



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 July to 31 December 2020



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 26 February 2021.

The report covers the period 1 July to 31 December 2020, 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.



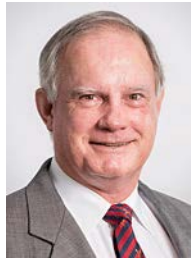
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Alan MacSporran QC
Chairperson



Sydney Williams QC
Deputy Chairperson



Marshall Irwin
Commissioner



Deborah Holliday
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 July to 31 December 2020.

During the reporting period, four people were charged with 67 criminal offences resulting from the CCC's corruption investigations. Significantly, a school principal employed by the Department of Education was charged in September 2020 with 34 counts of fraud and one count of misconduct in relation to public office. In October, the principal and a teacher were subsequently charged jointly with a further 14 fraud offences.

An investigation involving Palm Island Aboriginal Shire Council also resulted in two people charged with four criminal offences including secret commissions, misconduct in public office and fraud.

During the reporting period, the CCC made 109 prevention recommendations across the public sector and produced several publications aimed at raising awareness of corruption risks. I am pleased by the CCC's efforts to educate and empower public sector agencies and the level of support received for our corruption prevention efforts.

In September 2020, the CCC published its summary audit report, *Assessing allegations of corrupt conduct: Recordkeeping requirements under section 40*, which contained the results of an audit conducted by the CCC in 2019-20. The CCC examined the policies and processes of seven public sector agencies to assess their capacity to effectively capture complete and accurate records of their assessment decisions of complaints about corrupt conduct coming to their attention, and correctly form conclusions that the allegations did not reasonably raise a suspicion of corrupt conduct for the complaints to be notified to the CCC.

The CCC also continued to engage with public sector leaders to provide recommendations on how they can improve their particular agency's resistance to corruption. In November 2020, as part of the International Fraud Awareness Week, the CCC urged public sector CEOs and staff to protect their agencies against fraud by leveraging the expertise of their procurement and internal audit staff. Our video presentations on this subject were well received.

To mark International Anti-Corruption Day in December, I wrote to all newly appointed Queensland Government Ministers, Assistant Ministers and Directors-General, inviting them to partner with the CCC in making Queensland resistant to corruption. I reiterated that the CCC will be particularly vigilant in monitoring public-private sector interaction, and in ensuring that business is conducted transparently and with integrity, even in the wake of COVID-19.

Prior to the Queensland Government election in October 2020, I addressed an open letter to all candidates urging them to conduct their campaigns with integrity and transparency. The letter generated widespread interest in the conduct of elected officials and the question of public-private partnerships.

A further recent initiative has been the CCC's collaboration with public sector CEOs and liaison officers on the development of the CCC's Corruption Strategy and Corruption Prevention Strategy. In early December, the CCC issued a discussion paper seeking the input of CEOs and liaison officers to those strategies. I believe that understanding the challenges from their perspective is essential to our corruption prevention efforts.

Finally, we continue to achieve excellent operational results from our crime investigations. During the course of the CCC's investigation into the alleged criminal activities of a Brisbane-based law firm, 10 people have been charged with



over 400 offences, including fraud and money laundering. The scale of the alleged offending identified during this investigation demonstrates why the CCC has a continued focus on the enablers of major and organised crime.

The CCC's investigation into the activities of a Gold Coast-based law firm has also resulted in a number of people being charged with serious criminal offences. Allegations include money laundering and fraud offences committed against Legal Aid Queensland.

Matters arising from the public meeting of 11 September 2020

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

A J MacSporran QC

Chairperson



Highlights from 2020–21



18 people charged with **458** criminal offences relating to crime investigations



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



12 crime investigations finalised



15 recommendations for disciplinary action as a result of corruption investigations relating to **6** persons



19 confiscation matters concluded
\$7.21 M forfeited to the state



1 746 complaints of suspected corruption received
1 931 complaints of suspected corruption assessed



137 law enforcement intelligence disclosures



14 corruption investigations finalised



104 days of hearings relating to crime investigations



36 days of hearings relating to corruption investigations.



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

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 Queensland Police Service (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 July to 31 December 2020
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, 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 focusing on a drug trafficking network in south-east Queensland. The investigation resulted in 43 person charged with 185 offences, including possession of dangerous drugs and drug utensils, trafficking dangerous drugs, possession of tainted property, money laundering, attempting to pervert the course of justice, dangerous operation of a vehicle, and weapons related offences. Drugs including amphetamines, ice, steroids, GHB, ecstasy, and cannabis to the value of \$199,000 were seized along with more than \$129,000 in cash, assets and criminal proceeds.

The CCC also finalised an investigation into the involvement of a solicitor acting as a professional facilitator to support the criminal activities of an organised crime network in Townsville and Northern Queensland.

In August 2020, the CCC undertook further investigations into 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 is continuing investigations into the alleged criminal activities of the members of two law firms, one based in Brisbane and the other on the Gold Coast:

- the investigation concerning members of the Brisbane-based law firm has resulted in 10 persons charged with 418 offences, including aggravated fraud, money laundering, fraudulent falsification of records and drug related offences. One of these persons was charged with money laundering related to the seizure of \$97,000 in cash in February 2020 and was later charged in September and November 2020 with further money laundering, fraud and fraudulent falsification of records offences.
- the investigation concerning members of the Gold Coast-based law firm, has to date resulted in 9 persons charged with 53 offences including money laundering, fraud, supply a dangerous drug and possession of a dangerous drug. It is alleged the money laundering involved proceeds of serious criminal offences paid by clients for legal services undertaken by the firm, and that the fraud offences were committed against Legal Aid Queensland.



Referred major crime investigations

During the reporting period, the CCC finalised the following matters in which it held hearings to advance investigations being undertaken by the QPS:

- In relation to a Rockhampton-based methylamphetamine trafficking network, the CCC examined four witnesses over as many days in May of 2020, following tactical action by the QPS resulting in a significant number of persons charged with drug trafficking and related offences. The hearing was successful in obtaining additional evidence about the syndicate's operations.
- The CCC examined three witnesses over three days in August 2020 concerning the activities of an alleged Brisbane based cocaine trafficking network. The hearing was successful in identifying higher level suppliers, prices, quantities and extent of the customer base.

During the reporting period, CCC hearings were held to advance QPS investigations in relation to:

- a drug trafficking syndicate based in Mackay engaged in the distribution and supply of methylamphetamine and ecstasy between the Gold Coast and Mackay and onwards to Cairns
- the break and enter of a gun shop at Underwood on 7 September 2020 and the theft and subsequent trafficking of six Glock firearms; and
- an international drug trafficking syndicate suspected of involvement in the seaborne importation into Australia of plant and equipment believed to contain large quantities of MDMA, cocaine and methylamphetamine.

Intelligence operations

During the reporting period, the CCC finalised an intelligence operation investigating the importation and trafficking of multiple drugs to other networks. CCC examinations gathered significant information about the business operations of the network, and the involvement of a former solicitor in establishing complex money laundering vehicles and structures for the network.

The CCC also continued to progress the following intelligence operations:

- an operation identifying the business model used by a telecommunications provider in facilitating alleged drug trafficking networks via the supply of encrypted communications
- an operation into the activities of a network alleged to be involved in drug, money laundering and weapons offences, and offences of violence, facilitated by a supplier of encrypted communications devices; and
- an investigation into the alleged money laundering activities of a criminal network through property developments on the Gold Coast.

Intelligence assessments and disclosures

In December 2020, the CCC commenced two substantive intelligence assessments concerning:

- a South East Queensland based legal practitioner alleged to be involved with outlaw motorcycle gang members in various businesses through which it is alleged the proceeds of crime are being laundered; and
- a network alleged to be involved in drug supply and money laundering offences, predominantly in South East Queensland, using complicated company structures and trading vehicles, and facilitated by the use of encrypted communications devices.

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 Queensland 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 and 31 December 2020, the CCC made 137 intelligence disclosures to law enforcement, 16 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 (1 July to 31 December 2020)

Nature of disclosure	Number
Requests for information addressed	16
Disclosures (strategic)	3
Disclosures (Investigations)	66
Disclosures (Intelligence Operations)	47
Other	5
Total	137

Strategic projects

In July 2020, the CCC commenced a money laundering risk assessment to examine the nature and extent of money laundering activity impacting Queensland. The project aligns with the CCC's objective to target criminal wealth and is a key initiative for 2020–21. 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 project is nearing the end of the collation phase and the project team is continuing to progress the analysis and development of the assessment. The project was scheduled to be completed in January 2021, however due to resourcing issues and the complex nature of the topic, an extension of the project was approved and is expected to be completed in April 2021.

In 2019–20, the CCC investigated the business need and feasibility of producing a measure of impacts for proceeds of crime actions on illicit drug markets in Queensland. In June 2020, the CCC completed the assessment and identified four measurement approaches each with its own strengths and limitations. The CCC Executive Leadership Team approved two of those options for further development over the next four years using a staged approach to delivery. In January 2021, the CCC commenced the first stage of a research project which aims to provide insight into the deterrence effect of proceeds of crime actions by tracking offenders' contacts with the justice system before and after that action. The project aims to link criminal justice system administrative datasets to examine proceeds of crime impact.

For many years the CCC has produced a Queensland-focused Drug Commodities Guide to assist operational police with drug enforcement initiatives and activities. The Guide provides an overview of the most commonly 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. This year the CCC is planning a joint-production of the Guide with the QPS, to build greater inter-agency collaboration and capability. The Guide is due for release by the end of June 2021.

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 (1 July to 31 December 2020)

Description	Number	Value
Restraining orders obtained	20	\$11.89 M
Forfeitures of property to the state	19	\$7.21 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, in particular 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 an investigation into the disappearance and suspected murder of a female at Clumber near Aratula on or about 19 January 2012. As a result of the hearing, evidence was obtained from previously uncooperative witnesses and a line of enquiry with respect to the alleged disposal of the woman's body and the involvement of a suspect was able to be fully investigated and determined.

The CCC held examinations relating to the following investigations into:

- the disappearance and suspected murder of a 27-year-old man at or near Brisbane on or about 1 October 1996
- the murder of a 38-year-old man at Logan Reserve on 1 November 2012
- the shooting murder of one 41-year-old Russian man at Benowa Waters on 25 July 2000; and
- the armed robbery of the National Australia Bank at Browns Plains on 24 March 1999, in the course of which a police officer was shot and seriously wounded.

Homicides

During the reporting period, the CCC finalised:

- an investigation into the homicide of a woman and her unborn child at Raceview in December 2019 (The hearing was successful in obtaining critical evidence from a previously uncooperative witness and eliminating a potential suspect. A man was charged with the murder of the woman).
- an investigation of the homicide of an 18-year-old man in a high-rise apartment in the Brisbane CBD on 26 January 2020; and
- an investigation into the homicide of a woman and her unborn child on or about 24 September 2019 at her residence in Crestmead.

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

- the shooting murders of two men at Tallebudgera on 18 October 2019
- the strangulation murder of a 36-year-old prisoner at the Woodford Correctional Centre on 6 May 2020
- the stabbing murder of a 47-year-old man at Kingston on 30 March 2020
- the homicides of a 30-year-old woman and a 28-year-old man at Kingston on 24 January 2016; and
- the murder of a 35-year-old man at Pimpama on 12 October 2020.

The CCC also undertook examinations to advance a CCC intelligence operation assisting the QPS to identify and understand the intent, motivations and alleged criminal activities of an organisation suspected of engaging in offences of violence in the community, including the non-fatal shooting of a youth in Kuraby in 2019.



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, physical or sexual abuse of children or other vulnerable victims. The CCC helps the QPS solve or prevent these crimes through the use of 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.

Child abuse

During the reporting period, the CCC finalised two referred investigations, advanced by the examination of witnesses, and resulting in:

- evidence being secured from two uncooperative witnesses, and corroborating a complaint of alleged rapes and sexual assaults of a 16 to 17-year-old female on the Sunshine Coast between April 2019 and March 2020 (a man charged with these offences is currently before the courts); and
- evidence being obtained about the sighting and movements of a missing 2-year-old girl, suspected of being murdered at Chinchilla in 2016, and about relevant communications of the witness with the two suspects (Two persons charged with the child's murder are currently before the courts).

The CCC is also assisting the QPS with ongoing investigations into:

- a suspected torture of a 13-month-old baby girl in the Atherton Tablelands in 2019
- a suspected actual and online child sex offending over a period of several years by a 25-year-old man in the Lockyer Valley; and
- the disappearance and suspected murder of a 3 to 4-year-old boy at Inala in the late 1960's.

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.

In this reporting period, the CCC received 60 complaints relating to elected officials, which accounts for three per cent of all complaints received.

Complaints against elected officials account for approximately 43 per cent of the CCC's current investigations. These investigations relate to local governments and Queensland Parliament. The most common allegations being investigated relate to misuse of authority, misappropriation, conflicts of interest and duty failure.

During the reporting period, eight new investigations commenced regarding the actions of elected officials in three separate councils and Queensland Parliament. Significant outcomes from the reporting period are provided below.

On 2 July 2020, the CCC's report titled *An Investigation into allegations relating to the appointment of a school principal* was tabled in Parliament. The report details an investigation arising from an allegation that the then Deputy Premier



interfered in a recruitment process being undertaken by the Department of Education. Although the allegations were unsubstantiated, the report sets out how some of those involved in the selection process failed in promoting best-practice human resource management.

In August 2020, the CCC finalised its assessment of allegations that the Member for Keppel engaged in corrupt conduct by disclosing personal and confidential information to the media. Following an assessment of the allegations and information provided in the complaint, and after reviewing information independently obtained by the CCC, the CCC determined there was insufficient evidence that a criminal offence had been committed and did not commence an investigation.

In August 2020, the CCC charged a former employee of Palm Island Aboriginal Shire Council with one count of receipt or solicitation of a secret commission contrary to section 442B of the *Criminal Code Act 1899* (Criminal Code), one count of misconduct in relation to public office contrary to section 92A of the Criminal Code and one count of fraud (involving 52 alleged transactions between 2014 to 2019) contrary to section 408C of the Criminal Code. The man was previously charged by the CCC in June 2019 with 24 offences and in March 2020 with 59 offences. As a result of this investigation, 5 people have been charged with 91 criminal offences.

On 23 September 2020, the CCC tabled *Investigation Keller: An investigation into allegations relating to the former Chief of Staff to The Honourable Anastacia Palaszczuk MP, Premier of Queensland and Minister for Trade* in the Queensland Parliament. While the investigation did not find any evidence that the Premier's former Chief of Staff engaged in corrupt conduct, the report highlights how conflicts of interests, if not properly managed, can create public perceptions of impropriety. The report also details important issues of transparency and governance and includes recommendations to address them.

In the lead-up to the Queensland Government election, the CCC Chairperson wrote to all candidates and urged them to put integrity first and emphasised that serious corruption risks can arise for both elected officials and candidates during the period just before an election.

To mark International Anti-Corruption Day on 9 December 2020, the CCC Chairperson wrote to all newly appointed Queensland Government Ministers, Assistant Ministers and Directors-General, urging them to be advocates for integrity and anti-corruption. The Chairperson invited all Ministers, Assistant Ministers and Directors-General to partner with the CCC to make Queensland resistant to corruption and corrupt attempts to influence decision-makers.

Table 3. Summary of outcomes – elected officials investigations and reviews (1 July to 31 December 2020)¹

Description	Number
Investigations commenced	8
Investigations finalised	4
People charged ²	2
Criminal charges laid ³	4
Referred to a UPA to investigate subject to monitoring by the CCC	0
Prevention recommendations	5

Notes:

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

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 399 complaints relating to the misuse of information. This currently accounts for approximately 23 per cent of all complaints received. Complaints relating to the misuse of information account for



approximately 10 per cent of the CCC's current investigations. The most common allegations being investigated relate to access of and unauthorised disclosure of information.

During the reporting period, two new investigations commenced regarding the unauthorised access, release and falsification of confidential information. Significant outcomes arising out of the reporting period include five disciplinary recommendations to the QPS involving two officers. The CCC referred 27 matters back to public sector agencies to investigate subject to monitoring by the CCC.

During the reporting period, the CCC commenced 47 reviews and finalised 47 reviews of matters dealt with by UPAs subject to our monitoring function. The CCC was dissatisfied with the way three investigations during the period were dealt with. The CCC was dissatisfied with the insufficient investigation reports provided due to lack of inquiries conducted and the unsatisfactory rationale for the conclusions. The CCC was satisfied with the way the remaining 44 investigations reviewed during the period were dealt with.

Table 4. Summary of outcomes – improper release of confidential information investigations and reviews (1 July to 31 December 2020)

Description	Number
Investigations commenced	2
Investigations finalised	5
People charged	0
Criminal charges laid	0
Reviews commenced	47
Reviews finalised	47
Referred to a UPA as a disciplinary matter ¹	2
Referred to a UPA to investigate subject to monitoring by the CCC	27
Prevention recommendations	4

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 175 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 24 per cent of the CCC's current investigations. The most common allegations being investigated relate to fraudulent use of departmental and council funds, theft of council assets and fraud related to travel allowances and overtime. During the reporting period, three new investigations commenced.

Finalised investigations included 63 offences of fraud against employees of Palm Island Aboriginal Shire Council and the Department of Education. As a result of the finalised investigations, 103 prevention recommendations were made, with the majority relating to the policies and procedures surrounding appropriate use of corporate credit cards.

In September 2020, the CCC charged a school principal employed by the Department of Education with 34 counts of fraud contrary to section 408C of the Criminal Code and one count of misconduct in relation to public office contrary to section 92A of the Criminal Code. It will be alleged in court the man misused his department issued corporate credit card and dishonestly obtained money relating to school activities. In October 2020, the school principal, along with a school teacher, were jointly charged by the CCC with 14 fraud offences contrary to section 408C of the Criminal Code relating to their alleged fraudulent access to leave entitlements.

The CCC referred 15 matters to public sector agencies to investigate subject to monitoring by the CCC.



During the reporting period, the CCC commenced 22 reviews and finalised 20 reviews of matters dealt with by UPAs subject to our monitoring function. The CCC was satisfied with the way all investigations reviewed during the period were dealt with by relevant agencies.

Audits

During the reporting period the CCC published two audit reports relating to this area of focus.

Managing corruption risks associated with timesheet and leave activities – July 2020

This audit assessed if employee fraud in public sector agencies is adequately prevented through timesheet and leave processes. The CCC’s audit identified a number of areas for improvement to manage corruption risks associated with fraudulent timesheet and leave activities. This included the importance of demonstrating good governance in policy and process in the Queensland Public Sector where the community expects the highest standards of conduct of officers. The summary audit report includes case studies and a prevention guide for combating timesheet and leave fraud, with examples of strategies to address corruption risks.

Reducing the risk of research fraud – July 2020

This audit was conducted to evaluate the measures that Queensland universities have put in place to mitigate research fraud. The audit highlighted the lessons to be learned from the experiences of the three participating universities, build the capacity of agencies that conduct research to deal with similar issues, and to increase transparency about the operation of the public sector.

Table 5. Summary of outcomes – exploitation of public sector resources (1 July to 31 December 2020)¹

Description	Number
Investigations commenced	3
Investigations finalised	4
People charged ²	4
Criminal charges laid ³	67
Reviews commenced	22
Reviews finalised	20
Referred to a UPA as a disciplinary matter ⁴	1
Referred to a UPA to investigate subject to monitoring by the CCC	15
Prevention recommendations	109

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. 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.



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 23 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 in the course of 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.

In the reporting period, three ICP meetings were held in relation to eight matters. Topics discussed at the ICP meetings included abuse of position, misuse of information, computer hacking, watchhouse operating procedures and officers interfering in the investigation of sexual misconduct towards children.

At one of its meetings during the reporting period, the ICP committee discussed an ongoing matter which related to 14 allegations of inappropriate use of public sector resources. The investigation subsequently found that there was no substance to most of the allegations however, there was sufficient evidence of unauthorised use of QPS vehicles and cab-charges.

Due to the low prospects of criminal conviction the ESC stated they would not pursue criminal prosecution. The CCC agreed with that in relation to allegations of unauthorised use of QPS vehicles but not in relation to use of cab-charges for personal use. Accordingly, the CCC requested further inquiries be made by ESC.

Crime Stakeholder Engagement Strategy

From 1 July 2020, the CCC implemented its Crime Stakeholder Engagement Strategy. The strategy is designed to support and sustain meaningful engagement with our stakeholders and ensure stakeholder engagement is integrated into our processes for decision-making. The strategy uses a systematic approach to identify the key stakeholders that affect, or are affected by, our work and develop a management plan to ensure our level and approach to engagement with them is appropriate and achieving value. It also facilitates evaluation of engagement outcomes so that insights from key stakeholder interactions can inform future business and operational decision-making.

Prioritisation model for crime matters

In July 2020, the CCC implemented a Matter Prioritisation Model that introduces a higher level of rigor into our major crime investigation, proceeds and other project case selection. It also facilitates an assessment of a matter's priority based on public interest and stakeholder value criteria.

International Access to Information Day 2020

On 28 September 2020, the CCC supported International Access to Information (IAI) Day 2020, led by the Queensland Office of the Information Commissioner (OIC), to highlight the importance of providing accurate and relevant information to the community. The 2020 IAI Day theme of 'Building trust through transparency' reminds the public sector of the importance of providing access to government information and government services to assist Queenslanders.

CCC Reconciliation Action Plan (RAP)

In celebration of NAIDOC week (8 to 15 November 2020), CCC staff participated in a cultural tour to the Nudgee Waterholes, Bora Ring and Bush Food Gardens site facilitated by Nyanda Aboriginal Cultural Tours & bush food



experience. The tour provided insight into Aboriginal cultural stories, Aboriginal history, Aboriginal cultural performance elements and seasonal bush foods.

During the reporting period, the CCC introduced a new award for contributions to reconciliation. Over 60 staff members received a nomination for this award, either individually or as a team. The CCC supported an Indigenous law student through the Career Trackers program on a four-week winter internship. A guide outlining some of the key concepts and considerations when communicating and engaging with Aboriginal and Torres Strait Islander peoples has been developed and published on the Intranet for use by CCC staff.

Area of focus:

Critical organisational capabilities including digital, analytics and workforce planning

Implementation of an integrated case management system

Program Unify was a significant body of work focused on delivering alignment and integration across the CCC's future-state operational activities. Program Unify concluded on 30 June 2020 following:

- successful implementation of the agency's new operating model, operational framework, governance arrangements and operations manual; and
- transition of responsibility for the evolution of the agency's cloud-based analytics infrastructure to the Digital Workplace Program.

The case management system (CMS) is being developed to support operational activities and provide enhanced workflow tracking capabilities.

In the reporting period, configuration of the CMS was nearly completed with current completion assessed at 97%. Data migration, testing and training activities are continuing.

Digitising the workplace

The Digital Workplace Program has delivered enhancements to the CCC's organisational resilience (through transitioning to cloud services), forensic computing processes and technologies, and online intelligence gathering processes and security. Outcomes included:

- anywhere, anytime access to the CCC network on CCC devices with internet connection
- heightened security and alignment with Whole-of-Government ICT policies; and
- data-driven decisions powered by cloud-based artificial and business intelligence tools.

During the reporting period, the CCC successfully transitioned critical applications to the Microsoft Azure cloud environment along with implementing new information security threat monitoring and management tools.

Work continued to support the delivery of cloud infrastructure to support the Data Insights and Infrastructure Project, which will deliver a cloud-based data warehouse.

The DWP was closed on 31 December 2020, having delivered on its objectives. In order to continue advancing and protecting the digital investment, the Continued Digital Enablement Program (CDEP) is being established with a new set of objectives that support the delivery of the CCC's strategies.

Advancing analytics

Analytics has been identified as a critical capability for the ongoing success of the CCC. Investments being made in analytics include the commencement of the Data Insights and Infrastructure Project, which will deliver a cloud-based data warehouse. This will lay the foundation for analytics capabilities at the CCC. It is anticipated that our agency will better able to leverage data because of data integration, improved efficiencies, improved repeatable reporting and predictive analysis of CCC operational data.



Investment in staff training and development in relevant analytical tools and technologies to uplift internal capability continues.

In October 2020, the CCC updated the publicly available Corruption Allegations Data Dashboard with the expanded data set now including a total of five years of allegations data for the period 1 July 2015 to 30 June 2020. When aggregated, allegations data provides useful and transparent information about corruption in Queensland.

Workforce planning

Through the CCC Futures Program a strategic workforce planning model was developed to assist the CCC in placing the right resources in the right team at the right time. Further refinement and testing of this model continues to take place to ensure that it is robust and reliable. It is intended that this tool will be rolled out organisation-wide for the 2021–22 business planning cycle.

The focus for 2020–21 will continue to be on updating Human Resource policies to create competitive and attractive employment conditions, improving the recruitment and selection experience, and digital transformation – including investigative enhancements, data and insights infrastructure, and transition to the cloud (through the CCC’s CDEP).

Leadership development

To support the development of our leaders, three CCC officers participated in the Australian Institute of Company Directors’ Company Directors Course.



Key statistics 2020–21

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



CCC crime and corruption investigations

Table 6. Summary - Crime investigations (1 July to 31 December 2020)¹

Description	Number
Total number of investigations commenced	19
Total number of investigations finalised	12
People charged	18
Charges laid	458
Law enforcement intelligence disclosures (from investigations and operations)	137

Note:

1. Crime investigations include CCC Crime Investigations, Referred Crime Investigations, CCC Intelligence Operations and Immediate Response Investigations.

Table 7. Summary - CCC corruption investigations (1 July to 31 December 2020)

Description	Number
Total number of investigations commenced	16
Total number of Investigations finalised	14
Percentage of investigations completed within 12 months	79%
People charged ¹	4
Charges laid ²	67
Recommendations for disciplinary action	15
no. of people	6
Prevention recommendations	109

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 (1 July to 31 December 2020)

Description	Number
Number of investigations commenced	4
Number of investigations finalised	7
People charged	0
Charges laid	0
Recommendations for disciplinary action	5
no. of people	2
Prevention recommendations	1



Table 9. CCC corruption investigations – other units of public administration (excluding QPS) (1 July to 31 December 2020)

Description	Number
Number of investigations commenced	12
Number of investigations finalised	7
People charged ¹	4
Charges laid ²	67
Recommendations for disciplinary action	10
no. of people	4
Prevention recommendations	108

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 (1 July to 31 December 2020)

Duration of investigation	Number	% of total matters
< 6 months	13	62%
6-12 months	5	24%
> 12 months	3	14%
Total	21	100%

Complaints

Table 11. Complaints received and assessed (1 July to 31 December 2020)

Description	Number/ Percentage
Total complaints received ¹	1,746
% increase or decrease when compared to 2019–20	▲ 7%
Percentage of complaints assessed within 30 days (target: 85%)	91%
Total allegations received	4,048
% increase or decrease when compared to 2019–20	▼ 10%
% allegations relating to the QPS	43%
% allegations relating to other units of public administration (excluding QPS)	57%
Total complaints assessed	1,931

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 – QPS (1 July to 31 December 2020)¹

Description	Number/ Percentage
Complaints received	723
% increase or decrease when compared to 2019–20	▲ 1%
Allegations received	1,739
% increase or decrease when compared to 2019–20	▼ 15%

Note:

1. Complaints by Indigenous people comprised 4% of the total complaints made against QPS officers (sworn officers and civilian staff), which is down by 2% when compared to 2019–20.

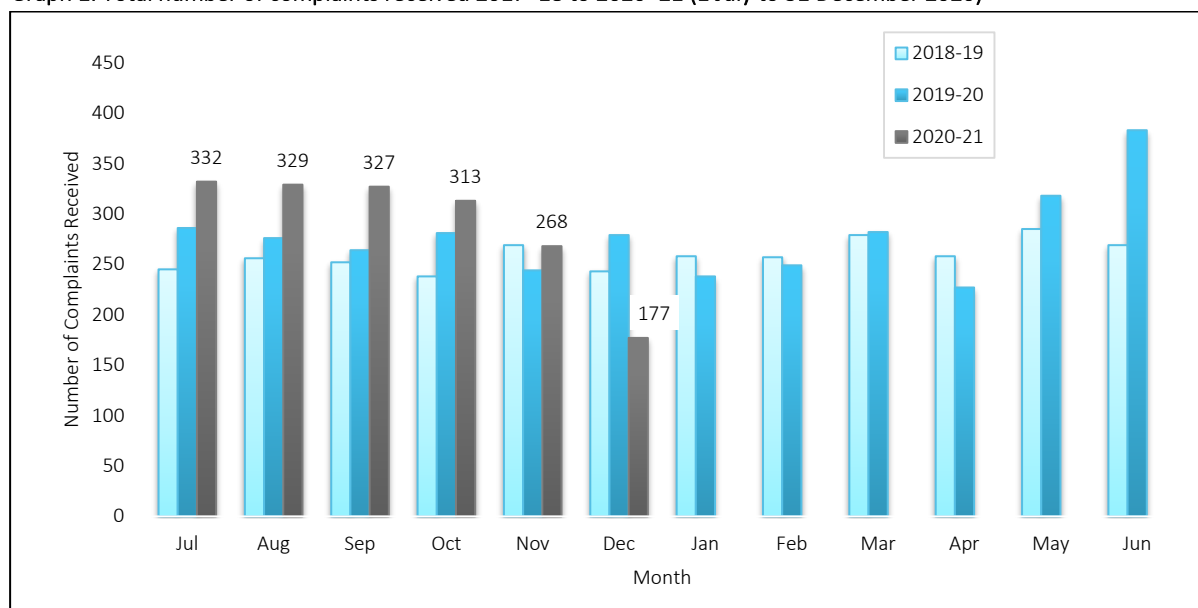
Table 13. Complaints received – other units of public administration (excluding QPS) (1 July to 31 December 2020)

Description	Number/ Percentage
Complaints received for public sector ¹ (including government owned corporations and Members of Parliament)	882
% increase or decrease when compared to 2019–20	▲ 21%
Allegations received for public sector (including government owned corporations and Members of Parliament)	1,940
% increase or decrease when compared to 2019–20	▲ 8%
Complaints received for local government sector ¹	174
% increase or decrease when compared to 2019–20	▼ 28%
Allegations received for local government sector	369
% increase or decrease when compared to 2019–20	▼ 46%

Note:

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

Graph 1. Total number of complaints received 2017–18 to 2020–21 (1 July to 31 December 2020)¹



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 (1 July to 31 December 2020)

Description	Number
Retained for CCC investigation	16
Referred to the appropriate agency, subject to the CCC's monitoring role	103
Referred to the appropriate agency, with no further advice required by the CCC	1,450
Requiring no further action	362
Total complaints assessed	1,931

Monitoring allegations of corruption referred to other agencies

Table 15. Reviews of referred matters (1 July to 31 December 2020)

Description	Number/ Percentage
Median days ¹ to complete a review	9
% improvement when compared to the same period 2019–20	▲ 18%
Final reviews	126
QPS reviews	34
Public sector reviews (including local Government)	92
Interim reviews	249
QPS reviews	70
Public sector reviews (including local Government)	179
Reviewable decisions ²	26

Notes:

- Median days calculated using a 7-day week.
- 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, injuries sustained in traffic incidents including pursuits, police shootings and a TASER deployment.

Table 16. Summary of police-related deaths and significant events (1 July to 31 December 2020)

Description	Number
Police-related deaths	9
Notifications of significant events QPS	33

Proceeds of Crime

Table 17. Proceeds of crime outcomes (1 July to 31 December 2020)

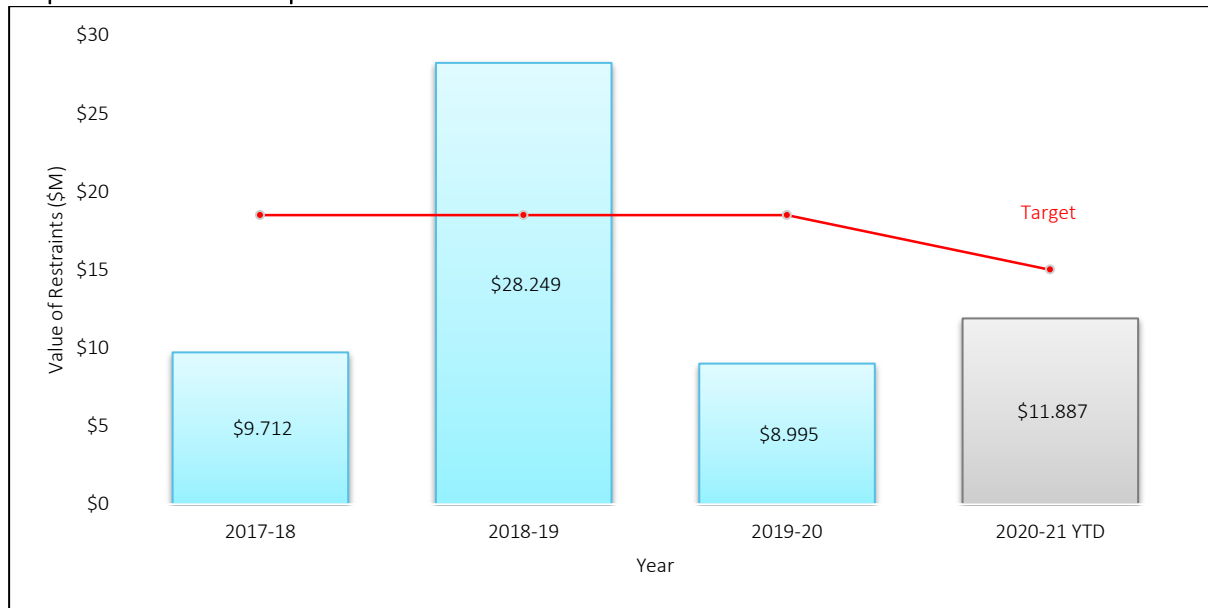
Description	Number	Value
Restraining orders obtained	20	\$11.89 M
Forfeitures of property to the state	19	\$7.21 M
Settlement negotiations ¹	19	\$6.918 M

Note:

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



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



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

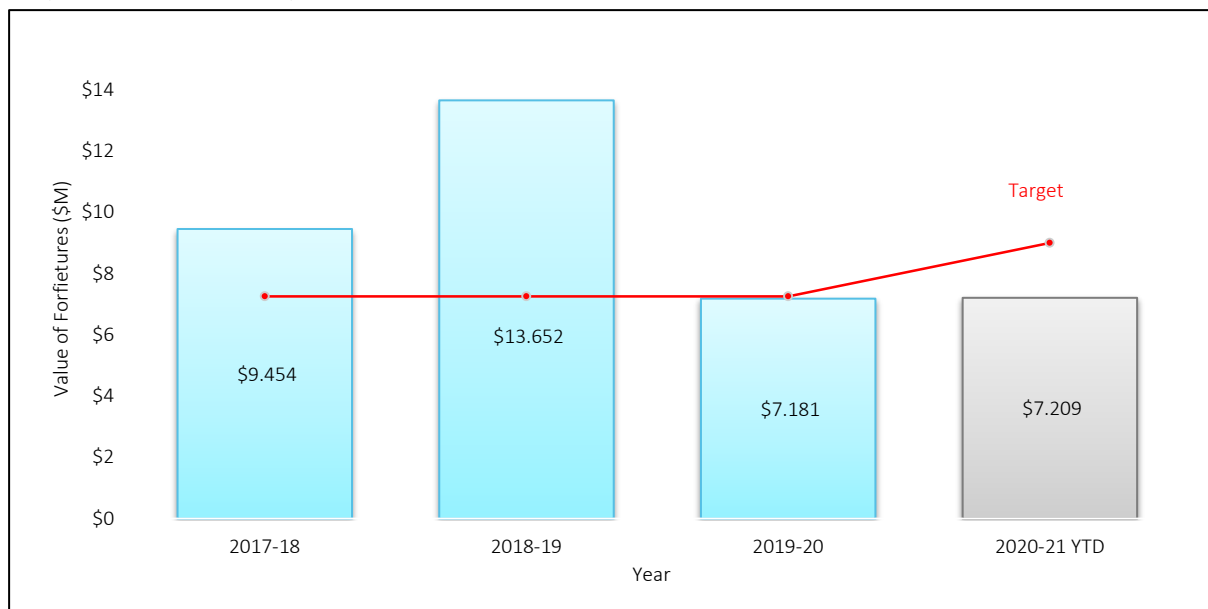


Table 18. Matters in progress (1 July to 31 December 2020)

Description	Number	Value
Civil confiscation matters involving restrained property	56	\$42.890 M
Matters pending restraint	52	\$23.375 M

Table 19. Total restraints and forfeitures (since 2002)

Description	Value
Restraints	\$294 M
Forfeitures	\$128 M



Hearings

Table 20. CCC hearings overview (1 July to 31 December 2020)

Description	Crime investigation hearings	Crime intelligence hearings	Corruption investigation hearings
Hearing days	84	20	36
Witnesses attending	83	25	44
Attendance notices served	117	21	144

Legal services

Table 21. Queensland and Civil and Administrative Tribunal (QCAT) proceedings (1 July to 31 December 2020)

Description	Number
Review applications filed ¹	6
Police disciplinary applications before QCAT (reviews and corrupt conduct proceedings)	21
Police disciplinary matters finalised ²	6
Ongoing corrupt conduct proceedings	2
Ongoing disciplinary review matters ³	13
Appeals before the Appellate Tribunal ^{4,5}	5

Notes:

1. 'Review applications filed' includes applications brought by CCC and applications to join reviews brought by QPS officers.
2. 'Police disciplinary matters finalised' includes 1 application in which the CCC withdrew a review proceeding against an officer.
3. 'Ongoing disciplinary review matters' include includes the 4 review applications (including applications to join) filed in QCAT during the reporting period, as they are 'ongoing' as at the time of reporting.
4. One matter before the Appellate Tribunal is one which the CCC applied to join at the appeal stage - it was not a party to the proceedings at first instance.
5. One matter was commenced in the Appeal Tribunal during the reporting period.

Table 22. Other legal proceedings (1 July to 31 December 2020)

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

Note:

1. These are 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 (1 July to 31 December 2020)

Police Service Review matters	Promotion	Transfer	Discipline
Matters lodged in 2020–21	17	2	0
Matters carried forward from 2019–20	64	1	0
Matters carried forward from 2018–19	-	-	1
Matters heard ¹	68	1	-
Matters progressing to hearing	2	-	-
Matters pending (e.g. awaiting papers or court outcomes)	7	-	-
Matters withdrawn or lapsed, or not within jurisdiction (prior to hearing)	4	2	1

Note:

- Of the matters heard during the reporting period:
 - 65 matters were set aside (the Commissioner of Police disagreed with the Review Commissioner’s recommendation to set aside the 58 Commissioned Officer positions and affirmed the appointments)
 - 4 matters were affirmed.

Workforce composition

Table 24. Full-time equivalents (FTE) (1 July to 31 December 2020)

Count of actual FTE	Employment type			
	Permanent	Temporary	Casual	Total
Office of the Commission	8.50	-	-	8.50
Corporate Services Division	63.88	6.1	-	69.98
Strategy, Innovation & Insights Division	15.40	1.00	-	16.40
Operations Support Division	81.05	2.10	0.72	83.87
Crime Division	56.10	4.60	3.32	64.02
Corruption Division	88.18	6.80	-	94.98
Total sum of staff FTE^{1,2}	313.11	20.60	4.04	337.75

Notes:

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



Appendix A Liaison meetings

- On 1 July 2020, I participated in a QPS/ESC Meeting conducted via MS Teams.
- On 8 July 2020, I participated in a QPS/ESC Commissioned Officers Meeting and provided a presentation on *Building a strong and ethical culture*.
- On 9 July 2020, I participated in a QPS/CCC Joint Assessment and Moderation Committee Meeting conducted via MS Teams.
- On 10 July 2020, I met with Mr Peter Martin APM (Commissioner, Queensland Corrective Services) to discuss matters of mutual interest.
- On 15 July 2020, I met with Mr Samay Zhouand (Acting Public Trustee) to discuss matters of mutual interest.
- On 16 July 2020, I met with Mr Doug Smith APM (Deputy Commissioner, Strategy and Corporate Services, QPS) to discuss matters of mutual interest.
- On 21 July 2020, I participated in The Public Trustee Customers First, Government Reference Group Meeting.
- On 22 July 2020, I met with Mr Anthony Reilly (Queensland Ombudsman) to discuss matters of mutual interest.
- On 23 July 2020, Mr Darren Brookes (Director Assessment, Corruption) and I participated in a QPS/CCC Joint Assessment and Moderation Committee Meeting.
- On 24 July 2020, I participated in the Executive Leadership Team Meeting, Department of Environment and Science, and provided a presentation on *Fraud and Corruption Risks in the Public Service*, conducted via MS Teams.
- On 24 July 2020, Ms Jen O'Farrell (Chief Executive Officer) and I met with Mr Shannon Cook (Deputy Director-General, Department of the Premier and Cabinet) to discuss matters of mutual interest.
- On 27 and 29 July 2020, I presided over closed hearings for a CCC Operation.
- On 30 July 2020, I participated in the Transparency International Australia Multi-Stakeholder Roundtable session and provided a presentation on *Corruption risks and controls in procurement discretionary decision-making*.
- On 3 August 2020, I participated in the Transparency International National Integrity System Reform Workshop conducted via MS Teams.
- On 10 August 2020, I participated in a telephone meeting with Ms Cheryl Vardon (Principal Commissioner, Queensland Family and Child Commission) to discuss matters of mutual interest.
- On 11 August 2020, Mr Paul Alsbury (Senior Executive Officer, Corruption), Mr Paxton Booth (Executive Director Corruption Strategy, Prevention & Legal), Mr Darren Brookes (Director Assessment, Corruption) and I met with Mr James Koulouris (Deputy Commissioner, Organisational Capability, Queensland Corrective Services), Mr Philip Barret (Assistant Commissioner, Strategic Futures Command, Queensland Corrective Services) and Ms Kristyn Miller (Director, Enterprise Strategy Group, Queensland Corrective Services) to discuss matters of mutual interest.
- On 19 August 2020, Mr Franz Skeen (Indigenous Advisor) and I visited the Cherbourg Aboriginal Shire Council to discuss matters of mutual interest.
- On 20 August 2020, I participated in the Queensland Hospital and Health Board Orientation and Induction session, conducted via MS Teams, and provided a presentation on the *CCC's Role and Functions*.



- On 20 August 2020, Mr Darren Brookes (Director Assessment, Corruption) and I participated in the QPS/CCC Joint Assessment and Moderation Committee Meeting.
- On 24 August 2020, Ms Jen O'Farrell (Chief Executive Officer) and I participated in a meeting, conducted via MS Teams, with Mr John Welsh (Senior Director, Queensland Audit Office) and Ms Ashita Lal (Audit Manager, Queensland Audit Office) to discuss matters of mutual interest.
- On 26 August 2020, I participated in the Crime Reference Committee Meeting.
- On 27 August 2020, I met with Mr Doug Smith APM (Deputy Commissioner, Strategy and Corporate Services, QPS) to discuss matters of mutual interest.
- On 8, 9 and 10 September 2020, I presided over closed hearings for a CCC investigation.
- On 10 September 2020, I participated in a telephone meeting with Mr Doug Smith APM (Deputy Commissioner, Strategy and Corporate Services, QPS) to discuss matters of mutual interest.
- On 11 September 2020, Ms Jen O'Farrell (Chief Executive Officer), Mr Paul Alsbury (Senior Executive Officer, Corruption), Ms Sharon Loder (Senior Executive Officer, Crime) and I attended the public and private meetings with the Parliamentary Crime and Corruption Committee.
- On 15 September 2020, I participated in a telephone meeting with Mr Michael Barnes (Commissioner, NSW Crime Commission) to discuss matters of mutual interest.
- On 16 September 2020, I met with Ms Sharon Cowden APM (Assistant Commissioner, Ethical Standards Command, QPS) and Mr Doug Smith APM (Deputy Commissioner, Strategy and Corporate Services, QPS) to discuss matters of mutual interest.
- On 16 September 2020, Ms Sharon Loder (Senior Executive Officer, Crime) and I met with Mr Carl Heaton QC (Director of Public Prosecutions) to discuss matters of mutual interest.
- On 17 September 2020, I participated in a QPS/CCC Joint Assessment and Moderation Committee Meeting.
- On 29 and 30 September 2020, I presided over closed hearings for a CCC investigation.
- On 2 October 2020, I met with Mr Samay Zhouand (Acting Public Trustee) to discuss matters of mutual interest.
- On 6 October 2020, I met with Ms Katarina Carroll APM (Commissioner, QPS) and Mr Doug Smith APM (Deputy Commissioner, Strategy and Corporate Services, QPS) to discuss matters of mutual interest.
- On 7 October 2020, I met with Mr Freddy Beck (Chief Audit Executive, Ipswich City Council) to discuss content on the topic *Working with state regulators to energise fraud and corruption strategies* to be co-presented at the Annual Public Sector Fraud and Corruption Congress.
- On 8 October 2020, I participated on a panel at the Trust, Ethics and Governance Alliance Symposium to discuss the topic *Trust, ethics and governance in the digital age*.
- On 9 October 2020, Ms Jen O'Farrell (Chief Executive Officer), Detective Chief Superintendent Darryl Johnson (General Manager, Operations Support), Detective Inspector Jason Saunders (Director, Operations Support) and I participated in a tour of the Bob Atkinson Operational Capabilities Centre, Wacol.
- On 12, 13 and 14 October 2020, I presided over closed hearings for a CCC investigation.
- On 15 October 2020, Mr Darren Brookes (Director, Assessment, Corruption) and I attended the QPS/CCC Joint Assessment and Moderation Committee meeting.
- On 15 October 2020, I participated in a meeting, conducted via Zoom, to discuss content on the topic *The impact of a National Integrity Commission* for a panel session being held at the National Public Sector Governance Forum.



- On 16 October 2020, I met with Ms Sharon Cowden APM (Assistant Commissioner, Ethical Standards Command, QPS) to discuss matters of mutual interest.
- On 5 November 2020, I participated in a panel discussion to discuss *The impact of a National Integrity Commission* at the National Public Sector Governance Forum held in Adelaide. Panel members included Professor AJ Brown (Professor of Public Policy & Law, Program Leader, Public Integrity & Anti-Corruption Centre for Governance & Public Policy, Griffith University), Professor Adam Graycar AM, (Professor of Public Policy, Flinders University), the Honourable Peter Hall QC (Chief Commissioner, Independent Commission Against Corruption, New South Wales), Dr Nikola Stepanov (Queensland Integrity Commissioner) and the Honourable Ann Vanstone QC, (Commissioner, Independent Commission Against Corruption, South Australia).
- On 7 November 2020, I provided a presentation on *Ethics in local government* at the Queensland Local Government Reform Alliance Annual Conference held in Hervey Bay.
- On 10 November 2020, I participated in the CPA Australia Virtual Congress conducted via Zoom. My presentation, *Corruption risks in government*, had been pre-recorded.
- On 11 November 2020, I participated in a meeting, conducted via MS Teams, to farewell the Honourable Yvette D’Ath MP (former Attorney-General, Minister for Justice and Leader of the House).
- On 12 November 2020, Mr Darren Brookes (Director Assessment, Corruption) and I attended the QPS/CCC Joint Assessment and Moderation Committee meeting.
- On 13 November 2020, I attended a Legal Services Commission Reference Group Meeting following an invitation from Commissioner Megan Mahon.
- On 16 November 2020, I participated in the Department of Education’s staff forum launch of Fraud Awareness Week following an invitation from Mr Tony Cook (Director-General). I provided a presentation on *Ethics and Culture - all day, every day* and participated in a panel discussion. Panel members included Mr Tony Cook and Mr Shannon Cook (Deputy Director-General, People and Executive Services).
- On 18 November 2020, I participated in the 10th Annual National Public Sector Fraud and Corruption Congress conducted via Zoom. I co-presented a session on *Working with state regulators to energise fraud and corruption strategies* with Mr Freddy Beck, Chief Audit Executive, Ipswich City Council.
- On 18 November 2020, I participated in a panel session, *Proposed Commonwealth Integrity Commission*, conducted via Zoom. Panel members included Professor AJ Brown (Leader, Centre for Governance & Public Policy, Griffith University), Kate Griffiths (Fellow, Grattan Institute) and the Honourable Anthony Whealy QC (former judge NSW Court of Appeal and Chair of the Centre for Public Integrity) to discuss the current proposal for a Federal anti-corruption commission.
- On 19 November 2020, I participated in a panel session, conducted via Zoom, to discuss *Misconduct in Research: Ethics, Integrity and Practical Approaches*. Panel members included Dr Nikola Stepanov (Queensland Integrity Commissioner), Ms Susan Gardiner (Barrister) and Mr David Lavell (Associate Director, Integrity and Investigation Unit, University of Queensland).
- On 19 November 2020, I met with Mr Samay Zhouand (Acting Public Trustee) to discuss matters of mutual interest.
- On 20 November 2020, I, together with Mr Graham Newton (Partner McGrathNicol), met with the Mayor, Chief Executive Officer and Councillors of the Gympie Regional Council to discuss matters of mutual interest.
- On 24 November 2020, I attended the Crime Reference Committee meeting as Chair of the Committee.



- On 25 November 2020, I attended the CPA General Meeting and provided a comprehensive update presentation.
- On 1 and 2 December 2020, I attended the National Integrity System assessment report launch in Canberra.
- On 10 December 2020, I attended the Commonwealth Integrity Commission consultation session for state and territory bodies.
- On 14 December 2020, I attended the Legal Affairs and Safety Committee Estimates Hearing.
- On 16 December 2020, I, together with Jen O’Farrell, CEO and Mr Paul Alsbury (Senior Executive Officer, Corruption) attended a meeting with representatives from the QLD Teachers Union to discuss matters of mutual interest.
- On 16 December 2020, I attended the Integrity Committee Meeting to discuss matters of mutual interest.
- On 18 December 2020, I met with Mr Peter Martin APM to Commissioner Queensland Corrective Services to discuss matters of mutual interest.



Appendix B Media

Media releases

2 July 2020	<p>CCC report on an investigation into ICSSSC recruitment allegations tabled in Queensland Parliament</p> <p>A CCC report titled <i>An investigation into allegations relating to the appointment of a school principal</i> was tabled in Queensland Parliament.</p>
17 August 2020	<p>CCC determines not to investigate Keppel MP</p> <p>The CCC finalised its assessment of allegations of corrupt conduct relating to the Member for Keppel and determined it will not commence an investigation.</p>
24 August 2020	<p>Further charges in Palm Island council investigation</p> <p>The CCC charged a former employee of Palm Island Aboriginal Shire Council with further criminal offences resulting from a corruption investigation.</p>
17 September 2020	<p>School principal charged with fraud and misconduct offences</p> <p>The CCC charged a 59-year-old man from Camp Hill with 35 serious criminal offences following an investigation.</p>
23 September 2020	<p>CCC report on an investigation into the Premier's former Chief of Staff tabled in Queensland Parliament</p> <p>The CCC tabled its report on an investigation into allegations of corrupt conduct relating to the Premier's former Chief of Staff in Queensland Parliament.</p>
25 September 2020	<p>CCC's 2019–20 Annual Report tabled in Queensland Parliament</p> <p>The CCC's 2019–20 Annual Report has been tabled in Queensland Parliament by the Attorney-General.</p>
28 September 2020	<p>No trust without transparency: International Access to Information Day 2020</p> <p>On International Access to Information Day 2020, the CCC supported the Queensland Office of the Information Commissioner to highlight the importance of providing accurate and relevant information to the community.</p>
2 October 2020	<p>Updated corruption allegations data released</p> <p>The CCC updated its Corruption Allegations Data Dashboard (CADD) to include data up to 30 June 2020.</p>
8 October 2020	<p>Lawyer charged with additional offences</p> <p>Following an investigation by the CCC, a 39-year-old man from Augustine Heights was served a Notice To Appear in court to face 10 fraud offences, two money laundering offences and four supply dangerous drug offences.</p>
13 October 2020	<p>CCC Chairperson urges candidates to put integrity first</p> <p>In the lead-up to the Queensland Government election on 31 October, CCC Chairperson Alan MacSporran QC wrote to all candidates, urging them to put integrity first.</p>
14 October 2020	<p>Principal and teacher charged with fraud offences</p> <p>Two people will face fraud offences following an ongoing investigation by the CCC.</p>
3 November 2020	<p>Man charged with perjury offence</p> <p>A 33-year-old man formerly from Surfers Paradise was served a Notice To Appear in court to face one perjury charge following an investigation by the CCC into the activities of a Gold Coast based law firm.</p>
4 November 2020	<p>Man charged with perjury offence</p>



	A 27-year-old man from Ashmore was served a Notice To Appear in court to face one perjury charge following an investigation by the CCC into the activities of a Gold Coast based law firm.
13 November 2020	Man charged with perjury offence A 26-year-old man formerly from Pimpama was served a Notice To Appear in court to face one perjury charge following an investigation by the CCC into a Gold Coast based law firm.
25 November 2020	Six people charged with more than 300 offences following major crime investigation into a law firm Three men and one woman were charged by the CCC with fraud and money laundering offences following an 18-month major crime investigation into the activities of a Brisbane-based law firm.
2 December 2020	Two people charged following CCC investigation into Gold Coast law firm Two people will face serious criminal charges following a CCC investigation into the activities of a Gold Coast based law firm.
9 December 2020	CCC Chairperson calls on Ministers, Assistant Ministers and Directors-General to advocate for integrity To mark International Anti-Corruption Day 2020, CCC Chairperson wrote to all newly appointed Queensland Government Ministers, Assistant Ministers and Directors-General, urging them to be advocates for integrity and anti-corruption.

Media interviews

2 July 2020	CCC Chairperson Alan MacSporran QC was interviewed by Steve Austin from ABC Radio Brisbane regarding the release of the report <i>An investigation into allegations relating to the appointment of a school principal</i> .
24 September 2020	CCC Chairperson Alan MacSporran QC was interviewed by Ebony Cavallaro from Channel 9 regarding Operation Windage.
24 September 2020	CCC Chairperson Alan MacSporran QC was interviewed by Kelmeny Fraser from The Courier Mail regarding Operation Windage.
28 September 2020	CCC Chairperson Alan MacSporran QC was interviewed by Steve Austin from ABC Radio Brisbane regarding the public reporting of CCC investigations.

Media conferences

2 July 2020	CCC Chairperson Alan MacSporran QC held a media conference at the CCC following the release of the report <i>An investigation into allegations relating to the appointment of a school principal</i> .
11 September 2020	CCC Chairperson Alan MacSporran QC held a media conference following the PCCC public meeting

CCC social media

31 December 2020	As at 31 December 2020, the CCC had 1,307 Twitter followers, 1,775 Facebook followers, 1,631 Facebook page likes and 39 YouTube subscribers.
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Appendix C External presentations

Date	Presenter and title	Audience	Topic
July 2020			
7 July 2020	Jen O'Farrell Chief Executive Officer	Queensland Police Service Workshop - Strategic Governance	<i>Governance Leading Accountability</i>
8 July 2020	Alan MacSporran QC Chairperson	Queensland Police Service Ethical Standards Command Commissioned officers meeting - Internal Investigations and Integrity and Performance	<i>Building a strong and ethical culture</i>
24 July 2020	Alan MacSporran QC Chairperson	Executive Leadership Team Meeting Department of Environment and Science	<i>CCC Update: Fraud and Corruption Risks in the Public Service</i>
30 July 2020	Alan MacSporran QC Chairperson	Transparency International Australia Multi-Stakeholder Roundtable	<i>Corruption risks and controls in procurement discretionary decision-making</i>
August 2020			
6 August 2020	David Honeyman Principal Adviser Prevention	Queensland government employees enrolled in the Advanced Diploma of Procurement and Contract Management, through Academy Global of the University of Technology, Sydney	<i>Procurement corruption risks</i>
7 August 2020	Elizabeth Jenkins Complaints Officer Corruption	Leading Women Professional Development and Networking Panel Event - Queensland Police Service; Queensland Corrective Services; Queensland Investments Corporation; Inspector General Emergency Management; Queensland Fire and Emergency Services; Public Safety Business Services; Crime and Corruption Commission	<i>The Art of Resilience</i>
20 August 2020	Alan MacSporran QC Chairperson	Queensland Hospital and Health Board members Orientation and Induction session - conducted via MS Teams	<i>Role and functions of the CCC</i>
24 August 2020	Detective Sergeant Andrew Francis Corruption	Queensland Police Service Oxley Police Academy	<i>Role and functions of the CCC</i>
27 August 2020	Jen O'Farrell Chief Executive Officer	Anti-Corruption Agency Round Table - conducted via Webex	<i>Moving through and beyond the COVID-19 crisis</i>
October 2020			
8 October 2020	Alan MacSporran QC Chairperson	Trust, Ethics and Governance Alliance Symposium, Brisbane Panel member	<i>Trust, ethics and governance in the digital age</i>



Date	Presenter and title	Audience	Topic
November 2020			
5 November 2020	Alan MacSporran QC Chairperson	Public Sector Governance Forum, Adelaide Panel member	<i>The impact of a National Integrity Commission</i>
7 November 2020	Alan MacSporran QC Chairperson	Queensland Local Government Reform Alliance Annual Conference Hervey Bay	<i>Ethics in local government</i>
10 November 2020	Alan MacSporran QC Chairperson	CPA Australia Virtual Congress - conducted via Zoom	<i>Corruption risks in government</i>
16 November 2020	Alan MacSporran QC Chairperson	Department of Education - staff forum launch of Fraud Awareness Week	<i>Ethics and Culture - all day, every day</i>
18 November 2020	Alan MacSporran QC Chairperson	10th Annual National Public Sector Fraud and Corruption Congress (Co-presented with Mr Freddy Beck, Chief Audit Executive, Ipswich City Council) - conducted via Zoom	<i>Working with state regulators to energise fraud and corruption strategies</i>
18 November 2020	Alan MacSporran QC Chairperson	Proposed Commonwealth Integrity Commission Panel member - conducted via Zoom	<i>Current proposal for a Federal anti-corruption commission</i>
19 November 2020	Alan MacSporran QC Chairperson	Human Research Ethics Committee members across Australia Panel member - conducted via Zoom	<i>Misconduct in Research: Ethics, Integrity and Practical Approaches</i>
25 November 2020	Alan MacSporran QC Chairperson	Corruption Prevention Network Queensland Annual General Meeting	<i>CCC Corruption Update</i>





Crime and Corruption Commission

QUEENSLAND

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