



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 April to 31 May 2021**



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 21 July 2021.

The report covers the period 1 April to 31 May 2021 and includes year-to-date statistics for the 2020–21 financial year, unless otherwise noted.

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 business 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.



Contents

About this report.....	2
Contents	3
A message on behalf of the Commission.....	4
Year-to-date highlights	6
CCC Strategic Plan 2020–24	7
Objective: Reduce the incidence of major crime and corruption in Queensland	7
Objective: Build our organisational capability.....	7
2020–21 Areas of focus.....	7
Agency overview	8
Areas of focus.....	9
Crimes involving risk to, or actual loss of, life or serious injury to a person	12
Crimes against children and vulnerable victims.....	13
Corruption involving elected officials, misuse of confidential information, and exploitation of public sector resources.....	13
Stakeholder engagement	16
Critical organisational capabilities including digital, analytics and workforce planning.....	18
Key statistics 2020–21	21
Appendix A Liaison meetings	29
Appendix B Media.....	30
Appendix C External presentations.....	31





Alan MacSporran QC
Chairperson



Sydney Williams QC
Deputy Chairperson



Deborah Holliday QC
Commissioner



Helen Darch
Commissioner



Bruce Barbour
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 April to 31 May 2021.

From 3 to 9 May 2021, the CCC proudly supported Privacy Awareness Week (PAW) and this year's theme '*Make privacy a priority*'. On 4 May 2021, I gave a keynote presentation at the launch of PAW on 4 May on the topic, '*I trusted you with my private information*' – *Government powers and practices to prevent misuse of personal information*.

On 5 May 2021, the CCC began rolling out an "Integrity Survey" across public service departments to better understand the perceptions of corruption risks, attitudes towards reporting corruption, and integrity among state government employees. Over 200,000 public service employees within 19 departments in Queensland were asked to participate in the survey. It is anticipated that the survey findings will help inform the CCC's ongoing corruption prevention work, provide insight into how to tackle risks, and assist in developing strategies, prevention capabilities, and improve integrity and transparency within this sector. Information collected from the survey will complement and inform the CCC's current review of our Corruption Prevention Strategy.

The CCC's report titled *Investigation Arista: A report concerning the investigation into the Queensland Police Service's 50/50 gender equity recruitment strategy* was tabled in State Parliament on 12 May 2021. This investigation related to historical recruitment strategies employed by the QPS between December 2015 to around October 2018 to address the comparatively low number of female members of the Service. Significantly, while the CCC concluded there was insufficient evidence to support criminal action against any person arising out of the investigation, we did find there to be sufficient evidence to support taking disciplinary action against some of the persons of interest identified during the investigation. The report includes 31 procedural recommendations to the QPS to ensure the discriminatory practices are not continuing and to take other remedial steps.

To mark National Reconciliation Week from 27 May to 3 June 2021, the CCC utilised our Reconciliation and Cultural Hub via Microsoft Teams to celebrate this year's theme, *More than a word, Reconciliation takes action*, and staff were invited to join a conversation about what reconciliation means to them. A number of staff also participated in Indigenous-led cultural and art walking tours of the Southbank Cultural Precinct and Kurilpa Bridge.

In terms of significant operational outcomes, the CCC finalised an investigation into a Gold Coast-based law firm which related to drug trafficking, money laundering and proceeds of crime. The investigation resulted in 11 persons being charged with 57 offences with one person during the reporting period being sentenced to 4.5 years imprisonment for drug trafficking activities.

The CCC also finalised a matter where hearings were able to advance a QPS investigation into an international drug trafficking syndicate suspected of being involved in the seaborne importation into Australia of large quantities of dangerous drugs.

Finally, I would like to thank Marshall Irwin for his valued contribution as a Commissioner during his 5-year term, and welcome our two new Commissioners, Helen Darch and Bruce Barbour who both joined the Commission from 14 May 2021 for a two-year term.



Matters arising from the public meeting of 14 May 2021

A formal response has been provided to the Parliamentary Crime and Corruption Committee.

A J MacSporran QC



Year-to-date highlights



23 people charged with **468** criminal offences relating to crime investigations



4 people charged with **67** criminal offences relating to corruption investigations



31 crime investigations finalised



50 recommendations for disciplinary action as a result of corruption investigations relating to **21** persons



28 confiscation matters concluded
\$8.175 M forfeited to the state



3,175 complaints of suspected corruption received
3,293 complaints of suspected corruption assessed



224 law enforcement intelligence disclosures



27 corruption investigations finalised



176 days of hearings relating to crime investigations



40 days of hearings relating to corruption investigations.



190 Prevention recommendations made.



CCC Strategic Plan 2020–24

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

Unite & Recover

The CCC's strategic plan aligns with the objectives in the *Unite and Recover – Queensland's Economic Recovery Plan*, in particular:

- Safeguarding people's health and jobs by keeping Queensland pandemic-ready
- Delivering world-class frontline services in community safety.

Objective: Reduce the incidence of major crime and corruption in Queensland

Strategies:

- Advance major crime investigations and help the Queensland Police Service (QPS) solve major crime.
- Remove the financial benefit and support for serious criminal offending.
- Investigate and oversee investigations into serious and systemic public sector corruption and police misconduct.
- Work with stakeholders to build corruption-resistant public institutions.
- Inform public policy about major crime and corruption by providing independent advice to government.

Objective: Build our organisational capability

Strategies:

- Develop capabilities to create a healthy, collaborative and innovative culture.
- Modernise and embed changes to our assets, systems, processes and workplace.
- Leverage data and information to become an insight driven agency.

2020–21 Areas of focus

- Illicit markets of high value or high public impact.
- Crimes involving risk to, or actual loss of life or serious injury to a person.
- Crimes against children and vulnerable victims.
- Corruption involving elected officials, misuse of confidential information, and exploitation of public sector resources.
- Stakeholder engagement.
- Critical organisational capabilities, including digital, analytics and workforce planning.

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



Agency overview

The Crime and Corruption Commission (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, fraud, money laundering and criminal paedophilia. Our corruption jurisdiction is broad and diverse, including state government departments, public sector agencies and statutory bodies, the QPS, local governments, 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* 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.

Coercive hearings

The CCC also has powers to conduct coercive hearings that compel people to attend and give evidence, and to produce documents and other material. Coercive 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* (CPCA). 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 CPCA. 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.



Areas of focus

Performance outcomes from 1 April to 31 May 2021
are detailed in the following pages.¹

¹ Some data variation in Corruption-related figures is possible given that the CCC's month-by-month corruption data is extracted from a live database (COMPASS).



Area of focus:

Illicit markets of high value or high public impact

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 the 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, and 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.

CCC major crime investigations

During the reporting period the CCC finalised an investigation concerning members of a Gold Coast-based law firm in relation to money laundering and proceeds of crime. The investigation resulted in 11 persons charged with 57 offences including money laundering, fraud, perjury, attempt to pervert the course of justice, possessing tainted property, and supply and possession of dangerous drugs. One defendant has been sentenced to 4.5 years imprisonment relating to his drug trafficking activities which included the supply of dangerous drugs to his solicitor.

The CCC also finalised an investigation into the alleged money laundering activity by a legal practitioner, who is currently before the court on related charges. The investigation resulted in a previously uncooperative witness providing evidence to support the prosecution.

The CCC continued to progress the following investigations:

- an investigation into the alleged money laundering, fraud and drug trafficking activities facilitated by a solicitor on the Gold Coast
- an investigation focused on alleged money-laundering and phoenixing² activity by the principal and associates of a Brisbane-based law firm.

Referred major crime investigations

Referred major crime investigations are investigations where the CCC holds hearings to advance investigations being undertaken by the QPS. In the reporting period, the CCC held hearings to progress the investigation of a Gold Coast-based syndicate alleged to have been engaged in drug trafficking, money laundering and weapons offences.

The CCC finalised a matter, in which the CCC held hearings to advance the QPS investigation, into an international drug trafficking syndicate suspected of being involved in the seaborne importation into Australia of plant and equipment believed to contain large quantities of dangerous drugs.

² ASIC defines illegal phoenix activity as activity whereby a new company is created to continue the business of an existing company that has been deliberately liquidated to avoid paying outstanding debts, including taxes, creditors and employee entitlements.



Intelligence operations

The CCC commenced two intelligence operations focused on:

- the facilitation of criminal offences, specifically drug trafficking and money laundering, through methodologies involving the use of cryptocurrencies, and complex company structures; and
- understanding and assessing the facilitation of supplying and trafficking dangerous drugs through the sale of encrypted communication devices, and ongoing technical support related to those devices.

The CCC also progressed an intelligence operation focused on the facilitation of criminal offences, specifically drug and firearms trafficking and money laundering, through the provision of encrypted communications devices.

In April 2021, the CCC finalised an intelligence operation identifying the business model used by a telecommunications provider in facilitating alleged drug trafficking networks via the supply of encrypted communication devices. As a result of the investigation, one person was charged with four offences relating to structuring and proceeds of crime offences, and the CCC disseminated 126 intelligence reports to its partner agencies.

Intelligence assessments and disclosures

The CCC finalised two intelligence assessments during the reporting period as follows:

- an assessment of a key person of interest in a criminal network, suspected to be involved in drug supply and money laundering offences, using encrypted communication devices and complicated company structures. The matter was finalised and progressed to operational status in April 2021.
- an assessment of persons of interest suspected of being involved in the facilitation of money laundering under the umbrella of legitimate debt collection businesses.

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 for intelligence data and assessments about organised crime groups and participants from those agencies.

Between 1 July 2020 and 31 May 2021, the CCC made 224 intelligence disclosures to law enforcement, 31 of which were in response to specific intelligence information requests. An intelligence disclosure may contain one or more discrete information reports or intelligence products.

Table 1. Intelligence disclosures and requests for information

Nature of disclosure	1 Apr – 31 May 2021	2020–21 YTD
Requests for information addressed	3	31
Disclosures (Strategic)	2	5
Disclosures (Investigations)	9	103
Disclosures (Intelligence Operations)	6	70
Other	7	15
Total	27	224

Strategic projects

A Queensland Money Laundering Risk Assessment project commenced on 1 July 2020 to examine the nature and extent of money laundering activity impacting Queensland. The project aligns with the CCC's objective to target criminal wealth. The assessment is examining the key issues, risks, and enablers that support individuals to carry out money laundering and identify vulnerabilities and opportunities for law enforcement to detect and disrupt such activity in Queensland. The draft report will be completed in the next reporting period.

Following the completion in June 2020 of an assessment of the feasibility of producing a measure of the impacts of proceeds of crime actions on illicit drug markets, in January 2021 the CCC commenced the first stage of a time series



analysis project to provide insight into the deterrence effect of proceeds of crime actions through tracking offenders' contacts with the justice system before and after that action. Work has continued in preparing CCC data for linkage with external data sources. Consultation with the Queensland Police Service and Queensland Corrective Services continues, including requests for relevant data to support the project.

The CCC periodically produces a Queensland-focused Drug Guide (the Guide) to assist operational police with drug enforcement initiatives and activities. The Guide includes up-to-date information about the most used and available illicit street drugs, and estimates of typical prices, drawing on a range of sources including the CCC's own holdings, the QPS, Australian Criminal Intelligence Commission, and Queensland Health Forensic and Scientific Services. In collaboration with the QPS, the CCC commenced planning for the 2021 edition in January. External requests for information have been submitted to multiple external agencies, and the collection phase is now complete. While minor delays were experienced during the collection phase, the Guide is still expected to be published and released to law enforcement partners in early 2021-22.

In March 2021, the CCC also commenced a project to uplift the CCC's cryptocurrency capability for the CCC with a focus on infrastructure, resources, and policies and procedures to support the training, administrative and operational environments for investigations involving cryptocurrency transactions. The CCC is closely collaborating with the QPS on the project to ensure mutual benefits are realised.

Proceeds of crime recovery

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

Table 2. Proceeds of crime outcomes – illicit markets

Description	1 Apr – 31 May 2021		2020–21 YTD	
	Number	Value	Number	Value
Restraining orders obtained	8	\$4.092 M	37	\$18.351 M
Forfeitures of property to the state	1	\$0.057 M	28	\$8.175 M

Area of focus:

Crimes involving risk to, or actual loss of, life or serious injury to a person

The CCC works in cooperation with other agencies, especially 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 coercive 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.

Cold cases

During the reporting period, the CCC finalised a cold case investigation, referred by the QPS, into the suspected homicide of a 66-year-old woman at Mount Morgan in October 2012.

The CCC also held hearings to advance the investigation into the shooting murder of a 32-year-old man at Burleigh Heads in January 2009.

Homicides

During the reporting period, the CCC finalised an investigation, referred by the QPS, into the homicide of a 39-year-old man at Bracken Ridge on 31 January 2021.

The CCC also held hearings to advance the investigation into the murder of a 35-year-old man at Pimpama on 12 October 2020.



Area of focus:

Crimes against children and vulnerable victims

The CCC also works with the QPS to respond to the most serious crimes involving the death, or physical or sexual abuse of children or other vulnerable victims. The CCC helps the QPS solve or prevent these crimes using our coercive hearing powers, which are particularly effective when engaged with collateral QPS investigation strategies. Investigations in this area of focus may be approved under the CCC Vulnerable Victims or Criminal Paedophilia General Referral.

Crimes against children

During the reporting period, the CCC held examinations to advance the QPS investigations into:

- the suspected homicide of an 11-year-old girl at Mount Cotton between 27 July 2019 and 2 August 2019.
- the suspected murder of a 6-week-old baby boy at the Gold Coast on 10 January 2021.

No matters were finalised in the reporting period relating to this area of focus.

Area of focus:

Corruption involving elected officials, misuse of confidential information, and exploitation of public sector resources

Elected officials

Elected officials must act with integrity and should exercise judgement that is not motivated or perceived to be motivated by self-interest and that puts the interests of the public ahead of their own personal interest. Failure to demonstrate accountability and transparency in decision-making can severely erode public confidence in the work of elected officials.

During the reporting period, the CCC received 14 complaints relating to elected officials, which accounts for three per cent of all complaints received.

Complaints against elected officials account for approximately 35 per cent of the CCC's current investigations. These investigations relate to local governments and the Queensland Parliament. The most common allegations being investigated relate to misuse of authority, misappropriation and duty failure.

No new investigations were commenced during the reporting period.

Corruption Integrity Survey

During the reporting period, the CCC commenced the next phase of the CCC's broader engagement project which aims to better understand perceptions and corruption risks within the Queensland public sector.

The first phase of the survey was distributed in May 2020 to local council employees. Across the three weeks the survey was open, 8,655 local government employees across 77 councils in Queensland responded to at least one question (24 per cent response rate). The CCC analysed survey responses from more than 6500 local government employees across 68 councils (18 per cent response rate). The outcomes of the survey helped inform strategies to prevent and disrupt corruption in local government and identify opportunities to harden the local government environment to corruption risks. The CCC uses this information, along with other intelligence holdings, to determine where to direct its resources including, for example, the use of its audits. The CCC provided an overview of the survey responses to key stakeholders including local government CEOs, the Local Government Association of Queensland, the Local Government Managers Australia, Queensland and the Department of Local Government, Racing and Multicultural Affairs (now - Department of State Development, Infrastructure, Local Government and Planning). This has provided the sector with important insights about corruption risks and an opportunity to address these issues.

In May 2021, as part of the second phase the CCC distributed the Integrity Survey to 200,000 public service employees within 19 government departments. The purpose of the survey is to help inform the CCC's ongoing corruption



prevention work, provide insight into how to tackle risks, and assist in developing strategies and prevention capabilities, and improving integrity and transparency within the sector.

Table 3. Summary of outcomes – elected officials investigations and reviews¹

Description	1 Apr – 31 May 2021	2020–21 YTD
Investigations commenced	0	10
Investigations finalised	4	9
People charged	0	2 ²
Criminal charges laid	0	4 ³
Referred to a unit of public administration (UPA) to investigate subject to monitoring by the CCC	1	2
Prevention recommendations	7	19 ⁴

Notes:

1. The CCC monitors the way an agency deals with an allegation of corruption by doing one or more of the following:
 - if the allegation is serious, reviewing the investigation while it is in progress; and
 - reviewing the outcomes once the matter has been finalised.
2. Includes one person who is not a member of a UPA.
3. Includes one charge against a person who is not a member of a UPA.
4. This number has increased from the previous public report. The increased number is partly due to an administrative anomaly when recommendations were recorded in the database.

Misuse of confidential information

The CCC focuses on misuse of confidential information because the security and privacy of sensitive data is of great concern to the community, and it is a significant corruption issue facing the Queensland public sector. The CCC deals with the issue of misuse of confidential information through conducting investigations, reviewing other agency investigations, audits of systems, policies and processes, and the development of guidance material for UPAs.

In the reporting period, the CCC received 97 complaints relating to the misuse of information. This currently accounts for approximately 17 per cent of all complaints received. Complaints relating to the misuse of information account for approximately 18 per cent of the CCC's current investigations. The most common allegations being investigated relate to access of and unauthorised disclosure of information and falsifying documents.

During the reporting period, two new investigations commenced regarding the unauthorised disclosure of confidential information and falsifying documents. The CCC referred 13 matters back to public sector agencies to investigate subject to monitoring by the CCC.

During the reporting period, the CCC commenced 14 reviews and finalised 16 reviews of matters dealt with by UPAs subject to our monitoring function. The CCC was dissatisfied with the way one investigation reviewed during the period was dealt with, as insufficient inquiries were undertaken to adequately address the alleged conduct. The CCC returned the matter to the agency and requested further inquiries and interviews be undertaken. Once this was completed, one of the allegations was capable of being substantiated and has been sent to a disciplinary hearing. The CCC was satisfied with the way the remaining 15 investigations reviewed during the period were dealt with.

Privacy awareness week

In May 2021, the CCC supported Privacy Awareness Week (PAW), an initiative of the Office of the Information Commissioner (OIC). Aligned with the CCC's current focus on misuse of information, this year's theme was 'make privacy a priority'. In support of this important message, the CCC Chairperson gave a keynote presentation at the launch of Privacy Awareness Week, titled *"I trusted you with my private information" – Government powers and practices to prevent misuse of personal information.*

The presentation reflected on lessons from the implementation of recommendations from Operation Impala, and why building a 'privacy-aware' culture is fundamental to public trust in government.



Table 4. Summary of outcomes – improper release of confidential information investigations and reviews

Description	1 Apr – 31 May 2021	2020–21 YTD
Investigations commenced	2	5
Investigations finalised	2	7
People charged	0	0
Criminal charges laid	0	0
Reviews commenced	14	80
Reviews finalised	16	79
Referred to a UPA as a disciplinary matter	0	2 ¹
Referred to a UPA to investigate subject to monitoring by the CCC	13	61
Prevention recommendations	0	11

Note:

1. Two persons referred on five disciplinary recommendations.

Exploitation of public sector resources

The exploitation of public sector resources has the potential to adversely impact all Queenslanders. When property or funds are diverted to a use that is not relevant to the performance of an agency's functions, this comes at a cost whereby other critical goods and services are not able to be supported by the agency. The types of conduct that are measured under this area of focus include misappropriation (fraud), stealing and similar offences.

In the reporting period, the CCC received 58 complaints relating to the exploitation of public resources. This currently accounts for approximately 10 per cent of all complaints received. Complaints relating to the exploitation of public sector resources account for approximately 12 per cent of the CCC's current investigations. The most common allegations being investigated relate to fraudulent use of departmental funds.

No new investigations were commenced during the reporting period.

The CCC referred four matters to public sector agencies to investigate subject to monitoring by the CCC.

During the reporting period, the CCC commenced one review and finalised three reviews of matters dealt with by UPAs subject to our monitoring function. The CCC was dissatisfied with the way one agency dealt with two matters, particularly in relation to the lack of timeliness in dealing with the allegations. The agency also failed to meet the reporting requirements of the CCC on several occasions despite reminders and the public official has been reminded of their reporting obligations. The CCC was satisfied with the way the remaining investigation reviewed during the period was dealt with.

Table 5. Summary of outcomes – exploitation of public sector resources¹

Description	1 Apr – 31 May 2021	2020–21 YTD
Investigations commenced	0	3
Investigations finalised	2	6
People charged	0	4 ²
Criminal charges laid	0	67 ³
Reviews commenced	1	33
Reviews finalised	3	34



Referred to a UPA as a disciplinary matter	0	1 ⁴
Referred to a UPA to investigate subject to monitoring by the CCC	4	32
Prevention recommendations	0	112

Notes:

1. Some of the matters above are also captured and reported under **Table 3. Summary of outcomes – elected officials investigations and reviews.**
2. Includes one charge against a person who is not a member of a UPA.
3. Includes one person who is not a member of a UPA.
4. Includes four persons referred on 10 disciplinary recommendations.

Area of focus:

Stakeholder engagement

Effective engagement with stakeholders is a critical capability for the CCC. Our aim is to progressively enhance our engagement activities so that our priority stakeholders – complainants, law enforcement agencies, UPAs and Queenslanders – are informed, educated and empowered to act. Ultimately, we are focused on ensuring that our stakeholders have the information they need when they need it.

Corruption Strategy

A project to establish a new Corruption Strategy and a new Corruption Prevention Strategy with a focus on stakeholder engagement is nearly completed. This will enable the CCC to establish a co-ordinated approach to deliver prevention activities to maximise their impact. It will also ensure that the CCC collaborates with its stakeholders to deliver prevention activities, identify measures of impact for those activities, and identify a methodology to become more proactive in response to emerging corruption risks in a changing business environment.

The project has progressed through a series of phases. Phase one consisted of a literature review of publications about best-practice in relation to prevention and ways of measuring impact from prevention activities.

Phase two focused on engagement with the CCC's stakeholders. During phase two, the CCC published a discussion paper inviting all of its stakeholders to provide a submission to gain an insight into how the CCC can most effectively use its resources to minimise corruption risks in Queensland. The discussion paper was also used to facilitate a series of consultations with stakeholders. The CCC received 55 written submissions and conducted 85 consultations with representatives across all UPA segments. The project has collated feedback from external and internal stakeholders in relation to what activities and services are preferred by external stakeholders. Following the approval by the Commission of the Corruption Strategy for 2021-2025, including the Corruption Prevention Strategy, a summary of the Corruption Strategy will be published on the CCC's website by the end of July 2021. It is also envisaged that the Strategy will be provided to all stakeholders consulted as part of the project. The activities intended to be undertaken as part of the Strategy are driven by three themes –

- Insightful and Innovative** – the CCC will be:
 - a. piloting a project to deliver prevention activities that measure the impact activities have on reducing an identified corruption risk
 - b. Identifying intervention and prevention activities during CCC corruption investigations and engaging with agencies as a means of mitigating identified risks prior to completing investigations
 - c. publishing prevention products based on intelligence driven insights about significant or emerging corruption risks
- Transparent and Rigorous** – the CCC will improve its accountability and transparency with stakeholders by:
 - a. increasing the information to be provided as part of the CCC's assessment of complaints received from agencies and members of the public
 - b. monitoring and updating corruption information on the CCC's website, and increasing communication to agencies regarding relevant corruption risks



- (iii) **Collaborative** – the CCC will improve its engagement with stakeholders by increasing our two-way communication by:
- trialling an investigation advisory service for investigations that are referred back to agencies, but are not otherwise subject to review
 - delivering more webinars and Prevention Forums online and face-to-face
 - improving access to timely advice about the CCC's jurisdiction in relation to assessments of potential corrupt conduct complaints prior to agencies notifying us of a complaint
 - continuing ongoing stakeholder engagement about how best to deliver prevention messages to agencies for the greatest impact.

Joint Assessment and Moderation Committee

The Joint Assessment and Moderation Committee (JAMC) reviews how serious complaints are triaged and monitored and aims to improve the timeliness and consistency in approach when the QPS investigates complaints against its own officers. The JAMC includes representatives from the CCC and the QPS Ethical Standards Command (ESC).

In the reporting period, the JAMC assessed 11 complaint matters.

Investigation Consultation Process

The Investigation Consultation Process (ICP) is the second tier of the JAMC process. It does not meet on every matter, instead focussing on matters that are the subject of the CCC's statutory monitoring function. Matters can be nominated by either the QPS or the CCC. Topics for discussion may include opportunities for collaboration between the QPS and the CCC on contemporary investigative methodologies. The QPS can raise issues that have arisen during an investigation that are contentious or that impact on resources and the CCC can make clear its expectations regarding investigations and outcomes. The ICP meetings reduce the time delay between tasking and action, which results in the timely investigation of matters. The ICP only sits when it is mutually beneficial to both agencies.

In the reporting period, one ICP meeting was held in relation to two specific matters. One involved discussion around the appropriateness of disseminating the outcome of a post separation disciplinary process to an interstate entity, in circumstances where the subject officer had secured employment in a public sector agency in another state. The second matter was administrative in nature and concerned current information sharing arrangements, specifically CCC access to the new QPS ESC complaints database.

Supporting our community

During this reporting period, the CCC supported several community initiatives including:

- Privacy Awareness Week (4 May 2021) to reinforce our commitment to good information management and privacy practices (see page 13),
- Queensland Legal Walk (18 May 2021) to recognise the value of LawRight's support for Queenslanders through the justice system.
- Australia's Biggest Morning Tea (25 May 2021) to support the work of the Cancer Council by raising \$1,177 for vital cancer research, support services, prevention programs and advocacy.
- National Reconciliation Week (27 May to 3 June 2021) to support this year's theme '*More than a word. Reconciliation takes action*' with a range of internal and external activities arranged by a volunteer CCC committee, including a walking tour of the cultural precinct and Kurilpa Bridge run by a Supply Nation certified business.
- Domestic and Family Violence Prevention Month (May 2021) reinforcing our commitment to supporting employees affected by domestic and family violence through building awareness of support available both internal and external to the CCC.



Area of focus:

Critical organisational capabilities including digital, analytics and workforce planning

CCC Futures Workforce Strategy

The CCC Futures Workforce Strategy is a five-year program of work to ensure that:

- our people are doing work that matters enabled by insights, digital technology and innovation
- our workforce is diverse, engaged and adaptable
- we foster a great place to work.

Through this program, the CCC developed a strategic workforce planning model to assist in placing the right resources in the right team at the right time. The model will continue to be tested, including in the 2021–22 business planning cycle, to ensure that it is robust and reliable.

In this reporting period, the CCC continued updating the Human Resource policy suite to create competitive and attractive employment conditions and improving the recruitment and selection experience.

The CCC has developed a new Employee Experience Measurement (EXM) approach to monitor employee engagement and experience throughout stages of the employee lifecycle – recruitment, onboarding, development, engagement and offboarding. The intelligence generated will inform our actions creating more engaged, happier and effective employees which will in turn drive business outcomes. A roadmap has been developed for the phased delivery of the EXM initiatives:

- Stage 1 was launched in June 2021 with a focus on onboarding and off-boarding experiences.
- Stage 2 will introduce a more structured ‘pulse’ survey to support the Working for Queensland action plans, and obtain feedback from CCC officers about their development activities and candidates who have applied for a role at the CCC
- Stages 3 and 4 will further expand the CCC’s capability to obtain timely feedback about key experiences across the employee lifecycle

Working for Queensland Survey Action Plan

In May 2021, the CCC held meetings with commission officers to discuss the progress of Working for Queensland Action Plans which had resulted from the Working for Queensland Survey 2020.

CCC wide themes addressed were leadership and feedback, and workload.

Activities during the reporting period have included:

- training to increase the capability and confidence of our leaders in supporting ongoing flexible work agreements for their teams.
- continuing leaders’ role-modelling personal use of flexible work agreements and ongoing messaging regarding the CCC’s commitment to flexible work agreements.
- communications to address workload concerns, including how we can manage change.

Training and development

The CCC continues to invest in the strategic capabilities of our commission officers through development opportunities and training programs.

In this reporting period, the CCC supported 36 leaders to attend a change management program to build their capability in leading themselves and their teams through change and also commenced conducting Leader as Coach



training. In May 2021, the CCC also arranged for all commission officers to build their skills in critical conversations, with sessions tailored to the individual and leadership roles commencing in early June.

On 12 May 2021, the CCC supported 3 commission offices to attend the Leading Women's Network event and invited all commission officers to learn about survey fundamentals as the fourth topic in an ongoing presentation series aimed to keep our people informed and educated about current commission activities.

In May 2021, the CCC also launched the 2021 1CCC Mentoring Program to formally connect mentors and mentees and created the opportunity for the transfer of skills and knowledge across the agency, contributing to career development and growth.

The following development initiatives commenced in previous reporting periods and continued to be deployed in this reporting period:

- Time Management (conducted virtually for commission officers at all levels);
- Cultural Awareness training for all commission officers to further shape their appreciation, respect and understanding for Aboriginal and Torres Strait Islander history, traditions and culture.

Digitising the workplace

The CCC continued to progress the Continued Digital Enablement Program (CDEP). The CDEP leverages the investments made through the Digital Workplace Program (DWP) to progress the agency's digital maturity. CDEP's goals are to:

- continue optimising existing digital platform and cloud technologies
- maximise value from the DWP technical foundations
- ensure the CCC's digital platform remains contemporary, secure, fit for purpose and sustainable; and
- support a digital culture at the CCC that embraces technology and continuous change.

Key milestones achieved and activities progressed by the CDEP during this reporting period include:

- Continued piloting of a new solution for applying information classification labels to emails, documents, spreadsheets, and presentation. This is a key component of the mail optimisation and data loss prevention work streams
- Implemented of high priority cloud and firewall audit recommendations
- Commenced implementation of a new server and workstation update patching process. This will replace legacy servers with a modern cloud-based service. Microsoft were engaged to help with the design and configuration of the new solution; and
- Continued development of the Digital Operating Model.

In continuance of CCC Futures, the CCC has begun the development of an Integration Strategy, the goal of which is to define a regime to bring together sets of data and information from multiple sources, increasing the visibility of information relationships and making information more accessible for use and conducive to the development of insights.

The Integration Strategy will, in part, facilitate connectivity across our systems and applications to improve data sharing so we can better use data as a strategic asset. It will increase our understanding of how to optimise integration of new functionality with existing systems and applications as we continue to undergo a digital transformation, contemporising our information and technology ecosystems to become a data-driven agency.

The CCC also commenced development of an Enterprise Architecture Blueprint which provides a design for the organisation with respect to organising Information and Information Technology to support business and technology changes, and:

- maps how the Commission plans, designs and organises IT infrastructure to execute strategies and implement business and technology changes
- shows the relationship between different IT elements (e.g. systems and processes) and the principles that govern their design



- will ultimately assist to align business and IT strategies, minimise complexity in the environment, and deliver better overall efficiency and effectiveness within our complex IT landscape.

This will ultimately help to unify and coordinate the various applications and technologies, and reduce system complexity, to improve interoperability; and deliver better overall efficiency and effectiveness within our complex IT landscape.

Advancing analytics

Analytics has been identified as a critical capability for the ongoing success of the CCC. A key investment being made in analytics includes the continued development of the Data Insights and Infrastructure Project, Phase 1 of which will lay the foundation for analytics capabilities at the CCC through delivering a cloud-based data warehouse. It is anticipated that this and future phases will enable our agency to leverage data more effectively by providing a platform for integrating data from multiple disparate sources, streamlining and automating data handling and reporting, and performing predictive and other sophisticated analyses using CCC operational data.

During the reporting period, the CCC continued its uplift in analytics capability and enhancing agency performance by:

- Finalising development activity on Phase 1 of the Data and Insights Infrastructure Project. We established end-to-end Extract, Transform and Load (ETL) processes for CCC HR and Finance data, undertook the majority of testing and validation activities, and began preparations for deployment and data migration.
- Updating an internal Corruption Allegations Data Dashboard, with the expanded data set now including allegations data for the period 1 July 2015 to 31 March 2021. When aggregated, allegations data provides useful and transparent information about corruption allegations in Queensland.



Key statistics 2020–21

Key statistics for the 2020–21 financial year
are detailed in the following pages.³

³ All financial year 2020–21 data is for the period 1 July 2020 to 31 May 2021.



CCC crime and corruption investigations

Table 6. Summary – Crime investigations¹

Description	Number
Total number of investigations commenced	30
Total number of investigations finalised	31
People charged	23
Charges laid	468
Law enforcement intelligence disclosures (from investigations and operations) ²	173

Notes:

1. Crime investigations include CCC Crime Investigations, Referred Crime Investigations, CCC Intelligence Operations and Immediate Response Investigations.
2. Law enforcement intelligence disclosures (from investigations and operations) in the 1 January 2021 to 31 March 2021 report were over-reported and should have been reported as 158.

Table 7. Summary – CCC corruption investigations

Description	Number
Total number of investigations commenced	24
Total number of investigations finalised	27
Percentage of investigations completed within 12 months	85%
People charged ¹	4
Charges laid ²	67
Recommendations for disciplinary action	50
no. of people	21
Prevention recommendations	168

Notes:

1. Includes one person who is not a member of the QPS or a UPA.
2. Includes one charge against a person who is not a member of the QPS or a UPA.

Table 8. CCC corruption investigations – QPS

Description	Number
Number of investigations commenced	6
Number of investigations finalised	11
People charged	0
Charges laid	0
Recommendations for disciplinary action	38
no. of people	15
Prevention recommendations	39



Table 9. CCC corruption investigations – other units of public administration (excluding QPS)

Description	Number
Number of investigations commenced	18
Number of investigations finalised	16
People charged ¹	4
Charges laid ²	67
Recommendations for disciplinary action	12
no. of people	6
Prevention recommendations	129

Notes:

1. Includes one person who is not a member of a UPA.
2. Includes one charge against a person who is not a member of a UPA.

Table 10. Duration of current CCC corruption investigations (as at 31 May 2021)

Duration of investigation	Number	% of total matters
< 6 months	9	53%
6-12 months	5	29%
> 12 months	3	18%
Total	17	100%

Complaints

Table 11. Complaints received and assessed

Description	Number/ Percentage
Total complaints received ¹	3,175
% increase or decrease when compared to 2019–20	▲ 8%
Percentage of complaints assessed within 30 days (target: 85%)	92%
Total allegations received	7,546
% increase or decrease when compared to 2019–20	▼ 4%
% allegations relating to the QPS	47%
% allegations relating to other units of public administration (excluding QPS)	53%
Total complaints assessed	3,293

Note:

1. The number of complaints by sector may be higher than total complaints received as one complaint may relate to multiple sectors.



Table 12. Complaints received – QPS¹

Description	Number/ Percentage
Complaints received	1,419
% increase or decrease when compared to 2019–20	▲ 10%
Allegations received	3,509
% increase or decrease when compared to 2019–20	▼ 0.5%

Note:

1. Complaints by Indigenous people comprised 5% of the total complaints made against QPS officers (sworn officers and civilian staff), which is a decrease of 1% when compared to 2019–20.

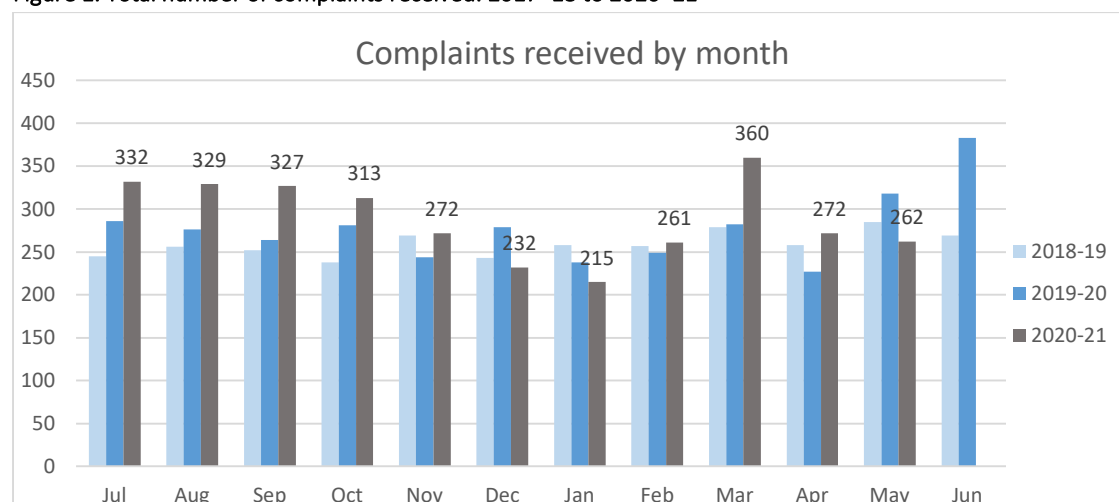
Table 13. Complaints received – other units of public administration (excluding QPS)

Description	Number/ Percentage
Complaints received for public sector ¹ (including government owned corporations and Members of Parliament)	1,494
% increase or decrease when compared to 2019–20	▲ 13%
Allegations received for public sector (including government owned corporations and Members of Parliament)	3,342
% increase or decrease when compared to 2019–20	▲ 1%
Complaints received for local government sector ¹	317
% increase or decrease when compared to 2019–20	▼ 20%
Allegations received for local government sector	695
% increase or decrease when compared to 2019–20	▼ 35%

Note:

1. The number of complaints by sector may be higher than total complaints received as one complaint may relate to multiple sectors.

Figure 1. Total number of complaints received: 2017–18 to 2020–21¹



Note:

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



Table 14. Outcomes of complaints assessed

Description	Number
Retained for CCC investigation	24
Referred to the appropriate agency, subject to the CCC's monitoring role	191
Referred to the appropriate agency, with no further advice required by the CCC	2,384
Requiring no further action	694
Total complaints assessed	3,293

Monitoring allegations of corruption referred to other agencies

Table 15. Reviews of referred matters

Description	Number/ Percentage
Median days ¹ to complete a review	10
% improvement when compared to the same period 2019–20	0%
Final reviews	210
QPS reviews	64
Public sector reviews (including local Government)	146
Interim reviews	449
QPS reviews	124
Public sector reviews (including local Government)	325
Reviewable decisions ²	69

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 *Crime and Corruption Act 2001*.

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 (including a police dog bite), injuries sustained in traffic incidents including pursuits, police shootings and a TASER deployment.

Table 16. Summary of police-related deaths and significant events

Description	Number
Police-related deaths	18
Notifications of significant events QPS	50

Proceeds of Crime

Table 17. Proceeds of crime outcomes

Description	Number	Value
Restraining orders obtained	37	\$18.351 M
Forfeitures of property to the state	28	\$8.175 M
Settlement negotiations ¹	15	\$9.854 M

Note:

1. 'Settlement negotiations' means matters currently under settlement negotiation.



Figure 2. Value of criminal proceeds restrained: 2017–18 to 2020–21

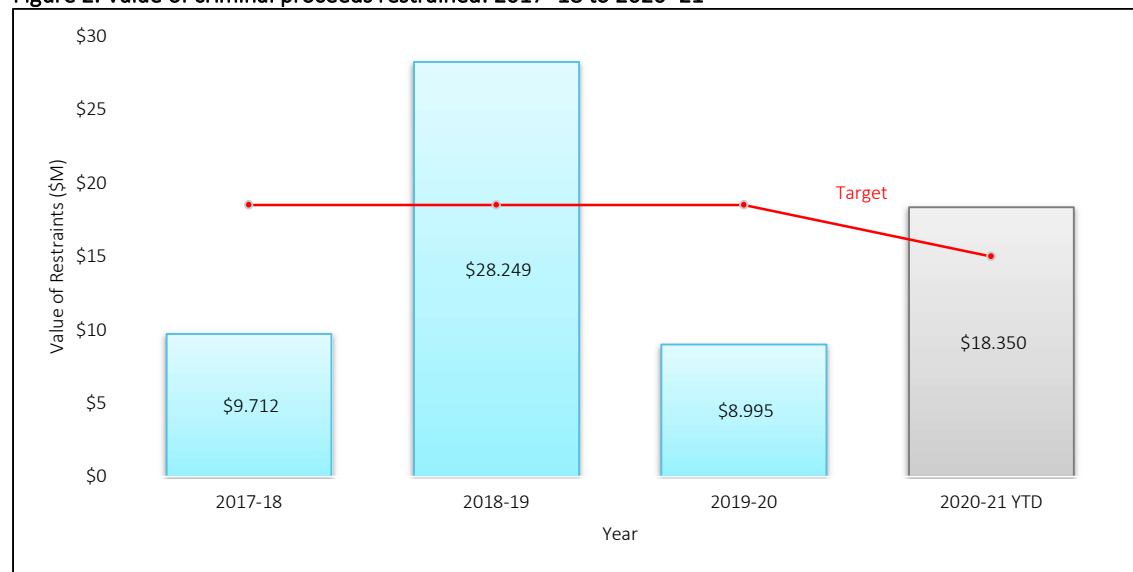


Figure 3. Value of criminal proceeds forfeited: 2017–18 to 2020–21

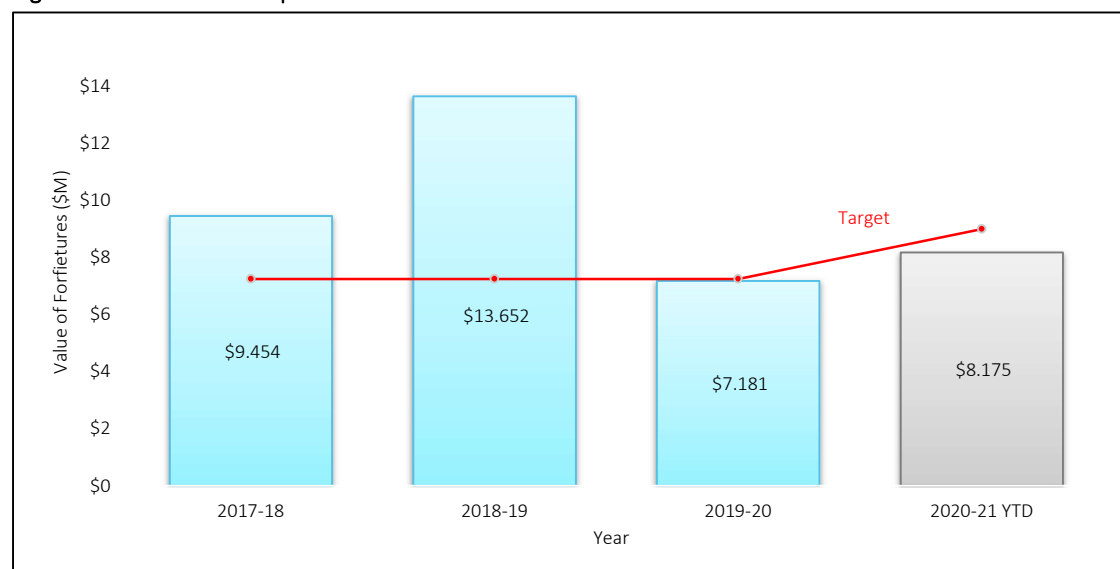


Table 18. Matters in progress (as at 31 May 2021)

Description	Number	Value
Civil confiscation matters involving restrained property	60	\$46.907 M
Matters pending restraint	33	\$16.210 M

Table 19. Total restraints and forfeitures (since 2002)

Description	Value
Restraints	\$300.529 M
Forfeitures	\$129.015 M



Hearings

Table 20. CCC hearings overview

Description	Crime investigation hearings	Crime intelligence hearings	Corruption investigation hearings
Hearing days	141	35	40
Witnesses attending	131	34	49
Attendance notices served	173	42	56

Legal services

Table 21. Queensland and Civil and Administrative Tribunal (QCAT) proceedings

Description	Number
Review applications filed ¹	10
Police disciplinary applications before QCAT (reviews and corrupt conduct proceedings)	26
Police disciplinary matters finalised	9
Ongoing corrupt conduct proceedings	1
Ongoing disciplinary review matters ²	16
Appeals before the Appellate Tribunal ³	6

Notes:

1. Includes applications brought by CCC and applications to join reviews brought by QPS officers.
2. Includes 3 review applications filed during the reporting period and matters 'ongoing' at the time of reporting.
3. Includes one appeal matter which was commenced during the reporting period.

Table 22. Other legal proceedings

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

Note:

1. Includes matters in which the CCC was involved in litigation over subpoenas/summonses (in District and Magistrates Courts). 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 secretarial support to Review Commissioners. The secretary coordinates review applications and schedules hearings with Review Commissioners and relevant parties.

Table 23. Police Service Review – Outcome of matters

Police Service Review matters	Promotion	Transfer	Discipline
Matters lodged in 2020–21	28	2	0
Matters carried forward from 2019–20	64	1	0
Matters carried forward from 2018–19	0	0	1
Matters heard ¹	72	1	0
Matters progressing to hearing	8	0	0
Matters pending (e.g. awaiting papers or court outcomes)	2	0	0
Matters withdrawn or lapsed, or not within jurisdiction (prior to hearing)	10	2	1

Note:

1. Of the 73 matters heard in 2020-21, only one promotional matter was heard during the months of April and May 2021.

Workforce composition

Table 24. Full-time equivalents (FTE) (as at 31 May 2021)

Count of actual FTE	Employment type			
	Permanent	Temporary	Casual	Total
Office of the Commission	7.00			7.00
Corporate Services Division	64.23	11.00		75.23
Strategy, Innovation & Insights Division	13.90	3.00		16.90
Operations Support Division	74.61	0.40	1.35	76.36
Crime Division	56.60	4.60	3.80	65.00
Corruption Division	85.55	9.40	0.83	95.78
Total sum of staff FTE ^{1,2}	301.89	28.40	5.98	336.27

Notes:

1. Reported data is Paid FTE data derived from the payroll period ending 4 June 2021 and includes staff who are on paid long-term leave (e.g. parental leave; ill health leave).
2. Reported data includes commission officers on secondment to the CCC but continuing to be funded by their home agency (e.g. QPS and Queensland Corrective Services).



Appendix A Liaison meetings of the Chairperson

- On the 7 April 2021, I met with Mayor of Ipswich, Ms Teresa Harding, to discuss matters of mutual interest.
- On the 8 April 2021, I, together with Commissioner of Police, Ms Katarina Carroll APM, met with Minister Mark Ryan to discuss matters of mutual interest.
- On 16 April 2021, I met with the Public Trustee of Queensland, Mr Samay Zhouand, to discuss matters of mutual interest.
- On 23 April 2021, I met with the Deputy Premier, Honourable Dr Steven Miles, to discuss matters of mutual interest.
- On 28 April 2021, I met with the Director of Public Prosecutions, Carl Heaton QC, to discuss matters of mutual interest.
- On 07 May 2021, I met with the Director of Public Prosecutions, Mr Carl Heaton QC, to discuss matters of mutual interest.
- On 10 May 2021, I met with the Chair of the Women’s Safety and Justice Taskforce, the Honourable Margaret McMurdo, to discuss matters of mutual interest.
- On 12 May 2021, I together with Commissioner of Police, Ms Katarina Carroll APM, participated in a media interview following the tabling of Investigation Arista report.
- On 31 May 2021, I had a phone conversation with Senator Amanda Stoker to discuss matters of mutual interest.



Appendix B Media

Media releases	
14 April 2021	Statement from CCC Chairperson – Alan MacSporran QC CCC Chairperson, Alan MacSporran QC, released a statement relating to the discontinued prosecutions of former Logan City Council councillors.
15 April 2021	Statement from CCC Chairperson in response to Gold Coast Mayor comments CCC Chairperson, Alan MacSporran QC, released a statement addressing comments attributed to Gold Coast City Council Mayor, Councillor Tom Tate.
04 May 2021	Make privacy a priority: CCC Chairperson to deliver keynote presentation at PAW2021 launch As part of Privacy Awareness Week 2021, the CCC reminded public servants of their requirement to adhere to privacy laws when dealing with confidential and private information.
10 May 2021	CCC calls for public servants to participate in integrity survey The CCC encouraged public servants to participate in an integrity survey which aims to better understand perceptions and corruption risks within the Queensland public sector.
12 May 2021	CCC report following investigation into QPS recruitment strategies tabled in State Parliament The CCC tabled a report in State Parliament following its investigation into historical recruitment strategies of the Queensland Police Service aimed at addressing the comparatively low numbers of females within the Service. The report was titled, <i>Investigation Arista: A report concerning the investigation into the Queensland Police Service's 50/50 gender equity recruitment strategy</i>
Media interviews	
15 April 2021	While attending the Queensland Police Union of Employees National Youth Crime Symposium at the Brisbane Convention Centre, CCC Chairperson, Alan MacSporran QC, spoke with Charlie Peel from The Australian about matters relating to the discontinued prosecutions of former Logan City Council councillors.
15 April 2021	CCC Chairperson, Alan MacSporran QC, was interviewed by Steve Austin on ABC Radio Brisbane about matters relating to the discontinued prosecutions of former Logan City Council councillors.
Media conferences	
12 May 2021	CCC Chairperson, Alan MacSporran QC, and Commissioner of Police, Katarina Carroll APM, held a joint press conference at the CCC following the tabling in State Parliament of the CCC's report titled, <i>Investigation Arista: A report concerning the investigation into the Queensland Police Service's 50/50 gender equity recruitment strategy</i> .
14 May 2021	CCC Chairperson, Alan MacSporran QC, spoke to the media following the public PCCC meeting held on 14 May 2021.
CCC social media	
31 May 2021	As at 31 May 2021, the CCC had 1,359 Twitter followers, 1846 Facebook followers and 1693 Facebook page likes and 49 Youtube subscribers.



Appendix C External presentations

Date	Presenter and title	Audience	Topic
April 2021			
14 Apr 2021	Mr Alan MacSporran QC, Chairperson	Anti-Corruption Asia Pacific Symposium	<i>The importance of culture</i>
15 Apr 2021	Mr Alan MacSporran QC, Chairperson	National Youth Crime Symposium	<i>Assign the youth justice system</i>
20 Apr 2021	Mr Alan MacSporran QC, Chairperson	Institute of Public Administration Australia and Ernst and Young (webcast)	<i>Ethics and integrity in public purpose work</i>
21 Apr 2021	Mr David Honeyman, Principal Adviser – Prevention	Presentation to government employees studying the Advanced Diploma of Procurement and Contract Management (webcast)	<i>Corruption risk for procurement officers</i>
21- 22 Apr 2021	Mr Alan MacSporran QC, Chairperson	Australian Financial Crime Event	<i>How corruption prevention programs and education help recognise and prevent corruption and money-laundering risks in a public sector</i>
28 Apr 2021	Mr Alan MacSporran QC, Chairperson	University of Queensland Senior Leaders	<i>The importance of culture</i>
29 Apr 2021	Mr Paxton Booth, Executive Director – Corruption Strategy, Prevention and Legal	Department of Justice and Attorney General, Fraud and Corruption Control Action Group	<i>CCC update for DJAG Fraud and Corruption Control Action Group</i>
May 2021			
4 May 2021	Mr Alan MacSporran QC, Chairperson	Privacy Awareness Week Launch, Brisbane	<i>Keynote Speaker: Make privacy a priority</i>
4 May 2021	Mr Paul Alsbury, Senior Executive Officer (Corruption)	Local Government Association of Queensland, Peak Services Industrial Relations Masterclass, Cairns	<i>How good HR practice is also good corruption prevention – and what happens when the CCC gets involved</i>
4 May 2021	Mr Sean Arthur, Senior Intelligence Analyst – Crime Operations	Queensland Police Service, Mackay CPIU, Sarina CIB and Bowen CIB	<i>CCC Proceeds of Crime: ‘What we do, how we do it and how we can assist QPS’</i>
5 May 2021	Mr Alan MacSporran QC, Chairperson	Privacy Champions of the Public Sector, Brisbane	<i>Make privacy a priority</i>
6 May 2021	Mr Paul Alsbury, Senior Executive Officer (Corruption)	Local Government Association of Queensland, Peak Services Industrial Relations Masterclass, Townsville	<i>How good HR practice is also good corruption prevention – and what happens when the CCC gets involved</i>
6 May 2021	Mr Michael Langlois, Detective Senior Sergeant, Officer in Charge – Witness Protection Unit	Queensland Police Service, Domestic, Family Violence and Vulnerable Persons Unit, Mackay	<i>Role and function of the Witness Protection Unit</i>
6 May 2021	Mr Daniel Tracey, Acting Principal Financial Investigator – Proceeds of Crime	Queensland Police Service, Mackay CPIU, Sarina CIB and Bowen CIB	<i>CCC Proceeds of Crime: ‘What we do, how we do it and how we can assist QPS’</i>



Date	Presenter and title	Audience	Topic
12 May 2021	Ms Jen O'Farrell, Chief Executive Officer	Public Safety and Integrity Agencies Women's Network, 'Leading Women's Network'	<i>Closing remarks and reflections on Leading Women</i>
18 May 2021	Mr Paul Alsbury, Senior Executive Officer (Corruption)	Local Government Association of Queensland, Peak Services Industrial Relations Masterclass, Toowoomba	<i>How good HR practice is also good corruption prevention – and what happens when the CCC gets involved</i>
19 May 2021	Mr Alan MacSporran QC, Chairperson	Griffith University, AJ Brown Course Participants	<i>Strategic approach to integrity and anti-corruption</i>
19 May 2021	Ms Fiona Rowbotham, Principal Lawyer – Crime Hearings and Legal	Queensland Police Service, Investigators, Cairns (two sessions)	<i>Crime and Intelligence Hearings: Another Investigative Tool</i>
19 May 2021	Mr Michael Langlois, Detective Senior Sergeant, Officer in Charge – Witness Protection Unit Ms Sara Loth, Senior Constable, Witness Protection Officer – Witness Protection Unit	Cairns State Emergency Services, Domestic, Family Violence and Vulnerable Persons Unit	<i>Role and function of the Witness Protection Unit</i>
20 May 2021	Mr Michael Langlois, Detective Senior Sergeant, Officer in Charge – Witness Protection Unit Ms Sara Loth, Senior Constable, Witness Protection Officer – Witness Protection Unit	Queensland Police Service, Domestic, Family Violence and Vulnerable Persons Unit, Mareeba	<i>Role and function of the Witness Protection Unit</i>
20 May 2021	Ms Fiona Rowbotham, Principal Lawyer – Crime Hearings and Legal	Queensland Police Service, Investigators, Mareeba	<i>Crime and Intelligence Hearings: Another Investigative Too.</i>
20 May 2021	Dr Rebecca Denning, General Manager – Corporate Services	School of Social Science, University of Queensland (workshop on professional writing)	<i>Writing with impact in criminal justice professions</i>
20 May 2021	Mr Barry Adams, Director Corruption Strategic Intelligence – Corruption Strategy, Prevention and Legal	Local Government Association of Queensland, Peak Services Industrial Relations Masterclass, Rockhampton	<i>How good HR practice is also good corruption prevention – and what happens when the CCC gets involved</i>
21 May 2021	Mr Darren Brookes, Director Assessment – Integrity Services Ms Eliza Weder, Lawyer – Corruption Legal	Department of Education	<i>Assessing 'Corrupt Conduct'</i>
24 May 2021	Mr Nicholas Hanly, Principal Lawyer – Crime Hearings and Legal	Queensland Police Service, Drug and Serious Crime Group	<i>Crime Hearings</i>
24 May 2021	Ms Karrie Cheng, Acting Principal Financial Investigator – Proceeds of Crime	Queensland Police Service, Drug and Serious Crime Group	<i>CCC Proceeds of Crime Overview</i>



Date	Presenter and title	Audience	Topic
26 May 2021	Mr Paul Alsbury, Senior Executive Officer (Corruption)	CCC Corruption Prevention Forum, Queensland Units of Public Administration (webcast)	<i>Welcome and introduction</i>
	Mr Paxton Booth, Executive Director – Corruption Strategy, Prevention and Legal		<i>CCC's Corruption Strategy Discussion paper December 2020 - feedback</i>
	Ms Liz Foulger, Executive Director – Integrity Services		
	Ms Helene Wells, Director – Research and Insights		<i>Corruption Allegations Data Dashboard (CADD) an overview. How can your agency get more from it?</i>
	Ms Marie Zitny, Director Review – Integrity Services;		<i>When should an agency engage an external investigator? Experiences and tips from the CCC</i>
	Mr Geoff Kennedy, Director – Corruption Legal		<i>Procedural fairness during an investigation: when to provide a subject officer with details of the allegations against them</i>
	Mr Rob Watts, Detective Sergeant – Corruption		<i>Experience from a recent CCC joint investigation with a Department</i>
	Ms Gill Donnelly, Senior Financial Investigator – Corruption		
	Mr Darren Brookes, Director Assessment – Integrity Services		<i>Identifying suspected corrupt conduct and when to report it to the CCC?</i>
27 May 2021	Ms Beulah Davies, Intelligence Analyst – Integrity Services	HR Leads Sessions, Sunshine Coast Hospital and Health Service	<i>Using intelligence in assessing complaints</i>
	Mr Darren Brookes, Director Assessment – Integrity Services		<i>How to interpret the definition of 'corrupt conduct' and your reporting obligations under the Crime and Corruption Act 2001</i>





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