QUEENSLAND POLICE SERVICE

STATEMENT OF WITNESS

QP 0125
01/06
Δ16

Occurrence #: _____

Statement no.: _____ Date: **05/07/2022**

Statement of

Name of witness: **JOHNSON, Kerry**

Date of birth: _____ Age: _____ Occupation: **Police Officer**

Police officer taking statement

Name: _____

Rank: _____ Reg. no.: _____

Region/Command/Division: _____ Station: _____

Statement:

Kerry JOHNSON States:

Current Role

1. I am currently the Acting Executive Director for Communications, Culture and Engagement Division (CCED) for the Queensland Police Service. My substantive position is the Superintendent of the First Nations and Multicultural Affairs Unit (FNMAU), sits within the Communications, Culture and Engagement Division.

Service History

2. I commenced my career in the Queensland Police in 1987 and in 1989 I gained a full-time position as a detective.
3. In my capacity as a detective, I have served in city, suburban and rural/remote areas in the Criminal Investigation Branch. Whilst working in Longreach Criminal Investigation Branch I was also responsible for all Juvenile Aid Bureau functions. I have worked in specialist roles including Covert Operations, Homicide, Armed Robbery, Major Crime, Drug Squad and Internal Investigations.
4. I was a Project Manager for the 2014 G20 in Brisbane, covering 13 portfolios. Afterwards, in 2015 I worked as Detective Inspector, South West District which occupies 34% of Queensland. I was the operations manager for all Criminal

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(Witness's signature) | (Justice of the Peace (Qual.)/ Commissioner for Declarations's signature) | (Signature of police officer preparing statement)

Investigations Branch and Child Protection Investigation Unit functions across the South West District.

5. Following my service in the South West, I gained promotion to the role of Detective Superintendent, South Eastern Region (Gold Coast and Logan Districts) in 2016. My responsibilities included the management of major crime, emerging crime trends, human source management (informants), Counter-Terrorism coordination, Amber Alerts (child abductions) and extraditions. An additional role included the coordination of major incidents, as directed by the Assistant Commissioner. An example of this role was Operation Oscar Holocene, the tragic loss of four lives at Dreamworld.
6. Following my service in South Eastern Region, I commenced the role as Commander Recruit and Constable Training in 2020. This role is the senior responsible officer for the recruitment, training (Oxley and Townsville campuses) and development of first year constables.
7. In November 2020 I became Commander First Nations and Multicultural Affairs. This role is the senior responsible officer for QPS cultural capability.
8. I have relieved as Assistant Commissioner People Capability Command and am currently relieving as Executive Director Communications, Culture and Engagement Division. In this role I lead and manage portfolios including Change and Engagement, Media and Public Affairs, Community Engagement and Internal Support, and First Nations and Multicultural Affairs.

Communications, Culture and Engagement Division (CCED)

9. The purpose of the CCED is to inform, engage, partner and inspire our service and communities. CCED achieves its purposes through facilitating education and training to officers.
10. In consultation with People Capability Command (PCAP), a cultural capability and awareness education plan is being established. Stage one will incorporate two days of face-to-face cultural awareness training within the Recruit Training Program.
11. This training is still under development and expected to be completed within the next 8 weeks. It is envisaged that the training will encompass matters relating to First Nations and culturally and linguistically diverse (CALD) people and communities. [redacted] Proposed topics include

a. What is cultural diversity;

b. Understanding First Nations cultures;

c. Interacting with people from CALD backgrounds (including trauma informed practice); and

d. Lived experiences of CALD and First Nations peoples.

12. Whilst not the sole focus, the training is proposed to include the impact and prevalence of domestic and family violence within First Nations and CALD communities and cultural considerations in relation to domestic and family violence.

13. Further, the Change and Engagement Unit within CCED has facilitated several 'inclusion and diversity' workshops over the past 12-months with the QPS' four internal support networks of First Nations, LGBTIQ+, women and, disability, to improve their overall capability. The agenda for theses workshops focused on 'Opportunities and Challenges' as follows.

Opportunities:

a. Promotion of other networks, internally and externally, through collaboration and combined activities;

b. Learnings from other government agencies and organisations, for informing of best practice;

c. Providing generational support and education;

d. Alignment of QPS values with internal behaviours to build a healthy, connected and engaged QPS culture;

e. Promotion of networks to recruits at orientation events and induction processes;

Challenges:

a. Resources, Funding & Time – as network members are volunteers;

b. Support from managers of network members and from the organisation as a whole – prioritising work of networks as important;

c. Succession planning within the network and attracting new members;

[redacted] d. Recognising and building on the diversity of network members;

e. Having an opportunity and environment to challenge existing QPS policies;

f. Supporting diverse people once they are in the organisation to keep them;

g. Diversity of employees at every level;

h. Challenging unconscious bias', discrimination, stigma and stereotypes and breaking down assumptions - emotionally and mentally draining challenging all the time. Mental health of network members;

i. Collating true and accurate diversity data;

j. Opportunity for training to assist in performing network roles.

14. These workshops were conducted on 1 June 2021, and 27 September 2021, at Police Headquarters in Brisbane and were led by a project officer holding the 'inclusion and diversity portfolio' within the Change & Engagement Cultural Transformation team.

15. The initial June workshop was made up of 21 members involved in various capacities with the networks and was broadcast to the Workplace platform to allow members unable to physically attend to access information presented in the session.

16. Those present included QPS Executive Leadership Team members (3), police and staff members (18). The second smaller scale workshop in September (which was impacted by COVID-19 operational deployments) was attended by members of the executive (2), and staff members (3), police (1), and union representatives (2).

17. While these support networks represent internal members, they are often a conduit to elevate issues within their communities to senior leaders within the QPS who sit as 'sponsors' and 'champions' within the networks.

18. This helps enable change within the QPS and improves community relations and outcomes. Strong networks, while primarily advocating for the wellbeing of internal members, can ensure issues like domestic and family violence can be addressed at a more granular level within different community groups. Therefore, building internal capability ensures the QPS can plan to deliver enhanced outcomes across the Queensland population, particularly within the DFV space.

19. In addition to the internal structures within QPS, there are dedicated programs to enhance engagement and support to vulnerable communities. The QPS LGBTI

Liaison Program was established to support the delivery of professional, non-discriminatory, accessible policing services to LGBTIQ+ people.

20. 150 QPS members have received specific LGBTIQ+ training to become an LGBTI liaison officer. LGBTI liaison officers are located in all police districts across the state and their contact details are accessible to the community through the QPS external webpage or via Policelink.

21. The LGBTI Liaison Officer training includes the completion of an LGBTI Awareness Online Learning Product (OLP) and a two-day face to face awareness course. The curriculum includes:

    a. LGBTIQ+ specific legislation, policy and procedures;

    b. mental health, discrimination, vilification, domestic and family violence;

    c. gender diverse, transgender and intersex searching and custody;

    d. QPRIME recording; and

    e. LGBTI support and referral services.

22. The two-day course has a strong focus on the personal experiences of LGBTIQ+ people and their advocates.

23. LGBTI Liaison Officers support LGBTIQ+ people by assisting and providing referrals for all police matters including domestic and family violence. The program empowers officers to assist LGBTIQ+ people to understand they are entitled to equal rights in relationships where abuse has occurred.

24. The QPS, through the LGBTI Liaison Program continues to build capability to ensure our support for LGBTIQ+ people align with legalisation, policy and best practices.

First Nations Multicultural Affairs Unit (FNMAU)

25. The FNMAU was established in November 2020.

26. The purpose of the FNMAU is to create a culturally inclusive, culturally responsive and culturally capable QPS.

[redacted]

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27. This is achieved through engagement and connection with internal and external networks, stakeholders, cultural leaders and partner agencies as well as through Discrete communities throughout Queensland.

28. The FNMAU also aims to promote and maintain effective relationships with our diverse communities based on open communication, mutual understanding, respect, tolerance and trust.

29. This is achieved through attendance at community meetings and events including Black Lives Matter and Aboriginal Deaths in Custody meetings, Chinese Community Crime Prevention Consultative Committee, Muslim Reference Group, Queensland African Communities Council and other community-led meetings.

30. The FNMAU is located within the Queensland Police Service Headquarters in Brisbane.

31. It comprises both sworn members and staff members from diverse backgrounds and experiences within the First Nations and multicultural contexts.

32. The FNMAU is presently comprised of a Superintendent, Inspector First Nations Liaison, Inspector Multicultural Affairs, Senior Sergeant State Police Liaison Officer, two Senior Sergeant Cultural Engagement officers, two Sergeant Cultural Engagement officers, two Senior Constable Community Engagement Officers, AO6 Research Officer, AO5 Indigenous Recruitment Officer, Sergeant Support Officer and an AO3 Admin Support Officer. **Attachment A** is an organisational chart for the FNMAU.

FNMAU Responsibilities

33. Until recently the FNMAU maintained and coordinated the Police Ethnic Advisory Group, a body of community, partner and government representatives who met bi-monthly to discuss matters impacting multicultural communities within Queensland. This group is being transitioned into the Police Multicultural Advisory Group (PMAG)

34. The QPS First Nations Reference Group (FNRG) comprises of First Nations community members and provides insight and advice to QPS on matters impacting First Nations Peoples and communities. Both the PMAG and FNRG groups will contribute to enhancing cultural responsiveness of the QPS.

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35. To achieve a culturally inclusive, culturally responsive and culturally capable QPS, the Service has Cross-Cultural Liaison Officers (CCLO) and Police Liaison Officers (PLO). The FNMAU is responsible for the co-ordination of CCLOs and PLOs.

36. The FNMAU has been working with the QPS Academy (PCAP) to improve our training materials. We have several Cultural Appreciation Program books and online learning products (OLP) which are currently being reviewed and updated by PCAP in consultation with FNMA regarding content during development and review.

37. Relevant online learning products include:

    a) Multicultural Responsiveness OLP,
    b) SBS Inclusion Program - Culture
    c) Starting the Journey
    d) SBS Inclusion Program - Aboriginal and Torres Strait Islander Course
    e) Diversity in Australian Society: Race Relations
    f) SBS Inclusion Program - Gender Course
    g) SBS Inclusion Program - Age

Cross-Cultural Liaison Officers

38. The role of CCLOs in the QPS is to establish and maintain effective liaison between First Nations Aboriginal and/or Torres Strait Islander Peoples and Ethnic communities to identify the needs of communities and enable appropriate policies and strategies to be developed to ensure the delivery of an equitable service within the District/Region.

39. CCLOs also undertake the following:

    a) Co-ordinate cultural support activities in line with Service policy;

    b) Develop and maintain effective communication with First Nations and Ethnic community representatives, colleagues and representatives of government departments and external agencies;

    c) Implement, manage and apply problem solving approaches to bring about improved service delivery;

    d) Provide operational support to officers particularly in the investigation of crime in Ethnic and First Nations communities; and

[redacted]

e) Provide supervision, training and guidance for the professional development of QPS members as required.

40. A CCLO must hold an existing appointment at the rank of Sergeant or higher or have completed the Management Development Program (MDP) Level 1; or completed the Leadership Capability Program (LCP), Level 1.

Police Liaison Officers

41. QPS PLOs assist in developing trust and understanding between members of the QPS and the wider community, with particular focus to local (specific culture) communities.

42. PLOs also:

a) Contribute to organisational understanding of identified cultures;
b) Assist police officers to communicate effectively with cultural appropriateness to members of the local community by providing advice on identified cultural customs and protocols;
c) Work with QPS members to identify opportunities to strengthen community engagement and the development of QPS crime prevention and early intervention strategies, that are culturally appropriate;
d) Assist identified cultural community members to access policing services and provide advice to QPS members on referral to other community services;
e) Positively and proactively engage with identified cultural community groups to identify and build community based and/ community led programs and initiatives; and
f) Identify and link key stakeholders across police, community and government agencies in support of community based and community led programs and/ or initiatives to improve community safety.

43. As at 30 June 2022 there are 181 PLO positions and 38 Torres Strait Island Police Liaison Officers (TSIPLOs) positions allocated State-wide. There are presently no PLOs at Blackwater, Coen, Ravenshoe or Doomadgee.

44. As at 1 July 2022 there are 96 PLO positions occupied by people who identify as First Nations, a break down is set out in the following table.

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	Region	District	First Nations PLOs
Regional Queensland	Central	Capricornia	11
		Mackay	3
	Far Northern	Far North	30
	Northern	Mt Isa	8
		Townsville	16
Southern Queensland	Brisbane	North Brisbane	3
		South Brisbane	2
	Comms Culture & Engagement	Yarrabah PCYC	2
		Aurukun PCYC	2
	North Coast	Moreton	3
		Sunshine Coast	2
		Wide Bay Burnett	1
	Southern	Darling Downs	5
		Ipswich	4
		South West	4
TOTAL			96

45. As at 30 June 2022, there are 39 vacant PLO positions (out of 181) and 17 vacant TSIPLO positions (out of 38).

46. PLO vacancies are advertised via Smart Jobs, QLD Government. There has been a decline in PLO appointments because applicants have not adequately addressed the criteria. Consequently, DOs and CCLOs have commenced community workshops for First Nations and Multicultural community members providing information and practical assistance on how to respond to criteria and formulate resumes.

47. Recruitment to a PLO position does not require any specific qualification. However, if the PLO position is an 'First Nations Identified position' it is essential that the person is First Nations (Aboriginal and/or Torres Strait Islander). In these circumstances, section 25 of the *Anti-Discrimination Act 1991* provides authority for a 'genuine occupation requirement'. One of the referees, during the selection process, should be a First Nations (Aboriginal and/or Torres Strait Islander) person who can attest to the applicant's background, knowledge, skills and experience as they relate to the cultural capabilities.

[redacted]

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48. The PLO position involves driving of QPS vehicles and the occupant of this position is required to hold a Queensland 'C' class driver licence, or have the ability to acquire a Queensland 'C' class driver licence. PLOs are required to wear a Police Liaison Officer uniform and to adhere to the QPS Code of Dress and Appearance. PLOs are required to work to a set roster which may also involve weekend work and shift work to attend events and forums and to meet the policing needs of the local area. Shift penalties and overtime may apply.

49. Successful PLO applicants will be required to successfully complete the first available PLO Initial Employment Training program. This training program (**Attachment B**) is conducted in May and November at the Queensland Police Service Academy, Oxley. Meals, accommodation and travel will be paid for by the Service, but participants must be available to leave their local area for two weeks to complete the training.

50. The PLO Initial Employment Training is conducted, administered, and assessed by an Administration Officer (AO) Level 4 with facilitation assistance from a Sergeant Recruit Services and nominated subject matter experts in specialised fields.

51. PLOs are automatically enrolled, and must complete, a Certificate II in Community Engagement Police Training National Qualification. They can voluntarily enrol, and complete, a Certificate III in Police Liaison Police Training National Qualification.

52. PLO training courses are developed in consultation with OICs, CCLOs, Patrol Inspectors, QPS Registered Training Organisation, QPS Recruit Services, QPS Subject Matter Experts in specified fields (i.e., Youth Justice Task Force, Domestic and Family Violence).

53. In mid July 2022, a one week Torres Strait Island Police Liaison Officer (TSIPLO) Training Course will be delivered at Thursday Island for all PLOs allocated within the Torres Strait. Sessions include:

    a) Introduction to the role and responsibilities of a Torres Strait Island Police Liaison Officer in a distal policing environment
    b) Employment Conditions
    c) Incident Reports and Welfare Checks
    d) Development and Performance Plans
    e) Domestic and Family Violence
    f) Operational Skills Training specific to self-preservation

[redacted]

g) Operational Skills Training specific to behavioural observations, use of force options.

h) Intel Reports/Street Checks

i) Health and Wellbeing

j) Scenes of Crime/Preservation

k) Ethics and Code of Conduct including Declarable Associations

First Nations Police Officers

54. As at 31 March 2022, QPS had 397 employees across the Service that have 'self-identified' as First Nations people. It is important to note that as at 31 March 2022, there were 6540 employees within the QPS who chose not to identify their heritage.

Recruitment

55. To encourage the recruitment of First Nations people to the QPS, FNMAU hosts an A05 indigenous employment officer who is responsible for increasing representation of First Nations people in the QPS.

56. The indigenous employment officer role is effectively that of a talent scout or referral agent. It is a highly specialised role and better reaches into communities to identify and cultivate candidates.

57. The role of the indigenous employment officer and the capability not only identifies suitable police officers, but also state government security and administration staff.

Retention

58. Policing is a challenging career, testing all employees. I am unable to provide accurate data on the retention rate of First Nations police officers. I can say from 2016 – 2021 4.39% of employees (sworn and unsworn) who exited the QPS, were identified as First Nations peoples. The reasons for exit range from dismissal, age retirement, medical retirement and career change. A First Nations member exiting the organisation may or may not have identified as First Nations while employed.

Specific challenges for First Nations Police Officers

59. The challenges facing First Nations employees can vary from matching personal values with the values of the organisation.

60. Anecdotal information also shows some former members did not feel culturally safe in the organisation.

[redacted]

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Challenges Involved in Police Interactions with First Nations People

61. There are a number of challenges for Police when interacting with First Nations peoples – both generally and in the context of DFV investigations. The greatest challenge is overcoming intergenerational trauma and distrust with police and the broader government.

62. There are a number of ways that QPS can work towards overcoming this challenge including:

    a) Positively influencing the community and leaders following a negative incident involving police to build trust;
    b) Working alongside Government and community groups to build relationships;
    c) Increase First Nations employment within Police (both sworn & unsworn);
    d) Employment of and engagement with First Nations PLOs;
    e) Provide specific cultural intelligence training and induction for all police particularly those deployed to an area with a significant First Nations population. Officers appointed to discreet and remote communities are able to complete relevant training and receive the community profiles and local orientation with training. OICs from discreet communities are currently working to improve current community profiles, so that police new to the area are informed regarding the local community and culturally aware. We have produced a video with Woorabinda and we are developing more with our other discreet communities. I able to produce the Woorabinda video as an example;
    f) Publication through media platforms of successful cooperation and community engagement initiatives between police and First Nations peoples;
    g) Undertaking careful and timely succession planning for the replacement of key personnel with effective relationships with First Nations communities;
    h) Prompt filling of all vacancies, in particular OIC's, in First Nations communities;
    i) Genuine contribution to the State Governments Reconciliation Action Plan and maintaining accountability for committed actions;
    j) Ensuring that Police understand both the contemporary and historical conflict between police and our First Nations communities.

... [redacted] .....

Kerry Johnson

(Witness's signature)	(Justice of the Peace (Qual.)/ Commissioner for Declarations's signature)	(Signature of police officer preparing statement)

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Justices Act 1886

I acknowledge by virtue of section 110A(6C)(c) of the *Justices Act 1886* that:

(1) This written statement by me dated 15 July 2022 and contained in the pages numbered 1 to 14 is true to the best of my knowledge and belief; and

(2) I make this statement knowing that I may be liable to prosecution for stating in it anything that I know is false.

..... [redacted] .....Signature

Signed at [INSERT] this 15th day of July 2022.

[redacted]

(Witness's signature) | (Justice of the Peace (Qual.)/ Commissioner for Declarations's signature) | (Signature of police officer preparing statement)