



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 Dwver

Contact Officer: Jacqueline Haidley, Principal Project Coordinator (Training Technology)

Melissa Dwyer, Strategy & Performance Officer

Purpose

To seek approval for the creation of nine (9) temporary positions to assist with the joint PCAP/DFVVPC 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 (DFVVPC), 1 x AO7 (DFVVPC), 2 x Senior Sergeant (DFVVPC), 2 x Sergeant (DFVVPC), 1 x PO6 (DFVVPC).
- 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 DFVVPC 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 DFVVPC budget cannot fund the seven (7) DFVVPC positions noting the following.
 - The AO7 principal program co-ordinator is currently undertaking duties at SDRP until March 2023;
 The DEVVPC are required to fund the backfill for the AO7 program co-ordinator position from the
 - The DFVVPC 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 DFVVPC 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 Pinance have confirmed instifficient sunding to support the nine (8) DFVVPC positions within the budget written advice typicoming (Annex J).
- A/AC Kelly PCAP and A/Supt Fordyon consulted with Disector Beth Contion, 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 agility to respond to a changing environment that occurs when working and exordinating tasks and actives across different work areas. Contractors, chalging a higher hourly rate and acope of work is defined at the time of procurement limits the apportunity to reasocate work taskings to respond to changes in business requirements.

Mitigation strategies

Workload distribution has already been applied and the units within PCAP and DFVVPC are dimently working above capacity to meet an increasing demand. The offer of despites to 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

Cornestic and Family Violence and Vulnerable Persons Unit are working findessly to meet government commitments to address DFV within the Queenstand Community. Fart 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 DPVVPC limit the ability to meet trees 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 algorithmat 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 widing 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 STT (May 2022 – April 2023).

DFYVPC Finance have confirmed in wiking the funding required for the seven (7) positions is unable to be men from the DFVVPC budget (Armex I). The total fund for the 7 DFVVPC positions for 12 months is \$678.954 (May 2022 – April 2023), nowever the sworm positions will be funded through growth with a net post of \$277.000.

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

Authorisation

Approved by:

C. Pond
Assistent Commissional
People Capability Command
Date: 0894/2022

And

Approved by:

P. Brewer

Endorsed by Fracy Linford APM
Deputy Commissioner
Crime, Counter-Tenerism and Specialist
Operations
Date: 1(14/22

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. DFVVPC Current establishment list
- H. DFVVPC Current staffing model
- I. DFVVPC Proposed staffing model
- J. DFVVPC 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.

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

Annex C: Proposed Org Structure



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1-924180 (NISP (EDUC & TRNG)	INSP	HARVEY, Mark
1-900611 Trg Product Coordinator 1-999015 Facilitator (Support Officer)	SSgt Sgt	MORGAN, Sue QUAKAWOOT, Meeghan
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1-576286 ADMN OFFCR	AO3	LONG, DEINAH (with PSO Tre with posit no to 15/04)

	FRONT	TUNE LEADERS (1590040)	
1-900607 SNR FACILITATOR	SSGT	ROBERTS, MICHELL	
1-910044 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 feave	
1-912640 FACILITATOR	SGT	TURNER, JENNIFER G	
1-914726 FACILITATOR	SGT	MOSSOP, MALCOLM H	
1-999012 FACILITATOR	SGT	RAY, ATHAN J	
1-999024 FACILITATOR	SGT	CLARKE, LESLIE R	

EMERGING LEADERS (1590092) 1-911846 SNR FACILITATOR SSGT 1-910348 FACILITATOR SGT EVERET, CARISSA L 1-910346 EDUC & TRING OFFR SGT DAVEY, CHRIS 1-914053 FACILITATOR SGT FAN, WILLIAM W 1-911715 STAFF DEV OFFCR PO3 DE WILZEM, ETTIENE 1-912529 STAFF DEV OFFCR PO3 HTZPATRICK, KYLIE P

SENIOR LEADERS (1590093)					
1-912657 TRG&DEV COORD	55GT	McAULIFFE, KELLY			
1-914054 FACILITATOR	561	WOODALL CAMERON			
1-912541 FACILITATOR	SGT	MONTAGUE, SAMANTHA			
1-911854 FACILITATOR	SGT	Vacant HEIDENREICH, ERICA SDCC			
1-900412 FACILITATOR	SGT	EUCAS, KIRSTEN SWB with Posn No -Indefinite			

		INCIDEN	T COMMAND (1590098)	
1-5	00598 SNR FACILITATO	R (LSS) SSGT	O'SHEA, CHRISTOPHER J	
1.	00411 FACILITATOR	SGT	D'SRIEN, WAYNE J	
1-5	14727 FACILITATOR	SGT	CROFT, GREGORY E	
1.5	111851 FACILITATOR	SGT	DASH, JULIAN C	
1-5	14728 FACILITATOR	SGT	RAATZ, GRAEME J	
1-5	99013 FACILITATOR	SGT	PAYNE, JOHN L	

1-912421 SNR STAFF DEV OFFCR AG6	ATUATIKA, SHARON
1-917542 CONSUT AOS	COUGHRAN, SHELLY (ROWSELLCPU to Feb 22)
1-917813 STAFF DEV OFFCR ACS	STREEK, RAY
1-520393 STAFF DEV OFFCR AOS	Vacant SINN, CHANTELLE G Mat Live to Jun 22.
1-911714 STAFF DEV OFFR AGS	FLYNN, JACQUELINE

TRAIN	ING QUALITY (1	590124)
1-900584 COORD (ETSP)	55GT	ROBB, ADRIAN A
1-520391 STAFF DEV OFFCR	AOS	WHEATLEY, Josephine
1-999011 EDUC & TRNG OFFCR	\$GT	ROSE, SUZANNE) PSO Tre with Posts No
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1-520413 ADMN OFFCR	AO3	LOLO, LANSIMAA
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1-520390 SNR STAFF DEV OFFCR	PO4	YAU, KWOKF
1-912872 STAFF DEV OFFCR	AOS	BISHOP, KIRSTEN
1-576148 COMPLITER TRAINING OFFICER	AC)4	HEGNEY, Amanda (RCT posn No)
1-959698 ED & TRAIN EVAL COORD	A06	- Finalising filling position
RTO Admin & Training Support		
1-910346 SNR FACILITATOR	SSGT	CLEWS, SHANE
Course Registration		251
1-910351 EDUC & TRNG OFFCR	SGT	DOWNIE, JAMIE S
1-912642 FACILITATOR	SGT	DALE, RESECCA E
Product Currency		
1-900605 EDUC & TRING OFFCR	567	FLANAGAN, SEAN X
1-900615 FACELITATOR	SGT	BRADY, SUSAN M

				
BUS	INESS & F	ARTNE	RSHIPS (1590137)	
1-917960 BUSINESS MNGR (ETSP) AO7			FLEMING, MEGAN	
Direct to Market Team		100		
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1-910478 FACILITATOR	SGT		BUTTERS, SHARI	
4-958181 SNR STAFF DEV OFFCR	AOG		Vacant DONNELLY, MARK M 1 st Nations 20/5 HAWORTH, DARRON	
4-957709 SNR PROJ OFFCR	AOG	250	WERDA, BRUCE	
4-958182 SNR STAFF DEV OFFCR	AOS	No.	advertised at this time)	
4-958183 SNR STAFF DEV OFFCR	ACE	-	advertised at this time)	
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1-957468 SHR BUS PROCESS COORD	A06		HART, MELISSA C	
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	AO3	\$0 BH	MANN,AMANDA (Temp 04/67/22)	
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1-956770 PRINC PROJ COORD (TRNG	TECH)	A07	HAIDLEY, JACQUELINE L	
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1-956771 TRNG & SYSTEMS DEV OFFC	0	AOS	CLIFFORD, STACEY-ANN PULLAN, NICOLA T	
I-S76136 STAFF DEV OFFCR	.n	AOS		
1-922090 BUSINESS ANALYST (ADVAN	CELANT	AOS	Vacant (WERDA, BRUCE K)	
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1-914657 EDUC & TRNG OFFCR		SGT	BROWN, CATH COVID CMD to 25/4/22	
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		SGT	BRYEN, SHANE (BROWN)	
Curriculum Services				
1-922196 SNR STAFF DEV OFFCR		ADS	CARREST AND	
1-576130 INSTRUCTIONAL DESIGNER		AOS	DAVIES, SARAH	
1-912630 STAFF DEV OFFCR		AO5	SANDRANDS, SANDRA (PSO Project) COTTER, JOY L E	
NEW INSTRUCTIONAL DESIGNER		AO5	TBA COTTER, JOY LE	
NEW INSTRUCTIONAL DESIGNER		ADS	TBA	
THE PERSON NAMED IN THE PE	AND DESCRIPTION OF	nou		
Learning Technologies				
1-911928 LEARNING TECHNOLOGIES C	CORD	SSGT	TIMMS, ANDREA	
Audio Visual Services				
1-910284 EDUC & TRNG OFFCR		SGT	Vacant LETTCH, KEN Ret Lve	
1-582106 STAFF DEV OFFCR		AOS	WALLES, MICHAEL	
Digital Learning Production				
1-911330 FACILITATOR		SGT	PIPER, AMANDA 1	
-910581 FACILITATOR		SGT	Vacant ANDERSON, C Ret Lve	
913987 MULTIMEDIA DEVELOPER		AO5	RYAN, JULIE M	
-576133 STAFF DEV OFFCR		A05	BEN, MINAXSI	
mmersive tearning				
900423 EDUC & TRNG OFFCR		SGT	TURNER, STEVEN E	
910284 EDUC & TRUIS 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:

ENNEX F- FUNDING APPROVAL - WAS Submission for 2 x AO5 Instructional

Designers

From: Strategy and Performance FIN [PSBBSBPD]

Sent: Wednesday, 30 March 2022 17:53

To: Correspondence.SUPT OPAL Admin[PCAP]
Cc: Strategy and Performance.FIN [PSBBSBPD]

Nelson.Trudyt.[FINSERVD] 4

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

Good afternoon Janet,

The below response has been approved by CFO Finance Division.

Regards



Irma Lopez
Office of the Executive Director
Finance Division
Strategy and Corporate Services
Queenstand Police Service

Level 10 Makerston House GPO Box 1440, Brisbane 4001

From: Brummer.WayneG[FINSERVD]

Sent: Wednesday, 30 March 2022-17:35

To: Strategy and Performance.FIN [PSBBSBPD]

Nelson_TrudyL[FINSERVD]

Subject: Fw: WAS Submission for 2 x AOS Instructional Designers

Please progress thanks

Thanks



Wayne Brummer ED / CFO Finance Division Queensland Police Service

Phone number:

I Mobile number:

Level 10. Makerston House

Email:

Email:

From: Nelson.TrudyL[FINSERVD]

Sent: Wednesday, March 30, 2022 5:29 PM

To: Brummer.WayneG[FINSERVD]

Cc: Strategy and Performance.FIN [PSBBSBPD]

Viles.Nickl[FINSERVD]

Subject: FW: WAS Submission for 2 x AOS instructional Designers

Hi Wayne

Fr.

1

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

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

Б.

Level 10 | Makerston House | 30 Makerston St | Brisbane | 4000

From: Giampaolo.LeesaA[FINSERVD]

Sent: Wednesday, 30 March 2022 15:20

To: Nelson.TrudyL[FINSERYD]

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

Hi Trudy

FY

Kind regards

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

: Support



Strategy and Corporate Services Queensland Police Service

Level 10, Makerston Street, Brisbane, Qld, 4000

From: Correspondence.SUPT OPAL Admin[PCAP]

Sent: Wednesday, 30 March 2022 15:15

To: Strategy and Performance Officer AC.PCAP

Cc: Correspondence.SUPT OPAL Admin[PCAP]

Officer Education Training Services[PCAP]

Timms.AndreaE[PCAP]

HR Business Partner PCAP

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



INSTRUCTIONAL DESIGNER

Vacancy Reference:		Closing Date:	dd mm yyyy		
Designation:	Instructional Designer	Classification:	AO5		
Section:	Learning Technologies	Salary:	QSS to complete		
Branch:	ch: Training Strategy				
Command:	People Capability Command	Contact Officer:			
Location:	Oxley/Wacol	Date of Review:	May 2018		
Special Conditions:	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.				
Mandatory Requirements:	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.
- o Identifies issues and problems that may impact on own work objectives.

QPS PD Reference: ETC035

- o Keeps self and others well informed on work progress.
- o Undertakes analysis and draws accurate conclusions based on evidence.

Achieves results

- Reviews task performance and communicates outcomes to supervisor.
- o Contributes own expertise to achieve outcomes for the business unit.
- Establishes task plans and simple project plans with measurable milestones to deliver objectives.
- o Works within agreed priorities.

Supports productive working relationships

- o 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.
- o Seeks feedback from others.

Communicates with influence

- o Confidently presents messages in a clear, concise manner.
- Focuses on key points and uses appropriate language.
- o 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.
- 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.
- 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 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 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 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.

QPS PD Reference: ETC035

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.gld.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 ³ – Definition of Front Line? If Front line only?	Requires Development	New - 2 x AO5 Curriculum Designers to ETS & Existing AO6 Ed Designer	New - 2 x Dedicated SME/Delivery Positions DFV ² Appoint a DFV Training Project Manager ³ to identify gaps & opportunities for enhancements DFV Command to provide	Informed by: Identified gaps & opportunities for enhancements DF Command to provide Assisted by: Current training materials
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	IITU Expertise 2-day training course for regiona Champions Champions to deliver 5 days- training?
3	OST DFV Component	TBD Does current/plann ed 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 TIT 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	

¹ All questions are to be determined by the DFV Training Project Manager

² These staff need to act as the SMEs for collaboration with ETS regarding the content

³ 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	T
				coordinate	
8	Coercive Control Training	Developed			
	OLP				
9	Coercive Control Training	Not	New - 2 x AO5	New-2x	
	Development F2FTTT	commenced	Curriculum Designers to	Dedicated	
			ETS	SME/Delivery	
	=		8	Positions to provide content	16. J
	0 20 10		7	provide content	
			Existing AO6 Ed	DFV Training	
			Designer	Project	
				Manager to determine	
				Delivery	
				Champions.	C
10	Coercive Control Training	Not		New - 2 x	
	F2F TTT Delivery	commenced		Dedicated	
		-		SME/Delivery	
		and the same of th		Positions to Delivery	
		stanovalina.		Champions	
1	Coercive Control Training	Not	New - 2 x AO5	New - 2 x	
	F2F Development	commenced	Curriculum Designers to	SME/Delivery	
			ETS	Positions to	
				provide content	
	Does this training form part of the five-day face		&	DELT.	
	to face? Answered by the		Existing AO6 Ed	DFV Training Project	
	DFV Training Project		Designer	manager to	
	manager			schedule roll	
				out and logistics	er dig es d'in
12	Coercive Control Training	Not		Delivery	
	F2F Delivery	commenced		champions to	3
				deliver	
				DFV Training	
				Project	
	22-11-12-1- IN H			manager to	
3	DFV Culture Change	Developed	New - 2 x AO5	coordinate DFV Training	
1	Program	- croiopeu	Curriculum Designers to	Project	THE ARROW
		Current 2 Day	ETS-curriculum review	Manager to	12271
		Program	if required	determine if	
		(Target	0.	this meets the	11
		audience Champions)	&	needs of the recommendatio	
		QC1617_01	Existing AO6 Ed	ns.	=
		Cultural	Designer	:	
		Engagement			
		Program -			i
		developed by			
		The NOUS	***************************************		
		Group. This			
		program is			

Attachment F - DV Training Development - Inquest Recommendations

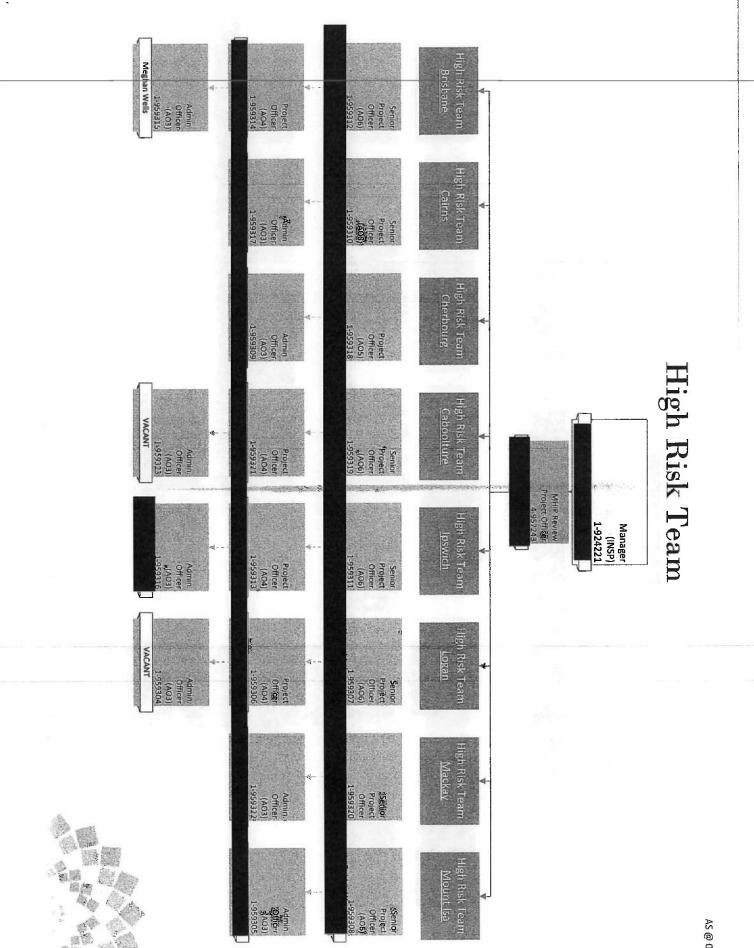
No.	Recommendation	Status	PCAP Requirements	DFV Command	Other
		the same as the QC1617_01 Domestic Violence Change Coaching Program.			
14	DFV VRE OLP	Nearly developed In Pre- Production	Lead time required to implement content changes	DFV is undertaking review – modifications likely	
15	DFV VRE F2F TTT Development - PILOT	in Development	New - 2 x AO5 Curriculum Designers to ETS & Existing AO6 Ed Designer ETS IITU & ETOs		
16	DFV VRE F2F TTT Delivery - PILOT	Not yet delivered	ITTU & 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 AO5 Curriculum Designers to ETS & Existing AO6 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

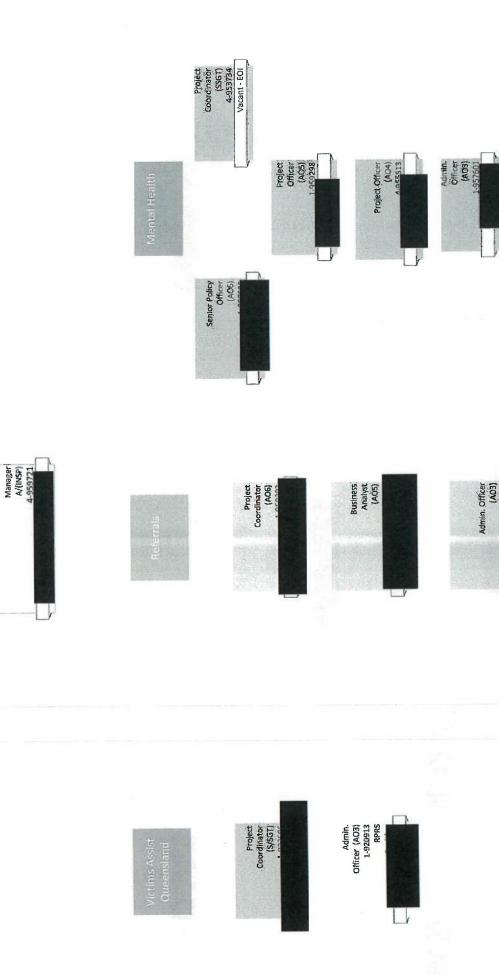
Attachment F - DV Training Development – Inquest Recommendations

No.	Recommendation	Status	PCAP Requirements	DFV	Other
				Command	
				rest of the	T
	L L			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 5Mile 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	

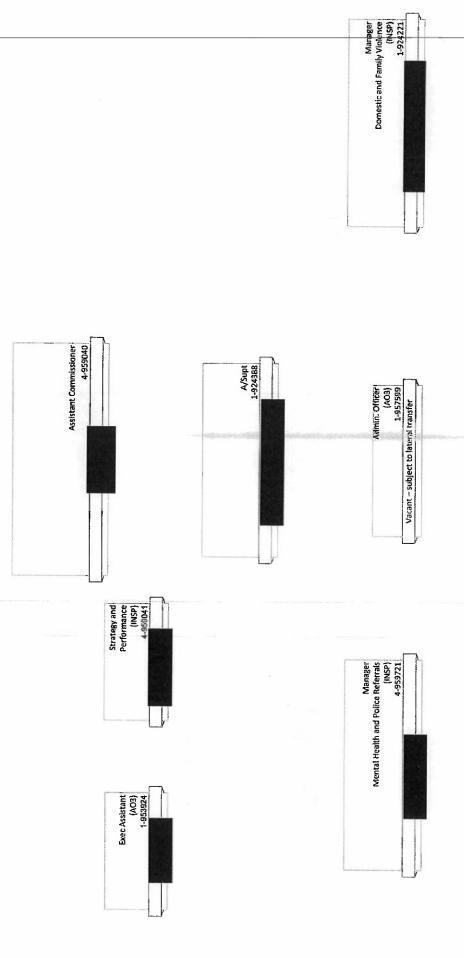
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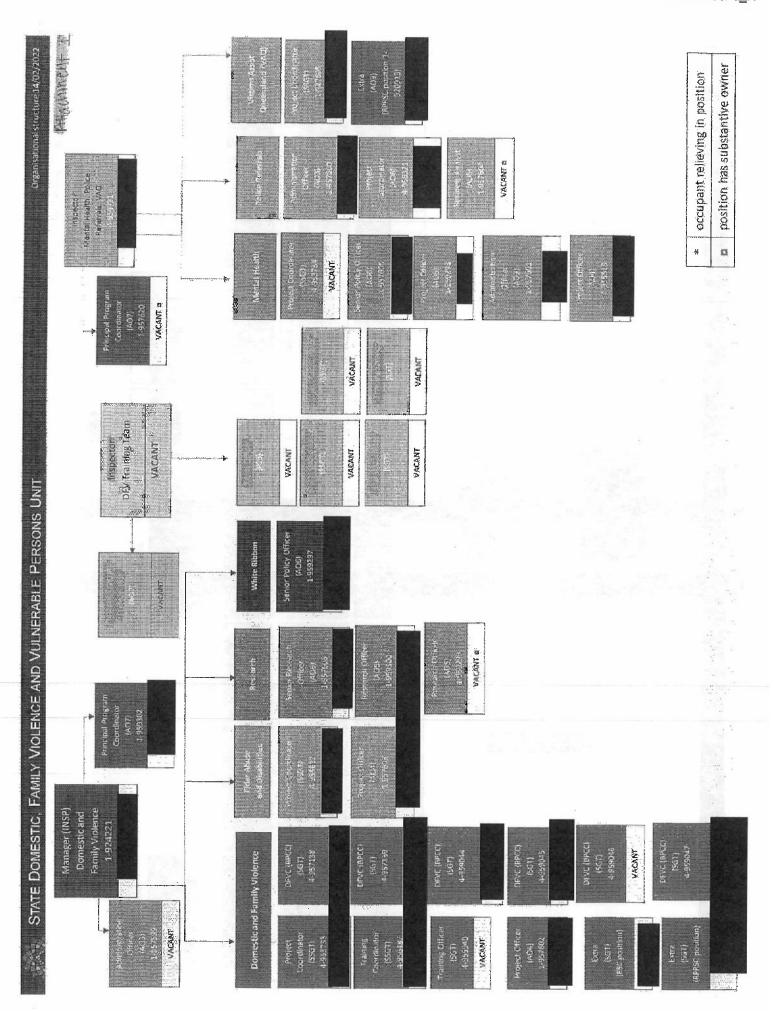
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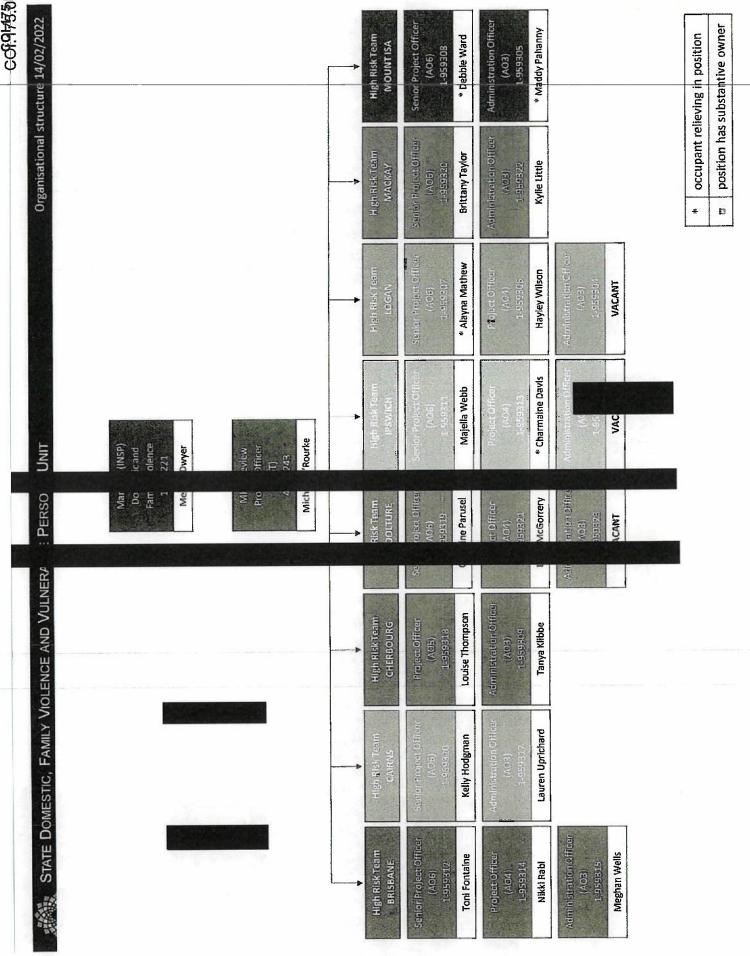




Domestic, Family Violence and Vulnerable Persons Command







JOINT PCAP & DEVVPC SUBMISSION

ANNEX K

DFVVPC 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[DFVVPC]

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[DFVVPC]; Fennell.DebS[COVPG]

Subject: RE: URGENT - WAS SUBMISSION DFV TRAINING

Attachments: RE: URGENT - WAS SUBMISSION DFV TRAINING; WAS SUBMISSION (FULL) re

OPAL & DFVVPC 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 SDFVVPU, modifications will need to made to provide correct context to the role. These PDs include:
 - o Inspector PD N001 (Command), N002 (Corporate), N003 (Education)
 - o Senior Sergeant PD TAD07 Coordinator Training and Development
 - This PD was used as the PD for a position within SDVVPU prior to the redesignation of the SSgt Training and Development Coordinator into the Program Coordinator below.
 - o 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
 - o Sergeant PD ETO05 Education and Training Officer
 - This PD is currently already used within the SDFVVPU.
 - AO7 PD DEVOO6 Principal Program Coordinator
 - This PD is in currently used within the SDFVVPU
 - o PO6 PD LED013 Principal Legal Officer
 - This PD belongs to Legal Division, and will require adjustments if SDFVVPU seek to use the position.
- As part of the WAS approval for the temp to perm of the sworn positions within SDFVVPU, 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 SDFVVPU. 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. DFVVPC 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



From: Workforce Allocation Sub-Committee [SDPSQBU] < Workforce Allocation Sub-Committee @police.qld.gov.au>

Sent: Friday, 8 April 2022 09:15

To: HR Business Partner DFVC < HRBusinessPartner DFVC@police.qld.gov.au>

Subject: Fw: URGENT - WAS SUBMISSION DFV TRAINING

As discussed, FYI.

Workforce Allocation Sub-Committee Secretari	at	
P:		
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From: Dwyer.MelissaK[DFVVPC] <		
Sent: Friday, 8 April 2022 6:34 AM		
To: Butcher.Keri[SDPSQBU]	Mourgelas.Gina[FINSERVD]	
	acyM[FINSERVD] <	Workforce
Allocation Sub-Committee[SDPSQBU]	STEEL STREET,	
Cc: Strategy and Performance DFVVP[DFVVPC]		E O REPORT
Subject: URGENT - WAS SUBMISSION DFV TRAIN	ING	

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 AO5 positions.

The DFVVPC 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 DFVVPC are requesting urgent costings and consideration of whether the positions can be funded from the SDFVVPU/DFVVPC existing budget, either in part or in full.

The DFVVPC 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



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 Queens and Police Service respectfully acknowledge 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, visidant and leagership that it passed from generation to generate