

Attachment 1.

You are engaged to:

1. Undertake confidential consultation with police officers at all levels, but especially frontline police officers and their supervisors, with an aim to discover whether there is, and if so, the nature and extent of, any cultural issues within the Queensland Police Service relating to the investigation of domestic and family violence.
2. We understand that you will, at first instance, use your contacts within the Queensland Police Service to identify a number of persons you will approach to engage in that confidential consultation. If any interviewees suggest other people who may be willing to engage with you, or if other police officers approach you, you are able to engage with such people.
3. Attached is a list of questions to assist you with a semi-structured interview process, but you are able to ask such further questions as you consider are appropriate.
4. Also attached is some information about the confidential nature of your interviews that you can explain to each interviewee. In short, although we will ask you to report the age, gender, number of years of service, rank and district of each interviewee to us, we will not receive the name of the interviewee, the station they work at, or any other details about the interviewee that might cause them to be identified.
5. The Commission would prefer that each interview be audio-recorded for accountability and record-keeping purposes. If an interviewee requests that the interview not be recorded, you are able to conduct that interview without a recording, but it is important that you keep detailed notes in that case.
6. Although the default position is that each interview is to be conducted on a confidential basis, the Commission would like you to enquire of each interviewee whether they would be willing to have their responses made public, or to give evidence at a public hearing.
7. The Queensland Police Service and Queensland Police Union of Employees has been informed that you have been engaged to undertake this work.
8. We ask that, when you meet each interviewee, you do so at a location other than the interviewee's workplace, and not during work hours, and not while they are wearing their uniform.
9. The Commission would be grateful to receive a brief update from you, each day or couple of days, which identifies the rank and geographical location of any interviewees you have spoken to since your last report, as well as a very brief description of the kinds of information you gathered from the interview.

10. The Commission anticipates that you will consult, as widely as possible, for a period of approximately four weeks commencing Saturday 18 June 2022. This consultation period may be extended by agreement with the Commission.
11. In order to consult as widely as possible, the Commission understands that you will travel to a number of different places. Travel and accommodation costs will be reimbursed by the Commission in accordance with the terms of your contract of engagement.
12. Following that period of consultation, please provide a written report summarising your findings. The Commission would like to receive that report within a week of the end of your consultation period, if possible and by 22 July 2022 at the latest. Upon receipt of that report, the Commission may wish to call you to give evidence about your findings at a public hearing, most likely in the week commencing 25 July 2022.