



Crime and Corruption Commission
QUEENSLAND

Public Report to the **Parliamentary Crime and Corruption Committee**

**Activities of the Crime and Corruption Commission
for the period 1 December 2023 to 31 March 2024**



About this report

This report has been prepared by the Crime and Corruption Commission (CCC) for discussion at its public meeting with the Parliamentary Crime and Corruption Committee (PCCC) on 17 May 2024.

The report covers the period 31 December 2023 to 31 March 2024.

Some investigations undertaken by the CCC cannot be reported on publicly until they are finalised. Reporting on them could compromise a current investigation, cause reputational damage to those people under investigation or risk breaching legislation. Discussing the progress of an investigation also carries with it a risk of identifying people who are assisting by confidentially providing information to the CCC.

Similarly, it is not possible to include detailed reports on short-term or recent performance from the CCC's witness protection program.

The CCC acknowledges there is a public interest in our activities and we need to report publicly to our parliamentary oversight committee, the PCCC. The information in this report strikes a balance between providing information to the public and protecting confidential CCC processes.

More general information about our jurisdiction, work areas, roles and responsibilities can be found at www.ccc.qld.gov.au.

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Bruce Barbour
Chairperson



Kathryn McMillan KC
Deputy Chairperson



Peter Dowling AM
Commissioner



Helen Darch OAM
Commissioner



Simone Webbe
Commissioner

A message on behalf of the Commission

I am pleased to present this report to the Parliamentary Crime and Corruption Committee (PCCC) on the activities of the Crime and Corruption Commission (CCC) for the period 1 December 2023 to 31 March 2024.

Operationally, the Crime Division continued to progress a major crime investigation involving the suspected professional facilitation of money laundering and drug trafficking for a syndicate suspected of involvement in trafficking and importing of dangerous drugs including heroin and methylamphetamine. The CCC used hearings to progress investigations referred by the QPS, including four homicide investigations and three investigations into suspected homicides.

During the reporting period, an amount of \$5.888 million was returned to the State as forfeited property as a result of proceeds of crime orders. Our review of the *Criminal Proceeds Confiscation Act 2002*, the key statute in Queensland's asset-confiscation regime, is being finalised. Findings from this review have also been used to inform consideration of the capabilities required for financial investigator roles at the CCC.

During the reporting period the Corruption Division received 1651 complaints, notifications and matters identified as falling within our jurisdiction. Of these, 233 have been triaged as meeting the criteria of serious, systemic and strategic (SSS). During the reporting period, the CCC finalised eight corruption investigations. As at 31 March 2024, the CCC is conducting 51 corruption investigations.

Queensland's local government elections were held during the reporting period on 16 March 2024. In the lead-up to those elections, on 14 February the CCC, in partnership with the Electoral Commission Queensland (ECQ) and the Office of the Independent Assessor (OIA), issued a letter to all registered local government candidates via the ECQ. Its purpose was to provide guidance to candidates on campaigning with integrity.

Our work continues on the implementation of recommendations of the Commission of Inquiry. During the reporting period, the CCC commenced recruitment of key critical roles to deliver the COI recommendations including development of our prevention and engagement functions and an increased technical capacity in data and analytics. During the period, the Bill addressing the amendments to the *Crime and Corruption Act 2001* to give effect to Recommendations 2 and 25 was introduced, and is currently before the Community Safety and Legal Affairs Committee.

Since the last meeting, the Community Safety and Legal Affairs Committee considered the private member's bill to restore the CCC's reporting powers, and the Government initiated an independent review by Queensland's former Chief Justice, the Honourable Catherine Holmes AC SC, to look at how the CCC reports on corruption investigations. We have engaged with the review, and await the outcome.

Matters arising from the public meeting of 2 February 2024

A formal response has been provided to the PCCC.

Bruce Barbour
Chairperson

Year-to-date highlights



18 crime investigations finalised



3518 complaints of suspected corruption received

3407 complaints of suspected corruption assessed



14 recovery orders¹ over assets totalling
\$8.107 M forfeited to the state



19 corruption investigations finalised



133 law enforcement intelligence disclosures



12 days of hearings relating to corruption investigations



109 days of hearings relating to crime investigations



44 Prevention recommendations made from corruption investigations

¹ Recovery orders YTD have been adjusted from the previous report to reflect removal of two 'discontinued' matters incorrectly included in that report as recoveries.

CCC Strategic Plan 2023–27

Our vision

Safe communities supported by fair and ethical public institutions.

Our purpose

The CCC is an independent agency combating major crime and reducing corruption for the benefit of the Queensland community.

Our values



People



Accountability



Integrity



Courage



Excellence

Objective: Efficient and Effective

Delivering efficient and effective outcomes to reduce the incidence of major crime and corruption, and improve the integrity of the public sector in Queensland.

Strategies:

- Improve productivity and outcomes to maximise impact.
- Enhance governance, risk and compliance processes and culture to mitigate risk.
- Advocate for legislative reform to improve our ability to anticipate and respond to the changing nature of our operating environment.
- Innovate, digitalise and automate service delivery to maximise operational efficiency and effectiveness.
- Build and use data to inform effective decision making.
- Enable a person-centred approach that reflects the perspectives of our diverse community, including First Nations peoples.

Objective: Safe and Capable

Developing the capability and managing the wellbeing of our people and enabling their performance through access to high-quality information and fit-for-purpose systems.

Strategies:

- Develop leadership and management capability to lead change, achieve high performance, and influence connection to agency purpose.
- Nurture a safe and healthy workplace embedding a shared responsibility for the physical, psychological and cultural wellbeing of our workforce.
- Continue to enhance diversity and inclusion initiatives to harness different perspectives and build on our collective strengths.
- Deliver talent attraction and retention initiatives that reflect the changing needs of the workforce and societal expectations.
- Develop workforce capability to meet the operating needs within a complex and evolving working environment.
- Leverage and invest in technology to enhance digital capability and improve system cross-functionality.
- Invest wisely in robust information security measures to stay ahead of potential threats.

Objective: Accessible, Accountable and Collaborative

Being accessible and engaging with our community in a meaningful way that demonstrates our accountability and promotes confidence in our functions and the services we provide.

Strategies:

- Strengthen partnerships to facilitate coordination and information sharing across agencies and jurisdictions for mutual benefit.
- Ensure effective communication and timely dissemination of information to promote transparency, accountability and confidence.
- Establish a greater connection and new operating models with government, non-government organisations, private sector and universities to ensure responsible spending, access to specialist capabilities and enhance information sharing.
- Maximise opportunities with our partners to collectively use data and insights in a meaningful way.

Objective: Continuous Improvement

Anticipating and responding effectively to our dynamic and challenging operating environment.

Strategies:

- Redesign service delivery models to maximise our ability to respond to our changing environment.
- Embed a culture of continuous improvement and innovation to improve performance and maximise our impact.
- Strengthen change management practices to sustain the benefits of change.
- Establish environmental sustainability practices to minimise the impact of our operations on the environment.
- Continue to implement initiatives from reviews and inquiries to enhance public confidence.

The CCC's full strategic plan can be found on our website: ccc.qld.gov.au.

Agency overview

The CCC is an independent statutory body established to reduce the incidence of major crime and public sector corruption in Queensland, and to provide the state's witness protection service. It focuses on major crime that poses the greatest threat to the Queensland community and matters that erode the integrity of its public institutions.

Our crime jurisdiction enables us to investigate major crime such as drug trafficking, money laundering, and serious crimes such as homicide and offences of violence against children and vulnerable persons. Our corruption jurisdiction is broad and diverse, including State Government departments, public sector agencies and statutory bodies, QPS, Local Government, government-owned corporations, universities, prisons, courts, tribunals, and elected officials. The CCC investigates only the most serious or systemic allegations of corrupt conduct.

The Crime and Corruption Act 2001 (CC Act) sets out our agency's primary functions, powers and governance structure.

Investigative powers

The CCC's investigative powers include search, surveillance and seizure powers. Where we conduct joint investigations with other agencies, we use these powers as well as our expertise in intelligence, financial analysis, forensic computing and covert investigative techniques.

Investigative hearings

The CCC also has powers to conduct investigative hearings that compel people to attend and give evidence, and to produce documents and other material. Hearings are held to investigate major crime and allegations of serious corruption. The CCC can also respond quickly to incidents of terrorism by immediately conducting hearings.

Proceeds of crime

The CCC administers the non-conviction based civil confiscation scheme contained within Chapter 2 of the Criminal Proceeds Confiscation Act 2002 (CPC Act). Under this scheme, property is liable to be restrained if it belongs to, or is under the effective control of, someone who is suspected of having engaged in serious criminal activity. Restrained property is liable to be forfeited to the state unless a person proves, on the balance of probabilities, that it was lawfully acquired.

The CCC also administers the serious drug offender confiscation order scheme contained within Chapter 2A of the CPC Act. This is a conviction-based scheme dependent upon a person's conviction of a serious drug offence under the Penalties and Sentences Act 1992.

Intelligence

Intelligence informs and guides the CCC's operational and strategic priorities and provides support and direction to the crime and corruption areas. Our intelligence function enhances law enforcement's understanding of the criminal environment in Queensland, increases the CCC's capability to respond to threats and opportunities posed by high-risk crime groups, and enables resource allocation based on assessed levels of threat and harm.

Research

The CCC conducts research to support the proper performance of its functions in areas such as crime, corruption, policing and the criminal justice system.

Prevention

The CCC has a statutory function to prevent crime and corruption.

Key deliverables

Performance outcomes from 1 December 2023 to 31 March 2024 are detailed in the following pages.²

² Some data variations in Corruption-related figures are possible given that the CCC's month-by-month corruption data is extracted from a live database (COMPASS).

Objective: Efficient and Effective

Key deliverable:

Investigating and shaping effective responses to serious and organised crime, working with and sharing intelligence with the Queensland Police Service and other law enforcement partners, and confiscating criminal profits

Illicit markets

Illicit markets involve the exchange of illegal goods or services, or the exchange of those things in unlawful ways. The CCC is concerned with illicit market activity that enables or involves serious and organised crimes, such as illicit drugs and firearms trafficking, and produces significant financial return for offenders. These markets are pervasive, and impacts include serious health and social ramifications, and economic costs for healthcare, law enforcement and the productivity of our communities. Investigations in this area of focus may be approved under the CCC Organised Crime General Referral, or as a special intelligence operation, depending on the circumstances and purpose of the investigation.

The CCC's response to this area of focus is multifaceted and includes:

- undertaking major crime investigations, including in partnership with other law enforcement and intelligence agencies to enhance investigative outcomes and intelligence sharing.
- undertaking intelligence focused investigations to identify criminal networks, their methods and vulnerabilities, and to identify strategic responses to organised criminal activity.
- pursuing criminal proceeds investigations and taking civil confiscation action, and
- undertaking research and intelligence projects to identify emerging trends, risks, and opportunities to disrupt serious criminal activity and assess the impact of our action taken.

Referred major crime investigations

Major crime investigations may be referred by the Queensland Police Service (QPS) for assistance, primarily through the use of the CCC's coercive hearings powers.

During the reporting period, the CCC advanced one QPS referred investigation into trafficking of dangerous drugs between multiple interstate locations by a syndicate with links to an OMCG.

CCC major crime investigations

During the reporting period, the CCC continued to progress a major crime investigation involving the suspected professional facilitation of money laundering and drug trafficking for a syndicate suspected of being involved in trafficking and importing dangerous drugs including heroin and methylamphetamine.

Intelligence operations

During the reporting period, the CCC progressed two intelligence operations, including:

- an intelligence operation into suspected money laundering activities and suspected organised crime activities related to the sale of illicit tobacco and vape products to retail stores throughout Queensland, and
- an intelligence operation to investigate alleged criminal organisation participants alleged to be involved in a weapon manufacturing facility.

Intelligence assessments and disclosures

The CCC analyses intelligence data about the activities of organised crime groups, their participants and facilitators, that it has collected from its own operations and assessments and discloses that intelligence to the QPS and other Commonwealth and State law enforcement agencies for their information and action. The CCC also responds to specific requests from those agencies for intelligence data and assessments about organised crime groups and participants.

Between 1 December 2023 and 31 March 2024, the CCC made 43 intelligence disclosures to law enforcement. An intelligence disclosure may contain one or more discrete information reports or intelligence products.

Table 1: Intelligence disclosures and requests for information¹

Nature of disclosure	1 Dec 2023 – 31 Mar 2024	2023–24
CCC Investigations	6	14
Intelligence Operations	4	22
Referred Investigations	20	60
Strategic & Other ¹	12	30
Proceeds Matter	1	7
Total	43	133

Notes:

1. Includes disclosures in response to specific intelligence information requests made from external agencies.
2. Eleven (11) additional disclosures from the previous reporting period have been retrospectively added to the register. The totals for 2023-24 YTD have been adjusted to reflect these changes.

Strategic project: Enhancing our cryptocurrency investigation capability

In March 2021, the CCC commenced a project to uplift the CCC’s cryptocurrency capability with a focus on infrastructure, resources, and policies and procedures to support the training, administrative and operational environments for investigations involving cryptocurrency transactions. In April 2022, following completion of Stage 1 of the project, a report detailing a capability framework was completed and shared with the QPS and other State and Commonwealth law enforcement agencies. The CCC continues to collaborate with partner law enforcement agencies on Stages 2 and 3 of the project, which involves implementing several capability recommendations, to ensure mutual benefits are realised. The project is due to be completed by 30 June 2024.

Proceeds of crime recovery

An overview of proceeds of crime outcomes related to illicit markets is provided in **Table 2**.

Table 2: Proceeds of crime outcomes – illicit markets

Description	1 Dec 2023 – 31 Mar 2024		2023–24	
	Number	Value	Number	Value
Restraining orders obtained	3	\$1.399 M	8	\$2.801 M
Forfeitures of property to the state	5	\$5.888 M	14 ³	\$8.107 M

Strategic project: Review of the Criminal Proceeds Confiscation Act 2002 (CPCA)(Qld)

In July 2023, the CCC commenced a project to review the *Criminal Proceeds Confiscation Act 2002* (CPCA). The CPCA has not been reviewed since its inception in 2002. The review aims to identify areas for reform to ensure the CPCA remains responsive and effective in a rapidly changing organised crime environment.

In the reporting period, the review team collected intelligence and undertook research to understand the features and effectiveness of Australian asset confiscation regimes, the current criminal environment, and intersecting issues. We also conducted four workshops with relevant agency stakeholder groups to explore and identify requirements of a contemporary asset confiscation scheme for Queensland and options to achieve such a regime.

The review team synthesised the various data collected, which informed a Discussion Paper published on the CCC website on 24 November 2023. Guided by 26 questions for consideration, the discussion paper sought public

³ Recovery orders YTD have been adjusted from the previous report to reflect removal of two ‘discontinued’ matters incorrectly included in that report as recoveries.

submissions on the efficacy and efficiency of Queensland's confiscation regime, including the following areas for potential reform:

- reviewing the effectiveness of the serious drug offender confiscation scheme
- revisiting Queensland's participation in a national cooperative scheme on unexplained wealth, proceeds sharing and appropriation of recovered proceeds of crime, and
- current arrangements for the administration of the civil confiscation jurisdiction under the Act.

In the reporting period, the review received submissions to the Discussion Paper, and drafted the final report. The review produced briefings to key stakeholders on key findings and proposed recommendations.

On 9 April 2024, the Commission published the report for consideration by the Queensland Government.

Strategic project: Implement a Financial Investigative Capability Framework

This initiative seeks to improve responses to emerging and strategic risk through the development of a financial investigative capability framework for financial investigator roles within the Crime Division. This initiative commenced on 1 January 2024 and is currently in the research phase. Findings from the CPCA Review and an internal review of the operating framework for Proceeds of Crime have informed consideration of the capabilities required for financial investigator roles. Drafting on a capability framework will commence in the next quarter.

Crimes involving loss of life or serious injury

The CCC works in cooperation with other agencies, including the QPS, to make optimal use of its available resources in responding to the most serious crimes that involve risk to life or actual loss of life or serious injuries. Our work in this area principally involves investigations referred from the QPS for assistance by way of undertaking investigative hearings. Investigations in this area of focus may be approved under the CCC Homicide, Sexual Offences, Terrorism or Organised Crime General Referral, or as a special intelligence operation, depending on the circumstances of the case.

During the reporting period, the CCC progressed eight investigations, referred by the QPS, through the examination of witnesses at a hearing, including:

- an investigation into the suspected homicide of a 45-year-old male at Booyal or elsewhere on or about 27 January 2000
- an investigation into the homicide of a 52-year-old female on an unknown date in 2010 whose body was discovered in Alderley on 7 December 2022
- an investigation into the suspected homicide of a 69-year-old male whose body was discovered at a private residence in Benowa on 4 April 2023
- an investigation into the homicide of a 32-year-old male prisoner at Capricornia Correctional Centre in October 2022
- an investigation into the homicide of a 34-year-old male near Central Queensland in November 2023
- an investigation into the disappearance and suspected homicide of a 35-year-old male reported missing from Brisbane in January 2022
- a multi-jurisdictional investigation into the homicide of two males in March 2002 believed to be linked, and
- an investigation into an incident of unlawful striking causing death of a 39-year-old male at Hope Island in May 2023.

Strategic project: Review of the provisions for searching places for high-risk missing persons (Chapter 7, Part 3A of the Police Powers and Responsibilities Act 2000)

Section 879 of the *Police Powers and Responsibilities Act 2000* (Qld) requires the CCC to review the relevant provisions in the PPRa that provide police with powers in missing persons investigations where the person is a 'high-risk missing person'. This review has commenced data collection, and the Chairperson has corresponded with the Minister for Police and Corrective Services and the QPS Commissioner about this review. In accordance with section 879 of the PPRa, the CCC will table its report in Parliament, and will consult with the Minister in the course of preparing that report. The report is expected to be released in 2024.

Crimes against children and vulnerable people

The CCC works with the QPS to respond to the most serious crimes involving the death, or physical or sexual abuse of children or other vulnerable people. The CCC helps the QPS solve and/or prevent these crimes through the use of our investigative hearing powers. Investigations in this area of focus may be approved under the CCC Vulnerable Victims or Criminal Paedophilia General Referral.

During the reporting period, the CCC advanced two investigations referred by the QPS, through the examination of witnesses at a hearing, including:

- an investigation into serious injuries sustained by an eight-week-old child in South-East Queensland in June 2023, and
- an investigation into serious injuries sustained by a seven-week-old child on the Sunshine Coast in July 2023.

Key deliverable:

Investigating complaints which involve conduct, which is serious, systemic or of strategic risk to build trust and confidence in public institutions in Queensland

Complaints assessed as serious, systemic and strategic

On 20 February 2023 the CCC's Intake and Assessment unit commenced operations under a revised complaints assessment model (CAM). Under the CAM all incoming complaints, notifications, matters and issues are entered into the complaints management system within 48 hours, and referred to the Executive Director, Intake and Assessment for triage.

The Executive Director confirms the matter falls within the jurisdiction of the CCC and then applies agreed criteria to identify matters involving alleged conduct assessed as serious, systemic and/or of strategic importance.

Matters which do not meet these criteria are referred to a team for assessment and are finalised by referral to the relevant Unit of Public Administration (UPA) or as requiring no further action.

Matters which meet these criteria are referred to a team to review and, where appropriate, conduct preliminary enquiries to better understand the alleged conduct and identify evidence that supports the conduct has or has not occurred. The matter is then briefed to the Executive Leadership Team (ELT) for an assessment decision. The ELT may assess matters as requiring no further action, appropriate for referral to a UPA to deal with – subject to outcome advice, appropriate to refer to a UPA – subject to monitoring, or appropriate for the CCC to investigate, including jointly with a UPA.

For the period 1 December to 31 March 2024, the CCC received 1651 complaints, notifications and matters identified as falling within our jurisdiction. Of these, 233 have been triaged as meeting the criteria of serious, systemic and strategic (SSS). In the same period, 208 SSS matters were assessed.

Of the 1445 matters assessed, 10 were retained for CCC investigation, 41 were referred to the UPA – subject to CCC monitoring, 218 were referred to the UPA – subject to outcome advice, 877 were referred to the UPA – no further advice required, and 299 were assessed as requiring no further action.

Corruption investigations

As at 31 March 2024, the CCC is conducting 51 corruption investigations.

During the reporting period, the CCC finalised 8 investigations. In summary:

- One investigation resulted in a brief of evidence relating to misuse of information being referred to the Office of the Director of Public Prosecutions (DPP) for advice as to the suitability of a criminal prosecution, and the subject officer has been charged.
- Seven investigations were finalised in relation to allegations of misuse of office/authority, failure of duty, interfering or undermining an investigation, misappropriation of resources and misuse of information. The investigations did not substantiate any allegations of corrupt conduct. The relevant agencies have been provided with information to support their ongoing management of risks in relation to recruitment, procurement and information management.

Corruption monitoring program

The CCC's functions include monitoring the way in which units of public administration (UPAs) manage allegations of serious and systemic corruption referred to them to deal with.

In late June 2023, the CCC implemented a new model for monitoring these types of complaints. This new operating model provides for greater engagement with UPAs to support them in dealing with and investigating matters, more flexibility on reporting timeframes based on the complexity of the matter, more structured engagement during the course of the investigation to enable the CCC to intervene if required, and greater focus on improving investigative quality and prevention outcomes.

During the period 1 December 2023 to 31 March 2024, a total of 41 new matters were referred for monitoring and 6 matters were finalised. As at 31 March 2024, 86 matters were being monitored by the CCC.

Objective: Safe and Capable

Key Deliverable:

Developing critical organisational capabilities including digital, analytics, intelligence and workforce

Workforce Strategy

The Workforce Strategy 2023-27 guides the work of the CCC to foster a workforce that is capable, driven and innovative, to remain sensitive and responsive to emerging trends.

Collaborative approaches have been embraced to drive an ambitious program of work which is committed to consultation and co-design with internal stakeholders and exploring contemporary best practice approaches.

Priority employee capability and wellbeing initiatives include:

- expanding access to core workforce data through self-serve data dashboards
- enhancement of leadership and management capability to lead change, achieve high performance and influence connection to agency purpose
- development of workforce capability frameworks for priority role cohorts to meet the operating needs within a complex and evolving work environment
- redesigning the compliance learning suite to facilitate increased learning transfer and retention supporting employees to be capable and confident in meeting policy and governance requirements
- nurturing a safe and healthy workplace embedding shared responsibility for the physical, psychological and cultural wellbeing of our workforce, and
- continuing to enhance diversity and inclusion initiatives to harness different perspectives and build on collective strengths.

Activities progressed or delivered during this reporting period include:

Leadership and Performance Management

An Invitation to Offer process has been conducted in the open market to establish a panel of providers to contribute towards a modularised program, establishing an agency-wide leadership intervention that shapes ways of working across the agency and expands individual capability to manage people and operational activity through consistent application of agency processes.

During the reporting period the CCC supported:

- Four executives to undertake the Company Directors program through the Australian Institute of Company Directors to build their capability in governance, ethics, strategic risk management and financial literacy.
- 22 commission officers to undertake a Leader as Coach program to enhance their leadership skills.

Compliance eLearning: A major redesign process to improve the learner experience is underway on all existing topics with eight modules currently being developed. Two new modules have been developed “Your Digital Footprint” in response to risks associated with social media and “Authorising Officers” in response to risk associated with telecommunication intercepts.

Nurturing a safe and healthy workplace

As part of our ongoing commitment to supporting the wellbeing of our people the CCC has delivered another in-house program of the nationally recognised Mental Health First Aid course for 19 CCC officers. Also delivered during the reporting period was a two day externally delivered program on emotional intelligence that was attended by 11 CCC officers.

Digitising the workplace

The CCC is continuing to implement its Digital Program, which leverages the investments already made by the CCC to progress our digital maturity. The Digital Program objectives are to:

- Improve the resilience of the CCC and the connectedness, efficiency and effectiveness of the service delivery model in order to get ahead of the increasingly sophisticated crime and corruption the CCC pursues, and
- Improve the experiences stakeholders have when acting within the CCC service delivery ecosystem either when working at the CCC or interacting and collaborating with the CCC.

Activities progressed or delivered during this reporting period include:

- **Application Portfolio Management:** The CCC Application Portfolio Management Framework (APMF), which enables the CCC to manage the digital investments in a proactive and efficient manner, is operational. The Application Classification Map and Application Custodian Guidelines which have been developed, and training for system custodians is scheduled to be delivered by the end of the financial year. Recently, the APMF was utilised to support the integrated business planning process for FY24/25 through ensuring that proposals for new applications were considered from a whole-of-CCC perspective and rationalised to reduce unnecessary costs and mitigate risks.
- **Digital GRC:** The CCC continues working to improve the efficiency and effectiveness of the digital Governance Risk and Compliance solution. This work, being undertaken by an external vendor, will enhance platform stability, improving reporting automation and enhancing the user experience. The CCC has successfully completed phases of work to improve the way the CCC manages risk management, conflict of interest management and policy management. Extensive User Acceptance Testing has been conducted to ensure the platform stability meets expectations, and workflows are efficient and effective. This testing has impacted the overall timeframe and the project is now expected to be completed by August 2024.
- **Corruption Investigation Case Management System:** This project seeks to deliver a technical solution that will improve the efficiency, effectiveness and quality of corruption investigations and consolidate information holdings. The CCC concluded the Request for Information (RFI) stage which included vendor demonstrations. This process was invaluable to the CCC in understanding the depth and quality of the market, and the different types of platforms available. The CCC is now refining its requirements in order to progress to the next stage of the procurement process (Invitation to Offer), ensuring that a fit-for-purpose solution is identified.
- **Legal Practice Management System:** The CCC is seeking to implement a digital solution to help manage its internal legal function. Contract negotiations with the preferred vendor relating to probity checks for personnel have been lengthy. The CCC is seeking timely resolution of these negotiations.
- **Human Resource Information System (HRIS):** The CCC is seeking to procure a digital solution to improve workforce management by having a single source of truth for HR-related information, consolidating several disparate, unconnected HR systems. The new system aims to resolve data accuracy issues and to enable automated reporting and holistic workforce management. In January 2024, the project board approved the business and functional requirements, and the Project Plan. The project is now preparing documentation in readiness to go to market for the solution.

Advancing analytics

Analytics remains a critical capability for the CCC. Analytics initiatives are contributing to the modernisation of the organisation by reducing information silos, leveraging the value of our significant data assets and promoting a data-

driven culture. The analytics team collaborates closely with various business units to generate meaningful reports from the centralised data source, known as the Analytics Data Warehouse (ADW). These reports serve as a valuable resource for gaining business insights, identifying potential risks, and enabling proactive actions.

Activities progressed or delivered during this reporting period include:

- **Analytics Data Warehouse (ADW):** The CCC's ADW is operational, and enabling an increasing number of dashboards and enhanced reporting functionality. COMPASS, the CCC's corruption database, has been ingested into the ADW and work is progressing to improve the efficiency of COMPASS-related performance reporting directly from the ADW.
- **Corruption Outcomes Data:** This initiative will improve our knowledge of the prevalence of corruption in Queensland and facilitate targeting of corruption prevention initiatives. The CCC is seeking to analyse the outcomes of investigations conducted by Units of Public Administration. This involves developing an initial process to consolidate information provided in its current form, as well as a project that involves collaborating with a Unit of Public Administration to develop an innovative Proof of Concept to automate the exchange of corruption outcomes data. The interim process has been established and work is progressing to identify a suitable partner agency for the Proof of Concept.
- **Business intelligence dashboards:** Where possible, dashboards extract data from the CCC's ADW. These business intelligence dashboards enable the active management of matters and more immediate access to close to real-time data improves decision making and supports a performance culture.
 - **Intake and Assessment dashboard:** This dashboard, which is updated weekly, assists the active management of allegations of corrupt conduct.
 - **Corruption Monitoring dashboard:** This dashboard supports the effective and efficient management of the CCC's monitoring function. This function reviews investigations conducted by Units of Public Administration. The Minimum Viable Product (MVP) of the dashboard was released into production in March 2024.
 - **Corruption Outcomes Data Interim Dashboard:** The interim Outcomes Dataset Dashboard has been developed and successfully completed User Acceptance Testing. The dashboard is scheduled for release in production in April 2024.
 - **Corporate dashboards:** Human Resources and Finance dashboards ensure accurate and timely corporate information is accessible by managers. Stakeholder engagement is progressing well to deliver the second iteration of the finance dashboard.
 - **Integrated Business Planning dashboard:** A dashboard was developed to support consideration of submissions submitted as part of the CCC Integrated Business Planning process. This assists decision makers to consistently consider how the submission supports the CCC's strategy, mitigates risk, and delivers benefits. The dashboard also assists to show the aggregate change and delivery impact of change across the CCC.

Objective: Accessible, Accountable and Collaborative

Key Deliverable:

Ensuring effective communication and timely dissemination of information to promote a culture of transparency, accountability and confidence

Implementing our renewed corruption prevention and engagement function

The CCC has established a new Corruption Prevention and Engagement unit to embed a corruption prevention and policy focus into practice and strengthen our communication and engagement with the public sector to support their corruption prevention efforts.

In this reporting period, work has progressed on the development of the Data and Insights Plan which will guide how we collect, analyse and use corruption related data. Initial scoping work was completed, and engagement commenced with key external stakeholders to understand their data holdings and information sharing arrangements.

As part of implementing and embedding an integrated operating model across the Corruption Division, project planning was completed during this reporting period. Work commenced on a current state assessment of delivery models and developing a set of guiding principles.

During the reporting period, work continued with key stakeholders to analyse existing data sources to trial an approach to thematic monitoring. This will expand the CCC's monitoring footprint and inform the understanding of corruption risk and development of targeted prevention strategies across the Queensland public sector.

In relation to specific stakeholder engagement activities, initiatives undertaken in this reporting period include:

- In partnership with the Electoral Commission Queensland (ECQ) and the Office of the Independent Assessor (OIA), a letter from the CCC Chairperson, Electoral Commissioner and Independent Assessor was issued to all registered local government candidates on 14 February via the ECQ. The letter provided guidance to candidates on campaigning with integrity and included tips for meeting obligations, and messaging to deter using the CCC and OIA as campaign tools.
- The CCC is progressing planning with OIA and the Department of Housing, Local Government, Planning and Public Works on communication and engagement opportunities with elected local government councillors following the March election.

Objective: Continuous improvement

Key Deliverable:

Implementing the recommendations from the Commission of Inquiry into the CCC

CCC response to Commission of Inquiry (COI):

The CCC received \$20.849 million over four years in the 2023-24 budget to develop and manage the program and implement specific initiatives. During the period, the CCC has commenced recruitment of key critical roles to deliver the COI recommendations including developing our prevention and engagement functions, and increasing our technical capacity in Data and Analytics which is pivotal to increasing our prevention focus. During the period, the Bill addressing the amendments to the *Crime and Corruption Act 2001* to give effect to Recommendations 2 and 25 was introduced, and is currently before the Community Safety and Legal Affairs Committee. The CCC has provided 15 progress reports to the Minister, the Parliamentary Crime and Corruption Committee, and the Parliamentary Crime and Corruption Commissioner. As at 31 March 2024, the CCC has implemented 11 recommendations in full and made significant progress on 17 recommendations. The remaining two relate to future reporting requirements or are not the responsibility of the CCC. The CCC has also published six progress reports on its website (<https://www.ccc.qld.gov.au/publications>).

Corruption complaint lodgement and assessment processes:

The new corruption complaint lodgement and assessment model, which reflects a more customer-centric approach and leverages data to facilitate greater decision-making, continues to embed. The implementation of a management dashboard continues to provide timely monitoring of performance metrics to facilitate active management of the complaint lodgement and assessment processes.

Corruption monitoring process:

The CCC has implemented a new approach to monitor the way units of public administration deal with allegations of corrupt conduct. Reflecting the objectives of the Corruption Strategy, the new operating model provides for greater engagement with units of public administration, places more tension on investigation timelines, and focuses on both investigative quality and implications for corruption prevention. A new management dashboard is in place, improving visibility of capacity and utilisation of resources. A further reporting tool is under development for corruption allegation outcomes.

Corruption investigation review:

In July 2023, the CCC engaged independent external consultants to review the corruption investigation function. The purpose of the review was to assess the existing operating model and identify recommendations to improve the efficiency and effectiveness of corruption investigations. Three themes, incorporating nine initiatives, have been identified to address current opportunities and support the transition of the corruption investigation function to a strategically-aligned future state as outlined in the Corruption Strategy 2023-2027. These themes are:

1. Consistent and supportive processes: policies and processes facilitate operational efficiency, compliance, and consistency in decision making at every level.
2. Assured by enhanced governance: the strong governance architecture is well understood and supports operational effectiveness.
3. Leaders in investigation: effective communication and capable leaders ensures everyone knows how their work helps deliver successful outcomes.

Some of this work is already underway, including developing a guideline specific to the investigation feasibility phase to ensure investigators understand the objectives of the process, reviewing the CIGC and CIPG charters, and developing the Corruption Investigator Capability Framework.

Corruption Investigator Capability Framework

A Corruption Investigator Capability Framework has been developed through extensive consultation. This framework consists of three domains being, “Strategic Corruption Risks” which are relevant to the CCC environment, “Professional / Technical” which leverages the Australian Government Investigation Standards (AGIS) and “1CCC Critical Skills” which is aligned with the CCC’s Strategic Plan and Workforce Strategy. The Framework also provides a structure and process to develop similar products for other roles and units in the CCC.

A range of assessment processes aligned to the framework have been developed to assist with the identification of learning priorities for the current workforce. A number of new learning solutions have been identified, and external providers sourced. These programs are currently being piloted with delivery having commenced in February. An evaluation process has been established to assist with measuring outcomes and benefits.

At the national level, the CCC has been leading a cross-jurisdictional corruption capability working group. This group has recently transitioned to become an ongoing community of practice. This allows for and encourages the sharing of information, training packages and learning opportunities between the CCC and other jurisdictions.

Key statistics 2023–24

Key statistics for the 2023–24 financial year
are detailed in the following pages.⁴

⁴ All financial year 23–24 data is for the period 1 July 2023 to 31 March 2024.

CCC crime and corruption investigations

Table 3: Summary – Crime investigations¹

Description	Number
Total number of investigations commenced	15
Total number of investigations finalised	18
People charged ²	16
Charges laid	102
Law enforcement intelligence disclosures	133

Notes:

1. Crime investigations include CCC Crime Investigations, Referred Crime Investigations, CCC Intelligence Operations and Immediate Response Investigations.
2. Figures in relation to people charged and charges laid do not include those arising from investigations in which the CCC participated or assisted other law enforcement agencies.

Table 4: Summary – CCC corruption investigations

Description	Number
Total number of investigations commenced	38
Total number of Investigations finalised	19
Corruption investigation clearance rate: finalised/commenced ¹	50 %
People charged	1
Charges laid	9
Recommendations for disciplinary action	2
No. of people	1
Prevention recommendations	44

Note:

1. This key performance indicator (KPI) measures the number of investigations commenced and finalised in the reference period (i.e. 1 July to 31 March 2024). The target clearance rate for the 2023/24 financial year is 80%. In the reference period, 22 investigations were commenced and 19 were finalised, making the current clearance rate 50%. The primary factor contributing to the low performance against this KPI is the unusually high number of investigations commenced in quarter one (n= 24). Performance is currently off-target but expected to recover in quarter four as approximately 25 investigations are anticipated to be finalised in quarter four.

Table 5: CCC corruption investigations – QPS

Description	Number
Number of investigations commenced	2
Number of investigations finalised	2
People charged	0
Charges laid	0
Recommendations for disciplinary action	2
No. of people	1
Prevention recommendations	0

Table 6: CCC corruption investigations – other units of public administration (excluding QPS)

Description	Number
Number of investigations commenced	36
Number of investigations finalised	17
People charged	1
Charges laid	9
Recommendations for disciplinary action	0
No. of people	0
Prevention recommendations	44

Table 7: Duration of current CCC corruption investigations

Duration of investigation	Number	% of total matters
< 6 months	13	25 %
6-12 months	34	67 %
> 12 months	4	8 %
Total	51	100 %

Complaints

Table 8: Complaints received and assessed

Description	Number/ Percentage
Total complaints received ¹	3518
% increase or decrease when compared to 2022–23	▲ 18 %
Percentage of complaints assessed within 30 days (target: 85%) ²	45 %
Total allegations received	9129
% increase or decrease when compared to 2022–23	▲ 29 %
% allegations relating to the QPS	58 %
% allegations relating to other units of public administration (excluding QPS)	42 %
Total complaints assessed	3407

Notes:

1. The number of complaints by sector (in Tables 9 & 10) maybe higher than the total complaints received in Table 8 as one complaint may relate to multiple sectors.
2. There has been a decrease in timeliness of our assessments. This is expected for a period of time noting the significant change processes implemented within our complaint intake and assessment unit year, ongoing recruitment and resourcing challenges and the 18% increase in complaints compared to 2022-2023.

Table 9: Complaints received – QPS¹

Description	Number/ Percentage
Complaints received	1967
% increase or decrease when compared to 2022–23	▲ 8 %
Allegations received	5328
% increase or decrease when compared to 2022–23	▲ 19 %

Notes:

1. Complaints by Aboriginal and Torres Strait Islander people comprised 6% of the total complaints made against QPS officers (sworn officers and civilian staff), which is an increase of 1% when compared to the same period in 2022–23.
2. The increase in QPS complaints, when compared to the first quarter of 2022/23, reflects the findings of the Commission of Inquiry into QPS responses to DV released in October 2023 which has resulted in increased complaints related to DV matters, and cultural issues more broadly (bullying, harassment, racism and sexism).

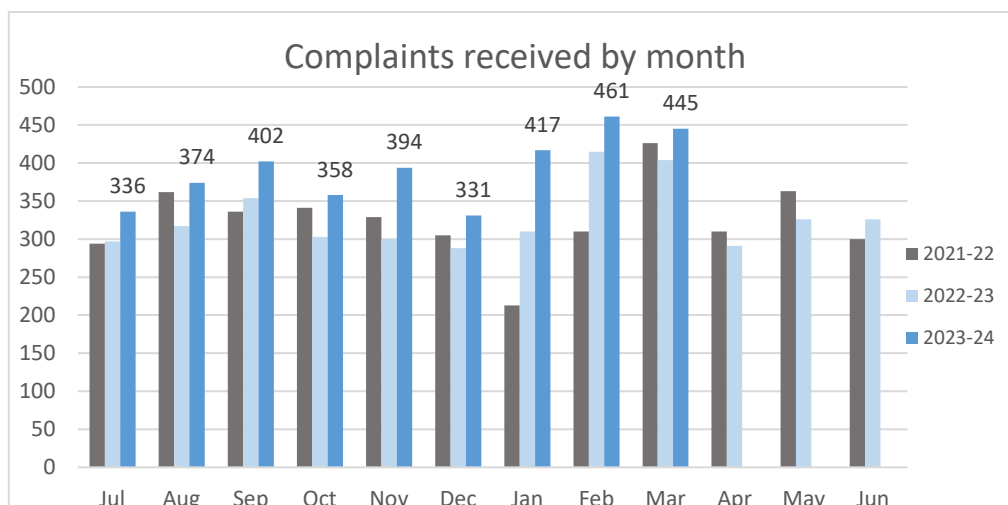
Table 10: Complaints received – other units of public administration (excluding QPS)

Description	Number/ Percentage
Complaints received for public sector ¹ (Including government owned corporations and Members of Parliament)	1411
% increase or decrease when compared to 2022–23	▲ 33 %
Allegations received for public sector ² (Including government owned corporations and Members of Parliament)	3203
% increase or decrease when compared to 2022–23	▲ 42 %
Complaints received for local government sector ³	280
% increase or decrease when compared to 2022–23	▲ 75 %
Allegations received for local government sector	598
% increase or decrease when compared to 2022–23	▲ 69 %

Notes:

1. The number of complaints by sector may be higher than total complaints received as one complaint may relate to multiple sectors.
2. There has been an increase in complaints from public sector departments including Queensland Corrective Services and Queensland Health, when compared to the same period in 2022/23. The CCC will continue to track this data to determine whether there is a trend and explanation for the increase.
3. The increase in local government complaints, when compared to the same period in 2022/23, reflects the low base number of complaints received in 22-23.

Figure 1: Total number of complaints received: 2021–22 to 2023–24¹



Note:

1. CCC corruption complaints data is recorded on a live database. Consequently, historical data may not be consistent across different reporting periods.

Table 11: Outcomes of complaints assessed

Description	Number
Retained for CCC investigation	38
Referred to the appropriate agency, subject to the CCC's monitoring role	72
Referred to the appropriate agency, outcome advice required by the CCC	558
Referred to the appropriate agency, with no further advice required by the CCC	2076
Requiring no further action	663
Total complaints assessed	3407

Monitoring allegations of corruption referred to other agencies

Table 12: Reviews of referred matters

Description	Number/ Percentage
Median days ¹ to complete a review (target 30 days)	21
Final reviews	42
QPS reviews	13
Public sector reviews (including local Government)	29
Interim reviews	77
QPS reviews	32
Public sector reviews (including local Government)	45
Reviewable decisions ²	59

Notes:

1. Median days calculated using a 7-day week.
2. A reviewable decision is a decision made by a prescribed police officer in an internal disciplinary process against a prescribed person (that is, another police officer who is generally referred to as the subject officer) concerning an allegation of police officer misconduct. The term reviewable decision is defined in section 219BA of the CC Act.

Oversight of police-related deaths and significant events

The CCC is informed of all police-related deaths and significant events involving police. The CCC may elect to attend an incident where a police officer has discharged a firearm, regardless of whether there have been injuries or deaths. The significant events included self-harm, injuries caused in custody, injuries sustained in traffic incidents including pursuits and police shootings.

Table 13: Summary of police-related deaths and significant events

Description	Number
Police-related deaths	13
Notifications of significant events QPS	48

Proceeds of Crime

Table 14: Proceeds of crime outcomes

Description	Number	Value
Restraining orders obtained	8	\$2.801 M
Forfeitures of property to the state	14	\$8.107 M
Settlement negotiations	5	\$4.847 M

Figure 2: Value of criminal proceeds restrained: 2018–19 to 2023–24 YTD

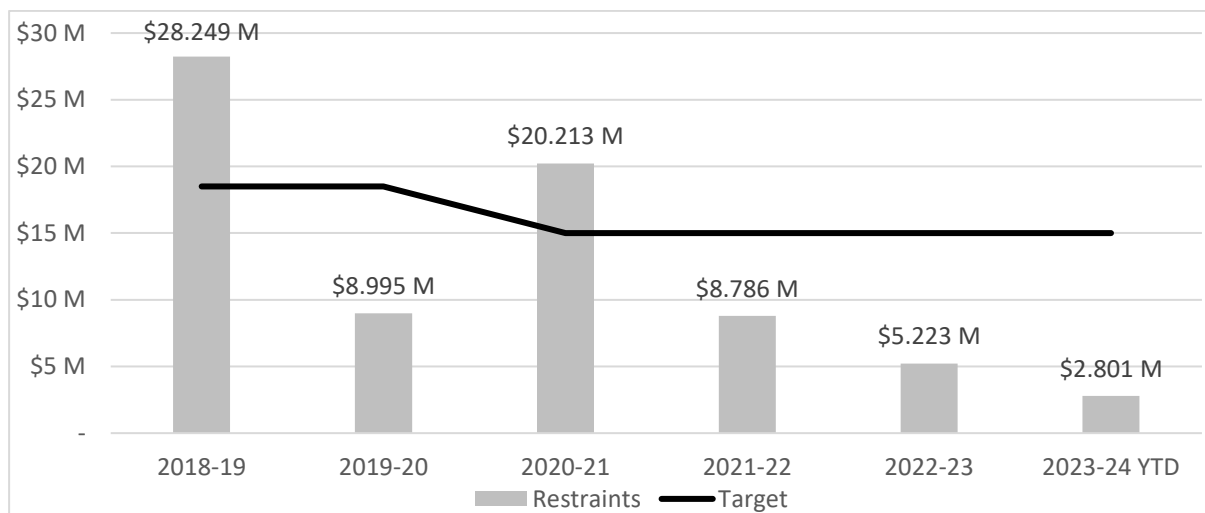


Figure 3: Value of criminal proceeds forfeited: 2018–19 to 2023–24 YTD

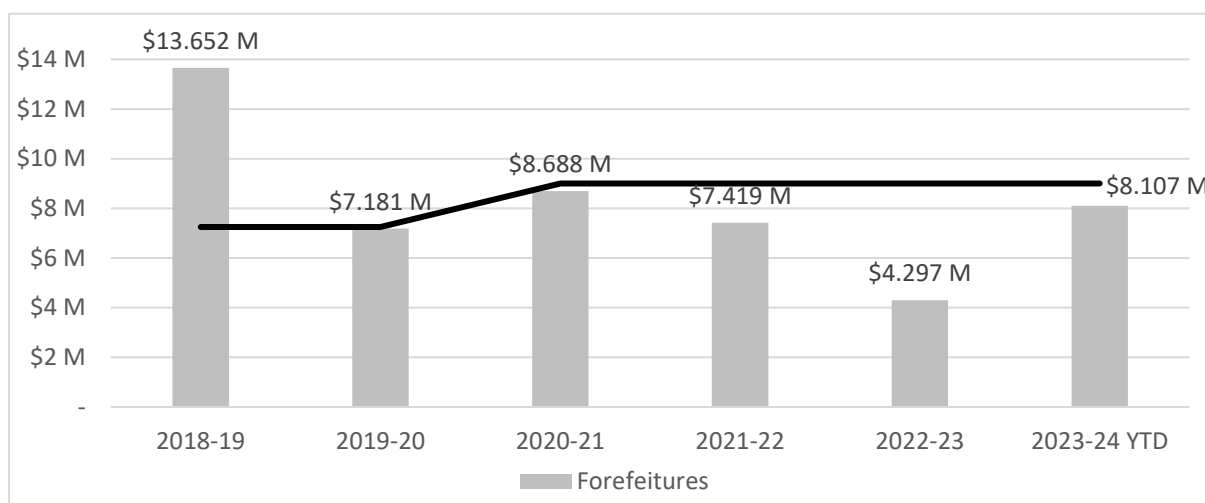


Table 15: Matters in progress

Description	Number	Value
Civil confiscation matters involving restrained property	21	\$30.807 M
Matters pending restraint	23	\$21.276 M

Table 16: Total restraints and forfeitures (since 2002)

Description	Value
Restrains	\$320.101 M
Forfeitures	\$150.685 M

Hearings

Table 17: CCC hearings overview

Description	Crime investigation hearings	Crime intelligence hearings	Corruption investigation hearings
Hearing days	101	8	12
Witnesses attending	84	8	13
Attendance notices served	96	10	13

Legal services

Table 18: Queensland and Civil and Administrative Tribunal (QCAT) proceedings

Description	Number
Review applications filed	4
Police disciplinary applications before QCAT (reviews and corrupt conduct proceedings) ¹	18
Police disciplinary matters finalised	1
Ongoing corrupt conduct proceedings	1
Ongoing disciplinary review matters ²	16
Appeals before the Appeal Tribunal ³	4

Notes:

1. The data is as at 31 March 2024.
2. This number does not include one matter remitted from the Appeal Tribunal as it is to be determined with an ongoing related disciplinary review matter.
3. These figures include a matter which is a reference on an interlocutory question of law from the QCAT Appeals Tribunal to the Court of Appeal.

Table 19: Other legal proceedings

Description	Number
Judicial reviews	1
Section 195 appeals (Supreme Court)	1
Contempt Applications (Supreme Court) ¹	1
Supreme Court proceeding (other than Contempt) ²	1
Court of Appeal Matters ³	1
High Court Matters ⁴	1
Other Court Matters ⁵	2

Notes:

1. Matter was finalised by the Supreme Court (contempt matter) on 5 October 2023.
2. This matter was finalised on 3 October 2023.
3. This matter is a reference on a question of law from a QCAT proceeding mentioned above.
4. Matter determined by judgment delivered on 13 September 2023.
5. Includes matters in which the CCC was involved in litigation over subpoenas/summonses (in District and Magistrates Courts), and other litigation. Where subpoenas were dealt with without attendant litigation, they have not been included in the calculations.

Police Service Reviews

Commissioners for Police Service Reviews (Review Commissioners) review grievances that police officers may have about promotions, transfers or disciplinary action. To ensure the transparency and independence of the review process, Queensland Police Union of Employees representatives have a standing invitation to attend promotion, transfer and disciplinary review hearings as observers.

When a review matter progresses to a hearing, the Review Commissioner is empowered to consider the material presented and prepare written recommendations for the attention of the Commissioner of Police (Commissioner), who makes the final decision. If a recommendation is not accepted, the Commissioner must provide the Review Commissioner with a statement of reasons for non-acceptance.

The CCC provides secretariat support to Review Commissioners. The secretary coordinates review applications and schedules hearings with Review Commissioners and relevant parties. Review Commissioners, and the review process, are independent of the CCC.

Table 20: Police Service Review – Outcome of matters

Police Service Review matters	Promotion	Transfer	Discipline
Matters lodged in 2023-24 ¹	13	6	1
Matters carried forward from 2022-23	6 ²	0	0
Matters heard	12	0	0
Matters progressing to hearing	0	0	0
Matters pending (e.g. awaiting papers or hearing outcomes)	2	0	1 ³
Matters withdrawn or lapsed, or not within jurisdiction (prior to hearing)	3	1	0

Note:

1. 1 disciplinary matter was reported under promotion in the previous report.
2. 6 matters carried forward from 22-23 were heard or finalised in 23-24 reporting period.
3. Matter currently on hold, awaiting court outcomes.

Workforce composition

Table 21: Full-time equivalents (FTE) as at 25 March 2024

Count of actual FTE	Employment type				
	Permanent			Temporary	Casual
Crime	55	3	0.85	58.85	
Corruption	91.6	6.7	-	98.3	
Operations Support	66.7	2.33	2.73	71.76	
Strategy and Renewal	19	5.8	-	24.8	
Office of the Commission	9.8	-	-	9.8	
Corporate Services	22.7	1	-	23.7	
Information Services	20.3	-	-	20.3	
Legal, Risk and Compliance	20.5	2	-	22.5	
Total sum of staff FTE^{1,2}	305.6	20.83	3.58	330.01	

Notes:

1. Reported data is Paid FTE data derived from the payroll period ending 22 March 2024, sourced from CCC HR Dashboard 25 March 2024 and includes staff who are on paid long-term leave (such as parental leave and ill health leave).
2. Reported data includes commission officers on secondment to the CCC but continuing to be funded by their home agency (such as QPS).

Appendix A Liaison meetings of the Chairperson

- On 4 December 2023, I and Ms Jen O’Farrell (Chief Executive Officer) attended a meeting of the Complaints Oversight Board.
- On 12 December 2023, I met with Deputy Commissioner Cameron Harsley (Queensland Police Service) to discuss matters of mutual interest.
- On 15 January 2024, I met with the Honourable Steven Miles MP (Premier of Queensland) to discuss matters of mutual interest.
- On 18 January 2024, I attended a Controlled Operations Committee meeting as a member of the Committee.
- On 24 January 2024, I and Ms Jen O’Farrell (Chief Executive Officer) met with Acting Deputy Commissioner Cheryl Scanlon APM (Queensland Police Service) and Assistant Commissioner Virginia Nelson APM (Queensland Police Service) to discuss matters of mutual interest.
- On 24 January 2024, I and Ms Jen O’Farrell (Chief Executive Officer) attended a meeting of the Complaints Oversight Board.
- On 30 January 2024, I chaired the Crime Reference Committee meeting.
- On 30 January 2024, I met with Deputy Commissioner Cameron Harsley (Queensland Police Service) to discuss matters of mutual interest.
- On 5 February 2024, I met with the Honourable Yvette D’Ath MP (Attorney-General and Minister for Justice and Minister for the Prevention of Domestic and Family Violence), Mr Simon Zanatta (Chief of Staff to the Attorney-General) and Ms Jasmina Joldic (Director-General, Department of Justice and Attorney-General) to discuss matters of mutual interest.
- On 8 February 2024, I met with Dr Eva Klambauer (Executive Director, Justice Reform Office) and Ms Leanne Robertson (Acting Deputy Director-General, Department of Justice and Attorney-General) to receive a briefing on the Police Integrity Unit Working Group.
- On 21 February 2024, I attended a meeting with Ms Linda Waugh (Queensland Integrity Commissioner), Ms Karen Johnson (Assistant Auditor-General, Audit Practice, Queensland Audit Office), Ms Stephanie Winson (Acting Queensland Information Commissioner) and Mr Anthony Reilly (Queensland Ombudsman) to discuss matters of mutual interest.
- On 29 February 2024, I attended a Controlled Operations Committee meeting as a member of the Committee.
- On 4 March 2024, I attended the Community Safety and Legal Affairs Committee public hearing into the Crime and Corruption and Other Legislation Amendment Bill 2024 as a witness.
- On 13 March 2024, I and Ms Jen O’Farrell (Chief Executive Officer) attended a national integrity Commissioners and CEOs meeting hosted by the NSW Law Enforcement Conduct Commission.
- On 18 March, I, Ms Jen O’Farrell (Chief Executive Officer) and officers from the Corruption Division met with Mr Sameer Pandya (Senior Business Analyst, Domestic and Family Violence and DNA Reform Program Office, Queensland Police Service) to discuss matters of mutual interest.
- On 25 March 2024, I attended a meeting of Integrity Agency Heads also attended by Ms Linda Waugh (Queensland Integrity Commissioner), Mr Brendan Worrall (Queensland Auditor-General), Mr Anthony Reilly (Queensland Ombudsman), Ms Stephanie Winson (Acting Queensland Information Commissioner), Mr Shane Gillard (Queensland Racing Integrity Commissioner), Ms Bronwyn Blagoev (Acting Queensland Independent Assessor) and Mr Pat Vidgen (Electoral Commissioner of Queensland).
- On 25 March 2024, I met with Mr David Mackie (Public Sector Commissioner), Ms Linda Waugh (Queensland Integrity Commissioner) and Commissioner Donna Adams (Tasmania Police) to participate in a shortlisting meeting for the Queensland Police Service Commissioner position.
- On 26 March 2024, I and Ms Jen O’Farrell (Chief Executive Officer) met with Ms Fiona Simpson MP (Member for Maroochydore) to discuss matters of mutual interest.
- On 26 March 2024, I chaired the Crime Reference Committee meeting.
- On 27 March 2024, I attended the Community Safety and Legal Affairs Committee public hearing into the Crime and Corruption Amendment Bill 2023 as a witness.

Appendix B Media

Media releases

Nil	No media releases were issued during the reporting period.
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Media interviews

Nil	No media interviews were conducted during the reporting period.
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Media conferences

Nil	No media conferences were conducted during the reporting period.
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CCC social media

31 March 2024	As at 31 March 2024, the CCC had 1553 'X' (formerly known as Twitter) followers, 2779 Facebook followers, 120 YouTube subscribers and 2018 LinkedIn followers.
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Appendix C External presentations

Date	Presenter and title	Audience	Topic
December 2023			
7 December 2023	Mr Cameron Rentz, Executive Director, Crime Hearings and Legal	Phase 3 Detectives Training, QPS Academy, Oxley	<i>Investigative Crime Hearings</i>
7 December 2023	Raj Chumber, Principal Financial Investigator Tim Grocott, Financial Investigator	QPS Detectives Training, QPS Academy, Oxley	<i>Recovering the Proceeds of Crime</i>
13 December 2023	Ms Cecelia Christensen Senior Executive Officer (Corruption) Ms Rhiannon Boden Executive Director Corruption Prevention & Engagement	Electoral Commission Queensland, Local Government Election Advisory Committee Via MS Teams	<i>Local government election insights</i>
January 2024			
16 January 2024	Detective Acting Sen. Sgt Wendy Scorey	QPS Recruits	<i>Panel member - Values, Behaviour and Discipline panel discussion with graduating recruits (facilitated by QPS ESC)</i>
February 2024			
07 February 2024	Lisa Demartini, Principal Financial Investigator)	- CCC financial investigators - AFP - ASIC (Brisbane, Melbourne, Sydney) - WA Corruption & Crime Commission - Services Australia - Department of Health - Tasmanian Department of Justice - AUSTRAC - QPS - NDIA - ATO - AFSA	<i>Bi-annual forum. Purpose is to build forensic accounting knowledge and skills, and foster professional networks in law enforcement.</i>
16 February 2024	D/A/S Dion Reed	QPS Recruits	<i>Panel member - Values, Behaviour and Discipline panel discussion with graduating recruits (facilitated by QPS ESC)</i>
20 February 2023	Courtney McKeown Financial Investigator Tim Grocott – Financial Investigator	QPS Detective Training, QPS Academy, Oxley	<i>Recovering the Proceeds of Crime</i>
March 2024			
15 March 2024	Rebecca Denning General Manager Strategy & Renewal	University of Queensland	Writing for a professional audience



Crime and Corruption Commission

QUEENSLAND

Contact details

- ✉ Crime and Corruption Commission
GPO Box 3123, Brisbane QLD 4001

Level 2, North Tower Green Square
515 St Pauls Terrace,
Fortitude Valley QLD 4006
- ☎ 07 3360 6060 or
Toll-free 1800 061 611
(in Queensland outside Brisbane)
- 📠 07 3360 6333

More information

- 🌐 www.ccc.qld.gov.au
- @ mailbox@ccc.qld.gov.au
- 🐦 @CCC_QLD
- f CrimeandCorruptionCommission
- 📧 CCC email updates
www.ccc.qld.gov.au/subscribe