




Speech By
Michael Crandon

MEMBER FOR COOMERA

Record of Proceedings, 17 October 2019

**POLICE SERVICE ADMINISTRATION (DISCIPLINE REFORM) AND OTHER
LEGISLATION AMENDMENT BIL**

 **Mr CRANDON** (Coomera—LNP) (11.14 am): I rise to make a contribution to debate on the Police Service Administration (Discipline Reform) and Other Legislation Amendment Bill 2019. The opposition supports the bill. I note that on 12 April 2019 the Economics and Governance Committee recommended that the bill be passed. The policy objectives of the bill include to provide efficiencies in the investigation of complaints and the hearing of allegations, and to suitably discipline officers—

Mr SPEAKER: Member for Coomera, I am sorry to interrupt you. Members, I remind you again that when you are leaving the chamber to do so quietly as a courtesy to the member who has the call.

Mr CRANDON: The policy objectives of the bill include to provide efficiencies in the investigation of complaints and the hearing of allegations, and to suitably discipline officers while, at the same time, ensuring that the public's confidence in the QPS is maintained. The objectives of the bill are achieved by reducing delays in finalising discipline investigations, modernising the discipline sanctions that can be imposed upon a subject officer, formalising the role and range of management strategies available as part of the discipline process and addressing review provisions that apply to the CCC.

The bill reduces delays by establishing time frames for the institution of discipline proceedings and the finalisation of investigations. Proposed section 7.12 provides that, generally, disciplinary proceedings in relation to a complaint must be commenced within the later of either one year from the date the disciplinary grounds arose or six months from the complaint being made. However, if starting a disciplinary action will compromise a current operation, the ground for the disciplinary action is taken to arise on the day the operation ends, as proposed under section 7.13. The bill also enhances the efficiency of the investigative process and disciplinary proceedings by introducing an abbreviated disciplinary process, under proposed section 7.18. It allows the prescribed officer, with permission of the CCC and at any time during the investigation, to invite the subject officer to participate in the ADP.

With reference to modernising the discipline sanctions that can be imposed upon a subject officer, the disciplinary sanctions will include dismissal, which is a current sanction; suspension from duty without pay for a period not exceeding 12 months, which is a new sanction; disciplinary probation, which is a new sanction; demotion on a permanent basis, which is a current sanction; demotion for a stated period, which is a new sanction; comprehensive transfer, which is a new sanction; local transfer, which is a new sanction; performance of up to 100 hours community service, which is a new sanction; increasing the maximum fine from two penalty units to 50 penalty units, which is a new sanction; and reprimand, which is a current sanction. The bill omits the current available sanction of a reduction in the officer's level of salary within their current rank and forfeiture or deferment of a salary increment or increase.

The bill provides for educational activities and development opportunities that may assist in improving a police officer's professionalism or minimising the risk of analogous behaviour occurring in the future. The bill inserts a new section 7.3, which formalises professional development strategies in

the new police discipline process by allowing the commissioner to impose a professional development strategy on an officer in response to a complaint as a risk-mitigation strategy to improve the officer's performance.

Regarding CCC powers, the CCC can assume responsibility for and complete investigations into police misconduct. The bill simply removes 'breach of discipline' and replaces it with the term 'ground for disciplinary action'. 'Misconduct' will remain as a distinct ground for disciplinary action. The bill amends this by giving the CCC the power to apply for review of a QPS decision not to institute disciplinary proceedings against an officer.

The bill has bipartisan support from the LNP and all key stakeholders, including the Queensland Police Service, the Queensland Police Union of Employees, the Queensland Police Commissioned Officers' Union of Employees, government representatives and representatives of the legal fraternity. I look forward to the implementation of the bill.