

Our ref: DG10635

Your ref: 11.14

6 OCT 2008

Mr Paul Hoolihan MP  
Chair of the Parliamentary Crime and Misconduct Committee  
Parliament House  
George Street  
Brisbane Qld 4000

Dear Mr Hoolihan

**Re: Three yearly review of the Crime and Misconduct Commission**

Thank you for the opportunity to provide a submission on the powers and functions of the Crime and Misconduct Commission.

Overall, Queensland Transport maintains a very good working relationship with the Commission and values their assistance in matters involving reported misconduct, investigative issues, preventative strategies and public sector ethic issues.

There is an area however which, I believe if addressed, will have a positive outcome for my department and the public sector overall. This is in relation to the prevention of misconduct.

The Commission has invested considerable resources in producing many helpful and informative publications to assist departments and local government in educating staff in appropriate behaviours and building in-house capacity. The return on this investment in the form of reduced incidences of misconduct, will be enhanced by adopting a "client management" approach. My officers have advised me that there has been a recent high turn over of senior staff in this area of the Commission, which may have a bearing on my comments.

Such an approach will have the benefit of the Commission officers viewing first hand how the Commission publications and training resources are applied in individual agencies. This will enable them to identify champions and assist agencies that are struggling with corruption prevention initiatives.

As was proven in Queensland Transport, developing a high profile for ethical and appropriate behaviours pays dividends through the reduction of complaints that are costly, time consuming and disruptive to work places to handle.

Queensland Transport through the development and delivery of ethic training for all staff, and exposing senior officers to targeted activities involving the Integrity Commissioner has heightened awareness of ethical issues and achieved a decrease in the number of misconduct referrals to the Commission since its inception.

An area of potential conflict for the Commission is their dual role of an external conformance agency for the Queensland Police Service and the public sector and that of investigating organised crime and drugs. The Commission in its latter role is not immune from the same corrupting influences experienced by other law enforcement agencies. This begs the question who oversees this aspect of the Commission's role? The Commission should not be expected to do this for itself. This is an issue your review might address.

One last point is that the Commission accepts complaints and refers them to agencies for investigation. While this is to ensure that there are open and free channels for exposing misconduct, from time to time matters are referred that, from the Department's perspective, are either trivial, vexatious or lack substance. The Commission may well "filter" complaints, but Queensland Transport is not privy to this process. There may be an opportunity for this to be included in the Commission's feedback process with agencies.

Should you require any further information please call Mr Ray Lane, A/Director Internal Audit on (07) 3117 5463.

Yours sincerely

A handwritten signature in black ink, appearing to read 'D Stewart', with a stylized flourish at the end.

David Stewart  
**A/Director-General**



**Hon John Mickel MP**  
Member for Logan



**Queensland  
Government**

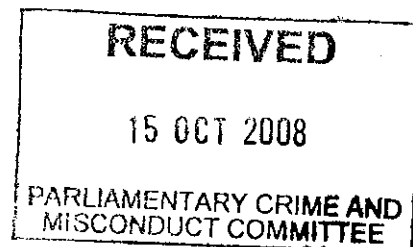
Our ref: MC38712

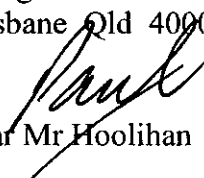
Your ref: 11.1.4

**Minister for Transport, Trade,  
Employment and Industrial Relations**

**10 OCT 2008**

Mr Paul Hoolihan MP  
Chair  
Parliamentary Crime and Misconduct Committee  
Parliament House  
George Street  
Brisbane Qld 4000



  
Dear Mr Hoolihan

Thank you for the opportunity to provide a submission on the powers and functions of the Crime and Misconduct Commission as detailed in your letter of 18 September 2008.

I am aware that a response has been provided by the Director-General of Queensland Transport, and I concur with the comments provided in the submission.

Yours sincerely

  
**JOHN MICKEL MP**  
**Minister for Transport, Trade,  
Employment and Industrial Relations**

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