGT DE JONG, TING	SGT CLAYTON, SEARF

EDUCATION & TRAINING SERVICES (1590100)	
1-91436 ASP EDUC & TRNG	AO3
1-91437 SGT DE JONG, TING	SGT
1-91438 SGT DE JONG, TING	SGT
1-91439 SGT DE JONG, TING	SGT
1-91440 SGT DE JONG, TING	SGT

BUSINESS SUPPORT (1590091)	
1-91447 ADMIN OFFICER	AO3
1-91448 ADMIN OFFICER	AO3
1-91449 ADMIN OFFICER	AO3
1-91450 ADMIN OFFICER	AO3
1-91451 ADMIN OFFICER	AO3
1-91452 ADMIN OFFICER	AO3

FRONTLINE LEADERS (1590092)	
1-91453 SGT FACILITATOR	SGT
1-91454 FACILITATOR	SGT
1-91455 FACILITATOR	SGT
1-91456 FACILITATOR	SGT
1-91457 FACILITATOR	SGT
1-91458 FACILITATOR	SGT
1-91459 FACILITATOR	SGT
1-91460 FACILITATOR	SGT

EMERGING LEADERS (1590093)	
1-91461 SGT FACILITATOR	SGT
1-91462 FACILITATOR	SGT
1-91463 FACILITATOR	SGT
1-91464 FACILITATOR	SGT
1-91465 FACILITATOR	SGT
1-91466 FACILITATOR	SGT
1-91467 FACILITATOR	SGT

SENIOR LEADERS (1590094)	
1-91468 SGT FACILITATOR	SGT
1-91469 FACILITATOR	SGT
1-91470 FACILITATOR	SGT
1-91471 FACILITATOR	SGT
1-91472 FACILITATOR	SGT

INCIDENT COMMAND (1590095)	
1-91473 SGT FACILITATOR	SGT
1-91474 FACILITATOR	SGT
1-91475 FACILITATOR	SGT
1-91476 FACILITATOR	SGT
1-91477 FACILITATOR	SGT

STAFF MEMBER DEVELOPMENT (1590096)	
1-91478 SGT STAFF DEV OFFICER	SGT
1-91479 STAFF DEV OFFICER	SGT
1-91480 STAFF DEV OFFICER	SGT
1-91481 STAFF DEV OFFICER	SGT
1-91482 STAFF DEV OFFICER	SGT

TRAINING QUALITY (1590124)	
1-91483 COORD (ETSP)	SSGT
1-91484 SGT STAFF DEV OFFICER	SGT
1-91485 SGT STAFF DEV OFFICER	SGT
1-91486 SGT STAFF DEV OFFICER	SGT
1-91487 SGT STAFF DEV OFFICER	SGT
1-91488 SGT STAFF DEV OFFICER	SGT
1-91489 SGT STAFF DEV OFFICER	SGT
1-91490 SGT STAFF DEV OFFICER	SGT

BUSINESS & PARTNERSHIPS (1590137)	
1-91491 BUSINESS MGR (ETSP)	AO3
1-91492 BUSINESS MGR (ETSP)	AO3
1-91493 BUSINESS MGR (ETSP)	AO3
1-91494 BUSINESS MGR (ETSP)	AO3
1-91495 BUSINESS MGR (ETSP)	AO3
1-91496 BUSINESS MGR (ETSP)	AO3
1-91497 BUSINESS MGR (ETSP)	AO3
1-91498 BUSINESS MGR (ETSP)	AO3

DESIGN & PRODUCTION (1590135)	
1-91499 PRINCIPAL COORD (TRNG TECH)	AO3
1-91500 PRINCIPAL COORD (TRNG TECH)	AO3
1-91501 PRINCIPAL COORD (TRNG TECH)	AO3
1-91502 PRINCIPAL COORD (TRNG TECH)	AO3
1-91503 PRINCIPAL COORD (TRNG TECH)	AO3
1-91504 PRINCIPAL COORD (TRNG TECH)	AO3
1-91505 PRINCIPAL COORD (TRNG TECH)	AO3
1-91506 PRINCIPAL COORD (TRNG TECH)	AO3

## OPAL ORG CHART (as at 30/03/22)

## Annex C: Proposed Org Structure

OPERATIONAL POLICING AND LEADERSHIP (1590043)	
1-924391 CMDR	SUPT HOLMES, SHANE
1-916517 Support Offr	Sgt MICHAEL, JANET
1-914405 Admin Officer	AO3 GAJJAR, TIARRA

LEADERSHIP CENTRE (1590090)	
1-924179 INSP (EDUC & TRNG)	INSP CUMMING, SHARIE

EDUCATION & TRAINING SERVICES (1590100)	
1-924180 INSP (EDUC & TRNG)	INSP HARVEY, Mark
1-900611 Trg Product Coordinator	SSgt MORGAN, Sue
1-999015 Facilitator (Support Officer)	Sgt QUAKAWOOF, Meghan
1-912825 ADMIN OFFCR	AO3 VAALOTU, Sara LWOP (Post RCT 26/6)
1-914890 ADMIN OFFCR	AO3 TANSACHA, AUNCHLEE (LC postn No)

BUSINESS SUPPORT (1590090)	
1-577387 ADMIN OFFCR	AO3 MACDONNELL, AMANDA
1-012293 ADMIN OFFCR	AO3 TOWELL, MICHELLE M
1-914090 ADMIN OFFCR	AO3 TANSACHA, AUNCHLEE (with ETS with postn no)
1-533331 ADMIN OFFCR	AO3 BARLOW, FIONA
1-920122 ADMIN OFFCR	AO3 LONG, DENAH (with PSO Trg with postn no to 15/04)
1-576266 ADMIN OFFCR	AO3

TRAINING QUALITY (1590124)	
1-900894 COORD (ETSP)	SSGT ROBB, ADRIAN A
1-520391 STAFF DEV OFFCR	AO5 WHEATLEY, Josephine
1-999011 EDUC & TRNG OFFCR	SGT ROSE, SUZANNE (PSO Trg with postn No)
Paypoint Progression Support	
1-520413 ADMIN OFFCR	AO3 LOLO, LANGIMAA
1-567337 ADMNVE OFFCR	AO3 VUKADINOVIC, GORAN
Curriculum Currency	
1-520390 SNR STAFF DEV OFFCR	PO4 YAU, KWOK F
1-912872 STAFF DEV OFFCR	AO5 BISHOP, KIRSTEN
1-576148 COMPUTER TRAINING OFFICER	AO4 HEGNEY, Amanda (RCT postn No)
1-959698 ED & TRAIN EVAL COORD	AO5 Finalising filling position
RTO Admin & Training Support	
1-910346 SNR FACILITATOR	SSGT CLEWS, SHANE
Course Registration	
1-910351 EDUC & TRNG OFFCR	SGT DOWNIE, JAMIE S
1-912642 FACILITATOR	SGT DALE, REBECCA E
Product Currency	
1-900605 EDUC & TRNG OFFCR	SGT FLANAGAN, SEAN K
1-900616 FACILITATOR	SGT BRADY, SUSAN M

FRONTLINE LEADERS (1590040)	
1-900607 SNR FACILITATOR	SSGT ROBERTS, MICHELL
1-910844 FACILITATOR	SGT TOWNSEND, WENDY M
1-910334 FACILITATOR	SGT MASON, KATRINA I
1-910481 FACILITATOR	SGT BRYER, SHANE
1-911850 FACILITATOR	SGT Vacant COGAN, HELEN E Long term sick leave
1-912640 FACILITATOR	SGT TURNER, JENNIFER G
1-914726 FACILITATOR	SGT MOSSOP, MALCOLM H
1-999012 FACILITATOR	SGT RAY, ATHAN J
1-999014 FACILITATOR	SGT CLARKE, LESLIE R

EMERGING LEADERS (1590092)	
1-911846 SNR FACILITATOR	SSGT EMERSON, TRAVIS
1-910346 FACILITATOR	SGT EVERETT, CARISSA L
1-910362 EDUC & TRNG OFFR	SGT DAVEY, CHRIS
1-914053 FACILITATOR	SGT FAN, WILLIAM W
1-911715 STAFF DEV OFFCR	PO3 DE WILZEM, ETIENNE
1-912629 STAFF DEV OFFCR	PO3 FITZPATRICK, KYLIE P

SENIOR LEADERS (1590093)	
1-912657 TRNG DEV COORD	SSGT McAULIFFE, KELLY
1-914054 FACILITATOR	SGT WOODALL, CAMERON
1-912641 FACILITATOR	SGT MONTAGUE, SAMANTHA
1-911854 FACILITATOR	SGT Vacant HEIDENRICH, ERICA SDCC
1-900412 FACILITATOR	SGT LUCAS, KIRSTEN SWB with Postn No - indefinite

INCIDENT COMMAND (1590098)	
1-900598 SNR FACILITATOR (LSS) SSGT	O'SHEA, CHRISTOPHER J
1-900411 FACILITATOR	SGT O'BRIEN, WAYNE J
1-914727 FACILITATOR	SGT CROFT, GREGORY E
1-911851 FACILITATOR	SGT DASH, JUAN C
1-914728 FACILITATOR	SGT RAATZ, GRAEME J
1-999013 FACILITATOR	SGT PAYNE, JOHN L

STAFF MEMBER DEVELOPMENT (1590094)	
1-912421 SNR STAFF DEV OFFCR AOS	ATUATIRA, SHARON
1-917542 CONSLT	AOS COUGHRAN, SHELLY (ROWSELL CPU to Feb 22)
1-917813 STAFF DEV OFFCR	AOS STREEK, RAY
1-520393 STAFF DEV OFFCR	AOS Vacant SINN, CHANTELE G Mat Lve to Jun 22
1-911714 STAFF DEV OFFR	AOS FLYNN, JACQUELINE

BUSINESS & PARTNERSHIPS (1590137)	
1-917960 BUSINESS MNGR (ETSP)	AO7 FLEMING, MEGAN
Direct to Market Teams	
1-900606 TRNG & DEV COORD	SSGT KEMP, HOWARD PCAP OPS 29/4
4-957711 PROJ OFFCR	DSSTG COOPER, BLAISE
1-910478 FACILITATOR	SGT BUTTERS, SHARI
4-958181 SNR STAFF DEV OFFCR	AO6 Vacant DONNELLY, MARK M 1 <sup>st</sup> Nations 20/5
4-957709 SNR PROJ OFFCR	AO6 HAWORTH, DARRON
4-958182 SNR STAFF DEV OFFCR	AO6 WERDA, BRUCE
4-958183 SNR STAFF DEV OFFCR	AO6 advertised at this time
Business & Support Team	
1-957468 SNR BUS PROCESS COORD	AO6 HART, MELISSA C
1-524864 COURSE COORD	AO3 LUAIPOU, SIUAM SWOP indefinite
	AO3 MANN, AMANDA (Temp 04/07/22)

1-956770 PRINC PROJ COORD (TRNG TECH)	AO7 HAIDLEY, JACQUELINE L
Ignite	
1-922091 SNR SYSTEMS ADMTR	AO6 CLIFFORD, STACEY-ANN
1-956771 TRNG & SYSTEMS DEV OFFCR	AO5 PULLAN, NICOLA T
1-576136 STAFF DEV OFFCR	AO5 Vacant (WERDA, BRUCE K)
1-922090 BUSINESS ANALYST (ADVANCE)	AO5 McDERMOTT, AIMEE Mat Lve to 4/4/22
	AO5 DIXON, NIKKI
1-934057 EDUC & TRNG OFFCR	SGT BROWN, CATH COVID CMD to 25/4/22
	SGT BRYER, SHANE (BROWN)

Curriculum Services	
1-922196 SNR STAFF DEV OFFCR	AO6 DAVIES, SARAH
1-576130 INSTRUCTIONAL DESIGNER	AO5 SANDRLANDS, SANDRA (PSO Project)
1-912630 STAFF DEV OFFCR	AO5 COTTER, JOY L E
NEW INSTRUCTIONAL DESIGNER	AO5 TBA
NEW INSTRUCTIONAL DESIGNER	AO5 TBA

Learning Technologies	
1-911328 LEARNING TECHNOLOGIES COORD	SSGT TIMMS, ANDREA
Audio Visual Services	
1-910284 EDUC & TRNG OFFCR	SGT Vacant LETCH, KEN Ret Lve
1-592106 STAFF DEV OFFCR	AO5 WALLEES, MICHAEL
Digital Learning Production	
1-911330 FACILITATOR	SGT PIPER, AMANDA J
1-910581 FACILITATOR	SGT Vacant ANDERSON, C Ret Lve
1-913387 MULTIMEDIA DEVELOPER	AO5 RYAN, JULIE M
1-576133 STAFF DEV OFFCR	AO5 BEN, MINAXI
Immersive Learning	
1-900423 EDUC & TRNG OFFCR	SGT TURNER, STEVEN E
1-910284 EDUC & TRNG OFFCR	SGT BUTTERS, OWYN
1-910581 FACILITATOR	SGT BLUMSON, KYLIE
8-959732 EDUC & TRNG OFFCR	SGT NEWTON, PHIL

**Dwyer.MelissaK[DFVVPC]**

**From:** HudsonJaneA[PCAP]  
**Sent:** Thursday, 31 March 2022 09:06  
**To:** HudsonJaneA[PCAP]  
**Subject:** ~~ANNEX D~~ - FUNDING APPROVAL - WAS Submission for 2 x AO5 Instructional Designers

**From:** Strategy and Performance.FIN [PSBBSBPD] [REDACTED]  
**Sent:** Wednesday, 30 March 2022 17:53  
**To:** Correspondence.SUPT OPAL Admin[PCAP] [REDACTED]  
**Cc:** Strategy and Performance.FIN [PSBBSBPD] [REDACTED]  
**Nelson.TrudyL[FINSERVD]** [REDACTED]  
**Subject:** FW: WAS Submission for 2 x AO5 Instructional Designers

Good afternoon Janet,

The below response has been approved by CFO Finance Division.

Regards



**Irina Lopez**  
 Office of the Executive Director  
 Finance Division  
 Strategy and Corporate Services  
 Queensland Police Service

[REDACTED]  
 Level 10 Makerston House  
 GPO Box 1440, Brisbane 4001  
 [REDACTED]

**From:** Brummer.WayneG[FINSERVD] [REDACTED]  
**Sent:** Wednesday, 30 March 2022 17:35  
**To:** Strategy and Performance.FIN [PSBBSBPD] [REDACTED]  
**Nelson.TrudyL[FINSERVD]** [REDACTED]  
**Subject:** Fw: WAS Submission for 2 x AO5 Instructional Designers

Please progress thanks

Thanks



**Wayne Brummer**  
 ED / CFO  
 Finance Division  
 Queensland Police Service

Phone number: [REDACTED] I Mobile number: [REDACTED]



Level 10, Makerston House

Email: [REDACTED]

Email: [REDACTED]

**From:** Nelson.TrudyL[FINSERVD] [REDACTED]  
**Sent:** Wednesday, March 30, 2022 5:29 PM  
**To:** Brummer.WayneG[FINSERVD] [REDACTED]  
**Cc:** Strategy and Performance.FIN [PSBB5BPD] [REDACTED]  
**Viles.NickJ[FINSERVD]** [REDACTED]  
**Subject:** FW: WAS Submission for 2 x AO5 Instructional Designers

Hi Wayne

As discussed, attached is an urgent WAS submission relating to the creation of two temp AO5 Instructional Designer positions required for an initial period of 6 months to develop training for Coercive Control and DFV.

**Consultation Feedback**

- Whilst the submission indicates funding is available within the PCAP discretionary budget to fund this initiative, it is assumed that current vacancies within QPS provide an offset to enable the creation of the temp positions for a period of 6 months to address this organisational priority; and
- Funding to offset the purchase of any set up equipment for the temp positions is assumed to be funded from the PCAP discretionary budget, with procurement to be undertaken and payment finalised before 30 June 2022.

Thanks  
Trudy



**Trudy Nelson**  
 A/Manager, Strategy & Business Modelling  
 Financial Resource Services | Finance Division  
 Queensland Police Service

**P:** [REDACTED]  
 Level 10 | Makerston House | 30 Makerston St | Brisbane | 4000  
 [REDACTED]

**From:** Giampaolo.LeesaA[FINSERVD] [REDACTED]  
**Sent:** Wednesday, 30 March 2022 15:20  
**To:** Nelson.TrudyL[FINSERVD] [REDACTED]  
**Subject:** FW: WAS Submission for 2 x AO5 Instructional Designers

Hi Trudy

FYI

Kind regards

**Leesa Giampaolo**  
 Acting Principal Finance Officer  
 Organisational Capability Command, People Capability Command  
 Safety, Wellbeing and Central Panels Division  
 Finance Division



Strategy and Corporate Services  
Queensland Police Service

Level 10, Makerston Street, Brisbane, Qld, 4000

From: Correspondence.SUPT OPAL Admin[PCAP] <[REDACTED]>  
Sent: Wednesday, 30 March 2022 15:15  
To: Strategy and Performance Officer AC.PCAP <[REDACTED]>  
Cc: Correspondence.SUPT OPAL Admin[PCAP] <[REDACTED]>; Support  
Officer Education Training Services[PCAP] <[REDACTED]>  
Timms.AndreaE[PCAP] <[REDACTED]> HR Business Partner PCAP  
[REDACTED] Giampaolo.LeesaA[FINSERVD]

**Subject:** WAS Submission for 2 x AO5 Instructional Designers

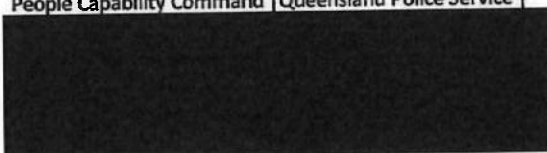
Hi Jane

Please find the rewritten submission on the correct form for AC approval, just waiting on the response from Finance for Annex D. I believe there was a meeting regards that (amongst other things) at 2pm today.

Cheers, Janet



Janet Michael  
Sergeant, Support Officer  
Operational Policing and Leadership  
People Capability Command | Queensland Police Service |



Our values are at the core of who we are and what we do each day





## Annex E: AOS Instructional Designer [ETS05] Position Description



## INSTRUCTIONAL DESIGNER

<b>Vacancy Reference:</b>		<b>Closing Date:</b>	dd mm yyyy
<b>Designation:</b>	Instructional Designer	<b>Classification:</b>	AO5
<b>Section:</b>	Learning Technologies	<b>Salary:</b>	QSS to complete
<b>Branch:</b>	Training Strategy	<b>Contact Officer:</b>	
<b>Command:</b>	People Capability Command	<b>Date of Review:</b>	May 2018
<b>Location:</b>	Oxley/Wacol		
<b>Special Conditions:</b>	Applications will remain current for 12 months. The position is currently located at the Oxley Campus of People Capability Command however, the position may relocate to the Wacol Campus in the future.		
<b>Mandatory Requirements:</b>	There are no mandatory requirements for this role however, possession of an accredited tertiary qualification in education and/or a Certificate IV in Training and Assessment (TAE) will be considered favourably.		

### YOUR OPPORTUNITY

You will provide effective and efficient design, development and review of a range of flexible learning materials for the Queensland Police Service and provide advice and specialist support to Training Strategy and its clients concerning curriculum design and education and training methodologies for adult education and training courses and programs.

### YOUR KEY ACCOUNTABILITIES

Will include:

Work collaboratively as a team member on the design, development, production and delivery of flexible learning materials and education and training programs.

Provide an instructional design service for the development of flexible learning materials (including print-based and on-line) and the delivery of courses and programs.

Manage projects and identify changes and recommendations within the design, development and production processes for a range of flexible learning materials and education and training programs.

Ensure that flexible learning materials reflect curriculum, knowledge, skills, assessments and formats appropriate to the principles of effective teaching and learning and the needs of the Service.

Liaise with other providers of tertiary education, external practitioners and institutions regarding initiatives impacting on the design of flexible learning materials and the delivery of education and training programs.

### ARE YOU THE RIGHT PERSON FOR THE JOB?

You will be assessed on the basis of relevant capability and capacity for the following, which directly relate to 'Your Key Accountabilities':

- **Supports strategic direction**
  - Understands the work environment and contributes to the development of plans, *strategies* and team goals.
  - *Identifies issues and problems that may impact on own work objectives.*

- Keeps self and others well informed on work progress.
- Undertakes analysis and draws accurate conclusions based on evidence.
- **Achieves results**
  - Reviews task performance and communicates outcomes to supervisor.
  - Contributes own expertise to achieve outcomes for the business unit.
  - Establishes task plans and *simple project plans with measurable milestones* to deliver objectives.
  - Works within agreed priorities.
- **Supports productive working relationships**
  - Builds and sustains positive relationship with team members and clients.
  - Shares information and ensures others are kept informed of issues.
  - Works collaboratively and operates as an effective team member.
  - Identifies learning opportunities.
- **Displays personal drive and integrity**
  - Acts professionally at all times and operates within the boundaries of organisational processes and legal and public policy constraints.
  - Provides accurate advice on issues.
  - Commits energy and drive to see that goals are achieved.
  - Seeks feedback from others.
- **Communicates with influence**
  - Confidently presents messages in a clear, concise manner.
  - Focuses on key points and uses appropriate language.
  - Structures written and oral communication to ensure clarity.
  - Seeks to understand the audience and tailors communication style and message accordingly.

## ORGANISATIONAL ENVIRONMENT/STRUCTURE

The occupant of this position will report to the Manager, Learning Technologies, Training Strategy.

## ADDITIONAL INFORMATION

- The Queensland Police Service has adopted the Queensland Public Service Capability and Leadership Framework (CLF). All public service position descriptions require applicants to address the relevant capabilities outlined in accordance with the framework. Further information on CLF can be obtained from [www.qld.gov.au/gov/capability-frameworks-and-strategies](http://www.qld.gov.au/gov/capability-frameworks-and-strategies).
- The Queensland Police Service will initiate a criminal history and/or integrity check on the preferred applicant. This will also require the disclosure of serious disciplinary action taken in accordance with the Public Service Commission Directive – Post-separation Discipline. Details of the criminal history checking process are provided in the *Queensland Police Service Application Guide (Public Service Vacancies)*.
- Appointment to this position will be made pursuant to the provisions of the *Public Service Act 2008*. Terms and conditions of employment will be in accordance with the Queensland Public Service Officers & Other Employees Award – State and the current State Government Entities Certified Agreement.
- Appointment to this position of a person not currently an officer of the Queensland public service will be subject to a probationary period of not less than three months, unless otherwise determined.
- The Queensland Police Service Study and Research Assistance Scheme offers some financial assistance (excluding HECS) and leave assistance to employees undertaking approved courses of tertiary study or research projects.
- A non-smoking policy is effective in Queensland Government buildings, offices and motor vehicles.

- Pursuant to Merit Selection Standard, if you are an unsuccessful applicant, you may request formal feedback once the appointment of the successful applicant/s has been finalised.
- ~~A successful applicant who has been employed as a lobbyist in the previous two years is to provide a statement outlining lobbying activities within one month of taking up duty.~~
- The Queensland Police Service (QPS) is collecting information for the purpose of processing your application for an advertised QPS vacancy. The collection of this information is authorised by the Police Service Administration Act 1990.

## WHY JOIN US?

The Queensland Police Service offers you:

- Opportunity for career mobility
- Salary sacrifice arrangements
- Comprehensive health, welfare and carer support services
- Leave assistance for study

## HOW TO APPLY

1. Read the *Application Guide (non-police vacancies)* available on the Smart Jobs and Careers website at [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au).
2. Provide a comprehensive current resume outlining your educational qualifications, work history and experiences relevant to this role and include details of at least two referees.
3. Applicants are to make themselves contactable and where shortlisted, reasonably available for an interview.
4. Provide a two (2) A4 page statement outlining your suitability for the position by addressing the capabilities listed under "Are you the right person for the job?" with reference to the "Key Accountabilities". Your statement should include examples of previous performance and the outcomes achieved to support your claims. Information in excess of the two (2) A4 page statement will not be considered by the selection panel.

Failure to provide requested information will result in your application not being considered.

## SUBMITTING YOUR APPLICATION

Applying online through the Smart jobs and careers website [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) is the preferred means to submit an application. To do this, access the 'apply online' facility on the Smart jobs and careers website. You will need to create a 'My SmartJob' account before submitting your online application.

By applying online you can track your application through the process, maintain your personal details through registration and withdraw your application if required.

If you experience any technical difficulties when accessing [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) please contact 13 QGOV (13 74 68). All calls relating to the status of your application once the job has closed should be directed to the contact officer on the role description. If you do not have internet access and are unable to submit your application online please contact the **Applications Processing Team** on [REDACTED] between 9.00am to 5.00pm Monday to Friday, to enquire about alternative arrangements.

Late applications cannot be submitted via the Smart Jobs and Careers website, so please allow enough time before the closing date to submit your application. If submitting a late application, please contact the Applications Processing Team on the number above to arrange this.

Hand delivered applications will not be accepted.



For further information regarding the Queensland Police Service and applying for job vacancies, please refer to the Application Guide (non-police vacancies) on the Smart Jobs and Careers website or visit the Queensland Police Service website at [www.police.qld.gov.au](http://www.police.qld.gov.au).

## Attachment F- DV Training Development – Inquest Recommendations

No.	Recommendation	Status	PCAP Requirements	DFV Command	Other
1	Development Phase - 5 Days Training – all front-line police as priority  Questions <sup>1</sup> –  Definition of Front Line? If Front line only?	Requires Development	New - 2 x A05 Curriculum Designers to ETS  &  Existing A06 Ed Designer	New - 2 x Dedicated SME/Delivery Positions DFV <sup>2</sup>  Appoint a DFV Training Project Manager <sup>3</sup> to identify gaps & opportunities for enhancements DFV Command to provide	Informed by:  Identified gaps & opportunities for enhancements DFV Command to provide  Assisted by:  Current training materials  &  IITU Expertise
2	Delivery Phase - 5 Days Training – all front line as priority  Questions for DFV Project Manager –  5 days over what period?  Commencing when?  Completed by when? What does two years?	Requires delivery	NA	New - 2 x Dedicated SME/Delivery Positions to Deliver train the trainer  DFV Training Project Manager to determine Delivery Champions	2-day training course for regional Champions  Champions to deliver 5 days-training?
3	OST DFV Component	TBD  Does current/planned training meet requirements ?		1 Project Manager – SME to liaise with OST	OST Team
4	DFV Coordinator/Specialist 5 days Training [FIT FOR PURPOSE]	Currently exists QC158_01	Will assist with development of not currently fit for purpose	1 Training Project Manager – SME to determine if current is fit for purpose	
5	DFV Coordinator/Specialist 5 days Training [DELIVERY]			1 Training Project Manager to coordinate – including TTT if required.	Champions to deliver 5 days-training?
6	DFV Education & Training Framework	Developed			
7	DFV Education Evaluation Strategy		ETS can assist if required.	1 Training Project	

<sup>1</sup> All questions are to be determined by the DFV Training Project Manager<sup>2</sup> These staff need to act as the SMEs for collaboration with ETS regarding the content<sup>3</sup> This position will be required as it will have responsibility for ensuring the agreed position of the DFV Command as the SME and requirements of stakeholders are communicated to the ETS training design team

Attachment F - DV Training Development – Inquest Recommendations

No.	Recommendation	Status	PCAP Requirements	DFV Command	Other
				Manager to coordinate	
8	Coercive Control Training OLP	Developed			
9	Coercive Control Training Development F2F TTT	Not commenced	New - 2 x AO5 Curriculum Designers to ETS & Existing AO6 Ed Designer	New - 2 x Dedicated SME/Delivery Positions to provide content  DFV Training Project Manager to determine Delivery Champions.	
10	Coercive Control Training F2F TTT Delivery	Not commenced		New - 2 x Dedicated SME/Delivery Positions to Delivery Champions	
11	Coercive Control Training F2F Development  Does this training form part of the five-day face to face? Answered by the DFV Training Project manager	Not commenced	New - 2 x AO5 Curriculum Designers to ETS & Existing AO6 Ed Designer	New - 2 x SME/Delivery Positions to provide content  DFV Training Project manager to schedule roll out and logistics	
12	Coercive Control Training F2F Delivery	Not commenced		Delivery champions to deliver  DFV Training Project manager to coordinate	
13	DFV Culture Change Program	Developed  Current 2 Day Program (Target audience Champions) QC1617_01  Cultural Engagement Program – developed by The NOUS Group. This program is	New - 2 x AO5 Curriculum Designers to ETS— curriculum review if required & Existing AO6 Ed Designer	DFV Training Project Manager to determine if this meets the needs of the recommendations.	



Attachment F - DV Training Development – Inquest Recommendations

No.	Recommendation	Status	PCAP Requirements	DFV Command	Other
		the same as the QC1617_01 Domestic Violence Change Coaching Program.			
14	DFV VRE OLP	Nearly developed  In Pre-Production	Lead time required to implement content changes	DFV is undertaking review – modifications likely	
15	DFV VRE F2F TTT Development - PILOT	In Development	New - 2 x A05 Curriculum Designers to ETS  &  Existing A06 Ed Designer ETS  IITU & ETOs		
16	DFV VRE F2F TTT Delivery - PILOT	Not yet delivered	IITU & ETOs to deliver to Gold Coast & Ipswich ETOs as pilot	DFV SME Training Project Manager to determine how this will be rolled out in a broader sustainable model to the rest of the Service.	
17	DFV VRE F2F Development - PILOT	In Development	New - 2 x A05 Curriculum Designers to ETS  &  Existing A06 Ed Designer ETS  IITU & ETOs	DFV Provide Training Project Manager	
18	DFV VRE F2F Delivery - PILOT	Not yet delivered	IITU & ETOs to deliver to Gold Coast & Ipswich ETOs as pilot	Delivery by ETO's in Ipswich and Gold Coast  DFV SME/Project Manager to determine how this will be rolled out in a broader sustainable model to the	Roll out of VRE is District Responsibility

## Attachment F - DV Training Development – Inquest Recommendations

No.	Recommendation	Status	PCAP Requirements	DFV Command	Other
				rest of the Service.	
19	Annual DFV Refresher Training	Is this DFV Enhancement OLP?		DFV Command to determine if required.	
20	QPRIME Training	Information package for frontline officers. (PAF)  Possible SMile creation	ETS – Learning Technology	1 SME DFV 1 x DFV Training Project Manager	QPRIME content expert  Crime Managers
21	Recruit/FYC DFV Curriculum Review	Under review	Manager of Recruit Services  ETS Curriculum Currency	DFV SME for content	





# Domestic and Family Violence

Manager (ASST)  
1404221

Principal Project Coordinator (AO7)  
1405446

Principal Project Coordinator (AO7)

White Ribbon

DFVC  
A/SGT  
1405713

Domestic and Family Violence

Project Coordinator (ASST)  
1405373

Liaison Coordinator (ASST)  
1405487

Research

Senior Research Officer (AO7)  
1405446

Elder Abuse and Disabilities

Project Coordinator (ASST)  
1405446

DFVC  
A/SGT  
1405446

Training Officer (ASST)  
1405446

Research Officer (ASST)  
1405446

Research Officer (ASST)  
1405446

Project Officer (AO7)  
1405446

DFVC  
A/SGT  
1405446

Project Officer (AO7)  
1405446

DFVC  
A/SGT  
1405446

DFVC  
A/SGT  
1405446

DFVC  
A/SGT  
1405446

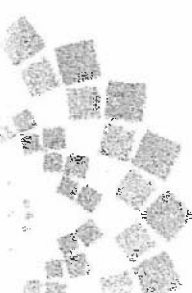
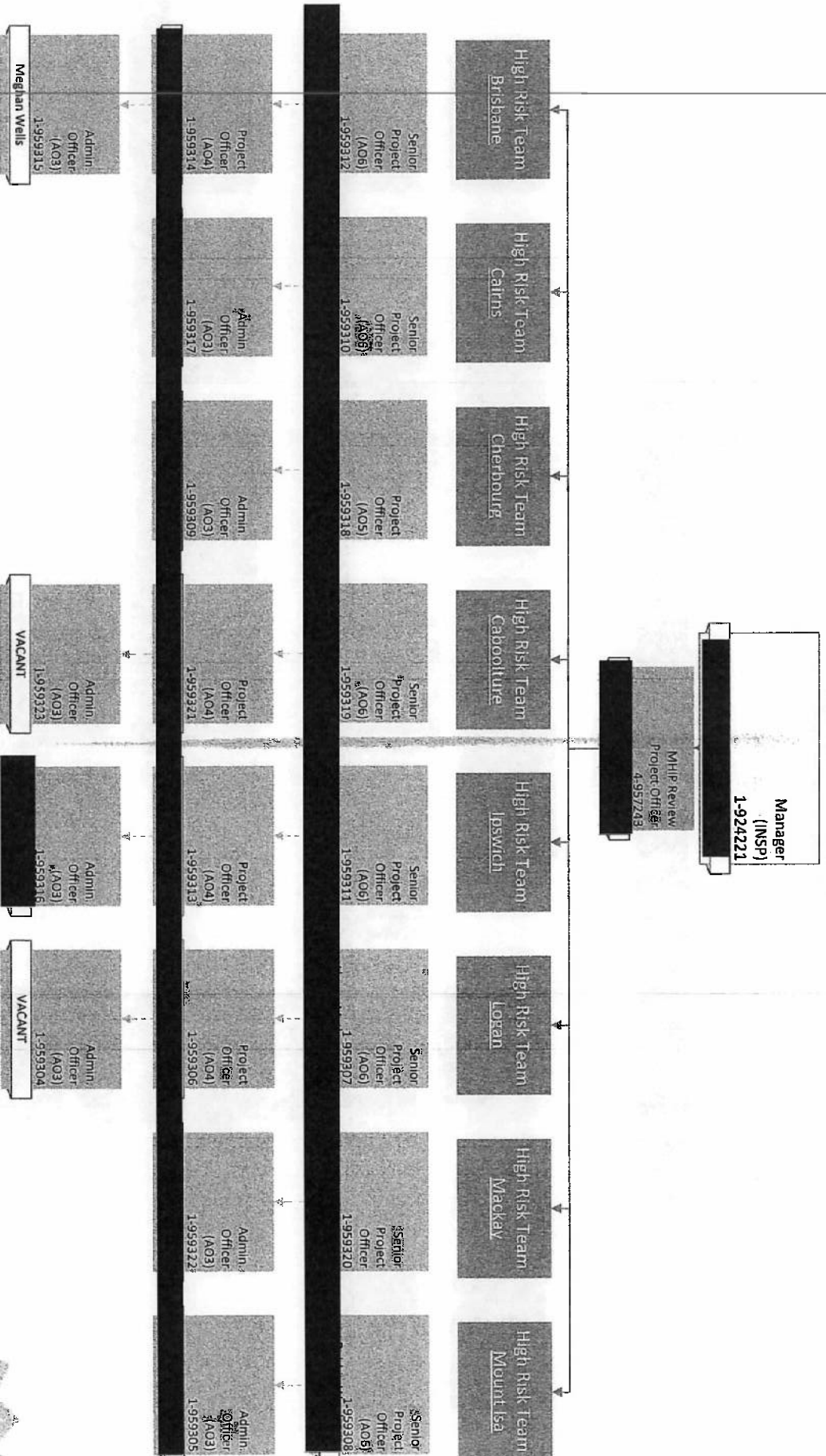
DFVC  
A/SGT  
1405446

DFVC  
A/SGT  
1405446

DFVC  
A/SGT  
1405446

DFVC  
A/SGT  
1405446

# High Risk Team



# Mental Health, Police Referrals and Victims Assist Queensland

Manager  
A/(INSP)  
4-959721

Victims Assist  
Queensland

Project  
Coordinator  
(S/SGT)  
4-959721

Admin.  
Officer (AO3)  
1-920913  
RPRS

Referrals

Project  
Coordinator  
(AO6)  
1-959721

Business  
Analyst  
(AO5)

Admin. Officer  
(AO3)

Mental Health

Senior Policy  
Officer  
(AO5)

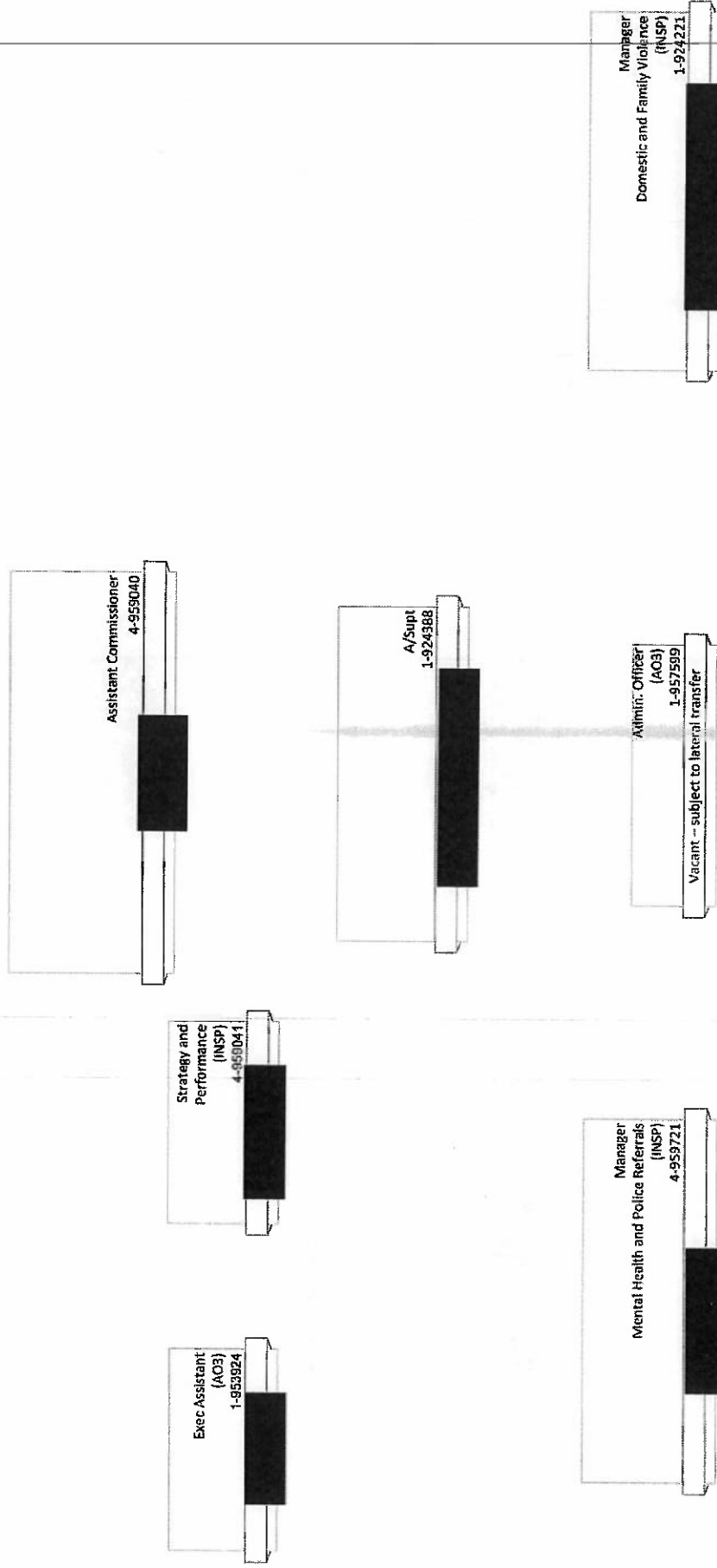
Project  
Coordinator  
(SSGT)  
4-959721  
Vacant - EO1

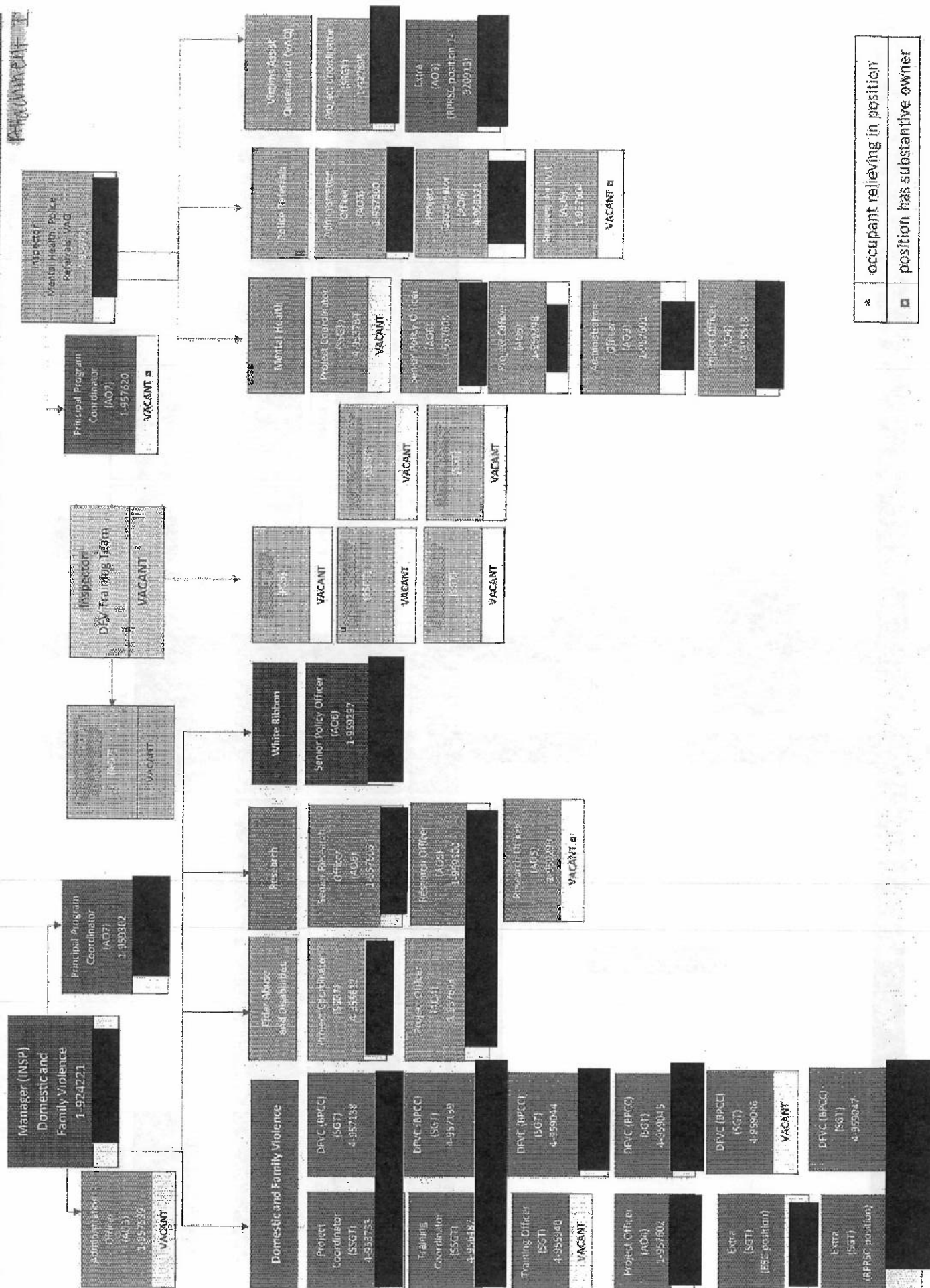
Project  
Officer  
(AO5)  
1-959298

Project Officer  
(AO4)  
1-955513

Admin.  
Officer  
(AO3)  
1-957601

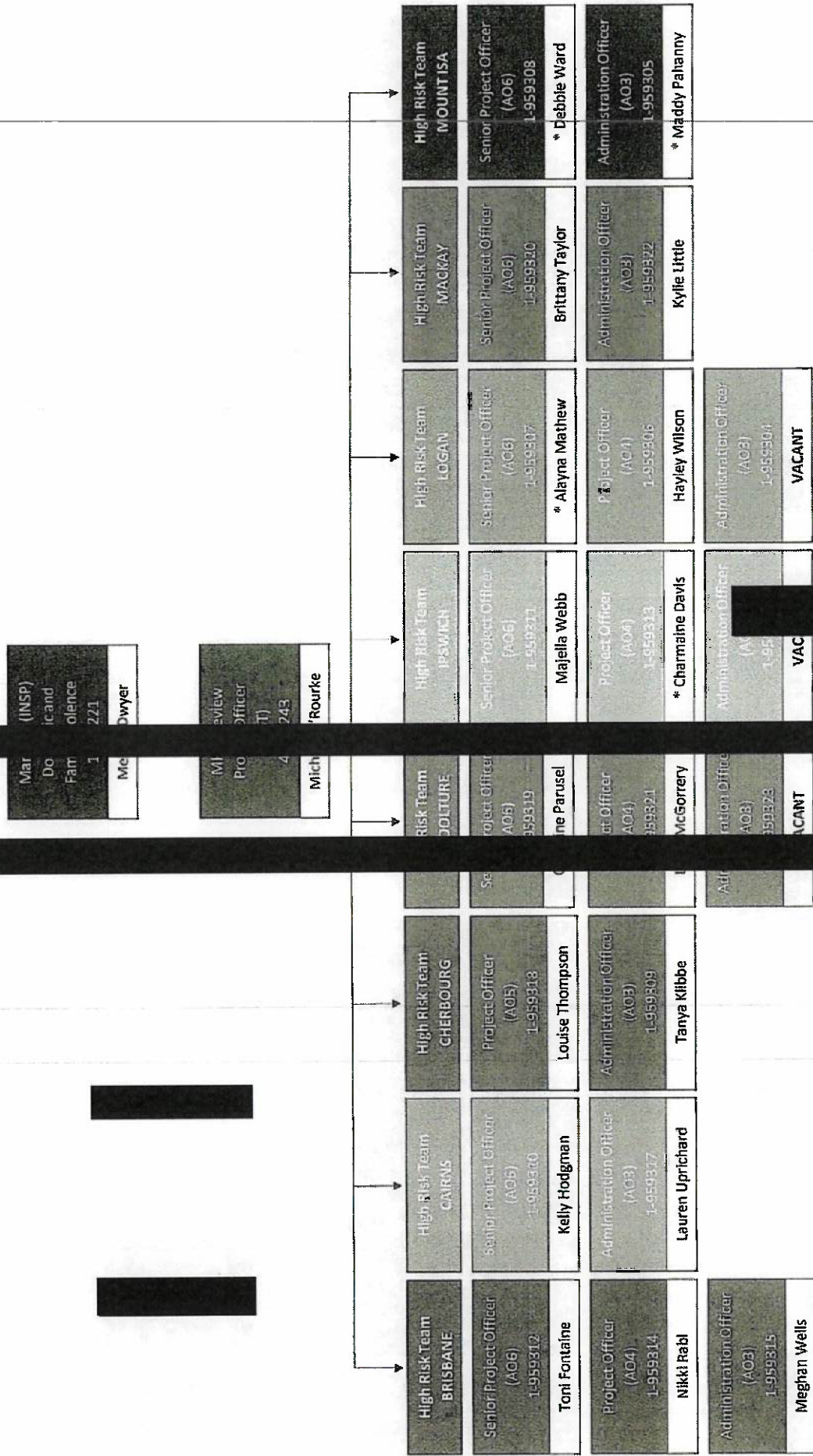
## Domestic, Family Violence and Vulnerable Persons Command







STATE DOMESTIC, FAMILY VIOLENCE AND VULNERABILITY : PERSONNEL UNIT Organisational structure 14/02/2022



*	occupant relieving in position
☐	position has substantive owner

JOINT PCAP & DFVPC SUBMISSION

**ANNEX K**

**DFVPC Position Descriptions**

POSITION	POSITION DESCRIPTION	AMENDMENT REQUIRED
Inspector, Manager	IN001	No
Senior Sergeant x 2	DFV07	No
Sergeant x 2	ETO05	No
AO7	DFV006	No
PO6	LED013	Yes

Annex K

**Dwyer.MelissaK[DFVVP]**

**From:** HR Business Partner DFVC  
**Sent:** Friday, 8 April 2022 14:16  
**To:** Workforce Allocation Sub-Committee[SDPSQBU]; HR Business Partner DFVC  
**Cc:** Strategy and Performance DFVVP[DFVVP]; Fennell.DebS[COVPG]  
**Subject:** RE: URGENT - WAS SUBMISSION DFV TRAINING  
**Attachments:** RE: URGENT - WAS SUBMISSION DFV TRAINING; WAS SUBMISSION (FULL) re OPAL & DFVVP Temp positions for DV training.docx

Good afternoon Keri,

In response to the submission, I've spoken to Deb, and can provide the following comments from HR:

- ❖ Most of the requested positions have readily available PDs, with the exception of the PO6 Principal Legal Officer, which is currently a PD from Legal Division. Should the Key Accountabilities of the role meet the needs of the SDFVPU, modifications will need to be made to provide correct context to the role. These PDs include:
  - **Inspector PD** – IN001 (Command), IN002 (Corporate), IN003 (Education)
  - **Senior Sergeant PD** – TAD07 Coordinator Training and Development
    - This PD was used as the PD for a position within SDFVPU prior to the redesignation of the SSgt Training and Development Coordinator into the Program Coordinator below.
  - **Senior Sergeant PD** – DFV07 Program Coordinator
    - This PD has been approved to be republished in the new LC4Q format, I am arranging for it to be published, so have attached the correct format for you
  - **Sergeant PD** – ETO05 Education and Training Officer
    - This PD is currently already used within the SDFVPU.
  - **AO7 PD** – DFV06 Principal Program Coordinator
    - This PD is currently used within the SDFVPU
  - **PO6 PD** – LED013 Principal Legal Officer
    - This PD belongs to Legal Division, and will require adjustments if SDFVPU seek to use the position.
- ❖ As part of the WAS approval for the temp to perm of the sworn positions within SDFVPU, the existing SSgt Training and Development Coordinator, and Sgt Education and Training Officer positions were approved to be made permanent. The SSgt Training and Development Coordinator position is one that has since been redesignated to a SSgt Program Coordinator (DV). Both positions are progressing through the steps for advertising in order to permanently fill the positions.
- ❖ These positions will be working separately to the existing portfolios within the SDFVPU. All of the requested positions will be reporting through the newly requested Temp Inspector position, and the Inspector position will report to the Supt, Vulnerable Persons Group. DFVVP are able to provide an org chart which reflects the portfolio.

I have also been advised that there is a further request for 2 x Sgt Education and Training Officers, which has not yet been included in the submission that has been provided to WAS.

Kind Regards,

**Szeyan Wong**  
 Senior HR Business Partner  
 HR Consultancy, HR Services



Human Resources

**From:** Workforce Allocation Sub-Committee[SDPSQBU] <WorkforceAllocationSub-Committee@police.qld.gov.au>  
**Sent:** Friday, 8 April 2022 09:15  
**To:** HR Business Partner DFVC <HRBusinessPartnerDFVC@police.qld.gov.au>  
**Subject:** Fw: URGENT - WAS SUBMISSION DFV TRAINING

As discussed, FYI.

#### Workforce Allocation Sub-Committee Secretariat

P: [REDACTED]

E: [REDACTED]

---

**From:** Dwyer.MelissaK[DFVVP] <[REDACTED]>  
**Sent:** Friday, 8 April 2022 6:34 AM  
**To:** Butcher.Keri[SDPSQBU] <[REDACTED]> Mourgelas.Gina[FINSERVD] <[REDACTED]> Gormly.TracyM[FINSERVD] <[REDACTED]> Workforce Allocation Sub-Committee[SDPSQBU] <[REDACTED]>  
**Cc:** Strategy and Performance DFVVP[DFVVP] <[REDACTED]>  
**Subject:** URGENT - WAS SUBMISSION DFV TRAINING

Good morning Tracy & WASC

#### URGENT INQUIRIES REGARDING WAS SUBMISSION

As you may be aware the matter of DFV training has featured strongly in the media lately with a QPS commitment made to develop and deliver DFV training within compressed timeframes.

I am aware PCAP have made a WAS submission for this purpose for 2 x AOS positions. The DFVVP also require FTE in order to facilitate development and delivery of these products, as the subject matter experts. A decision was reached (at AC level) for a joint WAS submission to secure FTE resources. I understand you have an endorsed sub on file from A/AC Kelly, supported/endorsed by DC Linford.

The attached DRAFT WAS submission has been developed identifying the total FTE required to give effect to the DFV training requirements.

**FINANCE** - The DFVVP are requesting urgent costings and consideration of whether the positions can be funded from the SDFVVP/DFVVP existing budget, either in part or in full.

The DFVVP are requesting the following temp FTE for a 12 month period to commence ASAP (likely end of April/early May 2022).

**WAS** - Wanting to discuss the PCAP stand-alone sub; the draft joint sub; advanced lodgement of the sub with clarification of costings and further information forthcoming.

Kind regards

Mel Dwyer



**Melissa Dwyer**  
A/Inspector  
Strategy and Performance Officer  
Domestic Family Violence & Vulnerable Persons Command  
Queensland Police Service



DFV&VPC



## Domestic, Family Violence and Vulnerable Persons Cor

| Disabilities | Elder Abuse | Domestic and Family Violence | High Risk Teams | Home  
| Mental Health | Police Referrals | Victim Assist Queensland | Research | White R  
| QPS Liaison – Women's Safety and Justice Taskforce |



The Queensland Police Service respectfully acknowledges the Traditional Custodians of the lands, winds and waters on which we so proudly serve our community. It is a privilege and honour to be on traditional country.

We acknowledge Elders of the past, present and future, for they are the holders of culture, knowledge, wisdom and leadership that is passed from generation to generation.