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**TRANSCRIPT OF PROCEEDINGS**

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**INDEPENDENT COMMISSION OF INQUIRY INTO QUEENSLAND POLICE  
SERVICE RESPONSES TO DOMESTIC AND FAMILY VIOLENCE**

**COMMISSIONER: HER HONOUR JUDGE DEBORAH RICHARDS**

**COUNSEL ASSISTING: RUTH O'GORMAN QC  
ANNA CAPPELLANO**

**Cairns Magistrates Court, 5D Sheridan Street, Cairns.**

**Monday, 18 July 2022**

1 COMMISSIONER: Yes.

2  
3 MS CAPPELLANO: Good morning, Commissioner. May it please  
4 the court, Cappellano - C-A-P-P-E-L-L-A-N-O - initials AE,  
5 counsel instructing the Commission.

6  
7 COMMISSIONER: Thank you.

8  
9 MR HUNTER: May it please the court, Hunter, initials JR.  
10 I appear with my learned friends Ms O'Connor, initial C,  
11 and Ms Williams, initial S, and I appear for  
12 the Commissioner instructed by the Commissioner.

13  
14 MR McCAFFERTY: If the Commission pleases, McCafferty,  
15 initials PJ. I appear for the Queensland Police Union of  
16 Employees, instructed by Gilshenan & Luton.

17  
18 COMMISSIONER: Thanks, Mr McCafferty

19  
20 MS HILLARD: Your Honour, may it please the court,  
21 Hillard - H-I-L-L-A-R-D - initials KM, counsel instructed  
22 by Women's Legal Service Queensland.

23  
24 COMMISSIONER: Thank you.

25  
26 MS CAPPELLANO: Commissioner, there are six witnesses who  
27 have been confirmed to give evidence today, and there is a  
28 seventh witness who is not yet confirmed. Three of those  
29 witnesses will give evidence in person and three via  
30 videolink. Each witness has provided a statement to the  
31 Commission, and there is also a map of Queensland and some  
32 other documentation that has all been provided to the  
33 parties and is available on the online book.

34  
35 Can I begin by tendering as a bundle tender bundle E,  
36 and these are the documents: a map of Queensland, the  
37 statement of Kerry Johnson, a USB containing Woorabinda  
38 cultural awareness video, an affidavit of  
39 Jacquelin Honeywood, a statement of Amit Singh, a statement  
40 of Lisa Buchanan, a statement of Anthony Moynihan, a  
41 Queensland Police Service cultural appreciation project  
42 from the Torres Strait Island community specific  
43 information, Thursday Island police station orientation  
44 package, the DFV occurrence reviewing officer checklist,  
45 the domestic and family violence briefing sheet Thursday  
46 Island Policing Division, and a statement of Elsie Nona.  
47 Can all that material be tendered but - aside from the USB,

1 which I will hand up physically, everything else be  
2 tendered electronically and the physical copies be given in  
3 Brisbane?

4  
5 COMMISSIONER: Yes. They will be tendered and marked  
6 exhibit 8.

7  
8 **EXHIBIT #8 TENDER BUNDLE E**  
9

10 COMMISSIONER: Mr McCafferty and Ms (Indistinct), I must  
11 apologise for the late supply of some of the statements.  
12 Mr Hunter, you need to get the statements to us earlier.  
13

14 MR HUNTER: We're doing our absolute best. The problem in  
15 at least one case involved getting a police officer to a  
16 place where the paper copy could actually be signed,  
17 because he went to a police station that was closed and  
18 couldn't get in, and then he was travelling to another  
19 place and there were problems with his flight. So that's  
20 what caused the problem.  
21

22 COMMISSIONER: Yes. That would be okay if that was just  
23 one statement that was late. In future, if you have  
24 trouble getting things signed can you at least give us a  
25 copy that we can give to the parties so they have a bit  
26 more notice.  
27

28 MR HUNTER: Of course. I can assure Your Honour that  
29 we're doing our absolute best.  
30

31 COMMISSIONER: Yes. Can you do better. Thank you. Yes.  
32

33 MS CAPPELLANO: Commissioner, I'm now in a position to  
34 call the first witness, if that's convenient. I call  
35 Superintendent Kerry Johnson.  
36

37 COMMISSIONER: Thank you.  
38

39 <KERRY JOHNSON, sworn:  
40

41 <EXAMINATION BY MS CAPPELLANO:  
42

43 Q. Good morning, Superintendent. Superintendent, you've  
44 provided a statement to the Commission, and do you have a  
45 copy of that statement with you?

46 A. Yes, I do.  
47

1 Q. Feel free to refresh your memory if needed from that  
2 statement during your evidence. We can also have it placed  
3 up on the visualisers throughout your evidence.

4 Mr Operator, could I have placed up the QPS organisational  
5 structure, document [COI.001.0001]. As that's being placed  
6 up, Superintendent, do I understand correctly that you are  
7 currently in the acting position of Executive Director for  
8 Communications, Culture and Engagement Division for the  
9 Queensland police?

10 A. That's correct.

11  
12 Q. And you can see that on the visualiser in front of  
13 you. That's under the southern Queensland portfolio?

14 A. Portfolio, yes, towards the bottom, yes.

15  
16 Q. And within the Communications, Culture and Engagement  
17 Division there's a Change and Engagement Unit, Community  
18 Engagement and Internal Support, First Nations and  
19 Multicultural Affairs Unit, and the Media and Public  
20 Affairs Unit?

21 A. That's correct.

22  
23 Q. And your substantive position is as the Superintendent  
24 of the First Nations and Multicultural Affairs Unit?

25 A. That's correct.

26  
27 Q. And, Superintendent, do you also identify as a  
28 First Nations person?

29 A. I have First Nations heritage, but I don't actively  
30 identify as a First Nations person.

31  
32 Q. Superintendent, if we could begin by going through  
33 your service history. It's the case that you began in the  
34 QPS in 1987; is that correct?

35 A. Yes, that's correct.

36  
37 Q. So you've now had a career spanning around 35 years?

38 A. Yes, that's correct.

39  
40 Q. And during that time you've been a detective for a  
41 large portion of that time working in both urban, rural,  
42 remote areas?

43 A. About 30 years of my service I'd say, yes.

44  
45 Q. And that's also included you acting in particular  
46 specialist roles as a detective?

47 A. That's correct.

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Q. You've also had some project managerial roles, for example in 2014 you were the project manager of G20?

A. Yes, about 13 of the portfolios in G20, yes.

Q. And then in 2015, after that, you became the detective inspector of the south-west region; is that correct?

A. South West District, that's right.

Q. After that, in 2016 up until 2020 you were the detective superintendent of the south-eastern region?

A. That's correct.

Q. And that includes the districts of the Gold Coast and Logan?

A. Yes, that's correct.

Q. In that - following that service, you became the commander of recruit constable training?

A. That's correct.

Q. And that was in 2020?

A. Yes.

Q. And in that role you were the senior responsible officer for recruitment and training both at Oxley and in Townsville?

A. Yes, that's correct.

Q. And also you oversaw the development of the first-year constable program in that role?

A. That's correct.

Q. Then is it the case that it was at that point in time that you became the commander of the First Nations and Multicultural Affairs Unit?

A. Yes, I did.

Q. That's in late 2020, in November?

A. About November, I think, yes.

Q. And in that role you're the senior officer of the QPS who is responsible for the QPS's cultural capability?

A. Yes, on paper. But cultural capability is everyone's responsibility and ultimately the Commissioner's, but I'm on her behalf, yes.

1 Q. In terms of that particular unit, is it the case when  
2 you came on board in 2020, in November, that was actually  
3 when that unit, the First Nations and Multicultural Affairs  
4 Unit, commenced?

5 A. That's correct.

6  
7 Q. While you're relieving in that position, being the  
8 Assistant Commissioner for the - you've relieved in other  
9 positions such as the People Capability Command, and in  
10 your current role your substantive position is in that  
11 First Nations and Multicultural Affairs Unit?

12 A. That's my substantive role.

13  
14 Q. Now, I'm going to ask you about some of the things and  
15 some of the initiatives that are occurring currently with  
16 the First Nations and Multicultural Affairs Unit, but  
17 before that I'd like to ask you some more broad-brush  
18 questions about surrounding police cultural capability and  
19 I guess where the QPS as an organisation is at in relation  
20 to their cultural capability. The Commission has received  
21 submissions and heard evidence from individuals and groups  
22 within the community that have raised concerns about both  
23 historical and concurrent systemic racism and lack of  
24 cultural capability within the QPS both generally speaking  
25 and also in relation to the attitudes towards domestic and  
26 family violence.

27  
28 Now, while I understand there are a lot of positive  
29 initiatives currently commenced or planned, can you  
30 identify for the Commission about where the gaps currently  
31 are in the QPS and what the issues are with systemic racism  
32 or with a lack of cultural capability as an - QPS as an  
33 organisation?

34 A. I think a bit of a two-hole thing. One is that the  
35 role of, if you like, opening up and being transparent  
36 means hopefully complaints and issues do come through. So  
37 I can sort of talk about the current time. We're starting  
38 to see where we actively seek out persons who depart from  
39 the organisation as to why, and occasionally if it's a  
40 First Nations or multicultural member that you will see  
41 they'll say they didn't feel culturally safe.

42  
43 Q. What does that mean, "culturally safe"? Can you  
44 explain what that means?

45 A. Queensland police is - it's a colonial based  
46 organisation. It's a large government organisation. It's  
47 seen a part of a lot of intergenerational trauma issues and

1 so on. So we had a certain look about us as an  
2 organisation outwardly, and then inwardly itself the way  
3 that we have developed over the years - I mean, it wasn't  
4 that long ago in our 160-odd year history we were part of  
5 the White Australia policy, all this sort of stuff. So we  
6 do reflect the community and society. There is pockets of  
7 racisms and issues that go on everywhere in our society.  
8 The level of it - and when I gave a talk on it at ELT  
9 I sort of explained it by saying --

10  
11 Q. I'll just stop you there, just because of police --

12 A. Sorry, executive leadership team.

13  
14 Q. Yes.

15 A. Sorry, I talk in acronyms sometimes. At executive  
16 leadership team, so that's the assistant commissioners all  
17 the way through to the Commissioner. As I said, you know,  
18 if it's really obvious racism, that's not so hard. It's a  
19 reported matter, a complaint is made against a member, it  
20 gets investigated and they are either transitioned out of  
21 the job or corrected in their behaviour. It's seen as  
22 correctible. It's that lower level - and maybe it's just a  
23 slang term but they call it canteen culture. It's just  
24 that general chat at station level, in meal rooms or - and  
25 some of the conversation that can go on, whilst the people  
26 having it mightn't think they're doing the wrong thing,  
27 somebody who might be multicultural background or First  
28 Nations heritage could be deeply offended by it.

29  
30 Q. So what are the sorts of things that could - what are  
31 the examples of the types of attitudes that might be  
32 expressed in that canteen culture?

33 A. If I can just sort of say it in the terms that --

34  
35 Q. Of course.

36 A. -- possibly could be used and not try be politically  
37 correct, it might make it a bit easier for me to explain,  
38 if that's okay? So if a number of members are talking  
39 about, you know, "the blacks down at Smith Street have been  
40 playing up again", now, on the surface they mightn't think  
41 what they're saying is anything overly bad or otherwise;  
42 it's just general, as they call it, canteen culture. Now,  
43 if you're a First Nations person and you hear that, you'd  
44 be deeply offended by that. You'll see instances  
45 where - and the odd allegation is made where somebody might  
46 be racially profiled or something like that. Well, if  
47 you're a First Nations member you're going to question why

1 at 2 o'clock in the morning a group of either African,  
2 Aboriginal or whatever, dark-skinned, kids will be stopped  
3 and promptly spoken to, yet a group of white kids aren't  
4 spoken to, Caucasian kids aren't spoken to. So those  
5 little things - the officer doing the work might think  
6 they're using really good due diligence and speaking to  
7 somebody who could be out for no good, but the reality is  
8 there could be some unconscious biases. I'm not saying  
9 getting in the way of good police work. Good police work  
10 is good police work, but unconscious biases need to be  
11 identified.  
12

13 Q. And that does exist currently in the QPS?

14 A. It can be in pockets, yes, it can. There are other  
15 areas - we did a survey, it must have been 18 months ago,  
16 on First Nations issues, and there was about - I think it  
17 was about 12 or 1,400 persons who did the survey, and it  
18 gave us some really good baseline on where we were sitting  
19 in our cultural capability. So there was a number of  
20 police that identified that they actually didn't have a  
21 good knowledge or an acceptable knowledge of historical  
22 issues between our First Nations communities, and then  
23 there was a number of people who also didn't have a good  
24 knowledge of the contemporary issues, and you'll see it  
25 quite often where you'll hear the terminology like "we  
26 should all be treated equal". Well, that's not entirely  
27 the right way to deal with the situation, obviously.  
28

29 Q. So can you explain that a little bit further in terms  
30 of why it's not appropriate to treat everyone equally?

31 A. It's a corny analogy, I suppose, but the three kids at  
32 a cricket game, they'd all got a seat to see a cricket  
33 game. The fence is four foot high - don't know what that  
34 is in whatever - metre - metre high. One child is in a  
35 wheelchair, one child is tall and one child is short. The  
36 reality is, even though they're all got their front-row  
37 seat, probably only one of the children will be able to see  
38 over. So cultural capability came out of - I think it was  
39 the Maori nurses in 1980s, they identified where - so all  
40 mums coming in, yes, they're all treated equal and treated  
41 fair, but some people might have a background that will  
42 always put them at a disadvantaged state, whether it is a  
43 language barrier, a cultural barrier and so on. So that's  
44 when I talk about cultural capability and cultural safety  
45 so that they feel that they are getting the same - the  
46 person is getting the same opportunities at promotion, at  
47 mentoring, at anything.



1  
2 Q. And I think you've talked - before when you were  
3 giving evidence you said that there are historical issues  
4 but there are also current issues. Can you explain what  
5 the differences are?

6 A. When I was in the south-west I used to like talking to  
7 the constables out there because they would quite  
8 often - and south-west has a number of - or Cherbourg is  
9 the only discrete community, but then a number of higher  
10 population Aboriginal communities, like Cunnamulla,  
11 St George, Charleville and so on, all hover around that 20  
12 to 25 per cent First Nations.

13  
14 Q. Mr Operator, we might put up the map of Queensland, if  
15 that's available now. That's [COI.020.0001] Sorry to  
16 interrupt, Superintendent. That might be useful when  
17 you're discussing.

18 A. I might have to grab my wife's glasses to see this,  
19 I'm sorry. It's blurry. It's not just my eyes; it's  
20 blurry.

21  
22 COMMISSIONER: Yes. Just see if we can get it enlarged a  
23 bit. Is that better?

24 A. If we go just a little bit --

25  
26 MS CAPPELLANO: A little bit west?

27 A. Yes, the dark area there is the south-west. So  
28 Maranoa, Balonne, those areas there are the start of the  
29 area that I had out in the south-west. So if you go right  
30 out towards the - yes, that - so Murweh is Charleville,  
31 Paroo is Cunnamulla. Then we've got Quilpie, and that goes  
32 out to Thargomindah and so on. Maranoa is Roma area.  
33 They're the main towns in those areas. So most of those  
34 populations there - I think Roma, from memory, was about  
35 19.5 per cent First Nations but still had our largest  
36 First Nations population of people because it was the  
37 largest town at about - I can't remember how close to 9,000  
38 people. Some of the other towns out there further --

39  
40 COMMISSIONER: Sorry, Superintendent, did you have all  
41 that dark green area?

42 A. Yes. Yes, but the cutoff for me was - where it says  
43 Western Downs and Goondiwindi, they were part of  
44 Darling Downs' area.

45  
46 COMMISSIONER: Okay.

47 A. Also I had - which is no longer - this is the current

map, but when I was there I had Blackall, Longreach, and I think I did Barcoo as well. So, yes, the Barcoo as well. So it was 34 per cent of Queensland. But, as I'd say to the young constables out there when they would sort of question us why - "Why do the kids not like us," "Why are they throwing rocks at the car," or "Why do they swear at us," or whatever else, and you'd just take the time to explain about that intergenerational trauma. So it's not necessarily the kids - like, if you grabbed the kids and you said, "Why are you doing that," they won't know. They just do it. But if you talk to some of the Elders there, like Herbie Wharton and so on, he remembers - he's 84 or 86 now, but Herbie was a young boy when he used to see the cattle trucks come in with the Aboriginal kids being taken away. So that trauma is still there by living people. It's not that ancient in history, and it's still passed on through the families. So sometimes that - maybe "hatred" is too strong a word, but it's just engrained. It's the same - I suppose it's an unconscious bias, isn't it, really.

So the police could go out there wanting to do the best thing by the town and work, to be suddenly realising - so we've got to enable our staff to be able to deal with those issues and to work through that and learn about liaison, and that's where our PLOs and so on come in.

MS CAPPELLANO: So did the young officers that you were speaking to in the south-west understand why the kids in that community might have been hostile towards them before that conversation that you've had with them?

A. When I was out there, and that was - I'm trying to think when I left there, 2016 I think I left, certainly not all. Some who had been around or worked in the area or others who had, for argument's sake, First Nations backgrounds themselves or lived in country towns and so on would. They'd have just a layperson's knowledge about it. So that's part of what we do as a unit. Our job is also about building up that capability in the organisation, so it's piece by piece.

Q. So is that intergenerational trauma both an historical and current issue that creates a conflict?

A. Can do, yes, and also can be our - and this is purely my opinion on it. Quite often it's our not understanding a lot of cultural things that are going on in the background. There can be conflict in a community, and we can

1 inadvertently add to that by sometimes talking to the wrong  
2 person where there's a conflict going on, and those seen  
3 as - you know, whether it is jealousy or whatever in a  
4 community, and we can actually add to it quite  
5 accidentally. So you have to understand it. I mean,  
6 First Nations politics is incredible, the layers to it. So  
7 it would take a lifetime just trying to understand it. But  
8 that's where our job is, is trying help as much as possible  
9 to at least get a grounding on it.

10  
11 Q. You were talking about unconscious bias in a general  
12 sense. Do you see that unconscious bias occur more  
13 specifically in the domestic and family violence space, and  
14 I guess if I could be more --

15 A. I think it does. I think it would have to. I think  
16 if anyone said it wasn't there and categorically didn't  
17 happen, I think it would always be there, and depending on  
18 your own upbringing, what was happening in your household.  
19 You don't know what's going on in people's lives, and  
20 suddenly where a police officer or - and then a victim  
21 comes forward, the way that they deal with that situation  
22 from the very outset, you know, you could be putting up a  
23 wall there and not even know you're doing it.

24  
25 Q. In terms of an unconscious bias or systemic racism  
26 that the Commission has heard about occurring particularly  
27 in the domestic and family violence space, is Aboriginal  
28 women being misidentified as perpetrators because of how  
29 they might present to the police?

30 A. Women being seen as violent perpetrators?

31  
32 Q. In circumstances where they may in fact be the person  
33 most in need of protection, sort of surrounding what a  
34 perfect victim looks like. So if an Aboriginal woman was  
35 seen to be aggressive towards police, the way in which she  
36 presented, if she was angry, that that leads to situations  
37 where she is then not seen as a person most in need of  
38 protection and misidentified as a perpetrator; is that a  
39 dynamic which you're aware of or that you see? Is that an  
40 example of the unconscious bias that you've been talking  
41 about?

42 A. I'm aware of an incident only in the last I'd have to  
43 say six to 12 months where we did have an Aboriginal woman  
44 come to a police station in the Brisbane area and she  
45 was - she unfortunately has alcohol and drug addiction  
46 issues - in the way that she presented, was turned away.  
47 It was not to do with the violence happening right there.

1 The partner was in North Queensland. She was in Brisbane.  
2 So there was that separation. But the way that she was  
3 acting, she was turned away because it was seen that she  
4 was just being argumentative and so on.

5  
6 Her mother reached out to me, spoke to the OIC of the  
7 station and the DVLO, domestic violence liaison officer,  
8 who happens to be a First Nations woman herself, and got  
9 back into the situation and supported her, which was  
10 clearly breaches of DV issues. I can't say it doesn't go  
11 on, and it certainly happened in my area. The extent of  
12 it, I couldn't - I really couldn't comment. I don't --  
13

14 Q. And you're not currently operational; you're dealing  
15 with the more strategic level --

16 A. That's correct. I can certainly say at that  
17 operational level when I was in those roles, I mean, the  
18 standard you walk past is the standard you accept.  
19 I'd never accept a standard like that, and I know the vast  
20 majority of police would be like that. So where something  
21 does go wrong it's either a complete miscommunication or a  
22 person who's not skilled enough to be doing the job they're  
23 doing, or it could be some of those unconscious or a  
24 conscious bias even. And, again, they just have to be  
25 taken case by case, how we deal with that.  
26

27 Q. And in that example that you gave you were able to  
28 intervene through a number of different channels there?

29 A. Yes.  
30

31 Q. But that was because that particular person -  
32 relative knew you and had that connection with you; is that  
33 the case?

34 A. That's correct.  
35

36 Q. In terms of the intergenerational trauma that you have  
37 talked about, and I think at paragraph 61 of the statement  
38 you say that the greatest challenge for police - and I may  
39 be paraphrasing here, but that the greatest challenge for  
40 police when interacting with First Nations people is  
41 overcoming that intergenerational trauma and distrust with  
42 the police and the broader government. Specifically how  
43 does that present? Does it present in a reluctance to  
44 report?

45 A. I could probably give a good example. So I know a  
46 lady who was - a young lady who was assaulted quite  
47 violently by her partner, de facto partner. She's

1 First Nations. He's not. He's European. Her mother is  
2 First Nations but separated from her First Nations father.  
3 The father reached out to me, "I need to know what to do."  
4 He wanted to deal with it at a cultural level because - for  
5 two things: one, he wasn't sure what the police could do;  
6 secondly, his ex-wife was telling her not to trust the  
7 police and don't speak to the police. So it was that messy  
8 sort of situation like that. So through that I reached out  
9 to one of our PLOs - should I say her name or?

10  
11 Q. You don't have to.

12 A. Okay. So I reached out to Jacqui Carter, who is an  
13 experienced First Nations woman PLO. Jacqui then reached  
14 into the woman and her mother, and was able to talk them  
15 around to actually approaching the police, which was out of  
16 a very violent domestic situation. So culturally it was  
17 working against the police trying to intervene, that  
18 intergenerational trauma. Now, her mother was quite a  
19 well-respected woman but just simply not trusting police,  
20 and that would be that build-on from generation after  
21 generation of issues.

22  
23 Q. How does that then affect the police officers'  
24 attitudes towards responding to First Nations people?

25 A. That's part of our role, is to make sure that police  
26 officers are more sensitive to what's going - to understand  
27 there are those - could be those trust issues that sit in  
28 the background, and this is not - even when - and I can say  
29 this from my own son when he was in the police. Even when  
30 a DV is happening and the male is removed - the male was  
31 the aggressor, the respondent - was removed from the  
32 situation, the aggrieved was fighting with the police all  
33 the way to the car. My son, and knowing enough obviously  
34 with his own background and my background, knew enough to  
35 speak to her later on. But he also understood that the  
36 reason why she was doing that was that, if he got out and  
37 if he came back into the house, she didn't want to be seen  
38 to be siding with the police.

39  
40 So these are complex layers. If you're an operational  
41 cop not exposed and not having an understanding of it,  
42 you're dealing with what's in front of you, and, you know,  
43 there's a lot of risk issues and so on, that would be quite  
44 an easy situation for her to be in the watchhouse - be in a  
45 watchhouse van and getting taken to the watchhouse herself,  
46 when what she's trying to do is save face in front of her  
47 partner who is being taken away, the father of her

1 children. I would suggest no matter what paper we put on  
2 people at some stage they would probably - back together,  
3 you know, as these issues get quite complex.

4  
5 Q. And I know that - I'm going to ask you to explain some  
6 of the training packages that are currently being designed  
7 about these continuing dynamics of colonialisation  
8 intergenerational trauma. But, prior to that being rolled  
9 out, is that a gap in the current cultural capability? Is  
10 that something that has been taught to police as we sit  
11 here now?

12 A. We did years ago, and then just how tight the  
13 curriculum got and so much in there it has been a gap in  
14 the last - and I couldn't even give you the number of  
15 years. It has been a gap that has been identified and is  
16 not being rectified.

17  
18 Q. Superintendent, I'm not asking you to give a precise  
19 amount of time, but are you talking five years, two years,  
20 10 years?

21 A. I would say it's been over the last five-plus years  
22 that we've had - we've not had that cultural training at  
23 the academy, to my knowledge. Someone who will give  
24 evidence later on today will have a better understanding of  
25 the - of what actually is trained and how it's done.

26  
27 Q. In terms of the cultural capability that occurs - so,  
28 as I understand it, currently the academy - there is a gap  
29 there, there is not cultural capability training properly  
30 explaining these issues of intergenerational trauma --

31 A. Yes.

32  
33 Q. And those associated issues. Now, that's at the  
34 academy level. If we're talking about police who are out  
35 of the academy, so continuing education in this space, is  
36 the only mandatory cultural capability training at the  
37 moment the SBS inclusion programs?

38 A. I think there's a couple of other ones, online  
39 learning products --

40  
41 Q. And this is mandatory or optional?

42 A. SBS is mandatory, and I believe most of the other ones  
43 are mandatory as well. But, again, I think  
44 Jacqui Honeywood might be able to clarify that. But you've  
45 got to also remember too that that's why we have PLOs as  
46 well and cross-cultural liaison officers and police liaison  
47 officers and Torres Strait Islander police liaison

1 officers, is that on-the-job training as well and  
2 understanding as it goes. You can't - no matter what  
3 training we do, we can't cover all scenarios. So there's  
4 also a role for people at station level, including the  
5 OICs, as I said, the PLOs and the CCLOs.  
6

7 Q. If we're talking about that mandatory SBS inclusion  
8 packages, that's something, as I understand it, that has  
9 been only recently introduced over the last 12 or  
10 18 months?

11 A. Twelve months, I'd say, yes.  
12

13 Q. And that was at the recommendation of the  
14 First Nations and Multicultural Affairs Unit?

15 A. That's correct. We wanted to do our own, but we  
16 just - the time it would have taken us to build a package  
17 like that, and SBS has a pretty good package, so it was  
18 ready made.  
19

20 Q. And it's an online learning product that goes for  
21 about an hour; is that how long it goes for?

22 A. I think so, around that, yes.  
23

24 Q. And that's about general cultural awareness rather  
25 than sort of specific policing issues or --

26 A. Yes, general awareness, yes.  
27

28 Q. Now, would it be fair to say that also another  
29 identified current gap in the cultural capability of  
30 police - of the QPS as an organisation is when people are  
31 posted to remote locations or locations where there's  
32 either a discrete Aboriginal and Torres Strait Islander  
33 community or a place where there is a high population of  
34 First Nations people - that there is a gap in the - or  
35 there can be a gap in terms of what sort of training people  
36 are getting in those situations?

37 A. That's correct, more at the lower levels than I'd  
38 suggest the higher levels, because the higher levels you're  
39 going generally for a job interview and that  
40 would - I can't say all the time, but the majority of the  
41 time, overwhelming majority of the time, it would be part  
42 of the questioning and part of what you're looking at with  
43 that applicant.  
44

45 Q. And in terms of the lower or the higher levels, an OIC  
46 as opposed to a --

47 A. Lower levels, so constable, senior constable generally

1 would be a transfer. You wouldn't probably actually be  
2 applying for the job and having an interview like you would  
3 at a sergeant or a senior sergeant, officer in charge  
4 level.

5  
6 Q. And currently there's not a mandatory induction  
7 process if people are posted to a remote community or a  
8 community in regional Queensland where there's a high  
9 First Nations population; is that correct?

10 A. It's been largely up to the district and station level  
11 to provide whatever training they can for their members.

12  
13 Q. How does the turnover of staff or having relieving  
14 officers in temporary roles affect cultural capability  
15 particularly in remote and regional areas?

16 A. It is an issue and it's a complaint I've had from a  
17 number of Elders over the years, those gaps - I mean, it's  
18 got to be a fair process too where people can all apply and  
19 so on. We're bound by that. But quite often where you  
20 will have, say, a sergeant relieving as a senior sergeant,  
21 it's not so bad a transition because if they stay and they  
22 get promoted, well, then it gives it that stability. It's  
23 where a person leaves for a considerable period of time, it  
24 can be a lengthy period of time, well over six months  
25 sometimes, before that position is filled. You'll get  
26 relievers in there, and relievers are really just holding  
27 the fort. So they don't get the time to build those  
28 relationships.

29  
30 The other thing too is that a lot of those discrete  
31 communities - there's 15 discrete communities and the two  
32 Torres Straits shires, but those - a lot of those discrete  
33 communities, if not all of them, are two-year tenures.  
34 I would have to check that for sure. So after two years  
35 the officer can leave. So that's pretty short turnaround,  
36 I would suggest. By two years you're just starting to get  
37 to know your town and who the Elders are and who are the  
38 leaders and so on.

39  
40 Q. Although operationally this might be complex, would it  
41 be of assistance if there was some sort of crossover  
42 before - particularly at that higher level of the station,  
43 OIC level for example, from having an OIC come in before  
44 the previous OIC left to be able to start those  
45 introductions, to establish relationships?

46 A. I think there would be an absolute benefit. I know it  
47 would be quite expensive because of the travel allowances



1 in these discrete communities is extremely high. It's not  
2 a cost to be laughed at. It's quite significant. But, to  
3 answer your question, it would be very handy.  
4

5 Q. And why is that? Why is it so useful?

6 A. That handover knowledge - you know, a Hope Vale Elder  
7 said to me, "Kerry, it takes us 18 months to get to know  
8 our police," and she said, "We come and have a burger with  
9 them on a Friday" - and this is different, First Nations,  
10 like, health and housing and so on, and the leaders of the  
11 community - "We have a burger, we have a can of coke, and  
12 then they leave us, and then we've got a new person there,"  
13 and then you get that awkward almost like a first date  
14 trying to approach one another. So it just - you know,  
15 it's a barrier; where, if the officer was there and there  
16 was a handover and an introduction, it just makes it so  
17 much smoother.  
18

19 Q. Are there any other specific barriers that you can  
20 identify in the current structure of the QPS that limit its  
21 capacity to develop and drive cultural capability?

22 A. In my unit, in my First Nations --  
23

24 Q. No, not in the First Nations unit, just generally  
25 speaking in the QPS as an organisation?

26 A. Look, a barrier is - and when you look at our  
27 vacancies, and it's in my statement, a barrier is getting  
28 suitable applicants in those PLO positions. PLOs are, for  
29 want of a better term, worth their weight in gold. So  
30 we're working where we can with OICs in the districts to,  
31 if you like, skill people up in, like, the TAFE colleges  
32 and so on to try and help with that process. That being  
33 filled, like, when you look at the Torres Straits, there's  
34 a significant number of vacancies we're carrying up there,  
35 which then makes it difficult for me with the new  
36 allocation from government to work out where to put people  
37 because if we fill the spots, if we had them full, would we  
38 really need to have more people there? So throwing  
39 vacancies at something doesn't help. I need staff working  
40 in those areas.  
41

42 Q. I think you said that in the Torres Strait there's  
43 about 17 vacancies --

44 A. That's correct.  
45

46 Q. Of the 38?

47 A. I think it's 38. Don't hang me, but I think it's 38

1 positions, Torres Strait Island positions, and there's  
2 about - yes, that sounds about right, what you just said  
3 then, number of vacancies.  
4

5 COMMISSIONER: So if there's 17 vacancies is anyone  
6 relieving in those or are they just vacant?

7 A. No. So they're PLO positions. So a person can't  
8 relieve as a PLO. They have to be --  
9

10 COMMISSIONER: A PLO?

11 A. Yes, a PLO, yes. The mainland spots, it's a bit  
12 cloudy because there's identified First Nations positions  
13 out of 181, I think there might be, and then there's the  
14 multicultural positions. But I have found also  
15 that - I say this the right way - PLOs that are  
16 multicultural background, like Indian, like African and so  
17 on, are generally very good in our First Nations space as  
18 in, if you think about it, they're First Nations people  
19 from their own country, they're part of that colonisation  
20 process that happened throughout the whole world, so they  
21 actually do understand and are able to talk to  
22 non-First Nations and non-multicultural officers and  
23 explain some of the challenges. So it's not a direct  
24 substitute but it certainly is not a disadvantage having  
25 multicultural PLOs in those spots.  
26

27 COMMISSIONER: I suppose they have dealt with racism too?

28 A. That's correct.  
29

30 COMMISSIONER: Superintendent, just on the PLOs can I just  
31 ask, the PLOs -- you said we need more PLOs. Why not more  
32 police that are First Nations?

33 A. What's that, sorry?  
34

35 COMMISSIONER: Are PLOs preferable to First Nations  
36 police, or you just want both?

37 A. No. No, no, two different roles, I think, and even  
38 the protective service officers, that's another dynamic  
39 that's coming into play now, and I'm really excited about  
40 what's happening in Palm Island with that. I don't know if  
41 somebody is talking at the inquiry with regards to --  
42

43 COMMISSIONER: No. Can you explain that, actually?  
44 I know you've told us about it in discussions, but --

45 A. So that's that sort of middle ground, and in the  
46 Torres Straits we're seeing a bit of that at the moment  
47 where the old - they were called QATSIP, was - they were -

1 had limited powers as a PLO, if you like, in the Torres  
2 Straits. It was a project that went for a while, being  
3 revisited, but the protective services officers group  
4 probably provides that middle ground. So, no, they're very  
5 different things. If you like, PLOs, their main role is  
6 that cultural bridge and educating us, our mainstream  
7 police, on what are issues. Knowing that when there's  
8 issues going on in a community because of not just the  
9 government but obviously their local connections and so on,  
10 knowing there's issues, to try to address them early in the  
11 police before it becomes a big issue. Sworn police is a  
12 little bit different. That's the response mode. Still  
13 good, still very handy because they have an understanding  
14 when they're attending domestics for First Nations people,  
15 or any persons for that matter, and it certainly adds a lot  
16 more depth to our ability to deal with things.

17  
18 MS CAPPELLANO: And are police liaison officers generally  
19 from the community in which they're stationed --

20 A. Not always.

21  
22 Q. Or do they travel to different communities as well?

23 A. Not always, and our - the dynamics in a lot of our  
24 First Nations communities now with that removal and  
25 displacement of persons - now, places like Palm and  
26 Cherbourg and a number of places have 30, 40, 50, 60  
27 different groups, if you like, in the one town. So it's  
28 quite blended now, a lot of our communities like that. So,  
29 no, quite often not; quite often they can be. You tend to  
30 see the more distant, remote places they are; the more  
31 closer, like your Rockhamptons, Townsville, Cairns and so  
32 on, quite often they'll be a First Nations person from  
33 perhaps a different background.

34  
35 Q. And you've talked about cross-cultural liaison  
36 officers, police liaison officers and also the protective  
37 services officers. Can I just make sure that I understand  
38 the differences between those three roles. In terms of  
39 cross-cultural liaison officers, are they - they're sworn  
40 police officers?

41 A. Correct.

42  
43 Q. And their role is to establish and liaise between  
44 First Nations or multicultural people in the community and  
45 enable things to operate on a policy point of view, are  
46 they more strategic?

47 A. Could be a lot of stuff. It can be the coordination

1 of the PLOs, police liaison officers, to go to events,  
2 patrol areas and so on, the day-to-day PLO duties. Can  
3 also be meeting with community groups. Can also be  
4 significant events in calendars and stuff like that,  
5 organising the events and so on, "Working with my people".  
6 We probably hold the biggest ones, which is - you know, in  
7 some of the multi-faith type dinners and the Cairns mayors  
8 summit and so on. We'll handle those bigger events like  
9 that - Iftar dinner and so on. But the districts very much  
10 look after their own little - their smaller events, if you  
11 like.

12  
13 Q. So it's more events, activities --

14 A. That's correct.

15  
16 Q. That sort of liaising rather than day-to-day  
17 operations?

18 A. Yes.

19  
20 Q. Now, do I understand correctly that to be a  
21 cross-cultural liaison officer you have to be at the rank  
22 of sergeant or above?

23 A. Generally, yes.

24  
25 Q. But that they're not people in identified positions?

26 A. No, no, they're not. No, I --

27  
28 Q. Are there specific First Nations cross-cultural  
29 liaison officers, or is it a cross-cultural liaison officer  
30 deals with First Nations/multicultural communities?

31 A. That's correct, our multicultural communities  
32 throughout the whole of Queensland. It's just probably  
33 more Brisbane - or South East Queensland centric, but -  
34 like, here has a healthy African population and so on. So,  
35 you know, it's throughout the state.

36  
37 Q. And cross-cultural liaison officers don't have to  
38 complete any specific cultural training to hold that  
39 position, do they?

40 A. They wouldn't have a specific training package they'd  
41 have to do, but it would be part of their process to get  
42 that job. They'd have to show how they are skilled or have  
43 an ability and an understanding to work in those fields.

44  
45 Q. In terms of that particular role, that particular  
46 sergeant who is a cross-cultural liaison officer, say, in  
47 Cairns, is that their only role, or do they have other

1 duties and they perform that role on top of the duties?

2 A. Hopefully I'm not going to be wrong here. I think  
3 that's their only role, because they're coordinating quite  
4 a large number of resources, yes.

5  
6 Q. Then in terms of police liaison officers - first, can  
7 I ask about the protective services officers. Do  
8 I understand correctly that that's a specific trial that's  
9 occurred in Palm Island and it's been in other places as  
10 well?

11 A. Protective services officers have been around for a  
12 long time. You would have seen them - the white shirts out  
13 the front of government buildings, transferred across to  
14 the Queensland police. What's the change that's happened  
15 in recent times is - and they took work that we did with  
16 our PLO positions where we actually asked for identified  
17 positions, so First Nations people to actually get PLO  
18 spots. If you want me to explain that, I can.

19  
20 So with protective services officers the difference  
21 there is that in some of the remote communities, say, for  
22 Palm Island, traditionally it was fly-in, fly-out  
23 government security. So the project was about giving local  
24 people jobs, which changes careers, changes lives and, you  
25 know, makes a lot better communities. So trialled that,  
26 had a number of applicants, put on six persons out of that,  
27 been a success, and I think there's more being filled and  
28 it's being rolled out to the rest of Queensland. So they  
29 are identified positions, First Nations people from their  
30 community helping protect their community.

31  
32 Q. And so that's, for example, downstairs at court?

33 A. Yes, that's correct.

34  
35 Q. The people who are at the entry of court are  
36 protective services officers, but there's a trial in  
37 Palm Island that those are identified positions and they  
38 are people from the community filling that role?

39 A. And there will be identified positions - and I can't  
40 say in all of our discrete communities because a number of  
41 those communities don't have government infrastructure  
42 there. But certainly the places like the Torres Strait and  
43 so on, where there is a significant number of government  
44 infrastructure and they have got protective service  
45 officers there, those communities where - they have been  
46 given their exemption, I believe, for identified positions.

1 Q. I understand that from the community point of view  
2 you've had very positive feedback about having  
3 First Nations people or community members in that  
4 protective services officer role. Is that the case?

5 A. It's been outstanding, and the crime figures speak for  
6 it. It's --

7  
8 Q. Can you articulate that a bit further and why that's  
9 been so - why there is such positive feedback, why it's  
10 considered to be a success?

11 A. Probably - when you look at a police function, if  
12 uniformed police respond to something, that's the start of  
13 conflict space. We're up there talking to him, whatever  
14 might happen, if they're arrested and so on, you know,  
15 police doing their function, you know, protect society,  
16 victims and so on. If you look at protective services  
17 officers, they are more chasing them away, you know, "Go  
18 home or I'll tell Aunty," or that sort of thing. So it's  
19 de-conflicting from the start. The kids are getting away  
20 from where they shouldn't be. So you're seeing things like  
21 wilful damage and that sort of stuff in those communities  
22 has absolutely dropped right down. I mean, in some of them  
23 it's just non-existent now, which speaks for itself. It's  
24 an outstanding success.

25  
26 COMMISSIONER: So that's just basically --

27 A. Sorry, I beg your pardon?

28  
29 COMMISSIONER: The protective services officers  
30 interfering before things happen, basically?

31 A. Yes.

32  
33 COMMISSIONER: And what powers do they have?

34 A. What, sorry?

35  
36 COMMISSIONER: What powers do the protective services --

37 A. They have limited powers of detention. They do  
38 carry - you know, like, I think they have got handcuffs and  
39 baton for protection. So they can detain a person found  
40 offending and they can hand them over to state authorities.  
41 The same as the transport police, very similar sort of  
42 powers to that. But the reality is that's rarely called  
43 upon because they're not going down that path. You know,  
44 if the child identifies the adult in the police uniform,  
45 the state protective services officer uniform, they know  
46 who they are, and when they're telling - rousing at them to  
47 get home, they're getting home, you know, they know they're

1 going to get told on.  
2

3 MS CAPPELLANO: And just if we're talking about the  
4 powers, so the protective services officers do have  
5 additional powers and --

6 A. Very limited powers, but - and I would have to confirm  
7 it. I believe they have the power to detain and, you know,  
8 to stop, ask names, that sort of stuff, direct people to  
9 move off property, because someone could be trespassing,  
10 and that sort of thing.  
11

12 Q. What sort of training did the protective services  
13 officers as part of this pilot have?

14 A. They go through the academy, like any other police  
15 officer. Their course is separate. It's more about  
16 learning what their powers are, learning what their roles  
17 and responsibilities are and so on. So they do - it's a  
18 much shorter course, but you'll see quite often those  
19 particular services officers will either have applied or  
20 later on applied to join mainstream policing. So we  
21 actually - mainstream policing poaches quite a few out of  
22 that area.  
23

24 Q. Are they similar to the powers that you were talking  
25 about, the QATSIP officers, which, as I understand, is  
26 Queensland Aboriginal and Torres Strait Islander --

27 A. I would have to go and have a look at what QATSIP's  
28 specific powers were, but they wouldn't be far off each  
29 other.  
30

31 Q. Can you just explain what QATSIP officers are? That  
32 was just in the Torres Strait?

33 A. Yes. So it was in the Torres Strait, and what it was  
34 basically - because remember the history of this is a lot  
35 of our councils had their own compliance officers, if you  
36 like. That merged into what the PLO program is and what  
37 TSIPL0 is. A couple of years ago they trialled limited  
38 powers back to see whether they could assist. It's  
39 difficult because if you - you either want them to do a  
40 cultural liaison function or you want them to do an  
41 enforcement policing function, and they are at odds with  
42 each other, or can be at odds with each other. So that's  
43 why I think, regardless of how successful the PSO,  
44 protective services officer, program is and regardless how  
45 mainstream policing is, that middle ground, that PLO, is  
46 still a necessity. Not every PLO - some of our PLOs can be  
47 at a stage in their life where they don't want to be in

1 that conflict space and fighting, and I'd suggest probably  
2 don't need to because they're incredible communicators and  
3 bring much more to the table in that regard as opposed to  
4 being a force multiplier for mainstream policing.

5  
6 Q. So is it really the case that that's a separate - the  
7 PSO sort of role is separate to --

8 A. Separate.

9  
10 Q. And both are necessary to a PLO role. Can I just ask  
11 you a bit more about in the Torres Strait. Is it the case  
12 that the Torres Strait Islander police liaison officers  
13 have a different role to police liaison officers on the  
14 mainland in that they have to perform more functions? They  
15 might be on an island without any police officers and their  
16 role is different to a PLO on the mainland?

17 A. So their job descriptions are the same, but the  
18 reality of where they're working - it's the same as a PLO  
19 working in a discrete community is probably very closely to  
20 what a PLO - a Torres Strait - a TSIPSO is doing in the  
21 Torres Straits as opposed to somewhere in our major  
22 centres. They are - you know, whilst they have all got the  
23 same position description, the roles that they do from day  
24 to day - so on the islands - there's eight main islands,  
25 and four of those haven't got sworn police presence, but  
26 there is Torres Strait Islander police liaison presence  
27 there. So they're seen as the Queensland government's law  
28 and order in that island.

29  
30 Q. And TSIPSO is - is that a, I guess, correct  
31 abbreviation for Torres Strait Islander police liaison  
32 officers --

33 A. Yes.

34  
35 Q. Or the common term. Is it the case that people who  
36 are currently in that TSIPSO role don't have any additional  
37 powers; their powers are the same as a PLO in Cairns or  
38 Brisbane?

39 A. That's correct. That's correct.

40  
41 Q. Is it also the case that previously they were QATSIP  
42 officers, where there were the limited powers?

43 A. Limited powers, yes.

44  
45 Q. Is there any reason, other than the requirement for  
46 training and resourcing, that TSIPSOs couldn't have those  
47 limited powers that, say, the protective services officers



1 have?

2 A. On the surface, no, I couldn't think of anything  
3 further other than the additional training and the impact  
4 on that. But it's not just TSIPSOs. It's probably the  
5 discrete communities as well, you know, in our northern  
6 communities in particular would all benefit out of that,  
7 because quite often there's one police officer and one PLO  
8 or one police officer and one TSIPSO attending jobs and  
9 attending things.

10

11 Q. So, for example, in a place like Marpoon -  
12 Mr Operator, could we please have the map of Queensland up  
13 again - is it the case that there's not actually a police  
14 station?

15 A. Marpoon?

16

17 Q. I just I guess picked that as an example, but in some  
18 places in the north would it be that there's not a --

19 A. Marpoon mightn't have a police officer there, but it  
20 might have a - yes, it might have a - Marpoon might be one  
21 of those, yes.

22

23 Q. So, if there was a domestic violence incident in  
24 Marpoon or on Badu Island, it's a TSIPSO dealing with that?

25 A. They shouldn't be dealing with it because - just  
26 safety aspects of it. I mean, what - they're still leaders  
27 in their own communities as well, so no doubt there would  
28 be involvement. But I know in the Torres Straits they have  
29 a system in place where they - I can't remember it is a  
30 helicopter or a light plane to get police as quickly as  
31 possible to wherever the incident is happening. But they  
32 themselves shouldn't be involved in a violent domestic, and  
33 they should be able to at least let us know beforehand if  
34 things are starting to brew as well.

35

36 Q. And I understand that you're not in charge of sort of  
37 the operations of the Torres Strait, but, just to  
38 understand I guess the powers that different people have,  
39 if there was on Badu Island a domestic violence incident  
40 and there's a call that a person is in danger, what is a  
41 TSIPSO supposed to do in that situation?

42 A. What they can do is call for help.

43

44 Q. And what is the victim in that situation supposed to  
45 do?

46 A. Yes. Like I say, to answer your question, though, as  
47 far as the TSIPSO goes, they are not trained or skilled or

1 have the accoutrement to deal with those sorts of  
2 situations.

3  
4 Q. Should they be? Would that improve safety of --

5 A. I think it's a case by case. I don't think it's for  
6 everyone because, like I say, a number of our - and I'd  
7 have to - you would be starting to get down to specifics  
8 here, but some of our PLOs and TSIPSOs, I'd suggest it's  
9 that sort of - it could be rough and tumble in the policing  
10 world like that, it's probably outside of their skill sets.  
11 Maybe not 30 years ago, but certainly now, you know, there  
12 would be real concerns about their ability to deal and cope  
13 with the situation, and also dealing with - when I talk  
14 about more traditional cultural sense, dealing with the  
15 fallout of the situation. You've now intervened in a  
16 situation where - well, quite possibly two different family  
17 groups - you've intervened in that, and you're living on  
18 that island, you're living with those people. Are you  
19 going to then have to deal with the fallout of that, the  
20 knock-on effect and so on, which is very real. So that's a  
21 very complex question that you're asking.

22  
23 Q. And we can hear some evidence from people from the  
24 Torres Strait about those issues. But, in terms of the  
25 First Nations and Multicultural Affairs Unit role with  
26 cross-cultural liaison officers, police liaison officers,  
27 Torres Strait Islander police liaison officers, is your  
28 role to - your unit's role is to train, provide training  
29 for those roles, not so much cross-cultural liaison  
30 officers, but for the PLOs and the TSIPSOs?

31 A. PLOs - PCAP, police capability command, actually had  
32 the training function. Teresa Tapsell - who works for me  
33 because I poached her and brought her over into a research  
34 role. Teresa that works for me still is the person who  
35 provides the main bulk of that training and usually with a  
36 sergeant from the academy as well.

37  
38 Q. And that's for all PLOs in Queensland?

39 A. All PLOs in Queensland, yes. So that's that initial  
40 training, that two weeks they do, usually at the academy.  
41 They come into headquarters for a few days and so on.  
42 I know this week they're up in Torres Straits as well. So  
43 she does the bulk of all that training.

44  
45 Q. In terms of where PLOs are allocated, is that at the  
46 discretion of the region or the district?

47 A. Yes, regions or districts. So even allocations - a

1 good living example of that. We've asked for, if you like,  
 2 a business case for the 65 positions that were given to us  
 3 by government over the next - until 2025. So from that we  
 4 sought out - we helped prioritise where we need those,  
 5 because it's not - if we just remove the First Nations side  
 6 of it for a second, we have some emerging things like  
 7 Afghan refugees and so on. So we've got to be able to  
 8 place people suitably from that community in those areas  
 9 and so on.

10  
 11 Q. I think someone else can give us this evidence, but is  
 12 it the case that - I think, for example, in Doomadgee at  
 13 the moment there's no PLOs?

14 A. I don't believe there's a PLO in Doomadgee, yes.

15  
 16 Q. So there are some discrete communities where there  
 17 aren't currently?

18 A. That's correct. So - and it's also about safety too,  
 19 like, to make sure that - quite often where we put a PLO,  
 20 try and put two PLOs so they have got somebody there with  
 21 them for their own cultural safety, I suppose.

22  
 23 Q. So the Commission has heard about - I think the  
 24 terminology you used was the PLOs are worth their weight in  
 25 gold, and that's something that the Commission has heard  
 26 already. What are the barriers to getting more PLOs or  
 27 those positions filled?

28 A. Look, there's so many issues with that because we're a  
 29 competitor in a job market where health, education -  
 30 there's so many - I thought of it one day, then I thought,  
 31 no, wouldn't it be lovely if we just had government liaison  
 32 officers and they could service all of us. But even that's  
 33 too complex. And also what I find is when we do have  
 34 people that are good in that role, you know, the poaching  
 35 is unbelievable to try and grab them across to other - both  
 36 private mining sectors and so on, there's a lot of  
 37 competition in those places, because remember we're looking  
 38 for the right person with the right values and so on that  
 39 match with our organisation, and then putting them into  
 40 their role.

41  
 42 Q. And whose - is it the First Nations and Multicultural  
 43 Affairs Unit's job to be trying to recruit PLOs?

44 A. I have one person. That's Adrian Coolwell. So his  
 45 level is A05.

46  
 47 Q. Actually, we could put up the - Mr Operator, can we

1 put up I think it's attachment A to Superintendent  
2 Johnson's statement. While that's occurring, that falls  
3 within the gambit of the First Nations and Multicultural  
4 Affairs Unit?

5 A. So if you're looking at the screen, second column, it  
6 says "First Nations", second bottom is A05. That's  
7 Adrian Coolwell.

8  
9 Q. And he is a person trying to recruit, fill those  
10 positions?

11 A. So he is my talent scout. So what he does, he looks  
12 after the recruitment for sworn and quite often refers to  
13 admin PSOs, there's quite a lot of different areas that  
14 he's involved in, because you'll see when he's talking to  
15 people he's very good at what he does. He'll identify the  
16 best fit for that person in the organisation depending on  
17 who they are and what their lifestyle --

18  
19 Q. And is his role also for First Nation - recruiting  
20 First Nations police officers?

21 A. So he used to belong to PCAP, and I took him across to  
22 my area.

23  
24 COMMISSIONER: Superintendent, what's the red writing as  
25 opposed to the black writing on this chart? Is there some  
26 significance to that?

27 A. The which one, sorry?

28  
29 COMMISSIONER: You've got some names in red and some names  
30 in black?

31 A. They would be relieving people.

32  
33 COMMISSIONER: So who's relieving? The red?

34 A. Yes, they would be, because Teresa still belongs  
35 to - yes, red would be people who are relieving in the  
36 positions and black are people who are permanently attached  
37 to the positions, and "vacant" is obviously vacant.

38  
39 MS CAPPELLANO: So is there five permanent positions, or  
40 non-relieving --

41 A. No. If you look at the 1000 number, so that means  
42 that's a permanent position for my unit for that unit  
43 there. 4000 numbers are temporary spots. So if you see  
44 Mark Lingwood at the top there, that's my spot that I'm  
45 assigned to, and this is where anomaly starts. So I sit  
46 against a temporary position. Now, our spots should have  
47 been made permanent but haven't been because we had a

1 divisional review, which we're still a couple of months  
2 away from finishing because another area now is getting  
3 reviewed as well.

4  
5 Q. So this unit has been operational for around two  
6 years, 18 months?

7 A. Eighteen months, I'd say.

8  
9 Q. Since November 2020?

10 A. Yes.

11  
12 Q. How did it come about? Was there an equivalent  
13 beforehand?

14 A. Yes, there was. The - I've got to think of the name  
15 of the forerunner. Is it cultural liaison unit or  
16 something like that? The Commissioner identified a bit of  
17 a gap in the way that business was being done out of that.  
18 They became probably quite I suppose centred around events,  
19 if you like, event driven, as opposed to being policy and,  
20 you know, strategic driven and so on and that higher  
21 tactical level of things. So she identified the need to  
22 start this up. I got approached when I was at the academy  
23 and got an offer I couldn't refuse. No, she asked me if  
24 I would like to come across. So I took it.

25  
26 Q. So the overarching purpose of the First Nations and  
27 Multicultural Affairs Unit is to create - I think at 26 of  
28 your statement you say "to create a culturally inclusive,  
29 culturally responsive and culturally capable QPS". So how  
30 do you go about trying to achieve that?

31 A. So many different levels. One of them is by even just  
32 linking us in with that higher government level with the  
33 closing the gaps and - what do you call it - Thriving  
34 Communities, all those sorts of higher level government  
35 things. I usually at my level either as acting ED or as  
36 the superintendent of that area are involved in those  
37 meetings, trying to influence the way the government reacts  
38 and responds, all the way down to things like we've got a  
39 cultural capability plan, but, you know, eventually that  
40 will probably form into more First Nations specific ones  
41 and more multicultural ones.

42  
43 We also set up things like the reference groups and so  
44 on. So Jacqui set up the multicultural reference group.  
45 There was already a First Nations reference group when  
46 I started - sorry, a First Nations network when I started.  
47 So that's inside the organisation with policing. So help

1 that relationship, give them skills and so on, and also  
2 redundancies so that they can carry on if things happen.  
3 Also those community groups, you know, the reference groups  
4 I was talking about before, the police ethnical advisory  
5 group, which is now the multicultural advisory group, but  
6 also the First Nations reference groups and so on, building  
7 those all together.

8  
9 Q. And you said before that - if we could just,  
10 Mr Operator, have the structure up again, attachment A.  
11 You were talking before about the unit still being  
12 temporary. Does that mean that there - like, how many  
13 positions are there? You said the one --

14 A. I think it's about 14 at the moment. I'd have to  
15 count.

16  
17 Q. There's 14 positions in the unit, and of those it's  
18 only the ones with the 1 in front of them that are  
19 permanent positions?

20 A. The 1000 ones are - yes, permanent spots are  
21 allocated. The 4000s are temporary spots that are  
22 allocated. But we were in the process of having those all  
23 converted across to 1000s, but then of course the review  
24 happened, so ...

25  
26 Q. So does the temporary nature of the unit at this point  
27 in time limit its effectiveness to an extent?

28 A. What it limits me mostly is all those red names. So  
29 they're all people who are relieving in there because of  
30 the goodwill of another area in the organisation to allow  
31 them to continue to relieve there, and I must admit I don't  
32 have too many fights trying to keep people as the service  
33 understands what our role is and very much supports it.

34  
35 Q. Do you have any sense of when the review would be  
36 complete? Have you been --

37 A. Our review was actually completed, but then they  
38 started reviewing safety and wellbeing, and I'm told that  
39 that will be about two months. So not this area but  
40 certainly other areas under my division are very closely  
41 linked to safety and wellbeing.

42  
43 Q. Has a lack of permanency of the unit currently led to  
44 a higher turnover of staff?

45 A. Sorry, what was that?

46  
47 Q. Has the fact that the unit isn't permanent at this

1 point in time or for any stage throughout its last  
2 18 months - does that lead to a higher turnover of staff?  
3 A. Yes, it - look, I mean, the reality is if it's  
4 permanent then you can start building some real good future  
5 plans and develop some of the staff into different roles  
6 and then be quite - you tend to have to hunker down and  
7 just do your job as to where it's sitting at the moment.

8  
9 Q. Now, in terms of the responsibilities, you outlined  
10 those in your statement. Can I ask you about - one of the  
11 responsibilities that you talk about is the work that  
12 you're doing with PCAP to develop the cultural awareness  
13 education plan. Now, when did that work begin?

14 A. Look, there was talk of it when I was a commander  
15 there. But the ability to do something about it because of  
16 how time critical that curriculum is for people going  
17 through that six months - six months seems a long time, but  
18 that's very short in what you're cramming into somebody to  
19 go from civilian life into policing life.

20  
21 I'd say the most activity has been on certainly for  
22 the better part of this year, you know, that sort of  
23 working with them and trying to pull it together. We've  
24 already had trials out there with the one group. I don't  
25 know if you're aware of the Living Under the Act. I think  
26 it came out of child safety years ago, and it's a really  
27 good bit of footage, quite confronting, about the removal,  
28 displacement, all the way through to genocide of persons  
29 and so on. So we had one session out there where we put  
30 students through it to sort of gauge - trying to work out  
31 what that curriculum would look like. But that was one  
32 part of it. Now, that was a few months ago, a fair few  
33 months ago.

34  
35 Q. Now, I understand from what you outline in your  
36 statement that stage 1 of this broader education plan is  
37 intended to incorporate two days of face-to-face cultural  
38 awareness training within the recruit training program at  
39 the academy?

40 A. That's correct.

41  
42 Q. And that's still under development but expected to be  
43 completed in the next eight weeks?

44 A. Yes.

45  
46 Q. At paragraph 11 of your statement you outline the  
47 proposed topics, including what is cultural diversity,

1 understanding First Nations culture, interacting with  
2 people from CALD backgrounds, including trauma informed  
3 practice, and the lived experience of CALD and  
4 First Nations people. In terms of that lived experience,  
5 is that intended to incorporate people from First Nations  
6 backgrounds/people from a CALD background actually  
7 attending in person at the academy and talking to recruits?  
8 A. Yes, that's correct. Also utilising the people that  
9 we have in our own organisation from those backgrounds that  
10 can help out and help sort of colour in those grey areas.

11

12 Q. So you might have PLOs come to the academy?

13 A. PLOs, but also sworn police, even some of our PSOs.  
14 I know on the multicultural reference group - sorry, the  
15 multicultural network team, one of the guys there is a PSO  
16 from - he may be an Indian background or something like  
17 that.

18

19 Q. Would it also be critical to include people from  
20 outside the QPS --

21 A. Yes, that's correct.

22

23 Q. For community leaders, for example?

24 A. Yes, build up a cadre of people who can come along,  
25 because obviously people have things going on in their  
26 lives, they can't always commit to an ongoing process like  
27 that.

28

29 Q. Is it the case that at some point in the past that did  
30 use to happen, people - community Elders did used to come  
31 into the academy?

32 A. Yes, so coming through to - how do you mean, sorry?

33

34 Q. The academy training perhaps 10 years ago used to  
35 include community Elders coming into the academy and  
36 talking to recruits about cultural issues that they should  
37 be aware of?

38 A. Yes, that would be correct, yes.

39

40 Q. When did that stop, or do you have any understanding  
41 of why that stopped?

42 A. I think when that program's going to start  
43 up - I think we only went through ELT probably about a  
44 month ago to get to seek the approval to get the training  
45 extended, because the training had to be extended  
46 about - I can't remember now, it's four to six weeks or  
47 something like that, and then things like this will go into



1 that. So I know the Commissioner is pretty keen on getting  
2 it up and going.

3  
4 Q. You say at paragraph 12 that, "While not the sole  
5 focus, the training is proposed to include the impact and  
6 prevalence of domestic and family violence within  
7 First Nations and CALD communities, and cultural  
8 considerations in relation to domestic and family  
9 violence." What other types of cultural considerations are  
10 intended to be included there?

11 A. Look, they have got to try and cover - the  
12 multicultural side of house is so big, we have so many  
13 different cultures here. So, yes, domestic and family  
14 violence, even the way - and understanding people's -  
15 especially on the African side of things. They could have  
16 spent 10 years in a Kenyan camp on their transition through  
17 to here. So, you know, we have issues where in some of our  
18 countries child soldiers and so on that are now part of our  
19 population. So an understanding of what is the make-up and  
20 the, if you like, inhibitions and fears and so on from  
21 those people who are dealing with them and why there may be  
22 different reactions to police directions and so on.

23  
24 Q. You talk about this two-day face-to-face training at  
25 the academy being stage 1. What other stages are  
26 anticipated? Have they been thought out in any sort of  
27 broad way?

28 A. Yes, I'd like to see where we have packages in place  
29 for any officers going to communities. Look, at the moment  
30 there is a locality profile and so on and, you know, the  
31 training in our different discrete centres and so on. But  
32 I would like to see it as a more formalised systematic  
33 approach to the training of it when they're go into that  
34 area, that portion and, you know, a better process of it,  
35 as opposed to just - because quite often what will happen  
36 is some areas do something really well and then other areas  
37 mightn't be doing it as well. So we need to standardise -  
38 and the standard will be lifted high. It's not like we're  
39 going to the bottom level. I'd like to see that  
40 standardised throughout Queensland.

41  
42 Q. And where it's reliant currently on - where it's not  
43 standardised, I guess, is it therefore then reliant on  
44 particular personalities? So there might be a grad OIC at  
45 a particular station who's done this training package, but  
46 if they leave and there's no relationship that could just  
47 fall away? Is that what can happen now and does happen?

1 A. Yes, look, and I mean the other thing is that the  
2 people who are in areas could be very good police officers  
3 but just not understand those cultural issues that go in  
4 the background. So that's what our job is, is to help  
5 doing that. And the training package - I don't know if  
6 you're played it all - for Woorabinda is a good example  
7 of - that's a living document - that in time we can change  
8 or whatever. But it's a good way - for somebody who's  
9 going to go there to work, gets an understanding of it, but  
10 it's also a good way that other OICs can see how that  
11 senior sergeant who's doing a fantastic job with a really  
12 good community, Woorabinda, see how they can work together  
13 and what is possible. Sometimes it's hard when you're the  
14 OIC of a place and, you know, you sometimes can't see that  
15 vision of what it should be like or how it should operate.  
16

17 Q. In terms of that particular training video, that's  
18 been tendered and will be watched by the Commissioner. We  
19 can't play it in court now. But other members of  
20 the Commission have seen part of that video. Is that  
21 something that has been developed recently by the  
22 First Nations and Multicultural Affairs Unit with PCAP?

23 A. It was developed, yes, in coordination with us, and  
24 also our police media have their media and public affairs  
25 side of the house. So they helped pull it together as  
26 well. That's some months old now. That was in its final  
27 kind of editings and that sort of stuff.  
28

29 Q. In terms of what an ideal induction, if you're looking  
30 at going to a remote community, would look like, the  
31 Commission has heard of inductions where new police spend  
32 time with PLOs, they're taken around to the community,  
33 they're introduced to the community leaders, to staff at  
34 support services and have the cultural protocols explained.  
35 Is that essential for any of that face-to-face interaction  
36 essential for any induction, in your view?

37 A. Should be in every induction. That's exactly right.  
38 It's not something you learn on a computer screen. That  
39 can prepare you for - because it's very different to, you  
40 know, major centre living and so on, and the reality is,  
41 the number of the staff that we employ, recruits that go  
42 through may never have stood in a discrete community or had  
43 anything other than a pass in the street of a First Nations  
44 person. So it's absolutely imperative. It's absolutely  
45 necessary.  
46

47 Q. And do I understand correctly that the First Nations

1 and Multicultural Affairs Unit is in the process of  
2 updating what's called a locality profile or a fact sheet  
3 about each of the discrete communities --

4 A. That's correct.

5  
6 Q. And there's also initiatives such as the video, but  
7 that any of those sort of processes does need to be in  
8 tandem with face-to-face interactions and sort of real-life  
9 introductions to community?

10 A. That's correct. Yes, it's, you know, the old saying,  
11 "not about us without us". So you've got to include the  
12 community when you're developing anything like that. No  
13 point us telling someone something and it's our policy  
14 anecdotal type whatever. It's got to be the community  
15 involved.

16  
17 Q. We have already asked a lot about police liaison  
18 officers, and I understand currently that they have two  
19 weeks training in the academy, and attachment B to your  
20 statement is an example of some of the training that's done  
21 in terms of domestic and family violence, I think as a  
22 PowerPoint. Is that something that's developed with PCAP,  
23 or is that something that falls under your --

24 A. No, that's PCAP, but in coordination with us,  
25 consultation with us.

26  
27 Q. Do you have an idea of how long current PLOs in that  
28 two-week training package are able to be taught about  
29 domestic and family violence?

30 A. Do I have what, sorry?

31  
32 Q. An idea of how long that unit takes?

33 A. No, I couldn't tell you, sorry. I (indistinct) sat  
34 through it.

35  
36 Q. No, and that's --

37 A. That would be Teresa.

38  
39 Q. That might be PCAP, or Teresa is involved in that?

40 A. Teresa.

41  
42 Q. You also talk at paragraph 50 and 51 about  
43 PLO - sorry, 51 about having to also complete a  
44 certificate II in community engagement and also there's a  
45 voluntary certificate III. How does that happen? Does it  
46 happen at the same time? Is that paid for by police but is  
47 supposed to happen in the --

1 A. It doesn't cost anything for the PLO. So once they do  
2 their - the certificate II is mandatory, and that's what  
3 they - after their two-week training. To be a senior PLO,  
4 CLC, SPL0 or a senior Torres Strait Islander police liaison  
5 officer, to do that they have to have their  
6 certificate III, I believe.

7  
8 Q. So for the certificate II, if there was a new PLO  
9 being recruited they would spend two weeks doing academy  
10 training, and then how long does a certificate II take?

11 A. That's a Teresa question, sorry.

12  
13 Q. Teresa is the person to ask about that.

14 A. She's far smarter than me.

15  
16 Q. In terms of you've talked about police - a little bit  
17 about First Nations police officers. Before you expand on  
18 that and the importance or otherwise of First Nations  
19 police officers, can I just ask you if there's any pathways  
20 between a PLO becoming a First Nations police officer? You  
21 said that occurs with the protective services officers, but  
22 what about PLOs?

23 A. It's not - the pathway itself is still very similar.  
24 So Laurie Bateman is a good example. I met him at  
25 community events out at Cunnamulla when we were building  
26 Dynamic Exchange, I think the project was, but  
27 Project HOPE. So he became involved in that. We recruited  
28 him as a PLO and then in time could see that he had a  
29 certain style and attributes about him that were desirable  
30 for someone in a sworn position, was a fantastic PLO, and  
31 was just encouraged at station level by a pretty good  
32 support network around him and then put him through the  
33 Townsville academy and got him sworn in. So there can be  
34 that informal level. There can also be that level of -  
35 with Adrian Coolwell, where a phone is picked up and, "Hey,  
36 Uncle, I'm thinking about coming across. What do you  
37 think," and he'll talk them through the process. And  
38 Adrian sits on our recruitment interviews and all that sort  
39 of stuff.

40  
41 Q. So would Adrian sort of try to headhunt if there were  
42 PLOs who, like Laurie, had those attributes?

43 A. And a lot of our PLOs don't want to be sworn police.  
44 They are really quite happy with being PLOs and having that  
45 sort of job and are very passionate about what they do.

46  
47 Q. In terms of First Nations police officers, you at

1 paragraph 62 of your statement say that a number of ways in  
2 which police can work to overcoming the challenges that  
3 they face in terms of forming positive relationships with  
4 First Nations people is to increase the employment and  
5 engagement of - sorry, increase the numbers of  
6 First Nations people employed within the police. Can you  
7 first explain why that is important?

8 A. Again, it's trust, and I remember the lady from  
9 Yarrabah said to me about, "Why would I want to give you my  
10 son to work for the police? You'll just take him away,"  
11 and you have to explain that, no, we don't take him away  
12 and put him in Brisbane, but he may work in Cairns and at  
13 some stage he may come back and he'll stay in the area.  
14 Probably not best he polices there. So I think with what  
15 we're saying with that is that, you know, trust is a  
16 two-way street. Community has got to trust us to want  
17 people from communities to work in our organisation. When  
18 there are sworn people and they can see that - you know,  
19 you've only got to look at - and it's been told to me a  
20 dozen times over, a First Nations person walks down a  
21 street and sees two police officers. The First Nations  
22 person has done nothing wrong, but they'll still feel that,  
23 "Oh, no, it's the cops. They're looking at me." You put a  
24 First Nations person with the other police officer, you  
25 know, one of each, and suddenly it's, "Hey, how are you?"  
26 It just takes so much of the confrontation away that  
27 doesn't need to be there. A very visual thing, and maybe  
28 I'm oversimplifying it but it works.

29  
30 Q. How do you go about trying to recruit more  
31 First Nations police officers?

32 A. Adrian's got some magic that he does. Look, he's very  
33 good at the cricket, the football, rugby league, all those  
34 sorts of things, goes there, sees the kids, sets up a stall  
35 there. Even at the mayors summit he will have that out the  
36 front. We don't expect to recruit a mayor to be in the  
37 Police Service, but it gives the mayors a bit of a visual  
38 that, "Oh, okay, that's what it's about." Employment days  
39 on Palm Island - most of the communities have employment  
40 days, and Adrian will turn up at those, usually with one of  
41 my other officers to help out, and also we do cultural  
42 tours, where we go throughout the south-west and stop off  
43 at each centre there and meet the locals and then sort of  
44 show what we're about, and try to encourage employment.

45  
46 Q. Are there any particular barriers or challenges when  
47 it comes to recruitment?

1 A. Other organisations. I mean, you've got the  
2 Australian Navy out at Cunnamulla and Charleville. I was  
3 out there doing a recruitment drive. That doesn't help us  
4 out. But - so other organisations. And some of the  
5 barriers too is that a lot of First Nations kids don't  
6 think, because of who they are, that they can  
7 actually - can be a police officer. I've said about it in  
8 the past, like, we don't need to bring out international  
9 football stars and super businessmen to communities to show  
10 what you can do if you dream and you have a go at  
11 something. Sometimes it's at that worker level. Sometimes  
12 having a First Nations cop working in a town, the kids see  
13 that and they realise they can do that. So powerful.

14  
15 Q. You talk at paragraph 60 about there being anecdotal  
16 information showing that some former members didn't feel  
17 culturally safe in the organisation. You talked about that  
18 a little bit earlier, but can you explain --

19 A. What was that, sorry?

20  
21 Q. At paragraph 60 you say that specific challenges for  
22 First Nations police officers is sometimes people don't  
23 feel culturally safe. Is there anything further you can  
24 add to that other than what you talked about before?

25 A. No, not really. I mean, it's got its own unique  
26 issues. You're in an organisation where you can feel a bit  
27 lonely, I suppose, as far as - if you're the only  
28 First Nations person in a station you've got issues.  
29 That's why we have things like the network and so on, where  
30 there is an avenue for people to reach in to talk. But  
31 you've got - that cultural safety is an important part of  
32 anyone's identity.

33  
34 Q. And is that some of the things you were talking before  
35 about unconscious bias or systemic racism or the canteen  
36 talk?

37 A. That's correct.

38  
39 Q. Becoming - being racist, making people feel unsafe?

40 A. Yes.

41  
42 Q. Is there anything that you can identify that would  
43 assist in the recruitment or retention of more  
44 First Nations police officers?

45 A. No, it's just one of those things we - the earlier we  
46 can get into kids at school and so on - so there's talk now  
47 of PLOs in primary schools and so on, and the earlier we

1 can get into those sort of situations and get kids in the  
2 community familiar with what we are and we're trying to  
3 achieve, have good role models, good role models of police,  
4 and, when there are issues, getting into the community very  
5 quickly to allay fears and so on, that will all build  
6 towards the trust that will go with it and will increase  
7 over time. But it is a slow burn. It's not something that  
8 can be fixed up overnight.

9  
10 Q. Do you have any view on the role of community justice  
11 groups?

12 A. Community what, sorry?

13  
14 Q. Community justice groups. Is that something that  
15 you're involved with and --

16 A. Yes, so a lot of that is held at localised levels the  
17 community goes to, (indistinct) the OICs go to because it's  
18 too big a state for me to attend to. I'd probably go to  
19 the main ones around south-east corner just by virtue of my  
20 role as the superintendent there, so the Black Lives  
21 Matter, Aboriginal Deaths in Custody meetings and so on,  
22 so - and that very much feeds into what the justice  
23 groups - because - Alan Joyce, some justices there and a  
24 number of the other government stakeholders, and it's  
25 community led.

26  
27 Q. Can I ask you a specific question about what you say  
28 towards the end of your statement at paragraph 62(g).  
29 Perhaps if that could be placed up, Mr Operator. You say  
30 there that one of the things that is important in  
31 overcoming the challenges include undertaking careful and  
32 timely succession planning for replacement of key personnel  
33 with effective relationships. Are you talking about that  
34 OIC level there?

35 A. That's correct.

36  
37 Q. And how important is that level in terms of affecting  
38 sort of relationships with communities? Do things start  
39 with the OIC if we're talking about remote communities, or  
40 is it everyone or --

41 A. Look, it's - I mean, it's mainly the OICs, and that's  
42 just out of a hierarchical thing. That's the boss at the  
43 station level, so that's the person who should be  
44 appropriately dealing with those community leaders. But  
45 it's everyone's responsibility, and I'd suggest at the more  
46 lower ranks - see, most of those discrete communities,  
47 there's only a couple of police there. I used to have the

1 numbers. I don't have it anymore. Some of them actually  
2 have quite a number of police. So in the smaller  
3 communities where there's only a very limited number of  
4 police I'd suggest it's all the police. In the bigger  
5 ones, as long as it's sergeants, senior sergeants, there's  
6 ability there with that. The rank and file will come and  
7 go, and they'll soon learn what the norm is and accepted  
8 practices are in the station.  
9

10 Q. Can I ask you just a few final questions on that.  
11 You've outlined a number of positive initiatives where the  
12 First Nations and Multicultural Affairs Unit is trying to  
13 build that cultural capability. How does the QPS ensure  
14 that that cultural capability that's sort of trying to be  
15 built at a structural level actually filters down to the  
16 rank and file and affects that canteen culture talk?

17 A. So I suppose if you look I'm the capability holder,  
18 but that's out of - when you look at proper capability  
19 stuff, I have to use my influence with  
20 the assistant commissioners and district officers to filter  
21 what we want to do down through the ranks all the way down  
22 to the OIC level. The Commissioner has performance reviews  
23 around the state. All regions, commands and divisions and  
24 so on have to go through a performance review. So that's  
25 one of the things - out of that review this would come up,  
26 "What are you doing about it," and almost like the  
27 cross-pollination on best practice. So, again, these are  
28 things that will be done more over time, and then the  
29 immediate stuff that we do is like our different training  
30 packages and so on.  
31

32 Q. You've mentioned about the lack of - with the unit  
33 being temporary and not having that permanent position. Is  
34 there anything else other than that that is currently  
35 limiting the effectiveness of the First Nations and  
36 Multicultural Affairs Unit building that cultural  
37 capability?

38 A. Look, if I had a magic wand I would love to  
39 create - and these are things we have to go to, demand and  
40 allocation and resourcing and so on, but what we're doing  
41 in that First Nations space with Adrian I absolutely truly  
42 believe in, but I also need help for him. He needs to  
43 have, if he's an A05, some sort of level under there,  
44 whether it is sworn or unsworn, I'm not quite sure, but  
45 assistance in that department.  
46

47 Q. In recruitment?



1 A. Yes. And then the other part is in our multicultural  
2 side of the house I see the success that comes out of that,  
3 and I know the work that Jacqui's doing with a number of  
4 her members in our African communities and so on, and she  
5 picked up an award from the African community, from  
6 Queensland African association, community, whatever it is,  
7 picked up an award for employment out of that. So I can  
8 see the value in that. But I can't have Jacqui do that  
9 because at her level she's too involved in the more senior  
10 level of policy writing, that sort of stuff, for me. But  
11 I can see Adrian's equivalent being necessary in that role,  
12 and then of course support for him as well.

13  
14 The PLO training, whilst it's PCAP and I have it by  
15 virtue of Teresa working for me, I can see that it works  
16 really well in my area, but I would love to have more  
17 support for her, and then the ability to roll out not just  
18 at that two-week course but to roll out in major centres  
19 and do those upskills and that sort of stuff, because, you  
20 know, you don't want to forget our PLOs. You can't just  
21 two-week course and then do a couple of certificate II and  
22 IIIs and then see you later when you retire. You've got to  
23 have that ongoing - there's mandatory training stuff, but  
24 that ongoing cultural training and so on.

25  
26 Q. And aside from the things that you've mentioned, and  
27 I guess more specifically focused on your particular unit,  
28 is there anything, if, again, you had your magic wand, that  
29 more broadly speaking would assist the police in  
30 effectively building cultural capability within the  
31 organisation?

32 A. A lot of it is just time and effort that it will take  
33 over time, and those OICs, the people who are at the  
34 coalface, if you like, working with their communities,  
35 seeing the value of that, because you do. Once you see  
36 where you can avert a lot of crises and a lot of that  
37 reactionary style of policing by getting in front of the  
38 game and having good relationships with community and  
39 understanding. Things will happen. We're in a conflict  
40 space. People unfortunately get hurt in policing response  
41 and so on, and to have credibility and trust it suddenly  
42 starts bringing that off the simmer a lot quicker, if that  
43 makes sense.

44  
45 Q. Yes.

46 A. So that's all time.

1 Q. Thank you, Superintendent. They're all the questions  
2 I had for you. Commissioner, just prior to any further  
3 questions, would it be appropriate to have a five-minute  
4 short adjournment?

5  
6 COMMISSIONER: That's fine.

7  
8 **SHORT ADJOURNMENT**  
9

10 COMMISSIONER: Superintendent, can you just tell me in  
11 paragraph 13 of your statement you talk about these  
12 inclusion and diversity workshops with the QPS four  
13 internal support networks. So can you tell me what the  
14 four internal support networks are?

15 A. Yes. So there's four. There's probably soon to be  
16 five. But the four, there was LGBTIQ+, I think I said  
17 disabilities in my statement, it should have been  
18 accessibilities, First Nations, and women, are the four  
19 different groups. So part of the role for the change and  
20 engagement area is to help facilitate that, where we get  
21 them all together to make sure that they're being effective  
22 in what they're doing.

23  
24 COMMISSIONER: So what do you mean by support networks?

25 A. Sorry. Those support networks, so what it is, there  
26 will be a group - in, say, the First Nations side of it,  
27 the First Nations network is made up of our First Nations  
28 members who are sworn, unsworn and so on in our  
29 organisation, and it's just a separate network. A lot of  
30 what they do is done via Workplace, which is a Facebook  
31 platform where they post articles, and basically they are -  
32 almost act as peer support officers, mentors guiding and so  
33 on. People like myself on the First Nations one are part  
34 of, if you like, the board that sits with it. Yes, so  
35 generally looking at leadership development, any of those  
36 sorts of things. Can help out members of each of those  
37 groups. So probably the most established one is --  
38

39 COMMISSIONER: So they are like a separate Facebook group;  
40 is that essentially what they are?

41 A. They are, yes, basically, yes. Workplace is a  
42 more - for organisations, a more secure form of what  
43 Facebook is, but it is still a social media platform. So  
44 each of those groups use that medium, but the network  
45 itself will - part of what they do is meet with - there is  
46 an assistant commissioner generally with each of those  
47 groups that is their sponsor, if you like, and so they meet

1 regularly with that person to discuss issues and how to  
2 progress them. So it could be anything from industrial,  
3 cultural, whatever it might be. For the accessibility side  
4 of things it might be, you know, the layout of buildings -  
5 whatever it might be, it's a platform for them so they can  
6 get issues at a very senior level that can be discussed at the  
7 appropriate level for there to be meaningful change.

8  
9 COMMISSIONER: So who are the assistant commissioners that  
10 have these groups?

11 A. For First Nations actually has five. For  
12 First Nations has five.

13  
14 COMMISSIONER: Five assistant commissioners?

15 A. Five - my ED spot was one of them as well - a  
16 deputy commissioner and --

17  
18 COMMISSIONER: Who is?

19 A. So the deputy commissioner was Paul Taylor. The other  
20 deputy commissioner was Doug Smith. So it had two  
21 deputies. It had Michelle Tayler, who was the ED, which is  
22 the spot that I'm sitting in now. She's since gone.  
23 Brett Schafferius and Maurie Carless is the two  
24 assistant commissioners.

25  
26 COMMISSIONER: Okay. When you say "had", do you mean have  
27 or had?

28 A. It - well, technically it still has me there. But  
29 Mick Condon has just retired, so it's back down to four.  
30 So that will - in due time as we get a replacement now in  
31 that vacant position, then they'll work out who the fifth  
32 one is.

33  
34 COMMISSIONER: Okay.

35 A. Some of the areas like the --

36  
37 COMMISSIONER: The LGBTQI+?

38 A. That was Mick Condon, who has now gone, and I couldn't  
39 tell you who it is that's sitting in that place. I'd have  
40 to go and do - find out who that is.

41  
42 COMMISSIONER: Okay. Will you let us know? You'll let us  
43 know?

44 A. Sorry?

45  
46 Q. You'll let us know?

47 A. Yes. No, the LGBTI I think has one

1 assistant commissioner. Then there's - out of the  
2 accessibilities - I'm probably going to get this wrong.  
3 I thought it was Ben Marcus. I'd have to find out,  
4 Your Honour, and get them back to you, who are the  
5 champions, if you like, in each of those areas.  
6

7 COMMISSIONER: Okay. And accessibility, what's that?

8 A. Disabilities, accessibilities. So a number of our --  
9

10 COMMISSIONER: So is that a big group within the police  
11 force?

12 A. In our admin side of things, people are wheelchair  
13 bound, hearing issues, eyesight and so on. I wouldn't say  
14 a large group because you've got to remember as an  
15 organisation most of our sworn - that's probably one of the  
16 areas that we do discriminate in, is that we have certain  
17 standards with health and fitness --  
18

19 COMMISSIONER: Because of operational requirements.

20 A. Yes, that's correct.  
21

22 COMMISSIONER: I understand that. And I see in the  
23 challenges you've got "collating true and accurate  
24 diversity data". So who keeps that data?

25 A. Essentially it's through HR. But the majority of our  
26 data is not - or all of our data is not mandatory other  
27 than probably gender, when you look at it. So a person  
28 doesn't have to identify as anything, multicultural or  
29 First Nations.  
30

31 COMMISSIONER: So are you collating true and accurate  
32 diversity data?

33 A. Yes, we do collate as - but, again, it's voluntary,  
34 so --  
35

36 COMMISSIONER: So it's not accurate?

37 A. No, and I think I said in the statement there, there's  
38 six-and-a-half thousand employees who - 6,540 or something  
39 like that who don't identify as anything.  
40

41 COMMISSIONER: Yes.

42 A. So, you know, there could be a lot of demographics  
43 we're touching on there, and we just don't have it.  
44

45 COMMISSIONER: Okay. And these support networks are all  
46 voluntary positions; is that right?

47 A. That's correct.

1  
2 COMMISSIONER: Thank you. Ms Hillard?

3  
4 **<EXAMINATION BY MS HILLARD:**

5  
6 Q. Superintendent, just in relation to the training that  
7 you've outlined today to Counsel Assisting, if we look at  
8 paragraph 53 of your statement at subparagraph (e), the  
9 Torres Strait Islander police liaison officers, they have  
10 specific domestic and family violence training, we can see  
11 from your statement. But we look, for example, at the PLO  
12 positions at paragraph 49. Am I correct that the PLO  
13 positions don't have specific domestic and family violence  
14 training as part of their --

15 A. That has specific what, sorry?

16  
17 Q. Don't have specific domestic and family violence  
18 training as part of their two weeks that they complete, or  
19 if you're not sure --

20 A. Yes, they would have. On 53 there, part (e) should  
21 have "domestic and family violence". That's part of the  
22 training that they'll be given. Is that the question?

23  
24 Q. So that up until now the PLOs, the police liaison  
25 officers, haven't had the domestic and family violence  
26 training, and at paragraph 53 that's an intended thing  
27 that's going to take place now; is that correct?

28 A. You'd have to talk to Teresa to find out as to  
29 actually what the content is, I'm sorry, I couldn't tell  
30 you.

31  
32 Q. Okay. In respect of paragraph 62 of your statement,  
33 where you speak there about the number of ways that  
34 Queensland Police Service can work to overcome the  
35 challenges, and you list a number of those, there doesn't  
36 appear to be a great level of intersection between domestic  
37 and family violence and the racism/cultural issues that  
38 you've been talking about today. Is that something that's  
39 going to be looked at or addressed, or is that one of the  
40 challenges that you've identified?

41 A. I think it's more about the way that I worded my  
42 statement. I think I was just going with the, you know,  
43 challenges with police interaction in general with  
44 First Nations people, not specifically - I didn't  
45 specifically target DV. But it's - put it this way, all of  
46 our police that are sworn in, if you could probably pick  
47 the most common things they're trained in, there's

1 domestic, traffic stop, street disturbance and probably  
2 mental health, are probably the most four common things  
3 that are interwoven into a lot of their training practices.  
4 So that's sort of like the underpinning part of it.  
5 First Nations specific wise, you know, we don't necessarily  
6 target First Nations persons or any demographic like that.  
7 It's more just a general sort of term.

8  
9 Q. And is it correct then that when you're recruiting  
10 people in these First Nations roles, these Torres Strait  
11 Islander roles and these liaison roles that you don't  
12 specifically recruit people with domestic and family  
13 violence training and/or knowledge?

14 A. No, we wouldn't, not in those - especially not in PLO  
15 roles. It's quite - the standards don't include those  
16 sorts of things. There's no, like, RPL required stuff. A  
17 lot of it was just their on-the-job training that they pick  
18 up out of it, so we wouldn't specifically target that.

19  
20 Q. The Commission is going to hear some evidence about  
21 some of the vulnerabilities of some of those officers,  
22 particularly on the island. I'm talking about the liaison  
23 officers more specifically. Is there any benefit in your  
24 view to having a liaison officer who is in a situation on  
25 an island to also have a social worker who is a trained  
26 domestic and family violence expert or specialist to  
27 assist?

28 A. If we're doing our job right we're referring through  
29 to those appropriate groups, and if you look at the police  
30 response, that initial response, it will probably be  
31 difficult to get all the skill sets you're talking about  
32 there available at the time. Co-responder model stuff is  
33 being done in a number of different areas - mental health  
34 and youth and all that sort of thing. So I think it's  
35 something that's probably outside of my expertise, if you  
36 like. But I think there's certainly merit in what you're  
37 saying. The logistics of it, though, could be different.  
38 I would love to have all of our PLOs negotiator trained.  
39 But the reality is to put them through something like that  
40 would be quite lengthy and quite expensive and so on. So  
41 I think we probably make the best of what we can do with  
42 what we have available to us for those trainings.

43  
44 Q. When we're talking about training, there are  
45 resourcing issues, I suppose, with what's available and  
46 what can be delivered to the police liaison officers  
47 compared to other areas that you have to service.

1 Optimally, what would the period of training be for a  
2 police liaison officer? We've got two weeks here. It  
3 seems quite short. Could it optimally be longer and more  
4 involved and canvass all of these other areas, and is that  
5 something that's being looked at?

6 A. We have to go back to what the PLO is employed for.  
7 They're employed for that cultural advice, not necessarily  
8 as a responder in anything. I think that certainly the  
9 existing PLOs we have, even what's in their position  
10 description, what you're suggesting probably goes beyond  
11 that because they are a cultural link, that's their main  
12 function. It's up to us then to refer people and use those  
13 other government services and so on.  
14

15 Q. Does the current training for the police liaison  
16 officers and the TSIPLOs or those officers, liaison  
17 officers, sorry, involve information that is provided to  
18 them about the ability of the service providers to provide  
19 services on these remote areas?

20 A. Yes, every station, every area, because so many areas  
21 have so much different stuff available, they have a list of  
22 referral agencies through each of the - say,  
23 domestic violence, mental health, drug addiction and so on.  
24 So they are - certainly just as much knowledge of that as  
25 any other police officer to help with those referrals and  
26 stuff.  
27

28 Q. One of the issues in remote communities can be  
29 connectivity, and Counsel Assisting asked you some  
30 questions about Badu Island. Am I correct - not  
31 specifically Badu Island but across some of these  
32 communities, internet connectivity can be an issue, mobile  
33 phone connectivity can be an issue, can be affected by  
34 weather and can be affected by other factors as well. Is  
35 that an issue that you also have for your PLOs or their TSI  
36 liaison officers in those communities as well?

37 A. So the remoteness of the communities and even just the  
38 government resources that are available, we take for  
39 granted, in all these major centres are just not there.  
40 The provider levels are generally all outsourced and  
41 outside. So the challenges are everything from  
42 communications through to what's available to help out.  
43

44 Q. And is it correct that when you're talking about your  
45 police officers who are in some of these remote communities  
46 they can have connectivity issues with their Qlite device,  
47 for example, when they're going out?

1 A. I couldn't really comment on that, but I know that  
2 certainly the ability on the 4 and 5G networks, in  
3 especially the Torres Strait there is no network coverage.  
4 So it is an issue.

5  
6 Q. Just back to the selection process. You were asked a  
7 few questions about that, and you spoke very highly of your  
8 recruitment officer who sits on the panels. Can I ask  
9 whether or not on the selection process panels are there  
10 any diversity groups, for example any women or any other  
11 multicultural groups who sit on the panels, or any domestic  
12 and family violence trained people that sit on those  
13 panels?

14 A. Case by case I can say that our discrete  
15 communities - so central panels - every sergeant, senior  
16 sergeant position is - central panels overview that.  
17 Certainly with Mark Pengelly when they very first started  
18 up expressed that they should always have a member of the  
19 community on the panels and, if possible, First Nations  
20 police officer. So they'll have either one or both, quite  
21 often both. So that's the First Nations side.  
22 Multicultural, that's - the issue there is that - where we  
23 can we will put especially where it's a member of the  
24 community in. Sometimes in our own organisation there will  
25 always be a female. At least one of the panel members will  
26 always be a woman, and we try to make it as diverse as  
27 possible. But there's so many different positions.  
28 I couldn't put hand on heart and say it happens in all of  
29 them. But certainly the discrete communities there is  
30 always an Aboriginal and/or Torres Strait Islander person  
31 on those panels.

32  
33 Q. In respect of training and --

34  
35 COMMISSIONER: Sorry, and a woman?

36 A. Sorry?

37  
38 COMMISSIONER: And a woman on those panels?

39 A. Yes.

40  
41 COMMISSIONER: In the remote communities?

42 A. Yes. Yes, so Aboriginal and/or Torres Strait Islander  
43 person from their community in those remote communities  
44 will sit on the panel.

45  
46 COMMISSIONER: Yes, and a woman?

47 A. Sometimes if the woman - we try to make at least one



1 of the panel members a female, a woman, and quite often  
2 that can be the member of the community and/or part of the  
3 police group.  
4

5 MS HILLARD: When you're talking about training and  
6 recruitment - you were asked a few questions about that by  
7 Counsel Assisting, and can I just focus in on that for a  
8 moment. Are there any incentives provided to your police  
9 liaison officers, your Torres Strait Islander liaison  
10 officers or even your police officers to work in any of  
11 these regional areas? And, sorry, when I say incentives,  
12 they could be monetary or they could be promotional steps  
13 for them in other areas?

14 A. There's no guarantees in anything because we work on a  
15 model of merit based. So those locations - to work in  
16 those locations there is monetary incentives because of the  
17 extra costs of living and so on. Quite a number of those  
18 locations you'll see police housing or barrack  
19 accommodation as well, which can obviously alleviate the  
20 financial burden. Especially if you're not going to be a  
21 resident of an area forever and a day, you know, to buy in  
22 and sell out of is quite at your peril. So there's  
23 locality allowances and so on, and plus in the smaller  
24 places too they get shift allowances sitting on top of  
25 their base pay. But it's certainly not something you'd go  
26 to go and get, like, you know, fly in, fly out mining type  
27 of thing. It doesn't work like that, nor is it intended  
28 to. It's about renumeration.  
29

30 Q. When we talk about retention of the staff, you talked  
31 about there being vacancies particularly in the Torres  
32 Strait Islander positions and you talked about vacancies  
33 just generally. Are they vacancies because of the  
34 inability to retain people because they're being poached or  
35 inability to attract people?

36 A. Look, it can be any number of things. The attraction  
37 of staff can depend on an area as well where there's so  
38 many other providers that are - and it's a fairly hard job  
39 market at the moment for us to employ for some of those  
40 sorts of areas. These people are not paid super high  
41 levels of money either, you know. They're at a constable,  
42 senior constable pay level working those areas. It's only  
43 been in the last probably 12 months where they get the  
44 locality allowance. Previously industrially they weren't  
45 allowed to get that. So that's part of what our unit did,  
46 was got that changed to help with that attraction and  
47 retention of people in the area. So it's a work in

1 progress. But we've also got to fit those values as well.

2  
3 Q. Someone else might be able to answer this, but do you  
4 actually know how much the locality allowance is, or does  
5 it vary from region to region?

6 A. It varies every area, yes.

7  
8 Q. But otherwise the base wage for a constable or a  
9 senior constable to go from South East Queensland or a  
10 major regional centre up to these more remote regional  
11 centres, exactly the same pay?

12 A. So generally an operational police officer in the  
13 south-east or any of these centres up through here will  
14 get - I can't think what it is - 21 per cent or 23 per cent  
15 to compensate for those nightshifts, weekends and so on.  
16 In the remote areas I think it's 35, 36 per cent where it's  
17 a two-person or one-person station, and then there's OIC  
18 allowances. The allowances is as complex as EB industrial  
19 as ever it is.

20  
21 Q. Just in relation to some of the questions that you  
22 were asked about your description of the "perfect victim",  
23 were your words, and there's been some evidence around the  
24 ideal victim of domestic and family violence. What's your  
25 understanding based on your experience of the cultural  
26 training that's been rolled out to identify and overcome  
27 some of these issues about identifying the ideal victim?

28 A. I'm sorry, could you --

29  
30 Q. There's been some evidence in front of the Commission  
31 about perceptions about what the ideal victim is. It might  
32 be someone who has no mental health problems, no drugs, no  
33 alcohol, might not be from any kind of cultural/racial  
34 background. What's your understanding of how the cultural  
35 change training that you've been talking about will address  
36 those sorts of issues?

37 A. Look, I think things like alcohol foetal syndrome and  
38 that sort of stuff, if you are not aware of it and don't  
39 have an understanding or had any exposure to it, that can  
40 sometimes appear to be intoxication or drug affected when  
41 in fact they're not. So you're straight away judging a  
42 person, and those bias start kicking in. You're starting  
43 to judge a person about how they're coming across. I think  
44 cultural training and awareness starts to allow you to peel  
45 back those layers of those biases almost predetermining how  
46 you're going to take a certain course of action. So  
47 I think it's very important, in particular any of our

1 multicultural areas, why a person - and I'm thinking more  
2 along the lines of some of our African areas where they  
3 will not be forthcoming with information, and understanding  
4 that a woman who needs an interpreter, there's a good  
5 chance that, because of her dialect from a certain part of  
6 Africa, there will only be a small number of people that  
7 can actually speak it, probably people who are part of that  
8 family or community group. So I wouldn't want to talk.  
9 But then in understanding that, then it can mean that you  
10 mightn't be able to fix the problem right then and there  
11 but you might be able to come up with a different plan of  
12 attack and come back at a different angle on it and start  
13 working through the problem. That's all cultural awareness  
14 to understand that, not just going from job to job, you  
15 know.

16  
17 Q. Has there been - and you answered it to some extent  
18 when Counsel Assisting was asking you questions about  
19 delivery of training by external providers and the like,  
20 but to what extent has the cultural training program that  
21 you've been talking about and the cultural development that  
22 you've been talking about involved external agencies and  
23 consulting domestic and family violence agencies first of  
24 all and, secondly, to deliver?

25 A. I think probably that would be a question for probably  
26 Jacqui. I don't know to what sort of level they're going  
27 with those external providers and so on.

28  
29 Q. One of the experiences that's been reported to Women's  
30 Legal Service has been Indigenous women and some women  
31 generally, but specifically for Indigenous women, appearing  
32 uncooperative with police when they attend either on a  
33 callout or at a station, and it can be from that  
34 intergenerational trauma that you've spoken about. The  
35 cultural training program that you've been talking about,  
36 how is that going to address those sorts of issues and  
37 understanding about the apparently uncooperative victim  
38 when police try to engage?

39 A. I think that's exactly - it will give an understanding  
40 of why they could be reacting the way they are, to start,  
41 the officer addressing their own biases that are going on,  
42 and a bit more of an open mind about things, and also  
43 hopefully encouraging them to look at different options  
44 where they can get somebody from a different community  
45 group or so on to help assist with triaging the incident  
46 when it happens. So I think it's exactly as you've said  
47 there. It's about having that better understanding to be

1       able to deal with it.

2  
3       Q.   How does the triaging happen in a remote Indigenous  
4       community, whether it's on the islands or some of the other  
5       land - mainland communities, to your knowledge? You may or  
6       may not be able to answer if you're not operational.

7       A.   Look, I think some places get it right and other  
8       places probably it could be done better. But it's all  
9       restricted on what's available at your fingertips as  
10      resources and the skill set of those that are doing it.

11  
12      Q.   Counsel Assisting asked you some questions about how  
13      was the training that primarily is being provided at a  
14      higher level or a command type level, and how that would  
15      feed down or filter down, and one of your responses was  
16      about the performance reviews. Can I ask does the  
17      performance review also involve audits and assessing the  
18      time taken, for example, of police officers responding to  
19      matters? Can you even say things about what the  
20      performance review involves?

21      A.   It's everything. So they look at their crime stats,  
22      they compare it to past years, they look at their work for  
23      Queensland, questions which - there are a number of  
24      questions that relate about the organisation's health to  
25      issues that they perceive and so on. So anything from  
26      that, stats, the whole lot is all gone through in those  
27      reviews. Usually they take - I can't remember how long  
28      ours was. It was at least a full day, maybe two days.  
29      I can't remember now.

30  
31      Q.   I'm correct, aren't I, that the performance reviews  
32      are conducted by people in the chain of command to people  
33      further down in the chain of command; is that right?

34      A.   Yes, so if there's an issue that's identified, then,  
35      that's right, the chain of command, being a hierarchical  
36      organisation, is what should drive that change down there.  
37      So you've got the training packages and that sort of stuff.  
38      But as things are rolling along and those changes that need  
39      to be done or resources injected in something, that's those  
40      sorts of triggers. Most performance reviews, that's  
41      the Commissioner's performance review. But districts and  
42      regions, they all have their own performance reviews, and  
43      I couldn't tell you whether they're half-yearly or yearly.  
44      But that's a fairly regular cadence of things that are  
45      done.

46  
47      Q.   In light of the positive work that you've been

1 developing in the last 12 to 18 months in your unit that  
2 you've been working in, is your unit going to have a more  
3 active role in the performance reviews to assist in  
4 identifying cultural or racial issues?

5 A. Yes, I would like to be. I would like to have it like  
6 that. It's also a case even other triggers, like Ethical  
7 Standards Command, part of it will be complaints against  
8 members, what those complaints look like, whether it's  
9 inaction, instability, there's racism, there's all sorts of  
10 different categories of things. So anything like that that  
11 glitches will be a trigger as well for action to be taken  
12 in those areas.

13  
14 MS HILLARD: Commissioner, I think that's all of my  
15 questions. If I might just have one brief moment.

16  
17 COMMISSIONER: Just while Ms Hillard is checking, can  
18 I just - it just occurred to me in relation to the remote  
19 communities what is the access to interpreters?

20 A. In the remote communities? That can be an issue  
21 because we've got, what is it, 500 different mobs over 250  
22 different dialects. So where you have English as a distant  
23 second language then you're reliant on that community  
24 because they're such a small area there. So they would  
25 have Elders and leaders in the community that they would  
26 utilise in that fashion if they were having trouble  
27 communicating.

28  
29 COMMISSIONER: All right. And is that part of the  
30 induction, that if --

31 A. Yes, there would be.

32  
33 COMMISSIONER: So there would be a list of the people who  
34 could interpret if needed?

35 A. They will have - certainly they'll identify that's an  
36 issue in the community. Then they'll have - and generally  
37 the go-to people who can assist, and that's part of their  
38 induction package from place to place.

39  
40 COMMISSIONER: Right.

41  
42 MS HILLARD: Thank you, Commissioner. Those are my  
43 questions.

44  
45 COMMISSIONER: Thank you.

46  
47 MR McCafferty: Nothing, thank you, Commissioner.

1  
2 MR HUNTER: Nor from us, Your Honour.

3  
4 COMMISSIONER: Ms Cappellano?

5  
6 MS CAPPELLANO: No further questions, thank you. Could  
7 Superintendent Johnson be excused?

8  
9 COMMISSIONER: Yes. Thank you very much, Superintendent.  
10 Thanks for coming in. Or coming up.

11 A. Thank you.

12  
13 <THE WITNESS WITHDREW

14  
15 MS CAPPELLANO: Commissioner, I call the next witness,  
16 Acting Inspector Jacquelin Honeywood.

17  
18 <JACQUELIN HONEYWOOD, sworn:

19  
20 <EXAMINATION BY MS CAPPELLANO:

21  
22 Q. Acting Inspector, what's your current role?

23 A. I'm currently the Acting Inspector in charge of  
24 multicultural affairs within the First Nations and  
25 Multicultural Affairs Unit.

26  
27 Q. And what's your substantive position?

28 A. Well, I actually don't have a substantive role at the  
29 moment. So 18 months ago I became what we call displaced.  
30 There's a whole heap of movement within the QPS. I was  
31 within recruit training as an intake coordinator, but  
32 I relinquished that role in order to allow for continuity  
33 within the First Nations and Multicultural Affairs Unit and  
34 that role there.

35  
36 Q. In terms of your service history, you began with the  
37 Queensland police in 1997, and you've been in the  
38 Police Service since this time. It appears you spent a lot  
39 of your time working in the training areas; is that  
40 correct?

41 A. That's correct, yes.

42  
43 Q. Can you talk about some of the different roles you've  
44 had in that space?

45 A. Yes. So I worked within an area called - it's now  
46 called the education and training office, but in those days  
47 it was called the Cairns education and training office and

1 the Wynnum district education and training office, which is  
2 responsible for district education and training for a  
3 district, and incorporates operational skills training,  
4 what we call block training and those sorts of things.  
5 I spent some time in the first-year constable program,  
6 which was leading the first-year training for the state.  
7 That was at Oxley. I spent some time in the area which is  
8 called training strategy, but it was a registered training  
9 organisation for the Queensland Police Service. So all the  
10 qualifications that the Queensland Police Service has,  
11 there's an area that manages that, and I worked in there,  
12 and also recently within the recruit training section,  
13 where I led what was called the culturally and  
14 linguistically diverse recruit preparation program, and  
15 also during that time I was intake coordinator for PL0  
16 training and a few other portfolios while I was there.

17  
18 Q. Has there been much change in the PL0 training from  
19 that point in time to what's happening with PL0 training  
20 now?

21 A. Not really. The training continually is adapted. So,  
22 as the superintendent mentioned before, Teresa Tapsell is  
23 the subject matter expert, but the training is aligned - so  
24 the induction training is aligned with a certificate II in  
25 community engagement, I think it is. So, because it's  
26 aligned and mapped to a qualification, there's not a huge  
27 amount of change that can occur. But as things come up  
28 there's usually additions that occur within the training.

29  
30 Q. So with the certificate II, and then there's an  
31 optional certificate III, is the PL0 training part of that  
32 certificate process as well?

33 A. Yes. So the two-week induction training program is  
34 mapped and aligned with the certificate II. The  
35 certificate III is more distance based, and they do that  
36 through on-the-job learning.

37  
38 Q. Practically, how does it work? What needs to be done  
39 after that two weeks to get a certificate II?

40 A. There's a few on-the-job work based activities that  
41 they need to complete, like workbooks and those sorts of  
42 things. It's a certificate II, so it's not really  
43 high-level stuff, but simple things like sending emails and  
44 those sorts of things. Then once they have completed those  
45 activities then we've got a - Teresa Tapsell, who's been  
46 mentioned a few times, she will then oversee the assessment  
47 of those workplace activities and then that certificate is

1 completed. It's not a huge body of work.

2  
3 Q. And it takes place in on-the-job learning?

4 A. Yes. So the face-to-face two-week induction training  
5 program incorporates part of the certificate II training,  
6 and then part of it is then on the job.

7  
8 Q. In 2001 you completed a masters of professional  
9 studies through the University of Southern Queensland, and  
10 that research investigated diversity recruitment practices  
11 within law enforcement agencies. What were the - I'm not  
12 asking for the whole thesis, but what were in general the  
13 findings of that study?

14 A. So that was 2021, not 2001, just to clarify.

15  
16 Q. Sorry, my apologies.

17 A. So at the time the research commenced while I was the  
18 intake coordinator for the CALD recruit preparation  
19 program. At the time, the program was exceptional. It was  
20 really - appeared really well received, particularly by  
21 community. It was actually driven by the Police Ethnic  
22 Advisory Group, which was our - the group that the QPS uses  
23 to engage some of our high-level cultural leaders within  
24 community. So it received a lot of attention. But at the  
25 ground level and actually facilitating and seeing the  
26 recruits that came through, identified some opportunities  
27 to improve, particularly in that recruitment space. Some  
28 of the people that came through the program were not - so  
29 the program - the intent of the program was to prepare them  
30 for the recruit training program. So it was a 10-week pre,  
31 like, induction program, if you like. But we had - and it  
32 was designed for people who were born in non-English  
33 speaking countries. But we had some people in that program  
34 on the basis of the eligibility criteria that we'd set for  
35 the program. The eligibility criteria was around they had  
36 a parent born in a non-English speaking country or they  
37 were born in a non-English speaking country. Now, on the  
38 basis of that eligibility criteria I would have qualified  
39 for the CALD recruit preparation program, but I wasn't the  
40 target group. So we ended up with some people coming  
41 through that really filled our numbers but didn't  
42 necessarily enhance the cultural capability, if you like,  
43 of the organisation. So, getting back to your question,  
44 some of the outcomes of that was around adjustments to the  
45 eligibility criteria to ensure that we ended up with the  
46 right people to come into the program, which in turn  
47 expected to enhance legitimacy of that program as a



1 diversity recruitment program.

2  
3 Q. And does that program - that was a specific program  
4 for people from a CALD background. Is there a similar  
5 program for people from a First Nations background?

6 A. Yes. Yes, there's an Indigenous recruit preparation  
7 program as well, which is run out of the Townsville  
8 academy.

9  
10 Q. Is that also 10 weeks?

11 A. Yes, it is. So, just to clarify, the new CALD  
12 program - the old CALD program no longer exists. It was  
13 reviewed as a result of the research and is now the  
14 multicultural recruit program, and it was shortened to six  
15 weeks. The Indigenous recruit program hasn't  
16 undertaken - undergone an evaluation process, so it's still  
17 10 weeks.

18  
19 Q. Is there any difference in terms of the results of  
20 people who go through that program to how they - in terms  
21 of graduating and retention in the service?

22 A. Between the two programs?

23  
24 Q. No, sorry, people either of a CALD background or an  
25 Indigenous background who have done the program as opposed  
26 to people who might be from those backgrounds but haven't  
27 done that preparation program?

28 A. I can't tell you officially what the statistics were,  
29 but anecdotally what we - no, sorry, not anecdotally. Part  
30 of the research of the multicultural recruit program or the  
31 CALD program identified there was a significant - there was  
32 a significant impact of the support networks that were  
33 obtained or developed as a result of going through that  
34 CALD recruit preparation program. So that was that whole  
35 team-building focus, it gave them an opportunity to really  
36 build some good, solid support networks before they hit  
37 recruit training. Recruit training is a very fast-paced  
38 program, and if you come from a bilingual background it can  
39 be really tricky and it can be difficult to develop support  
40 networks.

41  
42 The same goes with the Indigenous recruit program.  
43 Whilst I haven't evaluated that one, but from my knowledge  
44 the support networks that are developed as a result of  
45 going through that program are particularly important for  
46 those recruits when they move into the fast pace of recruit  
47 training.

1  
2 Q. And I understand that you personally haven't done any  
3 evaluation on those programs. Has the service more  
4 generally?

5 A. I've done the formal evaluation of the CALD recruit  
6 preparation program. That was part of the research. But  
7 I haven't done the evaluation of the Indigenous recruit  
8 program, and to my knowledge there's been no evaluation  
9 completed of that program.

10  
11 Q. And how long have those programs been running?

12 A. The CALD recruit preparation program commenced in  
13 2016. I believe, and I'm not 100 per cent, that the  
14 Indigenous recruit program started about two years prior to  
15 that.

16  
17 COMMISSIONER: And how many people go through a year?

18 A. So the Indigenous recruit program is only run once a  
19 year. We haven't run one for about two years due to COVID.  
20 So we didn't have a lot of applicants come through. The  
21 CALD recruit preparation program, we've had - about 150  
22 have gone through since 2016.

23  
24 COMMISSIONER: Right. And the First Nations?

25 A. I can't tell you the exact, but I can get those  
26 statistics for you, Commissioner.

27  
28 COMMISSIONER: Okay. Thank you.

29  
30 MS CAPPELLANO: From the research that you did surrounding  
31 those programs, are there any learnings for how to increase  
32 recruitment from people from diverse backgrounds, whether  
33 it be First Nations or a CALD background?

34 A. Yes. So part of the research highlighted some  
35 barriers in particular for our CALD police recruit  
36 applicants - and, just for clarity, it is a police recruit  
37 applicant program, not for staff or PLOs - so some of - so  
38 particularly for people who were born in countries where  
39 policing or police don't have the same relationship with  
40 community that we do here in Australia and Queensland, so  
41 that bias, I guess, or misunderstanding of what police do,  
42 fear of police, their experience of police back in their  
43 home country, also probably not understanding the  
44 professionalisation that police are. So at the end of our  
45 recruit training and first year program we have  
46 diploma - they end up with a diploma of policing, and  
47 that's probably not well known within community. So those

1 sorts of things.

2  
3 I know also some of our applicants struggle with the  
4 English language, and to be an operational police officer  
5 they need to be able to communicate effectively in the  
6 English language.

7  
8 Q. Now, if I could ask you a little bit about the  
9 First Nations and Multicultural Affairs Unit. You've  
10 worked in that unit since January 2021; is that correct?

11 A. That's correct.

12  
13 Q. So shortly after - a couple of months after it began?

14 A. Yes.

15  
16 Q. Mr Operator, could we place up the chart. Can you  
17 explain in your words - sorry, that's an organisational  
18 chart of the multicultural and First Nations unit. What is  
19 the purpose from your perspective of the unit?

20 A. So there's three actions that we focus on within the  
21 unit, and one is driving cultural capability for the  
22 organisation; enhancing our community engagement and  
23 cultural engagement; and driving cultural inclusion. The  
24 way I usually try and explain it is we have an inward  
25 focus, making sure that our organisation is culturally  
26 inclusive because if we can't look after our own people and  
27 we don't get that right it's really hard to get it right  
28 when we outward focus. Enhancing the cultural engagement,  
29 so we, as you can see - that's not our unit structure, but  
30 our unit is quite small.

31  
32 Q. Sorry, I'll just get that up for you,  
33 Acting Inspector. Mr Operator, could we please have the  
34 organisational structure which is attachment A to  
35 Kerry Johnson's statement. Sorry, it's of the  
36 First Nations and Multicultural Affairs Unit. Thank you.

37 A. So our unit is quite small. So, when I talk about  
38 enhancing cultural engagement, that's not us physically  
39 doing it. It's physically not possible for us to get out  
40 and engage. So we will do those high-level strategic  
41 engagements. But we really rely on the relationships  
42 within our districts, particularly of our district  
43 officers, our cross-cultural liaison officers and our  
44 police liaison officers, to do that work. We facilitate  
45 that and support that within the districts. Then that in  
46 turn enhances cultural capability.

1 Q. In terms of if we're just looking at increasing the  
2 cultural capability in terms of the organisation, you talk  
3 in your statement about working with PCAP to increase a  
4 cultural capability and awareness educational plan. Now,  
5 you talk about stage 1 of the plan, and I'll ask you about  
6 that in a moment. Has there been any thought even on a  
7 broad-brush level as to what is beyond stage 1?

8 A. There's a lot of thoughts about that. The issue is  
9 around the capacity. So my portfolio is multicultural  
10 affairs. Our role within that particular part or across  
11 the whole unit is driving accountability of the service for  
12 cultural capability, and some of that is responding to  
13 high-level government actions. So, for example, in my  
14 portfolio, it's a multicultural action plan. So  
15 identifying what it is within the service where we have  
16 gaps in our service or where we need to improve, and then  
17 facilitating improvements in those areas. We can't  
18 physically do it, but making sure we engage with those key  
19 stakeholders internally through our relationship building  
20 to make sure that those areas are delivered or those things  
21 are delivered.  
22

23 An example of that is we recently engaged with a  
24 watchhouse, speaking to them about their cultural  
25 capability and what - sorry, the Brisbane watchhouse - and  
26 some of the opportunities that they have to better improve  
27 their service, and it was identified that they don't  
28 capture the cultural background or language requirements of  
29 their prisoners as they come in. So that was really a gap  
30 that we highlighted. We're working with them to try  
31 and - it's such an easy fix to be able to capture that  
32 because we know then if we're capturing that information in  
33 the first hand it drives them to provide translators and  
34 interpreters as required.  
35

36 Q. So how did you identify that there was a gap there?

37 A. Through conversations with them.  
38

39 Q. And so was it the watchhouse approaching your unit  
40 saying --

41 A. Sorry, I should clarify. It actually was driven out  
42 of a group called the Multicultural Justice Informed  
43 Network, I think, MJIN, which is driven by  
44 Queensland Health, their transcultural centre,  
45 Multicultural Queensland Health, who has commenced a  
46 multi-agency group to improve outcomes for people from CALD  
47 backgrounds who enter the criminal justice system. So that

1 triggered the questions where we reached out to the  
2 watchhouse to say, "What does the journey look like for  
3 someone from a multicultural background coming into the  
4 watchhouse, particularly if they suffer from mental  
5 health," and that triggered that.

6  
7 Q. So it was really through the external networks that  
8 the unit fosters that those issues got brought --

9 A. Sometimes, yes.

10  
11 Q. And then feeds into the internal drive to build  
12 cultural capability?

13 A. Yes, correct. Yes.

14  
15 Q. So if we look at in terms of the plan, and you outline  
16 stage 1 of the plan, is it the case that really the focus  
17 is on stage 1 at the moment and then once stage 1 is  
18 complete stage 2, 3, 4 will be developed?

19 A. So with the capacity of the unit there's a lot of work  
20 that needs to be done, but it is very much focused on what  
21 we can work on and get done in the very, very short-term  
22 future and then plan for the longer term. So the focus at  
23 the moment, correct, is just to get that two days of  
24 training done with our recruits.

25  
26 Q. And so that's hoped to be completed within the next  
27 eight weeks. Can you talk through some of the additional  
28 topics that are going to be included in that training?

29 A. So cultural capability or understanding different  
30 cultures, there's two different focus. One is around our  
31 multicultural community and the impact of policing  
32 different - people from different cultures. Then the other  
33 side of house is ensuring that we have an understanding of  
34 our First Nations history and how that impacts on how we  
35 engage with First Nations communities now.

36  
37 It was mentioned earlier in Superintendent Johnson's  
38 testimony around Living Under the Act that's delivered by  
39 DSDSATSIP. So part of our training will be engaging with  
40 DSDSATSIP to see if we can incorporate that training within  
41 the two days training. We trialled that training with our  
42 multicultural recruits.

43  
44 Q. And just DSDSATSIP?

45 A. Sorry, Department of Seniors, something, Aboriginal  
46 and Torres Strait Islander Affairs. Sorry, I missed the  
47 second "D".

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Q. And "Partnerships"?

A. And "Partnerships", yes.

Q. So that's the Living Under the Act part of training?

A. So to inform part of that - so that's only part of the training. It's only two days, so we can only do so much.

Q. Is two days enough?

A. Very good question. Probably not. If you ask whether six months of training for a recruit is enough, the answer would be probably not. But we do what we can with what we have. Two days of training will also incorporate how to engage with PLOs, or police liaison officers, because they form a big part of our cultural capability, and previously or in most recent years we haven't had a lot of work with our PLOs working with recruits. So the recruits don't necessarily know what police liaison officers are. So this is an opportunity to allow them to see who they are and engage them and understand how they can engage them.

Q. You talk about - in the statement you say that there will be - one of the topics is the lived experience of CALD and First Nations people. What does that envisage?

A. That's the intent, and I'll just - just a bit of a disclaimer, it's very much in its infancy stages, but I think it's really difficult to deliver a cultural capability or a cultural awareness training product without the input and investment of community. So the intent is to bring in local Elders. Again, it will change from workshop or intake to intake because it will depend on who's actually available. But the intent will be to bring in First Nations Elders as well as some Elders from our ethnic communities to be able to talk through what their experience might be particularly.

So there's been a bit of mention today of some of our people from different African backgrounds. Our Afghans have got a very different experience that will impact how they engage with police or what their thoughts are on police and what their current situation is which can, you know, trigger empathy and understanding with our recruits, and the same with our First Nations Elders to be able to talk about that experience.

Q. How critical is that aspect of the training?

A. I think it's very critical because it's about

1 triggering understanding and empathy, and that's part of it  
2 for the recruit, but it's also ensuring that our community  
3 are involved with that training as well.

4  
5 COMMISSIONER: So have you spoken to the community?

6 A. We've spoken to - I actually just recently spoke to a  
7 couple of our Inala Elders and spoke to them about the  
8 training. Within our Police Ethnic Advisory Group they  
9 have been pushing for a number of years to enhance the  
10 cultural training or to actually drive cultural training.

11  
12 COMMISSIONER: Or to have cultural training?

13 A. To have cultural training. So there has been some,  
14 which is more around the online learning product, and it  
15 really - it's something, but it's not been enough. So,  
16 yes, certainly I think when the product is off the ground  
17 I think there will be excitement within community that it's  
18 there. I think the first delivery will be the pilot, and  
19 then we'll have to refine it as we go along.

20  
21 COMMISSIONER: So have they committed to coming along to  
22 the program?

23 A. No. No, there's been no engagement to who will  
24 actually come and participate in the training as yet, no.

25  
26 MS CAPPELLANO: What about in Townsville? Any discussions  
27 within community at this stage?

28 A. No, no, not from our unit.

29  
30 Q. You also talk about - at paragraph 13 that the  
31 training - although not focusing on domestic and family  
32 violence, but it is proposed to include the impact and  
33 prevalence of domestic and family violence within  
34 First Nations and CALD communities, and cultural  
35 considerations in relation to domestic and family violence.  
36 Can you explain what the content - what's expected to be  
37 covered in relation to domestic and family violence within  
38 that training?

39 A. Particularly around things like ensuring the use of  
40 interpreters. Particularly for our CALD members, if we  
41 don't have access - it's about understanding how to engage  
42 interpreters and ensuring that interpreters are engaged as  
43 appropriate and not relying on family members to translate  
44 and interpret for either an aggrieved or a respondent. So  
45 there will be - whilst there is already domestic violence  
46 training within the recruit training program, I think  
47 that's also the opportunity to really capitalise on the two

1 days that we've got there. Even things like trauma  
2 informed practice and those sorts of things.

3  
4 Q. How developed is that aspect of the training at this  
5 point in time?

6 A. It's very - it's in an outline stage at this stage.

7  
8 Q. Is there anything specifically looking at common  
9 misidentification of people from First Nations backgrounds  
10 as perpetrators? Is that something anticipated to be  
11 covered in that unit?

12 A. I suspect so, yes. Yes, because particularly - and,  
13 again, my portfolio is around that multicultural space, but  
14 we know that from speaking with community there can be that  
15 misidentification of the aggrieved as respondent, but also  
16 understanding the nuances of our CALD communities. If we  
17 have someone here who is on, for example, a humanitarian  
18 visa, or the different visa aspects, that can impact on  
19 their willingness to report domestic violence and what that  
20 might actually - how that might influence their  
21 communication with police. Also, their lack of  
22 understanding around what that domestic violence journey  
23 might look like for an aggrieved. So that is really the  
24 training that I'd like to see embedded in that. Again,  
25 it's very much in a skeleton phase, hence why it's  
26 important for us to engage with our CALD and First Nations  
27 communities to make sure we don't miss some of those  
28 aspects.

29  
30 Q. So it is anticipated in terms of the training  
31 generally that you'll be engaging with community --

32 A. Yes.

33  
34 Q -- whether it be CALD or First Nations, to develop the  
35 training?

36 A. Absolutely.

37  
38 Q. In the domestic and family violence space, is it  
39 anticipated that there will be engagement and consultation  
40 with domestic and family violence support services?

41 A. I suspect so. I think that sort of makes sense. One  
42 of the areas that we particularly wanted to speak to is  
43 QPASTT, which is Queensland program against - of support  
44 against survivors of trauma and torture, because I know  
45 that they can bring in that trauma informed practice  
46 aspect. Given that there will be a flavour of  
47 domestic violence - sorry, I don't mean to be



1       disrespectful --

2  
3       Q.     I understand.

4       A.     -- yes, we would look to engage domestic violence  
5       services.

6  
7       COMMISSIONER:   Can I just ask you, sorry, just one  
8       question about the training generally. Are recruits told  
9       about how to access the interpreter services?

10      A.     There's no specific training on that, Commissioner,  
11      no.

12  
13      COMMISSIONER:   Okay. So I take it then they're not told  
14      about when they should engage interpreters?

15      A.     So I should clarify. So within different parts of  
16      their training, so, for example, when they're provided with  
17      investigative interviewing training, there's components  
18      that say, if the person requires an interpreter, time must  
19      be allocated for them to be provided an interpreter. But  
20      there's no - at this point in time there's no interpreter  
21      services come in or translation interpreter services come  
22      in and speak to them or deliver any specific training about  
23      how to engage interpreters.

24  
25      COMMISSIONER:   All right. And what about when to judge if  
26      someone needs an interpreter?

27      A.     No, there's nothing like that at this point in time.

28  
29      COMMISSIONER:   Okay. Are you moving onto a different  
30      topic?

31  
32      MS CAPPELLANO:   Yes.

33  
34      COMMISSIONER:   Okay. We might break for lunch.

35  
36      MS CAPPELLANO:   Thank you, Your Honour.

37  
38      **LUNCHEON ADJOURNMENT**

39  
40      COMMISSIONER:   Yes.

41  
42      MS CAPPELLANO:   Thank you, Commissioner.  
43      Acting Inspector, you had just talked about the development  
44      of the training recruit program. You also in your  
45      statement speak about the First Nations and multicultural  
46      affairs preparation of just in time training and awareness  
47      products. What are they?

1 A. So quite often when we talk about training we think of  
2 really formalised training. But there's really important  
3 what I've referred to as just in time training, that is  
4 training that's required at the time. An example I provide  
5 is Taskforce Uniform Knot, which was a taskforce stood up  
6 to look at criminal street gangs. Some of the people that  
7 were involved or there was a large proportion of young  
8 people involved in criminal - some of these criminal street  
9 gangs who were from African backgrounds. It was really  
10 clear that there was a gap in the ability for the  
11 taskforce, who were engaging with some family members of  
12 these young people, they really struggled to be able to  
13 engage with them effectively. So we brought in the  
14 President of the Queensland African Communities Council to  
15 deliver, because we knew him through our community  
16 engagements, and he delivered a training product around  
17 African cultural intelligence training, and that delivery  
18 was supported by a police liaison officer of African  
19 background so it complemented the training. That might not  
20 be training that would be appropriate across the state, but  
21 it was really - it was a specific training product for a  
22 specific purpose.

23  
24 Some of the other training or awareness is around the  
25 products that we release and information we release via  
26 some of our social platforms. For example, Workplace, so  
27 creating awareness around the Sikh faith and the five  
28 articles of faith. There's specific articles of faith that  
29 Sikhs wear that can impact on our policing. For example,  
30 there is a kirpan that they wear. Some police, if they're  
31 not appropriately aware, they may believe it's a weapon.  
32 So it's really important to create awareness around that,  
33 that there's reasonable - they have a reasonable excuse to  
34 carry that on the basis of faith under the Weapons Act.

35  
36 So other things that we do is statewide emails around  
37 engagement of interpreter services. We do screen savers to  
38 create that nudge effect, just to create that continual  
39 awareness, it's a bit like marketing, just to keep  
40 enhancing awareness around different aspects of cultural  
41 capability to just keep improving as we go.

42  
43 Q. So that's what you refer to as the just in time  
44 training. It's also the case that the First Nations and  
45 multicultural affairs unit has been working with PCAP to  
46 improve the online materials in a cultural capacity space.  
47 You talk about there being cultural appreciation program

1 books and online learning products. What are the  
2 differences between those two things?

3 A. So some of the books or some of the training products  
4 are actually like an electronic book. We call them CAP  
5 books. I can't remember what CAP stands for, sorry,  
6 Your Honour, but they're an online book, and online  
7 learning products are more interactive, they can  
8 incorporate videos and those sorts of things.

9  
10 Q. All those products as they relate to cultural  
11 capability are currently being reviewed and updated and you  
12 list some of those products throughout.

13 A. Correct.

14  
15 Q. There's also an update occurring, am I correct, in  
16 relation to specific online induction packages?

17 A. Yes, that's right. They're specific to discrete  
18 communities.

19  
20 Q. And there you list a number of those packages in your  
21 statement. I understand that those packages currently  
22 aren't compulsory; that's correct?

23 A. That's correct, yes.

24  
25 Q. And do you have any idea of when they were last  
26 updated or does that vary?

27 A. Yes, I can't tell you. But I know that they are due  
28 for update, but I can't tell you when they were last  
29 updated.

30  
31 Q. And are they all in a similar product type in that  
32 they're all an online learning product?

33 A. That's correct, yes.

34  
35 Q. Are they all online learning products?

36 A. All online learning, yes.

37  
38 Q. How long do they go for?

39 A. I can't tell you exactly.

40  
41 Q. And another role is hosting annual events or regular  
42 events with various communities?

43 A. That's correct, yes.

44  
45 Q. One of the important internal relationships that you  
46 recognise in your statement is the relationships of police  
47 liaison officers and the role that they play. In your

1 opinion why are police liaison officers so important?

2 A. The police liaison officers, they're really integral  
3 to our capability. So they bring a unique skill set by be  
4 it language or their connection to culture, their  
5 connection to a community. Because they're not sworn as  
6 well they have this unique ability to engage with a  
7 specific community or communities without being a threat.  
8 So both across CALD and First Nations communities some  
9 people feel threatened by police whereas our PLOs, or  
10 police liaison officers, are able to bridge that gap and  
11 break down the barriers. They also help with our police  
12 understand those communities as well.

13  
14 Q. So can you give me an example of what you mean by  
15 that?

16 A. The example is bringing in an African background PLO  
17 to assist with cultural training. So it gave that added  
18 context to what the facilitator was providing around  
19 African communities and those sorts of things, and he was  
20 able to bring in the policing perspective or an  
21 organisational perspective.

22  
23 Q. And because of the relationship of the police would a  
24 PLO in that circumstance be more aware of the concerns and  
25 the things that the police would have to know in that  
26 context?

27 A. They walk two worlds. So they understand the  
28 organisation and the organisational culture, but they also  
29 understand the culture from community which it's difficult  
30 to understand if you haven't been embedded in it. So they  
31 really understand the cultural nuances. But they also  
32 provide advice to police, particularly if police need to  
33 engage with specific communities and can either assist with  
34 locating people through their connections but also say, you  
35 know, for example, "When you approach this house because  
36 it's an African community you might want to tap this way.  
37 If you knock too hard it may come across as a threat."

38  
39 Q. In your statement you also talk about some of the  
40 challenges that are faced by the unit. To begin with you  
41 talk about the importance of relationship and trust. Why  
42 is that so important?

43 A. Relationships within the organisation as well as  
44 externally are really important. So internally as  
45 I mentioned before we're a really small unit. Cultural  
46 capability is everyone's responsibility. I see our unit as  
47 a facilitator and a driver and keeping the organisation

1 accountable. If we don't have that relationship or we're  
2 unable to facilitate that relationship internally with our  
3 districts it's really hard to keep them accountable. You  
4 don't want to be wielding a big stick. It's about working  
5 with districts to say, "Hey, how can we do this better or  
6 how can you engage better?" An example is supporting them  
7 with the roll-out of a PL0 from a certain background that  
8 might help them engage with a particular emerging  
9 community. So that's internally.

10  
11 Externally relationships are important. Again we're  
12 not just wholly responsible for relationships with the  
13 community. But there are certain key stakeholders in  
14 community, both in First Nations and multicultural  
15 communities, that we engage with and it's important that we  
16 maintain those relationships in the good times so that when  
17 things go bad, and unfortunately we're a policing agency  
18 and we're dealing with crises all the time, if we have  
19 those established relationships it's a lot easier to get  
20 the buy-in and support from community. We can't police  
21 community without their cooperation.

22  
23 Q. And one of the issues or challenges that you recognise  
24 is the temporary structure of the unit. Why does that  
25 create a challenge?

26 A. So a lot of the work that we do within the unit, the  
27 portfolios, is it's a long-term strategy, it's a long-term  
28 planning. Cultural capability can't be enhanced overnight.  
29 So it's about building those relationships, and building  
30 relationships internally and externally takes time and  
31 trust. If you've got a continual turnover of staff, which  
32 we tend to in certain positions, it's really difficult to  
33 maintain those consistencies in relationships. So I think  
34 I'm on to my fifth superintendent, acting superintendent in  
35 charge of the unit, and it's a complex space as it is. So  
36 then each time a new person comes in they bring a different  
37 perspective and a different investigation and then, you  
38 know, it all sort of starts again. So very difficult to  
39 maintain relationships when you've got this constant  
40 revolving door of people.

41  
42 Q. And what about vacancies?

43 A. We carry - I can't tell you the exact number of  
44 vacancies at the moment, but there's always vacancies in  
45 key roles. When I first started in the unit, so within  
46 multicultural affairs, there's myself, there's the  
47 inspector or acting inspector, a senior sergeant, sergeant,

1 and senior constable. For a very long time, I can't tell  
2 you exactly how long, possibly around six months, there was  
3 only myself and a sergeant. It's a very small number when  
4 we are at full capacity. But when you're limited by not  
5 being able to fill those positions it's even more difficult  
6 to achieve what we should be achieving. Within the  
7 First Nations space we've had a changeover of I think we've  
8 had three inspector First Nations, and that's  
9 another - we've been lucky on multicultural affairs, I've  
10 been consistent for 18 months because I haven't had an area  
11 that's been calling me back. But in the First Nations  
12 portfolio we've had the inspector rotating through there  
13 every six or so months. So again tricky to maintain those  
14 relationships.

15  
16 Q. And the vacancies and the high turnover of staff,  
17 would that be addressed if the unit was a permanent unit?

18 A. I believe so. I don't believe it would be perfect,  
19 but I believe so because we would have people permanently  
20 placed. Firstly, I don't think we've seen the potential of  
21 people who may be interested in working within the unit  
22 because people know that they can't be released so won't  
23 apply, sometimes won't apply for vacancies, like what we  
24 call expressions of interest, which are temporary  
25 positions. When we're able to actually fill the roles  
26 permanently we're able to see the true skills and knowledge  
27 that people are able to bring in.

28  
29 Q. You also raise an issue about not having a governance  
30 officer. Why is that a problem?

31 A. As I mentioned earlier a lot of the work that we do is  
32 responding to high level government documents. So in the  
33 multicultural affairs space we keep the organisation  
34 accountable to the multicultural action plan. In the  
35 First Nations space there's a whole range of reporting,  
36 including thriving communities, reconciliation action  
37 planning and a few others. Historically we had a  
38 governance and policy officer who was able to respond and  
39 report on those - the activities associated with that. It  
40 takes time. We're reporting quarterly as well as reporting  
41 on an operational plan. So a governance officer should be  
42 responding to that as well as forward planning, whereas at  
43 the moment it just feels like we're constantly on the back  
44 foot. As inspectors, both myself and the First Nations  
45 inspector, that's our role at the moment, is doing that  
46 strategic reporting.

1 Q. And are there any other limitations that you see  
2 within the QPS more broadly that are limiting the ability  
3 for the QPS to continue to develop cultural capability?

4 A. That's a big question. I think resourcing is a huge  
5 one. If you talk time and resources, I think if you spoke  
6 to cross-cultural liaison officers around the state and  
7 police liaison officers around the state they would say  
8 that they're underresourced to be able to really  
9 effectively do their role. But I also think if you spoke  
10 to any frontline officer around the state they would say  
11 the same thing. So I think that is a barrier to really be  
12 able to effectively achieve what we're achieving; yes,  
13 I think that is a barrier.

14  
15 Our PLOs are a real - they are a key player in our  
16 cultural capability. Whilst they're not our only cultural  
17 capability, but we really do rely on them. They're very  
18 unique in their skill sets. Certainly we're very lucky  
19 that we have an additional 65 that have been promised by  
20 government, and they're being rolled out. If we had more  
21 we'd be able to do more.

22  
23 MS CAPPELLANO: They're the only questions that I had,  
24 Commissioner.

25  
26 COMMISSIONER: Can I just ask you about this training that  
27 you're developing, the two days face-to-face. Who creates  
28 that package?

29 A. So that will be developed by recruit training in  
30 consultation with us, Commissioner.

31  
32 COMMISSIONER: Okay. And is the person that develops that  
33 training, what qualifications do they have?

34 A. So the person within our unit who's contributing to  
35 the development of that comes from a training background.  
36 So he's actually - his substantive role is within training  
37 strategy, hence why he's been selected to assist with the  
38 development of that role. So he has that skill set. The  
39 other person who's contributing to that, putting the other  
40 piece of the puzzle, is the inspector in charge of recruit  
41 training.

42  
43 COMMISSIONER: Okay. So do those positions have specific  
44 educational qualifications or is it just experience?

45 A. It's experience.

46  
47 COMMISSIONER: All right. Just as a general question

1 because you've done a lot of academy work, the police  
2 officers who train recruits et cetera at the academy, is  
3 that again just experience; no-one actually has  
4 qualifications or has done any study on how to deliver  
5 programs?

6 A. So in my experience at recruit training all of the  
7 police and staff members who are attached to recruit  
8 training or the majority of them - I shouldn't say all, but  
9 the majority of them were actually trained in the  
10 certificate IV in workplace training and assessment. That  
11 was part of their professional development training.

12  
13 COMMISSIONER: Right. And does the QPS pay for that?

14 A. Yes. As for what's happening now I can't tell you.  
15 But a lot of those people are still in those positions.

16  
17 COMMISSIONER: Okay. Ms Hillard?

18  
19 MS HILLARD: Just a couple of questions.

20  
21 **<EXAMINATION BY MS HILLARD:**

22  
23 Q. You mentioned that the PLOs are really very valuable  
24 and that they're a link or a bridge between the officers  
25 and their communities. Can I just ask about the  
26 development of grassroots or frontline police officer  
27 involvement. I know the Commissioner has just asked you a  
28 few questions about the recruitment and the training  
29 program. How active is your unit in actually being  
30 involved in the training program, aside from these two  
31 days?

32 A. As the training of police liaison officers?

33  
34 Q. Sorry, the recruitment training program is 27 weeks in  
35 total we know at the moment, and you're talking about a  
36 period of two days with the cultural work that you're  
37 presently doing. But, if we put that aside, how much  
38 consultation actually happens overall with the balance of  
39 that 27 weeks with your unit?

40 A. As in just the regular recruit training?

41  
42 Q. Yes.

43 A. Nothing. Not a lot. In saying that, in the  
44 development of these two days, part of the conversations  
45 with the inspector at the recruit training program is not  
46 just about the two days of training but how else can we  
47 enhance the capability across, so how can we incorporate



1 additional cultural capability within the DV training, for  
2 example, and then there's additional practical training  
3 scenarios that are being developed to enhance the training  
4 towards the end of the recruit training program that hasn't  
5 been released yet, how can they incorporate some cultural  
6 capability in that. So we're being engaged as part of that  
7 process, and that's the first time, but in fairness we've  
8 only been established for 18 months.

9  
10 Q. In relation to the domestic violence and  
11 family violence overlap that you've just spoken about are  
12 you aware of whether or not that will actually be taken up  
13 by the people who deliver the training or is it really just  
14 a consultation?

15 A. We've got a really good relationship with recruit  
16 training and I think it's because probably a lot of our  
17 people come from People Capability Command that have come  
18 into the unit. So I believe that there will be uptake of  
19 the advice provided.

20  
21 Q. And just finally you heard some questions I asked of  
22 Superintendent Johnson in respect of the perceptions of an  
23 ideal domestic violence victim or perceptions of why a  
24 victim may not be cooperative when the police turn up and  
25 recognising all of those matters. Is that something that  
26 would be specifically addressed in what you're talking  
27 about about the training for recruits as part of that  
28 27 weeks?

29 A. I think part of that is around - I talk from the CALD  
30 space, culturally and linguistically diverse space. Part  
31 of that is really understanding the victim and listening  
32 but listening in language if needed. We know that there's  
33 a lot of work to be done in better engaging interpreter  
34 services. So part of that training will be about how we  
35 engage interpreters and encouraging that because if they  
36 don't - if they don't understand, there can be  
37 misinterpretation of who is the victim and misunderstanding  
38 of what's actually being said at the time.

39  
40 But the other part is actually  
41 understanding - I mentioned before about the  
42 intricate - the intricacies of some of our CALD victims and  
43 the concerns around, for example, visas, I didn't mention  
44 earlier but retribution from family and those sorts  
45 of - there are certain cultural nuances that can impact a  
46 victim responding and reporting domestic violence. So it's  
47 intended that that type of content will be covered during

1 the training.

2  
3 Q. Superintendent Kerry Johnson has attached to his  
4 statement a PowerPoint slide. I think he had indicated  
5 it's just for reference [CJO.003.00001]. In respect of  
6 that PowerPoint slide were you involved in the development  
7 of that or is that just an existing slide? Do you know  
8 anything about it?

9 A. Could I refer to the slide, please?

10  
11 Q. I'm happy just to show you my copy, if you like.

12 A. Thank you.

13  
14 MS HILLARD: Commissioner, can I just approach?

15  
16 COMMISSIONER: Yes.

17  
18 WITNESS: Sorry, are you just referring to the first slide  
19 or the whole --

20  
21 MS HILLARD: If you just want to have a look through it.  
22 Just while you're looking through it, my questions are  
23 around the extent of the age of that, whether you have any  
24 knowledge of whether it exists now or it's something under  
25 current development?

26 A. I can't talk to this training product, sorry.

27  
28 Q. If you can't talk to it, there's --

29 A. No, sorry.

30  
31 MS HILLARD: Thank you, Commissioner. Those are the  
32 questions. May I just approach and get the document back?

33  
34 COMMISSIONER: Yes.

35  
36 MR McCafferty: No questions, thank you, Commissioner.

37  
38 MR Hunter: No questions, thank you, Commissioner.

39  
40 COMMISSIONER: Ms Cappellano?

41  
42 MS CAPPELLANO: No further questions, thank you.

43  
44 COMMISSIONER: Thank you, Acting Inspector. You're free  
45 to leave. Thank you very much for coming up.

46  
47 <THE WITNESS WITHDREW

1  
2 COMMISSIONER: Yes?  
3

4 MS CAPPELLANO: Commissioner, I call Sergeant Anthony  
5 Moynihan. His will be via videolink from Thursday Island.  
6

7 <ANTHONY MOYNIHAN, sworn (via videolink):  
8

9 <EXAMINATION BY MS CAPPELLANO:  
10

11 Q. Sergeant, do you have a copy of the statement that you  
12 provided to the Commission with you?

13 A. I do, yes.  
14

15 Q. And feel free if I'm referring to portions of that  
16 statement to refer to it as well. I can also put it up on  
17 a visualiser, but feel free to do that as I ask you  
18 questions.

19 A. Sure.  
20

21 Q. Sergeant, can I just start with your current role.  
22 You're currently the officer in charge of Thursday Island  
23 Police Station; is that correct?

24 A. Yes, that's correct.  
25

26 Q. And you've been in that role only for around six  
27 weeks?

28 A. Yes, about six weeks. This is my sixth week now.  
29

30 Q. But prior to that you were the officer in charge of  
31 the CIB at Thursday Island for a period of three years; is  
32 that correct?

33 A. That's correct.  
34

35 Q. And how many years have you spent working in the  
36 Torres Strait?

37 A. Three years. So the previous three years. I did  
38 relieve here for a period of about three months in 2006.  
39

40 Q. And you've been a police officer for around 22 years?

41 A. That's correct.  
42

43 Q. And throughout that time you've worked throughout  
44 Queensland but a lot of that time has been in  
45 North Queensland; is that right?

46 A. Yes, definitely. Predominantly North Queensland is  
47 where most of my service has been.

1  
2 Q. Now, the Commission has heard in submissions that the  
3 Torres Strait in general but the police environment in the  
4 Torres Strait is a very unique environment; would you agree  
5 with that?

6 A. Completely, yes. It's like no other place I've ever  
7 worked.

8  
9 Q. And just in terms of the geographical and logistical  
10 limitations when it comes to policing in the Torres Strait  
11 is it correct that the Torres Strait Islands cover a  
12 distance of around 48,000 square kilometres?

13 A. Yes, I'd have to say that would be correct, yes.

14  
15 Q. And there's about 274 islands within that region but  
16 is it about 15 or 16 islands that are inhabited?

17 A. Yes. There is, yes. I believe it's - it might be 15  
18 that are actually inhabited. So I believe it's about 15  
19 islands are inhabited out of all of the island clusters.

20  
21 Q. And the only way to get around between those islands  
22 is by boat, plane or helicopter?

23 A. That's correct, yes.

24  
25 Q. Do the police have their own plane?

26 A. Yes, we do. We have a fixed wing Caravan 12-seater  
27 plane up here.

28  
29 Q. And how often can you use that?

30 A. That can be used any time we need as long as the  
31 pilot's not - he's in line with his fatigue. So seven days  
32 a week, but it only can be used during the day. It can't  
33 be used at night due to the inability to land on the  
34 runways because of lighting at night.

35  
36 Q. So the plane - is there one pilot?

37 A. Yes, one pilot, yes, employed by the Queensland  
38 Police. At the moment we don't actually have a pilot  
39 employed up here full-time. Our current pilot just left to  
40 move to another position. So we have staff that are  
41 travelling up from Cairns doing seven days on and seven  
42 days off on a rotational basis.

43  
44 Q. So in terms of access to the plane it would depend on  
45 the pilot's availability and that would only be an option  
46 during the daytime?

47 A. Definitely.

1  
2 Q. Then what about helicopter? Do the police have  
3 Rescue 700 --

4 A. At night.

5  
6 Q. Sorry?

7 A. Yes, we utilise Rescue 700 at a cost to the Queensland  
8 Police. So they charge us for a rotational engine hour.  
9 So we have got access to that if we require it. However,  
10 you know, sometimes they may be on a more urgent medical  
11 incident and they can't assist us sometimes. During the  
12 day we do have access to helicopters that we can hire  
13 privately, so charter helicopters, and there's two of those  
14 companies that we can use from over at Horn Island, or  
15 charter planes if our plane is not available for some  
16 reason.

17  
18 Q. Would that have to be a booking made or can you do  
19 that on short notice?

20 A. We can do that on short notice. Yes, certainly if  
21 it's an emergency we have contact details from within  
22 Queensland Government Air that we ring them immediately and  
23 they contact those charter companies and they organise that  
24 pretty quick.

25  
26 Q. The Rescue 700 helicopter, does that just service the  
27 Torres Strait or does that service elsewhere in  
28 North Queensland?

29 A. It services Cape York as well. I don't know - I'm not  
30 an expert as to how far they go or where they travel, but  
31 I do know that sometimes when we have rung them it's been  
32 returning from Aurukun or Kowanyama, places like that.

33  
34 Q. Is it fair to say that the predominant mode of  
35 transport then between islands is by boat?

36 A. Yes, definitely.

37  
38 Q. And is that the role of the five water police, to  
39 transport people to and from outer islands?

40 A. Yes, for sure. That's primarily their role, is to  
41 transport officers to and from locations, and search and  
42 rescue.

43  
44 Q. In your statement I think you indicate that it can  
45 take up to six hours to travel by boat to some islands; is  
46 that in good weather or poor weather?

47 A. That's in good weather, yes. It can take longer in

1 poor weather. Yes.

2

3 Q. And can poor weather sometimes mean that certain  
4 islands are cut off completely?

5 A. Yes, sometimes. The guys in the water police are  
6 pretty good and the boat's pretty capable. They'll get  
7 there if we have to, if we really have to go. But, yes,  
8 sometimes we do have cyclones through these areas, and I've  
9 not had an incident in the last three years where you  
10 haven't gone, but I'm certain there has been.

11

12 Q. Are certain seasons more problematic from a weather  
13 point of view?

14 A. Yes, at the moment the wind's up. So obviously the  
15 trade winds come sort of between April and November every  
16 year, and then what you have between November and April is  
17 what they call the doldrums where the wind turns around to  
18 the north-west and it really drops off. So sort of  
19 predominantly at the moment you've winds between sort of 20  
20 to 50 knots, which can be quite difficult for most boating,  
21 and in the doldrums it's sort of 5 knots to 10 knots,  
22 15 knots. So it's a lot easier to get around in the summer  
23 months.

24

25 Q. Is travel by boat sometimes also constrained by tides?

26 A. Certain islands can be hard to get to because of  
27 tides. I know Stephens Island and Dauan Island can  
28 sometimes be difficult to get into if the tides are -  
29 particularly Stephens Island, you can't get to it at  
30 certain tides.

31

32 Q. What happens if there's an emergency on that island  
33 and the tides --

34 A. I have had in the past where we walk in, yes. We just  
35 walk, put your shoes on and walk the 100 metres into the  
36 jetty.

37

38 Q. So is it the tide's too low for the boat to get in, is  
39 that what the normal problems are?

40 A. Definitely. Yes. Yes, for sure. So Stephens Island  
41 is wrapped within a massive reef, coral reef. So if you've  
42 got to go, yes, we just walk through it.

43

44 Q. And in good weather, for example, how long would it  
45 take to travel to Boigu Island?

46 A. Boigu would be about five hours, yes, four to five  
47 hours in good weather.

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Q. Mer?

A. That would be pushing right out east, so you're looking at about six hours, five to six hours.

Q. What about Badu?

A. Badu is pretty quick. So we've got two vessels that we utilise from the police here. We've got our large 25-metre catamaran that goes out to the outer islands, and we have a smaller nine-metre what we call the fast boat, which is a fast response vessel, and we can get to Badu in about 45 minutes.

Q. And in good weather; is that right?

A. Yes, in good weather. I have done a trip coming home from Badu one night which was awful and it took two hours and 15 minutes to get back. So the weather - it's very conditional on the weather as to what speed you can do, I suppose.

Q. If there was an emergency on an outer island and somebody called in that emergency to Thursday Island how long does it take before somebody can be dispatched to attend?

A. Pretty quick. We don't operate on a 24-hour roster here. We operate probably about 2 am in the morning is our latest shift. So let's go there's nobody working. If the call comes in at 3 am in the morning, so the comms centre in Cairns and the Triple 0 responders will contact the two on-call officers, who will then have to make their way to the police station, which we all live very close to the police station here so it's five to 10 minutes. They will then have a look at the job, make an assessment on what we need to do. If they do need a response where they need to attend to an island they'll contact myself, and then we'll work out how we're going to get there and what resources we're going to use to get there. That potentially could mean we have to wake up water police officers, who aren't working through the night. So then they have to come in and they have to prepare the boat, which they're pretty speedy with that, 10, 15 minutes. So if they're going by boat, say, to Badu Island at three in the morning I'd say they can be on the water and gone within 30 minutes.

Q. And what hours is the station on Thursday Island not manned? Was it 2 am until what time in the morning?

A. Six am. Two am to 6 am. Yes. During the week, so we

1 run a six to 2 am shift on Thursday, Friday, Saturday, and  
2 then usually the last person on Sunday, Monday, Tuesday  
3 will finish at midnight. So from midnight to 6 am. Yes.

4  
5 Q. Okay. So during the week on the non-Thursday, Friday,  
6 Saturday there would be no-one at the station between 12  
7 and - 12 pm and 6 am, and then the same - sorry, 12 am,  
8 from midnight to 6 am, and then --

9 A. 12 am, yes.

10  
11 Q. On those Thursday, Friday and Saturday nights it's  
12 2 am to 6 am where there would be no-one at the station?

13 A. Yes, that's correct.

14  
15 Q. Is there phone coverage all throughout the  
16 Torres Strait?

17 A. Yes, there is now. Yes, definitely. There's been  
18 substantial phone upgrades in the last 12 months. So we  
19 used to struggle at the top western cluster, which was  
20 Saibai and Boigu. But they're all now 5G. So there isn't  
21 really. In between islands you may lose coverage for a  
22 short period of time. But most islands have good coverage  
23 now.

24  
25 Q. At some point in your statement - and I'll just find  
26 the particular reference - I think you indicated that a  
27 challenge - a policing challenge that you face is sometimes  
28 you were talking to an aggrieved party over a mobile phone  
29 with poor reception?

30 A. Yes.

31  
32 Q. When would that occur?

33 A. That can occur when they have left the sort of village  
34 area of wherever they are. So usually the phone coverage  
35 is really good for the main cluster of where people reside.  
36 But then the moment you step out five, six, a kilometre,  
37 two kilometres outside from that main residential cluster  
38 you can lose some coverage. So that's potentially what I'm  
39 talking about there.

40  
41 Q. So the 5G mobile coverage is for the, I guess, town  
42 centre on each of the particular islands and then there's  
43 sporadic coverage outside that?

44 A. Yes.

45  
46 Q. Is it a one to two kilometre radius?

47 A. Yes. I will say that not every island has its own



1 tower. So some islands share towers, and they sort of  
2 bounce receivers off to that tower. So I believe that  
3 I think Badu gets their phone coverage off Moa Island, and  
4 we do have instances where we do lose mobile phone coverage  
5 even here on Thursday Island and it's because our repeater  
6 station is at Bramwell Station, which is probably about  
7 two-thirds up of Cape York. So, if it floods in Cape York,  
8 Thursday Island can lose mobile phone coverage.

9  
10 Q. And if Thursday Island doesn't have mobile phone  
11 coverage does that mean all the outer islands then can't  
12 contact the police?

13 A. Yes, that's correct. We have sat phones.

14  
15 Q. Who has the satellite phones?

16 A. We have one at the station and we have one on all of  
17 our police vessels.

18  
19 Q. What about people on the outer islands?

20 A. I believe each council office has sat phones. Schools  
21 would have sat phones. But, yes, I wouldn't know exactly  
22 who has them on all the outer islands.

23  
24 Q. But individuals in your experience wouldn't generally  
25 have a satellite phone in their household?

26 A. No. No. I wouldn't think so.

27  
28 Q. So the mobile coverage throughout the Torres Strait,  
29 although technically and theoretically there's 5G - 4 or 5G  
30 coverage, that's more in theory than in practice; would you  
31 agree?

32 A. Yes, I would agree with that. It's certainly not  
33 Brisbane.

34  
35 Q. What about internet coverage?

36 A. The same thing. Can be sporadic. Can be slower. So  
37 I suppose wifi speeds and internet coverage can be slower  
38 up here.

39  
40 Q. So are officers in the Torres Strait using Qlite  
41 devices?

42 A. Yes, they are using Qlite devices, yes.

43  
44 Q. And how well do they work with the wifi? Are there  
45 any limitations there?

46 A. Yes, there can be limitations. Yes, they can be slow.  
47 Yes, they can take a long time. But most times now - like

1 I said, it has gotten better. When I first got here  
2 I don't think really anybody was utilising a Qlite.  
3 I can't think of anybody when I first arrived three years  
4 ago. Now I feel like everybody's got one, and they are  
5 using them at outer islands, definitely.  
6

7 Q. What about away from the one to two K cluster, calling  
8 it a town centre?

9 A. I know we struggle sometimes - what we do with our big  
10 boat, I'll try not to digress too much. What we operate up  
11 here is a Torres Strait policing model. It's a TSPM model.  
12 So that means that for seven days out of the fortnight, so  
13 for one week every fortnight, officers will get on to our  
14 large vessel, the big 25-metre catamaran, and they'll go to  
15 a different island cluster and they'll work seven days  
16 within that island cluster. Sometimes with anchorage  
17 points of where that boat has to anchor and where it has to  
18 be safely away from winds through the night they have to  
19 move to other parts of the island that they have no  
20 coverage. So they won't have - I've had instances where  
21 we've attempted to return to the vessel to complete  
22 paperwork for jobs that have come in through the night and  
23 we just couldn't do it until we could anchor up and move  
24 back to the front part of islands so we had phone coverage  
25 for completing court documents and that sort of stuff.  
26

27 Q. So with that policing model you said officers might be  
28 on the vessel for a week on every fortnight; is that every  
29 officer?

30 A. Yes, they live on the vessel. So that vessel takes  
31 three water police officers to crew or it takes three  
32 trained crew members. It's usually a skipper from the  
33 water police and then two crew members, and then there will  
34 be two uniform officers and one plain clothes officer will  
35 be away for that whole week living independently on the  
36 boat.  
37

38 Q. And is there one of those boats in circulation all the  
39 time or every second week?

40 A. Like I said, it will go away for a week and it will  
41 work at a different island cluster. So the islands in the  
42 Torres Strait are separated into clusters. So we have the  
43 near west cluster --  
44

45 Q. Would you like me to put a map up?

46 A. Yes, sure.  
47

1 Q. Mr Operator, could you put up map [COI.020.0001]?

2 A. Perfect. Yes.

3

4 Q. Thank you. Sorry, I interrupted. Continue?

5 A. So you see where - that's okay. So that sort of  
6 cluster right in the middle there where you'll see  
7 St Paul's, Kubin, Mabuiag, Badu, we call that the near west  
8 cluster; and then you move across and you've got Iama and  
9 Long Island there, and Masig, so that's the central island  
10 cluster; then you've got the eastern island cluster which  
11 is Ugar, Erub and Mer; and then right up the top you've got  
12 the top western, which is Boigu, Dauan and Saibai.

13

14 So every week - so we work on a rotational basis. So  
15 the boat will go for a week to, say, the near west cluster  
16 and it will just work predominantly in there, unless  
17 they're tasked with something through the night or  
18 something, there's an emergency or a search and rescue, the  
19 boat will stay in that near west cluster for seven days.  
20 It then returns to Thursday Island and will be here for  
21 seven days, and then the next crew will crew it and they'll  
22 go out to the central cluster and they'll be there for  
23 seven days, and it just runs on a rotational basis like  
24 that.

25

26 Q. So if you were, for example, in the central cluster  
27 does that mean there would be a police presence on the  
28 boat? I'm trying to work out the maths. Would that be once  
29 every --

30

31 COMMISSIONER: Eight weeks.

32

33 MS CAPPELLANO: Yes, I was going to say two months, eight  
34 weeks. Does that --

35 A. Yes, that's exactly right. Yes.

36

37 Q. And the other - the way the policing structure is set  
38 up in the Torres Strait is it the case that those other  
39 police positions - I think you listed 39 police positions  
40 in your statement - they all, other than when they're on  
41 that boat, are based on Thursday Island or Horn Island?

42 A. Yes, that's correct.

43

44 Q. So are there police stations on many of the other  
45 islands?

46 A. Yes, there are - some aren't - I suppose you wouldn't  
47 classify them as full-blown police stations. Some of them

1 are just offices within the council offices, like, our  
2 TSIPLOs will just have an office set aside within the  
3 council chambers of the local island group. I think Badu  
4 and Dauan, Darnley are probably the only ones that have  
5 stand-alone police stations. I say police stations, but  
6 they're not police stations as you would - you know, as we  
7 would imagine having been through modern police stations.  
8 I mean, the Badu Island police station is, I suppose, for  
9 want of a better term an island shack that has about three  
10 bedrooms and a kitchen and a main sort of computer area.  
11 So there's no watchhouse facilities. There's no  
12 formalised - there's no CCTV. There's no extra security.  
13 They're just houses on the island.

14  
15 Q. But none of those stations are manned?

16 A. No. We have our TSIPLOs that work out of them. But,  
17 yes, no sworn Queensland police officers work from them.

18  
19 Q. And so, for example, if we just looked at Badu Island  
20 am I correct in my understanding there's about 800 people  
21 on Badu Island usually?

22 A. Yes.

23  
24 Q. And then there's a lot of --

25 A. Yes, usually. It can increase.

26  
27 Q. Sorry, you just cut out there for a moment, Sergeant?

28 A. Yes.

29  
30 Q. So there would be somewhere between --

31 A. I know there's roughly 700 to 800 people reside there,  
32 but I know there's a lot of kids out of Badu that go to  
33 boarding schools.

34  
35 Q. So there might be - would I be correct that there  
36 might be somewhere between 700 and over 1,000 depending on  
37 whether it was school holidays or not on Badu Island?

38 A. Yes, that's fair to say.

39  
40 Q. And the only QPS presence for that community at times  
41 upwards of 1,000 people is the Torres Strait Islander  
42 police liaison officer?

43 A. Yes. We do run island stays from time to time where  
44 police from Thursday Island will go and stay there for two  
45 or three nights and they'll live at the police station.

46  
47 Q. How often does that happen?

1 A. That's not all the time. I think you'd probably be  
2 lucky to get one every three months or so if the roster  
3 allows it. And we have to share that between  
4 different - we usually try to do it for cultural events or  
5 sporting events or when they have potentially large  
6 weddings or tombstone openings or ceremonies such as that  
7 we'll try to provide a police presence to assist the  
8 TSIPLOs. Staff will fly out there for a couple of nights.

9  
10 Q. So if there is a domestic violence incident on  
11 Badu Island, so, for example, there was a woman what was  
12 being physically attacked by a partner, is the only person  
13 that a woman could turn to in that situation from the  
14 Queensland police the TSIPSO on the island?

15 A. Yes.

16  
17 Q. And does that TSIPSO have any powers?

18 A. No.

19  
20 Q. On an island - I think you said Badu Island does have  
21 a police station. Is there - on some of those islands is  
22 there anywhere where somebody could go to stay safe in  
23 terms of a place that could be locked or secured?

24 A. You can - they've definitely used the health clinic in  
25 the past or the police station, yes, definitely.

26  
27 Q. And how would somebody get into that police station?

28 A. I mean, I have heard - they could definitely gain  
29 entry if they were motivated enough, for sure. I mean,  
30 I've heard instances of TSIPLOs taking people to their own  
31 houses, their own places of residence at times, yes.

32  
33 Q. I understand there was a domestic violence incident on  
34 Badu Island earlier this week. Can you tell the Commission  
35 about that?

36 A. Was that the one from Sunday?

37  
38 Q. Yes.

39 A. Yes. So that was just a male who had had an argument  
40 with his female partner and as a result of that argument  
41 was threatening self-harm.

42  
43 Q. And how was that dealt with?

44 A. Police from Thursday Island attended with our fast  
45 boat response vessel. I think they took 45 minutes to get  
46 to the island. That male was located. He was charged with  
47 an offence of breaching a domestic violence order and he

1 was taken to the health clinic to speak with health staff  
2 in relation to his threats of self-harm, and the female  
3 aggrieved was returned to Thursday Island to stay with  
4 family with the police vessel.

5  
6 Q. Who told the police that there was an incident?

7 A. The aggrieved.

8  
9 Q. Were the TSIPSOs involved?

10 A. No. Well, they were, funnily enough. All of our  
11 TSIPLOs are here for their annual training. So that  
12 started today. So our three TSIPLOs from Badu were all  
13 here and Boyd, one of our TSIPSOs got on the police vessel  
14 and returned to Thursday Island with the police and  
15 assisted in that job and then came back to Thursday Island  
16 with them.

17  
18 Q. And did the aggrieved say what happened in the  
19 45 minutes between when she called for assistance and when  
20 the police were able to arrive?

21 A. Yes. I believe she just talked to the male. I wasn't  
22 there. I don't know exactly what she did for the  
23 45 minutes. But we did send - because we didn't have any  
24 TSIPLOs and we wanted to know if this male was threatening  
25 self-harm, so we asked if the health clinic were happy to  
26 attend, and they did that and they just made sure the  
27 female was okay until police were able to arrive.

28  
29 Q. And who were the staff at the health clinic? Are they  
30 Queensland Health staff, doctors or --

31 A. Queensland Health staff, yes. No, I believe they're  
32 just clinical nurses, and they have got some - they have  
33 got people that work with them like wards men, I suppose.

34  
35 Q. Are there any doctors on Badu Island?

36 A. I think there might be one. I don't know for sure.  
37 There potentially could be one I believe that was there  
38 full-time.

39  
40 Q. But in this case as far as you're aware it was a  
41 clinical nurse from the health clinic who was the person  
42 taking care of the aggrieved until the police arrived?

43 A. That's correct.

44  
45 Q. Just in terms of the role of police liaison officers  
46 and Torres Strait Islander police liaison officers you talk  
47 at paragraph 22 about the different roles. Do I understand

1 correctly - sorry, I'll start with this. You say there are  
2 five PLOs in the Torres Strait patrol group, but all of  
3 those PLOs are either on Thursday Island or Horn Island or  
4 on Bamaga on the mainland; is that correct?

5 A. That's correct.

6  
7 Q. So on the islands other than Thursday Island and  
8 Horn Island the police presence is all the Torres Strait  
9 Islander police liaison officers?

10 A. That's correct.

11  
12 Q. And the roles of the PLOs are more a pure liaison  
13 role, but am I correct in my understanding that the TSIPL0  
14 role is different in that they're - I think it's referred  
15 to as intelligence gathering, but they're basically there  
16 to tell the police if something's gone wrong, they're not  
17 supervised, they're by themselves on these islands and if  
18 something goes wrong then they're to call the police and  
19 I guess hold the fort, for want of a better word, until the  
20 police arrive; is that correct?

21 A. Yes, that's correct.

22  
23 Q. And do the TSIPL0s have any additional powers?

24 A. No, they don't. That's certainly that we've certainly  
25 been advocating for a little bit. But, yes, there's no  
26 additional powers for them.

27  
28 Q. Do they have any police accoutrements?

29 A. No, they don't have any accoutrements, no. It's  
30 interesting. I'll just - sorry, I'll just bring it up that  
31 we have been trying to get them some - what we call some  
32 self-defence style training, and they are doing that this  
33 week. We've actually had a win this week. So this week  
34 they're in service training for a week. They are going to  
35 be doing some sort of de-escalation skills type stuff like  
36 that. So we worked pretty closely with Brisbane in being  
37 able to put together a package that we can educate them  
38 with that sort of stuff this week.

39  
40 Q. Were you ever working in the Torres Strait when the  
41 people who are now filling maybe the TSIPL0 role were  
42 QATSIP officers who had some additional powers?

43 A. Yes, in that time - at that time in 2006 I worked they  
44 were called QATSIPs. I wouldn't be able to speak exactly  
45 to what powers they had, but I do recall they worked with  
46 powers I think that originated from under the council  
47 bylaws. So they worked sort of predominantly under council

1 regulations about noisy parties, people driving unlicensed  
2 and things like that.

3  
4 Q. But did you work in that area when they had those  
5 powers, when there were additional powers?

6 A. Yes, I was just a constable on general duties.

7  
8 Q. In your statement at paragraph 26 you say that PLOs  
9 and TSIPLOs are hamstrung legislatively and operationally  
10 which at times can place them in a compromised position.  
11 Can you explain that? Can you give an example of how that  
12 occurs?

13 A. I say that because sometimes we ask them to do things  
14 that potentially they probably - you know, it would be hard  
15 for them to - I mean, they do it because they're wonderful  
16 people and they're fantastic humans and that's why they  
17 work for us, but sometimes people ring up in violent  
18 situations and we have DVs that are happening, we're asking  
19 them to go and look. They don't have any powers of entry.  
20 They don't have any powers to investigate like we do under  
21 the PPRA. But we're asking them to go and stick their nose  
22 into a potentially volatile situation for us to gather  
23 information so we can make decisions on how we respond. So  
24 I suppose that's what I'm saying. It's hard for them  
25 because we don't give them anything, any platform powers  
26 that they can assist us to respond with, but we ask them to  
27 do it anyway. So that's kind of what I was getting at  
28 there.

29  
30 Q. And what about when you say supervision support is at  
31 times also lacking?

32 A. Well, at times, particularly - I say that because  
33 we've just - as the whole state has, we've just moved  
34 through this really weird thing for the last two years  
35 called COVID, and what happened during COVID up here in the  
36 Torres Strait is we locked off the international border.  
37 So all of the sworn police had to work at Saibai and Boigu  
38 to stop that movement of people from Papua New Guinea  
39 coming into Australia. So what that meant was that we  
40 didn't get out on that Torres Strait policing model. We  
41 didn't have overnight stays. There was that whole cohort  
42 of 20-plus uniform police officers weren't going to stay at  
43 different islands and they weren't going on the TSPM  
44 patrols. So it was hard for the TSIPLOs to get to know the  
45 sworn police.

46  
47 A place like Thursday Island has a large turnover of



1 staff every two or three years, as do all of the cape  
2 stations. So those relationships that they build with the  
3 sworn police are built through seeing them every two or  
4 three days or speaking to them every two or three days, and  
5 for a whole cycle of two years there's probably some  
6 cohorts of police officers from Thursday Island they never  
7 met and those officers have moved on. So I do get the  
8 feeling from them having started in this new role that they  
9 feel a little bit disconnected, a little bit disengaged  
10 with the sworn police from TI. But hopefully now as we  
11 push out of the COVID fog we can mend some of those  
12 bridges.

13  
14 Q. When you talk about the officers being placed in a  
15 compromised position - sorry, the TSIPLOs and the PLOs, do  
16 you mean ethically compromised or safety wise compromised  
17 or both?

18 A. It can be family compromised. I mean, a lot of the  
19 time these TSIPLOs are related to the people that we're  
20 asking them to attend to. So, yes, it could be  
21 ethically - well, not ethically. I mean, they're good  
22 people. That's why we employ them and we have strong  
23 relationships with them and they want to do the right  
24 thing. They wouldn't be employed with the Queensland  
25 Police doing the role they do if they didn't want to see  
26 community members safe, I suppose.

27  
28 But we ask them, like I said, to sort of get involved  
29 in sometimes volatile family situations and they're related  
30 to these families, and it might compromise their  
31 relationships going forward once we deal with whatever  
32 little trauma has occurred and whatever incident has  
33 occurred at that time of night that we've attended to, they  
34 still live there and they're still going to see these  
35 people on a daily basis and it might compromise their  
36 relationships, I suppose.

37  
38 Q. Do you know of instances where safety wise TSIPLOs  
39 have been compromised because of the ask of them to be in  
40 potentially very volatile situations?

41 A. No. Like, we always tell them - I mean, all of the  
42 staff and even I believe it goes into the briefings that we  
43 provide to staff, our station instructions, is they have to  
44 look after themselves first. So if they don't feel  
45 comfortable to go to an address or they think that if they  
46 can hear the fighting, if they can hear the banging and  
47 they don't want to go, then don't go. Their safety is our

1 number one priority.

2  
3 Q. And what about the safety of the people who are in  
4 that address where the banging is happening? What happens  
5 to them?

6 A. I suppose the fight continues until we can arrive. We  
7 get there as quick as we can.

8  
9 Q. But if that was happening on some of the outer islands  
10 that could be six hours in good weather?

11 A. Potentially, yes.

12  
13 Q. Are there other than resourcing barriers - should  
14 there be greater QPS sworn officer presence on the outer  
15 islands of the Torres Strait in your opinion?

16 A. I think if we had - I think the model as it runs at  
17 the moment runs well. If we had a faster response  
18 I believe - I know that everything costs money, but a  
19 helicopter that we could utilise at night that was just a  
20 Queensland Police Service helicopter that we could activate  
21 a pilot, get to and just land on an island, I mean, you're  
22 looking at a response time from Thursday Island in a  
23 helicopter to Badu is about 12 minutes, and that's  
24 sometimes a faster response than you can get to a DV in  
25 Logan. So if we had other ways of getting to the islands  
26 quicker I think that would be the only, I suppose, increase  
27 that I would suggest.

28  
29 Q. What about having police on those islands?

30 A. I beg your pardon?

31  
32 Q. What about simply having police officers on those  
33 islands, working out of the outer islands?

34 A. Yes, that would be - yes, look, I suppose they're  
35 decisions made by people a lot smarter than me. But places  
36 like Badu, I definitely see Badu could definitely have a  
37 stand-alone police station, definitely, for the amount of  
38 work that comes out of there. But I don't know if we'd  
39 ever get - I can't see a time we'll ever get to every  
40 island having a stand-alone police station.

41  
42 Q. Can I ask you this, and I know you're not the person  
43 making these decisions, but would it - when you worked in  
44 the urban environment, say if you were working in the  
45 Brisbane region, would it ever be appropriate for a woman  
46 living in New Farm to be inside a house where a  
47 domestic violence incident was unfolding for six hours

1 until the police arrived?

2 A. Totally that's - it's completely unacceptable.  
3 I completely agree with you there. But, yes, these are the  
4 logistical challenges of where we live, the geographical  
5 challenges of where we are, I suppose.  
6

7 Q. Can I ask you about the police relationships with  
8 community before I ask you a bit more specifically about  
9 domestic violence matters in the Torres Strait. You talk  
10 about from paragraph 14 of your statement that police do  
11 have a good relationship with community and that they work  
12 very hard on this, and you outline a number of initiatives  
13 and various ways in which the police under your command  
14 engage with communities. I think from what you've said  
15 this is the case, but do all police live on Thursday Island  
16 or Horn Island?

17 A. Yes, definitely. Yes.  
18

19 Q. And does that make a difference in terms of the  
20 genuine engagement with community because police are in  
21 fact part of the community?

22 A. Yes, for sure. We really drive that in our  
23 recruitment and we drive that in the people that come to  
24 work here. This isn't a place that you move to and sit  
25 inside and watch Netflix all day. You actually have to  
26 become part of the community. Torres Strait Islander  
27 culture is all about acceptance through seeing you and, you  
28 know, feeling you and getting to know you and building that  
29 trust with you. So you have to get out. Sometimes it's  
30 getting out of your comfort zone a little bit, but you have  
31 to get out and do things in the community to build strong  
32 relationships with people.  
33

34 Q. And the initiatives in the community engagement that  
35 you talk about in your statement, do they occur  
36 predominantly in Horn Island and Thursday Island?

37 A. No, that boat that we talked about with all that TSPM  
38 patrols, we try to or we did do a lot before COVID, but we  
39 do Blue Light discos at different island schools. So on  
40 the Friday night wherever we're closest we'll do a  
41 Blue Light disco with all the kids. And we might set up a  
42 touch football little competition for the Saturday morning.  
43 So we'll get the schools to send out a thing and say that  
44 we'll be at the school oval at 9 o'clock for a touch  
45 football competition for all the kids that want to come  
46 down. So we do do engagements with people whilst we're on  
47 those TSPM patrols.

1  
2 Q. And that occurs in conjunction with where you are on  
3 the boat at any particular time?

4 A. Yes, yes.

5  
6 Q. Is language an issue for you in terms of communicating  
7 building relationships? I understand from the 2016 census  
8 it found that only 5.4 per cent of Torres Strait Islander  
9 people only spoke English at home and that in fact English  
10 was a second language for many if not most Torres Strait  
11 Islander people, and that there's also a number of  
12 different languages. Is that consistent with your  
13 experiences?

14 A. Yes, it can be. But in my experience, though, the  
15 majority of Torres Strait Islander people have a really  
16 good grasp of English and I suppose to a lesser extent are  
17 - the traditional languages they speak are Creole, which is  
18 somewhat of a broken English, although I do see some  
19 officers when they first come to Thursday Island that they  
20 can be a little bit confused with the language at times.  
21 But you pick it up pretty quick, yes, especially young --  
22

23 Q. And is that the case - sorry, continue.

24 A. It's been three years, and I'm pretty lucky. I coach  
25 rugby league here and I coach the under-8s and a lot of  
26 those little kids sort of speak Creole. I have a  
27 six-year-old son at home that speaks better Creole than  
28 I do. So they do pick it up pretty quick and you do - you  
29 get enough to get by. Like, none of us are certainly  
30 fluent in it, but we certainly know how to "please" and  
31 "thank yous" and "goodbyes" and "good mornings". In my  
32 experience I have probably only met one gentleman in my  
33 three years here that was an elderly gentleman, probably in  
34 his 80s, and he had close to no English. But everybody  
35 else I've spoken to has got a really good grasp of English.  
36

37 Q. And you haven't had to, other than in that case,  
38 engage interpreters or someone to interpret for you in  
39 communications?

40 A. No. We're pretty lucky too in the fact that we do  
41 work side by side with TSIPOs in these communities and  
42 usually when we're talking with people for statements or  
43 witnesses or something or even offenders they'll be right  
44 there with us. So sometimes it's more the way that  
45 we - the way that we talk that they don't understand. Like  
46 me today, I'm nervous and I talk quickly. So sometimes  
47 that might happen at our outer islands and you can just see

1 that sometimes they're a bit baffled and you'll have to  
2 slow it down, ask them again. But that's no different to  
3 sort of Cairns and urban areas that I've worked in with  
4 some people.

5  
6 Q. And are the TSIPLOs part of that exchange as well in  
7 terms of identifying where there might be gaps in  
8 communication?

9 A. Definitely. Definitely, yes.

10  
11 Q. Just in terms of new staff, retention and recruitment,  
12 you've obviously been to the Torres Strait for a number of  
13 years now. We hear about difficulties in a lot of remote  
14 areas about having staff - first gaining staff, but then  
15 having high turnover of staff, and I think you alluded to  
16 it before when you were talking. Is that a problem in the  
17 Torres Strait?

18 A. Yes, it can be. It's hard in all these isolated  
19 locations. You build better relationships with people  
20 through continuity and consistency, and it's hard when sort  
21 of young staff come up and they have been sent here or they  
22 move here for a very short period of time, two or three  
23 years, and then they move on and then there's that vacuum  
24 of where staff have left again and you've got to start  
25 again and they have got to build the same relationships and  
26 trust with the TSIPLOs and with other members. So, yes, it  
27 can be difficult and you do see in the station when you do  
28 have staff that have been here a little bit longer things  
29 run a little bit better, I suppose, just because  
30 everybody's used to the flow of it.

31  
32 Q. Is it hard to get the staff?

33 A. No, we're pretty lucky here in the Torres Strait.  
34 It's a pretty popular location. A lot of people want to  
35 experience it. It's very unique. I did myself. It was  
36 always on my bucket list to come up here and do some time  
37 up here. So we're pretty lucky. We get a lot of sort of  
38 applicants for jobs usually.

39  
40 Q. And are there bonuses or incentives for officers,  
41 sworn officers, who work in the Torres Strait?

42 A. Yes, you get a locality allowance for living in the  
43 Torres Strait. It is very expensive to live here. So sort  
44 of food and fuel and day-to-day expenses are very  
45 expensive. We get free flights, one to Brisbane and one to  
46 Cairns a year. And we get housing.

1 Q. And do TSIPLOs get those same bonuses and incentives?

2 A. No, I don't - no, I don't believe that they do.

3 I don't know - I think they would probably get locality  
4 allowance. I wouldn't be able to - they certainly don't  
5 get flights and I think don't have housing, no.

6  
7 Q. Now, you've said it hasn't been difficult getting  
8 sworn officers to the Torres Strait. We've heard that  
9 there are quite a lot of vacancies in the allocated TSIPLo  
10 positions, so out of the 38 I think 17 of those potential  
11 positions are vacancies; is that the case?

12 A. Yes, definitely. They were only just advertised. So  
13 we had - I wouldn't be able to speak to the exact issues  
14 that the people from HR had with advertising them, but  
15 I believe it took well over 12 months to get them  
16 authorised to advertise for us to actually start recruiting  
17 for them. So hopefully they will be filled shortly. But,  
18 yes, they have been running with a lot of vacancies for a  
19 long time.

20  
21 Q. Does that create difficulties?

22 A. Yes, definitely it can. Yes, I mean - yes, it's hard  
23 with the TSIPLOs because they don't work shift work and  
24 sometimes, you know, as with DVs they don't happen from  
25 eight to four Monday to Friday. So you're asking them on  
26 their weekends to sometimes assist with you, and when  
27 they're the only person on the island and you've rung them  
28 three weekends in a row sometimes it can strain the  
29 relationship.

30  
31 Q. Is there any islands where there wouldn't be any QPS  
32 presence at all, so no TSIPLOs, no sworn officers?

33 A. Yes, Stephens Island. So Ugar doesn't actually have a  
34 TSIPLo at the moment.

35  
36 Q. And in terms of when new people come into the station  
37 I understand you've only been the OIC for six weeks, so I'm  
38 not asking about anything that you plan to do, but is there  
39 a formal induction process when new recruits come?

40 A. Yes, there is. I actually watched what happened  
41 today. We had a new staff member start today for her first  
42 shift. So what they do is we try to team them up with a  
43 sergeant or with a senior senior constable, and they have  
44 an orientation package and they have a cultural package,  
45 and they'll usually spend the day with that senior officer  
46 and a PLO. So that PLO wasn't able to do that today, but  
47 that's the sort of orientation that they do. They'll spend

1 their full day sort of going through and sort of just  
2 talking with the PLO around some cultural stuff that they  
3 should know about.

4  
5 Q. Sergeant, I think you actually provided an orientation  
6 package and community specific information to  
7 the Commission. Mr Operator, would you be able to just put  
8 up the first page of - it was tendered today, and it might  
9 not have an Epiq number but it's the Queensland Police  
10 Service Cultural Appreciation Project Torres Strait Island  
11 Community Specific Information.

12  
13 OPERATOR: Ms Cappellano, was that provided in the four  
14 documents in the Anthony Moynihan bundle this morning?

15  
16 MS CAPPELLANO: Yes, thank you.

17  
18 OPERATOR: Could you just repeat which one that was, thank  
19 you?

20  
21 MS CAPPELLANO: Perhaps first it was the Thursday Island  
22 orientation package. It's got a picture on the front.

23  
24 OPERATOR: Yes, I'm just bringing it up now.

25  
26 MS CAPPELLANO: So is that the current - is that the  
27 document, and it's about a 27-page document, that you  
28 provided to the Commission which is an orientation package  
29 that gets given currently to new recruits?

30 A. Yes.

31  
32 Q. And that covers sort of the policing operational side  
33 of things; is that correct?

34 A. Yes.

35  
36 Q. And, Mr Operator, can you put up another one of those  
37 documents which is entitled "The Torres Strait Island  
38 Community Specific Information", and, Sergeant,  
39 I understand you also gave another document which will come  
40 up now. That's that document which is a number of pages.  
41 Is that that document which is the community specific  
42 information that's given to new recruits?

43 A. Yes.

44  
45 Q. And how is that given? Are people taken through it?  
46 Is it emailed to you? Is it given to you in a booklet?

47 A. Given to them in a booklet in a hard copy and then

1 they're walked through it.

2  
3 Q. Can I just ask you about the community specific  
4 information. If we just look over to the third page, and  
5 I apologise, Mr Operator, they're not - I don't have page  
6 numbers. No, the page before that. The copyright is 2012.  
7 Would you agree that that's probably when that document was  
8 made?

9 A. Yes. I couldn't tell you when it was made. So  
10 I wouldn't be able to - I wouldn't know when it was  
11 actually created, this document.

12  
13 Q. And if we just go over to the second last page of that  
14 document there is a section on domestic violence on the  
15 second last and the last page?

16 A. Yes.

17  
18 Q. And there that talks about domestic violence on the  
19 island, it's not part of culture and there are limited  
20 external agencies available in the outer islands; is that  
21 your experience still?

22 A. Definitely.

23  
24 Q. And so there's not those support services available,  
25 so instead we also know there's not police presence  
26 available, so it's really turning to victims seeking  
27 support of family members or other staff to - government  
28 staff like the clinical nurse to overcome those issues; is  
29 that your experience now?

30 A. Yes.

31  
32 Q. And then the direction given and the final sentence of  
33 that paragraph is that, "The seriousness of the matter will  
34 determine an immediate response by police or whether the  
35 matter will be dealt with at a later date during regular  
36 island visits"?

37 A. Yes, that's correct.

38  
39 Q. Do you accept that that direction in the induction  
40 package might lead a new recruit to minimise the importance  
41 of domestic violence particularly in the outer islands and  
42 leave vulnerable people who are the victims of  
43 domestic violence in a situation where they're in some ways  
44 stranded on a very isolated location with police - new  
45 police thinking that it's appropriate just to have the  
46 matter dealt with in a non-urgent way perhaps on a later  
47 visit in up to two months?



1 A. No, not at all. There wouldn't be an incident - if in  
2 relation to domestic violence, like I said, I don't know  
3 who actually authored this document, but I wouldn't say  
4 that there would be an incident that involves  
5 domestic violence where we wouldn't attend, especially not  
6 with me as the officer in charge. I know the officer in  
7 charge before me was of the same mind set. So there  
8 wouldn't be an incident that occurs on the outer islands  
9 that is of a domestic violence or domestic situation that  
10 we wouldn't attend.

11  
12 There's probably - the only time that I would suggest  
13 that we wouldn't attend is if the aggrieved spouse was  
14 somehow transported to Thursday Island of her own accord  
15 and left the situation or the male left the situation and  
16 she was able to come to Thursday Island and we take her  
17 statement, we were able to potentially record injuries and  
18 then we investigated it from there at a later date. But if  
19 there was anybody at the outer island we would attend.

20  
21 Q. Now, I'm not being critical of you personally and  
22 I understand that that might be your response. Firstly,  
23 your answer to that has to be prefaced, doesn't it, with  
24 you would always attend if in fact you knew about it and  
25 that would be dependent on the fact that an aggrieved on an  
26 outer island with limited phone coverage would tell you  
27 about it?

28 A. Definitely. Definitely.

29  
30 Q. And, although as the officer in charge your personal  
31 direction to the other officers in your station and you  
32 personally if your view is that, yes, you would always  
33 attend because domestic violence is serious, do you accept  
34 that having that sentence in the induction package does  
35 minimise - has the potential to minimise the seriousness  
36 for which a new recruit reading that might approach  
37 domestic and family violence matters, given that it  
38 says --

39 A. Yes, I can see what you're saying, definitely.

40  
41 Q. Now, just in relation to domestic and family violence  
42 at paragraph 9 you say that domestic and family violence  
43 occurrences are the highest calls for service in the  
44 Torres Strait. Are you able to quantify that a bit more?

45 A. Yes.

46  
47 Q. So how often --

1 A. I don't have the exact figures of how many jobs we  
2 respond to per year. I mean, those figures could be  
3 obtained I suppose.

4  
5 Q. But even a week on a rough --

6 A. A large percentage. It would be 70, 80 per cent easy.  
7 Easy.

8  
9 Q. So 70 to 80 per cent of the calls for service in the  
10 Torres Strait are domestic and family violence matters?

11 A. Yes.

12  
13 Q. How many calls for service would you get a week just  
14 on an approximate basis?

15 A. Oh, geez, I wouldn't be able to say. Actual calls for  
16 service through a comms centre?

17  
18 Q. Just the occurrence, sorry?

19 A. I would have to look at the figures. I don't want to  
20 guess. I don't want to guess. And I don't have that  
21 information in front of me, sorry.

22  
23 Q. And that's not - I don't want to ask you to guess, but  
24 is that something you could find out to give even from an  
25 approximate number?

26 A. Yes, I could. Yes.

27  
28 Q. Now, you said that it's usually at the time of the  
29 incident when you receive a call, it's not over the counter  
30 of a police station; is that correct?

31 A. Yes, that's correct.

32  
33 Q. And are complaints predominantly from women?

34 A. Yes.

35  
36 Q. Do you see cases where women are the respondents to  
37 orders?

38 A. Yes, yes, definitely.

39  
40 Q. Regularly?

41 A. Not regularly, no.

42  
43 Q. In those cases --

44 A. But there have been some instances just in --

45  
46 Q. Sorry, you continue?

47 A. Go on, sorry. I was just going to say I only did one

1 two weeks ago.

2

3 Q. And in that case had the female previously been an  
4 aggrieved in relation to a domestic and family violence  
5 order?

6 A. Yes, she had.

7

8 Q. And does that - in cases where a female has been - is  
9 identified as a respondent in the order is it usual for  
10 that person to have previously been an aggrieved?

11 A. No, I wouldn't know. I wouldn't know whether or not  
12 that's usual, sorry.

13

14 Q. In the matter you dealt with two weeks ago did you  
15 have any idea of the background of the relationship or how  
16 things came to the point where it was the female who was  
17 the person seen to be the aggressor?

18 A. Yes, definitely. That sort of forms part of your  
19 decision making. That was a really interesting one that  
20 sort of formed a good debate between myself and the  
21 sergeant and the constable that attended as to who was  
22 going to be the aggrieved on the order. So in all of the  
23 previous, I suppose, domestic violence interactions that  
24 this couple had had with the police he was the aggrieved.  
25 However, in this - is that correct? In this instance --

26

27 Q. Sorry, you said he was the aggrieved?

28 A. Yes, sorry, he was the respondent, sorry, I apologise.  
29 He was the respondent. Yes. And in this instance she had  
30 been the person, yes --

31

32 Q. And what --

33 A. Who was the --

34

35 Q. And what made you in that situation decide that it was  
36 the male who was the person in most need of protection?

37 A. She used a knife.

38

39 Q. And the circumstances, can you recall how many times  
40 there had been calls where she was the aggrieved prior to  
41 that?

42 A. Off the top of my head, two or three possibly.

43

44 Q. And were you able to --

45 A. Not recently. There hadn't been any recent instances.

46

47 Q. And were you able to or did you turn your mind to in

1 the debate that you had to whether that was defensive or  
2 responsive violence?

3 A. Definitely. Definitely. That was all part of the  
4 debate and the decision making, yes, for sure.

5  
6 Q. And what tipped the balance?

7 A. Witness statements from people who had actually  
8 observed the argument take place and the fact that she used  
9 a weapon.

10  
11 Q. In terms of the types of domestic violence that you  
12 see in the Torres Strait you said that coercive control is  
13 prevalent?

14 A. Yes, for sure.

15  
16 Q. And what types of things do you see in that type of  
17 offending?

18 A. Females that are predominantly, I suppose, left at  
19 home duties with children. They're not allowed access to  
20 money. They're not allowed access to social gatherings.  
21 They're not allowed access to phones. They're not allowed  
22 access to social media accounts. Yes, those sorts of  
23 things.

24  
25 Q. And are applications taken out in those types of  
26 matters?

27 A. If it's explained to us, definitely, yes.

28  
29 Q. Do people have an awareness that that is a type of  
30 domestic violence, in your experience, that coercive  
31 control is a type of domestic and family violence?

32 A. I certainly think that it's a hole in some learning  
33 that we can certainly spend some time in. I only had a  
34 talk with a lady from Mura Kosker, one of our support  
35 agencies this morning, about that, about trying to engage  
36 with some young males around late teenage years around  
37 whether or not they actually understand that that is  
38 domestic violence. So I think there is certainly an area  
39 that we can improve and provide some education around that.

40  
41 Q. Is the prevalence of coercive control different in the  
42 Torres Strait as opposed to somewhere like Bamaga, which is  
43 also under your control?

44 A. No, Bamaga's not under my control. They have their  
45 own senior sergeant over there. But, look, I believe it's  
46 the same. I believe it's the same. I don't think that  
47 their issues would be vastly different to our issues, if

1 they were different at all.

2  
3 Q. Now, you talk about there being an intelligence  
4 assessment of police responses and investigation in  
5 relation to domestic and family matters in the  
6 Torres Strait in 2021?

7 A. Yes.

8  
9 Q. And that that occurred because of it being such a high  
10 call for service but also two incidents which would have  
11 been homicides if not for third party intervention. Can  
12 you tell us about each of those incidents?

13 A. Yes. I can't tell you about the second one. I can  
14 tell you about the first one because I was involved in it  
15 from a CIB perspective. I was the officer in charge of the  
16 detectives here when that happened. So that was a couple  
17 that moved up from Hervey Bay and they were working at one  
18 of the local licensed premises up here.

19  
20 She actually had her arm broken in an incident that  
21 occurred at the hotel, I suppose, workers' quarters. One  
22 of the detectives attended the scene and then he attended  
23 the hospital and she was taken off in an ambulance. We did  
24 identify they had a DV order in place. So he was placed in  
25 the watchhouse. Just I suppose the detective that spent  
26 some time dealing with that lady and I suppose he built  
27 some rapport with her, built some trust with her, she was  
28 able to divulge just years of horrific abuse that she  
29 copped from this fella down to she had been burnt, scarred,  
30 he had put his initials in her, he had just done some  
31 awful, awful things, some sexual assaults that she had been  
32 a victim of for years. So that one potentially - I don't  
33 think if we had have intervened in relation to that one it  
34 would definitely have been something catastrophic down the  
35 way.

36  
37 Q. And in terms of that assessment what were the findings  
38 of that assessment? Were there gaps in the response?

39 A. Probably not gaps. I suppose we were - in a couple of  
40 instances - and this is only the opinion of the intel  
41 officer that completed the assessment. We were probably  
42 too quick to write off breaches because of I think the  
43 reluctance of a female to provide a formal statement so  
44 there were some criminal matters that maybe we were drawn  
45 and then we didn't sort of push hard enough. But I think  
46 they're the ones that he was mainly referring to, that we  
47 could probably just spend some more time and get some

1 better quality around our investigations in relation to a  
2 couple of the breaches that we did at that time.

3  
4 Q. One of the initiatives you talk about at paragraph  
5 (a), and Mr Operator if they could - it's on page 3. If  
6 that part of your statement could be put up. You talk  
7 about DV follow-ups by the TSIPL0 with high-risk aggrieved  
8 spouses and respondents. How were those people identified  
9 as high risk?

10 A. The Queensland Police Service have a new dashboard,  
11 I suppose, that we can use that identifies our high-risk  
12 aggrieved spouses and respondents. We're only a small  
13 station. There's only 20 of us at the police station,  
14 I suppose, at any one time and the crews get really good at  
15 knowing the families and knowing those high-risk  
16 individuals, and the TSIPL0s do too. So I suppose when you  
17 say geographically Thursday Island is a large division.  
18 It's probably not that large of a population. We're only  
19 about 10,000 people. So we do get to know personally our  
20 regular customers, I suppose.

21  
22 Q. You talk about - and then that follow-up is then given  
23 to the TSIPL0 to do; is that the case?

24 A. Yes.

25  
26 Q. And are they supposed to do that by themselves or can  
27 get accompanied with a sworn officer?

28 A. When I say DV follow-ups we're not talking a  
29 formalised interview process where the TSIPL0s will attend  
30 and sit down with the families and ask them a set of  
31 standardised questions. It might just be that they have  
32 seen them at the Ibis or they have sat down out the front  
33 of the Ibis and had a cup of tea and David came and he had  
34 a chat to him and asked him how things were going and we  
35 were able to check in with the TSIPL0s, "Hey, have you seen  
36 David and Mary around? How are they going?" "Yeah,  
37 they're going really well. I saw them the other day at  
38 school." So I suppose it's not a formalised follow-up.  
39 It's more just them being part of the community and  
40 touching base with us and letting us know how they're  
41 going.

42  
43 Q. You talk about having a new briefing sheet for  
44 officers?

45 A. Yes.

46  
47 Q. And that briefing sheet, it says it's for an

1 authorising officer. What's a DV order authorising  
2 officer? Who needs to do that?

3 A. Usually me. So you'll see that it's - I suppose it's  
4 a document.

5  
6 Q. You can put that up, Mr Operator. Mr Operator, that  
7 was one of the four documents that came through. It's  
8 headed "Domestic and family violence briefing sheet  
9 Thursday Island policing division", and it's a table.  
10 Sergeant, I'll just get that put up so you can talk to it.  
11 So when does this get used?

12 A. That's it. I'll use that probably every night when  
13 I get rung up about a DV order at home, so the sort of  
14 questions that I'll ask. A lot of the time the staff have  
15 that briefing document. They know that's what I'm going to  
16 be referring to when we make sort of risk assessments about  
17 what we're going to do. So they'll have a lot of those  
18 answers already preformatted for me before I even ask them.  
19 So that's just to - I suppose it's a checklist. It's a way  
20 of getting them switched on as to what indicators they need  
21 to be thinking about in their decision making before  
22 responding to incidents.

23  
24 Q. And you say it's for an authorising officer, but prior  
25 to a DV application being taken out or a PPN does it have  
26 to be run past you?

27 A. They make the decision, and I trust in their  
28 decisions. But they'll ring me and they'll advise me as to  
29 what action they're going to take. I suppose in larger  
30 centres they might utilise what they call DDOs, district  
31 duty officers. We don't utilise them here in TI. I'm the  
32 DDO. So that's sort of - they'll run by me what decision  
33 they're going to make and whether it's going to be a PPN or  
34 they're going to bring somebody back from an outer island  
35 or - yes.

36  
37 Q. And did you do that sheet up to assist you?

38 A. No, that wasn't me. That was the previous senior  
39 sergeant, Alison Williams. But I've found it really good.  
40 It's helped me because I came from a detective's background  
41 that wasn't general duties for 15 years. So I've had to  
42 take a deep dive back into this domestic violence space,  
43 I suppose, first response domestic violence space. So I've  
44 found that really handy to get my head around sort of late  
45 night phone calls as well.

46  
47 Q. And in terms of the other - the next sheet and,

1 Mr Operator, can you please put up the sheet that's headed  
2 - it's got a yellow banner across the top and it's "DFV  
3 occurrence reviewing officer checklist". That will be up  
4 in a moment, Sergeant. But I understand that that's the  
5 risk management sheet for shift supervisors that you've  
6 spoken about; is that correct?

7 A. Yes, that's correct.

8  
9 Q. So when do you use that as opposed to the previous  
10 one?

11 A. There is also - and I don't know if you have it.  
12 I did think about this today. There is a new template that  
13 has to go across in the supplementaries on QPRIME. I don't  
14 know if you can see. I printed it out there. But that's  
15 something that they also have to complete now. But that DV  
16 occurrence reviewing officer checklist is something that  
17 they have to do for each, I suppose, DV that they attend to  
18 to make sure that they're doing them correctly.

19  
20 Q. And that would be not that a supervising officer does,  
21 that's more you doing it - sorry, an individual constable  
22 doing that --

23 A. Yes, it's more them doing that one, yes, as the one  
24 the previous document. But, yes.

25  
26 Q. Okay. You talk about additional training for first  
27 response and investigators on DFV related OPMs. Has that  
28 commenced?

29 A. We did it last year. We did a full day on  
30 domestic violence training at the station. How it sort of  
31 came about is because we weren't - those uniform officers  
32 weren't able to attend on the TSPM patrols because of  
33 COVID. They were stuck at Saibai and Boigu on border  
34 patrols. So what we found was we had a large amount of  
35 detectives on the TSPM patrols and essentially doing the  
36 general duties for Thursday Island out at the outer  
37 islands, and they were getting called to a lot of domestic  
38 calls for service. So we sort of - I contacted a DV  
39 training officer from Cairns and they came up and we did a  
40 full day with the whole station just updating us and  
41 getting us, I suppose, the most up to date training that we  
42 could. So that occurred last November.

43  
44 Q. Did that assist?

45 A. Definitely. It assisted me.

46  
47 Q. So even up to the officer in charge level there were



1 things that you didn't know?

2 A. Yes, definitely.

3

4 Q. What types of things --

5 A. No, there wasn't things that I didn't know. I mean,  
6 I've done - we all do the OLP, the online learning  
7 products, and it was just, I suppose, a refresher on sort  
8 of things that we have to do, yes, and things that we  
9 should get right.

10

11 Q. Was having a face-to-face training much more effective  
12 than the online learning for you?

13 A. I think so. Yes, for me it was. Yes.

14

15 Q. And that was delivered by somebody from the DV or  
16 vulnerable persons unit in Cairns, was it, who came out?

17 A. It was, yes. Yes.

18

19 Q. You also talk about performance benchmarks for  
20 community agencies for funding. How does that work? Is  
21 QPS providing funding for organisations?

22 A. No, I talked about that because it was a bit of a  
23 strange email that I received from the Mura Kosker  
24 organisation here, which is a support agency which offers  
25 the DV and family support, I suppose, were asking the  
26 Queensland Police to provide an email or a document or a  
27 report basically so they could get another 12 months worth  
28 of funding. I had that feeling because there was that low  
29 uptake. I mean, Warren identified - Senior Constable  
30 Campbell, I'm sorry, identified in his assessment that 95  
31 to 100 people - to 100 per cent of people were offered the  
32 referral but 99 per cent declined any assistance with it.  
33 So I kind of felt like, "Well, what are we doing more? Is  
34 it just a phone call or is it - if they're not taking up  
35 any assistance, then is that it? Does it just sort of  
36 peter out or is there something more that we can be doing?"

37

38 Q. So with that referral what's your relationship like  
39 with the service industry, the police relationship?

40 A. I can only speak to the last six weeks, but it's been  
41 pretty good. I didn't know a lot of --

42

43 Q. So when you were in - you go, sorry?

44 A. I certainly had no - if I can pre-empt your question,  
45 I didn't have any contact with them when I was in CIB.

46

47 Q. Okay.

1 A. No, so I didn't know. So it's been a really good  
2 opportunity for me the last four weeks in particular  
3 getting to know what services are on offer here and what we  
4 can do sort of together, I suppose, moving forward.

5  
6 Q. Do you have any contact with the Social Justice  
7 Interagency Service in your role now or is that something  
8 that hasn't commenced yet?

9 A. No, that's not something - I've had no contact in the  
10 last six weeks with them. No, the only contact I've had is  
11 with our community justice group and our Mura Kosker family  
12 support DV support.

13  
14 Q. And are they based out of Thursday Island?

15 A. Yes.

16  
17 Q. In terms of paragraph 20 you talk about the major  
18 challenge about the reluctance of aggrieved to continue a  
19 complaint that occurs in the Torres Strait because of a  
20 relocation for a person to a particular island. Can you  
21 just explain that?

22 A. Yes, I guess what I was trying to get at there - and  
23 once again I can only speak to my experience - you might  
24 have an aggrieved spouse who leaves their island - say  
25 they're from Coconut Island - for a month and they move to  
26 Darnley and they live with the respondent's family or  
27 they're living on Darnley Island and the DV incident takes  
28 place. Police are called and we may take him away to  
29 Thursday Island because of whatever has occurred during the  
30 incident and she's left isolated on Darnley Island without  
31 any family support, because all the family I suppose are  
32 around his side, and it can be very hard for aggrieved in  
33 that situation that they're there all by themselves.

34  
35 Q. You also talk at paragraph 19 that sometimes as a  
36 challenge you're attending and arresting a perpetrator but  
37 you only have a small window to investigate the matter  
38 fully because of time constraints of helicopters and tides.  
39 Does that create a situation where the police response is  
40 really focused on that initial almost safety point of view  
41 of detaining a potential perpetrator and there's not - and  
42 then taking them off the island and there's not a police  
43 presence providing victim support or spending that time  
44 with the aggrieved?

45 A. 100 per cent, yes. It can be - and, look, we  
46 sometimes make a call if it's late at night that we'll take  
47 the aggrieved if the aggrieved is willing to come with us

1 and has somewhere else to go, then they'll come and we'll  
2 go back and get him later on. Then we can sit down with  
3 her and we can spend quality time with her, get her to a  
4 place of safety and sometimes use the women's shelter here  
5 on TI or family who we can take her to and then the next  
6 day bring her in. If you can spend that time and that  
7 quality time with somebody building rapport and trust  
8 you're more than likely - I don't know, there's an  
9 incident - I suppose there's an opportunity for them to  
10 open up in more depth about sort of the history in the  
11 relationship and what actually occurs rather than one  
12 flashpoint incident where you take him away and then she's  
13 stuck in that power vacuum and then you're only really  
14 investigating that one.

15  
16 So, look, it's hard. A lot of the time - and I can't  
17 give you a figure, but we do take the aggrieved as opposed  
18 to the respondent because it's just an opportunity for them  
19 to break that cycle and to get away for a little bit. They  
20 may end up there for two or three days or a week and  
21 they're back in a relationship and things are great. But  
22 you've got that time to sit down with them and build some  
23 rapport and trust with them, and you may be able to just,  
24 I don't know, get her in touch with those support services,  
25 if she wants to speak to family members on Thursday Island,  
26 they might be able to help her. We don't often take the  
27 respondent, I suppose, unless he's been extremely violent  
28 in nature and you have to. A lot of the times we will take  
29 the aggrieved.

30  
31 Q. But in the circumstances you talk about in the  
32 statement about having had to arrest the perpetrator and  
33 then leave because of those other constraints --

34 A. Yes.

35  
36 Q. Does that also - would you accept that that would  
37 perhaps then lead to a further reluctance for aggrieveds in  
38 engaging with the police on a later time?

39 A. Yes, definitely. Definitely.

40  
41 Q. Would that --

42 A. I completely agree with you.

43  
44 Q. Would that be heightened in those situations where  
45 there's the isolation of an aggrieved because she's not in  
46 her home environment?

47 A. Yes, for sure, yes.

1  
2 Q. And does that also have a flow-on effect in terms of  
3 the quality of the briefs and the evidence that you can  
4 provide in terms of a domestic violence application?

5 A. Yes, for sure. I mean, domestic violence  
6 applications, we certainly get enough to get over the line  
7 in relation to those. But we talk about more serious  
8 criminal offences and sort of breaches, sometimes I often  
9 have arguments with our prosecutor here in TI as to the  
10 standard of our briefs, but we are just so hamstrung on  
11 time and availability of people.

12  
13 Q. Does that lead to matters --

14 A. Little things can --

15  
16 Q. Does it lead to matters not proceeding through court?

17 A. Look, I can't give you any figures where I suppose  
18 matters are nullified or matters don't proceed, but the  
19 quality of the brief can sometimes not be as good as if you  
20 had some time, if you could drive there, if you could bring  
21 somebody in to a police station. I think with  
22 the introduction of body-worn cameras, and our TSIPLOs are  
23 now getting body-worn cameras, I think that's going to be  
24 fantastic for our quality of briefs if we can start using  
25 that evidence because you're getting real-time sort of  
26 evidence at the coalface, if we can call it that. That  
27 might be easier than trying to revisit somebody three days  
28 later or up to a week later and try to get a statement out  
29 of them again.

30  
31 MS CAPPELLANO: Thank you. Those are the only questions  
32 I have, Commissioner.

33  
34 COMMISSIONER: Are you the longest serving officer on TI?

35 A. No. There is some that have been here - there is one  
36 sergeant he's been here about eight or nine years. There's  
37 another couple have been here about seven. I think I'd be  
38 third, third or fourth.

39  
40 COMMISSIONER: Okay. And on average is it two years that  
41 people stay?

42 A. Yes, definitely. Two years is the minimum tenure.  
43 Yes.

44  
45 COMMISSIONER: Ms Hillard, do you have any questions?

46  
47 MS HILLARD: I do, Your Honour, thank you.

1  
2 <EXAMINATION BY MS HILLARD:  
3

4 Q. Detective Sergeant, at paragraph 5 of your statement  
5 you set out what Thursday Island comprises and the number  
6 of officers, CIB officers et cetera. Can you say whether  
7 or not or how many of those are females?

8 A. Hang on, let me go through my roster. A total of  
9 seven, eight female officers.  
10

11 Q. And is that a mix of general duties, CIB officers and  
12 water police officers or are they clustered --

13 A. Yes, yes. One water police officer is a female, one  
14 CFOU, one CIB and the rest are in general duties, and our  
15 centre crime officer is a female.  
16

17 Q. So out of the 21 general duties officers am I correct  
18 then that five would be women; is that right?

19 A. Yes.  
20

21 Q. Sorry, four I think it would be. If we go then and  
22 consider the number of women officers that you have, and  
23 you spoke about the cluster service going out on the boats  
24 and the ships and the like like that, when you do the  
25 cluster service you spoke about that being on a roster. Is  
26 there a female officer provided on the boat for that  
27 cluster service each time or not?

28 A. No, I'm just doing the maths here. Our new officer  
29 started today is female so it would be five in general  
30 duties. We don't roster according to gender. So it  
31 sometimes wouldn't be a female.  
32

33 Q. I assume based on your evidence and what you've said  
34 that when you do that cluster service and going out on the  
35 boats that there's also not a domestic violence counsellor,  
36 domestic violence specialist support worker, whatever one  
37 wants to describe them as, no-one with those sorts of  
38 skills on the boat?

39 A. No, definitely not, no.  
40

41 Q. I'm assuming then that based on the evidence that  
42 you've given today that you haven't really been able to  
43 have services where you're able to provide what's referred  
44 to as the co-responder type model where police can attend  
45 one of the islands with a social worker or a specialist  
46 domestic and family violence worker to support and assist  
47 an aggrieved?

1 A. No, we haven't been able to do that, no.

2  
3 Q. Is it correct then that the support that is provided  
4 or that you're able to facilitate either happens by way of  
5 referrals or by bringing them down to maybe Thursday  
6 Island?

7 A. That's correct.

8  
9 Q. I was having a look at the Badu Island primary health  
10 clinic and I can see on there that they have nurses,  
11 general practitioners and the like but they also have  
12 telehealth facilities. Are you aware of the police being  
13 able to facilitate domestic and family violence social work  
14 or support through the telehealth?

15 A. It certainly could assist. I don't know if they do.  
16 I don't know if the TSIPLOs assist in that role. But if  
17 it's offered then, yes, we definitely could.

18  
19 Q. At paragraph 10 is where you spoke about coercive  
20 control in your statement and Counsel Assisting asked you a  
21 few questions about that and you mentioned social  
22 gatherings, that the women can be restricted from attending  
23 social gatherings. Can I just ask this about the community  
24 engagement. You spoke about football, you spoke about  
25 events, you spoke about running those types of things.  
26 What types of things are in place to try to reach those  
27 women that can't go to those social gatherings and social  
28 events?

29 A. Yes, I suppose we try to just be present on the island  
30 and walk around the island and just be - we don't have any  
31 female specific events, I suppose, if that's what the  
32 question's sort of asking me. I don't think that we would  
33 have anything that would bring those women to us, no.

34  
35 Q. And I'm not being critical of you at all but it sounds  
36 as though police resourcing is a real issue to try to get  
37 to and reach those women that are in those coercive  
38 relationships and are socially isolated, would you agree?

39 A. I completely agree.

40  
41 Q. In terms of Torres Strait Islander liaison officers  
42 and the statistics that you were asked about and calls for  
43 service, you said about 70 to 80 per cent of your calls for  
44 service are for domestic and family violence. Can I just  
45 ask some questions about that. Is that based - I know  
46 they're not full statistics; it's your reckoning. But that  
47 was, as I understand your evidence, communications centre

1 calls or comms centre calls through Policelink or Triple 0?  
2 A. So what I suppose for the Queensland Police, and you  
3 guys have probably already heard about this in your  
4 hearings, we use LCAD. So I suppose that's the one point  
5 of truth. So if a job comes into a call centre or a comms  
6 centre an LCAD job will be generated. If a call for  
7 service comes through the station an LCAD job has to be  
8 generated by the crew attending. So that's where those  
9 statistics would come from.

10  
11 Q. And I presume then that that didn't include or you may  
12 not be able to include these informal contacts or contacts  
13 made to the liaison officers in the communities; they don't  
14 go through that process?

15 A. No, certainly. So we ask if our TSIPLOs can - they  
16 have incident reports that they're to fill out, and if  
17 there are minor instances of DV or just anything that  
18 happens, driving unlicensed or anything that comes to their  
19 attention, they fill out - they are to fill out an incident  
20 report, email it through to us to Thursday Island. But  
21 whether or not we capture all of those, I can't say that we  
22 do.

23  
24 Q. You spoke about the high turnover of the staff every  
25 two years, you said to the Commissioner on average it seems  
26 to be. Do you think that additional training and preparing  
27 them for the role before they start in that position would  
28 assist in keeping them there?

29 A. I don't know if it would keep them here longer. Any  
30 additional training prior to them arriving would be  
31 fantastic. But I don't know - I still don't know if it  
32 would keep people here longer. It is very isolated at  
33 times.

34  
35 Q. And is one of the issues perhaps that there is a cap  
36 on promotional opportunities because of the structure that  
37 we went through on paragraph 5 of your statement?

38 A. Could be, yes. I don't know. Yes.

39  
40 Q. In relation to the documents that were taken or put up  
41 on the screen that Counsel Assisting referred you to there  
42 was that table numbered 1 through to 29 of the lines titled  
43 "Domestic and family violence briefing sheet".

44 A. Yes.

45  
46 Q. You said you didn't prepare that, however you use it  
47 or you encourage your junior staff to use it; is that

1 correct?

2 A. Definitely.

3

4 Q. At point No.16 there it has, "What is the liaison  
5 officer's recommendation regarding risk?" Can I just  
6 clarify is that referring to a risk assessment, a PAF, or  
7 is there some other training that they have to assess that  
8 risk?

9 A. No, no. That's I suppose - I can't speak to what the  
10 author was saying when they said it, but I take that as to  
11 say, "What's going to happen? If we do A, what will happen  
12 at B? Like, what's that person like? What's that person  
13 like when they're drunk? What's that person like when  
14 they're angry?" I mean, they know them. They have  
15 intimate knowledge usually of the person that we're  
16 attending to. So that's more what I think that is, to give  
17 us a bit of an assessment of what their knowledge of the  
18 person is.

19

20 Q. And in relation to all of the points, forgive me if  
21 I have missed it, but it doesn't appear to specifically  
22 address the consideration of criminal charges?

23 A. No, I don't - you'd be right. That's not on there.  
24 But it's certainly something that I ask and we always  
25 consider that.

26

27 Q. Subject to those investigations and the time  
28 constraints that you've already outlined which I won't ask  
29 you to repeat of course?

30 A. Yes.

31

32 Q. The other document that you've provided, the DFV  
33 occurrence reviewing officer checklist, it's got the yellow  
34 line across the top and the red line through the middle  
35 with the two other categories underneath, can I just  
36 clarify is that a Thursday Island station specific document  
37 or is that a QPRIME printout document?

38 A. No, that's a QPRIME printout document.

39

40 Q. Okay. And just in respect of the ones under the  
41 yellow heading I can see there that there is a tick box,  
42 "If the incident is between Mossman through to Gordonvale"  
43 and then it lists some serious offences; "If an incident is  
44 between Smithfield through to Yarrabah" it lists some  
45 serious offences; do you see that section there?

46 A. Yes. Yes, I do. This may have come from the  
47 domestic violence HRT centre or team in Cairns, I suppose.



1  
2 Q. Is this something that the junior officers going up to  
3 Thursday Island and the Torres Strait Islander region are  
4 asked to complete?

5 A. They're certainly asked to review it and to know it,  
6 definitely, in their decision making.  
7

8 Q. And would you accept that it might be perhaps helpful  
9 to have some Thursday Island specific information rather  
10 than limiting Mossman through to Gordonvale or Smithfield  
11 through to Yarrabah?

12 A. 100 per cent, definitely.  
13

14 Q. And in respect of the charges as well whilst there's  
15 reference to some charges perhaps it could include some  
16 express consideration of charges that might assist from  
17 your perspective?

18 A. Yes. Yes, definitely.  
19

20 Q. And when we're dealing with domestic and  
21 family violence responses you've given some very frank  
22 evidence about the resourcing and the capabilities and the  
23 like, and you've given some evidence about gaps and  
24 what-not. I think the phrase might have been used if you  
25 had a crystal ball in terms of fixing things up would  
26 further on the ground support services that provided this  
27 co-responder police officer domestic violence social  
28 support worker, alternatively co-located we have a police  
29 officer on each of those islands and a social worker is  
30 accessible then and there to assist with triaging with an  
31 aggrieved, either of those would help you to be able to  
32 help these people who experience domestic and family  
33 violence better?

34 A. Yes, definitely. I'd love to see something like that.  
35

36 Q. And what about linking in or the involvement of  
37 Queensland Health, Department of Child Safety, immediate  
38 legal services, a more multi-disciplinary approach; is that  
39 something that would benefit the region that you service?

40 A. Yes, definitely.  
41

42 MS HILLARD: Thank you, Commissioner. Those are my  
43 questions.  
44

45 COMMISSIONER: Mr Hunter?  
46

47 <EXAMINATION BY MR HUNTER:

1  
2 Q. Can I ask you about the questions you were asked some  
3 time ago by Counsel Assisting concerning a couple of lines  
4 in the orientation documents that are provided to officers  
5 when they arrive on Thursday Island. In particular it was  
6 suggested to you that the section under domestic and family  
7 violence might suggest to a person reading the document  
8 that it was possible to deal with a domestic and family  
9 violence call for service without attending it and simply  
10 deal with it later. I'm referring in particular to what's  
11 at pages 21 and 22. It's the last and second last pages of  
12 the document that's headed --

13 A. Yes.

14  
15 Q. Just so we're quite clear what I'm talking about, the  
16 document that's headed, "The Queensland Police Service  
17 Cultural Appreciation Project". Now, I'm just wondering  
18 about the practical realities of that scenario. If a  
19 domestic and family violence call for service came to the  
20 attention of one of your officers what's the procedure,  
21 what's the mechanism that's followed as a result - that  
22 follows as a result of such a call for service coming into  
23 the station or being communicated to an officer?

24 A. Okay. Say a phone call comes in, a job is received  
25 via Triple 0, an LCAD job is generated. Obviously the crew  
26 will attempt to make contact with the aggrieved or the  
27 person who has contacted police. If they're unable to  
28 contact that person, they'll ask for assistance from a  
29 TSIPL0 to see if a TSIPL0 can attend in person and speak to  
30 that person or to, I suppose, give us some intelligence  
31 assessment as to what's occurring. If they're not  
32 available, if we can't get a TSIPL0 or for whatever reason  
33 they're not available, we'll look for close associates, for  
34 people on the island to the family member, to the  
35 aggrieved, to see if they can make contact with them and  
36 give us some idea about what's actually occurring. If it  
37 is something that is - it is a violent situation, we need  
38 to attend to immediately, they'll contact myself if it is  
39 out of hours. But if it is sort of in hours we'll look to  
40 whether it's boat, plane, helicopter, we'll put a response  
41 out as to how we can get there as quick as we can.

42  
43 Q. Under what circumstances could an officer decide not  
44 to attend a domestic and family violence call for service?

45 A. If we were to speak - a TSIPL0 was to speak,  
46 I suppose, to somebody at a residence, the resident may go  
47 with the TSIPL0 to a place of safety and then leave the

1 address and we have the TSIPL0 advising us that the person  
2 is now safe and they have left the island, they have gone  
3 from Coconut to Darnley, and we might attend Darnley Island  
4 the next day and take a formal statement about what  
5 occurred the day before. That would be the only incident  
6 that I could see that that would occur. I mean, if they  
7 were staying on the island and even if they were still at a  
8 place of safety, we would still attend. We would  
9 definitely attend.

10  
11 Q. All right. And what level of oversight is there from  
12 senior police, including yourself, of the response of  
13 individual officers to domestic and family violence calls  
14 for service?

15 A. They have to run it by me. Every DV job gets run by  
16 me or a sergeant at the station. But if it is a response  
17 such as that or if it's any domestic violence incident it's  
18 run by me.

19  
20 Q. So if there was a domestic violence call for service  
21 and there wasn't an appropriate response to it is it  
22 possible that you would not hear about it or find out about  
23 it?

24 A. Are you talking if they didn't brief me?

25  
26 Q. Yes. I mean, do you only find out about it --

27 A. I would probably still hear it because I review --

28  
29 Q. Sorry, I interrupted you. Go ahead.

30 A. The next day, or the next time I'm on shift or when  
31 I wake up in the morning and check the LCAD jobs from  
32 the day before, yes, I potentially could  
33 have - I could - it hasn't happened in my six weeks, but it  
34 might happen, yes.

35  
36 Q. But you would see it the next time you checked the  
37 LCAD jobs?

38 A. Definitely. Yes.

39  
40 Q. You were asked some questions about in terms of  
41 that - the domestic and family violence briefing sheet;  
42 that's the table that was prepared by your predecessor?

43 A. Yes, that's correct.

44  
45 Q. And you were asked about item 16 and that was the  
46 TSIPL0 recommendation regarding risk, and you were asked  
47 about whether the TSIPL0 assessment of risk was based upon

1 anything that resembled the PAF. How decisive would the  
2 recommendation of a TSIPLO be in terms of the ultimate  
3 decision about what to do, and by that I mean is the view  
4 of a TSIPLO to be substituted for the assessment of the  
5 individual officer, him or herself?

6 A. No, I believe it's just taken into account in relation  
7 to the decision making framework that they would be using.  
8 It wouldn't be the be-all and end-all. If the TSIPLO said,  
9 "Oh, no, it's fine, you guys probably don't need to come,"  
10 I think we would definitely still come. It just goes into  
11 the decision making. Yes, it's not a "yes" or "no" from a  
12 TSIPLO.

13  
14 Q. You haven't been asked about this, but can I raise  
15 with you the question of culture, that is police culture?

16 A. Yes.

17  
18 Q. You may be aware that there's been some evidence  
19 before this inquiry that at least at one police  
20 establishment there appeared to be widespread attitudes of  
21 both racism and misogyny that were particularly relevant to  
22 the way in which officers at that establishment responded  
23 to domestic and family violence calls for service. Can  
24 I ask you firstly is that something that you've experienced  
25 in your career?

26 A. Never. No.

27  
28 Q. And what about in particular during your time at  
29 Thursday Island and in the Torres Strait?

30 A. No, definitely not. No. That would never be  
31 tolerated.

32  
33 Q. What would you do if you were to observe people  
34 speaking disparagingly of, for example, a victim in a  
35 domestic and family violence call for service?

36 A. There would be a conversation had between myself and  
37 that person, definitely.

38  
39 Q. Can you describe for the Commissioner your assessment  
40 of the attitude of the police that you work with to their  
41 responses to domestic and family violence calls for  
42 service?

43 A. I can only speak - like I said, I can only speak for  
44 the people I work with. But we here in the Torres Strait,  
45 we're all very victim-centric. We're part of this  
46 community and everyone that I have down at that station has  
47 a high level of compassion and empathy and I suppose

1 passion for the work that they do. So nobody shows any  
2 sort of reluctance or any bad attitude towards anything  
3 that we do there. It's part of our job and they're  
4 professional about it and they care about victims.

5  
6 MR HUNTER: That's all I have, thank you.

7  
8 MS CAPPELLANO: I have no further questions, Commissioner.

9  
10 COMMISSIONER: Thank you. Thanks very much for coming  
11 in - or not coming in, appearing via videolink.

12  
13 <THE WITNESS WITHDREW

14  
15 MS CAPPELLANO: If we could leave the videolink open, I'd  
16 call Elsie Nona.

17  
18 <ELSIE NONA, sworn (via videolink):

19  
20 <EXAMINATION BY MS CAPPELLANO:

21  
22 Q. Ms Nona, you're currently a Torres Strait Islander  
23 police liaison officer and you're serving on Badu Island;  
24 is that correct?

25 A. Yes.

26  
27 Q. And you indicate in your statement that you speak a  
28 number of languages. What are they?

29 A. English, Creole and I have an understanding of Kala  
30 Lagaw Ya, which is our cultural island language.

31  
32 Q. And you say in your statement that that's how you're  
33 able to communicate effectively with whomever you come into  
34 contact with. If you could only speak or understand  
35 English would you be able to communicate effectively?

36 A. I guess so.

37  
38 Q. So do most people speak and understand English?

39 A. I guess it would be a bit difficult because up here in  
40 the Torres Strait first language is Kala Lagaw Ya and  
41 Creole.

42  
43 Q. And some understanding of that language would be  
44 necessary in order to communicate with most people in the  
45 Torres Strait?

46 A. Yes.

1 Q. You talk about having - you've been in the police  
2 force since 2009; is that correct?

3 A. Yes.

4  
5 Q. And initially you were a QATSIP officer, which  
6 I understand is a Queensland Aboriginal and Torres Strait  
7 Island Police, and then that was amalgamated to a TSIPSO  
8 and now you're a TSIPL0, which is a Torres Strait Islander  
9 police liaison officer. There are differences between  
10 those positions; is that right?

11 A. Yes.

12  
13 Q. When you were a QATSIP officer did you have additional  
14 powers?

15 A. Yes, we did.

16  
17 Q. And what were those powers?

18 A. I guess we just had - we had - well, back then I could  
19 remember we were able to use the QPRIME. We were using  
20 QPRIME to enter DV applications, street checks and  
21 basically everything what the constable did, write tickets,  
22 traffic infringements and things like that.

23  
24 Q. And has the reduction in powers affected your ability  
25 to perform your role?

26 A. Now?

27  
28 Q. Yes.

29 A. As a TSIPL0, is that what you mean?

30  
31 Q. Yes.

32 A. Yes, it has.

33  
34 Q. How does it affect you?

35 A. Well, the process is longer now to conduct duties as  
36 when we were QATSIPs, but we were able to enforce things  
37 before. Like, if a DV occurred we took care of the  
38 application and served the documents there and then on the  
39 same day, as for now the process is much longer.  
40 Everything is done via telephone, the people have to - I'm  
41 so sorry. That was my one.

42  
43 Q. So you were talking about the way in which you used to  
44 have powers when you were QATSIP officers?

45 A. Sorry, yes, so what happened - basically the process  
46 now is when we get an incident obviously everything is then  
47 referred to, we have to contact the Thursday Island police

1 station where the state police officers are and everything  
2 is done via the telephone. They have to do the statements  
3 via the telephone and they email statements to us and we  
4 have to go and see the victim or whoever the informant is  
5 and get them to sign it and then scan and email it back.  
6 I guess what I'm saying is the process is much longer for  
7 reports to be put through, if that makes --

8  
9 Q. No, that does make sense. You're currently on  
10 Badu Island and do I understand your evidence correctly  
11 that often there's about 800 people on the island?

12 A. Yes.

13  
14 Q. But during school holidays 300 or so school kids come  
15 back and it might be more like 1,000 or 1,100?

16 A. 1,000-plus, yes, yes.

17  
18 Q. And the nearest police station is on Thursday Island;  
19 is that correct?

20 A. Yes.

21  
22 Q. And --

23 A. There's a station on Horn Island and Thursday Island,  
24 sorry, yes.

25  
26 Q. And in terms of getting to Thursday Island or  
27 Horn Island is boat the way you or most people would  
28 travel?

29 A. Yes.

30  
31 Q. And how long does that take --

32 A. Dinghies or boats.

33  
34 Q. How long would that take?

35 A. A minimum of two hours, depending on the weather. If  
36 it's rough seas it can take anywhere between two and a half  
37 to three, three hours, three and a half hours, and also it  
38 depends on the type of dinghy or boat you're travelling in.

39  
40 Q. And so in terms of the presence of state police or  
41 sworn officers on Badu Island when are there sworn officers  
42 there?

43 A. Usually only when jobs or DV or serious incidents  
44 occur on the island.

45  
46 Q. Otherwise --

47 A. We have to inform them and then they have to travel

1 out to the island to assist or to take care of the job,  
2 yes.

3  
4 Q. So in many ways are you and the other TSIPL0s the  
5 police on Badu Island?

6 A. Yes.

7  
8 Q. And are there two other current TSIPL0s at the moment  
9 on Badu Island?

10 A. Yes, there's three of us based on the island, but one  
11 is currently doing his work on Moa Island, because there  
12 are two communities on Moa Island and there's no staffing  
13 over there. So he was directed to go and do his duties  
14 over there just to help out with the staffing issues. So  
15 on Badu there's only currently two, until those positions  
16 I believe are going to be filled, which is hopefully in the  
17 near future.

18  
19 Q. So how does it work between you and the other person?  
20 Is it always one person on call or on shift? Do you take  
21 turns? Do you ever work together?

22 A. They try to shift us so that there's someone on shift  
23 all the time. So one might do morning, one might do  
24 evening or we do a shift together, and in case of  
25 emergencies we would both get called out or one of us who  
26 was available would get called out.

27  
28 Q. And when do the shifts run? It doesn't cover a  
29 24-hour period?

30 A. We have morning shift, eight to four.

31  
32 Q. And the evening shift?

33 A. No, no, no, it's usually like - usually eight to four  
34 shifts or two to 10s.

35  
36 Q. And what happens --

37 A. Or four to 12s.

38  
39 Q. So what happens if there's a domestic violence  
40 incident on the weekend or in the middle of the night?  
41 What generally happens then?

42 A. Well, I usually get a call from the place of wherever  
43 the incident is because everybody on the island has my  
44 personal number. So I'll get a call first reference, and  
45 then I'll call TI and just let them know I'm going to try  
46 and reach out to the other boys so we can go and find out  
47 what's going on out there, obviously get as much



1 information as we can before attending the job but, yes,  
2 otherwise it's us. We're first on scene.

3  
4 Q. And when you said you reach out to the other boys who  
5 do you mean?

6 A. I mean either Barry or Boyd, whoever is on the island  
7 and is available to attend with me.

8  
9 Q. I didn't hear what term you said then. "A barrier  
10 boy"?

11  
12 COMMISSIONER: I think she said "Barry or Boyd".

13  
14 WITNESS: Sorry, Barry or Boyd. Barry or Boyd. So the  
15 other officers are Barry Nona and Boyd Ahmat. Sorry, yeah.

16  
17 MS CAPPELLANO: Thank you. I understand now. That's my  
18 fault, sorry. So you would get that call. Do you get paid  
19 when you respond to those calls?

20 A. Yes. I would first of all call TI to let them know  
21 and then they would then authorise overtime for me to  
22 attend the job.

23  
24 Q. And then do police always come out or what are the  
25 circumstances for a police attendance?

26 A. I guess it just depends on the severity or the  
27 seriousness of the incident. Like, if it's high risk  
28 obviously - or, you know, if there's alcohol or if  
29 it's - yes, it just depends on the situation that we're  
30 walking into. Like, if the husband or the partner or  
31 whoever may be involved, if they're heavily intoxicated, we  
32 might have to get the state police to come out to deal with  
33 the situation because obviously our safety is priority.  
34 But always trying to make sure that the victims in the  
35 situation are in a safe place and making sure that we get  
36 them to a safe place is a priority.

37  
38 Q. And how do you do that?

39 A. Because everyone kinds of knows each other on the  
40 island, too, and I think we kind of - sorry, we kind  
41 of - we've got that level of respect from community. So if  
42 we do attend, you know, it's easy for us to just, "Hey, let  
43 me just try to de-escalate the situation the best way we  
44 know how", just to separate the parties and just to make  
45 sure that whoever is the victim in the situation is taken  
46 away and put in a safe environment until state police can  
47 arrive to deal with the situation.

1  
2 Q. Would there ever be a situation involving a domestic  
3 or family violence matter where the state police didn't  
4 attend?

5 A. I can't really recall them not ever attending any  
6 serious domestic and family violence. If we can do as much  
7 as we can on ground just to keep the peace then they  
8 can - if they can then - if they don't come on the day,  
9 they'll be there the next day definitely, depending on  
10 availability for them also to sort out what needs to be  
11 sorted out. But it's always a priority for us to make  
12 sure - sorry?

13  
14 Q. Keep going?

15 A. It's always a priority to make sure that the victim or  
16 the children or whoever it is involved are in a place where  
17 there's no contact between the parties until state police  
18 can get onto the islands.

19  
20 Q. You talk about a specific --

21 A. But usually domestic --  
22

23 Q. Sorry, you go.

24 A. But usually domestic violence - anything related to  
25 domestic and family violence state police respond as soon  
26 as they can.  
27

28 Q. You talk about a specific incident where there was a  
29 DV matter on the island. Can you outline that incident?  
30 First, can you say when that occurred and then can you  
31 outline for the Commission, firstly, when it occurred and  
32 then what did occur? It's an incident you talk about at  
33 paragraph 20.

34 A. Yes, I know which one, sorry. It was an afternoon  
35 shift that we had done and I had gotten a call on my  
36 personal phone that there was a DV happening. So I called  
37 TI police, let them know, "Hey, me and Kearney is working  
38 but we're about to attend a DV that's happening up on  
39 Chapman Street." Upon arrival I could hear the young girl  
40 screaming, obviously because I knew who she was, and I know  
41 that there is a baby involved, there's a little infant  
42 child involved. We could just hear the screaming, and  
43 without hesitation I just went in the house because I knew  
44 the parents weren't home and my concern was obviously for  
45 her and the child. So we both called out, both Kearney and  
46 I both called out to the young fellow that was in the room  
47 also, who wouldn't open the door. So I just opened the

1 door, walked in and grabbed the young mother and the child  
2 and I just told my partner, who at the time was Kearney,  
3 I said, "Settle him down. I need to take this mother and  
4 baby away." I just needed to get them out of the house  
5 because they were scared. The baby was crying. I picked  
6 up the baby and just walked straight out of the house.  
7 Usually we weren't - we couldn't do that, but that was just  
8 a - that was just a human instinct thing that I had to do,  
9 you know, because I was very worried about the mother and  
10 the baby and the fact that they were scared and locked in a  
11 room.

12  
13 Q. And where did you go then with the mother and the  
14 baby?

15 A. We took - I took - I took the young lady and her child  
16 to her mother's place because she was really shaken up and  
17 just so that she would get a bit of family support, and  
18 because I knew that the partner wouldn't go to the  
19 residence because he was scared of the parents. Then I'd  
20 come back and I picked up my partner, Kearney, who was just  
21 having conversations and just trying to calm the young lad  
22 down, which he had done and which was all okay. Then we  
23 went back, picked up the young lady and left the bub with  
24 the grandma, because I had to take her back to the station  
25 to provide a statement over the phone to TI police just to  
26 update them on what was really kind of happening.

27  
28 Q. And was there any other contact with the male on that  
29 night - sorry, that occasion, that afternoon?

30 A. Yes, a few hours later he actually came down to the  
31 station. He was yelling around the station. We knew that  
32 was him because we could see him and we could recognise his  
33 voice of course. But Kearney was there and managed to go  
34 outside, because I had to keep the door locked, and just  
35 talk him down and just, you know, politely just ask him to,  
36 "Go away. This is the situation. She's here with us now.  
37 She's not coming out to speak to you. You're just going to  
38 need to walk away and calm down, and maybe tomorrow's  
39 another day. The police are on their way and that they  
40 will come and talk to you eventually. So you're going to  
41 need to settle yourself down." He complied and he did.  
42 But, you know, that went on for about a good 15,  
43 20 minutes. But then he then respected what Kearney said  
44 and said, "Fine, I'll just go. When they come, tell them  
45 I'll be at home." That's what happened there that day.

46  
47 Q. And did you stay in the station with keeping the young

1 woman safe then until the police arrived?

2 A. Yes.

3

4 Q. And how long did it take probably from when you got  
5 that initial call that there was something wrong to when  
6 the police arrived?

7 A. I can't really say, but it was dark because - it was,  
8 like, late afternoon. We got that call, like, four, five,  
9 but it was definitely after 8 pm, 8.30, something like  
10 that. I can't really recall the time. But, yes, it was a  
11 few hours later.

12

13 Q. And would you have been able to respond in the way  
14 that you and your partner were able to if it was just one  
15 of you?

16 A. Well, I did think about this because I was thinking,  
17 "What if, you know, Kearney wasn't there, you know?" But  
18 I guess I would have just had to - I wouldn't have changed  
19 anything. I would have still been - I would have still  
20 done what - I would have just tried to have done my best in  
21 any way possible, and even if he had come around I would  
22 have just told him from inside the door, "You've just got  
23 to go because I'm not opening this door. State police are  
24 on their way." But just having to do what I can do until  
25 they get there.

26

27 Q. And when did this happen? Not in terms of time of  
28 year, but what year --

29 A. This may have even happened not last year, it was the  
30 year before, end of - what are we now? 2020? Around the  
31 end of 2020. Yes, something like that. Yes. Because  
32 I kind of really distinctly remember that because of the  
33 mother and the child and the look in their eyes. Like,  
34 that's what I can remember. That's why that one kind of  
35 sat with me for a while, that particular incident.

36

37 Q. Do you often have to be - sorry, do you often find  
38 yourself being the first responder to a domestic and family  
39 violence incident?

40 A. Yes.

41

42 Q. How often would you attend incidents of domestic and  
43 family violence?

44 A. I don't want to jinx it. It's been really quiet  
45 lately and I don't like using the Q word. It used to be  
46 quite often. But it hasn't been - it's just kind of - what  
47 can I say? It's died down a little bit because I think

1 everyone's more educated now on domestic and family  
2 violence. So we might get maybe - it just kind of really  
3 depends. It's a seasonal thing, too, because, you know,  
4 when the guys have gone out crayfishing, they get paid, you  
5 know, there's financial issues and problems, and that's  
6 when alcohol is involved and that's when domestic violence  
7 happens. So if it's not happening once or twice a month,  
8 sometimes we can get it once or twice a week.  
9

10 Q. And you said that there had been more education,  
11 people understanding things. Was there a particular event  
12 that has helped that?

13 A. We try to - we usually do the DV month, the May month,  
14 where we just try to go and promote family  
15 domestic violence pamphlets and talks and stuff like that,  
16 whether we're standing outside of the local stores or I'm  
17 going up to the school and just educating whoever I come  
18 into contact with, even when we're just sitting around and  
19 having our yarns and comparing the rates now from when they  
20 were when I first started, when we had DV files quite high,  
21 it's not as much as it is now. There's a big difference,  
22 I think because of the educational side of it. Like, just  
23 educating the people on what it's all about, how to behave,  
24 you know, family relationships and just, you know, really  
25 getting to the core of letting our people know what it's  
26 all about and what's involved and what the consequences are  
27 of it.  
28

29 Q. You said "we are handing out pamphlets". Who is "we"?  
30 Who is doing that? Is that you and the other TSIPLOs --

31 A. Sorry, me or Barry or Boyd or whoever is on shift at  
32 the time; sorry, yes.  
33

34 Q. And are you doing that in collaboration with the state  
35 police or with any service agencies or is it just an  
36 initiative of the Torres Strait Islander police liaison  
37 officers?

38 A. Yes, that was just something that when I was told  
39 about it I just wanted to make more of an awareness of it.  
40 So I try to promote that every time wherever I am, I talk  
41 about it, so that it's a broader thing. It was a just a  
42 choice we made, I suppose. "Every May month let's do this,  
43 talk about this and make it known to the community,"  
44 whether we had little workshops when there's other - when  
45 there's sporting events or when there are - or events  
46 happening in the community, we try to set up a tent and  
47 just sit there and give out pamphlets and talk about family

1 and domestic violence.

2  
3 Q. And in terms of the - sorry, I'll start again. We've  
4 talked about the presence or the level of presence of  
5 police, of the state police, and do I understand correctly  
6 that that's usually in response to a call-out? What about  
7 other service agencies? Are there domestic and family  
8 violence service supports on Badu Island? Are there  
9 perpetrator programs available on Badu Island?

10 A. No, not for on the island, no. But there's a lot of  
11 agencies that travel from TI. I think they do like monthly  
12 visits, that they come out and, you know, if they're  
13 referred, you know, there are these other agencies that  
14 they're referred to and they make the monthly visits or  
15 fortnightly visits to come and talk to either the  
16 perpetrator or the victims, if needed, yes.

17  
18 Q. Do you have any interactions with the Social Justice  
19 Interagency Service?

20 A. Not regularly, no.

21  
22 Q. Do you know if there is a group that is an interagency  
23 group involving support workers and police, Corrective  
24 Services, Health that you know of?

25 A. We have an interagency on the island; is that what you  
26 mean, like an interagency on the island or --

27  
28 Q. No, just generally in the Torres Strait?

29 A. Are you talking about other agencies in the  
30 Torres Strait?

31  
32 Q. Yes.

33 A. There are other persons who are involved in that that  
34 I know of on the island, but we don't really have that - we  
35 just haven't really met and spoken about specific things.  
36 We haven't come together like that, because I'm trying to  
37 understand what kind of interagency.

38  
39 Q. So I said there was a specific group in the Torres  
40 Strait, the Social Justice Interagency Service. It was a  
41 specific group. You're not aware of them?

42 A. No. No, no, no, no, no. I know that there is a lady  
43 that represents Badu for the justice group that travels out  
44 for courts and that. That's all I know.

45  
46 Q. And you don't have specific contact with any specific  
47 domestic violence support services?

1 A. We do, but not on the island.

2

3 Q. They're the people who travel from Thursday Island?

4 A. On TI. On Thursday Island. So if a referral needs to  
5 be made it has to be put through to the Mura Kosker  
6 Sorority on TI, and that's just one of the agencies that  
7 I'm aware of.

8

9 Q. Can you tell the Commission about some of the  
10 challenges that you experience in your role?

11 A. I guess being where I am and in a remote community  
12 I think one of the most challenging ones for me is  
13 I sometimes feel I've got a big police station sign on top  
14 of my house. So, you know, I don't have much family time,  
15 if I can be honest, because I'm always - my house is like a  
16 revolving door for especially victims or people in need of  
17 safety and service. It has in the past affected my family  
18 life, you know, but I've had to make changes for that. But  
19 it's also about educating the people and, you know, this is  
20 my home, this is my family and home, and there's only so  
21 much one person can do, I guess, yes. That's my challenge.  
22 Because I'm the only female and everyone talks to me,  
23 especially all the women, but I've also had a lot of men  
24 come and talk to me to talk to their partners or, you  
25 know - I think that's one of the main challenges for me  
26 being a TSIPL0 on the island, a female TSIPL0.

27

28 Q. Are there many other female TSIPL0s?

29 A. No. Not currently.

30

31 Q. Are there any other female TSIPL0s?

32 A. Yes, on other islands there are.

33

34 Q. But just not on Badu?

35 A. Just not on Badu.

36

37 Q. Now I know that this week you're getting some specific  
38 training?

39 A. Yes.

40

41 Q. And I know you probably missed some of the training  
42 because you were waiting to give evidence. So I apologise  
43 for that. Other than the new training that you're about to  
44 start have you had enough training for the role that you  
45 undertake?

46 A. So this is actually the start of the new - because  
47 TSIPL0 is only kind of new, so this is kind of the new

1 induction or joining training that we're getting provided  
2 now with. Prior to that there hadn't been no specific or  
3 no type of training. I think the only other training I've  
4 got was for the body-worn cameras that we recently  
5 received. But other than that no kind of training. I've  
6 only kind of - we've only attended conferences and meetings  
7 and little things like that. But no actual training, yes.  
8 The only training I attended was when I first started back  
9 in 2009 where they sent us down to do the PLO course in  
10 Brisbane.

11  
12 Q. And that's the only training you've had --

13 A. And even after that anyone else - yes.

14  
15 Q. We've heard that there are a lot of vacancies in the  
16 TSIPL0 positions that aren't currently filled, and you've  
17 talked about that as well. Firstly, is that a problem?  
18 Does that put extra stress on you?

19 A. Yes, it does.

20  
21 Q. And --

22 A. Sometimes I'm the only one there because, you know,  
23 the boys are - they have other commitments. There's  
24 cultural commitments. There's football commitments.  
25 There's all these different types of commitments. I'm  
26 usually the one that's usually on the island. So sometimes  
27 I find myself being the only officer on the island for  
28 anywhere between two to three weeks. So that's quite  
29 challenging in itself.

30  
31 Q. Are there any reasons why either TSIPL0s are leaving,  
32 and you talk about that in your statement, or people aren't  
33 wanting to become TSIPL0s? Are there things that you can  
34 identify?

35 A. I think I mentioned it there in my statement that all  
36 these TSIPL0s, they're based on the island, they live  
37 there, they are a part of the community, they grew up with  
38 the community, which means everyone is related. They're  
39 all family. Everyone's family, you know. So if they're  
40 attending a job that job involves a family member, and it's  
41 how they get treated when they're not working. There could  
42 be awkwardness or family disputes then that we then have to  
43 face without making it - it then becomes a personal thing,  
44 you know, and this is how it affects us the majority of the  
45 time because we still have got to see these people every  
46 day, you know, and we get cold shoulders all the time and  
47 sometimes, you know, if we can carry it, we carry it; if we



1 can't, for some it's just too hard to bear. So they say,  
2 "No, this is too much for me. I can't do it." And I think  
3 that's - like, I've heard or I've had a couple of  
4 conversations with a couple of them and, you know, it's  
5 affected them mentally. I can say it's affected me  
6 mentally three, four times since I've been here, you know,  
7 and it can be overwhelming for any one person to have to --  
8

9 Q. Would it be of assistance in your role if there was a  
10 greater state police presence on Badu Island?

11 A. Yes. Yes, there would because then we can at least do  
12 what we're supposed to do, which is our job, which is to be  
13 able to communicate effectively with the community and  
14 liaise with the state police just so there's an  
15 understanding of what's actually going on, just to make  
16 whatever job easier for everyone, because in the eyes of  
17 the community we're it, we're the police, we're the ones  
18 that have to do something, and if we don't then we get  
19 criticised for it. "You're wasting time. You're not  
20 doing your job." We're like, "We're only limited. We can  
21 only do so much, you know." Then we get - we're toothless  
22 sharks on that island, on our islands. That's how we're  
23 kind of looked at. Sorry to say that but, yes, that's just  
24 how --  
25

26 Q. Would it help if you had additional powers?

27 A. It would make a big difference if we had a little bit  
28 of extra powers because people would know, "Hey, they have  
29 got a little bit of authority. Hey, that person is sending  
30 us to court," things like that because, you know, it's  
31 just - I think that's what we always talk about when we get  
32 together, us TSIPL0s, like, we need a little bit more  
33 powers in order to be more effective within our community.  
34

35 Q. Have you started wearing the body-worn cameras?

36 A. Well, I haven't had the opportunity to wear it because  
37 I've just been on leave and I haven't had to attend any DV  
38 or domestic violence. So I actually haven't had the  
39 opportunity to actually wear them yet. But they are on the  
40 island and available for us to start using. But I have  
41 just gotten back from leave, so I haven't.  
42

43 Q. You've got - you talked about this role that you have.  
44 Do you get any special incentive or bonuses as a TSIPL0?

45 A. No.  
46

47 Q. We've heard about there being --

1 A. Not that I'm aware of.

2

3 Q. State police getting flights to the mainland and  
4 things like that. Do you as a TSIPL0 get any of that?

5 A. These are just things I've heard over the years and,  
6 you know, I've got people breathing down my back, "Hey, can  
7 you say something, like, can we do something?" I think  
8 I've had conversations with a couple of union reps just to  
9 bring it up, like, what other entitlements or incentives  
10 can we get. "Like, we're the first responders. We're  
11 putting ourselves out there. You know, give us some  
12 incentive." That is, I guess, what they were trying to  
13 say, you know. I was trying to say the same thing.

14

15 Q. In terms of the relationship --

16 A. So, yes, like - sorry, you go.

17

18 Q. Just in terms of the relationships between the police  
19 and the community and also you as a TSIPL0 you talk about  
20 that in your statement and you said you think there should  
21 be more interaction with TSIPL0s and new officers when they  
22 start. Does that occur? In your experience does that  
23 regularly occur, that new officers are brought around and  
24 you get to meet them?

25 A. Not up front. We might meet them six months later  
26 when they do attend the island for a certain job. But  
27 usually by then they're fully equipped on how to I guess  
28 behave towards community because the cultural dynamics can  
29 be a little bit diverse, I guess, because, you know, people  
30 are very sensitive.

31

32 Q. And are there sometimes issues --

33 A. But we haven't had any --

34

35 Q. Sorry, you go.

36 A. Look, in the past? The past there were. But, you  
37 know, it has changed since then. So, like, everything's  
38 kind of - we haven't had any issues lately, I'd say in the  
39 last couple of years, because when it was happening at  
40 first and I would have my staff member say, "Hey, I just  
41 feel like that person was talking a bit inappropriate to  
42 me, you know," and then I lift the phone up and just have a  
43 word and say, "Hey, we've got to be working together,  
44 basically. We don't want any kind of - I don't want the  
45 staff feeling uncomfortable. I don't want you guys feeling  
46 uncomfortable. I want us to just all work together,"  
47 because that's just how I feel.

1  
2 Q. And you've talked about how it would be of assistance  
3 in your role to have greater police presence on the island,  
4 and I think what I was asking before that was more from an  
5 operational point of view. What about in terms of that  
6 social engagement? Do police come to the island for social  
7 events? Do they come to Badu Island for that?

8 A. No, no. It's usually just official police duties.  
9 I tried and asked a couple of times, but I think just in  
10 the last couple of years there's just been a lot of  
11 staffing issues. That's obviously due to COVID and the new  
12 office that's being built outside and the staffing changes.  
13 So it's just been a little bit hard in the recent years.  
14 But the topic is out there. I have conversations with my  
15 CCLD and our new OIC about, "How about getting some guys  
16 out to just come visit on social levels just so that the  
17 community can put a name to the face and the face to the  
18 name and have more of that type of relationship with the  
19 community?"  
20

21 Q. Has there been, like, Blue Light discos run out of the  
22 school or touch footy carnivals at the school or anything  
23 like that on Badu Island?

24 A. Not lately, no. Not in the last couple of years.  
25 I think the last Blue Light disco we had there was maybe  
26 about five years ago.  
27

28 Q. And is there any pathway --

29 A. And we've had a lot of carnivals on the island. We've  
30 had a lot of events on the island like carnivals, tombstone  
31 openings where the police presence are usually there just  
32 to keep things on - what's the word? I'm sorry. But there  
33 have been football carnivals and events where the staff has  
34 attended just to have that presence there just so that  
35 I guess the community can behave and, you know, there's no  
36 ruckus or, sorry, yes.  
37

38 Q. And was there anything else - they were the questions  
39 that I had for you. Was there anything else you wanted to  
40 tell the Commission in relation to your role or your  
41 relationship with the police or domestic and family  
42 violence matters?

43 A. No, I think it's just more about - I don't know if I'm  
44 talking on behalf of all of us or just me, but I've been  
45 there for 13 years and in this 13 years, you know, there's  
46 been promises made for our duties and responsibilities and  
47 all of these other things that were supposed to be coming

1 into play, but then there's a lot of changeover. So I'm  
2 sorry to say so we don't really see much changes. Only  
3 within the last couple of years there have been, but I just  
4 feel that there still needs to be a little bit more  
5 changes. You know, empower us a little bit more to be more  
6 hands-on policing within our community.  
7

8 I think because the community already has that level  
9 of respect for us because we're there, they know us, we  
10 have that personal relationship and connections with each  
11 other, I guess it would just lessen the process or fasten  
12 the process of any other usual day. I don't know if that  
13 makes sense. I guess what we were just asking for was give  
14 us some powers, give us some more responsibility because,  
15 yes, we are the eyes and ears of state police on Thursday  
16 Island but, you know, we're putting ourselves out there too  
17 and it is a lot just for us. The training that we're doing  
18 this week, we're all very excited to do, I'm excited to do  
19 because we all have to learn on the job.  
20

21 MS CAPPELLANO: Thank you, Ms Nona. They're my questions  
22 for you. There might be some other questions now.  
23

24 COMMISSIONER: Ms Nona, how do you get on with the police  
25 on Thursday Island?

26 A. Really good. Really good. We have a very good  
27 relationship. I get along with all the staff there very  
28 well.  
29

30 COMMISSIONER: And in terms of turnover of the staff does  
31 it take a while for the newer officers to settle in?

32 A. I would assume it would, but I guess - no, I think  
33 they're quite - I can't really answer that question because  
34 we're out on the islands, there's no state police out  
35 there. We might not meet a new staff for anywhere between  
36 six to eight months before - we're talking on the phone  
37 with them, but that's all we're doing. We don't  
38 really - so we don't really know what's happening until,  
39 "Oh, hi, this is" eight months later.  
40

41 COMMISSIONER: All right. Ms Hillard?  
42

43 **<EXAMINATION BY MS HILLARD:**  
44

45 Q. Ms Nona, you gave some answers in your evidence on one  
46 hand you would like more powers and be more empowered to do  
47 things, but then on the other talking about, "Maybe we

1 should just really do our own role which we're employed to  
2 do which is to be a liaison officer." Suppose they're two  
3 different things. If we assume that money was able to be  
4 forthcoming, the police were going to resource it and  
5 what-not, what do you think is more optimal: for you to  
6 have more powers or for you to have a police presence to  
7 then be just the liaison officer?

8 A. Well, for me, I would want either one or the other.  
9 Does that make sense? If I'm going to be a PLO I would  
10 like to be a PLO, but because we're just there on the  
11 island we're obligated to do that extra and do more because  
12 it's obligated by the community like I mentioned earlier.  
13 Like, they're expecting us to do something every time an  
14 incident occurs because we're there, we're on the island,  
15 they're reaching out for us to help there and then.

16  
17 Q. And you mentioned or you sort of described it as being  
18 like having a police station sign on your house and being a  
19 revolving door. People from the community are coming to  
20 you for help regularly beyond domestic and family violence  
21 matters; is that right?

22 A. Both. It could be domestic violence or it could be  
23 anything.

24  
25 Q. And when you say that it's a revolving door are people  
26 coming to you every week with a domestic and family  
27 violence problem or some other kind of policing type  
28 problem?

29 A. It could be for domestic violence that's reported but  
30 not wanting state police involvement, not necessarily  
31 domestic violence but it could be just like family issues  
32 where it might not be police related because it's a land  
33 matter or something. You know, so it's just - because I'm  
34 the police they kind of think, "Oh, you'll be able to help  
35 us out sort this out," but there's really nothing I can do  
36 in relation to that because it's a property related matter  
37 of course. But just being there and being available for  
38 the community.

39  
40 Q. And I'm not being critical of you at all, I'm just  
41 asking for a better picture. Are there occasions when  
42 people from the community come to see you and they are  
43 talking about something that would be domestic or  
44 family violence but they say, "I don't want the police  
45 involved," and then you don't take that next step and get  
46 them involved?

47 A. The minute they come to my door and mention anything

1 they know that I'm going to do something about it, whether  
2 I'm not involving their name in the top - whatever the  
3 situation. And I've told that - I've told people  
4 repeatedly throughout my years, "The minute youse come with  
5 me, any type of domestic and family violence information  
6 I'm obligated to report it," which I do. If that person  
7 doesn't want to be named, I respect that, but I still have  
8 an obligation of duty to care to the people that are  
9 involved.

10  
11 Q. Just about your community and their perceptions about  
12 the police, whether it's right or wrong, do they have  
13 perceptions of the police about racism, distrust, systemic  
14 abuse, children being taken, things like that? Just  
15 perceptions of your community of the police, is that  
16 something that you have to deal with and that you talk to  
17 them about?

18  
19 MR HUNTER: The problem with the question is that it  
20 involves multiple issues. So I wonder if the question  
21 could be more specific.

22  
23 COMMISSIONER: Break it down a bit

24  
25 MS HILLARD: Okay. In your community do your members who  
26 you speak to express concerns about racist attitudes from  
27 police?

28 A. Sometimes. Not all the time. But it has been  
29 mentioned.

30  
31 Q. And are they racist attitudes that might be overtly  
32 said or about behaviour?

33 A. Just behaviour. But some community members have had  
34 issues with policing from when they were on the mainland  
35 and they have just brought that same attitude back up to  
36 the community, where I've had to step in and say, "Hey,  
37 this is not what we're about." I'm all about keeping the  
38 peace with everyone. Like, I don't - you know, I've never  
39 had to - I have had conversations with community members  
40 about that topic, but that's only because I know that they  
41 have a history of not being so polite to police from when  
42 they were on the mainland.

43  
44 Q. And the people in your community, have they expressed  
45 to you distrust of being involved with police or contacting  
46 the police?

47 A. Maybe once or twice, but that was years ago. I don't

1 have - we don't have that much of an issue with that  
2 anymore, no.

3  
4 Q. And what about the involvement of child safety or  
5 children being taken away? Is that something that people  
6 talk to you about in your community?

7 A. They do talk to me about it. But usually anything  
8 that's involving child safety matters I would ask  
9 them - I would refer them to - in that direction or, like,  
10 you know, direct them in whatever part that they need to go  
11 to. I don't know. No, I've never really had any  
12 situations where I've had to deal with that, yes, sorry.

13  
14 Q. You also said in some of your evidence that there are  
15 instances where the women will speak with you and you  
16 communicate a lot with the women who experience domestic  
17 and family violence. Do you think that there is some  
18 benefit to having female police officers, for example?

19 A. Yes, I do.

20  
21 Q. Do you think that there would be some benefit to  
22 having domestic and family violence specialists or social  
23 workers who are accessible on the island for people who  
24 experience domestic and family violence?

25 A. Yes, I would agree that we need something like that on  
26 the island.

27  
28 Q. And do you think that those sorts of things might be  
29 something that would better equip you to be able to refer  
30 them to your community to those specialists or those female  
31 police officers and then you're not so burdened with those  
32 other things that you've spoken about?

33 A. Yes. If there were social workers on the island that  
34 would be awesome. But, yes, I do feel like I'm the  
35 TSIPL0/female social worker on the island sometimes. But,  
36 you know - and I get it.

37  
38 Q. In terms of the community people there we heard from  
39 one of the police officers who said that there's not an  
40 uptake of referrals from women aggrieved generally, and  
41 they are referring to domestic violence services and things  
42 like that. Do you think that having someone on the island  
43 who is a domestic violence provider or a worker gets over  
44 that? Do you think your community, your women, would take  
45 up those offers?

46 A. I guess it depends on who the worker is, because  
47 everyone kind of knows each other on the island, you know.

1 It would have to be someone that they could personally  
2 trust, because the majority of people are private people,  
3 you know. We don't want the social worker being the  
4 biggest gossip on the island, you know. And I guess that  
5 would be one of the issues if we were to have that kind of  
6 position available on the island, it would depend who it  
7 was in order for the victim to want to go there and talk to  
8 that person.

9  
10 Q. When we talk about having a police presence on the  
11 island I suppose there is a difference between a police  
12 officer being on the island compared to, for example, a  
13 quick response by a helicopter, they could be there in  
14 12 minutes. Do you think that there is a benefit to a  
15 police officer immediately being there on the island  
16 compared to a helicopter response?

17 A. Either way. Like, we have a station there that  
18 usually before - years ago we used to have staff come out  
19 and stay for three, four nights, and that was more than  
20 enough. But because it's not really up to standard now  
21 that's why we're having - we've been having staffing  
22 issues, they haven't come out anymore. But if we were to  
23 have a chopper at least that would be way more convenient  
24 than how things are happening right now. But the same  
25 thing. If there were police on the island, you know, we'd  
26 still have to have an area where we could probably detain a  
27 person. Like, there's no watchhouse on the island.  
28 There's no shelter on the island. There are a lot of  
29 things on the island that we're not equipped. Resources  
30 are just limited at the moment. Other islands have a  
31 little office and that's it.

32  
33 Q. Do you spend much time on the other islands or is most  
34 of your experience on Badu Island as a PLO?

35 A. Most of my experience is, yes, mainly on Badu.

36  
37 Q. Do you talk to the other PLOs regularly? Do you  
38 debrief with them?

39 A. Sometimes. But hardly not. No, we don't. Only if we  
40 need to, if we know there's something coming up or we have  
41 our teleconferences to discuss a certain arrangement. But,  
42 other than that, not on a daily, no. Whether the others  
43 do, they do. But, me, only if I really need to talk to a  
44 specific staff member, I'll give them a call.

45  
46 Q. And when the police do come out to the island for some  
47 incident of domestic or family violence I just want to ask



1 you some questions about their responses. Have you  
 2 observed the police deal appropriately with what is  
 3 perceived to be an uncooperative woman aggrieved? For  
 4 example, she's got a history of trauma, a history of  
 5 domestic violence, she might be First Nations Indigenous  
 6 and she might not want to talk with them then and there and  
 7 press charges. What's your experience of the policing  
 8 response on Badu Island?

9 A. Because I know all the women it's easy for me to just  
 10 have a civil conversation, just to sit down, we have a  
 11 little bit of a yarn, and just basically tell them that  
 12 they're here to help them. I haven't had any bad  
 13 experiences with any of the female victims. I feel I've  
 14 got a lot of respect from them and they listen because  
 15 I guess at the end of the day they know that when they need  
 16 something, "Hey, Auntie Elsie, go there." And I'll help  
 17 them in any way that I can. And I think that's the kind of  
 18 relationship the state police have recognised also. I get  
 19 them ringing up and, "Hey, can you come and have a yarn  
 20 with this one because we're having a hard time," and that's  
 21 when I've got to go and do the Auntie Elsie thing. Yes.  
 22

23 Q. In respect of your community and police responses  
 24 there's a difference between a police response that is a  
 25 police domestic violence application or a PPN or whatever  
 26 word you want to use compared to what might be criminal  
 27 charges for what is the same conduct, a broken arm or  
 28 whatever. Have you experienced when you're talking to  
 29 women in your community a reluctance to press criminal  
 30 charges or is it more one way or the other the police don't  
 31 press criminal charges? What's your experience about that?

32 A. Well, I'm just trying to think if there are any  
 33 instances that I might have come across and how I would  
 34 handle it. Well, firstly, if someone is mysteriously hurt  
 35 I'd take them straight to the health centre because I would  
 36 want to make sure that their wellbeing and that they're  
 37 well looked after health wise and that their injuries are  
 38 taken care of, and whilst I'm down there I'll have my  
 39 talks, you know, and explain to them, "The police are here.  
 40 This is what's going to happen." I just tell them how it  
 41 is. "These are the options," and it's their choice at the  
 42 end of the day. I sometimes encourage them, like, you  
 43 know, "Do the right thing. Do what you've got to do to  
 44 make you and your family safe. It's come this far. You're  
 45 in the hospital. What happens next time when he, you know,  
 46 gets worse" and stuff like that.  
 47

1 Q. Do you sometimes think that the women have to make an  
2 immediate decision about a charge being pressed or not or  
3 are they given the time that they maybe need and a little  
4 bit of distance to make that decision? How can that  
5 process be improved?

6 A. It's usually that they need that time to really think,  
7 because the majority of the DV stuff that happens in our  
8 community, these are young families, you know, and, you  
9 know, not me personally, I'm not that one to break family  
10 relationships, you know, and if there's children involved,  
11 if I can I'll help both parties, the men and the women,  
12 because it's just about building healthy relationships so  
13 that they know that they can raise these children the way  
14 that these kids deserve to be raised and not in that type  
15 of environment.

16  
17 Q. And back to one of my earlier questions having a  
18 social worker or domestic violence specialist that's  
19 available to help them and assist them with that, that  
20 might be a positive as well?

21 A. It could, you know, because they need to be educated  
22 on family relationships. Because we're so laid back, we're  
23 on the island, we have a certain way of living, you know.  
24 Some of these young people, it's just a ricochet of how  
25 they were brought up because they grew up in domestic and  
26 family violence. So they think it's the norm, and this is  
27 the cycle that we here now are trying to break in the  
28 community. In my last decade of work that is all I've  
29 tried to focus on, was these young families, because I know  
30 that they have got a history of it within their families,  
31 you know, and it's that cycle that I've been just doing my  
32 best to break by educating these young families to be  
33 better, yes. If there were a social worker on the island  
34 that would be awesome. That would be great for everyone  
35

36 MS HILLARD: Ms Nona or Auntie Elsie, thank you so much.  
37 That's all of my questions. Just wait a moment. Someone  
38 else might have some questions for you.

39  
40 MR McCAFFERTY: Nothing, thank you, Commissioner.

41  
42 COMMISSIONER: Mr Hunter?

43  
44 **<EXAMINATION BY MR HUNTER:**

45  
46 Q. Ms Nona, do I understand your evidence to be that in  
47 your experience the police with whom you work do their best

1 to respond to domestic and family violence calls for  
2 service?

3 A. Sorry, can you repeat that?

4  
5 Q. Do I understand your evidence to be that in your  
6 experience the police with whom you work when they respond  
7 to a call for service for a domestic and family violence  
8 incident, they do their best to respond to it appropriately  
9 and professionally?

10 A. Yes.

11  
12 MR HUNTER: Thank you. That's all I have.

13  
14 MS CAPPELLANO: No further questions, thank you,  
15 Commissioner.

16  
17 COMMISSIONER: Thanks very much, Ms Nona. You're free to  
18 leave. Thank you for being so patient today.

19 A. Thank you very much.

20  
21 **<THE WITNESS WITHDREW**

22  
23 MR HUNTER: Commissioner, might I be excused for a few  
24 minutes?

25  
26 MS CAPPELLANO: Commissioner, I call Amit Singh. Can the  
27 videolink please be established with Aurukun Police  
28 Station?

29  
30 COMMISSIONER: We better wait for Mr Hunter to come back.

31  
32 MR HUNTER: I'm happy for the proceedings to continue in  
33 my absence.

34  
35 COMMISSIONER: Okay.

36  
37 MS CAPPELLANO: Thank you, Senior Sergeant Singh. Thank  
38 you for waiting around and being so patient today to give  
39 evidence.

40  
41 **<AMIT SINGH, sworn (via videolink):**

42  
43 **<EXAMINATION BY MS CAPPELLANO:**

44  
45 Q. Thank you, Senior Sergeant. Is it the case that  
46 you're the officer in charge of Aurukun Police Station?

47 A. Yes.

1  
2 Q. And have you been in that role for about three months  
3 now?

4 A. That's correct.

5  
6 Q. Senior Sergeant, have you worked for the police for  
7 around 14.5 years?

8 A. Yes, that's correct.

9  
10 Q. While you began in Brisbane, have you spent most of  
11 the time, in fact about 11 years, working as a police  
12 officer in remote communities?

13 A. Yes, that's correct.

14  
15 Q. Senior Sergeant, the Commission has heard a lot of  
16 evidence about the difficulty of attracting and then  
17 retaining staff from the police and other service  
18 industries to work in remote Queensland. You obviously  
19 enjoy it. Is that the case?

20 A. I love challenges and at the same time I love helping  
21 people. So working in remote places is a challenge, but  
22 I also love challenging myself to work in these places. So  
23 it's also about lifestyle. So that's what gets me working  
24 in these kind of places.

25  
26 Q. Is there anything that you would be able to recommend  
27 as to what would help to retain other police staff in that  
28 sort of environment?

29 A. I did do research when travelling overseas while I was  
30 doing desktop policing, met with officers from Canada,  
31 America, Europe, obviously Northern Territory also, just  
32 finding out, you know, why people and how can we have  
33 people in places and attract people. A lot of things it  
34 comes down to is lifestyle. So you can only attract people  
35 to a place which opens up those people to a place with  
36 lifestyle. So, for example, I went to Whitehorse in Canada  
37 and met an officer there called Harcross, who was a  
38 Canadian Mountie. He was there for three years.  
39 I travelled 2.5 hours to go and meet him in his resort in  
40 Whitehorse, in the middle of nowhere, and I was just doing  
41 my research, and, like, you know, it's minus 50 degrees,  
42 what attracts officers to come and live in such a remote  
43 place and a cold place like that. What he told me blew my  
44 mind away. Two years before that he came from Inuvik,  
45 which is north of Whitehorse - it's pretty much at the  
46 North Pole - and, you know, he came from there and after a  
47 couple of years he didn't want to go back there, and

1 I asked him, "Why don't you want to go back there?"  
2 Because he loves the lifestyle. He gets to hunt, fish, can  
3 work with awesome people, help the people there and get to  
4 see the jobs from start to finish, and then he loves doing  
5 what he does, and at the same time the lifestyle suits him.  
6 And, you know, he reckons the barge used to get there once  
7 a year. So you can only imagine how many (indistinct).  
8 So, you know, you get - to attract people to any kind of  
9 places it's about opening what resources and what  
10 attractions you have in the community, because up at  
11 Aurukun we've got the fishing and hunting, and social  
12 aspect of (indistinct) is pretty good here, and culture,  
13 the language, and the type of jobs we do here, that's what  
14 can attract officers here. So we are at the moment in the  
15 process of working towards that to attract that kind of  
16 officers that want to come and work here and be happy and  
17 work hard, which would be happy. At the moment I've got a  
18 team that are very, very good at what they do. They're  
19 young, but they're very eager to work with the community  
20 and do their best.

21  
22 Q. Senior Sergeant, you said that you were working on  
23 trying to attract people by talking about the positive  
24 lifestyle things in and around Aurukun. Is that something  
25 that is an initiative just at the station level, or is that  
26 something that you're working with the regions or other  
27 units to do?

28 A. I think as a service they are doing a lot of research  
29 on their own to obviously work with the different  
30 (indistinct) and different locations and districts -  
31 (indistinct) from districts to find out what attracts them.  
32 So for me personally for my station I can only speak for my  
33 station and this is what I'm working at the moment to try  
34 to see what we can do to attract and retain staff more.

35  
36 Q. Now, at Aurukun you said there's 20 staff and most of  
37 the staff are quite junior. Are there many staff who are  
38 in that second, third year of service?

39 A. Yes, probably second and third year of service. But  
40 I could not ask for a better team. Obviously I've only  
41 been here for three months, so the team was already here  
42 under the previous officer. I've just had two new ones  
43 come in, which I'm doing orientation for them on Wednesday.  
44 But, yes, like I said, I've got a great bunch of young,  
45 enthusiastic officers. They're keen to go and work and  
46 help the community.

47

1 Q. You have an admin staff member as well; is that right?

2 A. Sorry?

3

4 Q. You have, like, an administrative staff support as  
5 well?

6 A. Yes. Yes, I do.

7

8 Q. Is that common in other rural or remote stations, to  
9 have that administrative support?

10 A. It varies. Some stations they do and some they don't,  
11 like, if it's a larger station. You know, senior sergeant  
12 level or, you know, depending on the staff, you have to do  
13 that admin support, and admin support also have staff doing  
14 TMR work, which is transport registration and licensing.

15

16 Q. You have only been the OIC of Aurukun for three  
17 months, but you were previously the OIC at Hope Vale; is  
18 that correct?

19 A. Yes.

20

21 Q. How long were you there for?

22 A. I was there for two years.

23

24 Q. And you've also worked in Kowanyama and Doomadgee and  
25 Normanton and also in the Northern Territory; is that  
26 correct?

27 A. Yes.

28

29 Q. Now, can I just ask you a little bit about domestic  
30 and family violence before I ask about some more general  
31 matters. You say that in Aurukun you attend about 60  
32 occurrences of domestic and family violence per month. Is  
33 that a similar rate to other remote communities where  
34 you've served or is that different?

35 A. It varies on the number of - the size of the  
36 community, I suppose. For Aurukun, in just the month of  
37 June we had about 56 DV appearances - DVs (indistinct)  
38 which resulted in appearances. It all depends on the size  
39 of the community.

40

41 Q. What about the difference between what you see in  
42 Aurukun as opposed to what you saw in Hope Vale?

43 A. In Hope Vale, you know, probably 50 per cent less than  
44 what we see at the moment. But in Hope Vale I had, you  
45 know, (indistinct) we established a lot of partnership and  
46 stuff like that to work with us to reduce the  
47 domestic violence, proper counselling services and stuff

1 like that to work with us to reduce that domestic violence.  
 2 If police are called it's a bit too late. We like to have  
 3 counselling services where people reach out before it gets  
 4 to a point where it's crisis when the police gets called.  
 5 So, if we had robust counselling services, they can assist  
 6 with the aggrieved or victims or family members that  
 7 reduces a lot of the issues, and then it becomes an issue  
 8 that can be reported to police.  
 9

10 Q. So when you were at Hope Vale in that time  
 11 I understand you were involved in a number of initiatives  
 12 and programs specifically in relation to assisting a police  
 13 response in relation to domestic and family violence. Can  
 14 you tell us a little bit about some of those? For example,  
 15 what's the Positive Futures program?

16 A. Yes. So it's a corrections services program. So my  
 17 role in that was do the background work in the community,  
 18 build a relationship with a program I run. It's just a  
 19 program - I call it Positive Energy Exchange Training -  
 20 Transformation. It's called PEET - P-E-E-T --  
 21

22 Q. Sorry, Senior Sergeant, can I just interrupt you for a  
 23 moment. You're talking quite fast and just with the  
 24 videolink sometimes it's a little bit difficult to  
 25 understand. So would you be able to slow down a little  
 26 bit? Perhaps just start talking about the Positive Futures  
 27 program again?

28 A. Yes. So Positive Futures program is owned by  
 29 correction services, the Corrective Services. Obviously  
 30 I was involved in it because I was working in partnership  
 31 with them in Hope Vale. What I was doing on the ground was  
 32 bringing a program called Positive Energy Exchange  
 33 Transformation, called PEET - P-E-E-T. That was all about  
 34 building the relationship with the community members and  
 35 then finding out ways that we can work with them in  
 36 culture, with l-o-r-e and also incorporating l-a-w, which  
 37 is the law. So working with the Elders and the community  
 38 members, and then at the same time engaging the Positive  
 39 Futures program to then work together with them to change  
 40 the behaviour of families.  
 41

42 As a result of that, then I've asked the Positive  
 43 Futures program to bring in something for the victims, and  
 44 they were able to bring a program called Resilience.  
 45 I believe it was a really good one too. It just provided  
 46 help for - support the victims in terms of what they can  
 47 do. So, yes, I believe it was a good step moving forward.

1  
2 Q. So, Senior Sergeant, the Resilience program, which was  
3 part of I guess the victim support aspect of the Positive  
4 Futures program, who was that run by?

5 A. Yes, again run by Corrections. Normally run by parole  
6 and probation at the (indistinct) level. So, yes, we  
7 brought them twice in Hope Vale. But those kind of  
8 programs, you've got to run a lot of them, and it takes  
9 time to get the education through, to bring people  
10 together. First of all, you've got to break down those  
11 barriers. That was my PEET program. You're sitting down  
12 with the offenders and the victims, and sort of get the  
13 relationship going so they're more likely to come and speak  
14 to you. Like, in Doomadgee, when I was there I started  
15 doing softball with the female - like, getting statements  
16 from victims, it was very hard because they just didn't  
17 want to provide statements. So as a result of being there  
18 for a year I tried different things to build that  
19 relationship with the female population there, and after a  
20 lot of trials I know that they wanted to play softball, and  
21 for 10 years there was no sports for females in Doomadgee.  
22 So I started softball, and as a result of that the  
23 relationship built and, you know, we've broken down those  
24 barriers, and the next thing we know we started getting  
25 more people coming - victims talking to us about what's  
26 happening with them.

27  
28 Q. How did you decide on softball?

29 A. I wanted them to do boxing, but they didn't want to do  
30 that. So - that's what they played 10 years ago. So, yes,  
31 look, I didn't know how to play softball, to be honest.  
32 They taught me how to play softball, but I was coaching  
33 them, which is weird. So as a result of that two teams  
34 were formed, then young girls started watching their mums -  
35 there's mums and aunties and stuff as well. They were  
36 fantastic players - I just don't believe I (indistinct) -  
37 and we won a lot of tournaments, and at the same time  
38 building their (indistinct), and young females do that, you  
39 know, they look up to their parents being strong, not just  
40 somebody that walks around the community. They're not only  
41 just seeing their fathers or their brothers playing footy;  
42 they can see their mothers and their sisters playing  
43 softball and they can hold their own. It also inspires the  
44 community and as a whole then the empowerment happens.  
45 When I say empowerment happens, the people feel that they  
46 have a voice. When there's no empowerment, they think  
47 they're just the crowd watching the game. You know, their



1 confidence is down. So playing softball - I'm not saying  
2 it's going to work everywhere. Every girl is different,  
3 everybody's different, so different things. So when I was  
4 in Doomadgee I stayed for five years. So it took me a year  
5 to get that, for people to feel comfortable to start  
6 talking to me about their issues and stuff like that, and  
7 they want to play softball, and it took a while.

8  
9 So coming to a community, three months here, it's  
10 taken time now because I'm trying to understand different  
11 things that are available, who I can engage with, how  
12 I will engage. So it's all different things that I've got  
13 to work through, and it takes time. So once that happens  
14 then you strike a light bulb and then you start getting  
15 vital information that you need and people start coming and  
16 using you a lot.

17  
18 Q. Senior Sergeant --

19 A. So, yes, like I said, softball - sorry?

20  
21 Q. Sorry, just back to the softball, were you saying that  
22 there was that direct or noticeable change in terms of the  
23 way in which victims would interact with you as a result of  
24 that engagement in the team and that program?

25 A. They still remember me. They still remember me.  
26 Everybody in the community still remembers me. I engaged  
27 with --

28  
29 Q. But I guess from a more specific victim point of view  
30 was - I thought you said this, but I want to make sure that  
31 I understand correctly. You said that there was an  
32 increase in reporting matters to the police as that program  
33 continued?

34 A. Yes, they felt comfortable. They felt comfortable  
35 coming and talking to us. Obviously, you know, historical,  
36 there's a bit of bad blood between the police and  
37 Indigenous people - First Nations people. So obviously we  
38 always as a service try to improve that, and I think we've  
39 made a lot of good inroads, and programs like that only  
40 better our standing in the community. So I believe that  
41 softball was a good tool at the time to build their trust  
42 and relationship so the females or the victims felt  
43 comfortable talking to us about it.

44  
45 Q. When you were in Doomadgee did the use of football -  
46 specifically in relation to domestic violence, were there  
47 ramifications surrounding the football club too for men?

1 A. Yes, so I was their strength and conditioning coach.  
2 I also played with them. Yes, so if you're involved in a  
3 DV you won't be playing the game.  
4

5 Q. Did that have an effect?

6 A. Yes, that did. So obviously they didn't get to play.  
7 So the next day they come in, like, "What happened?"  
8 "Well, behaviour. You guys are the role models, and you  
9 need to respond to your behaviour. You've got to be the  
10 role model to show others, the young people coming through,  
11 that DV's not okay." So, yeah, I believe that it had an  
12 effect.  
13

14 Q. Was Doomadgee the first place where you were stationed  
15 when you came to remote Queensland?

16 A. Mt Isa. I was in Mt Isa before I went to Doomadgee.  
17 So I went from Brisbane, from Coorparoo, to Mt Isa, and  
18 then from Mt Isa then I went to Doomadgee.  
19

20 Q. Now, when you started at Doomadgee was there any  
21 specific cultural induction or induction which introduced  
22 you to the community? Was there any formal process?

23 A. It was not a formal process, but - the only thing we  
24 did there at the time was morning tea with the Elders.  
25 I think that's a really good way to start your journey in a  
26 community, to meet the Elders. You get the cultural  
27 authority then through the Elders, and since then  
28 everywhere I go I do that, and that sets your footing in  
29 the right way. I believe in asking for permission from the  
30 Elders to walk the land --  
31

32 Q. To what, sorry? I just didn't hear you?

33 A. -- and --  
34

35 Q. Sorry, Senior Sergeant, I just didn't --

36 A. Asking for permission.  
37

38 Q. Continue?

39 A. So I believe in - I believe in being respectful and  
40 going and asking the Elders for their permission to walk  
41 the land. I don't have to ask that, but I do that to show  
42 respect to their culture and the land, and they give you a  
43 blessing and they set you in the right direction.  
44

45 Q. And --

46 A. It's the little things.  
47

1 Q. Sorry, continue.

2 A. Cultural induction doesn't have to be all this  
3 flamboyant festival. First Nations people are very  
4 intelligent, emotionally intelligent people. So, if you go  
5 to a community and try to fake it and put all these dance  
6 and songs and stuff, they can see right through you.  
7 You've got to be genuine about what you're doing and how  
8 you do it. So just small gestures, just, you know, trying  
9 to learn about their culture, asking for permission to walk  
10 the land - it's just the simplest thing - and learning  
11 their language, and also try Aboriginal food, and then just  
12 sitting down having a yarn with them. That's what  
13 induction should look like, and in my experience - I've  
14 worked in all different communities - these are the small  
15 things that sets me up for my success in communities.  
16

17 Q. So, when it comes to induction and that starting to  
18 form those relationships to get some sort of cultural  
19 authority, is what you're saying that it can't just be in  
20 documents that you read in a police station or information;  
21 it has to involve being in the community and meeting people  
22 in community?

23 A. Yes. Look, you can watch as many slideshows, you can  
24 read books and books. It doesn't earn you the trust of the  
25 community. Like I said, in Doomadgee, that was a huge  
26 learning curve for me. One whole year they used to take me  
27 hunting and we used to go around the longest way, opening  
28 seven, eight gates to get to this hunting ground. After  
29 one year when I finally got my cultural authority they  
30 showed me a shortcut where I didn't even have to open a  
31 single gate and got there in 20 minutes instead of one-hour  
32 round trip, and I asked them, you know, "You could have  
33 told me about this a year ago." He goes, "No, we didn't  
34 trust you then. Now we do." It was like a - it's like  
35 someone has just flicked a switch. The next thing I know  
36 I couldn't do anything wrong in the community. I could go  
37 and arrest anybody I wanted. I could go to anybody's  
38 house, you know, do my policing work with ease. So - and  
39 I didn't do anything major. Just played footy, softball,  
40 went to school and played touch and stuff with the kids,  
41 hunting, and made a great attempt to learn their culture  
42 and language. So these are the things. Like, you can't  
43 sit in the station and read all these folders and expect,  
44 because the community doesn't know you've read that. You  
45 know, so the only way the community will know that you take  
46 an interest is by talking to them.  
47

1 Q. And does it - I think you were talking about from that  
2 light bulb moment once you had built up that cultural  
3 authority then that made your police work better and easier  
4 and allowed you to engage I guess with people, whether  
5 they're committing crimes or the victims of crimes; is that  
6 correct?

7 A. Yes. There's heaps of examples, like, for example, in  
8 Hope Vale, like, when I was doing the Positive Futures  
9 program and with my PEET program there were offenders that  
10 I put in gaol and they came out of gaol. In a big street  
11 fight where people were using weapons and stuff, it was  
12 just me and my partner in amongst 60, 50 people, and  
13 they're fighting with weapons. These are the offenders.  
14 They went to - I sent them to gaol for criminal offences,  
15 obviously. These are the guys that were pulling spears and  
16 stuff, telling me that there's a spear there, a spear  
17 there, protecting me while I'm doing my job. So it can get  
18 there like that, but a lot of work is to be done. I'm not  
19 saying that things can be done overnight, but there is a  
20 lot of hard work and patience, and, look, officers do this  
21 everywhere. They work with the community. They work hard.  
22 It takes time. You can't build that kind of trust and  
23 relationship by reading books and just rocking up wearing  
24 your uniform.

25  
26 Cultural authority is a very unique thing. Once you  
27 get that, it doesn't matter where you go - I worked in  
28 Doomadgee. I can go to the Northern Territory, I can go -  
29 I never worked in the Cape, I'd never worked in Hope Vale  
30 before, all I worked was the west and south, and when  
31 I came to Hope Vale people already knew me. When I came to  
32 Aurukun people already knew me. It's just because people  
33 talk, they're all connected. When I went to Northern  
34 Territory people knew me there. So cultural authority is a  
35 real thing. If that happens, you get some sort of  
36 a - people start trusting you because they know that you'll  
37 do the right thing, you'll be firm but fair.

38  
39 Q. In terms of an example of how that cultural authority  
40 can then turn into or really affect in a concrete way the  
41 ability to do the policing, do you have an example  
42 potentially from your time in Hope Vale where there had  
43 been communications made with perhaps not directly the  
44 victim but with Elders in the community and then their  
45 communications with you?

46 A. Sorry, I didn't hear that one.  
47

1 Q. So is it sometimes the connections that you make with  
2 the Elders in the community who would then bring to the  
3 police's attention where there might be domestic violence  
4 happening which a victim themselves would be reluctant to  
5 bring to your attention?

6 A. Yes. I don't want to name names, but there's a lot of  
7 time I found out about incidents through my Elder - I call  
8 them (indistinct), Elders, especially aunties, they're  
9 called (indistinct) in Hope Vale. They all let me know  
10 what's happening in the community. I didn't have to walk  
11 into town or in the community to know what's happening. It  
12 was like temperature checks. They'll let me know what's  
13 happening. So that way it allowed me to respond to things  
14 that I needed.

15  
16 Q. In those circumstances where it had been brought to  
17 your attention by community, would you as a police officer  
18 rush straight in or would there be other avenues to talking  
19 to a victim?

20 A. A lot of time it's sensitive, so you have to be  
21 careful how you approach the situation. But you still have  
22 to respond to some things. So you go and work with the  
23 counsellors, get them to check in, just do a - you know,  
24 checking in what's happening, because sometimes if we  
25 attend we might not get the full story or no story. So  
26 it's better to get counsellors engaged in a soft way to  
27 find out what's happening in there, and through that then  
28 we can get in there and get the job done, sometimes get an  
29 emergency violence order and all that kind of stuff.

30  
31 Q. What was the availability of counselling services like  
32 when you were in Hope Vale, or support services for  
33 victims?

34 A. Yes, so we had a good relationship. So, yes, look,  
35 after hours we would call (indistinct), so we had - I don't  
36 (indistinct) for the key people. We visit Elders and the  
37 counsellors and stuff like that. So, yes, they would let  
38 me know half hour what's happening, and we (indistinct)  
39 that way and making sure that we're able to address issues  
40 as it arises. And some things we have to be very careful  
41 that we don't - responding we don't compromise anyone, and,  
42 again, the community do not want to compromise anyone  
43 because it may cause dramas for them. So we have to do it  
44 very sensitively and get the job done.

45  
46 Q. Senior Sergeant, what role do community justice groups  
47 play in assisting police interactions with victims or

1 perpetrators in community?

2 A. They do provide a very good sort of contact point in  
3 terms of assistance. Sometimes they might not feel  
4 comfortable coming and talking to police straight away.  
5 They might voice their opinions and stuff to the justice  
6 group, and then the justice group then relays that back to  
7 us and then we deal with that. And if there is - the main  
8 thing is you've got to have these stakeholders and you've  
9 got to work in cooperation with them, and that's how we  
10 used to - that's how (indistinct). Not everything that  
11 people report to us, but they will mention it to others  
12 depending on how they feel. The main thing is it needs to  
13 filter back to us and when it filters back to us we  
14 respond. So, yes, very important. Justice group plays a  
15 very important part in the community. They're functioning  
16 well. They provide a very valuable service, not just for  
17 police but for the community.

18  
19 Q. You have talked a view few times about there being a  
20 reluctance for people perhaps to approach police at first  
21 instance, and I think you also talked about historically  
22 there's been bad blood between the police and community and  
23 First Nations people. Is that something that you - you  
24 talked about - sorry, I will ask you a question, but just  
25 so that you understand what I'm asking. Is that something  
26 that you - I know that you've done a lot of work to get  
27 that cultural authority, but when you first come into a  
28 community is that a sentiment that you experience, that  
29 there is a perception that the police might be racist,  
30 that's there's negative perceptions about police from  
31 community?

32 A. Look, historically there has been. But all I can say  
33 is that the service - QPS have done a lot of work to try to  
34 bridge that gap between the community and police. Like,  
35 we've got programs like "Look to the Stars" and explaining  
36 the history of police and First Nations people. So there's  
37 a lot of activity, a lot of work that's getting put in  
38 place to break that barrier and change the narrative.  
39 Like, when I first started work down there and my  
40 experience has been that we're trying our best to bridge  
41 those various - and having the PLOs in the community is a  
42 massive help in breaching those barriers, and building  
43 those relationships with the Elders and TOs and working in  
44 partnership with them it also diffuses a lot of that --

45  
46 Q. Did you say TOs?

47 A. Yes, traditional owners.

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Q. Bu that you mean traditional owners?

A. Yes, traditional owners, yes.

Q. Sorry, I interrupted you.

A. Yes, so - sorry, I did say traditional owners.

Q. And the PLOs are a critical role in helping to overcome that reluctance or that traditional historical bad blood?

A. Yes. Look, it also provides the cultural authority that we're looking for, you know. When new officers come in they visit to the families and friends and say, "Hey, it's a good officer," it gives them the cultural authority, "Hey, this person does a good job," or a good person, good lady, you know. So - just need that verification. They provide that verification to the community that these people are good people, and they play a very vital role, PLOs. A lot of time they're underestimated, what they do. I don't use PLOs in operational policing because I think it's - where I use them is mostly more cultural stuff, understanding culture and engagement side of things, and also at the same time they help us out and find people in the community when we're looking for them and stuff like that. At the same time they also provide us with the cultural authority and also giving us that capacity to know who's in the community, who's - you know, the history and all that stuff, because if we had to read about all that it will take us a long time. They give us that snapshot of the community, who's who in the community.

Q. If I could just ask you now a bit more specifically about how domestic and family violence presents itself where you currently are. Do I understand your evidence correctly that most DFV applications are made by the police?

A. Yes, my understanding, my three months I've seen here, we make pretty much all the DV applications that's reported to us.

Q. And most might have been an understatement. Have you ever seen a private application in the last three months, 3.5 months in Aurukun?

A. Not here. I haven't seen a private application here, unless I'm missing some. But I haven't seen any.  
(Indistinct).

1 Q. And --

2 A. When I was in Hope Vale I did see a lot of private  
3 applications.

4  
5 Q. And were people represented, legally represented, for  
6 those?

7 A. I think they must have gone through QIFVL, and they  
8 might have assisted them to do an application. I believe  
9 that's what happened.

10  
11 Q. You say in your statement that police do apply for  
12 cross-orders when it's deemed necessary. Are there  
13 difficulties or what are the challenges in identifying the  
14 person who would be most in need of protection?

15 A. Look, in my career so far mostly it has been very  
16 clearcut who the - the person who needs the protection.  
17 Sometimes there is a difficulty to identify that, but then  
18 you've got to look at the situation itself, disparity, the  
19 size of the person and who's more likely to cause harm to  
20 the other person, and who's basically the most vulnerable  
21 out of that situation. So you look at the history and look  
22 if there was any DV orders before. So you're looking at  
23 all that, and the situation itself on the day at the time  
24 when you attend that, there's a lot of evidence there that  
25 will dictate who needs the protection. And the next time  
26 it can even be the opposite side, so that's when the  
27 cross-order comes out, so you need to protect both, either  
28 side. So it all depends on the situation. Look, DV's a  
29 very complex issue, and every case every time on its own  
30 merit needs to be investigated, and there's a lot of things  
31 we have to look at before a decision is made.

32  
33 Q. In cases where a woman would be made the respondent of  
34 an order, in almost all those cases has she been an  
35 aggrieved previously?

36 A. Yes, it all depends what's happened, like, you know,  
37 if the aggrieved is a male and the respondent is a female,  
38 and it was the opposite the other time - and it depends  
39 what's happening. It can't just be they were arguing, so  
40 you can't (indistinct) based on this argument. There has  
41 to be some, like, threats, has to be some (indistinct) of  
42 assault, damage to property. So you've got to go through  
43 all those elements before you decide on a cross-order.

44  
45 Q. What is the evidence that you look at on the day -  
46 I think you said before often it's clearcut the person  
47 who's most in need of protection, but what's the sort of



1 evidence that you look at that assists you in deciding  
2 that?

3 A. So, for example, if there already was an order on a -  
4 a male was the respondent and the female was the aggrieved,  
5 and we attend to a job where this time the female has  
6 assaulted the male with a weapon, damaged property, and  
7 capable - you know, they obviously caused a bit of assault  
8 on the person and damage, so looking at all the scenarios  
9 at the time we've got to put an order in place to protect  
10 the male because then this way there's two orders to  
11 protect each other. So if there was - if it was just an  
12 argument and through investigation it was found the female  
13 respondent was just arguing and all that, there's no  
14 physical violence, no threats, so it will be just a  
15 "DV - Other". But obviously if there's violence, damaged  
16 property and all that, then we've got to look at PPN, which  
17 is an application to protect the male, the aggrieved at the  
18 time. So, yes, when it's like that it's a bit of - yes,  
19 you just have to look at a lot of different things before  
20 you make your decision.

21  
22 Q. I guess in circumstances where you're looking at  
23 putting a cross-order in place because a female has been an  
24 aggrieved previously, do you look at whether the property  
25 damage that you might see or the violence that you might  
26 see is a response to the violence that that previous  
27 aggrieved might have suffered or is an act of  
28 self-protection? Is that consideration sort of taken into  
29 account?

30 A. Yes. So we do look at everything, and we investigate  
31 properly. Like, we speak to the respondent and we'll speak  
32 to the aggrieved and witnesses, and have a look at all  
33 things before we make the decision. So the decision is not  
34 made like, "Oh, yeah, this thing's damaged," then we'll  
35 make a decision. Obviously we've got to interview both,  
36 take versions from both sides and independently. So we  
37 attend, one partner talks to the aggrieved and the other  
38 partner to the respondent, and we - and once you've spoken  
39 to them separately that's when we come back together and  
40 check between the police officers and then we relate back  
41 to the supervisor to say, "Hey, this is what we've come  
42 across. This is what's happened. This is the version.  
43 This is the damages," and then a decision gets made as a  
44 result of that. So, yes, no decision is made by  
45 (indistinct). What we see sometimes is not the decision  
46 that gets made. We have to still make sure that we've  
47 fulfilled the elements that constitutes domestic violence.

1  
2 Q. You talk about non-contact conditions in your  
3 statement. In deciding whether or not to impose a  
4 non-contact condition, is that always done in consultation  
5 with an aggrieved or would that be a decision making that  
6 is taken independently by the police?

7 A. Yes, look, it is in consultation with the aggrieved  
8 also. But sometimes we do, depending on what we've seen,  
9 to protect the victim. Sometimes the aggrieved can't make  
10 the decision because their emotion sets in. Sometimes we  
11 have to make a decision to protect the victim because  
12 they're vulnerable and we can see that if we don't take  
13 those actions that person will be harmed further. So, yes,  
14 there's a lot of stuff to look at before any of the  
15 decisions are made. So, yes, we don't take DVs lightly.  
16 It is very serious, and we take a lot of time doing it and  
17 making sure that the right decisions are made and the right  
18 checks and balances are put in place to protect the victim.  
19

20 Q. You talk about seeing a lot of breaches for DFV orders  
21 in Aurukun. Are there the type of breach - and  
22 I understand that a breach is a breach, but are the  
23 breaches of conditions generally involving - are there any  
24 patterns that it's involving violence as opposed to  
25 involving threats as opposed to involving controlling  
26 behaviour or contact without associated violence? Are  
27 there any patterns that you see in relation to that, or is  
28 there a variety of breaches?

29 A. Yes, there's varieties. Some are technical breaches,  
30 just contact. Some are violent breaches. Some are - yes,  
31 a variety of it. The difficulty - like, that's what  
32 I explained in my statement - is that victims don't write  
33 the statement and most times it's just one person's word  
34 against the other, unless (indistinct) statement, and  
35 sometimes - and it's frustrating that we don't get that  
36 statement to take action, and it is very concerning for us  
37 because we want to do the right thing by the victim. We go  
38 and investigate, but then the victim doesn't want to  
39 provide a statement or go to the hospital to get injuries  
40 checked or stuff like that.  
41

42 Q. You say that you see a great amount of coercive  
43 control in the community. Do you think that the community  
44 has a good understanding that coercive control does amount  
45 to domestic violence?

46 A. I think that part we do it through - through a bit  
47 more education around that in the community especially.

1 It's something that we will look into a bit more. Yes,  
2 there is elements of that in the community, coercive  
3 control. But, yes, as I said, that's something that, yes,  
4 we've got to do a bit more education around the community,  
5 explaining to them about coercive control.  
6

7 Q. When you see coercive control, are they applications  
8 made in those circumstances or is it something that you see  
9 but that aren't pursued legally?

10 A. So in relation to DV apps, when we go through DV apps  
11 obviously we make a decision that we've got to take a DV  
12 app out. We see that the - and we've explained that to the  
13 respondent and aggrieved "it's not your guys' decision" as  
14 in terms of - you know, the aggrieved has to obviously  
15 agree that we're going to take an application out. But we  
16 make sometimes an application based on what we observe to  
17 take the order out to protect the aggrieved, because  
18 sometimes - as you can see, a lot of time the victims are  
19 scared to report DVs because they think, all right, when  
20 they're reporting - or they've reported it but they don't  
21 want to give a statement because they know their partner  
22 will go to gaol. So then there becomes the (indistinct) of  
23 in their community that, you know, you put your partner  
24 back in gaol. So there's whole other stuff that are issues  
25 that we're careful with on a daily basis to work through  
26 with the community to protect the victims.  
27

28 Q. What's the availability of services like in Aurukun?  
29 Are you able to refer domestic and family violence victims  
30 to support services?

31 A. Yes, there is these services here. There's about 107  
32 organisations - not all DV, but there's about 107  
33 organisations engaged in Aurukun. So obviously I've been  
34 here for only three months, so I'm in the process of  
35 building these stakeholder meetings, monthly stakeholder  
36 meetings, and a weekly stakeholder get-together, just  
37 having networking and see how we can better service the  
38 community and how we can work together in partnership.  
39 There is a (indistinct) that is supposed to have  
40 counsellors and stuff, but, again, it's like any other  
41 organisation, they're finding it difficult to fill the  
42 positions obviously for these regions. So, yes, it's a  
43 work in progress. We are identifying there's gaps. But  
44 we've just got to work with what we have at the moment.  
45 Like I said, at the moment --  
46

47 Q. Did you say there were 107 different agencies?

1 A. Yes, there's the different agencies with various - a  
 2 variety different work. So that's what I was told.  
 3 I personally haven't met 107, and I cannot name 107. So  
 4 I've started reaching out, and we're working in partnership  
 5 with the council, and that's to start stakeholder meetings.  
 6 So they include both NGOs and government agencies, and also  
 7 as a district --

8  
 9 Q. Are many of those agencies physically based in Aurukun  
 10 or just have a connection?

11 A. Yes, there's some that are based here and then some  
 12 they fly in and fly out. So that's the thing. That's  
 13 something that I'm working at the moment trying to figure  
 14 out who does what and obviously working with them. And  
 15 obviously as I was (indistinct) in the communities, there's  
 16 a lot of (indistinct) of the station and the roles are very  
 17 different and it's also about trying to pull everybody  
 18 together to work together in partnership, which is a lot of  
 19 relations still have all those things there, people just  
 20 work. (Indistinct). There's a lot of people working in  
 21 silos. So I've got to come in and obviously build  
 22 that - make bridges and then work with what they have.

23  
 24 Obviously everybody also has the challenge of  
 25 recruiting staff. So that's the challenge for remote - any  
 26 remote organisation. So obviously if there's meetings  
 27 everywhere, say, starting from this (indistinct) about  
 28 meeting different organisations and building that  
 29 relationship, and then monthly stakeholder meetings are  
 30 going to kick off as of next week so that we can start  
 31 addressing some key gaps.

32  
 33 MS CAPPELLANO: Thank you, Senior Sergeant. They're all  
 34 the questions that I have. There might be some other  
 35 questions, though.

36  
 37 COMMISSIONER: Ms Hillard?

38  
 39 **<EXAMINATION BY MS HILLARD:**

40  
 41 Q. Senior Sergeant, you mentioned the Hope Vale example  
 42 and you talked about a counsellor going in to check in and  
 43 engage in a soft way, were your words. Can I ask about  
 44 Aurukun. Despite there being 107 entities that might  
 45 assist, you don't actually have a counsellor or social  
 46 worker at Aurukun, do you?

47 A. There is one at (indistinct). So we do referrals when

1 we do domestic violence. We obviously offer referrals to  
2 both aggrieved and the respondent, and most times they  
3 don't take it. It's a voluntary service. So you have a  
4 counsellor. Again I'm yet to meet the counsellor. So  
5 we've got - obviously Wednesday is my first meet and greet  
6 with all the agencies that become involved and the  
7 stakeholders and start building those key relationships.  
8 So in the community doing work. Obviously coming to a  
9 community as an OIC, firstly as a complex case as Aurukun,  
10 there are a lot of different things, a lot of work to set  
11 up and build. It will take time, and obviously there's  
12 vacancies in (indistinct) to fill the counselling  
13 positions. So I'll get a bit of an update into what's  
14 happening in that space. So these challenges are there.  
15 But we're working towards fixing all those issues. Rome  
16 wasn't built in a day, you know.

17  
18 Q. I appreciate what you've just said about  
19 the stakeholder meetings and that you're engaging and doing  
20 all of this positive work. But there is no social worker  
21 based in Aurukun, is there?

22 A. Not that I've come across. Like I said, (indistinct)  
23 has got the counsellors. So they become involved and  
24 obviously they've got vacancies there.

25  
26 Q. So the counsellors would have to come in from perhaps  
27 Cooktown or from other local communities, either drive or  
28 fly in, or telephone?

29 A. They probably come from Cairns or Weipa.

30  
31 Q. And in terms of the services and all the work that  
32 you're doing, bearing in mind what you've just said about  
33 this engagement in a soft way, would it be beneficial, do  
34 you think, in your policing service for the Aurukun  
35 community to have a social worker there with you at the  
36 station to help this engagement?

37 A. Yes, look, any help is good. Obviously there is  
38 counsellors services component February, so the DV funding  
39 and stuff for that. So there is people there, and  
40 obviously it will be very beneficial. So once I start  
41 building this relationship with these organisations we'll  
42 have that as a co-response and that's what we were doing in  
43 Hope Vale where the counsellors will ring us about issues  
44 and then vice-versa. So it's sort of like a co-responder.  
45 Look, we're getting that way. But it takes time to build  
46 that kind of relationship, and because the people - a lot  
47 of people fly in and fly out every week, and obviously

1 they're (indistinct) for three months. So it will take  
2 time. But we will get there.

3  
4 Q. In relation to women as respondents you were asked  
5 some questions about that, and can I just ask you about  
6 some of the complaints or issues that affect women  
7 generally. You mentioned about seeing some damage to  
8 property, seeing a weapon as perhaps a reason for why they  
9 might be named as a perpetrator or a respondent on an  
10 application. Can I just go into that and ask you this. In  
11 the investigation process despite them maybe having a  
12 weapon on that one occasion what sort of level of  
13 engagement with identifying who is most in need of  
14 protection takes place in that decision making that you've  
15 talked about?

16 A. It's also taking (indistinct) of the history, the  
17 violent history of who is the most violent in that history.  
18 Like, I'm not saying we always - there's probably  
19 80 per cent males are the respondents. But there is  
20 occasions where the females are also respondents. So it's  
21 not every day we come across that, but sometimes we do.  
22 But decisions are not made based on one incident. It  
23 depends how bad the incident was.

24  
25 Like, if it was just somebody who has armed themselves  
26 to protect themselves, well, then that's not - if the  
27 person was trying to attack that person, then they armed  
28 themselves as self-defence, it's a different story. It's  
29 not automatically the person with a weapon that constitutes  
30 that person is (indistinct) a PPN. Like I said, it's a  
31 complex investigation. So we've got to sit down and really  
32 go through both versions and the environment and the scene  
33 at the same time, and there might be witnesses,  
34 neighbourhood inquiries. So there's a lot of stuff we do  
35 before the decision is made.

36  
37 On top of that then we ring up a supervisor, which  
38 sometimes is the (indistinct) at the station or it's me as  
39 the OIC, or if it's night time and I'm not working it will  
40 be the district duty officer in Cairns. So those  
41 investigations the officers have done, they will relay them  
42 back to them and see what they reckon about authorising the  
43 DV. So it's not automatic that somebody had a weapon in  
44 their hand.

45  
46 Q. May I ask you this question. When we're talking about  
47 weapons it's some time since I've practised and worked up

1 in Aurukun, but it used to be very common for a weapon, for  
 2 example, to be a stick or a branch or something that is  
 3 sitting down on the ground commonly around in the public  
 4 space. Are those sorts of weapons things that women as  
 5 respondents are wielding or are you talking about other  
 6 types of weapons?

7 A. There's other types of weapons. There's knives. You  
 8 know, weapons can be anything. It's an instrument. Like,  
 9 I've seen people use different things to use them as a  
 10 weapon. So a stick is a weapon. You can injure somebody.  
 11 But, like I said, somebody picking up a stick or any kind  
 12 of weapon to protect themselves doesn't automatically makes  
 13 them a respondent. We investigate things and then we look  
 14 into things very thoroughly before the decision. Before we  
 15 make the decision we clarify that with the senior officer.  
 16 So it's not just we go out and just have a look at a  
 17 weapon. And again also the history plays a part.

18  
 19 Q. In respect of women as respondents, and you were asked  
 20 about some conditions on orders and non-contact conditions,  
 21 in a small community like Aurukun a not approach within 100  
 22 or 500 metres is very difficult to comply with, isn't it?

23 A. So we've got to mediate all that before we make all  
 24 those conditions --

25  
 26 Q. Sorry, I'll just get to the primary - sorry, I don't  
 27 mean to cut you off. I'll just get to the primary part of  
 28 what I'm interested in with that question. In respect of  
 29 cross-applications where on at least some level the woman  
 30 has been identified as being in need of protection at some  
 31 time because there's two applications, there's  
 32 cross-applications, what steps are available or that can  
 33 get taken in your community to ensure that she remains  
 34 safe, despite having non-contact or ouster conditions?  
 35 What's available?

36 A. So we look at - the first couple of things we look at,  
 37 first of all we look at is are we able to object to the  
 38 respondent's bail. If he's going to be charged, we object  
 39 to bail. Then obviously the decision can be made by the  
 40 magistrate whether he is a (indistinct) to the community or  
 41 alternatively bail is outside Aurukun. Alternatively also  
 42 we look at working with DV Connect to see if the aggrieved  
 43 can be provided to a safe place, maybe Cairns, until all  
 44 these situations are resolved. And we have done it a  
 45 couple of times where the aggrieveds have been flown to  
 46 Lockhart to keep them safe. So, yes, there's all the  
 47 safeguards we mentioned. Before we release - before we

1 finish with the victim we try to make sure that they -  
2 they've got somewhere safe to go. And women's shelter --  
3

4 Q. Sorry, I was just going to say am I understanding you  
5 correctly that in some occasions where women are as  
6 respondents where they might be subject of a cross-order  
7 where there is also them as an aggrieved they might be  
8 flown out of the community to go somewhere else?

9 A. Okay, sorry, so are you talking about the incident  
10 where they became the respondent?  
11

12 Q. I'm talking about the cross-applications.

13 A. Yes.  
14

15 Q. What steps have you been able to have employed or that  
16 are available to you to protect the woman as respondent who  
17 is also an aggrieved in a cross-application?

18 A. Sorry, so when did the female become a respondent? Is  
19 it the latest incident and she became a respondent?  
20

21 Q. Look, let's just pose it this way. In terms of your  
22 accessibility of services when you are dealing with women  
23 who are at risk you can fly them out, they can get  
24 accommodation somewhere else, but there's nothing within  
25 the community itself; is that correct?  
26

27 COMMISSIONER: Do you mean there's no shelter?  
28

29 MS HILLARD: No shelter, no refuge, no accommodation.

30 A. There is a women's shelter there but it's very hard  
31 to - sometimes we do take them to the women's shelter, but  
32 it is too dangerous putting them there, depending on the  
33 person's intentions and stuff like that. So we've got to  
34 make sure we eliminate those risks. So the risk, when we  
35 eliminate it, sometimes the decision gets made so that the  
36 best place for her to be safe will be outside. No, it's  
37 not removing somebody. It's just --  
38

39 MS HILLARD: Commissioner, I had no further questions.  
40

41 MR HUNTER: Just a couple of brief questions.  
42

43 **<EXAMINATION BY MR HUNTER:**  
44

45 Q. Senior Sergeant, can I ask you about your experience,  
46 if any, of what I might call attitudes by police that  
47 demonstrate either racism or misogyny? Is that something



1 that you encounter in the officers that you supervise?

2 A. The officers that I supervise and I work with I can  
3 say one thing. It's everybody works their hardest to  
4 provide the best they can do for the victims and do their  
5 best to protect them. The great lengths that officers go  
6 to protect the victims and their kids and the family with  
7 limited resources need to be commended.

8  
9 So in terms of - I haven't seen that. We go out and  
10 do our work, my colleagues, the people that work under me  
11 or work with me. All I can say is that we all work hard.  
12 Look, we at times do make mistakes; 99 per cent of the time  
13 we do a pretty good job. But, you know, at the end of the  
14 day we do try our best, and everybody that has worked with  
15 me or worked under me, they have nothing but worked very  
16 hard to maintain safe people, the victim. And we are very  
17 victim-centric. So I know there's all words, people just  
18 always say "victim-centric". But if you come and see what  
19 we do and how we do it in these communities and how much we  
20 do put an effort to provide safety and security for the  
21 victims, I think we would really get a gold medal for that.

22  
23 Q. Does the relentless nature of the work have an impact  
24 upon your officers, and you understand what I mean by that?

25 A. Sorry?

26  
27 Q. Sorry, I said you understand what I mean by that, when  
28 I describe the work as relentless?

29 A. The work is relentless, but the officers just keep  
30 going and working, and they don't stop until the work is  
31 done. So to answer the question, yes, there is fatigue  
32 issues and stuff, but they don't stop until the work is  
33 done and they don't stop working because they're fatigued.

34  
35 Q. What role do you as their supervisor play in keeping  
36 an eye out for signs of fatigue, whether it's physical  
37 fatigue or compassion fatigue, in those staff you  
38 supervise?

39 A. We have the checks and balances that we do. Obviously  
40 I haven't come across - to be honest, I haven't come across  
41 an officer that comes to my office and says, "I'm not going  
42 to investigate this domestic violence." I've never heard  
43 that, ever. Even as a junior officer working in places  
44 I've never heard anybody that worked with me or even in the  
45 car I was with, "I'm not doing this DV." Always people  
46 have taken DVs very seriously, and to this day - the only  
47 frustration I find with them is that they say that, "You

1 know, I want to use the statement to protect them." But  
2 there's no question about that they don't want to do the  
3 job. So if that answers the question.  
4

5 Q. So the frustration is with people not giving a  
6 statement; is that what you said?

7 A. Yes. Providing a statement of the incident.  
8

9 MR HUNTER: That's all I have. Thank you.  
10

11 MS CAPPELLANO: Just a quick question.  
12

13 **<EXAMINATION BY MS CAPPELLANO:**  
14

15 Q. Senior Sergeant, Mr Hunter asked you about attitudes  
16 and whether you had heard racist or misogynistic attitudes  
17 by police. I understand that you gave evidence that your  
18 officers do work very hard and they do a very good job.  
19 But do you - I guess just answering that question directly,  
20 do you hear police officers express racist attitudes or -  
21 I guess I'll just start with that?

22 A. No, I haven't encountered racist attitudes. Like, I'm  
23 from Fiji myself. So I'm not Caucasian. If there were  
24 racist, they would be racist towards me. So I respect them  
25 and they've never made me feel like I'm a problem. The  
26 same thing. They are going to the job and there's no  
27 colour. When we go to the job people don't look at colour  
28 when we do the job. They just took the job because they  
29 need to do a service to the community. So that's just been  
30 my experience anyway. And everybody that I've worked with  
31 has been passionate about DV. Even when it was, like, when  
32 I first started, everybody wants to protect. So to answer  
33 your question I haven't personally experienced any racist  
34 attitude and I haven't seen anybody actively being racist  
35 and not taking their job seriously, because that's what our  
36 job is. I hope that answers the question.  
37

38 MS CAPPELLANO: Thank you. I have no further questions.  
39

40 COMMISSIONER: Thanks very much, Senior Sergeant. You're  
41 free to disconnect. Thank you.

42 A. Thank you.  
43

44 **<THE WITNESS WITHDREW**  
45

46 MS CAPPELLANO: Commissioner, the only other witness who  
47 was to be called today was Lisa Buchanan from the Police

1 Prosecutions Corps. I understand she had commitments  
2 beyond 6.30 and is no longer available.

3  
4 COMMISSIONER: Yes. So what time do you want to start in  
5 the morning?

6  
7 MS CAPPELLANO: There's three witnesses anticipated for  
8 tomorrow, and then Lisa Buchanan would have to be added  
9 into that. I think if we started at nine we would be done,  
10 even if we sat sort of a little bit later through lunch,  
11 I think we would be done by one, 1.30. The potential  
12 witness is not giving evidence. That hadn't been  
13 confirmed. That's likely to happen in the Brisbane  
14 sittings.

15  
16 COMMISSIONER: All right. Nine o'clock then.

17  
18 MS CAPPELLANO: Thank you.

19  
20 **AT 6.36PM THE COMMISSION WAS ADJOURNED UNTIL TUESDAY,**  
21 **19 JULY 2022 AT 9.00 AM**  
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