
TRANSCRIPT OF PROCEEDINGS

**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**

Mount Isa Court House, 7A Isa Street, Mount Isa.

Monday, 8 August 2022

1 MS CAPPELLANO: Good afternoon, Commissioner. There are
2 three witnesses to give evidence today. All witnesses will
3 appear via videolink. Each of those witnesses have
4 provided a statement to the Commission, which has been
5 distributed to the parties. Today I'll also tender two
6 documents which were referred to by Women's Legal Service
7 in cross-examination last Friday, and while they have been
8 tendered they will be subject to the non-publication order
9 that's already made last Friday.

10
11 COMMISSIONER: Did I make a non-publication order?

12
13 MS CAPPELLANO: Yes.

14
15 COMMISSIONER: Okay.

16
17 MS CAPPELLANO: So I tender as a bundle the statement of
18 Laurie Bateman, the Murweh Shire cultural awareness
19 pamphlet referred to by Laurie Bateman, the Paroo Shire
20 cultural awareness pamphlet referred to by
21 Laurie statement, statement of Shane Smith, statement of
22 Nikita Sellin, and the two documents referred to by Women's
23 Legal Service during cross-examination of AC Scanlon,
24 [COI.055.0001] and [COI.071.0001].

25
26 COMMISSIONER: That will be tender bundle S.

27
28 **EXHIBIT #35 TENDER BUNDLE S**

29
30 MS CAPPELLANO: I call Sergeant Shane Michael Smith.

31
32 <SHANE SMITH, sworn:

33
34 <EXAMINATION BY MS CAPPELLANO:

35
36 Q. Sergeant Smith, can you see and hear me okay?

37 A. Yes, I can.

38
39 Q. And you've provided a statement to the Commission; is
40 that the case?

41 A. That is correct.

42
43 Q. I see it looks like you have a copy of the statement
44 there in front of you; is that right?

45 A. That is correct.

46
47 Q. If needed, you can refer to that statement throughout

1 your evidence today.

2 A. Thank you.

3

4 Q. Sergeant Smith, you're currently the OIC of Burketown
5 Police Station; is that correct?

6 A. I'm currently the Acting OIC senior sergeant at
7 Mornington Island in a relieving position, but my
8 substantive is as at Burketown.

9

10 Q. So your substantive position is as OIC at Burketown
11 and you're relieving currently as Acting OIC at
12 Mornington Island?

13 A. That's correct.

14

15 Q. How long have you been back at Mornington Island?

16 A. Around three weeks now.

17

18 Q. You've been with the Queensland Police Service for
19 approximately 20 years?

20 A. That's correct.

21

22 Q. Prior to that you were a police officer with the New
23 South Wales police for about 12 years; is that correct?

24 A. That's correct.

25

26 Q. I understand from your service history that you've
27 worked in general duties both in South East Queensland and
28 also in regional Queensland?

29 A. That's correct.

30

31 Q. In terms of your roles in regional Queensland, you've
32 worked as OIC at Mount Garnet Police Station; is that
33 right?

34 A. That's correct, yes.

35

36 Q. In terms of your role at Mornington Island, you're
37 currently Acting OIC but previously you've acted in that
38 role back in 2020?

39 A. Yes, that's correct.

40

41 Q. And most recently you've been the OIC at Burketown
42 Police Station?

43 A. Correct.

44

45 Q. In terms of your time in Mornington Island, you had
46 about a year, is that correct, where you were Acting OIC,
47 but before that were you working at Mornington Island in a

1 different capacity?

2 A. Yes, my substantive position at Mornington Island was
3 that of sergeant shift supervisor.

4

5 Q. When was that?

6 A. That was from 2019 - I arrived here in May of 2019,
7 sergeant shift supervisor. When now Inspector, was Senior
8 Sergeant, Emma Reilly left in April 2020 I was relieving as
9 the officer in charge until November 2020, and then I went
10 back to being shift supervisor until I left in December
11 2021.

12

13 Q. If I could ask you first about what you say in your
14 statement about policing in Burketown. Do I understand
15 correctly that Burketown is a small community of about 200
16 people?

17 A. Yes, that's correct.

18

19 Q. And, although the police station has the capacity for
20 two police, for the eight months that you've been OIC there
21 there's been one police officer?

22 A. Yes, just myself.

23

24 Q. Do I understand that most of the work at Burketown is
25 in relation to traffic, licensing and registration as well
26 as liquor licensing type offences or type work? It's not
27 only offences, it's also registrations and record keeping;
28 is that correct?

29 A. Yes, that's correct.

30

31 Q. Are domestic and family violence occurrences common in
32 Burketown?

33 A. Yes, we do have domestic incidents at Burketown and
34 Gregory, Gregory being a small township in the division
35 about 120ks south of Burketown township.

36

37 Q. Can you give any indication of how often on a weekly
38 basis you'd be called out to a domestic and family violence
39 occurrence?

40 A. On average, about once a week or so.

41

42 Q. If we could turn now to policing on Mornington Island,
43 as I understand your evidence you were either shift
44 supervisor or Acting OIC there for a period of around or
45 just under three years; did I do the maths correctly?

46 A. Yes, that's correct.

47

1 Q. And Mornington Island is generally allocated
2 12 general duties officers and two plainclothes officers;
3 is that right?

4 A. That's correct.

5

6 Q. And, generally speaking, Mornington Island police
7 would work, despite having that greater capacity, off about
8 eight general duties officers?

9 A. Yes, it's usually - usually it's about eight,
10 sometimes still a bit less, sometimes we've had occasions
11 when we've had all 12 officers on the island.

12

13 Q. And are the plainclothes positions generally filled?

14 A. Yes.

15

16 Q. So the normal capacity is around - or, sorry, the
17 normal operations is around the eight general duties plus
18 the two plainclothes; is that correct?

19 A. Yes, that's correct. That's when the plainclothes are
20 actually here. Obviously there's annual leave and courses
21 and things like that where it takes the plainclothes
22 officers away from the station. But, yes, generally
23 there's two plainclothes and around eight uniform.

24

25 Q. One of the challenges that you recognise in your
26 statement for policing on Mornington Island is that they
27 are highly inexperienced and young officers who have come
28 up to do work there and that presents a challenge when it
29 comes to policing; is that correct?

30 A. Yes, a lot of the officers that come up to
31 Mornington Island are even in their second or third years
32 of policing; that's correct.

33

34 Q. You indicate that most people who are stationed there
35 are on six-month rotations from Mt Isa Police Station and
36 have only had one or two years policing experience. We
37 have heard evidence that it's a two-year tenure at
38 Mornington Island. Is there any reason why the people
39 aren't staying there for two years?

40 A. Well, it's a two-year tenure if you apply for and win
41 a job here as in a senior constable, sergeant or senior
42 sergeant type role. But a lot of the police are here for a
43 six- to 12-month rotation.

44

45 Q. And the reason why police are only having the six- to
46 12-month rotation going through, is that because it's
47 difficult to retain and - sorry, recruit and retain police

1 officers over that two-year period?

2 A. It can be. Some officers do choose to stay longer
3 than their six or 12 months, depending upon the rotation,
4 but a lot do leave just because of the isolation on the
5 island, that type of thing.

6

7 Q. Can you outline for the Commission some of the
8 challenges that confront you from a policing perspective
9 when they're such young or inexperienced officers who make
10 up the majority of the workforce?

11 A. There's the usual challenges of inexperience. We've
12 got to check their work thoroughly, like any supervisor.
13 There's times when young police officers, they may or may
14 not want to be on Mornington Island, and there's times when
15 people come across here and they don't have the right
16 capacity to be on Mornington Island.

17

18 Q. What do you mean by that, "the right capacity to be on
19 Mornington Island"?

20 A. There's been occasions when officers don't like being
21 here. They arrive here and they have got different
22 expectations upon Mornington Island, what is actually here
23 entertainment wise, internet wise, that type of stuff.
24 It's more private issues than policing issues.

25

26 Q. In terms of people having come to Mornington Island in
27 their first year or second year out of the academy - sorry,
28 it's the case, isn't it - I'll just go back a step - that
29 everyone will have before they come to Mornington Island -
30 they could be a second-year constable, so have one year
31 where they're still doing their first-year constable
32 training, and then straight after that some of the police
33 officers on Mornington Island might be - have just done the
34 recruitment through the academy, one year of first-year
35 constable training and then be on Mornington Island; is
36 that correct?

37 A. That's correct.

38

39 Q. You indicated in your statement that sometimes the
40 people who come to Mornington Island are not only young and
41 inexperienced but might have had very little interactions
42 with First Nations people before they arrive on
43 Mornington Island; is that correct?

44 A. In my experience, that's correct, yes.

45

46 Q. And you talk about this leading to a huge culture
47 shock and difficulties that can present as a result of

1 that, and you talk about cultural shock occurring in a
2 number of different ways, the first being the differing
3 workloads. Can you expand on that for the Commission,
4 please?

5 A. The workload here is a lot different than it would be,
6 say, in South East Queensland. It's different
7 expectations. It's a different type of community up here
8 in dealing with First Nations people. You have to be very
9 understanding of their culture, that type of thing.

10
11 Q. You said in terms of culturally speaking, when we're
12 talking about this culture shock, it was common for junior
13 police on Mornington Island to be the first time speaking
14 with a First Nations person when they're actually policing,
15 and one of the challenges that this poses is that there
16 could be phrases used which are inappropriate or would
17 cause offence in Mornington Island which would be a common
18 phrase used in Brisbane or Logan; is that correct?

19 A. Yes, that would be correct.

20
21 Q. Can you outline what you mean by that or give an
22 example?

23 A. It's probably more terms that the First Nations people
24 use that might cause offence to police, but also just the
25 way police carry themselves. If you ask the wrong person,
26 not the head of the family maybe, if you ask someone else a
27 question, someone might take offence to that because you're
28 not asking the appropriate person within the family.

29
30 Q. So they're examples of the type of cultural issues
31 that can arise if people are inexperienced and don't have
32 proper awareness. You also talk about the remoteness being
33 a real issue. Can you expand on that for the Commission,
34 please?

35 A. Okay. Mornington Island is arguably the most remote
36 police station in Queensland. The only way on and off
37 Mornington Island is by aeroplane. There's no ferry
38 service or anything like that back to the mainland. For
39 instance, just buying groceries and stuff down at the store
40 can be problematic if there's - if there's barge issues
41 especially, that type of stuff. So it's very hard to plan
42 ahead for grocery type issues. A lot of police I know use
43 online shopping to get supplies, that type of thing. Even,
44 for instance, meat, we order meat through our social club,
45 which we get from Normanton and Cairns, and that gets
46 barged over. So we get it at that price, that type of
47 stuff, plus the shipping of the barge, which works out a

1 little bit cheaper and fresher than that at the local shop.

2

3 Q. In terms of the level of preparedness - so there are
4 obviously these issues which you've discussed. You
5 indicate in your statement at paragraph 15 that generally
6 your experience is the level of preparedness by officers
7 when they arrive in a community like Mornington is
8 generally low. Now, we've heard about some induction
9 programs that the former OIC Emma Reilly had conducted.
10 Were they still in place when you were there and do they
11 continue now?

12 A. 100 per cent. Yes, they do.

13

14 Q. Do they assist in addressing some of these culture
15 shock issues or lack of cultural awareness?

16 A. Yes, they do. We provide police officers coming to
17 Mornington Island with an induction package, and that
18 starts from the time they have been told they're coming to
19 Mornington Island. Sometimes they might misread it or they
20 don't read it at all, that type of thing, but, yes, we do
21 provide that induction package, usually by email. When
22 I was the OIC and I'm continuing to do now, I also ring
23 those officers just to make sure that they do bring the
24 right equipment, clothing, that type of issues for what's
25 expected on the island - or what's needed on the island
26 probably more than what's expected.

27

28 Q. In terms of once new recruits - or not new recruits
29 but new people who are posted arrive on the island does the
30 face-to-face induction with PLOs on the island, the program
31 run out of - by the council continue as well, those aspects
32 of the induction package that Emma Reilly discussed or had
33 started?

34 A. Yes, 100 per cent. So when a new person arrives to
35 the island I as OIC - currently I've got some people
36 arriving next week. I'll be sitting down having a
37 face-to-face with them, showing them around the station,
38 the watchhouse, that type of thing, having a talk to them
39 about what's expected on the island, my expectations as
40 OIC, but also we'll drive around the island as part of that
41 package. It's just not in the OIC office. We drive around
42 the island, and I actually introduce those new police
43 officers to some of our Elders as a way of introducing the
44 officer to the island, and also when our PLO is working
45 I also make sure that they're rostered with the PLO so the
46 PLO can talk to the officer and take them around the island
47 and especially in the township of Gununa so that they have

1 an understanding of where things are but also an
2 understanding of different cultural issues that the PLO
3 will be able to explain.
4

5 Q. Does that introduction to important people in the
6 community also include introductions to support services,
7 people who are working at Junkuri Laka and Mission
8 Australia and things like that?

9 A. To Mission, yes, especially the women's shelter,
10 because we do attend there quite often, where the hospital
11 is and - especially if the hospital has a high turnover of
12 nursing staff there, so depending upon who's there at the
13 present moment. But, yes, I show them where Junkuri Laka
14 is and places like that.
15

16 Q. Do those measures assist, in your view, in addressing
17 the level of preparedness or the lack thereof of new people
18 to the island?

19 A. It can be an eye opener for some people coming to the
20 island, but that could be for any capacity as well. But
21 I suggest that those initiatives do assist people when they
22 first come to the island so they can get their bearings,
23 what's actually here.
24

25 Q. In terms now if I can ask you about domestic and
26 family violence on Mornington Island, you indicate that
27 there are high levels of domestic and family violence. Are
28 you able to give any estimation of how often - I think with
29 Burketown you said it was once a week you'd attend a
30 domestic and family violence callout. Are you able to give
31 any estimation on how many callouts police officers would
32 attend a week on Mornington Island, or attend per shift?
33 Can you give any sort of indication?

34 A. It depends upon a number of different factors, but
35 usually it is I would say on average probably about
36 threeish per day.
37

38 Q. In terms of the relationship between alcohol
39 management plans on Mornington Island and how that affects
40 domestic and family violence offences, you talk about that
41 in your statement. Can you please outline that for
42 the Commission?

43 A. Okay. When I was here for just shy of three years
44 there was a total 100 per cent alcohol ban on
45 Mornington Island under the alcohol management plan.
46 However, the locals did brew home brew, which is a mixture
47 of water, sugar and turbo yeast, not controlled or anything

1 like that. So there could be other additives in that
2 mixture as well. That can be a very highly potent
3 concoction, drink, which a lot of the time was actually
4 drunk while it was still green, so the turbo yeast hasn't
5 eaten all of the sugars, so it's actually still producing
6 alcohol as per se after it's been drunk.

7
8 Q. How did that relate to - the use of home brew as a
9 result of the complete alcohol ban, how did that - was
10 there any relationship between that and domestic and family
11 violence incidents on the island?

12 A. In my experience 99.9 per cent of domestic violence
13 occurred whilst either the respondent and/or the aggrieved
14 were intoxicated on home brew at the time.

15
16 Q. And as I understand now there's a - sorry, before
17 I move onto the situation now, so is it your evidence or do
18 I understand your evidence correctly that the consumption
19 of home brew often led to domestic and family violence
20 incidents; is that a correct understanding of your
21 evidence?

22 A. Yes.

23
24 Q. Can you outline some of the difficulties that you've
25 indicated about the way in which people who are highly
26 intoxicated as a result of the home brew, the difficulties
27 then in the investigation of domestic and family violence
28 matters?

29 A. Home brew is a very intoxicating drink, if I can put
30 it as a drink, substance, that a lot of the people actually
31 do forget what actually occurred. So we'll get a version
32 on the night but it's very hard to obtain a statement for
33 court matters, for a criminal matter, that night when
34 people are highly intoxicated, whether that be the
35 defendant/respondent or whether that be the aggrieved or
36 witnesses as well. So that posed some challenges. And, if
37 you go the next day or the day after to try to obtain those
38 statements, people actually say, "Look, I forget. I don't
39 know what happened."

40
41 Q. In that context you also talk about
42 getting - obtaining statements can be difficult I guess
43 even in the absence of the issues you've been talking about
44 associated with home brew, and you said a combination of
45 language and cultural differences and limited experience of
46 some officers can lead to confusion. You say that at
47 paragraph 26 of your statement. Can you expand on what you

1 mean by the limited experience of some officers leading to
2 confusion when it comes to obtaining statements?
3 A. Just different phrases that can be used on the island
4 and the way culture is on the island. If the officer
5 doesn't understand the family dynamics and how
6 First Nations people have very large families and even
7 second, third cousins could be considered as brothers on
8 the island, whereas in - if you're down in South East
9 Queensland they would not be considered as family because
10 they're second or third cousins in white man culture as
11 per se as opposed to First Nations culture. So it can be
12 very confusing. Those family dynamics can be very
13 confusing, especially for officers that don't understand
14 the dynamics of the culture.

15
16 Q. If we go back to the alcohol management plan issue,
17 have you noticed - I understand that now there's a
18 different alcohol management plan on Mornington Island now
19 since you've been back. What's the different plan now?

20 A. Okay. You're allowed to go to the - have 12 cans of
21 mid-strength alcohol, so that's less than 4 per cent,
22 4 per cent or less of alcohol, on the island. That's how
23 it's changed. So you're allowed to go down to the barge
24 area, there's a special container down there that holds the
25 alcohol, and people go down there at certain times of the
26 day, pick up their daily limit, being 12, and walk home or
27 drive home from there.

28
29 Q. Has that had any difference to the level of domestic
30 and family violence incidents, in your experience or
31 observations?

32 A. Probably not the numbers at this particular point in
33 time. However, the actual level of the violence I have not
34 seen in the three weeks I've been here as opposed to the
35 eight months ago when I left.

36
37 Q. Another issue that you raise in your statement is
38 fatigue for officers and that affecting the way in which
39 police officers can respond on Mornington Island. Can you
40 outline what you mean by that?

41 A. Okay. On Mornington Island you've also got the
42 watchhouse, which is manned by the general duties staff.
43 So while someone is in custody we have to have a 24-hour
44 watch upon that person. So that means we've got officers
45 working overtime just to mind persons that are currently in
46 custody. That's a huge issue. Also, because we're a
47 16-hour station, so we work predominantly from 8 am to

1 midnight, and on weekends we work 10 am until about
2 2 o'clock in the morning. With that, the other hours we're
3 on call. So sleep can be broken. If we get the phone call
4 that there's a job, sleep is broken, we come into the
5 station and go out and do that job.

6
7 Q. So how does that work in those areas when the - at
8 that time - in those timeframes when the station is not
9 operating? Does it go to Policelink somewhere else, in
10 Cairns or Brisbane, and then you get a call on your private
11 number? How do police respond after hours?

12 A. Yes, we get a call from Townsville police
13 communication on our private number, they give us an
14 outline of the job, and we get out of bed and go do the
15 job - come into the station, gear up and go to the job.

16
17 Q. And as OIC is it your responsibility to work out who
18 else is required to attend a particular job?

19 A. Well, what we do is we have a roster on who's on call.
20 So people know they're on call during particular times.
21 Usually the person - the two officers that are working the
22 afternoon shift, say, until midnight, they're on call from
23 midnight until 6 am, and then the officers who are on the
24 day shift starting at 8, they're on call from 6 am until
25 8 am.

26
27 Q. And how often do people get called after hours, are
28 you able to indicate?

29 A. Very often.

30
31 Q. Would that be most weekends?

32 A. On average - well, when I was here for the three
33 years, or just shy of the three years, I was averaging 20,
34 25 hours overtime per fortnight.

35
36 Q. And do you have any sense --

37 A. And that's --

38
39 Q. Sorry, continue, Sergeant.

40 A. Sorry, that was a mixture of being on call and being
41 called out and also doing custody duties.

42
43 Q. Do you have any sense of how long between a person
44 calling Policelink to when officers would actually get the
45 call from Policelink and be able to respond?

46 A. That can vary, depending on how busy Policelink,
47 triple 0 or police communications are. But usually it's

1 within a couple of minutes we get the call, and we're
2 usually at the job within 30-odd minutes from the call.

3
4 Q. In terms of the challenges when it comes to policing
5 domestic and family violence at Burketown, I understand
6 they're quite different. Are you able to outline what
7 those issues are?

8 A. Burketown's a different type of environment. It's
9 predominantly First Nations persons that reside in
10 Burketown. There are a few other cultures there as well,
11 Asian and white. However, one of the major differences is
12 that at Burketown there's - because I'm there by myself
13 predominantly, any persons that I consider have to go into
14 custody type thing or are too intoxicated to understand
15 bail, I have to take them to Doomadgee Police Station,
16 which is around about - give or take, about an hour away
17 from Burketown.

18
19 Q. Do any officers from Doomadgee assist at Burketown, or
20 is that you driving that distance?

21 A. From time to time --

22
23 Q. Sorry?

24 A. That's me driving that distance.

25
26 Q. So it's not a case that you would call the
27 officers --?

28 A. Yes, that's me driving.

29
30 Q. Can I ask you now about community relationships, and
31 this is something that you talk about in your statement.
32 The Commission has repeatedly heard about the importance of
33 building relationship between community and police. Before
34 I ask you more generally about the measures that are
35 undertaken by police on Mornington Island and community in
36 order to build that relationship I just want to ask you
37 about personally how you've managed to build a relationship
38 with community. Do I understand correctly that you have in
39 fact been adopted by a family at Mornington Island?

40 A. Yes, that's correct. I've been adopted by one of the
41 families, the Chong family, on Mornington Island.

42
43 Q. Can you explain to the Commission what that means?

44 A. Basically that means the head ladies of the family
45 I call "mum", so Mum Donna or Mum Karen, depending who it
46 may be, and with that I do have brothers and sisters on
47 Mornington Island that's considered because I've been

1 adopted into that family. So, yes, their sons and
2 daughters are now my brothers and sisters.

3
4 Q. That suggests that you have a very - have the capacity
5 to build very strong relationships with community. Are you
6 able to outline for the Commission what you personally did
7 in order to build those strong relationships?

8 A. Well, one, I'd go out there and personally talk.
9 I get out of the police car and I actually talk to people,
10 especially at the shop, around the place, that type of
11 thing. Also, I'm a very avid fisherman. So when I go out
12 fishing, if I catch extra fish I actually give fish away to
13 the traditional owners, because here on Mornington Island
14 it's under native title, so anyone fishing or going to
15 country has to actually get permission from those
16 traditional owners. So when I went fishing I actually
17 brought back fish, gave them away to the community as a way
18 of saying thank you for letting me fish upon their lands
19 and waters.

20
21 Q. In terms of the police more generally about what
22 measures the police on Mornington Island take to establish
23 a good rapport and good relationships with community, are
24 you able to outline that for the community?

25 A. Yes, we attend different meetings and different
26 associations, that type of thing. We do have a PCYC on
27 Mornington Island that's got very strong links, especially
28 with the youth on the island. The sergeant there does a
29 fantastic job establishing those relationships with
30 the youth. However, we do have a domestic violence officer
31 that meets once a week with all the domestic violence
32 stakeholders to outline what's been happening, if there's
33 any trends, and those stakeholders give you feedback upon
34 different things that police could do better and that type
35 of stuff as well, and also there have been police that - we
36 do have a local rugby league competition with other towns
37 within the gulf that meet at Normanton. We do have police
38 from time to time that have been involved with that - with
39 the Mornington Island Raiders and playing with the Raiders
40 and that type of thing. So they establish very good
41 relations and friendships with different persons on the
42 island that way as well, and that type of thing is
43 definitely encouraged.

44
45 Q. In terms of the broad community engagement rather than
46 sort of the more specific operational engagement, you gave
47 the example of the sporting engagement. You also have

1 talked about things such as Blue Light discos and "coffee
2 with a cop" that's occurred in other jurisdictions where
3 you've been working. Is that right? I guess does that
4 sort of thing happen on Mornington Island as well?

5 A. Well, maybe not Blue Light discos, because PCYC
6 actually hold their own discos and things like that. So we
7 support the PCYC when it comes to the discos rather than
8 have a separate one because the PCYC - the sergeant over
9 there is a police officer, obviously, so he runs that
10 section.

11
12 When it comes to "coffee with a cop", we don't
13 actually have anything like that on Mornington Island or at
14 Burketown at this stage. We have had - if we have a
15 sendoff or something like that for one of the officers
16 leaving the island, especially one that's been here for two
17 years, the actual community enjoys coming to that sendoff.
18 So we'll often have barbecues out the front of the police
19 station, sausage sizzles and the like. So that invites the
20 community up to send that police officer off.

21
22 We also have other engagements like "cricket with a
23 cop", where we had especially the youth coming over to the
24 police station, we block off the road out the front, with
25 permission from council, of course, and we actually have
26 coffee - sorry, "cricket with a cop" where we'd go out
27 there and play cricket on the road with tennis balls. So
28 hopefully no-one got hurt too bad. With that we also held
29 a sausage sizzle or put on pizza or something like that as
30 well, and that was held not only with the police but with
31 different stakeholders coming in to assist so we could not
32 only as police interact with the youth but the other
33 stakeholders, if they were looking for one of the youth
34 or - so they could have the opportunity to engage at the
35 time about formalising meetings and stuff like that, so you
36 could actually talk to the kids and other interested
37 parties, because we had parents coming and that type of
38 thing, so we could talk at a social level rather than just
39 as a police officer in uniform to the public level.

40
41 Q. At paragraph 30 of your statement you talk about how
42 when there is that community engagement members of
43 community will have trust in police and advise where there
44 are difficulties with individual officers or other
45 difficulties in that relationship, and you give an example.
46 Can you outline that example of how that sort of works in
47 practice?

1 A. Oh, yes, that example. Yes, the community here are
2 very - if they don't like a police officer or don't like
3 the way they were spoken to, they're very quick on
4 informing either myself or council, especially the mayor,
5 in relation to that, and the mayor will get in contact with
6 me and have a "please explain". So with that it could be
7 comments, especially on that example, when it comes to a
8 death in the family. If someone says something that would
9 be accepted in South East Queensland, it might not be
10 accepted on the island, or in that example it's actually
11 speaking to the wrong person and asking the wrong person
12 permissions. There should have been - those questions
13 should have been given to the head of the family --
14

15 Q. Yes.

16 A. -- instead where we're used to giving it to the next
17 of kin, if you know what I mean.
18

19 Q. Yes. In those circumstances is it the case that
20 community will get in contact with you or the mayor, and
21 then you can address that behaviour and explain why that
22 might not be culturally appropriate to the officer
23 immediately, I guess?

24 A. Yes, 100 per cent.
25

26 Q. In terms of the more formal relationships and
27 collaborative work that's done with the police on
28 Mornington Island particularly in the domestic and family
29 violence space, you talk about there being regular
30 community stakeholder meetings, and I understand that there
31 are sort of two levels of meetings. One is a broad meeting
32 where you talk - you being the police - and other
33 stakeholders, including community support services or other
34 government agencies talk about broad issues on the island,
35 so that could be COVID responses, youth issues, social
36 issues or upcoming events; is that one level of that
37 collaboration between police and community?

38 A. Yes, we often talk about different events and
39 different things that are coming up. Like, this week I've
40 got meetings with the council and the local disaster
41 management group about the upcoming cyclone season so we've
42 got a level of preparedness on the island, making sure we
43 do have diesel fuel and that type of stuff on the island,
44 water is a major issue, making sure we do have those things
45 in place so that if there is a cyclone disaster coming up
46 that we're able to respond effectively for the community
47 here at Mornington Island.

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Q. As well as those broad issues, there's also the other meetings which are more domestic and family violence specific where the sergeant who's responsible for the domestic and family violence portfolio meets with support services and domestic and family violence stakeholders to discuss occurrences, referrals and case management referrals; is that correct?

A. Yes, that's correct. That's held every Friday morning.

Q. In those meetings is that where all occurrences are reviewed and any referrals are - it's made sure that 100 per cent of matters have referrals for both aggrieveds and respondents?

A. Yes, well, on the QPRIME system we refer straight away those instances of domestic violence, so the agencies have those referrals in real time. But as - we basically make sure that those referral agencies do have those referrals and they're being actioned and things like that as well.

Q. One of the other initiatives that you've discussed in your statement is the collaboration between the police and Junkuri Laka with the men's group. Can you talk to the Commission about the men's group?

A. Yes, most definitely. When I was the OIC during 2020 I started the processes of planting the seeds for a men's group. So that was with Junkuri Laka and with council. Junkuri Laka took it up because they're the responsible agency as per se. So with that usually on a Wednesday evening we sit around in a circle, because everyone is equal. I've attended many men's group meetings, all in plain clothes, never in uniform, and most of the time in my own time, and with that we can discuss anything from men's health to that of domestic violence to what the men - especially the men here like is fishing and hunting. So we can discuss a whole wide range of issues, and with that we're included as just another man on the island.

Q. In terms of attendance at that group, is it the case that you or other police will use the PCYC vehicle to pick up people who want to attend and drop them home?

A. Yes, I've done that on many occasions. Even though Mornington Island is fairly small, the township, some men just don't like walking the 3ks down the road, so, yes, we often go around, pick people up, drop them down to the meetings and drop them back home, and Junkuri Laka does the

1 same thing in their vehicles as well.

2
3 Q. That engagement with men's group, have you noticed
4 that that makes any difference in relation to domestic and
5 family violence matters on the island?

6 A. I think it gives - especially some men come up and
7 they ask about different orders and what orders actually
8 mean, that type of thing, and I've actually had men come up
9 that I've met at men's group and things like that - that
10 I've met before, but I think there's a level of trust or
11 respect because we attend, and yes, they have actually come
12 up and handed themselves in for different matters,
13 especially domestic violence, even before the matter has
14 been reported to police. So they're basically
15 self-reporting. That is not an everyday occurrence they do
16 that, but it has happened.

17
18 Q. In terms of that understanding of what amounts to
19 domestic and family violence or even the content of
20 the order and the nature of conditions of an order, through
21 the process of men's group do you have any sense of what
22 level of understanding there is in community, firstly,
23 about what even is domestic and family violence and then
24 specific orders?

25 A. Unfortunately, in community, yes - and I can say this
26 for Burketown and parts of Doomadgee as well, with my
27 experience there - domestic violence - that most people
28 here on the island will consider domestic violence having
29 to be a physical assault. They don't look at good
30 behaviour, coercion, making threats, that type of stuff as
31 domestic violence. A lot of respondents feel that
32 domestic violence is that of just a physical result, and
33 sometimes they may have breached the order in relation to
34 if there's, like, alcohol conditions or something like that
35 on the order, and the men protest because, "Well, hey,
36 I didn't hit her. I didn't hit the aggrieved. So how
37 could this be domestic violence?" So it can be very
38 confusing for the men when it comes down to - the level of
39 legislation that we have to work with can be very confusing
40 for the locals because they see domestic violence as just
41 that, a physical assault.

42
43 Q. Is that one of the roles and the things that can occur
44 through men's group in terms of explaining what the orders
45 mean and more broadly what domestic and family violence is?

46 A. Yes, 100 per cent. When we're discussing topics like
47 domestic violence at men's group we don't go into specific

1 cases or use anybody's name or anything like that, because
2 that would be the wrong thing to do in such an environment.
3 However, we can talk in general terms about the effects of
4 an order, of what does entail domestic violence, that type
5 of thing as well, as well as elderly violence or elderly
6 abuse as well, which is very akin especially here on the
7 island with the Elders and the traditional owners, the TOs,
8 that type of thing as well.
9

10 Q. Another thing that you talk about in your statement is
11 you personally contacting individuals after incidents and
12 offering a capacity to talk or to explain things, to do
13 referrals. Is that the case - is that something that you
14 do privately on your own initiative, or is that part of the
15 structures of the response at Morningson police station?

16 A. Well, not only I do that. I know the
17 domestic violence sergeant does that as well. We try and
18 touch base with as many victims, aggrieveds and
19 respondents, because it's a two-way street, we believe,
20 domestic violence. We do try and contact - especially
21 obviously the officers have to remain in contact in
22 relation to obtaining statements and the formal legislative
23 requirements for courts, especially criminal courts, or
24 getting applications together and serving those type of
25 things, and during those interactions you always have a
26 talk, yarn, as it says on the island, have a talk in
27 relation to those people involved to make sure that they're
28 going okay and if there's any other support that we'd be
29 able to give them in terms of policing or anything social
30 that we're able to assist with.
31

32 Q. You explain in your statement or you indicate in your
33 statement the importance of those meetings sometimes
34 happening on neutral ground as opposed to in a police
35 station context. Can you explain about that?

36 A. Okay. We use our body-worn cameras a lot here on the
37 island so that we can gain that evidence and that type of
38 thing. But I know personally I've taken my personal laptop
39 out to different addresses and actually typed the statement
40 out there. So a lot of First Nations people don't like
41 coming to police stations, that type of thing. So if we
42 can alleviate that as much as we can in obtaining
43 statements and looking at domestic violence and that
44 per se, that also helps as well. If we can take a
45 statement in their home, that type of thing, it can make
46 them feel much more comfortable than coming to the police
47 station, whether they like police or distrust police or

1 different culturally sensitive issues that may have
2 happened in the past as in Stolen Generation, that type of
3 stuff, and that's why, we've still got lingering effects of
4 that type of thing on Mornington Island as well through the
5 Elders. So, yes, if we can soften the experience for the
6 aggrieved it can help in some regards.

7
8 A lot of the time too we'll take the statements off
9 our body-worn camera or make notes, we'll come back to the
10 station, type up that statement, go back and make sure
11 that's fine with the person, read that statement to them.
12 Because a lot of people here on the island don't have a
13 high level of literacy, so, yes, we read that statement out
14 to them, make changes, and if that's okay then hopefully
15 they sign that statement.

16
17 Q. You also talk about ensuring that you engage with
18 people who are recently released from prison or recently
19 come to the island, and that that's a particularly
20 important step. Can you outline that for the Commission?

21 A. Well, a lot of the especially respondents that come
22 back from prison, they're usually on parole orders, that
23 type of thing, so we do make an effort to go around and
24 talk to those respondents, making sure they're okay, making
25 sure they're settling into island life again. Of course,
26 we do have legislative requirements sometimes when it comes
27 to parolees, if I can use that term, in relation to - they
28 might have alcohol issues, so they might have a ban on
29 alcohol, where we give them breath tests or curfew
30 conditions and things like that as well.

31
32 Q. Can I ask are non-contact orders or non-contact
33 conditions common as part of domestic and family violence
34 orders on Mornington Island?

35 A. I'm sorry, I didn't hear that.

36
37 Q. Are non-contact conditions common in relation to
38 orders on Mornington Island, and I guess the next question
39 is does that cause issues with limited housing, being a
40 small community, being an isolated community?

41 A. No contact conditions are one of those things that's
42 very hard to police on Mornington Island. Yes, there are
43 certain circumstances where they are warranted, but being
44 such a small place - like, the actual township in
45 Mornington Island would be no more than probably 3.5ks long
46 by about almost a k wide, that's the actual township. So
47 it can make it very hard, especially when you've only got

1 one shop in town, one butcher shop and you've only got one
2 council and council depot where people attend to buy
3 different items, that type of thing. So it can make it
4 very hard with that. Also it can make it very hard when a
5 person may go to someone's place and the other person on
6 that order is already there and that type of stuff. So it
7 makes it very hard for socialising, especially around -
8 there's only a limited amount of socialising and
9 opportunities to socialise on Mornington Island.

10
11 Q. The final topic I wanted to ask you about are police
12 liaison officers. I understand from the evidence in your
13 statement that the role of the police liaison officer on
14 Mornington Island is quite different to how police liaison
15 officers have been utilised in other districts where you've
16 worked. Can you explain how it's different and how that
17 works on Mornington Island?

18 A. The police liaison officer here is a local. That's
19 probably one of the biggest differences from other areas.
20 With the police liaison officers here, especially the one
21 at the station - because we have one at the station, two at
22 the PCYC.

23
24 Q. Yes.

25 A. I utilise the one at the police station more than the
26 ones at the PCYC because they're dealing with other issues.
27 But the PLO at the station I use especially as a reference
28 guide on cultural issues and especially if there's a case
29 or something coming up that we know about, how can we
30 culturally not offend people or appease the community at
31 the same time.

32
33 Q. Do I understand from your evidence that the police
34 liaison officer who is attached to the station at
35 Mornington Island will attend callouts and just work
36 regular shifts and attend occurrences with the sworn police
37 officers?

38 A. Yes, the PLO doesn't do callouts as per se unless it's
39 an extreme emergency. Most of those times would be if
40 someone that's lost out in bush or someone's broken down,
41 that type of thing, because the PLO knows - from experience
42 he knows exactly where they are, where we might have
43 trouble locating that person just because of our limited
44 knowledge of going out bush and that type of thing. But,
45 yes, the PLO often rides in the car with police and does
46 attend jobs with the police and is able to assist and be
47 able to talk to different people at the job, whatever it

1 may be, and assist them with what police are doing and help
2 explain why police are taking action and that type of thing
3 as well.
4

5 Q. How important is that role, to have that resource,
6 that person who is a resource, when it comes to policing on
7 Mornington Island?

8 A. It's critical because we need to know - well, one
9 thing, sometimes culture can get in the way of different
10 things. Like, when we've got Sorry Business on the island
11 basically the entire island closes down. So, even as
12 police, we don't go out as much during Sorry Business,
13 unless there is an urgent job to attend, out of respect for
14 the family, that type of thing. So that's a big thing that
15 the PLO has made sure that we buy into as police so that we
16 don't offend the family and things like that by going out
17 there and serving documents or whatnot during that very
18 important time for the residents on the island.
19

20 Q. I understand from the evidence you give in your
21 statement that in other jurisdictions where you've worked
22 the role of the police liaison officer hasn't - has
23 potentially created some issues, and you give the example
24 of what occurred in Mount Garnet. Can you outline that for
25 the Commission?

26 A. Well, if you don't have - one big thing about police
27 liaison officers, especially First Nations police liaison
28 officers, it's very important that that person comes from
29 that community so that that person knows the culture, the
30 Elders, the traditional owners of that community and their
31 local customs. When I was at Mount Garnet we had a police
32 liaison officer at Ravenshoe, and that's around about 55ks
33 between the two towns. So I worked very closely with that
34 liaison officer.
35

36 However, that liaison officer came from South West
37 Queensland, so that PLO, even though he did have contacts
38 in Ravenshoe, that type of stuff, wasn't considered one of
39 the locals. So it made it harder for him to establish
40 those networks and those stakeholders that's essential to
41 perform that role, where if you've got a local person
42 that's grown up and lived in that community they're entire
43 life they don't have to go out and establish those
44 networks, they have already got them, they're there to
45 utilise.
46

47 MS CAPPELLANO: Thank you, Sergeant. They're the only

1 questions that I have for you. Some of the other lawyers
2 may have some further questions.

3

4 COMMISSIONER: Sergeant, if you're not in Burketown, who's
5 in Burketown at the moment?

6 A. There's relieving officers from Normanton in Burketown
7 that are rotating on a month-by-month basis, I believe.

8

9 COMMISSIONER: Okay. Are they trying to fill that second
10 officer role in Burketown?

11 A. Sorry?

12

13 COMMISSIONER: Are they still trying to fill the role of
14 the second officer in Burketown, or have they given up?

15 A. 100 per cent. No, no, they haven't given up. It's
16 actually advertised again in our police gazette, for about
17 the seventh time, I believe, but sometimes these roles in
18 the remote communities are very hard to fill, as you could
19 understand.

20

21 COMMISSIONER: Yes. How long has the officer in charge
22 position on Mornington been vacant?

23 A. The current officer in charge is currently on
24 long-service leave for approximately two months, and I've
25 come over to relieve in that position while that officer is
26 on leave.

27

28 COMMISSIONER: Okay. So it's not vacant; it's just
29 filling in while they're on leave?

30 A. Yes, yes, just while the senior sergeant is on leave.

31

32 COMMISSIONER: Okay. Did you say there were - are there
33 internet issues on Mornington?

34 A. Sorry?

35

36 COMMISSIONER: What's the internet like on Mornington?
37 You said something about the internet earlier.

38 A. It's very haphazard. You just can't get Telstra.
39 You've got to get also Activ8me and SkyMesh, which is off
40 the satellites, that type of thing. So if you've got
41 inclement weather, that type of stuff, you won't get
42 internet at all, especially private home internet. A lot
43 of the young officers like playing computer games. I'm not
44 in that field, but a lot of the younger officers are. With
45 that - that's their main source of enjoyment, and it makes
46 it very hard for them to enjoy those games when the
47 internet cuts in and out and/or is slower here than what

1 you can get on the mainland or Mt Isa or wherever it may
2 be.

3

4 COMMISSIONER: So how do the Qlites cope with that?

5 A. Qlites, they work in the township as in everything
6 Telstra, like your mobile phones, that type of thing. But
7 you go out bush, even just going 2 or 3ks outside the
8 township, being you're down - especially about 2ks out
9 you're down to 3G and the Qlites don't really cope with 3G.
10 You go 5ks out and you've got no coverage at all.

11

12 COMMISSIONER: All right. How big is the island?

13 A. The actual township, as I explained before, is down on
14 the south, southern, it's about 3ks long by about almost a
15 k wide. But the island itself, north-south, it's around
16 about 60, 65ks big, and east-west I think the widest point
17 is about 40 kilometres.

18

19 COMMISSIONER: Do people live all over the island or just
20 mostly in the township?

21 A. Predominantly in the township, but over weekends I'd
22 say half to three-quarters of the township can go out onto
23 country, camping, and some people actually have houses on
24 country. So, yes, they go out to their houses on country,
25 be like a holiday home. But - some are more shanties, some
26 are houses. But they often go out country where they do
27 their fishing and their hunting on their land.

28

29 COMMISSIONER: All right. Ms Hillard?

30

31 **<EXAMINATION BY MS HILLARD:**

32

33 Q. Sergeant, just in respect of the work that you do
34 around Burketown and the Gregory area, I just wanted to
35 elaborate on a couple of those regional issues. In respect
36 of Burketown to Gregory, that's a sealed road and it's a
37 bitumen road, isn't it?

38 A. Yes, that's correct.

39

40 Q. But pretty much as soon as you get outside of Gregory
41 it's sealed for a very short period and then it's dirt
42 roads, isn't it?

43 A. It depends which way you go. If you continue from
44 Gregory, head towards Cloncurry, so via the Burke and Wills
45 Roadhouse to Cloncurry, then on to Mt Isa, that's all
46 bitumen. Some of that bitumen road would be only that of
47 one lane, though. But the quicker way and the shortcut

1 way, as it's called, is you head out towards Camooweal,
2 which is dirt road from Gregory basically to Camooweal.
3 Then it's a single lane bitumen from there to the highway,
4 and then it's the highway from there to - which is about
5 70-odd ks then to Mt Isa.

6
7 Q. Just for the purpose of people who perhaps might be in
8 South East Queensland and not appreciate when you talk
9 about a dirt road, when we talk about dirt roads up here in
10 North Queensland it's not just a flat road that is dirt.
11 They can be corrugated, when I say, very heavily ridged,
12 and they can have a lot of dips, so they are incredibly
13 slow to move along; isn't that right?

14 A. Oh, yes, they're very corrugated. You've got
15 washouts, you've got creek crossings, river crossings, that
16 type of thing, on the dirt roads. That's correct.

17
18 Q. When you talk about having to go - I think you said
19 120 kilometres to get to Doomadgee, for example, it's not
20 just 120 kilometres at 100ks an hour; it takes a long time
21 to get there?

22 A. Nowhere around there - the signposted limit would be
23 100 kilometres per hour, but Doomadgee direction -
24 Doomadgee is about 100ks from Burketown, but there's a lot
25 of - there's a lot of cattle on the road. Not many of the
26 properties are fenced, so you've got a lot of cattle on the
27 road, plus you've got other animals - you've got wallabies,
28 kangaroos, pigs, everything that will be on the road. So,
29 when you say it's signposted 100 kilometres per hour,
30 you're rarely doing those type of speeds, especially at
31 night time. It would be impossible. You're lucky to be
32 doing 60 to 80 kilometres per hour most of the time.

33
34 Q. So when there are calls for service in any areas
35 outside of Burketown town or outside the Gregory township,
36 they can take some time to get to?

37 A. We get there as fast as we can, but, yes, they can
38 take some time to --

39
40 Q. I'm not criticising you. In respect of the coverage
41 and the seeking of service and calls for service,
42 the Commissioner asked you about coverage on
43 Mornington Island. Those same issues exist around Gregory
44 and Burketown and Doomadgee and other areas, don't they?

45 A. Oh, 100 per cent, yes. Just driving between either
46 town, essentially of the townships itself, just a few ks
47 out you lose phone coverage, that type of thing. So we've

1 still got radio coverage in the police vehicles and we've
2 got what's called Sat PTT, Push-To-Talk, so we've got
3 satellite type radios in the police vehicles. But, yes,
4 mobile phone coverage is extremely limited in those areas.
5

6 Q. When it comes to the Qlites, we know that the recruits
7 that are coming through are given a Qlite device at their
8 training, when they do the academy training. But, in your
9 experience, when they go into a regional area and they're
10 without their Qlite, do they know what to do?

11 A. Yes, Qlites - for me, Qlites is a device where we can
12 do certain checks, that type of thing, without using the
13 police radio, especially vehicle checks or person checks,
14 that type of thing, very easy to get up - talking about
15 domestic violence, to get up orders and things like that on
16 the Qlite. But if we don't have that available with us,
17 no, it's quite easy to get on the police radio, talk to
18 police communications and they can relay that information
19 to us via the radio system.
20

21 Q. So when you were talking about the junior officers
22 coming out into Burketown, Gregory, Mornington Island,
23 aside from the cultural training, they perhaps could
24 benefit from some additional training on how to cope with
25 when their Qlite doesn't work?

26 A. I hope they would learn that during their first year,
27 part of their FYC period, on how to use the police radios
28 and things like that. I know when I was in South East
29 Queensland we made sure that the first-year constables were
30 able to use the police equipment, because one thing -
31 you've got to be able to get on there. You can't use the
32 Qlites if you need assistance, that type of stuff,
33 especially urgent assistance, so you've got to be able to
34 use the police radio network and be able to talk to the
35 operator on the other end so you can get your message
36 across and be able to - so people know where you are.
37

38 Just a classic example would be calling on and off
39 jobs, saying where we are, that we have called off that
40 job, and when we leave that address we call back on so that
41 police communications know that we've finished that job and
42 if there's another job in the queue they give us the next
43 job, that type of thing. Yes, we can pick that up on the
44 Qlite. But sometimes it's actually quicker to use police
45 radio, and, me being an old timer, I prefer police radio
46 sometimes than the Qlites.
47

1 Q. One of the things that you spoke about was the junior
2 officers not being as prepared for coming into these remote
3 areas or communities. Can I ask you your view. Do you
4 think being an older person coming into these communities
5 makes it a little bit easier to get respect from the
6 communities because you're viewed a little bit more as an
7 elder?

8 A. I think that could be a valid point. An elder within
9 the QPS, they could think that, yes. But I think it's also
10 more about life experience and being able to talk and talk
11 to a wide range of different people as well, that type of
12 thing as well, just not - just not your peers, that type of
13 thing. I've been out in the community my entire career.
14 So it's a matter of being able to talk to people and put
15 people at ease, that type of thing, in a variety of
16 different jobs and roles that I've performed.

17
18 Q. In relation to the community work that you do, you
19 spoke a lot about hunting and fishing and rugby. Correct
20 me if I'm wrong, I thought that hunting and fishing on
21 Mornington Island was typically a men's business; is that
22 correct?

23 A. Fishing, no. I would say in my experience here,
24 watching the ladies fish, they probably outfish most of the
25 gentlemen.

26
27 Q. In terms of Counsel Assisting, I think she might have
28 asked you a few questions about engagement with women, and
29 you spoke about some of the stakeholder groups and talking
30 to aggrieveds and victims. What sort of things have you
31 been able to do in Burketown, Gregory and Mornington Island
32 to engage more with women or the people experiencing
33 domestic and family violence? Or perhaps you can even say
34 what works better or not?

35 A. Okay. My role is that I basically talk
36 with - especially with Mission and the women's shelter here
37 on Mornington Island, I talk to the head person there at
38 Mission Australia more than the actual women as per se
39 because it's very hard sometimes for a man to talk to
40 especially First Nations women. There can be some cultural
41 issues in relation to that as well. But I mainly talk to
42 the head there, see if there's any trends, if there's
43 anything police can do and different - and basically talk
44 in general about how we can make each other's job easier.

45
46 Q. One of the things that the Commission has heard
47 evidence about is positive outcomes for culturally and

1 linguistically diverse women of a co-responder model of
2 being able to go into their home with a social worker to
3 assist them. Assuming that you had a social worker
4 available to you who would breach that gender gap that
5 you're talking about, would that be something that would be
6 helpful, do you think, in the work that you do?

7 A. In certain circumstances, depending upon the role of
8 the social worker and their charter, if you know what
9 I mean.

10

11 Q. You talked about the shelter on Mornington Island. Do
12 you know if that's long-term accommodation or is it just
13 short-term crisis accommodation for a week at most?

14 A. It's more short-term accommodation.

15

16 Q. You talked about there being a mission out there in
17 addition to the women's shelter, and I think in your
18 statement you say that there's no services otherwise, at
19 paragraph 28, at Burketown. It seems to me to be quite a
20 significant gap that you might benefit from if there was
21 more access to other specialist women's domestic violence
22 workers to assist?

23 A. Yes, there are workers at Doomadgee for
24 domestic violence but nothing on the ground as per se at
25 Burketown and Gregory. We do have the hospital at
26 Burketown, and the nurses there do assist a fair bit when
27 it comes to aggrieveds, and mental health issues and
28 different things like that. But as in a formal - like, a
29 Mission Australia or Save the Children or something like
30 that at Burketown, it's a population of 200 people, it's
31 very hard to say, yes, we would use it every day because we
32 probably wouldn't. But, yes, you do have some 100ks down
33 the road, providing it's not flooded and that type of thing
34 during cyclone season. Yes, they can access services at
35 Doomadgee for that type of thing as well.

36

37 Q. Just in relation to some of the other work that you
38 do, you spoke about the men's group, and I think someone
39 else refers to it as the yarning circle, and you gave --

40 A. Yes.

41

42 Q. -- some evidence about how you try to talk about
43 domestic and family violence and educate. Do you think
44 that there's maybe a little bit more room for something
45 that could be done, what's often referred to as a men's
46 behaviour change, culturally appropriate of course, that
47 would be beneficial that you could access to help people in

1 that community?

2 A. Oh, 100 per cent. There's a lot of things that we
3 could do and do better, but - you know, when I first
4 started here at Mornington Island there was no men's group,
5 or yarning circle, as it's called. So my view is baby
6 steps to try and get things up, and that may lead to
7 behavioural change down in the future. But whilst we've
8 got men going there, we provide dinner and - or
9 Junkuri Laka provides dinner, or they go out and hunt and
10 bring back dugong and sea turtle to eat that night, you
11 know, if we can get that established and then we can look
12 at down the future bringing in maybe other people for
13 behavioural change or different techniques. But it's very
14 hard to do that when - you know, Lungy at Junkuri Laka is
15 doing a great job there, but it's a matter of getting that
16 consistency as well, of making sure that that group sort of
17 survives at the moment. It's very much in its infancy
18 still. So making sure it's a constant thing for the men to
19 attend and getting the men used to attending that group as
20 well, getting a consistent level of men there and getting
21 the right men to attend there as well, because sometimes
22 men are very reluctant to go to those type of meetings and
23 to share their feelings, that type of thing as well.

24
25 Q. Can I just ask you about the work incentives in the
26 regional areas. There's been some evidence before
27 the Commission in respect of pay incentives in a regional
28 area. Off the top of my head, I think it was 1,000, 2,000,
29 3,000 for each year, trips home. But I was wondering if
30 you had a view on some evidence of a witness who said that
31 when they locate families on Mornington Island they stay
32 longer term. Do you think that there would be some scope
33 for recruiting in those vacancies to think about those
34 types of things, to try to encourage families to attend,
35 rather than what's been happening?

36 A. I don't understand the question, sorry.

37
38 Q. Sorry, that's all right. There was some evidence from
39 someone who was involved in placing people on
40 Mornington Island, and she had said that families - when
41 she 's able to place an officer with a family, that went
42 with them, they tended to stay at Mornington Island for
43 longer?

44 A. Oh, yes, well, if you've got - especially Sorry
45 Business would be a prime example. When we've got Sorry
46 Business we can have people coming from all over the gulf
47 and cape, from Aurukun, Normanton, Doomadgee, Mt Isa,

1 coming to Mornington Island and sometimes those family
2 members do stay, which does create very large housing
3 issues on the island because there's no actual hotel or
4 anything like that, accommodation. So it's very easy to
5 have a house with 14, 15 adults in it as per se because of
6 those issues. It's a good lifestyle on Mornington Island,
7 and I wouldn't want to leave either. So with that
8 they - yes, but just those housing issues can create
9 domestic violence issues because just of the overcrowding
10 inside the house.

11

12 Q. With the police officers, have you had any experience
13 with the police officers going and working at
14 Mornington Island with their family, or are they often just
15 individuals?

16 A. No, we've got some people here - we've got a senior
17 constable here at the moment, he's got his family here,
18 wife who works at the school, children that go to the local
19 school. We've had different families come in and out. But
20 my family personally, they choose to stay in Brisbane,
21 university and different things like that, and my wife has
22 a job down in Brisbane. But a lot of the younger people,
23 they're coming up as single people. They're not - they
24 might have relationships with people off the island -
25 boyfriends, girlfriends, that type of thing. But, yes,
26 they don't - sometimes the boyfriend or girlfriend comes to
27 the island and lives here and gains employment at the
28 school or hospital or council. But most of the time you
29 come up by yourself.

30

31 Q. Just the final topic I just wanted to ask you about,
32 we've heard some evidence from the officer involved at the
33 Thursday Island and he spoke about how in the island
34 communities over that part that there's often coercive
35 control, the woman will have her phone taken off her,
36 there's a lot of isolation. I can see you're nodding your
37 head. Do you have a view about that?

38 A. Coercive control would be the - probably the
39 biggest - one of the biggest factors here on
40 Mornington Island, even to the point where we might have
41 arrested the offender or the respondent for a matter and
42 the rest of the family will then use coercive control to
43 get the aggrieved to change her statement or not wish to
44 provide a statement or withdraw the complaint and things
45 like that. I've actually had the other family members
46 actually drive the aggrieved to the police station, bring
47 them into the police station, "I wish to withdraw the

1 matter now." So, yes, it is a huge factor.

2
3 Taking phones, jealousy would be the biggest issue on
4 Mornington Island that causes domestic violence, and a lot
5 of that is down to coercive control, and, as I said
6 previously in my statement, a lot of people on the island
7 don't see that as domestic violence. It's only the
8 physical punch or assault that they see as
9 domestic violence. They don't see that as
10 domestic violence, you know, you can't see that person.
11 But there is some cultural things too about policing
12 cousins and things like that where they can't see each
13 other. They know those rules anyway, and that's cultural
14 rules and cultural law. But, yes, jealousy, coercive
15 control are major issues on Mornington Island. But it's
16 very, very hard to get statements from people in
17 relationships because of coercive control. It's extremely
18 hard.

19
20 Q. I imagine when you said in your evidence that you
21 often get met with "I forget" or "I don't know" when you go
22 back to talk to an aggrieved, they might generally forget
23 or don't know but that could also be a symptom of the
24 coercive control?

25 A. 100 per cent

26
27 MS HILLARD: Thank you, Commissioner.

28
29 COMMISSIONER: Mr McCafferty, do you have any questions?

30
31 MR McCAFFERTY: Just one question, Commissioner,

32
33 **<EXAMINATION BY MR McCAFFERTY:**

34
35 Q. Sergeant, my name is Pat McCafferty. I'm a lawyer
36 representing the police union. Just at paragraph 27 of
37 your statement you mention fatigue for officers
38 (indistinct) as a contributing factor. I assume you mean
39 in obtaining statements in First Nations communities; is
40 that right?

41 A. I'm sorry, you broke up there.

42
43 Q. That's all right. I'll slow down. Paragraph 27 of
44 your statement, do you have that in front of you?

45 A. Yes.

46
47 Q. You mention fatigue for officers is also a

1 contributing factor; can you see that?

2 A. Yes, the contributing factor, it's just in relation to
3 their tiredness or their patience as it may be.

4
5 Q. My question is this: what do you think would be a
6 solution to avoid or minimise fatigue in officers?

7 A. If I could say more staff on the island.

8
9 Q. Yes.

10 A. As I said previously in my evidence, it's a station
11 with a strength of 12 general duties officers, but it's a
12 rarity where we actually have 12 officers on the station -
13 at the station. Most of the time we have on our books
14 around about eight. Out of that eight we've got at least
15 two people on annual leave at any time, and we might have
16 someone off island doing a course, and of course you've got
17 sick leave and that type of stuff. So - just this weekend,
18 for instance, we actually only had five general duties on
19 the island, and one of them was on their rest day, so we
20 only actually had four police officers on the island that's
21 able to work, plus a plainclothes officer.

22
23 Q. How many do you think you would require on the island
24 at any one time, ideally?

25 A. Ideally, all 12. But taking in factors of annual
26 leave and different things like that - I know we used to
27 have minimum staffing levels and things like that. I would
28 like to see that up around about 10 because that way you're
29 relieving a lot - you're sharing the overtime amongst
30 10-odd people, just not four or five that are currently on
31 island. Then we could also have overlapping shifts so that
32 you're actually - you've got more police on the island,
33 more police on shift, so you actually share the workload
34 amongst each other a lot better.

35
36 MR McCafferty: Thank you, Sergeant. That's all I have,
37 Commissioner. Thank you.

38
39 COMMISSIONER: Yes.

40
41 MS WILLIAMS: Does Your Honour require me to announce my
42 appearance?

43
44 COMMISSIONER: No, Ms Williams, it's all right.

45
46 MS WILLIAMS: Thank you, Your Honour. I have no
47 questions.

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COMMISSIONER: Thank you.

MS CAPPELLANO: I have no further questions, thank you, Commissioner. May Sergeant Smith be accused?

COMMISSIONER: Thanks very much, Sergeant Smith. You're free to leave, go about your business.

A. Thank you very much.

MS CAPPELLANO: Sergeant, just before you leave, I understand that Ms Sellin from Junkuri Laka is also at the courthouse. Would you be able to send her in to give her evidence now?

A. Certainly will. Hopefully she's just outside. If not, I'll go to the police --

MS CAPPELLANO: She's just outside.

A. Okay. Won't be a moment.

MS CAPPELLANO: She's outside. Thank you.

<THE WITNESS WITHDREW

<NIKITA SELLIN, sworn:

<EXAMINATION BY MS CAPPELLANO:

Q. Thank you, Commissioner. Ms Sellin, can you see and hear me okay?

A. Yes. Yes, I can. Do I need to stand up when I speak or --

Q. No.

A. Okay.

Q. Ms Sellin, you've provided a statement to the Commission of Inquiry, haven't you?

A. Yes. I've got it here.

Q. You can refer to that if needed throughout your evidence.

A. Okay.

Q. But I want to begin by asking you about the role at Junkuri Laka, but first it's apparent from your statement that you identify as a First Nations woman. Would you like

1 to outline for the Commission your cultural heritage?

2 A. Sure. So I am from Yarrabah. I am a Gimuy Walubarra,
3 Yidingi, Bidjarra, Koa and Wakaman woman, and my heritage
4 extends from Cairns to Chillagoe down to Brisbane as well.

5

6 Q. And you live and work on Mornington Island?

7 A. Yes. So I've lived at Mornington since 2020, so about
8 two years now and a few months working - I started off
9 working at Junkuri Laka as the solicitor. We had a
10 community legal centre, and now I am currently in the role
11 as the CEO.

12

13 Q. Do I understand your evidence in your statement
14 correctly that you also work - as well as being the CEO of
15 Junkuri Laka, you also work in the capacity as a private
16 lawyer with Atherton Tablelands Law?

17 A. Yes, that's correct. I am seconded to Atherton
18 Tablelands Law. I'm supervised by, ATL, John Bottoms.

19

20 Q. In terms of Junkuri Laka on the island, do
21 I understand correctly it's been running for about
22 10 years?

23 A. Yes, that's correct, since 2012 it's been operating as
24 a justice group and now as a community service where we
25 provide a few services to the community.

26

27 Q. Now, in terms of the different roles of Junkuri Laka,
28 one of the roles that you identify in your statement is
29 providing support for men who are involved in domestic and
30 family violence and substance abuse. Can you outline some
31 of the programs that Junkuri Laka provides in that role?

32 A. Sure. So we've got a program called Muyenda men's
33 program. We were funded by the department of women's and
34 disability services. So the support that we provide are to
35 perpetrators at Mornington Island. So the role is
36 specifically for the coordinator of Junkuri Laka to provide
37 that case management support to men that are perpetrators
38 of DV and trying to break the cycle and run programs in the
39 community. So we do have a program that the men's group
40 run every Wednesday called the yarning circle. So this is
41 a space where the men who are referred to us by QPS, the
42 Redbourne database and courts, men that are on community
43 service or on parole - strict parole conditions where they
44 have to attend the men's yarning circle. I think it's the
45 only program on the island that supports men in that space.
46 And other activities they do is not just only attend the
47 yarning circle but they work in the community by - an

1 example is when there's a funeral some of the men will come
2 together and collect wood for fire or for the Kup Murri
3 that they do. There's also other programs where -
4 activities where they go out in the boats, fishing,
5 camping, hunting. So it's more therapeutic and case based
6 managed.

7
8 Q. Is the yarning circle - we've heard some evidence
9 about the men's group. Is that the same thing?

10 A. Yes, so the yarning circle is the same thing for the
11 men's group. So Wednesdays it's at 6 pm at Junkuri Laka's
12 backyard. So we've got a nice yard where they come around
13 and sit around the fire and talk, and also we invite QPS.
14 So they attend when they can to the yarning circle on
15 Wednesday nights.

16
17 Q. Do I understand correctly that Junkuri Laka will help
18 pick people up in their vehicles to be able to bring people
19 to the yarning circle, take them home?

20 A. Yes. So there's a community bus provided by the
21 council. So the community bus driver will take one of
22 the other workers, and they'll go around and pick the men
23 up.

24
25 Q. In terms of your - another role that Junkuri Laka does
26 on the island is facilitating the Community Justice Group;
27 is that right?

28 A. Yes, that's right. So we have that program --

29
30 Q. You go. Sorry, I was just going to ask you to explain
31 it?

32 A. It's also funded by DJAG, the justice group program,
33 yes.

34
35 Q. Through the justice group program do you provide court
36 support to both victims and respondents of domestic and
37 family violence orders?

38 A. Yes, that's correct. So mostly the community members
39 that go to court, we support them, the victim and the
40 perpetrators. We'll provide them with advocacy or refer
41 them to Legal Aid or ATSILS or - on court days we tend to
42 go and pick up people as well that's on the court list but
43 have not turned up to court, so that, you know, a warrant
44 can't be issued. But we support mostly victims and
45 perpetrators with the Community Justice Group, and we've
46 got funding there that we can support particularly victims
47 that are needing a safe place to move to. So we help with

1 flights off the island if it's an extreme emergency case.

2
3 Q. Are there other services which are more specifically
4 victim support services that the Community Justice Group
5 can refer aggrieveds or victims to?

6 A. Unfortunately, no. The only other services is
7 Mission Australia, I think they have a women's shelter, but
8 there's no other services that help in that space like we
9 do.

10
11 Q. You talk also about Junkuri Laka having a mediation
12 service. Is that domestic and family violence related or
13 is that broader?

14 A. That's broader, but we have had cases where we did
15 mediate between couples, and that's - one of the reasons is
16 where they want to remove conditions on the order, the no
17 conditions contact, so to get that before the magistrate
18 they have got to mediate and attend other counselling
19 services and agree to have that put in place so the
20 conditions can be removed. But that's a step that we do as
21 well.

22
23 Q. Do the QPS have a role in cases like that, when
24 there's a mediation about non-contact orders?

25 A. Yes. I've had one experience when I first came and
26 worked here where we had one of the officers chat to us
27 about doing a mediation with a couple where they want to
28 vary the order, and I think that has progressed and was
29 successful. But that was one case I had. Other mediation
30 cases are more about family disputes in the community or
31 families fighting amongst each other and wanting to sort it
32 out.

33
34 Q. Broader issues?

35 A. Yes.

36
37 Q. In terms of that issue about non-contact orders, are
38 non-contact orders common and are there any issues around
39 non-contact orders given the size of the island and issues
40 such as --

41 A. It's - yes, it's pretty common on the island, the no
42 contact. I've just got a case, a lady that's having - so
43 we referred it on to QIFVLS, where there's a no contact
44 condition on her DVO order which she wants to remove. So
45 it is quite common on the island. We do have a few cases
46 where they will come up to Junkuri Laka and ask for our
47 assistance to remove the no contact conditions, because

1 I think one of the issues is that when they come to court
2 they - when the PPN order is before the magistrate or the
3 police, you know, made the order, sometimes the partner are
4 not present in court, so they just agree with the mandatory
5 conditions, which then - they don't really understand that
6 until probably the police are there chatting to them that
7 you can't have contact, and that's when they will approach
8 Junkuri for legal advice or assistance in removing the
9 mandatory conditions of no contact.

10
11 But there's other conditions on the order where you
12 can't be intoxicated. So there was another case that the
13 son is not allowed to go home while he's intoxicated, and
14 that is another condition that the police will put on the
15 orders, that you must be of good behaviour and you must not
16 be intoxicated. So that's between, you know, mother and
17 sons or fathers and sons and families.

18
19 Q. In terms of the court system and your role in the
20 justice group, do you have any observations about whether
21 people, firstly, are legally represented and whether people
22 turn up to court?

23 A. Yes. So there is issues where people don't tend to
24 attend court, but we do try and assist ATSILS and their
25 clients to come to court.

26
27 Q. And ATSILS - do people have representation when it
28 comes to the civil applications for the actual domestic and
29 family violence order, or do they just have representation
30 for the criminal matters or like a breach or contravention
31 of an order?

32 A. That's correct, it's mostly for breach and
33 contravention of the DVO. I think most court days we do
34 have the legal aid duty lawyer. So I have witnessed a duty
35 lawyer here assist clients with applications or they'll
36 adjourn it and get them to fill out the legal aid
37 application form in the system in that sense.

38
39 Q. Is there representation for respondents as well?

40 A. Yes, that's ATSILS. That's where they will represent
41 the respondents - when there's a contravention, not so much
42 when the application's being heard.

43
44 Q. In terms of the youth justice support service, is that
45 specifically - is there any aspect of that that is specific
46 to domestic and family violence matters?

47 A. Not so much DV matters with the youths. It's more of

1 other offences - break and entry and that type of offences.
2 But we don't have cases - a lot of cases with DV with the
3 youths.

4
5 Q. You also talk --

6 A. We do do - sorry.

7
8 Q. You go.

9 A. So with the youths we just - we participate in the
10 restorative justice process, but that's not so much DV.
11 It's just more the break and entry and stealing and that
12 type of offences.

13
14 Q. You also indicate that Junkuri Laka provides general
15 community support and runs broader cultural programs on
16 Mornington Island; is that right?

17 A. Water cultural - did you say water cultural programs?

18
19 Q. Sorry, broader cultural programs.

20 A. Oh, broader cultural programs. We do assist, and the
21 Elders where they talk to most men about culture, but -
22 culture is a part of the program, so we do involve the
23 Elders, but not so much something that we do on its own.

24
25 Q. Yes. In terms of staffing you indicate that
26 Junkuri Laka has four staff and nine board members, all who
27 identify as First Nations, and you identify that a real
28 challenge for your organisation is recruiting and retaining
29 staff. Is that due to the isolated nature of work on
30 Mornington Island?

31 A. Yes, and it's also due to the skill set and the
32 qualifications, that locals on the island don't have the
33 skill set and the qualifications to assist. So that's
34 something that we are challenged by. But we do want to in
35 the future encourage locals to be skilled up and gain the
36 qualification, and then that way we can have local
37 representatives at our office.

38
39 Q. You talk in your statement about the importance of
40 staff living locally and providing services in person, and
41 do I understand your evidence correctly that one of
42 the ways in which you want to overcome that recruitment and
43 retention of staff issue is to recruit more people who live
44 already on the island who are part of the Mornington Island
45 community rather than getting outsiders flying in?

46 A. Yes, that's correct, because the issues that we have
47 is that there's not enough housing, social housing, on the

1 island to accommodate outside workers. So that's why we
2 want to get locals, so that way they're from the island,
3 they live on the island and they can work on the island
4

5 Q. You recognise in your statement the limitations of
6 people who provide call-in services or fly-in fly-out
7 services; is that a major issue?

8 A. Yes. We have - that's a big issue because the reason
9 it's a big issue is that there's no - I guess there's no
10 consistency with building your rapport with your clients.
11 It's always FIFO and it's always a new staff. When you're
12 just getting familiar with one staff, then someone else,
13 you know, they're replaced by. So it's kind of hard for
14 the local communities to build rapport with services, and
15 it's hard for them to actually call or contact when they're
16 not based on the island. So that's an issue that the
17 Mornington Island people and the services - we all agree
18 that the issue is that the FIFOs are not so much on the
19 island 24/7 or five days a week when you need them to be on
20 the island so that we can refer clients to them or they can
21 assist them in I guess whatever it is that they need, like
22 housing or housing application or, you know, medical
23 referrals and other services that are based on mainland
24 that are not so much based on Mornington, which makes our
25 job a lot harder.
26

27 Q. Are there low levels of community engagement with
28 those services that only offer fly-in fly-out or call-in
29 services?

30 A. Yes, very low numbers that I guess community members
31 go and see, because sometimes you don't know when they are
32 on the island, and when they are on the island you find
33 that the day after or the day that they're ready to leave
34 off the island, so it's I guess communication or there's
35 not enough transparency when the services are on the island
36 because the clients don't find out and a lot of people are
37 not on social media, don't have phones, community members
38 don't have mobile phones, they don't have internet
39 connection or wifi, and by the time the people are on the
40 island it's too late, they're flying off.
41

42 Q. Can I ask you now about domestic and family violence
43 on Mornington Island. You indicate in your statement that
44 there is a high level of domestic and family violence on
45 the island. Is that one of the - sorry, can I ask do you
46 have any comment on whether that usually involves physical
47 violence or also involves coercive control and other

1 controlling type behaviours?

2 A. Yes, I think you've covered all of that different
3 violences of physical, emotional and psychological; it all
4 happens on Mornington Island. We do - majority of people
5 that are going to court, the adults, for a contravention of
6 a domestic and family violence or PPN orders, that's one of
7 the biggest issues and challenges that we face on
8 Mornington Island, and we need more support for the people
9 on this island. We need more legal education, I guess, on
10 what domestic and family violence is, and more proactive
11 and on-the-ground - within the community, you know, where
12 you're holding barbecues or stalls promoting what domestic
13 and family violence is and educating the kids at school.

14

15 I've been approached last week when we had the child
16 expo that one of the gardens officers asked if we provide
17 legal education, and I said, "Look, I am a solicitor. I'm
18 happy to do that if there's a need at the school," and she
19 said, "Yes, there's a need at the school around educating
20 the kids around what domestic and family violence is." So,
21 yes, there is a big need on the island around education and
22 issues with domestic and family violence.

23

24 Q. In terms of things like cross-orders, are they common
25 or is it usually just a single order?

26 A. It's not common. I haven't seen a lot of those
27 cross-orders at court. I think I've seen about maybe one
28 to two cross-orders, but that's not common on the island.

29

30 Q. In terms of instances - do you ever see
31 misidentification of the person most in need of protection?

32 A. Sorry, can you explain it again?

33

34 Q. Sorry, do you ever see police matters where the person
35 who has called the police asking for assistance might be
36 the person who is then charged with a breach or is made to
37 be the respondent in an order?

38 A. Yes, there was a case in particular - I think there's
39 only two cases that I know of. The instance - I'm
40 representing them tomorrow, but the police have breached
41 him on a contravention of his DV order because he was in
42 front of the TV drinking one can of mid-strength
43 Great Northern, and the order was actually - the house
44 is his mum and dad, and so the police were called - it was
45 the son and the mother that had a bit of an argument, and
46 the police were called, but the person on the DVO
47 application was his dad and it was not his mum. So the

1 police were called, they removed him and they breached him
2 for contravening the domestic and family violence order
3 because it was on the conditions that he was not to be at
4 home under the influence, and that was one of the cases
5 where, you know, they called the police just to remove the
6 son so that he can go somewhere else and finish his cans,
7 because alcohol is now legal on the island, it's got to be
8 under 0.5 per cent, so he was just at home having a beer,
9 but due to the housing crisis, you know, young people and
10 single people have no choice but to still continue to live
11 with their parents.

12
13 And there was another case where the police were
14 called just due to alcohol, the police came and then it was
15 the mum that was charged as well for possessing home brew
16 when she was calling for assistance from the police because
17 there was an argument between her and her daughter and it
18 escalated. So she called the police just to remove or do
19 what it is that they do, but then the police turned around
20 and charged her for possessing alcohol.

21
22 Q. Is it common for domestic and family violence orders
23 not to be taken out between people who are in a
24 relationship, as in a romantic relationship, with each
25 other and are a couple but also those familial
26 relationships where it's mother-son or father-daughter,
27 those sort of relationships as well?

28 A. Yes, yes, that's correct. There's - I came across a
29 few orders where there's in that case mother and son order
30 or sister and brother, or the aunties and uncle - aunties
31 and niece or son and father. So, yes, it is common on this
32 island.

33
34 Q. Can I ask you this, and it might be something that you
35 aren't able to comment on, but do you have any sense of
36 whether in those broader relationships where it's not the -
37 it's romantic couple where domestic and family violence
38 orders have been put in place is there controlling
39 behaviours within those relationships as well or is it more
40 violence?

41 A. I'm not too sure. I haven't come across that. So
42 I do know from community talk that it's - with those type
43 of relationships it's more I guess cohesive - like, taking
44 the keycards and going and buying home brew or using it on
45 - you know, just taking the family's keycard and buying
46 alcohol and drugs. But that's as much as I know.

47

1 Q. You talk about the relationship between alcohol
2 management plans and domestic and family violence in your
3 statement. Can you outline that for the Commission?

4 A. Yes, sure.

5

6 Q. You talk about how until recently alcohol had been
7 completely prohibited and how that might affect - how that
8 affects domestic and family violence matters?

9 A. Yes, yes. So the justice group's role is to discuss
10 the AMP, alcohol management plan, which involves the
11 council and the department of liquor and licensing. So
12 we've just recently got back the carriage limit licence to
13 bring in alcohol from mainland, which has to be under
14 0.5 - 0.04 per cent, which is mid-strength beers or
15 spirits. So we've been - the justice group have been
16 involved in those decisions and trying to bring that back.
17 What they did, they were successful in their comments to
18 allow alcohol back, and one of the reasons was due to home
19 brew. Home brew has caused a lot of family disputes on the
20 island, especially around DV, DV relationships with
21 families and partners. Home brew has played a big part
22 prior - before AMP and the licence came back. So it was a
23 big issue on the island. But since the alcohol management
24 plan has come back we've noticed that there's been a
25 slight - a decrease in family and domestic violence on the
26 island.

27

28 Q. Is that decrease in term of numbers and severity of
29 incidents or both?

30 A. Both, severity of incidents and numbers.

31

32 Q. When did that change, the different AMP?

33 A. So that came in in April, the licence came in in
34 April. So since April to now we've noticed a difference.

35

36 Q. You talk in your statement about the relationship
37 between police and some staff at Junkuri Laka, and one
38 thing that you say is that currently there's a stable
39 relationship with police and particularly the current OIC
40 and the specialist police, and you talk about a number of
41 different initiatives that there are, such as the Redbourne
42 referral system. Can I just ask you more generally what
43 measures help to improve that relationship?

44 A. Sure. So I met up with the OIC and I introduced
45 myself that I'm a solicitor and the CEO at Junkuri Laka.
46 So when I first came here in 2020 that's when I met Shane.
47 So I started to build that relationship with the police

1 because they're very important to the community and to the
2 services that we provide with mediation in the men's and
3 the justice group. So I would say that our relationship
4 with the police on the island is pretty good. So we work
5 with the police, not against the police, and we want the
6 community to see that as well, that we are there to work
7 with the police and that - so that our relationship can be
8 strong in that sense, so that the community see that we're
9 trying to help the community.

10
11 Q. The Shane you referred to, is that Shane Smith?

12 A. Yes, that's Shane Smith, and Pete - I think he's on
13 annual leave, so Shane's back to fill in that gap until
14 Pete comes back. But Pete is pretty good as well. So we
15 invite him and the other police officers to attend the
16 yarning circle on Wednesdays. So Shane will come with
17 fish, he'll bring a few fishes, with Pete or the other
18 officers that are on the island. It's not every Wednesday
19 but there is, you know, that consistent where they do tend
20 to show up and have a chat to the yarning circle, to the
21 men that are there participating.

22
23 Q. You also talk in your statement about some of the more
24 formal collaborations with police, and that includes the
25 Redbourne referral system. You receive referrals for
26 victims and perpetrators or just perpetrators?

27 A. Both. So we do get the referrals daily or weekends as
28 well. So when there is a referral they do explain who the
29 couple are or if it's a father or son or a cousin - cousin
30 incident. So we do get all that information, both male and
31 females.

32
33 Q. Do you refer onto other services as well?

34 A. We do except most of the referrals that come through,
35 because we're the only service, I guess, that does
36 on-the-ground work that works with men and women. So we
37 mostly accept, and that's where case management will come
38 into play, where my staff will go out and talk to whoever
39 it is - well, it's called a first response, where we'll
40 just - one of my staff will call them and ask, "Do you want
41 to attend Junkuri Laka? Is there anything else?" We're
42 focusing on doing safety plans with the ladies that came
43 through the Redbourne referrals, and then the men that are
44 the perpetrators, we will do case management and invite
45 them to attend our program.

46
47 Q. You also talk about having the regular DV meetings

1 with police and other stakeholders, and how you in those
2 meetings discuss current trends and issues that have arisen
3 through the month. That's another engagement; is that
4 right?

5 A. Yes, that's right. We haven't attended the DV meeting
6 for some time, but we will be attending I guess in the
7 future. There was just a few - I guess with my role,
8 because I was the CEO and solicitor, so I had represented a
9 few people on the island, I think that a conflict came in.
10 But I do have other staff that would participate in the DV
11 meeting. But, yes, that's where they - I have sat in a few
12 when I started here, when I first came up in 2020, and we'd
13 talk about cases between the current DV incidents.

14
15 Q. You also talk about examples - you outline an example
16 of some more informal help or collaboration between your
17 organisation and the police at paragraph 6(a) where the
18 police have been at a crisis point and then contacted your
19 organisation for assistance. Can you outline that example
20 for the Commission?

21 A. Sure. So I received a phone call from the
22 Morningside Island Police Station and then they just asked
23 if - you know, "There's an incident that just happened. We
24 need support," because the QPS don't have that now funding
25 to fly off victims, and so what had happened was that they
26 came up to the office and had a chat with myself and the
27 other staff member about what support we can provide to the
28 victim, and we said, "Look, we do have brokerage funding
29 there that we can support the victim." So the police would
30 give us the name of the victim and the contact number and
31 then we'll go and look for her and the address. So we'll
32 go out to speak with her and if - you know, when is she
33 available to fly off the island, because it was a very
34 serious matter, I think he was walking around with an axe
35 trying to find her the night before - or it happened over
36 the weekend a few days prior to the police coming and
37 seeing us, but it was I guess within the urgent time that
38 they saw us when it was a while back at the working day, on
39 Monday. So we got onto that pretty quick. The young
40 victim came up to our office. The police did bring her up,
41 I think - the police would bring the victim up to us, and
42 then we'll have a chat with the victim and then talk about
43 flights and "when can you get off the island", because the
44 victim didn't want to leave the island, and so we said,
45 "Look, it's pretty urgent that you do leave the island or
46 this will continue to happen." So we gave her a window
47 between this time to fly off the island, and then that's

1 what we did, we flew her off the island because it was a
2 very serious matter, and that was just one of the cases.
3 We had flown off somebody else, off the island, due to
4 something similar, where the partner was looking for her
5 and trying to do, you know, really cruel acts I guess
6 against the victim, and then we flew the victim off the
7 island, yes.

8
9 Q. So they're some examples of more informal
10 relationships and collaborations with the police at that
11 crisis point, I guess?

12 A. Yes, yes.

13
14 Q. You also identify in your statement a number of
15 challenges in terms of the relationship with the police
16 when it comes - both generally but also in relation to
17 domestic and family violence orders - domestic and family
18 violence matters. One challenge that you identify is
19 Morningson Island having quite young and inexperienced
20 officers who have little experience working with vulnerable
21 people, let alone First Nations people, and so they're not
22 having understandings of the cultural background. Is that
23 something that you encounter commonly?

24 A. Yes. It is quite common because it's always the young
25 rookies that are coming up to Morningson Island that are
26 from, you know, big city life compared to Morningson, which
27 is a small, rural, isolated island, where they have not had
28 contact with an Indigenous community and would - you know,
29 the extent of the DV on this island, it's quite often that
30 there's a lot of DV, but they do seem to bring up, you
31 know, young officers that are gaining experience. So, yes,
32 that is a bit of a challenge for us. But my relationship -
33 I mostly deal with the officer in charge, and there's a
34 police officer that identifies as Maori. So my
35 relationship with the Indigenous officer is more - I've got
36 a good rapport with the Indigenous officers like the Maori
37 officer and the senior officers in charge.

38
39 Q. In terms of you also talk about Morningson Island
40 having very strong cultural and traditional lore, as in
41 l-o-r-e, customs and that that plays a role in how police
42 interact with community. Can you explain that a little
43 further for the Commission?

44 A. Sure. So there's a lot of I guess unsaid cultural
45 norms on the island that you've got to live on the island
46 to experience it a bit more. But there are relationships
47 where a sister cannot talk to their brother or in-laws or

1 there's - it's mostly brothers and sisters that I found out
2 on the island that they can't seem to be in the same car or
3 in the same room or, if they are in the same room, one will
4 look away. But the culture - the l-o-r-e culture is pretty
5 strong. There have - there are Elders that are bringing
6 culture back into the schools and educating the kids around
7 culture, which they tend to love. But, yes, lore, l-o-r-e,
8 they do have their own lores here. I don't have a lot of
9 experience and, I guess when families are fighting each
10 other, what's the lore for payback and stuff like that.
11 But I have witnessed just, you know, brothers and sisters
12 not talking or - which plays an important part I guess on
13 the island. When it comes to a workplace, you know, they
14 can't be seen in the same room or they can't talk to each
15 other. But it is - their lore is still common on the
16 island.

17
18 Q. Is that a challenge in terms of police officers,
19 particularly new or young police officers, understanding
20 those dynamics as well?

21 A. Yes, correct. They do have cultural awareness
22 training that's provided by the Mirndiyan Arts Centre.
23 I don't know how often they participate in cultural
24 awareness training. I have sat in cultural awareness
25 training when I first came here and there were five
26 officers also in the same training with me. But, yes,
27 I think a cultural awareness program understanding
28 Mornington Island more, because you've got three different
29 family groups that are on this island. You've got the
30 Kaiadilt, you've got the Lardil, and you've got Yangkaal
31 which are from Burketown mainland. But specifically
32 Kaiadilt, they are very strong because they got sent over
33 to Mornington Island in 1948, the last bit of Bentinck
34 Island families. But they are pretty strong. They can
35 speak language without referring to English. And the
36 Lardil people not so much, I guess, and I haven't heard
37 Lardil people actually speak without using English. But
38 the Kaiadilt people, they do speak language and they are
39 teaching it at the schools. And they do have - I've learnt
40 since being here they do have, you know, right skin, wrong
41 skin. I guess this is very important so that when the
42 police attend the cultural awareness training for them to
43 understand, because then they can understand why there's
44 two disputed families fighting each other because, you
45 know, somebody from the wrong skin slept with somebody,
46 which causes family dramas.

47

1 Q. And another issue that you identify in your statement
2 is being limited police presence on the island on a 24-hour
3 basis. What happens when there are calls for service in
4 your experience outside those office hours?

5 A. I have had experience where, you know, due to young
6 kids and theft, breaking in, there's a lot of that on the
7 island and we don't have the 24-hour support for police
8 during those times. It is quite challenging because you
9 can hear the car screeching around the community because
10 it's so silent at 2 o'clock in the morning and you can hear
11 kids in the stolen vehicles and the police, I guess, are
12 not on duty to apprehend the young kids, the young
13 juveniles.

14
15 Q. Is it because community is aware that the police
16 aren't available during that period late at night or early
17 hours of the morning, does that lead to a reluctance to
18 call for police during that period of time?

19 A. Yes.

20
21 Q. Have you had any experiences of how long it would take
22 if you did call Triple 0 or Policelink to have a response
23 from police after hours, and if that's something not within
24 your awareness please tell me?

25 A. No, no, the only experience I had was with the youths
26 when they stole my work car and the police couldn't do
27 anything because they were supervising somebody that was
28 already, I guess, locked up. But, yes, I don't have that
29 experience.

30
31 Q. And you also talk about there being a limited
32 understanding of the meaning of domestic and family
33 violence orders on the island due to limited engagement in
34 the process, so people not turning up to court, and limited
35 education and police not understanding how to effectively
36 communicate in a way that people understand. You've
37 already talked about the importance of further education on
38 the island in terms of so the community understands what
39 amounts to domestic and family violence. Is there further
40 things necessary to make sure people are engaged in the
41 court process or understand the nature of orders once
42 they're made?

43 A. I guess where we're probably much the only services
44 that assist in that area where we do tell them what the
45 orders and conditions are. Yes, there's no other services
46 that does that. And I guess ATSILS are run off their feet
47 and because it's a court circuit they just come to the

1 island once a month. We do have court tomorrow so they'll
2 be here in the morning, and they're pretty much business
3 all day in court. So it's up to, I guess, the services,
4 which includes Junkuri Laka, how we can assist in that
5 explanation of what DV is. But we don't have a lot of that
6 on the island.

7
8 Q. Do you find people don't sometimes understand what the
9 order involves or what the conditions are?

10 A. Yes, due to the challenges I guess the community
11 people face, numeracy and literacy skills are pretty low.
12 So some of them don't know how to read. Some of them don't
13 know how to tell the times; not all but some, and I guess
14 that's a challenge where the paper that they receive, they
15 either throw it in the bin, because most people that do
16 come and seek our assistance we ask them for the order, and
17 they say, "I don't have a copy of it. I think I threw it
18 in the bin." So they don't understand how important it is
19 in the order or the challenges with their literacy and
20 numeracy skills. But it is an issue on the island where
21 they need help with understanding their orders and how
22 important it is that when you do breach it this is the
23 consequences.

24
25 Q. You talked about language - there being additional
26 language on the island previously. Do you ever encounter
27 issues with people not understanding English or does
28 everyone speak English as well as that particular family
29 who speaks traditional language?

30 A. Everyone speaks English, not really good English, but
31 English where, you know, you can talk to people normally.
32 I guess they do talk, you know, maybe broken English. So
33 they do talk broken English on the island. But people do
34 tend to talk English. But I guess it's them having the
35 capacity to understand the meaning of the English word.
36 I think that's where the issues are, where they don't
37 understand because they just can't comprehend, I guess, the
38 English language.

39
40 MS CAPPELLANO: Thank you. They're the questions that
41 I have, Commissioner.

42
43 COMMISSIONER: Ms Hillard?

44
45 **<EXAMINATION BY MS HILLARD:**

46
47 Q. Is there another language that's spoken on Mornington

1 Island?

2 A. Beside Lardil and Kayardild? No. I think the
3 dominant groups on the island are Lardil and Kayardild.
4 There is Yangkaal, but I have not heard people speak
5 Yangkaal language, just mostly Lardil and Kayardild.

6

7 Q. And so when the police go out and serve a police
8 protection notice or a temporary protection order or a
9 domestic and family violence protection order do they take
10 someone with them who speaks another language?

11 A. No. I think they do have a police liaison officer who
12 identifies as being from Mornington Island and Aboriginal.
13 He speaks Lardil. He's the only one that works with the
14 police on the island here.

15

16 Q. So when we're talking about people being served with
17 orders and not having the capacity to understand how do you
18 think that can be overcome: an interpreter, liaison
19 officer, a social worker?

20 A. I would say the liaison officer or a social worker,
21 somebody who understands the barriers that they face on the
22 island. Yes, I would say probably a liaison officer or a
23 social worker.

24

25 Q. In relation to some of the evidence the Commission has
26 heard there is often amongst people who are served with
27 notices, whichever type of notice it is, or a protection
28 order that they often get told they don't have to go to
29 court and then it gets misunderstood to they don't need to
30 be there for any reason. You spoke about assisting people
31 to go to court. Is that something you think that is a bit
32 of room for improvement on communicating to people the
33 importance of an order and that they can fight the order?

34 A. Yes. Yes, I think that needs improvement because
35 I have seen where people don't come to court and challenge
36 those orders. So, yes, do need to improve on that.

37

38 Q. You spoke about the need for education and you spoke
39 about education in the schools. I suppose an extension of
40 education would be to the community itself; would you
41 agree?

42 A. Yes.

43

44 Q. And when we talk about domestic and family violence
45 education specifically that would need to involve, wouldn't
46 it, the community knowing that they can call the police out
47 of hours despite the police station being closed?

1 A. Yes.

2

3 Q. In terms of the work that you perform, and you said
4 that it's important for people to be drawn from the
5 community to get the best for your community, the nearest
6 study or remote learning location is Townsville; is that
7 right?

8 A. Yes. So we do have Mt Isa and Normanton. I'm not too
9 sure about Normanton, if they provide like a TAFE facility
10 there. But I am certain that they do that in Mt Isa.

11

12 Q. And so if you were wanting to get people who were
13 social workers or domestic and family violence workers from
14 your community to be trained up, first of all I suppose
15 they would need internet access or reliable computer
16 access?

17 A. Yes, that's correct and a lot of people don't have
18 that.

19

20 Q. And is there any sort of hub on the island where
21 people can go to a community centre to do their online
22 studies, for example, with a reliable internet connection?

23 A. No, unfortunately. Junkuri Laka is the only place
24 that the community tends to seek assistance from using our
25 work computers and our other fax and scanner. But there is
26 Bynoe. I guess they support job seekers that are on
27 Centrelink. But that's just to do the reporting and
28 what-not, not so much for other purposes.

29

30 Q. In terms of some of the budget issues you talked about
31 having a brokerage fund to fly people off the island if
32 they need to. Am I understanding that that's a really
33 small fund or small budget?

34 A. Yes. It is a small fund. The rough estimate I can
35 give you is about 3,000 every quarter, I guess, because
36 that's when we get our funding. We've got to report every
37 quarter. But that's the amount we have to support victims.
38 It's not a lot. It's just flights.

39

40 Q. And in terms of the cost - forgive my ignorance - the
41 cost to fly someone off the island, to get the plane there,
42 collect them and fly them back, that would use up the
43 entire \$3,000, I would imagine, just for one person?

44 A. Yes, so from Mornington Island to Doomadgee or Mt Isa
45 it's about 200 and something. But to get them from
46 Mornington to Cairns it's about 400, \$500. And the
47 majority of people don't have family in Cairns. They

1 mostly fly to Doomadgee or Mt Isa.

2

3 Q. And then accommodation has to be sorted out for
4 wherever they go, and that's a cost as well?

5 A. Yes, we do assist with that. But mostly they tend to
6 stay with their families that are there already living in
7 Mt Isa.

8

9 Q. You mentioned the word young rookies coming up and
10 doing work for the Queensland Police Service, and in your
11 statement at paragraph 12 you refer to the young and
12 inexperienced officers. Can I ask you this question: do
13 you have a view that perhaps sending younger people is not
14 as good from a life skills perspective but also perhaps
15 they're not respected as being seen as an elder within the
16 Police Service?

17 A. Yes, that's correct.

18

19 Q. In relation to misidentification at paragraph 9 of
20 your statement this is where you spoke about one primary
21 issue that we see as police identifying who's most fearful
22 or most in need of protection, and they end up charging the
23 person who called for assistance. Can I ask you this:
24 there's been some evidence that First Nations women often
25 or more regularly get identified as being a respondent even
26 though they are the long-term victim of domestic and family
27 violence; is that something that you have seen on
28 Mornington Island?

29 A. I have not - no, I would say I haven't seen that.
30 But, yes, there is I guess, you know, First Nations women
31 that are respondents due to staying in that relationship
32 for quite some time.

33

34 Q. You were involved with the men's group or the weekly
35 yarning circle that you spoke about in your evidence and in
36 your statement. I suppose one of the things would be that
37 there's probably some room, you would agree, for some
38 community based men's behaviour change programs or men's
39 prevention programs to be on the island?

40 A. Yes. That's something that I'm working towards in
41 Junkuri Laka providing that, the men's behavioural change
42 program, because at the moment there's no-one on the island
43 that does that training with the men. I think Save the
44 Children have just recently employed a men's coordinator
45 that will be talking to services about the men's
46 behavioural change program and running that at Mornington
47 Island and working in partnership with Junkuri Laka.

1 That's something that I tend to - I will be sending I guess
2 to the magistrate's clerk or sending an email or advising
3 ATSILS that, you know, as one of the mandatory - the
4 intervention order that they can recommend to the courts is
5 to put that as one of the conditions, that they attend the
6 men's behavioural change program.

7
8 Q. In relation to Sergeant Smith, who gave evidence just
9 before you, he gave evidence to the effect that he relies
10 on the Mission people and your organisation to liaise with
11 women more because of the cultural issues perhaps and the
12 women's issues with domestic and family violence. Would
13 you agree that you need much more capacity to be able to do
14 that better?

15 A. Yes, I do agree with that.

16
17 Q. And he also spoke about how sometimes he'll go out to
18 the house and he'll take a statement. Would you agree that
19 if he were to do that with a social worker from your
20 community that would even be better to provide support to
21 the victim?

22 A. Yes, I would agree to that, yes.

23
24 MS HILLARD: Commissioner. Those are my question. Thank
25 you very much.

26
27 COMMISSIONER: Mr McCafferty? Do you have any questions,
28 Mr McCafferty?

29
30 MR McCAFFERTY: No questions, thank you, Commissioner.

31
32 MS WILLIAMS: None from me, thank you, Your Honour.

33
34 MS CAPPELLANO: Thank you, Commissioner. I have no
35 further questions. May Ms Sellin be excused?

36
37 COMMISSIONER: Thanks very much, Ms Sellin. You're free
38 to leave and go back to your business. Thanks very much
39 for your evidence.

40
41 **<THE WITNESS WITHDREW**

42
43 MS CAPPELLANO: The next witness is Laurie Bateman.
44 I call Mr Bateman. Commissioner, would we be able to have
45 a five-minute adjournment just to establish the videolink?
46 I understand that Officer Bateman is transitioning over to
47 get to the courthouse currently. So he's about five

1 minutes away.

2

3 COMMISSIONER: Okay. Yes. We could have lunch. Is there
4 any great rush to do --

5

6 MS CAPPELLANO: No.

7

8 COMMISSIONER: I wouldn't mind actually having something
9 to eat.

10

11 MS CAPPELLANO: Thank you, Commissioner.

12

13 COMMISSIONER: Just half an hour.

14

15 MS CAPPELLANO: Yes, thank you.

16

17 **LUNCHEON ADJOURNMENT**

18

19 COMMISSIONER: Yes.

20

21 MS CAPPELLANO: Commissioner, I call Laurie Bateman.

22

23 **<LAURIE BATEMAN, affirmed:**

24

25 **<EXAMINATION BY MS CAPPELLANO:**

26

27 Q. Senior Constable Bateman, have you a copy of your
28 statement with you that you provided to the Commission of
29 Inquiry?

30 A. Yes, I do.

31

32 Q. And you can refer to that statement if needed
33 throughout the evidence that you give this afternoon. It's
34 apparent from your statement that you were sworn into the
35 Queensland Police Service in September 2019; is that right?

36 A. That's correct.

37

38 Q. And prior to being sworn in you were previously a
39 police liaison officer with the QPS at Cunnamulla for about
40 four years?

41 A. That's correct, yes.

42

43 Q. And while you've initially worked, once a sworn
44 officer, at Cunnamulla you currently work at Charleville
45 where you're an acting senior constable performing the
46 duties of district crime and prevention coordinator; is
47 that right?

1 A. Yes.

2

3 Q. And, Senior Constable Bateman, do you identify as a
4 First Nations man?

5 A. I do. My family roots come from Coonabarabran, which
6 is Gamilaraay country, but I've grown up in Bollon, which
7 is Kooma country.

8

9 Q. Prior to your work as a PL0 with the QPS do
10 I understand your evidence correctly that you worked as a
11 sheep shearer and a trainer for 25 years?

12 A. Yes, that is correct.

13

14 Q. Can you tell the Commission how you ended up
15 transitioning from shearing to becoming a police liaison
16 officer?

17 A. Well, after you shear big ugly sheep for 20 years your
18 body starts to get sore. So I've gone from shearing sheep
19 to training disengaged First Nations kids at a property
20 just out of Brewarrina, and I had done that for about four
21 years. Then it was then that I really liked - that's when
22 I knew I liked to help people, help younger people in
23 particular. So from there there was an opportunity
24 to - there was a police liaison job came up in or got
25 advertised in Cunnamulla. So I went through the process
26 and was lucky enough to win the spot.

27

28 Q. In your statement you talk about a number of your
29 observations and experiences as a police liaison officer.
30 Can you begin by telling the Commission why in your view
31 that role is so important?

32 A. I think it's an opportunity, as within the Queensland
33 Police Service, it's an opportunity to have extra people on
34 the ground talking to the local people of that community,
35 then also talking to the police and giving an insight of
36 what's happening within the community; not necessarily the
37 job related incidents but just the feel of the community
38 with the police or the feel of the police about the
39 community and likewise.

40

41 Q. You talk about having prior to having the role as a
42 PL0 doing a two-week training course. Did you find that
43 course adequate to prepare you for your work as a police
44 liaison officer?

45 A. I honestly think it needs to be longer or it needs to
46 be more ongoing training. I haven't been a liaison officer
47 for three years now. So I'm not quite sure if they have

1 upgraded their training or the learning that the police
2 liaison officers get. But I was yearning for more.

3

4 Q. And that's more training --

5 A. For more training.

6

7 Q. -- in terms of ongoing training?

8 A. Yes, just ongoing training with issues that we are
9 going to come across. You know, the initial two-week
10 program touched on all of it. But I believe to go forward,
11 to go forward within that role, and then if you wanted to
12 transition from there into a police officer the more
13 training keeps you engaged, for one, you keep learning,
14 your mind's ticking over so you keep learning, and then if
15 you do come into some situations you've got - other than
16 your life skills, you've got some knowledge of the stuff
17 that you've learnt, whatever that may be, you know, mental
18 health, domestic violence.

19

20 Q. And would further training in relation to domestic and
21 family violence be helpful for police liaison officers
22 given the high level of call-outs that are in relation to
23 domestic and family violence?

24 A. 100 per cent, yes.

25

26 Q. Do you have any views on in terms of continuing
27 training what's useful, whether that be face-to-face
28 learning or online learning?

29 A. I know we do - it depends on an individual, doesn't
30 it? Like, we all learn different. I'm a hands-on person
31 myself personally. I do like online learning. But if I'm
32 learning in a classroom where we can participate in the
33 activity I'll learn better. So it's horses for courses,
34 I believe. Like, yes. I hope I answered that correctly.

35

36 Q. There's no correct answers here, Officer Bateman, but
37 in terms of your personal preference would you think it
38 would have benefitted you to have some continuing
39 face-to-face training when you're a police liaison officer?

40 A. Yes, 100 per cent.

41

42 Q. Can I ask you now about that role of being a police
43 liaison officer and do I understand from your evidence that
44 you had a role providing cultural advice and community
45 engagement; is that one of the roles that you had as a
46 police liaison officer at Cunnamulla?

47 A. So I was lucky enough when I was at Cunnamulla - so

1 Bollon itself is only 200k from the community and I worked
2 all through that country. So I knew a lot of the
3 traditional owners and the owner groups there. So I was
4 lucky enough to have some connections when I started my job
5 role. I think it's important that as a police liaison
6 officer you do know who the locals are.
7

8 Q. Did your role not just - was not just limited to
9 providing that cultural advice and the community engagement
10 but you also would attend with police, first responding
11 police, to police call-outs including domestic and family
12 violence call-outs?

13 A. At certain times when the officers were one up I would
14 definitely jump into the vehicle and assist where I could.
15

16 Q. And I understand that not all police liaison officers
17 would have the skills necessary or the desire to attend in
18 conjunction with first responding police. But did you feel
19 that your presence, given your skill set, was useful in
20 that environment?

21 A. I think knowing the community and knowing the families
22 that sometimes the general duties officers would get called
23 out to, it gave me a little bit of confidence. Saying
24 that, the general duties officers always led what was in
25 front. I was always coming in from behind. To answer the
26 question about the other police liaison officers, I think
27 it's weaknesses and strengths that we should be looking at
28 with other particular police liaison officers.
29

30 Q. And how did you find your presence at a call-out? For
31 example, if it was a domestic and family violence call-out,
32 how did your presence as a police liaison officer assist
33 those first responding police?

34 A. So it's always going to be - what I found, it's always
35 an emotional space that you're in. So they're going to
36 attack you verbally. But if you can weather that - and
37 they do as a general duties officer too. So if you can
38 weather that and then use your communication skills you can
39 soon start having creative conversations or healthier
40 conversations with the aggrieved and the respondent and
41 family members that are there if it's children.
42

43 Q. Would you ever have a role in providing referrals when
44 you went out to those call-outs to members of the
45 community, whether it be the aggrieved or the respondent?

46 A. Yes. Yes, I did.
47

1 Q. Was that a good space in terms of referrals or is
2 there a better period of time or --

3 A. Yes, I believe so. And that's all the learn as well.
4 Like, you go down to the Police Academy for your PLO
5 training for two weeks, and I joined at a later age so my
6 computer skills were - so that's the learning I'm talking
7 about, learning all of those things so that you can make
8 your job more effective. We're part of a team. So if you
9 give all your team members the right amount of tools it
10 becomes an easier team.

11

12 Q. And after four years as a police liaison officer you
13 were recruited to join the Police Service as a sworn
14 officer. How did that come about?

15 A. Opportunities. So, to be honest, being a police
16 officer has never been a dream of mine. Shearing sheep,
17 I was mad for it. So that was all I ever wanted to do.
18 But then I had the opportunity as a police liaison officer.
19 Then my mind set had changed, "Well, this helping space is
20 too bad either." So from there the opportunity came up to
21 join to become a sworn officer, and I soon had
22 some - pretty close crew, police, you know, you get plenty
23 of mates that will give you a hand, give you suggestions.

24

25 Q. And you took part in the Indigenous Recruitment
26 Preparation Program. Did you find that useful?

27 A. Yes, I did. It was great. It was --

28

29 Q. Are you able - sorry, you continue?

30 A. So the IRP Program, so the Indigenous Recruit
31 Preparation Program, it was really useful for myself, as
32 I just spoke about, computer skills and et cetera. So it
33 was a three-month extra on to the mainstream of getting
34 through police recruiting, not that it made it any easier,
35 if anything it made it harder because I was there for an
36 extra length of time. So, yes, really helpful. I suggest
37 to any of the young people I talk to with any of our
38 programs that are coming up shortly on this statement,
39 I push it 100 per cent with any First Nations person I come
40 upon.

41

42 Q. In your view is it important to have sworn police
43 officers who do identify as being First Nations people?

44 A. First Nation and multicultural. I think it's all
45 about conversations. For me I think it's all about
46 conversation and breaking down barriers. So the more
47 First Nation and multicultural people we've got within the

1 police, if that's a sworn officer or a police liaison
2 officer or anybody else that we employ or that the
3 Queensland Police Service employ, we break down barriers
4 with the community. The First Nations person will probably
5 understand a First Nations problem a little bit quicker
6 than another sworn officer. But then on the same token we
7 can give that knowledge back to our colleagues and explain
8 why that is an issue.

9
10 Q. Is an example of explaining things to the colleagues
11 within the Police Service who aren't from a First Nations
12 background, would that include talking to colleagues about
13 why there might be resistance or that verbal emotion
14 barrage that you talked about earlier in your evidence when
15 police first come into contact with First Nations people at
16 a call-out where it's highly emotionally charged?

17 A. I think it's important we understand why, why do
18 things happen. I know it's not right what people do, but
19 there's a reason why they do it. So if we can understand
20 that we will go a long way to fixing the problem,
21 I believe.

22
23 Q. Do you have any view on what measures might be put in
24 place to, firstly, recruit more police officers from
25 diverse backgrounds, including First Nations background,
26 and also to support police officers from a more diverse
27 background once they enter the service? Do you have any
28 views on what measures might assist in either of those
29 regards?

30 A. So right at the minute the Queensland Police are on a
31 police drive. So we've all got - all stations across
32 Queensland have been just down to a recruiting seminar, and
33 I was involved in that as well. So I'm a recruiting
34 officer for my area. So they have given us heaps of
35 literature and et cetera to give out as we go around our
36 normal day's work. So there's pathways for multicultural
37 people into the QPS and there's also pathways for
38 First Nations people into the QPS, not that they're any
39 easier, if anything they'd be harder. And it's not to
40 deter the person going in. It's to prepare them for
41 mainstream, mainstream recruiting.

42
43 Q. And what about any measures that would assist to
44 support people from a more diverse background or from a
45 First Nations background once they're in the service? Do
46 you have any views on that?

47 A. Mentoring is a great - is a wonderful tool. It

1 doesn't matter what we're doing. Through the IRP Program
2 we were mentored all the way through for the first three
3 months obviously, and then into mainstream there were
4 people coming around checking up on you, see how you're
5 going, not doing your work obviously but just seeing how
6 your mental space is, how you're coping with the volume of
7 work and learning and et cetera that comes.

8
9 I often thought into my first year I would have liked
10 a mentor - I know we do get our first year training
11 officers. In those busier areas, I done my first year in
12 Townsville at Mundingburra and was extremely busy. So as a
13 first year, yes, that was - and then not sort of - yes, it
14 was hard work. It was hard work. And your FTO, your first
15 year training officer, obviously they do most of the bulk
16 of the work because they're carrying me or the other first
17 year because we don't know as such. You know, you learn
18 bits and pieces - you learn your trade. But it's hands-on.
19 The trade after that is for 12 months. To answer your
20 question, mentors.

21
22 Q. Yes. In terms of in your statement you outline some
23 observations and experiences in your time as a police
24 officer in both Charleville and Cunnamulla and what you
25 indicate is that in both of those places you have seen a
26 healthier relationship between police and community. Can
27 I ask you this to begin with: was it healthy when you first
28 came there or was it something you've seen improve over a
29 period of time?

30 A. Police and community, it's work in progress. You've
31 got to keep working on it. So, not to bag anybody that's
32 before you, but it's an ongoing process. You're only a
33 conversation away from being back to where you started to
34 going forward. So, no, like, we know in the country areas
35 that you've got to - you've got to work with your
36 community, you've got to work with the children of
37 the community and run our programs and et cetera.

38
39 Q. And you talk about in your statement that the
40 relationship between police and community is maintained and
41 improved by the many programs that is run between police
42 and community, and this is in the Charleville and
43 Cunnamulla areas where you've worked, and you've outlined
44 some of those programs. I'm going to ask you to explain
45 some of those to the Commission now. The first one you
46 talk about is the Charleville Blue Edge program.

47 A. Yes.

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Q. What's that about?

A. So the Blue Edge program, it's been running. So Blue Light to start with. So Blue Light is a wing off the police as such. So it's got volunteers that run it that we can create programs through, and they ensure or they go out and seek assurance for the programs. So the Blue Edge program, it runs up and down - all over Queensland. So it's a kids - it's a youth program, potentially like they're high school kids.

So the one that we run in Charleville we've got year 7 kids to year 12 kids. We get them there before school. So they start the program at 7 o'clock. They do half an hour to three-quarters of an hour of fitness or team building activities. Then we have a guest speaker or a mentor that has a talk to the participants while they're having breakfast, usually bacon and eggs and et cetera for breakfast so that we can fill them up before they go to the school. And the mentors talk about a range of different things. So the program runs for a school term, so nine weeks we run it, twice a week. The one in Charleville is Tuesday and Thursday mornings. We've got 20 kids involved, 20 participants. The guest speakers range from a whole range of stuff, healthy relationships; there's one grit, determination, integrity.

Q. Thank you for outlining that. That gives a good understanding of that particular program. The other one that you talk about again in relation to the education space is the Blue Light Shearing. Would you be able to outline that for us?

A. Blue Light Shearing, it's a different group of kids this time. It's still school aged kids. It's a school based program. There are three stakeholders: police, education and industry. The kids that we target for this are the ones that are on the edge of dropping out of school. We've got five schools involved in it within the south-west. We take out 20 kids or 20 young people at a time, male and female. It's a co-ed program. We go to shearing sheds that have got accommodation there as shearing quarters that house up to the 20-odd people that we have there.

So what it looks like is it's run as a shearing day, as a shearing shed day looks like, up at 5.30, brekky at 6.30. We do an eight-hour working/learning day. So that's

1 four two-hour shifts or runs we call it. And then we have
2 dinner at 6.30 of the evening. So all through that day
3 there's - we're obviously shearing sheep, but we do other
4 activities as well. Also the program has got a cert II in
5 rural operations added to it. So when we start our program
6 with our 20 participants it's a two-year program. We do a
7 week every school term where we go out on a camp to various
8 places throughout the south-west.

9
10 Q. And how long has that program been running for?

11 A. Eight years.

12
13 Q. And have you seen any - you may not have been involved
14 in it for the whole eight-year period, but have you seen
15 what sort of results there are for those children who are
16 involved?

17 A. Any of these country towns where this program's been
18 running, there are kids in shops and out in the shearing
19 sheds, in butchers, they have got trades, yes. It's a
20 success. There are successes that go with that.

21
22 Q. You obviously have quite specific skills that are of
23 assistance in terms of the Blue Light Shearing program.
24 Are you aware of any other programs which are similar to
25 this but involving and targeting a different industry?

26 A. No, I'm not. But the program could adapt to any other
27 industry; for example, picking mangoes, if you've got the
28 right mentors.

29
30 Q. You also talk about Blue Light Boxing run in the
31 Charleville area and that's a program for all ages, so
32 children and adults; is that right?

33 A. Correct.

34
35 Q. And who runs that and how does the Blue Light Boxing
36 work?

37 A. So the Blue Light Boxing is run out of Charleville.
38 So I'm the chairperson of the Blue Light or Charleville
39 Blue Light Committee. Within my scope of my role, district
40 crime prevention coordinator, I've taken the reins over of
41 the boxing gym. It's been here for some time, the boxing
42 gym. So I'm just taking over from the good work that's
43 been done.

44
45 So what it looks like also, we've got kids Monday,
46 Wednesday and Thursday, school age kids. And this attracts
47 a different crowd as well. So a different crowd of young

1 people, a little bit younger than what I would have
2 anticipated. Usually primary school kids is
3 predominantly - we've got 60 kids on the book and I've got
4 60 adults. So Monday, Wednesday and Thursday we use boxing
5 as the tool, as you would with shearing as the tool,
6 shearing sheep.

7
8 We've got three accredited boxing trainers that are
9 all police officers, one ex-police officer, and throughout
10 that, throughout the boxing for the week we have
11 conversations all the way through it, as you'd imagine,
12 there's a lot of training, but we also talk about the
13 boxing as - there's repercussions. So we think boxing,
14 they're going to go out and fight in the public, but it's
15 far from that. There's repercussions. If they are
16 fighting - like, I've got every school - I know there's 497
17 kids in Charleville, and I go to each of the schools and
18 they let me know if any of those kids that are showing
19 those behaviours to ring me and I have that conversation
20 when they come to the gym. We also talk about healthy
21 relationships at the gym, what that looks like. It's a
22 co-ed gym, so there's boys and girls come to it, and
23 whenever they're there they're respectful to the coaches
24 and to the other participants.

25
26 Q. Do I understand your evidence correctly that there are
27 male coaches, there are female coaches and that's important
28 too?

29 A. Correct. That's super important.

30
31 Q. And why is that particularly important?

32 A. Some young males, adolescents, grow up with an
33 attitude of - you see it at schools, grow up with the
34 attitude that, "A woman will bow to me." I'm probably
35 explaining it wrong, but that's what - that's what we will
36 change if they're at the gym. They don't do that at the
37 gym. They respect the lady trainers. They train just
38 as - they train them just as hard as the male trainers, to
39 be honest. And the same with the shearing too. We've got
40 ladies that come out there and it's all respectful. It's
41 that healthy relationships. It's super important that
42 we're implementing those things at this young age.

43
44 Q. You indicate in your statement this is a multi-agency
45 program. What other agencies are involved?

46 A. So with the Blue Light Boxing we have obviously the
47 police, we've got Blue Light. We've got Queensland Health.

1 They're involved through the Hope Project. Community. So
2 the local Aboriginal health centre here, they have got a
3 bus. They pick the kids up and drop them off to the gym of
4 an afternoon. And also we've got our volunteers. So to be
5 a volunteer in any of the Blue Light programs you've got to
6 go through - you've got to fill some forms out. You've got
7 to get your blue card or your exemption card, and then
8 there's your - yes. Many agencies involved.
9

10 Q. And you indicate that the Blue Light Boxing has
11 reduced the incidence of youth crime or recidivism. Is
12 this something that you have observed?

13 A. I've been in Charleville eight months. Some of the
14 kids that came to me earlier on once we first opened the
15 gym up, one in particular - I won't tell you his name but
16 he was self-harming himself. He come from a pretty hard
17 family. No mum - the mum wasn't there, dad's an alcoholic.
18 So we worked on him, not only at the gym having
19 communication and going through the fitness side of it,
20 also outside of the gym we'd go and see him regularly.
21 I say "we". It's a team effort. We'd go and see him
22 regularly and check up on him and give him some support.
23

24 Q. And have you noticed a change in terms of his outlook
25 since this time?

26 A. Yes, 100 per cent. He's gone forward now. He's got a
27 job. He's going for his learners. So he was 16. Now he's
28 a 17-year-old man. So he's stopped self-harming. And this
29 happened regularly. Like, when I was first there it
30 happened two or three times a week.
31

32 Q. In terms of the learning, going for your learners, the
33 next program you talk about is the Blue Light learner
34 driver program. We've heard some evidence about this
35 running out of Cunnamulla, and do I understand the program
36 correctly that this is a car provided by the QPS or by Blue
37 Light which allows police to assist people to get their
38 learner driver hours up?

39 A. That's correct. Once again it's a multi-agency
40 project. It's led by police. The one in Cunnamulla is led
41 by police with multi-agency grants and volunteers and
42 et cetera. The Blue Light driving is the same in
43 Charleville. So we haven't got our vehicle yet. We're
44 purchasing it tomorrow. Then we're working with the
45 schools, because that's our target audience from year 10 to
46 year 12. We'll get our volunteers. The kids will be able
47 to apply for a lesson or the vehicle through an app, and

1 then they can start accumulating their hours. Another
2 great opportunity to have those conversations with young
3 people in a car for an hour while you're pulling your hair
4 out teaching them to learn.

5
6 Q. You also talk about your cultural awareness pamphlets,
7 and this is an ongoing project as I understand. You've
8 provided the two pamphlets that have been finalised and
9 launched. Those have been developed in terms of with the
10 police but also in consultation with community leaders; is
11 that right?

12 A. Yes, correct. So we've done a Paroo cultural
13 awareness pamphlet and we've launched a Murweh cultural
14 awareness pamphlet at NAIDOC. The patrol group that I'm in
15 is called the Charleville patrol group. So we have three
16 shires in amongst that. We're working on the Quilpie Shire
17 next, and then we'll finish off at Bulloo.

18
19 The cultural awareness pamphlet is designed - lucky
20 enough that my bosses can see some value in this and I've
21 seen it since we've been - since we have put it onto the
22 ground in the Paroo. So it is a pamphlet that
23 showcases - it's not - I'll start with this. It's not
24 political. So a lot of First Nations stuff can become very
25 political, and we're not about political; it's all about
26 showing legislation and helping where we can.

27
28 So we took some - we with have seen the Elders or the
29 traditional owners to get access to some cultural sites and
30 artefacts that are within these two areas. We go out. We
31 take pictures of these cultural sites and artefacts. Then
32 we'll put them into a pamphlet that showcases these
33 particular sites. But it doesn't identify where the sites
34 are. So all it's doing is showing travellers - so it was
35 targeted at our thousands of caravanners that come through
36 the area that, "While you're in the area you may see a scar
37 tree or you may see a rock that's shaped like an axe head.
38 What do you do with that stuff? Do you pick it up and put
39 it into your pocket and away you go? Or do you notify
40 people that those things are there?" And also if you see
41 something that's been damaged, we give points of contact
42 within the pamphlet so that travellers and locals can reach
43 out and tell people so that the appropriate people can
44 monitor what's happening.

45
46 What we have found is the traditional owners are using
47 the booklet as a tool with their young people, just going

1 through, "Do you see this? Do you see that?" What it's
2 done is created a conversation with the Elders and their
3 young people; but more importantly is with the
4 First Nations people and the police, funnily enough, like,
5 and it's just steamrolled from there. Like, it's a great
6 way to get into the community and to learn new stuff.

7
8 Q. You also talk about the Emersion program, which as
9 I understand it is also being prepared by Charleville
10 patrol group, and do I understand your evidence correctly
11 that this is a type of induction education program that has
12 been designed through the Charleville patrol group to
13 assist police in terms of increasing their cultural
14 awareness?

15 A. Correct. So the Emersion program, it looks like we're
16 going to have - we engage with the traditional owners of
17 Murweh, of the Bidjara country, also at Paroo to do an on
18 country tour as such, half an hour tour, go to have a look
19 at specific spots and sites and have a listen to the
20 traditional owners, with the new people that come to the
21 area, young or old police officers. Then we will come back
22 to the station and there will be some more learning as a
23 PowerPoint. These cultural awareness pamphlets, they'll be
24 centred in amongst those PowerPoints. I must say that our
25 inspector, he's leading this. So it's unique to our area.

26
27 Q. And this is something that we've heard about - this is
28 the same program that the patrol group is doing in
29 Cunnamulla?

30 A. Correct. It will just be tailor-made for these
31 traditional owners, for the traditional owners in
32 Charleville.

33
34 Q. And it's the initiative of your specific patrol group
35 rather than the QPS more generally?

36 A. Correct.

37
38 Q. Is it initially being prepared and designed to be
39 rolled out for all current police officers in your patrol
40 group and then moving forward going to be what's used to
41 promote cultural awareness for new people who are posted to
42 your areas?

43 A. That is correct.

44
45 Q. And do I understand your evidence correctly that it's
46 been developed not just by the QPS but also in close
47 consultation with the Elders of those particular shires?

1 A. That's correct.

2

3 Q. In terms of the other initiative that you talk about,
4 Blue Light dances and Blue Light movie nights, that's
5 another point where you can have conversations where you
6 can have connections, is that right, and is that generally
7 aimed at the youth or is that broader community engagement?

8 A. All the other programs that we just spoke about,
9 they're the teenage type of programs for the kids. So the
10 movie night and the dances, we see more primary school,
11 younger youth coming with their parents to these programs,
12 to the dances and the movie nights. So definitely if you
13 look at all of them we've got an age group from babies to
14 18 that we cover within our programs, which is what we
15 want. We want at all ages to know that police are out
16 there having a go with the youth, you know, offering up
17 with the families to know that, "That we're there to
18 support if there's - if you need support." But also the
19 kids themselves, we want them to be able to feel
20 comfortable to communicate with the police wherever they
21 are and whatever situation they're in. Breaking down
22 barriers.

23

24 Q. It's clear from your evidence that there has been
25 significant consultation with First Nations community
26 leaders. What's the relationship at Charleville like with
27 the support services and other community stakeholders, and
28 specifically I guess domestic and family violence support
29 services?

30 A. So we've got an interagency meeting group here that's
31 really proactive, and it's the same in Cunnamulla as well.
32 Lifeline, they deal with a lot of the domestic violence.
33 They are very proactive. We work closely with all
34 agencies. It's a healthy relationship. We share what
35 we're doing. So within their media groups they send out
36 any of the programs that are happening or Domestic Violence
37 Week. So I know our Charleville patrol, we've got a
38 segment that we use the local FM station that we go up. We
39 do a weekly wrap-up of our police initiatives and projects
40 and programs on a weekly basis, and quite often we work in
41 with other agencies and we attach information that they
42 would like to get out through our segment.

43

44 Q. And do the police in Charleville generally know - do
45 they provide referrals to domestic and family violence
46 support services and they know who those services are?

47 A. 100 per cent, yes.

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Q. And do you think that that is - sorry, I'll start again. Obviously you're involved and across a lot of these programs. Do you think this knowledge in terms of support services and referrals extends more broadly throughout the whole team?

A. The police team? Yes, I do.

Q. You also in your statement talk about some specific observations and experiences which relate more specifically to domestic and family violence matters, and you indicate that in your current role as the crime and prevention coordinator you're not having as much as a first response role but that prior to that in terms of your work as a PLO and your work in general duties that you were involved as a first response officer attending domestic and family violence occurrences; is that correct?

A. That's correct.

Q. One of the first challenges that you talk about in your statement is a lack of knowledge from police in terms of family connections. Can you outline what you mean in relation to that?

A. So it's always going to be hard. You come from another area into an area and it's who's who there, especially smaller communities. First Nations communities, nearly everybody's related in those communities. So it's important to know who's uncle, who's aunty, I believe. Then that makes your job easier once you've got to identify who's a leader within the community or who do I go to talk to if there's any trouble with the younger people where you can go and have that conversation, and then they can have the conversation with their young people and see what the drama is.

Q. At paragraph 22 and 23 of your statement you give some examples of how this understanding of family can be problematic, if it isn't in existence. Can you talk the Commission through those two examples?

A. So I'll just read from it and then I can talk from it. "First Nations man brings to the community a First Nations woman that has no family connections to the community. If the male person is relocated from the dwelling due to domestic and family violence," and that's usually due because the lady - it's poverty. They have no money. They may have a heap of kids and no car.

1 So with that I can see, especially in smaller
2 communities, if they haven't got any family connections
3 into the community, the family will start looking at that
4 lady thinking that they have kicked - you know, it's her
5 fault that the male is not back there with the kids. I can
6 see there would be social issues for that lady.

7
8 Q. Yes. And is there anything that you're aware of that
9 can assist the police in dealing with that in a more
10 culturally appropriate way or is that just a challenge that
11 arises?

12 A. I suppose just understanding - just understanding
13 those things do happen. You know, those things can happen.
14 So it's just being aware. Because the First Nations lady
15 is not going to come out and say that, or you'll have to
16 have those conversations with her or somebody would have to
17 have that conversation, "How are you travelling? What's
18 your finances like?" There is agencies that we do seek and
19 they will offer assistance, 100 per cent. That's just
20 knowing.

21
22 Q. I was just going to ask what the availability of
23 support services is like in Charleville with domestic and
24 family violence matters?

25 A. What are they like? Yes, they're really supportive.
26 Really good.

27
28 Q. And they exist to start with, because in other places
29 there might just be an absence of those sort of agencies?
30 But that's not the case in Charleville?

31 A. No, they're here, yes, and they're very proactive.

32
33 Q. The second example you talk about highlights the
34 problem with no contact orders. Can you outline that
35 situation for the Commission?

36 A. Two siblings, two family members, same thing.
37 Poverty. They have got no money. You live in a small
38 community where everybody's related. You've got to eat.
39 You've got to sleep. Eventually you're going to come
40 across your sibling or your family member that you've got
41 orders with. That I can see can cause troubles as well.
42 Any of these two scenarios, it's not the police's fault.
43 It's just the way some of the communities are set up.

44
45 Q. And is it your view that these are things that police
46 need to be - the consequences and the ramifications are
47 things that police should be aware of?

1 A. I think just knowing the dynamics of your community
2 will make those particular scenarios a lot easier to
3 understand. Education.
4

5 Q. Education of the police and the community or --

6 A. Yes, education of your community that you're policing.
7

8 Q. You also indicate at paragraph 24 that it's imperative
9 that police have an understanding that community members
10 might live in a different way and that police should not
11 fit their personal morals and views on to the community.
12 Are you able to give an example about what sort of things
13 you're talking about here?

14 A. Yes. So we've all got our own different morals and
15 unique ways that we've been brought up through life. Does
16 that make it right or does it make it wrong? So we go to
17 specific places. They may be dirty. They may be grubby,
18 the house. Is that right or wrong? It's not our decision.
19 That's the way they choose to live. That's their choice.
20

21 Q. Do you encounter from other police officers at times a
22 reluctance to attend call-outs or a lack of understanding
23 in relation to domestic violence matters and an attitude
24 of, "Why do we have to go back there all the time;" is that
25 something that you encounter?

26 A. That does happen, yes. And I put that down to human
27 nature; like, you know, we keep doing the same thing over
28 and over. Not that I do that, but, you know, it's our job.
29 That's what we're getting paid for. That's why we go.
30 That's why we join the police, to help. So, yes, do you
31 hear that. I think it's a tongue in cheek comment. But,
32 yes.
33

34 Q. And what's your view in relation to that?

35 A. My thoughts on what their thoughts?
36

37 Q. Your thoughts on instead of, "Oh, do we have to go
38 back there again"?

39 A. My thoughts are I like to help. So it doesn't matter
40 how many times I go back there; it will be like the first
41 time I've gone there. They're not reaching out to us or
42 somebody's not reaching out to us because they just want us
43 to come around for a conversation. So whenever I attend
44 with any other officers it's - yes, I'm going there with
45 the full intentions to help as best I can.
46

47 Q. Do you have any comments on or observations on the

1 prevalence of coercive control and controlling type
2 behaviours as part of domestic and family violence in
3 Charleville as opposed to physical violence?

4 A. Yes, it's there. It's there --

5
6 Q. Is that an issue?

7 A. I think they go hand-in-hand. Controlling behaviour,
8 you're controlling somebody, aren't you, like, by either
9 beating on them or keeping their money or not letting them
10 do what then want to do? Yes, it's definitely here.

11
12 Q. And do you have any observations or comments on the
13 level of understanding of domestic and family violence in
14 community?

15 A. From the community, like the community's --

16
17 Q. Yes, so, for example, whether the community in general
18 would understand that controlling behaviour also is a form
19 of domestic and family violence as much as physical
20 behaviour is?

21 A. There's a lot of education that I see dealing with
22 schools, any of our programs, we talk about healthy
23 relationships, what a relationship looks like and what
24 makes it healthy. So there is education out in the youth
25 of these communities. Any of our programs, if our young
26 men are talking down on the young ladies, we pull them up
27 and we explain why, that education, you know, we explain
28 why. "You don't talk to people like that. It doesn't
29 matter who they are or where they come from."

30
31 Q. Yes. The final topic I want to ask you about is your
32 role on the First Nations Advisory Board for the Queensland
33 Sentencing Council. In that role am I correct in my
34 understanding that you are on an advisory board where
35 you're looking at issues such as over-representation of
36 First Nations people at that more structural level and you
37 contribute to reports about those issues generally such as
38 over-representation and also sometimes looking at specific
39 issues like mental health or domestic and family violence?
40 Is that your role in that capacity with QSAC?

41 A. That's correct. I've been there or I've been involved
42 in that panel for about four years, and that's correct.
43 They send down - so how the panel works is there will be a
44 First Nations or two on the main panel. They'll get asked
45 some First Nations questions. Then it will get sent down
46 to a panel, which I sit on with several other First Nations
47 people in other jobs, you know. They're not all police

1 officers, or I'm the only police officer to be there to be
2 honest. Then you have your say. You have your say on what
3 your thoughts are and why.
4

5 Q. Yes. And do you have any observations from that role,
6 which is looking at the broader or more structural issues,
7 about the over-representation of First Nations people in
8 the context of domestic and family violence?

9 A. So looking at that and all the stuff regarding
10 First Nations, I believe it's education. We need more
11 education in those specific spaces. If it be mental
12 health, if it's the mental health space, is there
13 First Nations people that are within that space and know
14 what's happened? You know, why are people like that? And
15 also why have we got an over-representation of
16 First Nations youth and adults in gaol?
17

18 So for me any of the stuff that I've been in contact
19 with through that panel, it's all about education. We
20 create tools that we send out or we send up to the main
21 panel to have a look at so that they can be used in the
22 mainstream to educate the young people about - for example,
23 court day, you know, "You've got to turn up on court day,
24 and this is why if you don't." It's little stuff, but
25 breaking it down into a tool could possibly make it a
26 little bit easier for them to understand.
27

28 Q. And in terms of that education, is the education that
29 you're talking about educating community or also educating
30 service providers such as the police, such as Health, such
31 as those other support services?

32 A. Yes, both.
33

34 Q. It's both?

35 A. Yes, it's everybody. Not that all the stuff that we
36 talk about gets off the ground, but it creates a
37 conversation that then gets up to the main panel.
38

39 MS CAPPELLANO: Yes. Thank you. They were the questions
40 that I had, Acting Senior Constable Bateman. The other
41 lawyers or the Commissioner might have some further
42 questions.

43 A. Thank you.
44

45 COMMISSIONER: I just wanted to ask you what's the Deadly
46 Recruits program?

47 A. Deadly Recruits? So the Deadly Recruits, Your Honour,

1 it is Indigenous army recruiting, Indigenous navy
2 recruiting, Indigenous police recruiting. What they do is
3 they go out on country and you use the army skills as a
4 tool for a week. It's a bit like our shearing program, but
5 they're using the army. You sleep in a hootchie and you're
6 up all hours of the night playing or doing army - yes,
7 whatever you do in the army. It's quite a good program.
8 And there's been --

9
10 COMMISSIONER: It sounds horrific, but I'll take your word
11 for it.

12 A. They have had great success of youth going to work.
13 Great success.

14
15 COMMISSIONER: So do they go into the army from that,
16 mostly?

17 A. Yes, the army and the navy. They're the tools we
18 need; any of these programs.

19
20 COMMISSIONER: Can I just on another subject ask you about
21 your field training officers?

22 A. Yes.

23
24 COMMISSIONER: The ones you had?

25 A. Yes.

26
27 COMMISSIONER: So you were six months in Mundingburra?

28 A. That's correct.

29
30 COMMISSIONER: How experienced was your field training
31 officer?

32 A. The two I had were extremely experienced. Were they
33 teachers? I don't think so.

34
35 COMMISSIONER: Do you think there could be a better way of
36 selecting field training officers?

37 A. Your Honour, the police recruiting program is so
38 quick, isn't it, where we're in and out, for obvious
39 reasons, you know, people leaving and people coming and et
40 cetera? There's a lot of emphasis on that first 12 months.
41 Like, we spoke about before, all people learn different.
42 I'm a hands-on person. So I can watch stuff on an OLP and
43 some of it will stick, but if I do it once or twice with my
44 hands I'll get it. So to answer your question, you know,
45 like, they're paramount, they're paramount your first year
46 training officers. For me they were. I needed that, more
47 the hands-on, and I don't think I'm by myself.

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COMMISSIONER: No, I think most recruits, it seems to be that they would say that that 12 months is very important.
A. Yes.

COMMISSIONER: But if you don't get a good field training officer then you're learning bad habits, surely?

A. Well, teaching itself is an art, isn't it? You know, like - yes. I taught shearing for a lot of years and it took me a while to get my head around how do I get what I want to that young person. You can't just come in and blurt it out. There's a technique involved in all of that, I believe.

COMMISSIONER: So did you attend - you must have attended a fair amount of domestic violence at Mundingburra, I assume?

A. Yes. Yes, correct.

COMMISSIONER: Did you feel equipped for those call-outs, the domestic violence call-outs?

A. Yes. Well, I suppose being a little bit more mature, like, I've only been three years in the job, so I was 45 or 46, and then having the experience as a PLO. So I was never frightened at any stage. Like, one thing they do teach you, you're a team; you never let your mate down. So if there's any - if it's a vulnerable situation, that's what you need to take in hand to start with, and then you can worry about what's happened once the situation has calmed down. One step at a time.

COMMISSIONER: Yes.

A. What's important now --

COMMISSIONER: And what about Charters Towers?

A. It had its issues too, Your Honour. Like, it's a little bit smaller. I really enjoyed my time there, being a country boy. So it's a little bit smaller of a community, not as busy as Mundingburra. But it still had - it doesn't matter where we go we're going to have the same issues, the same jobs, just on a busier or not as busy sort of scale.

COMMISSIONER: The First Nations unit, do you get support from them?

A. Yes.

1 COMMISSIONER: And what's that support? How does that --
2 A. How does that look? So when I was putting together
3 our cultural awareness pamphlet, so I reached out to the
4 bosses in there under guidance from my boss where I was
5 working, and they 100 per cent supported what we were
6 trying to do and the outcomes that we were wanting from
7 that cultural awareness pamphlet, to the point where they
8 offered funding to pay for the first one.

9
10 COMMISSIONER: Okay. And do they help you in any other
11 way?

12 A. Yes, they do. If there's any cultural issues you ring
13 there and seek advice.

14
15 COMMISSIONER: Ms Hillard, do you have any questions?

16
17 MS HILLARD: Not many.

18
19 **<EXAMINATION BY MS HILLARD:**

20
21 Q. Senior Constable, just in respect of something you
22 said earlier on, you spoke about how you realised it was a
23 change in head space you became thinking about the helping
24 space. Do you think that there is some room for Queensland
25 Police Service when they're recruiting to maybe emphasise
26 police prevention and helping people rather than police
27 responses to crime?

28 A. It's a broad job, isn't it, policing? So we do
29 need - we do need people that have got to go into these
30 vulnerable situations and have to deal with stuff or
31 situations that you don't necessarily - normal people don't
32 do. I shouldn't say "normal people". People that have
33 reached rock bottom and stuff's happening that's not nice,
34 to them or to other people. The prevention space, I'm
35 lucky enough to be in that myself and I can honestly see
36 value in that space. I honestly think with the right
37 people, the right attitudes and the right program you can
38 shift mountains with it, to be honest. But that's just my
39 understanding of it.

40
41 Q. You don't need to qualify it at all.

42 A. Sorry.

43
44 Q. No, that's quite all right. Thank you. Just in
45 respect of your recruitment and training that you did, your
46 first year after you finished, if I can ask you do you
47 think that it would have been helpful for a couple of

1 things, and I'll just give you three options or ideas of
2 what I was thinking: feedback from your field training
3 officers, like formal feedback, sit down, "This is what
4 you've done well and this is what you haven't"; some
5 returning perhaps to the academy even for a week at the end
6 to re-emphasise what you've learned and follow up what
7 you've learned in the field; or do you think your field
8 training officers need time to specifically train you and
9 teach you? So there are three different things.

10 A. I've thought about this over my short career as a
11 police officer. Going to Townsville - it would be no
12 different at Oxley - doing my training, I done nine months,
13 and then going from there to one of the busiest stations in
14 Townsville, Mundingburra, for me I sank. Then I thought
15 about it and this is why I thought about it. Like, the
16 workload was - it was massive. I had these tasks that
17 don't go away apparently when you turn your computer off;
18 it's just the work that's there afterwards. And then
19 you've got to do the on ground work as well. So for me to
20 answer your question if the recruiting understood - and I'm
21 not bagging anybody; this is just my - the way I think. So
22 if the recruiting can understand how I learnt and how I was
23 going to learn, they may have instead of sending me to
24 Mundingburra might have sent me to Charters Towers where it
25 wasn't as busy. But you've got this volume of people and
26 I suppose, you know, like, not one shoe fits all. Does
27 that answer your question?

28
29 Q. Well, whatever you want to provide as your answer is
30 fine.

31 A. Okay.

32
33 Q. So you were asked some questions about your field
34 training officers by the Commissioner, and you said that
35 perhaps it could have been done a little bit better and
36 they weren't educators, were your words. Do you think they
37 specifically need time to allocate to training the
38 recruits?

39 A. Yes, I believe so. I can only go on my life
40 experience. So as a shearer trainer, training a young
41 person, that six months is over, like, I can get a shearer
42 to shear 100 sheep in six months. But to get him to shear
43 200 sheep, it's going to take me another year and a half.
44 That's still more training. It's ongoing. It's ongoing
45 learning.

46
47 Q. And lastly I just wanted to talk to you about at

1 paragraph 25 is where you spoke about the work that you do
2 for sentencing and parole and to offer advice with
3 First Nations peoples. One of the gaps, I suppose, with
4 domestic and family violence is the lack of men's behaviour
5 change programs and then even more importantly
6 First Nations specific men's behaviour change programs. Is
7 that something that you had seen when you did that work?

8 A. So they do talk about that. I can speak
9 about - I went to Cherbourg as a police liaison officer and
10 they had a really good program there about - because it's
11 lost identity. These young men, they know they're
12 First Nations. They don't necessarily know where they have
13 come from. I am lucky; my family have given me that
14 knowledge. I know and I've traced my roots. I've taken
15 grandkids out to have a look at specific stuff. So I know.
16 I'm very lucky. My head space is really good.

17
18 Some of these guys have lost their identities. So one
19 of the programs that I have seen, and I haven't seen it
20 since, there may be some around, but they had a person that
21 would talk to the respondent. There was a referral, "You
22 need to go to this program," and he would help those people
23 find their identity, if that be what's your country, which
24 means where is your family from, and then start working
25 through that process so that they can understand who they
26 are, what they are, what they're doing and et cetera. So
27 for me I really liked that program. Then not long after it
28 fell over for whatever reason. I don't know if it was
29 funding or if it was - or the key person, that's what
30 happens with these programs, you get the key person, the
31 champion, leaves.

32
33 MS HILLARD: Thank you so much. There might be some other
34 people that have questions for you.

35 A. Thank you.

36
37 COMMISSIONER: Mr McCafferty?

38
39 MR McCAFFERTY: Not from me, thank you, Commissioner.

40
41 MS WILLIAMS: Your Honour, if I may.

42
43 **<EXAMINATION BY MS WILLIAMS:**

44
45 Q. Acting Senior Constable, it's Ms Williams here. Can
46 you see and hear me, if I'm in the right spot?

47 A. I can, yes.

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Q. You've been asked some questions about your time as a first year constable, in particular about field training officers. I take it that during your time as a first year constable when you were on shift you were largely with your field training officer?

A. Yes, that's correct. All the time.

Q. And during that year as a first year constable when you would attend job you would watch them undertake any policing on that incident?

A. That is correct, and then they'd talk you through why.

Q. Why they took certain actions or made decisions?

A. Yes.

Q. And as you progressed through your first year I take it you then would have more responsibility as you attended occurrences?

A. That's correct. So that's how I believe it works. Your first eight weeks is - your FTO, your first year training officer, will hold your hand as such and do most of the work, but let you - introduce you gently into it. And then from there after that eight weeks you've got the rest of the 12 months, they give you a book to fill out with specific things within this book; you know, for example, domestic violence matters, breaches and et cetera, traffic stuff that you need to be competent in, so you need to get two or three of all these things throughout your first 12 months, so that they can sign you off and then you can - you're deemed competent enough to do the job by yourself.

Q. And by "competent" do I take it that means somebody is reviewing that book?

A. No, I do the book.

Q. You fill it out --

A. First year --

Q. And someone else reviews it?

A. Yes, that's correct.

Q. As you fill it out, when they look at it they provide you feedback of what you've filled out?

A. This is correct. So I call it a book but it's an online thing where you bring it up. You've been to an

1 occurrence, to tick a few of the boxes within your first
2 year program, and then you'd send through - once you've
3 finalised it, you send it through to the first year
4 department, they'll go through it, and if they don't like
5 what they see they'll send it back, "Do it again" --
6

7 Q. Now putting the book - I'm sorry to interrupt you
8 there. I think you're saying if they don't like it,
9 they'll send it back, you do it again?

10 A. This is correct.
11

12 Q. Now, putting that book aside, as you're taking - and
13 I mean no disrespect when I use this analogy - when you're
14 taking your baby steps after those first eight weeks, as
15 you're undertaking police work as a first year constable is
16 the field training officer talking to you about decisions
17 you're making as you're taking the baby steps?

18 A. Correct. So one thing I did find is everybody's
19 helpful. Everybody will give you advice.
20

21 MS WILLIAMS: Just excuse me one moment, please, Acting
22 Senior Constable. Thank you. Those are my questions.
23

24 MS CAPPELLANO: I have no further questions, thank you,
25 Commissioner. Could Acting Senior Constable Bateman be
26 excused?
27

28 COMMISSIONER: Yes, thank you. You're excused. You're
29 free to cut the connection or whatever you have to do.
30 Thank you.

31 A. Thank you, your Honour.
32

33 <THE WITNESS WITHDREW
34

35 MS CAPPELLANO: Commissioner, that's the final witness for
36 today. We have four witnesses tomorrow. Mayor Tamwoy will
37 be ready to go at 2 pm via videolink. Everyone else is in
38 person.
39

40 COMMISSIONER: All right. 10 o'clock?
41

42 MS CAPPELLANO: Yes, thank you.
43

44 **AT 4.19PM THE COMMISSION WAS ADJOURNED UNTIL TUESDAY,**
45 **9 AUGUST 2022 AT 10.00AM**
46
47

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