

Action Item Table 21/22

PRIORITY	RELATED STRATEGIES	Action	Activities and Outcomes	In progress / Next step / Complete	IMMEDIATE (3 mths) SHORT (3 -6 mths) MED (6-12 mths) LONG TERM (1 yr +)	STAKEHOLDERS (RESPONSIBLE)
Victim Survivor Protection	1.1, 1.2	Review job code allocations and prioritisation	Activities: <ul style="list-style-type: none"> Risk assessment/triage process developed in partnership with SDRP and PCC. Triage process utilising Comcos and DFVC's in PCC implemented. Communication of process delivered to frontline, including state-wide email from CoP. Indicators/Outcomes: <ul style="list-style-type: none"> Increased capability in triage and risk assessment of DFV calls for service. 	Complete	Immediate	PCC DFVPC (PCC)
	1.1, 1.2, 1.6	Operational Advisory Note (CIRC) – SER homicide	Activities: <ul style="list-style-type: none"> Operational Advisory Note (CIRC) developed with ESC, CCE and SER. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increased activation of BWCs for DFV investigations. ✓ Increased compliance with DV Bail show cause situations. ✓ Reduction in recording of DV Investigations as 'Street Checks'. 	Complete	Immediate	CIRC SER ESC DFVPC (CIRC)
	1.1, 1.2	Integrate ANROWS research findings to practice – Accurately Identifying Person Most in Need of Protection Report	Activities: <ul style="list-style-type: none"> Development of operational policy to improve the identification of victims most in need of protection. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increased identification of the person in most need of protection. ✓ Reduction in DVO cross orders. 	In progress	Medium	DFVPC PCAP (DFVPC)
	1.1, 1.2, 1.6	Use of BWC's to record DFV complaints	Activities: <ul style="list-style-type: none"> Operational Advisory Note (CIRC) developed with ESC, CCE and SER. Develop communications pack and distribute to all districts to support the Operational Advisory Note to inform locally delivered district-based engagements. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increased activation of BWCs for DFV investigations. ✓ Reduction in recording of DV Investigations as 'Street Checks'. ✓ Increased prosecution outcomes for DFV victim survivors. 	Complete	Immediate	CIRC DFVPC CCE
	1.1, 1.3, 1.4, 1.5	Examine trial options for off-site integrated service delivery	Activities: <ul style="list-style-type: none"> Piloting of two DFVOs embedded within Brisbane Domestic Violence Service and Ipswich Domestic Violence Action Centre. Develop and implement a Randomised Controlled Trial (RCT) involving deployment of mobile police facilities testing gendered specific service delivery in high DFV demand locations. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increased community willingness to contact police in response to DFV. ✓ Increase in victim survivors' feeling safe and supported. ✓ Increased information sharing capabilities with NGOs. ✓ Increased understanding of, and ability to respond to victim survivors of DFV. ✓ Increased public confidence in QPS policing response to DFV. 	In progress	Medium	DFVPC BR NGO's DJAG (DFVPC)
	1.1, 1.2, 1.3, 1.6	Trial the use of BWC's to gather victim survivor statements to be used in evidence-in-chief	Activities: <ul style="list-style-type: none"> Implementation of the DFV Process Improvement Action Plan as endorsed by ELT. Officer and executive level working groups established. 	In progress	Neg in progress Trial in 2022	DJAG CCTSO P&P LD Districts PCAP DFVPC (DJAG DFVPC)

		<ul style="list-style-type: none"> • Complete Policy ATP Submission with PP and DJAG. • Consult with Magistracy and Ipswich District. • Develop training and implementation plan. <p>Indicators/Outcomes:</p> <ul style="list-style-type: none"> ✓ Pilot of DFV victim survivor video evidence statements to be used as evidence in chief within the Ipswich District. ✓ Reduction in trauma experienced by DFV victim survivors. ✓ Reduction in contested DFV prosecutions. ✓ Reduction in time taken by frontline to obtain DFV statements and complete DFV related administrative tasks. 			
1.1, 1.2, 1.6	All police officers are to use the DV- Protective Assessment Framework (DV-PAF) when investigating DFV and assessing the protective needs of an aggrieved person	<p>Activities:</p> <ul style="list-style-type: none"> • DV-PAF frontline pocket information cards developed and delivered to all Districts. • Tracking of DV-PAF completion enhanced through improved monitoring using High Risk/High Harm Dashboard. • Reinforcement of DV-PAF policy use requirement via CoP email 21 May 2021. <p>Indicators/Outcomes:</p> <ul style="list-style-type: none"> ✓ Increased proportion of DV occurrences with DV-PAF completed. ✓ Improvement in risk assessments relating to the protective needs of aggrieved persons. ✓ Increased timely and efficient responses to high risk DFV through the High Risk Team sites and DFVCs. 	Complete	Immediate	DFVVPC Districts (DFVVPC)

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Perpetrator Accountability	2.1, 2.4, 2.5	Operation Tango Alessa (Tranche 2)	Activities: <ul style="list-style-type: none"> Development and pilot of DFV THReT tool within five districts. Pilot of focussed deterrence led policing to disrupt DFV perpetrators through targeted and graduated interventions. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increased proactive focussed deterrence strategies to disrupt offending and enhance offender accountability. ✓ Increased ability to identify high risk/harm DFV perpetrators. ✓ An improvement in understanding of, and ability to effectively respond to high risk/harm DFV perpetrators. ✓ A reduction in DFV recidivism and victimisation. ✓ Increased identification of DFV and criminal offences through focussed deterrence strategy. 	In progress	Medium	Dec 2021	DFVVPC Districts (DFVVPC)
	2.1, 2.4, 2.5	Research & develop predictive analytics tools to identify high harm/high risk and recidivist perpetrators	Activities: <ul style="list-style-type: none"> Development and pilot of DFV THReT tool within five districts. Development and pilot of DFV Predictive Model in four police districts. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increased ability to identify high risk/harm DFV perpetrators. ✓ Increased understanding of, and ability to effectively respond to high risk/harm DFV perpetrators. ✓ A reduction in DFV recidivism and victimisation. ✓ Increased workforce capability to respond to DFV incidents. 	In progress	Medium	June 2022	OCC DFVVPC (DFVVPC)
	2.1, 2.4, 2.5	Develop and implement High Risk/High Harm Analytics Dashboard to enabled focussed perpetrator identification and intervention	Activities: <ul style="list-style-type: none"> Development and pilot of High Risk/High Harm Dashboard for utilisation by all DFV&VPUs and DFVCs. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increased ability to identify high risk/harm DFV perpetrators. ✓ Increased understanding of, and ability to effectively respond to high risk/harm DFV perpetrators. ✓ Reduction in DFV recidivism and victimisation. 	In progress	Medium	Dec 2021	OCC DFVVPC (DFVVPC)
	2.2, 2.3, 2.5	National Outcome Standards for Perpetrator Interventions (NOSPI)	Activities: <ul style="list-style-type: none"> Development of a High Risk/High Harm Dashboard and predictive analytical tools. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increased proactive, predictive capability towards identification of perpetrators. ✓ Increased proportion of high and extreme risk perpetrators identified. ✓ Increased number of reported breaches of domestic violence orders. 	In progress	Medium	Due date	DFVVPC PCAP (DFVVPC)
	2.1, 2.4, 2.5	Operation Tango Alessa (tranche 3)	Activities: <ul style="list-style-type: none"> Development of machine learning algorithm (DV Predictive Model) with Data Analytics (ORGCC) and Data Scientist from IT company Servian. Pilot of focussed deterrence led policing to disrupt DFV perpetrators through targeted and graduated interventions. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increased proactive, predictive capability towards identification of perpetrators. ✓ Increased proportion of high and extreme risk perpetrators identified. ✓ Increased precision and accuracy in identifying escalation of intimate personal violence. 	Next steps	Long	Dec 2022	DFVVPC Districts OCC (DFVVPC)

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Our People	3.5	Develop a consistent district based DFVVP capability model	Activities: <ul style="list-style-type: none"> Development of DFV Capability Framework. Consult with ELT members, SDRP and key District DFV&VPUS, DFVCs and MHICs. Development of a tool for district-based assessment of current capability maturity. Support development of tailored plans for future district capability. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increased and consistent Service-wide capability to prevent, disrupt, respond and investigate DFV. 	In progress	Ongoing	Ongoing	DFVVP Districts (DFVVP)
	3.2	Develop and implement a DFVVP training framework	Activities: <ul style="list-style-type: none"> Examine current and planned training to identify commonalities, gaps and opportunities for integration, and establish a common community of practice for whole of service vulnerable persons training. Development of DFV Training Plan. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ An increase in all QPS members completing DFV training. ✓ Increased positive workplace culture when responding to DFV. ✓ Increased understanding of what workplace culture is and the factors that contribute to QPS DFV culture. ✓ Increased understanding and knowledge regarding DFV policy, processes, procedures and legislation. ✓ Increase in QPS personnel confidence, knowledge, skills, attitudes, behaviours towards DFV. ✓ An increase in frontline members applying a victim-centric approach in responding to vulnerable persons. 	In progress	Medium	Dec 2022	CIRC SER ESC DFVVP (CIRC)
	3.4, 3.5, 1.6	Enhance QLite NEXTGEN to streamline processes and provide easier access to key information to aid the assessment of risk	Activities: <ul style="list-style-type: none"> Development and implementation of increased QLITE NextGen DV and QPRIME capability. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Reduction in administrative time spent in completing DFV tasks. ✓ Increased viewability of prior DFV incidents and interstate DVOs. ✓ Increase in pattern-based (course of conduct) and future focused investigative approaches. 	In progress	Ongoing	Ongoing	CCTSO DFVVP Districts (All)
	3.1	Delivery of district led culture & compliance short shots	Activities: <ul style="list-style-type: none"> Development and release of OLP DFV Enhancement Training. DFVVP member attendance at District led training days. Development of deidentified case studies to enhance operational understandings of best practice approaches to responding to DFV and identifying person most in need of protection. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increased positive workplace culture when responding to DFV. ✓ Increased understanding of what workplace culture is and the factors that contribute to QPS DFV culture. ✓ Increased understanding and knowledge regarding DFV policy, processes, procedures and legislation. ✓ Increase in victim survivors reporting improved feelings of safety as a result of QPS intervention. 	In progress	Short OAN and OIC Comms pack issued April 2021	Dec 2021	DFVVP Districts CCE (Districts)
	3.1	Implementation of Cultural Change Program	Activities: <ul style="list-style-type: none"> Development and delivery of face-to-face Cultural Change Program (CGP) to all QPS personnel. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increased understanding of how attitudes towards DFV impacts people experiencing DFV. ✓ Increased understanding of factors that contribute to QPS DFV culture. ✓ An improvement in localised culture around managing and responding to DFV. 	In progress	Medium	OAN issued April 2021	DFVVP Districts (DFVVP)

3.1, 3.3, 3.5	Develop QPS Doctrine/Strategy	<p>Activities:</p> <ul style="list-style-type: none"> Development of QPS DFV Doctrine. Undertake consultation with key internal and external stakeholders (including QPS DFV Advisory Group). <p>Indicators/Outcomes:</p> <ul style="list-style-type: none"> ✓ Increased understanding by QPS personnel regarding the DFV strategic vision and operational goals of the Service. 	<p>Doctrine Complete</p> <p>Strategy in progress</p>	Short	Dec 2021	CIRC DFVPC CCE
2.2, 3.2	Coercive Control Training (Tranche 1)	<p>Activities:</p> <ul style="list-style-type: none"> Provide mandatory preliminary training to all QPS staff members in preparation for WJST recommendations. <p>Indicators/Outcomes:</p> <ul style="list-style-type: none"> ✓ Increase in QPS members completing coercive control training. ✓ Increased understanding of how to identify signs of coercive control. ✓ Increased identification of coercive controlling behaviours contained within the grounds for application for DVO and basis for contravention of a DVO. 	In progress	Medium	June 2022	DFVPC BR NGO's DJAG (DFVPC)
3.1, 3.4, 3.5	Establish Domestic, Family Violence Co-ordinator positions within the Brisbane Police Communication Centre, providing 24 hours, 7 days per week coverage for the state.	<p>Activities:</p> <ul style="list-style-type: none"> Six temporary DFVC staff commenced in Brisbane PCC providing state-wide capability. RAC submission made and endorsed approving 6 Sgt DFVC positions. <p>Indicators/Outcomes:</p> <ul style="list-style-type: none"> ✓ Increased timely information provided to frontline regarding perpetrators and protective needs of aggrieved persons. ✓ Increase in DFV policy, procedural and legislative advice to frontline. ✓ Reduction in DFV application and DFV related offences dismissed by courts. 	In progress	Immediate	RAC submission made for 6 DFVC's	DFVPC PCC RAC (DFVPC)
3.4	Police DFV Desensitisation- Research – phase 1	<p>Activities:</p> <ul style="list-style-type: none"> Conduct police DFV desensitisation research in partnership with Griffith University. <p>Indicators/Outcomes:</p> <ul style="list-style-type: none"> ✓ Increased understanding of supports required for the wellbeing of QPS members responding to DFV. ✓ Improved understanding of the culture of frontline police officers responding to DFV. ✓ Increased DFV support options/training provided to frontline. 	Complete	Medium	July 2021	DFVPC
3.1, 3.5	Internal district DFV systems & process audit	<p>Activities:</p> <ul style="list-style-type: none"> Development of DFV Capability framework. Requirement of 100% audit of DV Occurrence types communicated via CoP email 21 May 2021 Subject matter advice to ESC and Internal audit regarding whole Service DFV audit. <p>Indicators/Outcomes:</p> <ul style="list-style-type: none"> ✓ Increased compliance with policy, procedural and legislation. ✓ Increase in DFV risk assessments completed. ✓ System and process enhancements/amendments made reducing DFV administrative tasks for frontline personnel. 	In progress	Medium	21/22 audit program	DFVPC ESC (ESC)
3.1, 3.5	Commence a system wide review of the prevention, disruption, investigation and response to DFV within the QPS	<p>Activities:</p> <ul style="list-style-type: none"> Establish an internal reference group to undertake an end-to-end examination of DFV processes and systems. Undertake end-to-end systems review of DFV capability and capacity. <p>Indicators/Outcomes:</p> <ul style="list-style-type: none"> ✓ A reduction in process and systems complexity. ✓ Increased clarity in policies to guide and support effective DFV responses. ✓ A reduction in delays to proceedings, increasing victim survivor safety. 	In progress	Medium	July 2022	DFVPC

2.2, 3.2, 3.5	Complete DFV Manual - Re-develop DFV and vulnerable persons operational procedures and practices in an intuitive service manual to guide appropriate frontline policing responses	Activities: <ul style="list-style-type: none"> Re-develop DFV operational procedures and practices in an intuitive service manual. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increased guidance to members on procedures and practices in responding to DFV. ✓ Improved clarity, efficiency and effectiveness of processes. 	In progress	Medium	July 2022	DFVPC
1.2, 2.2	Engage with UQ to commence phase 2 research on ISACURE training inclusive of opportunity to pass learning on to DFV&VP training	Activities: <ul style="list-style-type: none"> Engagement with UQ to commence phase 2 research on ISACURE training inclusive of opportunity to pass learning on to DFV&VP training. Development of trauma informed and victim-centric training program. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increased trauma informed and victim-centric capability developed to responding and investigating DFV. ✓ Increased support provided to victim survivors by better understanding vulnerabilities and circumstances of victim survivors. 	In progress	Medium	March 2022 Awaiting staff	DFVPC UQ BR (DFVPC)
3.5	Extend establishment of DFVPU's to all 15 districts	Activities: <ul style="list-style-type: none"> Development of DFV capability framework to: <ul style="list-style-type: none"> Provide essential elements and resourcing, core principles and functions of DFVPU's. Inform building of specialist DFV practitioners, enhanced investigative response to DFV and effective multi-agency case management. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increased number of DFV&VPUs operating across the State. ✓ Increased number of victim survivors reporting improved feelings of safety as a result of accessing a DFV&VPU service. ✓ Increased number of perpetrators who are assessed as suitable for a behaviour change program. 	In progress	Long	Dec 2023	DFVPC Districts SP&P
1.6, 2.4,	ICT operational streamlining and efficiency initiatives	Activities: <ul style="list-style-type: none"> In partnership with ORGCC undertake an end-to-end examination of DFV IT Capability; Outcomes: <ul style="list-style-type: none"> ✓ Reduction in administrative time spent in completing DFV tasks. 	In progress	Medium	Dec 2022	DFVPC OCC
3.5	Continue implementation of DFVPC partnership model	Activities: <ul style="list-style-type: none"> Attendance at DFV&VPUs and Districts by AC and DFV&VPC staff. Development of state-wide DFVPC capability framework. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increase in collaboration and integration between DFV&VPC with Districts. ✓ Increase in the number of DFV&VPUs operating across the State. 	In progress	Long	Ongoing	DFVPC Districts SDP

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Community Confidence	4.1, 4.3	QPS White Ribbon Australia accreditation	Activities: <ul style="list-style-type: none"> Collate evidence demonstrating alignment with White Ribbon Accreditation Criterion for each Standard. Continue to liaise with key internal contacts to source evidence, e.g. Media & Public Affairs, DFVCs, HRTs, HR, PCAP, CoP office, SDFV&VPU members. Liaise with White Ribbon Australia Accreditation Partner to discuss draft re-accreditation submission content and progress. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Achieve White Ribbon Reaccreditation for 2021. ✓ Increased understanding for all staff members to the gendered nature of DFV. ✓ An improvement of organisational culture, equipping all QPS staff with the capability to address the issue of violence against women, both within the workplace and broader community. ✓ Increased education of all staff in relation to DFV, available DFV supports, and appropriate response to both victim survivors and perpetrators. 	In progress	Medium	Short	DFVVPC PCAP (DFVVPC)
	4.3	Perpetrator focussed media engagement	Activities: <ul style="list-style-type: none"> Undertake media interviews and targeted media releases. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increased community knowledge and understanding of QPS' role in responding to DFV. ✓ Increased community engagements . ✓ Increased community confidence of QPS response to DFV. ✓ Increased number of reported breaches of domestic violence orders 	In progress	Ongoing Video released May 2021	Ongoing	DFVVPC CCE Districts (DFVVPC)
	4.3	Proactive media engagement	Activities: <ul style="list-style-type: none"> Utilise advanced technology and multiple media platforms to communicate with the community. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increase community knowledge and understanding of QPS' role in responding to DFV. ✓ Increase in community engagements. ✓ Increase in community confidence of QPS response to DFV. ✓ Increase awareness of alternative DFV reporting avenues. 	In progress	Ongoing DFV Month May 2021	Ongoing	DFVVPC CCE Districts (All)
	4.1, 5.1	Establish QPS DFV Advisory Group made up of key external stakeholders to inform our strategy and practice	Activities: <ul style="list-style-type: none"> Develop QPS DFV Advisory Group terms of reference. Identify and co-opt key partners and individuals to form DFV Advisory Group membership. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increased understanding of how attitudes towards DFV impacts people experiencing DFV. ✓ Increased number of partnerships with DFV sector and non-government organisations. ✓ Increased confidence of community, DFV sector, non-government organisations in QPS responding appropriately to DFV. 	Completed	Ongoing	Meet quarterly	NGO CQU MA BWLS QFCC QPS (DFVVPC)

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Integrated Relationships	5.1	Domestic Violence Order Data Entry Process Improvements	Activities: <ul style="list-style-type: none"> Progression of DJAG Courts and QPS DV data entry expansion to all court locations within Queensland. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Reduction in the time and resource commitment to the manual inputting of DVO information into QPRIME by QPS personnel. 	Completed	Short	ongoing	QPS LD & DFVPC (DFVPC)
	1.5, 4.2, 5.1	Police Referrals - Enhance information sharing with specialist DFV providers by providing PAF risk indicators as part of a referral	Activities: <ul style="list-style-type: none"> Enhancements through QPRIME and Infochange regarding information sharing between partnering non-government organisations to provide timely and triaged supports to aggrieved (and their children) and respondents. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Increase in collaboration and integration with government and non-government agencies to provide timely and triaged referrals for victim survivors and offenders of DFV. ✓ Total number of referral report occurrences with a DFV related offence domestic and family violence offence for at-risk individuals to support service. 	In progress	Medium	Dec 2021	DFVPC PCAP (DFVPC)
	4.1, 5.2	Support the Women's Justice and Safety Task Force	Activities: <ul style="list-style-type: none"> Secondment of A06 for embedding within Taskforce. Secondment of S/Sgt and D/Sgt to DFVPC for drafting of QPS submissions and processing of information requests. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Resource commitment provided to Taskforce. ✓ QPS DFV prevention, disruption, response and investigation activities professionally represented to the Taskforce. 	In progress	Long	Apr 2022	CCTSO DFVPC P&P CIC (DFVPC)
	5.4, 5.5	Support the independent review of police-related deaths and prior police involvement in DFV deaths.	Activities: <ul style="list-style-type: none"> Collection and provision of materials in support of the review, including policy documents and investigation material. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Resource commitment to review. ✓ xx 	In-progress	Short	April 2022	ESC
	5.2	Continue discussion with DJAG to pursue legislative reform	Activities: <ul style="list-style-type: none"> Implementation of the DFV Process Improvement Action Plan as endorsed by ELT Officer and executive level working groups established. DFV Process Improvement Action Plan presented to Attorney General and Minister for Police. Indicators/Outcomes: <ul style="list-style-type: none"> ✓ Enactment of legislation enabling the greater use of service of DV related documents using electronic means. ✓ Increased rollout in DFV co-responder models across the State. ✓ Legislation enacted: <ul style="list-style-type: none"> Enabling police to issue a PPN against a respondent to an existing DFV order to add additional protections and for this to be an application to a court for a variation of the original order Requiring a court to consider making a Temporary Protection Order in all circumstances Requirement for a respondent to advise police of their contact details and any changes to these when a DVO is made Allowing a PPN to be taken to be an application for a protection order made by a police officer in all circumstances (including where a person is taken into custody) Uniform rank of authority for the issue of conditions on a PPN, i.e. rank of sergeant to approve ouster or no contact conditions Statement of Police Service to be applicable for all types of service. 	In progress	Ongoing	Ongoing	DJAG CCTSO DFVPC P&P (P&P)

	5.1, 5.4, 5.5, 5.6	External stakeholder engagement	<p>Activities:</p> <ul style="list-style-type: none"> • Maximise and create opportunities to prevent DFV and enhance community safety through collaborative partnerships with government, non-government organisations, universities and community groups. • DFV Advisory Group established. • Multiple media interviews and releases undertaken. <p>Indicators/Outcomes:</p> <ul style="list-style-type: none"> ✓ Increased number of engagements with government and non-government agencies to address DFV. ✓ Continued and increased engagement with internal, State, National working groups to remain current in new responses to DFV and to emerging issues. ✓ Increased awareness among community, DFV sector and QPS personnel of QPS DFV capability. 	In progress	Ongoing	Ongoing	CCTSO DFVPC Districts (All)
	3.4, 5.5	Police DFV Desensitisation- Research – phase 2	<p>Activities:</p> <ul style="list-style-type: none"> • Disseminated state-wide survey distributed to 1500 QPS frontline officers. <p>Indicators/Outcomes:</p> <ul style="list-style-type: none"> ✓ Increased understanding of factors including perceived stress and mental health outcomes, such as burnout, depression and PTSD. Measures of organisational impacts, such as job satisfaction, turnover and sick leave. 	Next steps	Long	Dec 2022	DFVPC GU PCAP