

# The Office of the Independent Implementation Supervisor

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Women's Safety and  
Justice Taskforce reforms

Biannual Progress Report 3 (November 2023)

## ACKNOWLEDGEMENT OF COUNTRY

The Office of the Independent Implementation Supervisor acknowledges the traditional custodians of the lands across the State of Queensland, and pays our respects to the Elders past, present, and emerging. We value the culture, traditions, and contributions that the Aboriginal and Torres Strait Islander people have contributed to our communities, and recognise our collective responsibility as government, communities, and individuals to ensure equality, recognition, and advancement of Aboriginal and Torres Strait Islander Queenslanders in every aspect of our society.

## ACKNOWLEDGEMENT OF VICTIM-SURVIVORS OF DOMESTIC AND FAMILY VIOLENCE AND SEXUAL VIOLENCE

The Office of the Independent Implementation Supervisor pays our respects to victim-survivors of domestic, family violence and sexual violence. They remain at the forefront of our monitoring efforts. We thank the victim-survivors who courageously shared their stories and experiences to shape how we can best prevent and respond to violence. We will continue to listen and take action to ensure victim-survivors' voices are heard through our work to ensure the best possible domestic, family and sexual violence service system responses.



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## Further Assistance

If you require assistance, the following support services are available:

- In the event of an emergency, please call the police on triple zero (000)
- 1800 RESPECT is a national family violence and sexual assault counselling service (1800 737 732)
- DV Connect is a 24 hour crisis support line for anyone affected by domestic or family violence, and can be contacted on 1800 811 811 or [www.dvconnect.org](http://www.dvconnect.org)
- The Queensland Sexual Assault Line offers telephone support and crisis counselling to anyone – adults and young people of any gender identity – who has been sexually assaulted or abused, and for anyone who is concerned or suspects someone they care about might have been assaulted or abused. They can be contacted on 1800 010 120, 7 days per week 7.30am-11.30pm. Visit [www.dvconnect.org/sexual-assault-helpline/](http://www.dvconnect.org/sexual-assault-helpline/)
- Kids Helpline is a 24 hour free counselling service for young people aged between 5 and 25, and can be contacted on 1800 55 1800 or [www.kidshelpline.com.au](http://www.kidshelpline.com.au)
- Mensline Australia is a 24 hour counselling service for men, and can be contacted on 1300 78 99 78 or [www.mensline.org.au](http://www.mensline.org.au)
- Lifeline is a 24 hour telephone counselling service, and can be contacted on 13 11 14 or [www.lifeline.org.au](http://www.lifeline.org.au)
- Suicide Call Back Service can be contacted on 1300 659 467 or [www.suicidecallbackservice.org.au](http://www.suicidecallbackservice.org.au)
- Beyondblue can be contacted on 1300 224 636 or [www.beyondblue.org.au](http://www.beyondblue.org.au)

10 November 2023

The Honourable Yvette D'Ath MP  
Attorney-General and Minister for Justice and  
Minister for the Prevention of Domestic and Family Violence  
1 William Street  
BRISBANE QLD 4000

The Honourable Mark Ryan MP  
Minister for Police and Corrective Services and Minister for Fire and Emergency Services  
1 William Street  
BRISBANE QLD 4000

Dear Attorney-General and Minister for Police and Corrective Services,

In accordance with my appointment, which commenced on 2 May 2023 as Independent Implementation Supervisor, I am pleased to present my report ***The Office of the Independent Implementation Supervisor, Women's Safety and Justice Taskforce Reforms Biannual Progress Report 3 (November 2023)*** (Third Progress Report).

Consistent with the terms of my appointment, the Third Progress Report details the progress of, and my findings and conclusions on, the implementation of the Government Response to recommendations scheduled for completion between 1 April and 30 September 2023 from:

- *Hear her voice – Report One – Addressing coercive control and domestic and family violence in Queensland (Report One),*
- *Hear her voice – Report Two – Women and girls' experiences across the criminal justice system (Report Two), and*
- *A Call for Change: Commission of Inquiry into Queensland Police Service responses to domestic and family violence (A Call for Change).*

In addition, and as per the terms of my appointment, I have commenced assessments of the adequacy of the implementation of the Government's Response for selected recommendations. I also make comment on the achievement of systemic outcomes, including suggestions to ensure the Government Response is implemented sustainably to benefit victim-survivors and Queensland women and girls into the future.

Yours sincerely,



Cathy Taylor FIPAA  
Independent Implementation Supervisor

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## EXECUTIVE SUMMARY

The Queensland Government has continued to progress an extensive reform agenda to deliver on its commitments to the Women's Safety and Justice Taskforce (the Taskforce) and the independent Commission of Inquiry into Queensland Police Service responses to Domestic and Family Violence reports:

- *Hear her Voice – Report One – Addressing coercive control and domestic and family violence in Queensland (Report One),*
- *Hear her Voice – Report Two – Women and girls' experiences across the criminal justice system (Report Two),* and
- *A Call for Change: Commission of Inquiry into police responses to domestic and family violence (A Call for Change).*

The Queensland Government's responses to the 355 recommendations made across the three reports shows a deep commitment to implementing a reform program that is comprehensive and extensive in size and scale to keep women and families safe from violence and hold perpetrators to account.

The Independent Implementation Supervisor (IIS) is charged with overseeing and reporting on the progress and adequacy of implementation of the Government Response across the three reports. This provides the IIS with a unique and significant opportunity to add value to the implementation of the reforms by taking a systemic view of the whole-of-government effort underway, work with stakeholders to identify barriers and adjust implementation where needed, and highlight opportunities and innovations as they emerge.

Given the significance of the reform agenda, I am honoured to have commenced in the role of the permanent IIS on 2 May 2023.

I thank the Interim IIS, Linda Apelt, for the work undertaken in the IIS First Progress Report and IIS Second Progress Report, detailing in-scope recommendations to 31 March 2023.

The IIS Third Progress Report builds on the earlier reports and details the progress of the implementation of the Government Response, the adequacy of implementation for selected recommendations and broader findings about the achievement of systemic outcomes for the period of 1 April to 30 September 2023. Some recommendations that were not closed in the Second Progress Report continue to be discussed in this report.

I thank those consulted for their immense generosity in sharing their time, expertise and insights with the Office of the Independent Implementation Supervisor (OIIS). The consultations have included 97 stakeholders across 35 organisations which comprised 11 government agencies, 19 non-government organisations and five statutory bodies.

I also acknowledge the Program Management Office (PMO) within Department of Justice and Attorney-General (DJAG) and the Special Coordinator for Police and Emergency Services Reform (SCPESR) within Queensland Police Service (QPS) for their continued support and dedication in coordinating the implementation of the reforms.

I can report that significant progress has been achieved in this reporting period. Of the 63 recommendations that were due to be delivered between 1 April and 30 September 2023, a majority have been completed with 62 percent of all recommendations considered fulfilled and closed. A substantial focus of effort has been on building the foundations of the new domestic, family and sexual violence (DFSV) system. This includes progressing legislative reform, and establishing monitoring, evaluation, and governance mechanisms, and improving police, legal and judicial responses.

A range of notable achievements have been delivered in the past six months. Most significantly, the Criminal Law (Coercive Control and Affirmative Consent) and Other Legislation Amendment Bill 2023

(the Bill) introduced on 11 October 2023, to establish the offence of coercive control with a penalty of up to 14 years in prison and to establish an affirmative model of consent to participate in a sexual activity (recommendation 78 of *Report One*).

Other noteworthy achievements delivered include:

- the removal of restrictions in the *Criminal Law (Sexual Offences) Act 1978* (Qld) to allow the public naming of those charged with rape and other prescribed offences (recommendation 83 of *Report Two*),
- the commencement of the new High Risk Team in Townsville (recommendation 18 of *Report One*),
- the appointment of an Interim Victims' Commissioner, Jon Rouse APM, on 2 September 2023 (recommendation 18 of *Report Two*), and
- implementation of a Cultural Capability Training Package for QPS recruits (recommendation 41 of *A Call for Change*).

In consultations, stakeholders widely welcomed the landmark laws introduced to criminalise coercive control. However, concerns continue to be raised on the extent to which implementation is sufficiently preparing the domestic and family violence (DFV) system, frontline services and the broader community for the new offence.

As the reform program is to be implemented by multiple lead and supporting agencies across several sectors, it is paramount that implementation of the reforms is carefully sequenced to ensure a streamlined approach to delivery that will optimise outcomes. Stakeholders reported that further clarity is needed on the sequencing of the implementation of the reform program to help them understand the Government's approach to:

- phasing recommendations over the short, medium, and long term,
- addressing interdependencies between recommendations, and
- coordinating and integrating different components of work across agencies.

To create a shared sense of understanding for how the reforms will achieve sustained change, and as a compendium to the master plan suggested previously, I have concluded that the Government should produce an overarching narrative that combines the Government Responses for the three reports and illustrates how implementation will be sequenced to address interdependencies between recommendations.

The narrative should provide a clear high-level roadmap for all stakeholders that:

- identifies the Government's vision for the reforms and common objectives,
- facilitates understanding of the priority and foundational recommendations, including how implementation will be phased and how interdependencies between recommendations will be addressed, and
- demonstrates how implementation will maintain a focus on broader policy objectives, such as the nationally agreed Closing the Gap justice targets and outcomes.

Linked to the sequencing of reforms, stakeholders highlighted the importance of the strategy being developed to reduce over-representation of First Nations people in the criminal justice system and meet Closing the Gap targets. They shared concerns that the poor experiences of First Nations women in the DFV system and their over-representation in the criminal justice system will likely be compounded by the criminalisation of coercive control.

I will continue to work closely with the First Nations Justice Office and other relevant Queensland Government departments in monitoring the development of the strategy to reduce over-representation of First Nations people due in 2024.

Service readiness to meet current and anticipated demand for DFV services remains a common challenge. Stakeholders continued to raise concerns about service capacity, noting they are primarily crisis-driven. As the system is unable to meet current demand, they often spoke about long waitlists for victim-survivors in accessing DFV services.

Central to service readiness for the criminalisation of coercive control will be supporting the workforce to strengthen service capacity to meet anticipated demand and service capability to provide trauma-informed and culturally safe responses. Stakeholders frequently reported major barriers to service preparedness in recruiting and retaining skilled staff, and in sustaining the levels of training.

Recognising the work underway for the workforce capability strategy to attract, recruit and retain a skilled workforce to deliver DFV services, I conclude that the workforce capability strategy remains a priority area for delivery and identify actions to:

- support the non-government sector to secure and retain staff,
- build a capable, responsive, and sustainable workforce over the short, medium and long term,
- support workforce and sector development specific to regional and remote areas, and
- foster collaborative and integrated services so that clients experience a streamlined support system.

With the extensive effort and investment underway to train staff across various sectors, there would also be benefit in combining and coordinating training efforts across sectors to leverage existing work and sustain the current effort into the future. This would provide an opportunity to align training expectations across sector stakeholders. To achieve this, the Queensland Government should consider:

- a coordinated and cooperative training effort across the service system to sustain effort into the future, and
- establishing a recommended baseline of training for universal and specialist services, potentially informed by interjurisdictional approaches that includes a minimum set of training standards in foundational DFSV identification and responses for frontline workers in health, housing, education, police, corrections, child protection and youth justice.

Stakeholders raised the need to increase community understanding of DFV, including coercive control, before the offence commences. Increasing community awareness will be supported by the Primary Prevention Plan and the launch of the communication strategy underway under recommendations 9 and 5 of *Report One* respectively. I will continue to closely monitor the implementation of both recommendations and explore community awareness and primary prevention in future progress reports.

I have also commenced adequacy assessments in this reporting period where appropriate implementation has been completed. The adequacy assessments apply a framework developed to consider the sufficiency, quality, and sustainability of the implementation of the Government Response. For example, in this reporting period an adequacy assessment was conducted on recommendation 15 of *A Call for Change*, requiring QPS to develop and implement a procedure to ensure frontline officers receive feedback on body worn camera footage every six months from a senior officer.

I have found there is strong adherence and sufficient quality of the implementation of the procedure relating to the six-monthly review of body worn camera footage. However, the overwhelming feedback was that the approach to implementation is unsustainable due to the considerable time



impost on review officers taking them away from their other duties. Overall, it is my view that the QPS will need to find a more sustainable way of implementing this recommendation without compromising the upskilling opportunities for frontline officers highlighted by *A Call for Change*. Any change should only occur on the basis that the reviews optimise opportunities to build a performance-driven, continuous improvement culture within the QPS with the fundamental goal of improved responses for victim-survivors.

In conclusion, I am pleased to report that stakeholders have maintained strong engagement and there is a building of momentum across the system of reform. I have found that as the reform program is still in its initial stages, it is reasonable that most of the progress achieved to date can be seen through work that will underpin and transform the way support is provided in the future. Investing adequate time for the completion of these detailed stages is vital to build a solid foundation and maximise the successful implementation of reforms to transform the way support is provided on the ground to victim-survivors, children, and perpetrators in the future.

There are some delays being experienced across the reform program which remain reasonable given the extensive breadth, scale, and complexity of the reforms and the need for detailed planning with interconnected recommendations. However, as these recommendations seek life-changing outcomes for victim-survivors and perpetrators of violence, the recommendations to be prioritised are those that the Taskforce identified as foundational in *Report One*. These include, but are not limited to:

- a Primary Prevention Plan (recommendation 9 of *Report One*),
- a communication strategy (recommendation 5 of *Report One*),
- a monitoring and evaluation framework for the DFSV service system (recommendation 85 of *Report One* and recommendation 184 of *Report Two*), and
- the establishment of a DFV peak body (recommendation 17 of *Report One*).

Further, the following recommendations, while in progress and scheduled to be delivered in 2024, should be given ongoing prioritisation:

- strategy to address over-representation of First Nations people in the criminal justice system and meet Closing the Gap justice targets (recommendation 1 of *Report One*), and
- supporting the uplift of data collection and reporting systems across the DFSV service system (recommendation 86 of *Report One*).

Future IIS reports will examine the progress achieved across the system from implementation of *Report Two* recommendations, which relate to improving the sexual violence service system and responses to women and girls in the criminal justice system.

As implementation of the Government Response to recommendations progresses from foundational recommendations to delivering tangible on-the-ground reforms, further adequacy assessments will be conducted by the IIS on selected recommendations.

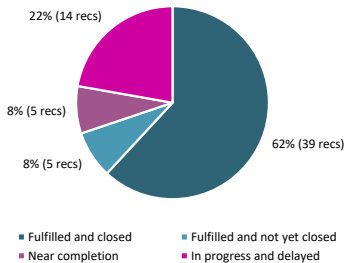
As IIS, I intend for the reforms to effect enduring change for women and girls throughout Queensland, and I will continue to honour the voices of victim-survivors and vulnerable women in all my work. I hope that the current effort and commitments are embedded and sustained, and the community has confidence that the reform program is progressing.

# PROGRESS SUMMARY

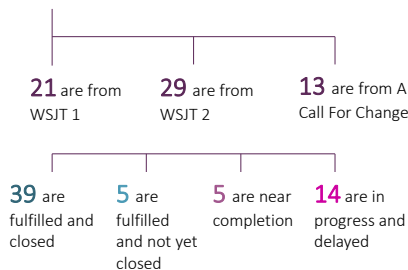
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## Progress of individual recommendations

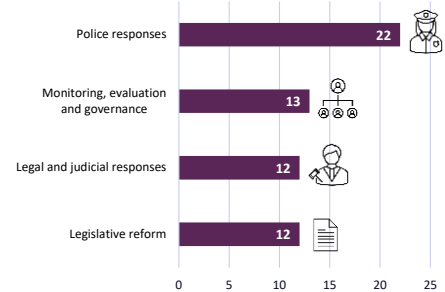
Progress of recommendations due for completion and in scope for IIS Progress Report 3:



**63** recommendations were due for completion by 30 September 2023, and in scope for IIS Progress Report 3

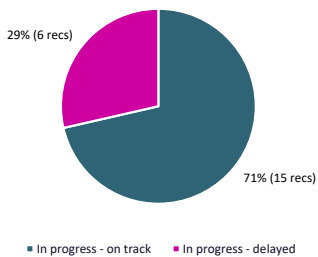


Implementation over the reporting period has mainly focused on four of the key themes of the reform program (by number of recommendations):\*

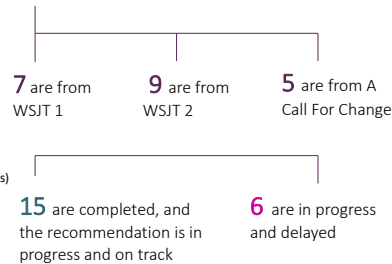


\*Categories are not mutually exclusive.

Progress of recommendations with a significant milestone in scope for IIS Progress Report 3:



**21** recommendations had a significant milestone scheduled for completion by 30 September 2023, and in scope for IIS Progress Report 3

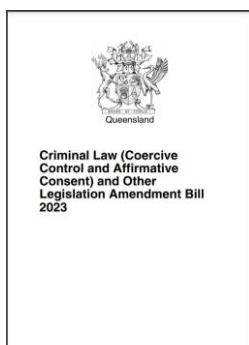


Key achievements to date include:

- introduction of the *Criminal Law (Coercive Control and Affirmative Consent) and Other Legislation Amendment Bill 2023* in Parliament
- amendments to the *Criminal Law (Sexual Offences) Act 1978* (Qld) to remove the restriction on the publication of the identity of an adult accused of a sexual offence before a committal hearing
- commencement of the new High Risk Team in Townsville
- appointment of an Interim Victims' Commissioner, Jon Rouse APM, on 2 September 2023
- implementation of a Cultural Capability Training Package for QPS recruits

2

## Progress of implementation across the system



To date, the **majority of recommendations** from *Report 1* and *A Call for Change* are underway, while a **large proportion** of recommendations from *Report 2* are yet to commence

Stakeholders consulted with largely spoke about **preparing the DFV service system for the introduction of the new offence of coercive control**, which is a significant component of *Report One*

The ***Criminal Law (Coercive Control and Affirmative Consent) and Other Legislation Amendment Bill 2023*** was introduced in Queensland Parliament on 11 October 2023

Stakeholders raised several concerns about the readiness of the DFV service system for the new offence of coercive control, including:

- The reform program must be carefully sequenced to ensure a streamlined approach to delivery that will optimise outcomes. Further clarity is needed on the phasing of the reform program over the short, medium and long-term, and interdependencies between recommendations.
- Service readiness in meeting current and anticipated demand for DFSV services remains a common concern. Services are primarily crisis driven and the system is unable to meet current demand.
- The workforce should be supported to strengthen service capacity to meet anticipated demand, and capability to provide trauma-informed and culturally safe service responses. There are major barriers to service preparedness in recruiting and retaining skilled staff, and in sustaining high levels of training.

As a compendium to the Master Plan suggested previously, the IIS concluded that the Government should produce an overarching narrative that illustrates the vision, phasing and interdependencies of the reform program.

There were concerns that the poor experiences of First Nations women in the DFV system and the overrepresentation of First Nations people in the criminal justice system will likely be compounded by the criminalisation of coercive control.

The IIS found there would be benefit in combining and coordinating training efforts across sectors to leverage existing work and sustain the current effort into the future. This would also provide an opportunity to align training expectations across sector stakeholders.

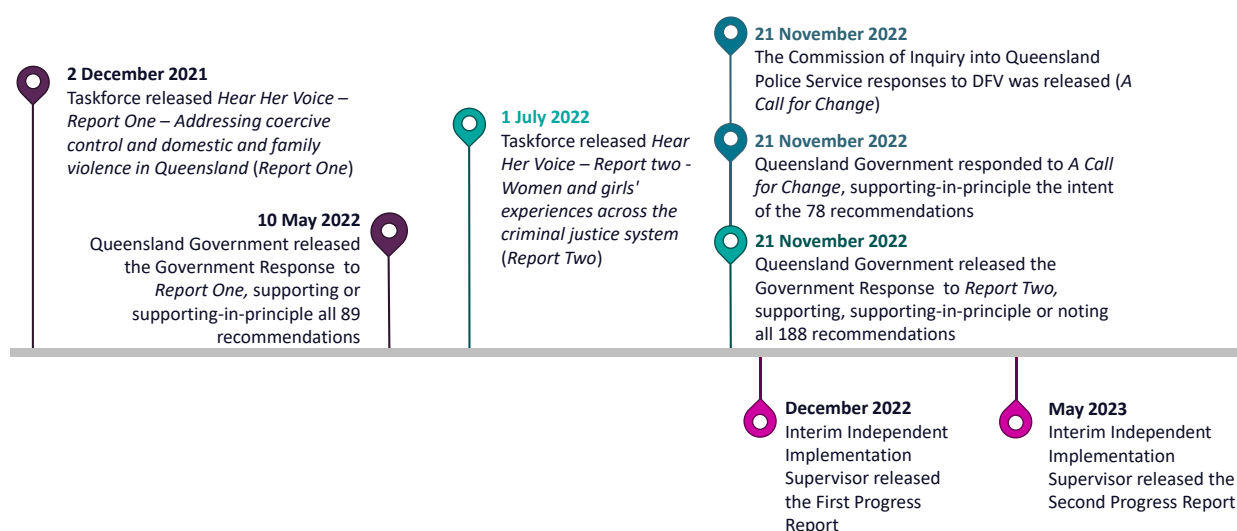
It is necessary to increase community understanding of DFV, including coercive control, before the coercive control offence commences.

Recommendations that should be prioritised as they are foundational to support the new Coercive Control legislation include:

- primary prevention of violence against women in Queensland strategy
- Domestic and Family Violence Prevention Engagement and Communication Strategy
- monitoring and evaluation framework for the DFSV service system
- establishment of a DFV peak body and for sexual violence services
- strategy to address overrepresentation of First Nations people in the criminal justice system and meet Closing the Gap justice targets
- supporting the uplift of data collection and reporting systems across the DFSV service system more broadly

## INTRODUCTION

Over the past three years, the Women’s Safety and Justice Taskforce (the Taskforce) and an independent Commission of Inquiry into Queensland Police Service responses to Domestic and Family Violence (the Commission of Inquiry) have examined the effects of, and responses to, domestic, family and sexual violence (DFS) as well as the experiences of women and girls in the criminal justice system as victim-survivors and offenders. A timeline of dates for the release of the ensuing reports, Government Responses and Interim Independent Implementation Supervisor (IIS) reports resulting from this work is provided in Figure 1.



**Figure 1: Timeline of public release dates of the Taskforce and Commission of Inquiry reports, Government Responses and the Interim IIS's progress reports.**

The Government provided its commitments to all 355 recommendations via the Government Response to each of the three reviews.

The position of the IIS was established in November 2022 in line with recommendation 88 from *Report One*, recommendation 188 from *Report Two* and recommendation 76 from *A Call for Change*. In response to these recommendations, the IIS and supporting secretariat, the Office of the Independent Implementation Supervisor (OIIS), was established in November 2022.

## ROLE OF THE INDEPENDENT IMPLEMENTATION SUPERVISOR

The IIS is required to report directly to the Attorney-General and Minister for Justice and Minister for the Prevention of Domestic and Family Violence and to the Minister for Police and Corrective Services and the Minister for Fire and Emergency Services.

The IIS is required to oversee and report biannually on:

- the progress of the implementation of the Government Response to the recommendations from the following three reports:
  - *Hear her voice – Report One – Addressing coercive control and domestic and family violence in Queensland*<sup>1</sup> (*Report One*), released on 2 December 2021,
  - *Hear her voice – Report Two – Women and girls' experiences across the criminal justice system*<sup>2</sup> (*Report Two*), released on 1 July 2022,

<sup>1</sup> <https://www.womenstaskforce.qld.gov.au/>

<sup>2</sup> <https://www.womenstaskforce.qld.gov.au/>

- *A Call for Change: Commission of Inquiry into Queensland Police Service responses to domestic and family violence*<sup>3</sup> (*A Call for Change*), released on 21 November 2022,
- the achievement of systemic outcomes,
- the adequacy of implementation of the Government Response to recommendations, and
- what further measures may be required to ensure the recommendations supported by the Queensland Government are implemented fully within the specified timeframes.

Cathy Taylor was appointed on 16 March 2023 as the permanent IIS and commenced in the role on 2 May 2023, taking over from Linda Apelt who served as the Interim IIS from 21 November 2022 until 5 May 2023.

## PREVIOUS PROGRESS REPORTS

The Interim IIS, Linda Apelt, produced two progress reports while appointed to the position, on 22 December 2022 and 5 May 2023 (the First and Second Progress Reports).

Across the First and Second Progress Reports, the Interim IIS closed 21 recommendations of *Report One* and *A Call for Change*. This includes 14 recommendations which were considered closed in the First Progress Report<sup>4</sup> in December 2022, as well as seven recommendations considered fulfilled and closed in the Second Progress Report<sup>5</sup> in May 2023.

The recommendations reviewed to date across all IIS progress reports can be found on the OIIS website.<sup>6</sup>

The IIS would like to thank the Interim IIS, Linda Apelt, for her leadership and commitment to monitoring and supporting the implementation of reforms throughout her appointment.

## SCOPE OF THE THIRD PROGRESS REPORT

The Third Progress Report details the progress of implementation of the Government Response to recommendations from *Report One*, *Report Two*, and *A Call for Change* that were due to be delivered during 1 April to 30 September 2023.

This Third Progress Report covers recommendations and significant milestones that were due to be delivered throughout the reporting period including:

- a total of 63 recommendations that were due to be completed by 30 September 2023, and
- another 21 recommendations with a significant milestone that were due to be completed by 30 September 2023.<sup>7</sup>

The timeframes to deliver some recommendations have changed following advice from the Women’s Safety and Criminal Justice Steering Committee (WSCJSC), the Attorney-General, Minister for Police and Corrective Services, and the Program Management Office (PMO), Women’s Safety and Violence Prevention, DJAG. Therefore, the recommendations discussed in this report vary slightly from the recommendations originally in scope. Appendix 2 sets out the changes in further detail.

In addition to reporting on the progress of the Government Response to recommendations implemented to date, the Third Progress Report also provides an assessment of the adequacy of the implementation of the Government Response to recommendation 15 of *A Call for Change*. Adequacy

<sup>3</sup> <https://www.qpsdfvinquiry.qld.gov.au/about/report.aspx>

<sup>4</sup> <https://www.publications.qld.gov.au/dataset/office-independent-implementation-supervisor-wsjt-reforms>

<sup>5</sup> <https://www.publications.qld.gov.au/dataset/oiiswsjtireforms/resource/f208dc13-fb2d-403d-804c-ac2005ca182e>

<sup>6</sup> <https://www.oiiswsjtireforms.qld.gov.au/>

<sup>7</sup> Due to the large scale of the reform, the IIS does not report on every milestone due to be completed in the reporting period. While the OIIS continues to monitor implementation of milestones across recommendations underway, the IIS has selected milestones deemed to be ‘significant’, in that they are considered foundational to progressing the overall reform program, for discussion in the Third Progress Report.

assessments examine whether implementation of the Government Response is sufficient and sustainable. This process is outlined in the 'Approach' section.

Finally, the IIS presents key findings and conclusions from stakeholder consultations as they relate to the progress of implementation across the system more broadly, and facilitating the achievement of systemic outcomes.

## APPROACH

The OIS has established a monitoring and assessment framework covering three approaches to assess and report on implementation progress for the recommendations in scope. The monitoring and assessment framework is outlined in Figure 2.

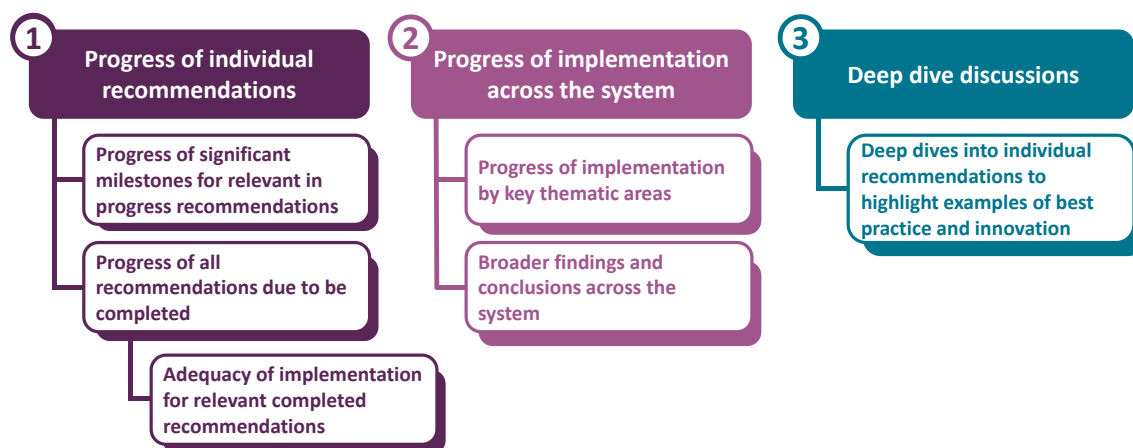


Figure 2: Elements of the OIS monitoring and assessment framework.

This report employs the first two approaches from the monitoring and assessment framework, being the progress of individual recommendations and the progress of implementation across the system. Work is underway to conduct the third approach.

### Progress of individual recommendations

The monitoring and assessment framework applies a suite of tools to assess the progress and adequacy of the implementation of the Government Response for recommendations due for completion, outlined in Figure 3 to Figure 5.

#### Progress

The progress measure is used to assess the extent of implementation of the Government Response to each recommendation. It also indicates any delays to completion, or recommendations that are near completion, according to the implementation plans provided to the OIS. In this reporting period, the progress measure is reliant upon advice from the coordinating teams within DJAG and QPS.

Progress For all recommendations	
	<b>Not scheduled / not commenced:</b> Not yet scheduled to have commenced / scheduled to be in progress but yet to commence
	<b>Starting:</b> Any front-end planning in progress e.g. recruitment for project team; project planning; or procurement activity (may not be applicable for every recommendation)
	<b>In progress:</b> Delivery underway e.g. co-design process underway; consultation in train; strategy or framework under development; pilot underway
	<b>Near completion:</b> Awaiting any final endorsements, evaluations or closure activity (may not be applicable for every recommendation)
	<b>Complete:</b> Recommendation deemed complete by the Government; final closure report signed off
	<b>On hold:</b> Delivery on hold
	<b>Delayed:</b> Recommendation is underway (starting, in progress, or near completion) but is behind schedule

Figure 3: Measures used to assess the progress of implementation for the Government Response to individual recommendations.





## Fulfilment

The fulfilment measure is used to assess the implementation of recommendations deemed completed by the Government. Fulfilment indicates whether the work has achieved completion of all components of the Government Response; with ‘closed’ meaning no further monitoring is required by the IIS, and ‘not yet closed’ indicating continued monitoring is required by the IIS.

## Adequacy

Adequacy is assessed for selected recommendations to examine whether implementation of the Government Response has been sufficient and sustainable. A recommendation will be assessed for adequacy when categorised as ‘completed’ and ‘fulfilled,’ and where the IIS considers it necessary to conduct an adequacy assessment.

An adequacy assessment comprises three separate elements, each accounting for a crucial aspect of implementation:

- adherence to the Government Response,
- quality of implementation, and
- sustainability of the reform.

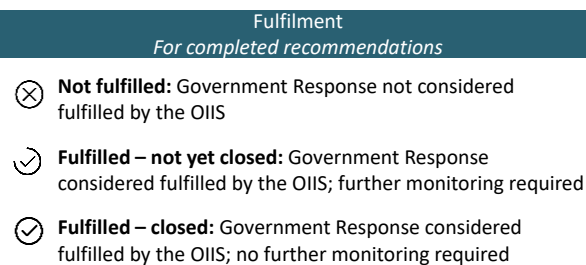
To assess these elements, the OIIS obtained insights through in-depth consultations with both government and non-government stakeholders.

## Progress of significant milestones

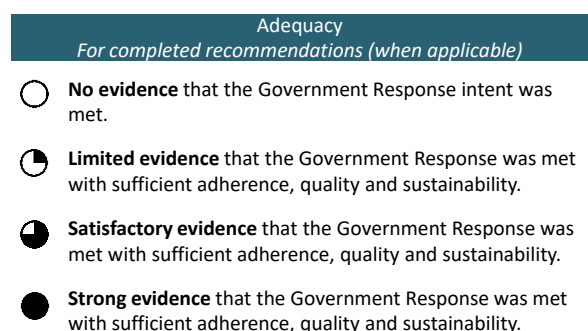
The IIS also monitors the progress of interim milestones that are due to be implemented within the relevant reporting period. Milestones will be discussed where they are considered to be ‘significant’, in that they are foundational to progressing the overall reform program and/or will directly create a tangible impact on the ground for victim-survivors or perpetrators of violence.

The purpose of monitoring significant milestones is to ensure a more proactive approach to monitoring progress by identifying where recommendations might experience delays on their final due dates or where progress is ahead of schedule. For example, under recommendation 18 of *Report One*, the Queensland Government committed to establishing three new High Risk Teams in Queensland over four years to 2025–2026.<sup>i</sup> As the launch of each High Risk Team will be staggered over several years, each will be considered a significant milestone to be monitored by the IIS to ensure the overall progress of recommendation 18 is on track.

Due to the large scale of the reform program, the IIS progress reports will not present every milestone due to be completed during the relevant reporting period, however, the IIS continues to monitor implementation of all milestones underway.



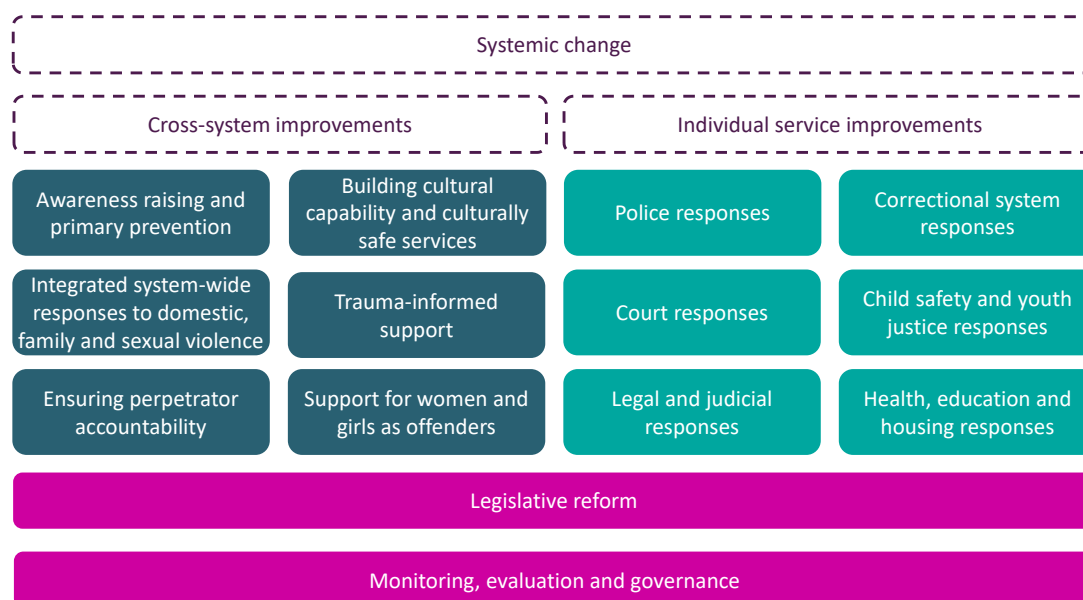
*Figure 4: Measures used to assess the fulfilment of implementation for the Government Response to individual recommendations.*



*Figure 5: Measures used to assess adequacy of implementation for the Government Response to individual recommendations.*

## Progress of implementation by key thematic areas

The recommendations of *Report One*, *Report Two* and *A Call for Change* envisage systemic change through three lenses: improvements spanning across the DFSV and criminal justice service systems, improvements within individual services, as well as broader supporting reforms, outlined in Figure 6.



**Figure 6: The systemic change ecosystem illustrating the interconnected nature of the reforms across Report One, Report Two and A Call for Change.**

As outlined in the IIS's Second Progress Report, the OIIS mapped the recommendations of *Report One*, *Report Two* and *A Call for Change* against thematic areas to assess the progress of implementation through a system-wide lens. This will help the IIS go beyond assessing each recommendation in isolation, to examine the collective impact achieved across the system and consider the broader progress made to meet the intent of the recommendations. Thematic mapping will also help the OIIS understand, at a high level, where progress or delays have been observed across the system and select specific areas to explore in further detail where required.

As implementation is in its initial stages, each theme has a small number of recommendations underway that limit the extent to which this type of deeper analysis can be conducted. The IIS will continue to monitor progress made within each thematic area and will conduct further consultation to explore specific themes in future reports as implementation unfolds.

## Broader findings and conclusions across the system

In addition to mapping progress by thematic areas, the IIS undertook stakeholder consultations to understand their experiences with implementation more broadly and examine the progress achieved across the system.

The OIIS interviewed 97 stakeholders across 35 government agencies and non-government organisations. This included several agencies responsible for leading or supporting the implementation of the Government Response, as well as stakeholders on the ground. Stakeholder consultations aimed to provide a cross-section sample of views across the DFSV and criminal justice systems relating to implementation activities underway.

All qualitative insights from stakeholders were collated and assessed to draw out key findings. These findings are summarised in ‘Progress of implementation across the system’.

The IIS found government agencies and non-government stakeholders to be engaged and collaborative, and they provided valuable updates and insights. A summary of the consultation undertaken is provided in Appendix 3.

### Deep dive discussions

Deep dives form the third component of the monitoring and assessment framework and will focus on the implementation of selected recommendations to seek feedback from those who are on the frontline of responding to victim-survivors and perpetrators of DFSV and delivering support for women and girls in the criminal justice system.

The purpose is to examine how specific recommendations are being implemented in real time and understand the strengths, challenges and early insights observed on the ground. Where possible, deep dives will also aim to highlight examples of best practice, innovation, and opportunities for continuous improvement.

The OIIS has commenced research, planning and consultation for several deep dives. The deep dives will be discussed in future progress reports, as sufficient time is required to undertake discussions with the range of geographically dispersed stakeholders and explore how implementation is operating in practice.

## DATA SOURCES

We have drawn on the following four sources of information to prepare this report.

### 1. Advice from the PMO within DJAG

The PMO, established within the Office for Women’s Safety and Violence Prevention within DJAG, is responsible for coordinating whole-of-government work and reporting on implementation of the Government Response to *Report One* and *Report Two*. The PMO provided the OIIS with:

- a plan for implementation for *Report Two*,
- an updated plan for implementation for *Report One*, including commencement dates,
- closure reports for recommendations of *Report One* and *Report Two*, deemed completed as at 30 September 2023, and
- advice regarding changed timeframes for the delivery of some recommendations for the six month reporting period.

The IIS met regularly with the Executive Director, PMO and Sector Reform and the Assistant Director-General Women’s Safety and Violence Prevention, DJAG to discuss the role, methodologies, and work program of the OIIS, and the progress of implementation, including emerging challenges and mitigation strategies.

### 2. Advice from the Special Coordinator for Police and Emergency Services Reform (SCPESR) established in the QPS

The SCPESR, established within the QPS, is responsible for coordinating whole-of-government work and reporting on implementation of the Government Response to *A Call for Change*. The Special Coordinator of SCPESR provided the OIIS with:

- draft implementation plans for recommendations in *A Call for Change*,
- closure reports for recommendations from *A Call for Change*, deemed completed as at 30 September 2023, and

- advice regarding changed timeframes for the delivery of some recommendations for the six month reporting period.

The IIS met regularly with the Executive Program Manager, Police and Emergency Services Reform Program, QPS and the SCPEER, QPS to discuss the progress of recommendations, including emerging challenges and mitigation strategies.

The Minister for Police and Corrective Services wrote to the IIS confirming the scope of the delivery of recommendations in *A Call for Change* for the six-month reporting period and enclosing a draft plan for implementation for recommendations in *A Call for Change*. Similarly, the Attorney-General wrote to the IIS providing information for some recommendations in scope for the six-month reporting period.

### **3. Stakeholder consultation**

The OIIS undertook consultations with 11 Government agencies, 19 non-government organisations and five statutory bodies to complement the formal advice received from the PMO and SCPEER relating to specific recommendations and to seek stakeholders' views on the progress of the implementation more broadly across the system. Some consultations focused on undertaking deep dives into selected recommendations.

The IIS also engaged with the DFSV and criminal justice systems through conferences and workshops with key stakeholders, such as the National Domestic, Family and Sexual Violence Commissioner.

### **4. Broader research**

The OIIS conducted research wherever necessary to supplement the documentation and feedback received and to build a broader picture of the reform environment.

# PROGRESS OF INDIVIDUAL RECOMMENDATIONS

## OVERALL SUMMARY OF PROGRESS

The IIS assessed the progress of individual recommendations in two ways. Firstly, the IIS assessed all recommendations due to be completed during the relevant reporting period. Secondly, the IIS assessed selected recommendations in progress with a significant milestone due in the current reporting period, as shown in Figure 7.

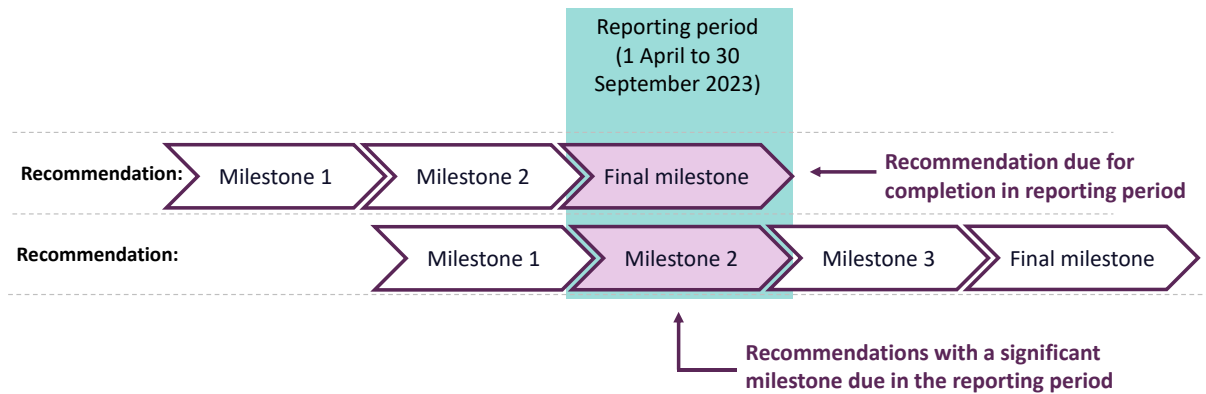


Figure 7: The two components of individual recommendation monitoring under the IIS’s monitoring and assessment framework.

### Recommendations due for completion

Across Report One, Report Two and A Call for Change, 63 recommendations were due to be completed by 30 September 2023. Figure 8 summarises the overall progress of implementation of these recommendations.

#### Summary of all recommendations due for completion

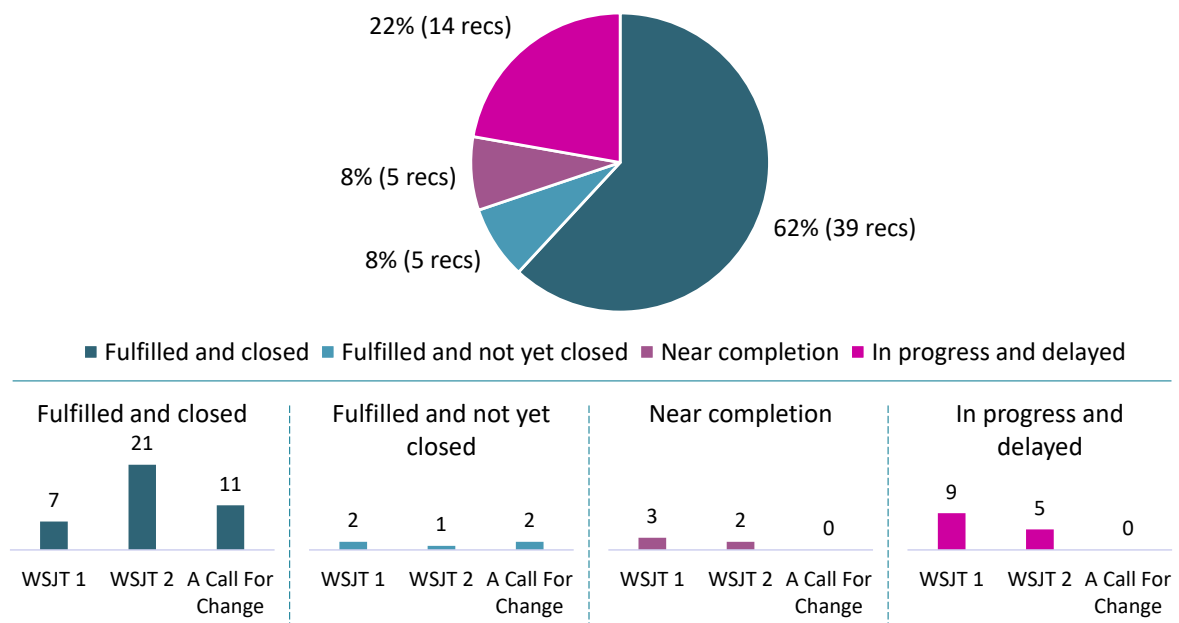
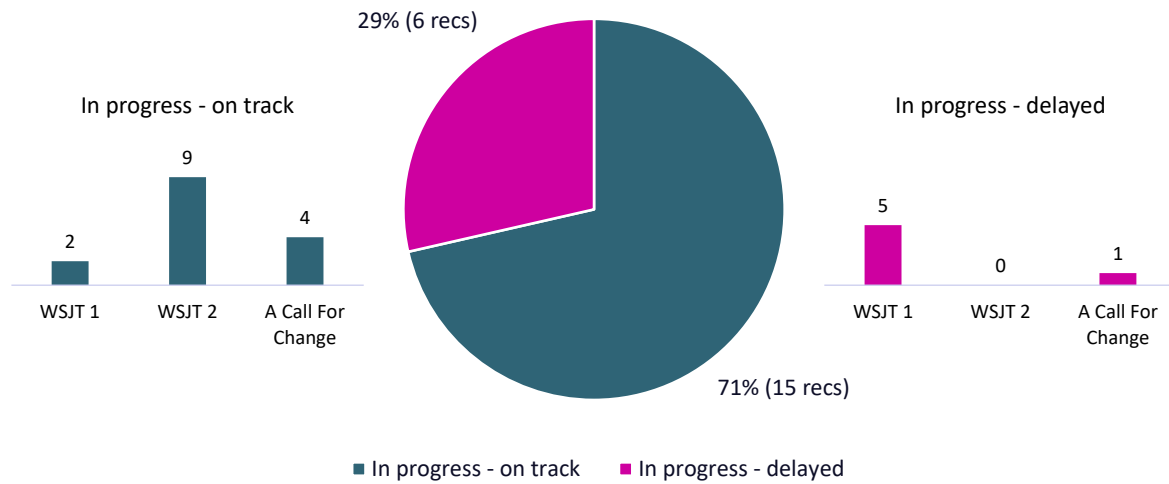


Figure 8: Summary of the recommendations due for completion in the current reporting period.



### Recommendations with a significant milestone due

Across *Report One*, *Report Two* and *A Call for Change*, a further 21 recommendations had a significant milestone due to be completed by 30 September 2023. Of these, 15 are on track and six are in progress and delayed, as seen in Figure 9.



*Figure 9: Summary of the significant milestones due to be completed in the current reporting period.*

## PROGRESS OF RECOMMENDATIONS DUE FOR COMPLETION

Across *Report One*, *Report Two* and *A Call for Change*, 63 recommendations were due to be completed by 30 September 2023. This includes:

- recommendations due to be completed between 1 April 2023 to 30 September 2023,
- recommendations of *Report Two* that were due prior to 1 April 2023 where implementation timeframes were not finalised in time for previous IIS progress reports, and
- recommendations from previous IIS progress reports that were not closed and required ongoing monitoring.

The breakdown of lead agency for these recommendations is outlined in Table 1.

Lead or co-lead agency	Number of recommendations in scope for this report
DJAG	34
QPS	22
Queensland Health	2
Queensland Treasury	1
DJAG and QPS (co-leads)	1
Queensland Treasury and Queensland Revenue Office (QRO) (co-leads)	1
DJAG and Department of Housing (co-leads)	1
DJAG and Queensland Treasury (co-leads)	1

*Table 1: Breakdown of lead agency responsible for implementing the Government Response to recommendations in scope.*

### Hear her voice – Report One – Addressing Coercive control and domestic and family violence in Queensland

#### Recommendation 3



**The IIS considers this recommendation is fulfilled and not yet closed.**

As highlighted in the Second Progress Report, the Queensland Government has consulted with key stakeholders on the establishment of, and the preferred model for, an independent Queensland Judicial Commission.

As the Queensland Government has consulted with key stakeholders about an independent Queensland Judicial Commission, the IIS considers this recommendation fulfilled. As work remains underway to refine and consider Queensland's model, the IIS considers this recommendation not yet closed.

#### Recommendation 9



**The IIS considers this recommendation is near completion.**

The Queensland Government is in the process of developing a Primary Prevention Plan, as a comprehensive and integrated plan for the primary prevention of violence against women in Queensland. The Primary Prevention Plan is intended to extend and intensify existing prevention strategies and provide approaches that will influence change at the individual, relationship, community, institutional, and societal levels.

As work to finalise the Primary Prevention Plan is underway and completion is expected in late 2023, the IIS considers this recommendation near completion.

### Recommendation 17



**The IIS considers this recommendation is in progress and delayed.**

The Queensland Government has consulted on an independent, industry-led peak body for specialist domestic and family violence (DFV) services in Queensland. Further work is underway to advance the final model, including the roles and responsibilities of the peak body.

With work remaining underway to establish the peak body, the IIS considers this recommendation is in progress and delayed.

### Recommendation 23



**The IIS considers this recommendation is near completion.**

DJAG has developed a framework to support training, education and change management across the DFV and justice systems. The framework is intended to provide a best practice approach to education and change management that improves DFV service system response.

The framework was completed in September 2023, and is anticipated to be finalised shortly, with launch activities to follow.

As the framework will soon be launched and implemented, the IIS considers this recommendation is near completion.

### Recommendation 32



**The IIS considers this recommendation is in progress and delayed.**

The QPS is considering interdependencies across the reform program related to the building of specialist expertise across the QPS to ensure high quality responses to DFV.

The IIS is advised that work has been undertaken to map relevant *A Call for Change* recommendations which intersect with and support the delivery of this recommendation. The interdependencies being identified across the reform program for recommendations 32 to 36 mean that all are subject to the same progress timeframe.

As work is underway, the IIS considers this recommendation is in progress and delayed.

### Recommendation 33



**The IIS considers this recommendation is in progress and delayed.**

The QPS is considering interdependencies across the reform program relevant to reviewing and updating relevant policies and procedures to guide police responses to DFV.

The IIS is advised that work has been undertaken to map relevant *A Call for Change* recommendations which intersect with and support the delivery of this recommendation. The

interdependencies being identified across the reform program for recommendations 32 to 36 mean that all are subject to the same progress timeframe.

As work is underway, the IIS considers this recommendation to be in progress and delayed.

### Recommendation 35



**The IIS considers this recommendation is in progress and delayed.**

The QPS is considering interdependencies across the reform program related to reviewing its risk assessment processes to ensure the safety and risk of harm to a victim-survivor and to consider the risk of a perpetrator continuing to use violence.

The IIS is advised that work has been undertaken to map relevant *A Call for Change* recommendations which intersect with and support the delivery of this recommendation. The interdependencies being identified across the reform program for recommendations 32 to 36 mean that all are subject to the same progress timeframe.

As work is underway, the IIS considers this recommendation is in progress and delayed.

### Recommendation 36



**The IIS considers this recommendation is in progress and delayed.**

The QPS is considering interdependencies across the reform program for developing and implementing a victim-focused and trauma-informed complaints process that allows victim-survivors to make a complaint safely and confidentially against sworn or non-sworn QPS staff.

With work underway to map relevant *A Call for Change* recommendations which intersect with the delivery of recommendation 36, the IIS considers this recommendation is in progress and delayed.

### Recommendation 38



**The IIS considers this recommendation is in progress and delayed.**

DJAG is considering the most appropriate mechanism for meeting the intent of the Government Response to this recommendation. The Government Response notes that under the framework for legal education, admission and practice for lawyers in Queensland, any review or changes to the content and scope of the Prescribed Areas of Academic Knowledge are matters for consideration and consultation by the Legal Admissions Consultative Committee.

While work is underway to deliver on the Government Response, the IIS considers this recommendation is in progress and delayed.

### Recommendation 39



**The IIS considers this recommendation is fulfilled and not yet closed.**

The Queensland Government has established a Legal Professional Development Working Group (LPDWG) to consider Taskforce recommendations on legal practitioner training. The LPDWG is providing a forum for senior leaders in the legal profession to discuss, develop and implement training for legal professionals, as recommended in *Report One* and *Report Two*. The LPDWG will report on progress to the Attorney-General.

The LPDWG's approach is informed by a system-wide, evidence-based, and trauma-informed DFV training and change management framework currently being developed in response to recommendation 23 of *Report One*.

With work underway to finalise information and access to resources on DFV-related impacts, legal frameworks and client supports, the IIS considers this recommendation is fulfilled and not yet closed.

### Recommendation 40



**The IIS considers this recommendation is fulfilled and closed.**

The former Attorney-General wrote to the presidents of the Queensland Law Society (QLS) and the Bar Association Queensland (BAQ) on 16 May 2023. The letter supports the amendment of the Queensland Law Society Administration Rule 2005 and the Bar Association of Queensland's Administration Rules to require all lawyers in Queensland to regularly complete continuing professional development points in DFV and trauma-informed practice as a requirement of retaining their practising certificates.

The letter also proposed to establish a LPDWG to support ongoing implementation activities related to the training recommendations and held its inaugural meeting on 27 July 2023.

The IIS considers this recommendation to be fulfilled and closed.

### Recommendation 42



**The IIS considers this recommendation is fulfilled and closed.**

The former Attorney-General wrote to the President of the QLS on 16 May 2023, seeking the QLS' participation to ensure specialist accreditation schemes for criminal law and family law include a requirement for lawyers to have a specialist understanding of the nature and impact of DFV, the relevant law, local support services available to victim-survivors and perpetrators, and how to refer clients to services and supports.

The IIS considers this recommendation to be fulfilled and closed.



#### Recommendation 44



**The IIS considers this recommendation is fulfilled and closed.**

The former Attorney-General wrote to the presidents of the QLS and the BAQ on 16 May 2023, seeking their participation to ensure services provided to lawyers include a focus on complex ethical issues likely to arise in DFV-related legal practice.

The IIS considers this recommendation is fulfilled and closed.

#### Recommendation 45



**The IIS considers this recommendation is fulfilled and closed.**

The former Attorney-General wrote to the presidents of the QLS and the BAQ on 16 May 2023, seeking their participation to promote and encourage lawyers practising in DFV-related areas to access services and supports for ongoing and early support and assistance.

The IIS considers this recommendation to be fulfilled and closed.

#### Recommendation 47



**The IIS considers this recommendation is fulfilled and closed.**

The former Attorney-General wrote to the presidents of the QLS and the BAQ on 16 May 2023, seeking their participation to consider developing and implementing a trauma-informed practice framework for legal practitioner.

The IIS considers this recommendation to be fulfilled and closed.

#### Recommendation 69



**The IIS considers this recommendation is in progress and delayed.**

The Queensland Government has developed and reviewed a draft set of DFV guidelines that reflect current legislation covering prosecution of DFV. A further guidance document has been developed that covers:

- legislative history,
- trauma-informed practice and support for victim-survivors,
- language and terminology,
- the impact of DFV and myths and stereotypes around DFV,
- file handling and court proceedings, and
- charging considerations.

Following the passing of the Domestic and Family Violence Protection (Combating Coercive Control) and Other Legislation Amendment Bill 2022, which includes a standalone offence of coercive control and significant new initiatives to comprehensively address the full spectrum of behaviours involved in coercive control, DJAG will update guidance documents.

The Queensland Government is continuing work to implement the Government Response and the IIS considers this recommendation is in progress and delayed.

## Recommendation 71



**The IIS considers this recommendation is in progress and delayed.**

The final terms of reference for the independent review of the defences and excuses in the *Criminal Code 1899* (Qld), including their operation in relation to homicide, are currently under consideration.

With further work underway to finalise the terms of reference, the timing, and conduct of the review, the IIS considers this recommendation is in progress and delayed.

## Recommendation 72



**The IIS considers this recommendation is in progress and delayed.**

Work is underway in support of the Queensland Government's commitment to invite the Legal Affairs and Safety Committee to consider reviewing and investigating the operation of the *Dangerous Prisoners (Sexual Offenders) Act 2003* (Qld).

With work in progress to invite the Committee to consider the review, the IIS considers this recommendation is in progress and delayed.

## Recommendation 73



**The IIS considers this recommendation is fulfilled and closed.**

DJAG, in consultation with the Queensland Sentencing Advisory Council (QSAC), developed terms of reference to review the impact of the operation of the aggravating factor in section 9(10A) of the *Penalties and Sentences Act 1992* (Qld) on sentencing outcomes for all domestic violence related offences, including for charges involving non-physical violence and coercive control.

QSAC is undertaking the review, which contains two parts:

1. how sexual assault and rape offences are sentenced, and
2. the impact of the operation of the aggravating factor in section 9(10A) of the *Penalties and Sentences Act 1992* (Qld).

The outcomes of both parts of the review are due to the Attorney-General on 16 September and 30 September 2025, respectively.

The IIS considers this recommendation to be fulfilled and closed.

## Recommendation 85



**The IIS considers this recommendation is near completion.**

Significant work has progressed on the development of a whole-of-government monitoring and evaluation framework.

While work is underway to finalise the monitoring and evaluation framework to measure and monitor outcomes achieved across the DFSV service system, the IIS considers this recommendation is near completion.

## Recommendation 89



**The IIS considers this recommendation is fulfilled and closed.**

The Attorney-General and Minister for Justice and Minister for the Prevention of Domestic and Family Violence tabled the *First Annual Report on implementation progress of the Women's Safety and Justice Reform Program 2022-2023*<sup>8</sup> in Parliament by on 4 August 2023. The First Annual Report was tabled alongside the *IIS Second Progress Report*.<sup>9</sup>

As the Government has committed to deliver annual reports on the progress of implementing the Taskforce reforms and the IIS will continue to deliver biannual reports over the life of the reform program, the IIS considers this recommendation fulfilled and closed.

Hear her voice – Report Two – Women and girls' experiences across the criminal justice system

## Recommendation 7



**The IIS considers this recommendation is fulfilled and closed.**

DJAG has reviewed the reasonable excuses listed in section 229BC(4) of the *Criminal Code 1899* (Qld). The Queensland Government progressed amendments including the introduction of an additional reasonable excuse, where both of the following apply:

1. the adult gains the information –
  - a. as a relevant professional while acting in the adult's professional capacity, and
  - b. in the course of a confidential relationship with the child in which there is an express or implied obligation of confidentiality between the adult and the child, and
2. the adult reasonably believes there is no real risk of serious harm to the child or any other child in not disclosing the information to a police officer.

These amendments were progressed as part of the Criminal Law (Coercive Control and Affirmative Consent) and Other Legislation Amendment Bill 2023, which was introduced in the Queensland Parliament on 11 October 2023. The amendments will commence by Proclamation.

As the Queensland Government has reviewed the list of reasonable excuses in section 229BC(4) of the *Criminal Code 1899* (Qld), and made appropriate amendments, the IIS considers this recommendation to be fulfilled and closed.

## Recommendation 16



**The IIS considers this recommendation is fulfilled and closed.**

The Queensland Government committed to continuing to fund the Queensland Sexual Assault Network (QSAN) secretariat role until it considers its response to establishing an independent and integrated peak body for sexual violence services in Queensland (recommendation 15 of *Report Two*).

<sup>8</sup> <https://www.publications.qld.gov.au/ckan-publications-attachments-prod/resources/b4bd0928-fb27-42dc-9337-c8e3a9aa6c86/womens-safety-and-justice-reform-annual-report-202223.pdf?ETag=c2c95be8d9b82a5e2cefc53f0a1fa1f4>

<sup>9</sup> <https://www.publications.qld.gov.au/ckan-publications-attachments-prod/resources/f208dc13-fb2d-403d-804c-ac2005ca182e/the-office-of-the-independent-implementation-supervisor-progress-report-05-2023.pdf?ETag=6a483c2eaf7c9ec00fcdf634606ee63a>

The Government has contracted QSAN to provide services and support while deliberations around an independent, industry-led, and integrated peak body for sexual violence services are underway. As the secretariat role within QSAN is contracted until 2027, the IIS considers this recommendation fulfilled and closed.

### Recommendation 17



**The IIS considers this recommendation is fulfilled and closed.**

Recommendation 17 called for the Chair of the Domestic and Family Violence Death Review Advisory Board (the Board) to consider the Board undertaking a one-off review of the relevant historical cases of DFV-related deaths involving sexual violence.

The Attorney-General wrote to the State Coroner on 6 June 2023, requesting the Board undertake the review.

As the commitment of the Government Response to write to the Board to consider a review has been delivered, the IIS considers this recommendation to be fulfilled and closed.

### Recommendation 22



**The IIS considers this recommendation fulfilled and closed.**

The Queensland Government provided a copy of *Report Two* to the Commission of Inquiry on 26 July 2022.

The IIS considers this recommendation to be fulfilled and closed.

### Recommendation 23



**The IIS considers this recommendation fulfilled and closed.**

The QPS released the *Sexual Violence Response Strategy 2023–2025*<sup>10</sup> (the Strategy 2023–2025) in August 2023, which supersedes the *Sexual Violence Response Strategy 2021–2023*<sup>11</sup> (the Strategy 2021–2023). Key ongoing actions from the Strategy 2021–2023 were included in the new Strategy 2023–2025, including but not limited to, developing internal communications resources to increase awareness, delivering mandatory training to all frontline members, and reviewing data capture of sexual violence offences across QPS.

The Strategy 2023–2025 incorporated the intent of 17 recommendations of *Report Two* into actions. The Strategy 2023–2025 was also informed by the outcomes of the independent review of the Strategy 2021–2023 (see recommendation 25 of *Report Two*).

As the QPS included key actions from the Strategy 2021–2023 in the Strategy 2023–2025, the IIS considers this recommendation fulfilled and closed.

<sup>10</sup> [https://www.police.qld.gov.au/sites/default/files/2023-08/QPS%20Sexual%20Violence%20Response%20Strategy%202023-25\\_0.pdf](https://www.police.qld.gov.au/sites/default/files/2023-08/QPS%20Sexual%20Violence%20Response%20Strategy%202023-25_0.pdf)

<sup>11</sup> <https://www.police.qld.gov.au/sites/default/files/2021-10/QPS-Sexual-Violence-Response-Strategy-2021-23.pdf>

## Recommendation 25



**The IIS considers this recommendation fulfilled and closed.**

The QPS engaged Griffith University to conduct an independent short-term outcomes-based evaluation of the *Sexual Violence Response Strategy 2021–2023*<sup>12</sup> (the Strategy 2021–2023). The *QPS Sexual Violence Response Strategy (2021–2023) Evaluation*<sup>13</sup> (the Evaluation) was finalised on 28 April 2023. The Evaluation included consultation with victim-survivor advocates for sexual assault services.

The Evaluation made 16 recommendations, with nine recommendations incorporated into the *Sexual Violence Response Strategy 2023–2025*<sup>14</sup> (the Strategy 2023–2025). The QPS is considering the remainder of the Evaluation’s recommendations.

As the Strategy 2021–2023 has been independently evaluated, and key recommendations incorporated into the Strategy 2023–2025, the IIS considers this recommendation is fulfilled and closed.

## Recommendation 29



**The IIS considers this recommendation fulfilled and closed.**

On 8 August 2023, the QPS released a media statement to promote the release of the *Sexual Violence Response Strategy 2023–2025*,<sup>15</sup> which included information about the role of Sexual Violence Liaison Officers (SVLOs). Radio interviews were conducted to further discuss their roles. The Strategy 2023–2025 also includes an action to ‘clarify and promote the role of the SVLO both internally and externally to the QPS’.

QPS will continue to engage internal and external stakeholders to promote SVLOs’ role and ensure there is a clear understanding as part of business-as-usual activities.

The IIS considers this recommendation to be fulfilled and closed.

## Recommendation 37



**This IIS considers this recommendation is fulfilled and closed.**

Queensland Health wrote to all Hospital and Health Service Chief Executives on 8 July 2022 and 25 November 2022 requesting that patients who are ineligible for Medicare are not charged for medical costs associated with a sexual assault, including:

- the cost of a forensic medical examination and the medical treatment of any injuries incurred as a result of a sexual assault, and
- any Emergency Department and/or in-patient treatment and testing delivered by Queensland Health related to a sexual assault.

<sup>12</sup> <https://www.police.qld.gov.au/sites/default/files/2021-10/QPS-Sexual-Violence-Response-Strategy-2021-23.pdf>

<sup>13</sup> <https://www.police.qld.gov.au/sites/default/files/2023-08/Evaluation%20of%20the%20Sexual%20Violence%20Response%20Strategy%202021-23.pdf>

<sup>14</sup> [https://www.police.qld.gov.au/sites/default/files/2023-08/QPS%20Sexual%20Violence%20Response%20Strategy%202023-25\\_0.pdf](https://www.police.qld.gov.au/sites/default/files/2023-08/QPS%20Sexual%20Violence%20Response%20Strategy%202023-25_0.pdf)

<sup>15</sup> [https://www.police.qld.gov.au/sites/default/files/2023-08/QPS%20Sexual%20Violence%20Response%20Strategy%202023-25\\_0.pdf](https://www.police.qld.gov.au/sites/default/files/2023-08/QPS%20Sexual%20Violence%20Response%20Strategy%202023-25_0.pdf)

A further memo was sent on 5 October 2023 to reiterate that patients who are ineligible for Medicare are not charged for forensic medical examinations or psychosocial supports provided by Queensland Health following a sexual assault.

The IIS considers this recommendation fulfilled and closed.

### Recommendation 38



**This IIS considers this recommendation fulfilled and not yet closed.**

Consistent with the Government Response, the Government has considered the recommendations made by the *Commission of Inquiry into Forensic DNA Testing in Queensland*<sup>16</sup> that are relevant to the delivery of forensic medical examinations.

The Queensland Audit Office is undertaking a follow-up audit on *Delivering forensic services (Report 21: 2018–19)*.<sup>17</sup> The audit will examine the effectiveness of forensic medical examination services in meeting the needs of victim-survivors and the forensic system, and the implementation of the 2018–2019 report recommendations. The follow-up audit is expected to be tabled in Queensland Parliament in early 2024.

As the Queensland Audit Office is undertaking a follow-up audit on *Delivering forensic services (Report 21: 2018–19)*,<sup>18</sup> the IIS considers this recommendation to be fulfilled. Given the follow-up audit is currently being conducted and expected to be delivered in 2024, the IIS considers this recommendation not yet closed.

### Recommendation 40



**This IIS considers this recommendation is in progress and delayed.**

DJAG, QPS and Queensland Health have collaborated to update interagency guidelines for responding to people who have experienced sexual abuse and child sexual abuse. Work is underway to finalise the guidelines to account for changes in the delivery of new forensic medical examination kits.

As the guidelines are awaiting finalisation, the IIS considers this recommendation is in progress and delayed.

### Recommendation 61



**The IIS considers this recommendation fulfilled and closed.**

The Domestic and Family Violence Protection (Combating Coercive Control) and Other Legislation Amendment Bill 2022 (the Bill) was introduced to Queensland Parliament on 14 October 2022. It replaces the term ‘carnal knowledge’ throughout the *Criminal Code 1899* (Qld), and the offence title of ‘Maintaining a sexual relationship with a child’ to ‘Repeated sexual conduct with a child’.

The Bill with the proposed changes commenced operations on 1 August 2023. The IIS considers this recommendation to be fulfilled and closed.

<sup>16</sup> [https://www.health.qld.gov.au/\\_data/assets/pdf\\_file/0036/1196685/final-report-coi-dna-testing-qld-dec-2022.pdf](https://www.health.qld.gov.au/_data/assets/pdf_file/0036/1196685/final-report-coi-dna-testing-qld-dec-2022.pdf)

<sup>17</sup> [https://www.gao.qld.gov.au/sites/default/files/reports/delivering\\_forensic\\_services\\_report\\_21-2018-19\\_0.pdf](https://www.gao.qld.gov.au/sites/default/files/reports/delivering_forensic_services_report_21-2018-19_0.pdf)

<sup>18</sup> [https://www.gao.qld.gov.au/sites/default/files/reports/delivering\\_forensic\\_services\\_report\\_21-2018-19\\_0.pdf](https://www.gao.qld.gov.au/sites/default/files/reports/delivering_forensic_services_report_21-2018-19_0.pdf)



## Recommendation 68



**The IIS considers this recommendation is in progress and delayed.**

The Queensland Government supported recommendation 68 in principle and agreed to consider expanding the scope of delivery of recommendations 3, 42 and 48 of *Report One* to include sexual violence and issues related to women and girls as accused persons and offenders in the criminal justice system.

Considerations to expand recommendations 3, 42 and 48 of *Report One* remain underway.

As work continues, the IIS considers this recommendation is in progress and delayed.

## Recommendation 83



**The IIS considers this recommendation is fulfilled and closed.**

On 13 September 2023, the Queensland Parliament passed amendments *Criminal Law (Sexual Offences) Act 1978* (Qld) to:

- remove the restriction on publication of the identity of accused rapists and defendants charged with other prescribed sexual offences prior to committal, and
- require the court to consider any submissions made or views expressed by or on behalf of the alleged victim when applying the law.

With the new laws commencing on 3 October 2023 and the release of the guide to support the responsible media reporting of sexual violence (recommendation 84 of *Report Two*), the IIS considers this recommendation fulfilled and closed.

## Recommendation 98



**The IIS considers this recommendation is fulfilled and closed.**

The Queensland Government has progressed amendments to the *Police Powers and Responsibilities Act 2000* (Qld) (the Act) to expand the scope of the Police Drug Diversion Program to include possession of lesser amounts of illicit drugs in addition to cannabis.

To further support the drug diversion objectives, consequential amendments were also made to the *Youth Justice Act 1992* (Qld), *Penalties and Sentences Act 1992* (Qld), and *Drugs Misuse Act 1986* (Qld).

The amendments received assent on 2 May 2023. The expanded program will be monitored and evaluated after 24 months of implementation.

As the amendments have been progressed, the IIS considers this recommendation to be fulfilled and closed.

## Recommendation 101



**The IIS considers this recommendation is fulfilled and closed.**

The Government considered this recommendation as part of the response to the Community Support and Services Committee Report No.23 *'Towards a healthier, safer, more just and*

*compassionate Queensland: decriminalising the offences affecting those most vulnerable*<sup>19</sup> (Report No.23).

Queensland Parliament has since passed the *Child Protection (Offender Reporting and Offender Prohibition Order) and Other Legislation Amendment Act 2023* (Qld) on 24 August 2023. The amendments included removal of section 8 (Begging in a public place), and section 10 (Being intoxicated in a public place) of the *Summary Offences Act 2005* (Qld).

Section 8 (Begging in a public place) of the *Summary Offences Act 2005* (Qld) has since been repealed. The omission of section 10 will commence by Proclamation.<sup>ii</sup>

The IIS considers this recommendation fulfilled and closed.

## Recommendation 102



**The IIS considers this recommendation fulfilled and closed.**

The Queensland Government agreed to consider the decriminalisation of sex work in Queensland.

In August 2021, the former Attorney-General asked the Queensland Law Reform Commission (QLRC) to conduct a review and recommend framework for a decriminalised sex-work industry in Queensland.

On March 2023, the QLRC released the report, *A decriminalised sex-work industry for Queensland*.<sup>20</sup>

In April 2023, following the review, the former Attorney-General released a media statement<sup>21</sup> that the Government:

*'broadly supports the recommendations and is committed to decriminalising the sex work industry to protect the rights of all Queenslanders, while balancing the needs and expectations of the community.'*<sup>iii</sup>

As the Government has considered the decriminalisation of the sex-work industry, and further, has committed to decriminalising the sex work industry, the IIS considers this recommendation fulfilled and closed.

## Recommendation 103



**This IIS considers this recommendation is in progress and delayed.**

The Queensland Government noted recommendation 103 and agreed to consider the need to review the operation of public nuisance offence within *the Summary Offences Act 2005* (Qld) and the offences within the *Regulatory Offences Act 1985* (Qld).

The Government advised that it will be considered as part of the response to the Community Support and Services Committee *Report No. 23*.<sup>22</sup> The response to Report No.23 was tabled in Parliament on 28 April 2023 and indicated that the Government needed further time to consider Report No.23 and provide a formal response.

<sup>19</sup> <https://documents.parliament.qld.gov.au/tp/2022/5722T1797-A5D3.pdf>

<sup>20</sup> [https://www qlrc.qld.gov.au/\\_data/assets/pdf\\_file/0005/763385/qlrc-report-80-a-decriminalised-sex-work-industry-for-queensland-report-summary-.pdf](https://www qlrc.qld.gov.au/_data/assets/pdf_file/0005/763385/qlrc-report-80-a-decriminalised-sex-work-industry-for-queensland-report-summary-.pdf)

<sup>21</sup> <https://statements.qld.gov.au/statements/97621>

<sup>22</sup> <https://documents.parliament.qld.gov.au/tp/2022/5722T1797-A5D3.pdf>

While the Queensland Government considers a response to Report No.23, and the need to review the relevant offences, the IIS considers this recommendation is in progress and delayed.

### Recommendation 104



**The IIS considers this recommendation fulfilled and closed.**

The Queensland Government agreed to conduct a review of the operation of the offences contained in sections 9 and 10 of the *Drugs Misuse Act 1986* (Qld) (the Act), which is expected to be delivered in 2023. The review will consider:

- the impacts these offences have on women and girls,
- the efficacy and value of maintaining a criminal justice response to these offences, and
- whether there are other effective ways of responding to illicit drugs, including through a health system response.

As the Queensland Government Response committed to ‘give consideration to the need for a review’ and given the subsequent decision to review the Act, the IIS considers this recommendation fulfilled and closed.

### Recommendation 146



**The IIS considers this recommendation is near completion.**

The Inspector of Detention Services Bill 2021 (the Bill) was passed on 30 August 2022, and has not yet commenced operation in full. Some provisions of the Bill have commenced, including appointing the Queensland Ombudsman as the Inspector of Detention Services (the Inspector) on 9 December 2022.

The Inspector commenced operations on 1 July 2023 and has since published *Inspection standards for Queensland prisons*.<sup>23</sup> These outline standards specific for female prisoners, including:

- early days in custody,
- duty of care,
- daily life,
- health and support,
- security,
- rehabilitation and reparation, and
- prisoners and children.

With the Queensland Government Response yet to be fulfilled, the IIS considers this recommendation near completion.

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<sup>23</sup>

<https://www.ombudsman.qld.gov.au/ArticleDocuments/560/Inspection%20standards%20for%20Queensland%20prisons%20-%20PUBLIC.PDF.aspx>

### Recommendation 157



**The IIS considers this recommendation fulfilled and closed.**

The QRO has considered the length of time that enforcement of a State Penalties Enforcement Registry (SPER) debt can be suspended following a person's release from custody. The QRO made the decision to extend the period available for suspension from one month to six months.

QRO also explored options of developing and distributing a written policy to allow people to apply for further extensions.

To further meet the intent of this recommendation, the QRO is developing a system to automate notifications to SPER of persons with debt entering and exiting custody. This will remove the onus placed on incarcerated women to notify SPER. Delivery of this change is dependent on technological changes at Queensland Corrective Services (QCS) scheduled over future years.

As the QRO considered and explored the relevant options, the IIS considers this recommendation fulfilled and closed.

### Recommendation 159



**This IIS considers this recommendation fulfilled and closed.**

The QRO has considered options for collecting and publishing deidentified demographic data related to gender, First Nations status and disability, as part of the administration of the SPER.

The QRO advised that collection and publication of this data is not permitted under relevant law.

As options have been considered and an outcome reached to not collect and publish deidentified demographic data, the IIS considers this recommendation fulfilled and closed, noting the ongoing importance of improved data collection to inform decision-making.

### Recommendation 166



**This IIS considers this recommendation fulfilled and closed.**

The Queensland Government committed to continue to engage with people with lived experience and key sector stakeholders to highlight housing and homelessness issues for women and girls involved in the criminal justice system as victim-survivors of DFSV.

The IIS is advised there are a range of ongoing forums to engage people with lived experience and key stakeholders. These include the Housing Delivery Board, Housing Connectors Initiative (piloting a new service delivery model for women with complex needs experiencing homelessness as a result of DFV in South East Queensland), the Domestic and Family Violence Prevention Council and the Peak and Industry Sector Group.

Recognising the continued importance of suitable and stable accommodation for people escaping DFSV highlighted in the Second Progress Report, as there are ongoing engagement and forums in place, the IIS considers this recommendation fulfilled and closed.

## Recommendation 174



**This IIS considers this recommendation is in progress and delayed.**

DJAG is considering the impacts of the *Working with Children (Risk Management and Screening) Act 2000* (Qld) (the Act) on women and girls who have encountered the criminal justice system as accused persons and offenders.

In response to the Legal Affairs and Safety Committee Report No.38 *Examination of the Working with Children (Indigenous Communities) Amendment Bill 2021*<sup>24</sup> the Queensland Government has committed to review the decision-making framework to ensure it is fit for purpose. This review is underway and includes consideration of the impacts of the framework on women and girls in the criminal justice system, particularly First Nations women.

As the Queensland Government continues its review of the Blue Card decision-making framework, the IIS considers this recommendation is in progress and delayed.

## Recommendation 179



**The IIS considers this recommendation fulfilled and closed.**

The Queensland Government has allocated responsibility for whole of criminal justice system oversight and strategic leadership to the Justice Reform Office (JRO) (previously the Criminal Justice Innovation Office) in DJAG, supported by a multi-disciplinary team including criminologists. The JRO will provide expert advice on whole of system priorities and issues, and lead evidence-based policy and solutions to reduce the rates of offending, re-offending, and imprisonment of women and girls.

The JRO strategic leadership role includes leading the design of a strategy for women and girls who are involved in the criminal justice system as per recommendation 93 of *Report Two*. Development of the strategy is included in the JRO's 2023 Work Plan which has commenced.

The IIS considers this recommendation fulfilled and closed.

## Recommendation 180



**This IIS considers this recommendation is in progress and delayed.**

DJAG is exploring options for designing a mechanism for improved data integration across the criminal justice system, so that information about victim-survivors, accused persons and offenders can be recorded, tracked, and monitored across the system.

Consultation is underway to identify suitable options and the IIS considers this recommendation is in progress and delayed.

## Recommendation 182



**The IIS considers this recommendation fulfilled and closed.**

The Queensland Government considered this recommendation to be delivered at the time of its response to *Report Two*. The Government Response noted that the Queensland Government had delivered the recommendation by establishing the independent Crime Statistics and Research Unit in

<sup>24</sup> <https://documents.parliament.qld.gov.au/tableoffice/tabledpapers/2022/5722T1799-B205.pdf>

the Queensland Government Statistician's Office (QGSO). The QGSO publishes crime and justice statistics and research to inform policy and decision-making for changes to the criminal justice system.

The establishment of the JRO (previously the Criminal Justice Innovation Office) and its roles in providing expert advice on criminal justice systemic issues and leading evidence-based policy, further delivers on the intent of this recommendation.

The IIS considers this recommendation fulfilled and closed.

### Recommendation 184



**This IIS considers this recommendation is near completion.**

The development of a whole-of-government monitoring and evaluation plan to measure and monitor outcomes across the sexual violence service system is underway. This will form part of the monitoring and evaluation framework being developed under recommendation 85 of *Report One*.

While work is underway to finalise the monitoring and evaluation framework to measure and monitor outcomes achieved across the DFSV service system, the IIS considers this recommendation near completion.

### Recommendation 187



**The IIS considers this recommendation fulfilled and closed.**

The Queensland Government has expanded existing governance arrangements to ensure appropriate oversight and accountability for implementing the recommendations in *Report Two*.

As outlined in the IIS's Second Progress Report, the WSCJSC responsibilities include oversight for the entire reform program of *Report One*, *Report Two* and *A Call for Change*. The WSCJSC's Chair is the Attorney-General and Minister for Justice and Minister for the Prevention of Domestic and Family Violence, and the Deputy Chair is the Minister for Police and Corrective Services and Minister for Fire and Emergency Services. Relevant Directors-General across the Queensland Government are members of the WSCJSC and there is an ability to invite other Ministers as required.

The IIS considers this recommendation fulfilled and closed.

### Recommendation 188



**The IIS considers this recommendation fulfilled and closed.**

The Queensland Government has expanded the role of the IIS who was appointed to oversee and report biannually on progress of the implementation of the Government Response to the Taskforce's recommendations in *Reports One* and *Report Two*, as well as the Government Response to the recommendations in *A Call for Change*.

The IIS considers this recommendation fulfilled and closed.



## Recommendation 15



### The IIS considers this recommendation fulfilled and closed.

The Interim IIS considered recommendation 15 to be fulfilled and not yet closed in the Second Progress Report to allow the IIS to undertake an assessment of the overall adequacy of implementation before closure. The outcomes of that adequacy assessment are included in Box 1. As adequacy has been assessed, the IIS considers this recommendation fulfilled and closed.

#### Box 1: Adequacy assessment of recommendation 15 of A Call for Change

Recommendation 15 of A Call for Change states:

*‘Within three months, the Queensland Police Service develop and implement a procedure which requires Officers in Charge to ensure that all frontline officers who attend domestic and family violence occurrences meet with a designated senior officer to receive feedback in relation to a sample of their body worn camera footage at least every six months.’*

The Queensland Government accepted this recommendation in principle.

The OIIS conducted targeted consults to assess the adequacy of implementation of this recommendation. This included QPS officers in head office responsible for developing and delivering the policy, as well as district officers. The OIIS spoke to district officers in four different Queensland districts across the state, including Superintendents / Inspectors, and Sergeants / Senior Sergeants responsible for conducting the body worn camera footage review. The IIS would like to thank those officers that provided their time to the OIIS for the purpose of this assessment.

Qualitative data from these consults was used to assess adequacy across three domains. The findings of the assessment are provided below.

#### 1. Adherence

On 8 February 2023 the Deputy Commissioner, Regional Queensland, QPS distributed a memo to the Commissioner, Deputy Commissioners, Assistant Commissioners, and relevant Executive Directors outlining a new procedure relating to the review of body worn camera footage of officers attending DFV incidents. The procedure took effect from 21 February 2023.

The procedure stipulates that all Officers-In-Charge, frontline supervisors and frontline officers must have a designated senior officer (a review officer) review their body worn camera footage every six months for each of the following domestic violence (DV) categories (the procedural requirement):

- DV – Application (Police),
- DV – Breach,
- DV – Other DV, and
- DV – No DV.

The procedural requirement must be included in the frontline officers’ Development and Performance plans. A *DFV Body Worn Camera Review User Guide* was developed to support and guide the reviews. The guide includes a review checklist that is aligned with QPS’s holistic DFV training principles.

Through the development and distribution of the procedure and the user guide, there is strong evidence that the Government Response has been met with sufficient adherence.

## 2. Quality

The IIS heard that the body worn camera review procedure is being implemented as per the procedural requirement across the state.

Body worn camera footage is being reviewed for all frontline officers, using footage from each of the four review categories of DFV within appropriate timeframes for the first six months of implementation. Reviews are usually conducted by a Sergeant or Senior Sergeant within the same District. Where necessary, reviews are conducted by a Senior Constable within the same District, or by a Sergeant or Senior Sergeant in a neighbouring District.

Incidents selected for review are randomly selected. While the procedure stipulates that only a sample of footage is required to be reviewed, the IIS heard mixed feedback as to whether this was happening in practice. Some review officers indicated they were only reviewing a sample of each piece of footage and recording time stamps to note what sections were reviewed. A majority noted however, they are reviewing the DFV incident footage in its entirety. Stakeholders offered two main reasons for this:

1. some felt that the entire footage needed reviewing to get a clear picture of the frontline officer's response to the incident and to ensure that all areas of the checklist were being met, and
2. some felt that not reviewing the entire footage could inadvertently skip important parts of the incident which could make the review officer responsible for the oversight.

Feedback from the reviews is provided to frontline officers directly by review officers in a timely manner. Generally, it is delivered face-to-face at the first opportunity and sometimes via email.

There was consistent feedback that the review process has placed significant impost on the review officers. In some Districts, review officers are spending entire eight-hour shifts reviewing footage. In others, overtime is being used for competing the reviews. Occasionally, to manage competing priorities, body worn camera footage is being reviewed while other work is being conducted.

Stakeholders also advised that the review process has advantages, including providing senior officers the opportunity to sit down with frontline officers and provide face-to-face feedback. They advised a vast majority of reviews showed positive responses by frontline officers when responding to DFV incidents.

Based on the feedback received, there is satisfactory evidence that the Government Response has been met with sufficient quality.

## 3. Sustainability

The IIS heard consistently that the implementation of this recommendation is fostering a performance-based culture and supporting more regular performance discussions within the QPS. Some Districts highlighted that the procedure was prompting the use of Development and Performance plans and monthly discussions with officers.

While these benefits were highlighted, the overwhelming feedback was that the approach to implementation is unsustainable due to the considerable time impost on review officers, taking them away from their other duties.

Stakeholders emphasised that, in Districts where a Sergeant or Senior Sergeant attends Code 2 DFV incidents,<sup>25</sup> there was greater value in senior officers providing real-time, on-the-job

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<sup>25</sup> A Code 2 DFV Incident is used within QPS to classify an urgent matter, involving injury or present threat of injury to person or property.

feedback and support to more junior officers on the ground. In these instances, reviewing footage felt like a double up of work, as review officers were reviewing footage where there was already a senior officer present.

Supervisors and review officers established that the same benefits could be attained by utilising the procedure with a more targeted cohort of frontline officers, rather than applying it across the entire cohort. Stakeholders suggested targeting the reviews or limiting the types of incidents undertaken across the review categories would assist. Many stakeholders supported reviews of instances where no action was taken to determine whether there was a missed opportunity for QPS intervention.

From the consultations, there is limited evidence that the approach to implementation can be sufficiently sustained in its current format. There is significant support for continuing to use body worn camera footage reviews as part of a broader suite of tools.

Overall, the IIS is of the view that the QPS will need to find a more sustainable way of implementing this recommendation without compromising the upskilling opportunities for frontline officers highlighted by *A Call for Change*. Any change should only occur on the basis that the reviews optimise opportunities to build a performance-driven, continuous improvement culture within the QPS with the fundamental goal of improving responses for victim-survivors.

## Recommendation 17



**The IIS considers this recommendation fulfilled and not yet closed.**

As outlined in the Second Progress Report, the QPS has approved the Domestic and Family Violence Specialist Training Procedure (the Procedure). The Procedure establishes that, as outlined in the recommendation, five-day specialist training for designated roles is mandatory.

There are three streams of DFV specialist training to ensure training is relevant to each role. As highlighted in the Second Progress Report, the first stream commenced in November 2022 for prioritised delivery of specialist training involving 120 frontline specialists. This training was completed in May 2023.

Development of the two remaining streams commenced in May 2023. The courses are being tailored to meet specific needs of Police Communications Centre staff and for those in leadership roles, such as District Duty Officers and Officers-in-Charge. Delivery of the DFV Specialist Leadership Course commenced in October 2023, and the DFV Policelink and Police Communications Centre courses are expected to commence in early 2024.

As the procedure has been developed, the IIS considers this recommendation fulfilled. With some courses still under development and delivery yet to commence, the IIS considers this recommendation not yet closed.

## Recommendation 19



**The IIS considers this recommendation fulfilled and closed.**

The Domestic, Family Violence and Vulnerable Persons Command within QPS has developed a pocket-sized checklist, *'Guide to Responding to Domestic and Family Violence Incidents'* (the Guide) to assist officers in undertaking the required steps when responding to DFV.

The Guide was published and released to all District Officers on 18 May 2023 for distribution to their staff. The Guide is available to all staff electronically and in hard copy.

The Guide will be continuously monitored to ensure the information remains current and the outcomes will be evaluated.

As the Guide has been developed and distributed within the QPS, the IIS considers this recommendation fulfilled and closed.

### Recommendation 24



**The IIS considers this recommendation fulfilled and not yet closed.**

The QPS engaged an external consultant to review and evaluate QPS's policy framework relating to workplace sexual harassment and to map existing strategies, policies, processes and procedures against good practice, legal requirements and other *A Call for Change* recommendations.

A final report was delivered to QPS on 26 June 2023, outlining action items to lift awareness and improve responses to sexual harassment within QPS with an accompanying high-level implementation plan. The QPS advised that it will consider the ongoing implications from the final report and oversee implementation of relevant action items as part of business-as-usual activities.

As a final report on the current state of QPS's sexual harassment framework has been delivered, the IIS considers this recommendation fulfilled. With work underway to consider and implement actions to raise awareness of sexual harassment and improve responses, the IIS considers this recommendation not yet closed.

### Recommendation 27



**The IIS considers this recommendation fulfilled and closed.**

The QPS has updated all documents, policies and procedures relating to DFV to acknowledge that DFV is a gendered issue grounded in structural issues and power imbalance.

The wording was developed by the Domestic, Family Violence and Vulnerable Persons Command consistent with the Taskforce's findings in *Report One* and incorporated into the Operational Procedures Manual and the Management Services Manual. The amendments were published in June 2023.

Within 12 months of publication, a report is required to be provided to the Special Coordinator for Reform on the impacts of the updated documents relating to DFV.

As the documents, policies and procedures relating to DFV have been updated consistent with the recommendation, the IIS considers this recommendation fulfilled and closed.

### Recommendation 35



**The IIS considers this recommendation fulfilled and closed.**

The QPS has reviewed and amended the Operational Procedures Manual to assist officers to easily understand their powers and responsibilities when called to assist with the removal of an adult child from an older person's home.

The QPS engaged with a range of internal stakeholders to identify and amend the Operational Procedures Manual. In May 2023, the amendments to the Operational Procedures Manual were published as a Special Edition on the QPS Intranet and communicated across the QPS.

With the Operational Procedures Manual updated as per the recommendation, the IIS considers this recommendation fulfilled and closed.

### Recommendation 36



**The IIS considers this recommendation fulfilled and closed.**

The QPS has reviewed and amended the Operational Procedures Manual to assist officers to easily understand when it is appropriate to take a statement from an adult with a cognitive or intellectual impairment or disability pursuant to section 93A of the *Evidence Act 1977* (Qld).

The QPS engaged with a range of internal stakeholders to identify and amend the necessary sections of the Operational Procedures Manual. The draft amendments were broadly distributed for feedback which was incorporated before approval and publication.

In May 2023, the amendments were published as a Special Edition on the QPS Intranet and communicated across the QPS by email, gazette, and Workplace Notification.

With the Operational Procedures Manual updated as per the recommendation, the IIS considers this recommendation fulfilled and closed.

### Recommendation 39



**The IIS considers this recommendation fulfilled and closed.**

QPS has reviewed and updated the position descriptions for all Senior Sergeants across QPS to include the new accountability requirement, 'a demonstrated capacity to deliver and lead effective DFV responses.'

The updated position descriptions took effect from 3 April 2023. The QPS has also established a review process to ensure the new accountability requirement is monitored and is included in any roles created, changed, or recruited in the future.

Further to the requirements of this recommendation, work has been done to identify and update other roles that should have this accountability requirement included.

With the new criterion incorporated for promotion to Senior Sergeant positions in the QPS, the IIS considers this recommendation fulfilled and closed.

### Recommendation 40



**The IIS considers this recommendation fulfilled and closed.**

QPS has approved the reintroduction of the Domestic and Family Violence Prevention Awards (the Awards) to acknowledge distinction in police responses to DFV.

The State Honour and Awards Committee within QPS reviewed options to address this recommendation and identified that the Awards, which were previously offered from 2017 to 2019, were suitable to be reinstated.

The State Honour and Awards Committee, in consultation with the Domestic, Family Violence and Vulnerable Persons Command, selected winners for each category on 12 October 2023. An awards ceremony will take place in November 2023. The Awards recognise excellence in the following seven categories:

1. DFV Coordinator Award,
2. DFV Liaison Officer,
3. Police Service Award,
4. Partnership Award,
5. Community Service Award,
6. DFV Specialist Practitioner, and
7. Commissioner's Outstanding Award.

The IIS considers this recommendation fulfilled and closed.

#### Recommendation 44



**The IIS considers this recommendation fulfilled and closed.**

The QPS and Crime and Corruption Commission (CCC) have established an additional complaint code in their respective systems to explicitly capture complaints involving allegations of racism against a QPS member.

On 23 February 2023, QPS updated the Ethical Standards Command (ESC) Police Integrity and Professional Standards System to include the allegation sub-type code of racism. As QPS allegation codes are based on codes set by the CCC, the same allegation code was also added to the Compass System within the CCC.

The IIS is advised the new complaint code will be monitored by the State Case Manager and the ESC within QPS to evaluate its effectiveness, ensure any issues are addressed and that allegations of racism are dealt with effectively.

With the additional complaint code to explicitly capture complaints involving allegations of racism established, the IIS considers this recommendation fulfilled and closed.

#### Recommendation 53



**The IIS considers this recommendation fulfilled and closed.**

The Operational Procedures Manual has been updated to require prosecutors to engage with Community Justice Groups (CJGs) to discuss and be informed of issues that may impact the cultural appropriateness of the proposed length and conditions of DFV orders more generally.

The QPS's Operational Procedures Manual was published on 3 July 2023 to require Police Prosecution Sections to consult with CJGs, where these groups are available in communities and are agreeable to meeting.



Given the Operational Procedures Manual has been updated as per the recommendation, the IIS considers this recommendation fulfilled and closed.

## Recommendation 60



**The IIS considers this recommendation fulfilled and closed.**

The QPS has reviewed and updated the Operational Procedures Manual to ensure it accurately reflects the diverse roles undertaken by Police Liaison Officers (PLOs).

The amended Operational Procedures Manual was published on 16 May 2023 to ensure QPS members have an improved understanding of the diverse and valued roles PLOs undertake. The changes are intended to ensure PLOs are not required to undertake duties which fall outside the scope of their duties.

QPS advised it will continuously monitor and review the roles undertaken by PLOs to ensure the position descriptions in the Operational Procedures Manual remain current.

With the Operational Procedures Manual updated as per the recommendation, the IIS considers this recommendation fulfilled and closed.

## Recommendation 64



**The IIS considers this recommendation fulfilled and closed.**

QPS has approved the expansion of the excellence in policing service delivery award scheme (the Scheme) to acknowledge distinction in police responses to First Nations peoples and communities, called the First Nations Peoples and Communities Awards.

Following internal consultation, the following six awards were approved for the Scheme:

1. First Nations Champion of Change,
2. First Nations Leadership Award,
3. First Nations Integrity and Courage Award,
4. First Nations Partnership Award,
5. First Nations Community Service Award, and
6. Additional 'Communities Clasp' to the Exemplary Conduct Medal.

A communication plan was also released on 31 May 2023 to advertise the awards across QPS.

The IIS is advised that the first call for nominees of the above awards occurred during National Aborigines and Islanders Day Observance Committee (NAIDOC) Week 2023 and the first recipients were awarded at the Torres Cape Indigenous Council Alliance meeting in Cairns on 4 September 2023.

The IIS considers this recommendation fulfilled and closed.

## PROGRESS OF SIGNIFICANT MILESTONES DUE FOR COMPLETION

Many recommendations across *Report One*, *Report Two* and *A Call for Change* are scheduled to be delivered over a longer timeframe and may not fall due until future years. However, as recommendations have several interim milestones that are due earlier than the final delivery date, the progress of these milestones are key to achieving completion of the overall recommendation. Accordingly, the IIS monitors the interim milestones due within the current reporting period to identify which recommendations are on track for completion in the future.

Given the substantial number of milestones across the range of recommendations in progress, the IIS will only report on recommendations which have a milestone due in the current reporting period that are also considered to be significant, in that it is foundational to progressing the reform program or creating tangible improvements for victim-survivors.

Across *Report One*, *Report Two* and *A Call for Change*, 21 recommendations had a significant milestone due to be completed by 30 September 2023. The breakdown of lead agency for these recommendations is outlined in Table 2 and the status of each recommendation is discussed below.

**Table 2: Breakdown of lead agency responsible for implementing the Government Response to recommendations with a significant milestone in scope.**

Lead or co-lead agency	Number of recommendations in scope for this report
DJAG	11
QPS	4
DJAG, QPS and Legal Aid Queensland (co-leads)	2
Department of Education	1
Department of Housing	1
DJAG and QPS (co-leads)	1
QCS and Department of Youth Justice, Employment, Small Business and Training (co-leads)	1

Of the 21 recommendations with a significant milestone due, 15 are on track and six are in progress and delayed. Further detail on each significant milestone is outlined below.

### ***Hear her voice – Report One – Addressing Coercive control and domestic and family violence in Queensland***

Rec. number	Milestone	Status	Comment
5	Launch of an overarching communication strategy to increase community awareness and understanding about the nature and impacts of DFV, including coercive control, and to clearly explain changes to the law.	In progress – delayed	<i>Research on social, market and digital user experience has commenced to inform the communication strategy, which is expected to be delivered by the end of 2023.</i>
13	Rollout of a five-year whole-of-government DFV service system strategic investment plan encompassing services and supports delivered and funded by Queensland Government agencies.	In progress – delayed	<i>Work is underway to finalise the scope and delivery approach of the five-year whole-of-government DFV service system strategic investment plan.</i>
14		In progress – delayed	
15		In progress – delayed	

18	Launch and operational commencement of Townsville High Risk Team.	In progress – on track	<i>The Townsville High Risk Team commenced operations in August 2023.</i>
41	Development and delivery of training program for legal staff on the nature and impact of DFV, as well as on the relevant law, including an understanding of local support services for both victim-survivors and perpetrators and how to refer people to them.	In progress – delayed	<i>A training package pertaining to the first tranche of the reform program’s legislative amendments has been developed and made available to all legal staff.</i>  <i>A training package pertaining to the second tranche of the reform program’s legislative amendments will be developed.</i>
78	Introduce Bill to Parliament to progress legislation to establish a new offence to criminalise coercive control.	In progress – on track	<i>The Criminal Law (Coercive Control and Affirmative Consent) and Other Legislation Amendment Bill 2023 was introduced in Parliament on 11 October 2023 which delivered the second tranche of legislation to prepare for and implement the criminalisation of coercive control, including a new standalone offence of coercive control.</i>

### **Hear her voice – Report Two – Women and girls’ experiences across the criminal justice system**

Rec. number	Milestone	Status	Comment
3	2023 data on Queensland state schools’ use of Respectful Relationships Education Program material is collected annually.	In progress – on track	<i>The Department of Education is currently utilising a tool to collect data on Queensland state school’s use of Respectful Relationships Education Program material.</i>  <i>As at July 2023:</i> <ul style="list-style-type: none"> <li>• 27 percent of Queensland state schools reported implementing the Department of Education’s Respect program, and</li> <li>• 44 percent of Queensland state schools reported implementing other respectful relationships materials.</li> </ul>
18	Consultation with stakeholders on proposed Queensland Victims’ Commission model completed.	In progress – on track	<i>Mr Jon Rouse APM was appointed as the interim Victims’ Commissioner on 2 September 2023. Work is underway to appoint a permanent, independent statutory Victim’s Commissioner by the end of June 2024.</i>  <i>On 28 September 2023, the Queensland Government released a media statement<sup>26</sup> announcing</i>

<sup>26</sup> <https://statements.qld.gov.au/statements/98813>

			<i>funding to support the establishment of the Victims' Commissioner office.</i>
43	Introduce Bill to Parliament to amend sections 348 and 348A of the <i>Criminal Code 1899</i> (Qld), including the definition of consent and amendments to the defence of mistake of fact as consent.	In progress – on track	<i>The Criminal Law (Coercive Control and Affirmative Consent) and Other Legislation Amendment Bill 2023 was introduced in Parliament on 11 October 2023 which amended the existing consent and mistake of fact framework in the Criminal Code 1899 (Qld) to provide for an affirmative model of consent.</i>
44		In progress – on track	
66	Production of training package to deliver ongoing training to prosecutors with respect to the nature and impact of DFV, relevant law, as well as local support services and how to refer to them.	In progress – on track	<i>An Online Learning Product has been finalised to deliver training on the nature and impact of DFV and beyond. Delivery of the training to prosecutors began in September 2023.</i>
118		In progress – on track	
163	Conduct service user engagement with women and girl prisoners and offenders in QCS custody to inform options development to better identify girls and women who are at risk of being refused bail and women eligible to apply for parole, to assist them to access appropriate accommodation, services and supports for their release from custody.	In progress – on track	<i>In considering options to meet the Government Response to this recommendation, the Government has conducted service user engagement through consulting with prisoners to develop the 'Women's Reintegration Renewal Project – Service User Consultation'.</i>
164	Commence delivery of outsourced service delivery components under the enhanced Next Step Home program in South East Queensland and Townsville locations.	In progress – on track	<i>The Next Steps Home program commenced in South East Queensland and Townsville on 1 May 2023.</i>  <i>The outsourced service delivery component of the program is case management support, and is being delivered by non-government organisations in South East Queensland and Townsville.</i>
178	New Courts Performance Monitoring and Forecasting (CPMF) data analytics reporting platform designed, tested, and deployed to production.	In progress – on track	<i>The CPMF data analytics reporting platform is operational.</i>

***A Call for Change: Commission of Inquiry into Queensland Police Service responses to domestic and family violence***

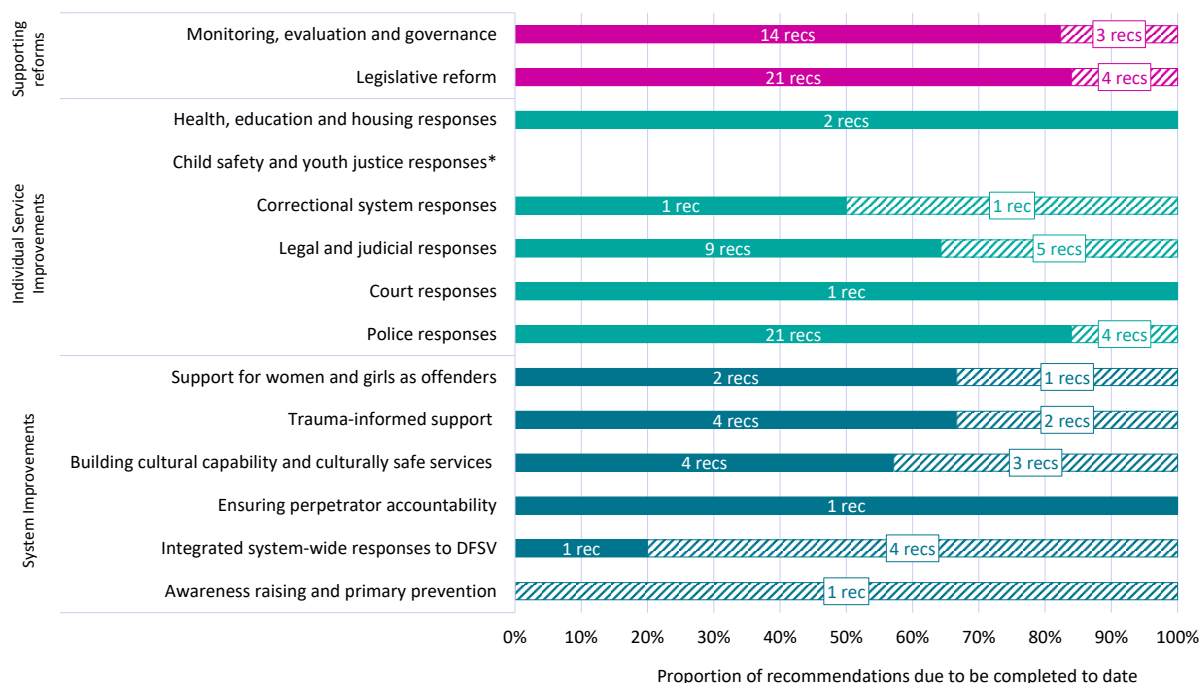
Rec. number	Milestone	Status	Comment
10	A co-location model is designed to support integrated approaches to DFV at a local level, recognising place-based needs will also need to be incorporated into the model design as part of implementation.	In progress – delayed	<i>DJAG is working with QPS to develop a co-location model.</i>
11	Completion of draft recruitment strategy.	In progress – on track	<i>A QPS draft recruitment strategy has been completed. The strategy is expected to be finalised in December 2023.</i>
41	Development and implementation of a Cultural Capability Training Package for recruits and active QPS officers.	In progress – on track	<i>Delivery of a Cultural Capability Training Package to new QPS recruits during onboarding commenced in April 2023. For officers already in the force, training will be delivered from November 2023.</i>  <i>The training was co-designed by, and is co-delivered by, First Nations people and communities.</i>
46	Develop organisational structures, human resource requirements and financial models to meet the service needs of the First Nations Unit and Multicultural Affairs Unit as two standalone units.	In progress – on track	<i>Organisational structures, human resource requirements and financial models have been established to separate the First Nations and Multicultural Affairs Unit within the QPS into two distinct standalone units.</i>
59	Deliver an ongoing PLO training ‘upskill’ program in relation to DFV, trauma-informed practice, conflict resolution and suicide prevention.	In progress – on track	<i>An additional and ongoing two week PLO training ‘upskill’ program has been developed to complement the existing training program. The additional training includes trauma-informed practices, suicide prevention, conflict resolution and DFV.</i>  <i>The training was designed in consultation with First Nations people. The curriculum was presented and endorsed by the members of the First Nations Consultation Panel in August 2023.</i>

# PROGRESS OF IMPLEMENTATION ACROSS THE SYSTEM

## KEY THEMATIC AREAS

In addition to supervising the progress of the Government Response to each individual recommendation, the IIS mapped all recommendations due to be completed by key thematic area. The thematic areas fall into three separate categories: supporting reforms, improvements within individual services, and improvements spanning across the DFSV and criminal justice service systems. This mapping exercise provided insight on the progress of implementation for specific areas of impact, and to understand where progress or delays are observed across the system.

Figure 10 shows the proportion of scheduled recommendations within each thematic area that have been completed or remain in progress to date across all three IIS progress reports (84 recommendations in total).



\* No data has been included for Child safety and youth justice responses, as no recommendations relevant to this theme were due in the relevant reporting periods.

Note: The number of recommendations listed in this graph exceeds the total number of recommendations assessed to date across all three IIS progress reports. This is because recommendations mapped to more than one theme wherever relevant and accordingly, one recommendation may be counted in multiple thematic categories.

**Figure 10: Proportion of scheduled recommendations within each theme completed to date, across all IIS progress reports.**

The scheduled work in three thematic areas have been completed in full, including court responses, ensuring perpetrator accountability, and health, education and housing responses.


Strong progress has been made implementing recommendations to improve police responses, legislative reform, and establish monitoring, evaluation and governance mechanisms, with more than 80 percent of scheduled recommendations completed in each area.

The areas showing less progress include awareness raising and primary prevention, and integrating system-wide responses to DFSV. However, as this Figure does not highlight the progress made on



interim milestones for recommendations in progress, it is important to note that work is underway for these recommendations that will finalise implementation in the near future.


Due to the small number of recommendations currently within each thematic area, this report does not examine progress of implementation within these themes. For example, only one recommendation mapped to awareness raising and primary prevention, being the Primary Prevention Plan under recommendation 9 of *Report One*.

 *Further detailed exploration of selected thematic areas will be conducted for future reports as implementation progresses.*

## INSIGHTS ACROSS THE SYSTEM

The OIIS spoke to a range of government and non-government stakeholders across the DFSV and criminal justice systems, including Queensland Government Directors-General, Deputy Directors-General, statutory bodies and non-government stakeholders.

Stakeholders primarily spoke about preparing the DFV service system for the introduction of the new offence of coercive control. This was unsurprising given the implementation timeframes for each report. Many recommendations from *Report One* and *A Call for Change*, which relate to system responses to DFV, are already underway, whereas a substantial proportion of recommendations from *Report Two* are scheduled to commence in the second half of 2023-2024. It follows that this report primarily focuses on the progress of implementation for recommendations from *Report One* and *A Call for Change* relating to the DFV system.

 *Future reports will examine in more detail the progress of implementation of Report Two recommendations relating to improving the sexual violence service system and responses to women and girls in the criminal justice system.*

The Queensland Government has made historic advances in support of addressing coercive control in Queensland in response to *Report One* and *A Call for Change*. On 11 October 2023, the Queensland Parliament introduced landmark legislation to create a new standalone offence for coercive control, with the offence to commence on a day to be fixed by Proclamation (recommendation 78 of *Report One*).<sup>iv</sup>

Before the new offence commences, the Queensland Government acknowledged the Taskforce's view that Queensland's systems, community and service responses must first be ready to respond, in that they can understand, recognise and appropriately respond to coercive control in a trauma-informed and culturally safe way.<sup>v</sup> Accordingly, the Queensland Government noted its approach to implementation would be broadly consistent with the four-phase plan for implementation proposed by the Taskforce in *Report One*.

Much of the Queensland Government's work to date has focused on establishing the foundational work identified by the Taskforce to prepare Queensland for the new offence. As the reform program is still in its initial stages, the progress achieved to date is primarily observed through work that will underpin and transform the way support is provided in the future.

Stakeholders consulted for this report acknowledged the extensive work and achievements to date, although some expressed concern about the readiness of the DFV system, frontline services and the broader community for the commencement of the new legislation.

### The DFV system

As the reform program spans several sectors and is to be implemented by multiple lead and supporting agencies, careful sequencing of the reforms is paramount to delivering a streamlined

approach to implementation and optimising outcomes for victim-survivors, children, and perpetrators.

As concluded in the Second Progress Report, non-government stakeholders expressed a need for more clarity on implementation sequencing across the reform program to help them plan for implementation at the grassroots level. Stakeholders consulted with reiterated this view and requested clarity on the sequencing of implementation to help them understand the Government's approach to:

- phasing recommendations over the short, medium, and long term,
- addressing interdependencies between recommendations, and
- coordinating and integrating different components of work across agencies.

In the Second Progress Report, the Interim IIS found a master plan to be a priority as a key component of communicating the Government's reform agenda. As a compendium to the master plan, the Government would also benefit from providing an overarching narrative that combines the Government Responses to *Report One*, *Report Two* and *A Call for Change* reports and illustrates how implementation will be sequenced to address interdependencies between recommendations.


The narrative should provide a clear high-level roadmap for all stakeholders that:

- identifies the Government's vision for the reforms and common objectives,
- facilitates understanding of the priority and foundational recommendations, including how implementation will be phased and how interdependencies between recommendations will be addressed, and
- demonstrates how implementation will maintain a focus on broader policy objectives, such as the nationally agreed Closing the Gap justice targets and outcomes.

By outlining the common objectives of the reform program, the roadmap will provide stakeholders with a shared understanding of how the reforms will achieve enduring change. It will provide clarity on the sequencing of reforms to help lead agencies involved in overseeing and implementing recommendations to plan for implementation and account for relevant interdependencies. Demonstrating how the reform program will align with broader policy objectives will also help all stakeholders understand how various parts of the system should move together to collectively optimise outcomes.

The roadmap will be further complemented by the monitoring and evaluation framework that is near completion under recommendation 85 of *Report One* and recommendation 184 of *Report Two*. The framework will support a shared understanding of the outcomes all agencies across the system are working towards over the short, medium and long term.

The reporting of outcomes in the monitoring and evaluation framework will be further aided by the ongoing work under recommendation 86 of *Report One* to improve data collection and reporting approaches within DFSV services. This will strengthen data-driven decision-making for lead agencies to inform continuous planning and improvements to the system.

 *Given the importance of a clear and cohesive approach to implementing the reform program across agencies, the IIS will continue to closely monitor the progress of the master plan, monitoring and evaluation framework and broader reporting and coordination activities as implementation unfolds.*

When discussing sequencing of reforms across key agencies, stakeholders commonly raised the work to address over-representation of First Nations people in the criminal justice system as an example of an area requiring careful sequencing. They shared concerns that the poor experiences of First

Nations women in the DFV system and the over-representation of First Nations people in the criminal justice system will be compounded by the criminalisation of coercive control. In particular, they highlighted that given the common misidentification of the person most in need of protection among First Nations women,<sup>vi</sup> the new legislation may further disadvantage First Nations women if broader work is not undertaken to mitigate this risk.

The need for careful sequencing was highlighted extensively by the Taskforce and the Commission of Inquiry, which emphasised that work to address over-representation of First Nations people in the criminal justice system and strengthen cultural capability of frontline DFV services should be well underway before a new criminal offence for coercive control commences.<sup>vii</sup>

The Queensland Government is currently developing a whole-of-government strategy to address over-representation of First Nations peoples under recommendation 1 of *Report One* which is expected to be delivered in March 2024. This will include an action plan to improve culturally safe services for First Nations people who interact with the criminal justice system. Other recommendations are also intended to strengthen cultural capability of frontline staff to improve the experiences of First Nations people with DFV service responses. This includes for example, work within the QPS to improve cultural capability training under recommendations 17 and 41 of *A Call for Change*, which includes training co-designed and co-delivered by First Nations peoples and communities.



*As the strategy to address over-representation is scheduled to be delivered in 2024, the IIS will continue to work closely with the First Nations Justice Office in monitoring the development of the strategy to reduce over-representation of First Nations people due in 2024.*

### DFV service responses

The Queensland Government acknowledged a key part of readying services for the criminalisation of coercive control will be increasing their capacity to provide support and their capability to better respond to victim-survivors, children and perpetrators in a trauma-informed and culturally safe way.<sup>viii</sup>

In relation to service capacity, stakeholders consulted with consistently highlighted that the DFV service system remains under significant pressure, with frontline services often unable to meet current demand pressures. Stakeholders reiterated the Taskforce's findings that this has led DFV services to be primarily crisis-driven due to the need to prioritise the most urgent and high-risk cases. The limited service capacity has resulted in long waitlists for crisis support and limited services' ability to provide early intervention and prevention support for victim-survivors. The IIS also heard one example of a DFV specialist service closing their books to referrals for a limited period due to the inability to meet existing demand.

Stakeholders attributed limited service capacity to several factors, including increasing referrals, finite resources and challenges with recruiting and retaining skilled staff. In particular, stakeholders across specialist DFV services, legal services, and police all raised workforce challenges as a major area of concern. Stakeholders reported difficulties recruiting and retaining staff with the necessary skillsets for some roles due to limited supply of specialised staff in their region and high competition with organisations offering more competitive roles. Legal Aid Queensland met similar difficulties in

obtaining preferred suppliers,<sup>27</sup> as the preferred supplier scale of fees have not kept pace over time to compete with fees of private firms. Several non-government stakeholders highlighted the length and non-recurrent nature of their funding contracts also impacts their ability to retain workers, as staff opt for more secure, longer-term positions offered elsewhere. QPS stakeholders also reported challenges with retaining staff, noting that staff attrition rates have increased over recent years due to an aging workforce, labour market conditions and workforce sentiment.<sup>28</sup>

In relation to the capability of frontline staff, building a skilled workforce through sustained and consistent training across sectors is critical. While training needs to be role and sector-specific, the DFV service system is multidisciplinary and practitioners should have an understanding and approach to DFV that aligns with and supports that of other disciplines to ensure responses are streamlined. To support this, stakeholders highlighted a need for training to be aligned across sectors and sequenced in a way to support uniform expectations of service delivery.

Stakeholders commended the effort undertaken by agencies to deliver targeted, comprehensive, and practical training to staff. However, some stakeholders raised concerns about their ability to sustain current training levels, noting that running such programs is resource intensive, particularly where ongoing funding is not available. This concern was particularly relevant for roles that experience higher staff turnover, are in regional and remote areas, or require backfilling to maintain operations during training.

Workforce is intrinsically linked to the success of the reform program and poses a serious risk to its overall effectiveness and sustainability. Without a skilled workforce capable of meeting demand and delivering more integrated, trauma-informed, and culturally safe responses, outcomes for victim-survivors and perpetrators will not improve. The work underway to develop and implement a workforce capability strategy under recommendation 30 of *Report One* will support the DFV service system to attract, recruit and retain a skilled workforce to deliver DFV services. This strategy is scheduled to be finalised in December 2023.

To support the increased demand and complexity envisaged through the legislative changes, it is critical that the workforce capability strategy remains a priority area for delivery and identifies actions to:

- support the non-government sector to secure and retain staff,
- build a capable, responsive, and sustainable workforce over the short, medium, and long term,
- support workforce and sector development specific to regional and remote areas, and
- foster collaborative and integrated services so that clients experience a streamlined support system.

There would also be benefit in considering combining and coordinating training efforts across sectors to leverage existing work and sustain the current effort into the future. This would also provide an opportunity to align training expectations across sector stakeholders. To achieve this, the Queensland Government should consider:


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<sup>27</sup> 'Preferred suppliers' are private legal practitioners engaged to work on behalf of Legal Aid. Preferred suppliers are engaged and remunerated by Legal Aid in line with Legal Aid's preferred supplier scale of fees.

<sup>28</sup> QPS provided the OIIS with data on attrition rates in recent years. The data showed attrition rates were sustained at approximately 3 percent per annum in the several years prior to 2021 and the attrition rate rose to 3.8 percent in FY2021/22 and 5.7 percent in FY2022/23.

- a more coordinated and cooperative training effort across the service system to sustain effort into the future, and
- establishing a recommended baseline of training for universal and specialist services, potentially informed by interjurisdictional approaches that includes a minimum set of training standards in foundational DFV identification and responses for frontline workers in health, housing, education, police, corrections, child protection and youth justice.

An integrated peak body for DFV services across Queensland will also be a key enabler to supporting collaborative and integrated capability building across DFV specialist services and with the broader DFV system. Work is underway to establish a peak body for DFV services under recommendation 17 of *Report One*.


 *The IIS will continue to closely monitor the delivery of the DFV peak body under recommendation 17 of Report One.*

### The community

The Queensland Government acknowledged community awareness is a foundational reform area, noting that state-wide education and awareness campaigns on coercive control and the gendered nature of DFV will be vital to long-term prevention and early intervention. Several stakeholders reiterated this view, but noted that community understanding of DFV, including coercive control, remains low or absent in some communities across Queensland. One stakeholder raised questions regarding the progress of awareness-building activities and noted that community understanding of coercive control and gendered violence needs to increase significantly before the new offence commences.

The Primary Prevention Plan being developed under recommendation 9 of *Report One* is nearing completion, with finalisation expected in late 2023. Work is also underway to develop an overarching communication strategy to increase awareness and understanding of DFV and coercive control under recommendation 5 of *Report One*. The launch of the communication strategy is expected to be finalised in late 2023.

Once finalised, the Primary Prevention Plan and the communication strategy will help strengthen awareness and understanding of DFV across Queensland and prepare the community for the commencement of the new offence.

 *The IIS will continue to closely monitor the implementation of the Primary Prevention Plan and the communication strategy recommendations and explore community awareness and primary prevention further in future progress reports.*

## CONCLUSION

The level of sustained investment and effort across Queensland by government and non-government stakeholders is noteworthy. All stakeholders welcomed the significant investment and whole-of-government efforts underway.

I commend the noteworthy achievements delivered in the past six months, including the landmark legislative reforms to establish the model of affirmative consent, introduce the new offence criminalising coercive control, and remove the restriction to publicly identify accused rapists and defendants charged with other prescribed sexual offences prior to committal. These achievements will strengthen the protection of victim-survivors and will facilitate broader systemic reforms to improve outcomes for victim-survivors of DFV and sexual violence.

Although there are some delays being experienced across the reform program, as discussed throughout this report, they remain reasonable given the extensive breadth, scale, and complexity of the reforms. Some of the delayed recommendations include those considered to be foundational for preparing Queensland for the commencement of coercive control legislation. Accordingly, the IIS will continue to monitor delayed recommendations to ensure these foundational pieces are in place:

- Primary Prevention Plan (recommendation 9 of *Report One*),
- communication strategy (recommendation 5 of *Report One*),
- monitoring and evaluation framework for the DFSV service system (recommendation 85 of *Report One* and recommendation 184 of *Report Two*), and
- establishment of a DFV peak body (recommendation 17 of *Report One*).

Further, the following recommendations, while in progress and scheduled to be delivered in 2024, should be given ongoing prioritisation:

- strategy to address over-representation of First Nations people in the criminal justice system and meet Closing the Gap justice targets (recommendation 1 of *Report One*), and
- supporting the uplift of data collection and reporting systems across the DFSV service system (recommendation 86 of *Report One*).

With a commencement date yet to be announced for the new coercive control offence, it is critical, as highlighted by the Taskforce, that there is sufficient lead-in time to roll out the priority area reforms to help ensure the DFV service system has sufficient capacity and capability to meet anticipated demand.<sup>ix</sup> The implementation of reforms prior to the commencement of the legislation needs to be well understood across the service system. Continuing attention is needed to the careful sequencing and coordination of the reform program to mitigate the risk of unintended consequences and ensure implementation can collectively optimise our opportunities for success.

In the coming year, I look forward to continuing to work with government and non-government stakeholders to ensure the foundations are in place to support improved outcomes for victim-survivors and their children into the future. I also look forward to examining the progress of implementation and achievement of systemic outcomes from *Report Two* recommendations in further detail in future reports. This will help us to understand and highlight the experiences of stakeholders across the sexual violence service system and the criminal justice system as it relates to women and girls as accused persons and offenders.

In closing, I would like to thank all those involved in progressing the significant reform program for their continued support and dedication to honouring the voices of victim-survivors and their families, who have shared their stories with the Taskforce.



## GLOSSARY

<b><i>A Call for Change</i></b>	<i>A Call for Change: Commission of Inquiry into Queensland Police Service responses to domestic and family violence</i>
<b>APM</b>	Australian Police Medal
<b>BAQ</b>	Bar Association Queensland
<b>CCC</b>	Crime and Corruption Commission
<b>CJG</b>	Community Justice Group
<b>Commission of Inquiry</b>	The independent Commission of Inquiry, led by Her Honour Judge Deborah Richards, that produced <i>A Call for Change: Commission of Inquiry into Queensland Police Service responses to domestic and family violence</i>
<b>CPMF</b>	Courts Performance Monitoring and Forecasting
<b>DCSSDS</b>	Department of Child Safety, Seniors and Disability Services
<b>DFSV</b>	Domestic, family, and sexual violence
<b>DFV</b>	Domestic and family violence
<b>DFV and DFSV service systems</b>	<p>This report will use the following terms where appropriate:</p> <ul style="list-style-type: none"> <li>• <b>DFV service system</b> to refer to the range of services that provide support targeted to DFV. This includes but is not limited to specialist domestic and family violence services, courts, police, judiciary, housing, health and mental health, alcohol, and other drug services.</li> <li>• <b>Sexual violence service system</b> to refer to the range of services that provide support targeted to sexual violence. This includes but is not limited to specialist sexual violence services, courts, police, judiciary, housing, health and mental health, alcohol, and other drug services.</li> <li>• <b>DFSV service system</b> to refer to DFV service system and sexual violence service system together.</li> </ul>
<b>DH</b>	Department of Housing
<b>DJAG</b>	Department of Justice and Attorney-General
<b>DOE</b>	Department of Education
<b>DV</b>	Domestic violence
<b>DYJESBT</b>	Department of Youth Justice, Employment, Small Business and Training
<b>ESC</b>	Ethical Standards Command
<b>FIPAA</b>	Fellow of the Institute of Public Administration Australia
<b><i>First Progress Report</i></b>	<i>Office of the Independent Implementation Supervisor—Women’s Safety and Justice Taskforce reforms: Progress report (December 2022)</i>
<b>IIS</b>	Independent Implementation Supervisor



<b>JRO</b>	Justice Reform Office
<b>LAQ</b>	Legal Aid Queensland
<b>LPDWG</b>	Legal Professional Development Working Group
<b>NAIDOC</b>	National Aborigines and Islanders Day Observance Committee
<b>Non-government organisations</b>	Refers to organisations that deliver community services and peak and professional bodies
<b>OIIS</b>	Office of the Independent Implementation Supervisor
<b>PLO</b>	Police Liaison Officer
<b>PMO</b>	Program Management Office, Office for Women’s Safety and Violence Prevention in the Department of Justice and Attorney-General
<b>QCS</b>	Queensland Corrective Services
<b>QGSO</b>	Queensland Government Statistician’s Office
<b>QH</b>	Queensland Health
<b>QLRC</b>	Queensland Law Reform Commission
<b>QLS</b>	Queensland Law Society
<b>QPS</b>	Queensland Police Service
<b>QRO</b>	Queensland Revenue Office
<b>QSAC</b>	Queensland Sentencing Advisory Council
<b>QSAN</b>	Queensland Sexual Assault Network
<b>QT</b>	Queensland Treasury
<b>Report One</b>	<i>Hear her voice – Report One – Addressing coercive control and domestic and family violence in Queensland</i>
<b>Report Two</b>	<i>Hear her voice – Report Two – Women and girls’ experiences across the criminal justice system</i>
<b>SCPESR</b>	Special Coordinator for Police and Emergency Services Reform established in the Queensland Police Service
<b>Second Progress Report</b>	<i>Office of the Independent Implementation Supervisor – Women’s Safety and Justice Taskforce Reforms: Biannual Progress Report 2 (May 2023)</i>
<b>SPER</b>	State Penalties Enforcement Registry
<b>SVLO</b>	Sexual Violence Liaison Officer
<b>The Taskforce</b>	Women’s Safety and Justice Taskforce
<b>Third Progress Report</b>	<i>Office of the Independent Implementation Supervisor – Women’s Safety and Justice Taskforce Reforms: Biannual Progress Report 3 (November 2023)</i>
<b>WSCJSC</b>	Women’s Safety and Criminal Justice Steering Committee

## APPENDIX 1: SCOPE OF OFFICE OF THE INDEPENDENT IMPLEMENTATION SUPERVISOR THIRD PROGRESS REPORT

Table 3: Recommendations in scope for the current reporting period.

Recommendation	Government Response	Lead
<b>Report One: Hear her voice – Report One – Addressing coercive control and domestic and family violence in Queensland</b>		
<p><b>3</b> The Queensland Government in this term of government consult with Queensland Courts, the Bar Association of Queensland, and the Queensland Law Society with a view to introducing legislation to establish an independent Queensland Judicial Commission. The Taskforce prefers a model that involves the establishment of an independent statutory commission to receive and respond to complaints about judicial officers and provides professional development for judicial officers, based on the New South Wales model with any necessary adaptations.</p>	<p><b>Support in principle.</b> The Queensland Government supports the intent of this recommendation and will consult further as recommended with the Chief Justice, the Queensland Law Society (QLS) and the Bar Association of Queensland (BAQ).</p>	DJAG
<p><b>9</b> The Queensland Government develop and implement a comprehensive and integrated plan for the primary prevention of violence against women in Queensland that extends and intensifies current efforts to address drivers across the ‘spectrum of prevention’ — at the individual, relationship, community, institutional, and societal levels.</p> <p>This plan would:</p> <ul style="list-style-type: none"> <li>– include awareness-raising activities that aim to provide all Queenslanders with an accurate understanding of the nature, prevalence, causes, and effects of domestic and family violence, including coercive control, and with the necessary skills to assist in early community-driven interventions (chapter 3.1), including the provision of respectful relationships education to all Queensland children and young people (chapter 3.2)</li> <li>– feature activities at the community level developed and implemented by, or in partnership with, local communities and representative groups to ensure they are tailored to suit the needs of diverse Queenslanders</li> <li>– include approaches and initiatives that work with men and boys, as well as women and girls, as partners in prevention at all levels</li> <li>– draw on, and contribute to, the growing body of research and evidence about what forms of prevention are most effective, including through a concerted effort to evaluate primary prevention activities to determine</li> </ul>	<p><b>Support.</b> The Queensland Government will develop and implement a comprehensive and integrated plan for the primary prevention of violence against women in Queensland. The Queensland Government will consider how the delivery of this recommendation can be in alignment to the broader strategic context, including delivery of existing strategies.</p>	DJAG

<p>what is and isn't working and where there is value for money.</p>		
<p><b>17</b> The Queensland Government establish and adequately resource an independent and integrated peak industry body for all specialist domestic and family violence services including shelters and perpetrator intervention services.</p> <p>The main functions of the peak body will include:</p> <ul style="list-style-type: none"> <li>– systemic advocacy, including supporting individual services to continue to participate and provide input into systemic and legislative reform processes</li> <li>– service system capacity and capability building including to identify and address common workforce, industrial, workplace health and safety issues</li> <li>– improving state-wide coordination and integration of services including with other government and non-government services</li> <li>– assisting in the development and implementation of practice standards and quality improvement</li> <li>– assisting in the development and implementation of mechanisms to collect and report on data to support ongoing performance improvement across the service system</li> <li>– leveraging and maximising investment across the service system including improving coordination and integration between services</li> <li>– supporting innovation and the delivery of efficient and effective services for victims and perpetrators</li> <li>– supporting implementation of Taskforce recommendations and future systemic forms</li> <li>– in partnership with services, First Nations peoples, and the Department of Justice and Attorney-General, leading the development of a consistent cultural capability plan for non-Indigenous providers and supporting services on their journey towards cultural capability.</li> </ul> <p>This body will complement and support the role of existing Aboriginal and Torres Strait Islander peak bodies.</p>	<p><b>Support.</b> The Queensland Government will establish and resource a domestic and family violence peak body for all specialist domestic and family violence services including shelters and perpetrator intervention services. It is intended that the peak body will support the integration of and access to trauma-informed, culturally appropriate services, including Aboriginal and Torres Strait Islander services that focus on culture as a preventative and healing factor.</p>	<p>DJAG</p>
<p><b>23</b> The Department of Justice and Attorney-General develop a consistent evidence-based and trauma-informed framework to support training and education and change management across all parts of the domestic and family violence and the justice system that incorporates:</p> <ul style="list-style-type: none"> <li>– an understanding of the nature and impacts of domestic and family violence including</li> </ul>	<p><b>Support.</b> The Queensland Government will develop a consistent evidence-based and trauma-informed framework in accordance with current Queensland practice.</p>	<p>DJAG</p>

<p>coercive control as a pattern of behaviour over time in the context of a relationship as a whole</p> <ul style="list-style-type: none"> <li>– supports the use of common language and concepts</li> <li>– information about how to seek services and supports for victims, and interventions for perpetrators</li> <li>– information about relevant laws and any changes to the law</li> <li>– supports the development and implementation of effective change management approaches.</li> </ul> <p>The training and education framework will be:</p> <ul style="list-style-type: none"> <li>– informed by the voices of people with lived experience, including Aboriginal and Torres Strait Islander peoples, people with disability, LGBTIQ+ peoples and people from culturally and linguistically diverse backgrounds</li> <li>– include a focus on culturally capable, victim-centred and trauma-informed approaches and incorporate a strong understanding of the gendered nature of domestic and family violence through an intersectional lens</li> <li>– developed and delivered in collaboration with experts from the service sector, academia and policing</li> <li>– focused primarily on victim safety and holding perpetrators to account to stop the violence.</li> </ul>		
<p><b>32</b> The Queensland Police Service further build specialist expertise across the QPS to ensure it has state-wide capacity and capability to provide high-quality responses to domestic and family violence. This strategy will include:</p> <ul style="list-style-type: none"> <li>– requiring officers within Domestic and Family Violence and Vulnerable Persons Units to have specialist expertise and values and beliefs aligned with the work and role of the unit</li> <li>– requiring a core set of functions and responsibilities across all Domestic and Family Violence and Vulnerable Persons Units, including the review and oversight of decision-making in individual matters that may involve domestic and family violence, and providing specialist expertise in the investigation of such offences, while enabling some flexibility to respond to particular needs and demands in each district</li> <li>– requiring specialist trained detectives to investigate domestic and family violence matters, especially those that may involve the commission of a serious</li> </ul>	<p><b>Support.</b> Implementation of this recommendation will be considered after finalisation of recommendation 2 and the commission of inquiry so that findings can be appropriately incorporated.</p>	<p>QPS</p>

<p>offence, including offences arising from changes to the law recommended by the Taskforce drawing on the expertise of the QPS's First Nations and Multicultural Affairs Unit to link and coordinate the implementation of plans and strategies to improve responses to domestic and family violence involving people with multiple and complex needs</p> <ul style="list-style-type: none"> <li>– expanding the role of the Domestic and Family Violence and Vulnerable Persons Units to provide guidance and support and improve awareness and understanding across the entire district, including for matters that may not initially present as related to domestic violence</li> <li>– allocating resources to the Domestic and Family Violence and Vulnerable Persons Units in each district commensurate with need and demand and the role of each unit to provide certainty and reinforce the importance of this work</li> <li>– streamlining and coordinating dedicated resources in each police district, including Domestic and Family Violence Coordinator positions, domestic violence liaison officers, and High Risk Team member positions with Domestic and Family Violence and Vulnerable Persons Units to better leverage expertise and resources</li> <li>– embedding training and education outcomes across each district promoting proactive approaches, greater community engagement, and collaborative partnerships with multiple agencies and services within each district.</li> </ul> <p>It will also build the capacity and capability to meet the needs of First Nations peoples, people from culturally and linguistically diverse backgrounds, people with disability, and LGBTIQ+ peoples who are experiencing domestic and family violence.</p> <p>Any additional investment required to implement this recommendation will be considered as part of the domestic and family violence system strategic investment plan (recommendation 13).</p>		
<p><b>33</b> As part of the transformational plan (recommendation 31), the Queensland Police Service review and update all relevant operational policies and procedures to ensure they guide police in identifying and responding to domestic</p>	<p><b>Support.</b> Implementation of this recommendation will be considered after finalisation of recommendation 2 and the commission of inquiry so that findings can be appropriately incorporated.</p>	<p>QPS</p>

<p>and family violence as a pattern of behaviour over time in the context of a relationship as a whole.</p> <p>Operational policies and procedures will be culturally capable, victim-centred, and trauma-informed and incorporate a strong understanding of the gendered nature of domestic and family violence through an intersectional lens. They will:</p> <ul style="list-style-type: none"> <li>– include operational policies and procedures relating to complaints of domestic and family violence against currently serving sworn and un-sworn staff, and</li> <li>– provide clear requirements for the disclosure of conflicts of interest.</li> </ul>		
<p><b>35</b> The Queensland Police Service, in consultation with First Nations stakeholders and people with lived experience of domestic and family violence, review its risk assessment processes to ensure they:</p> <ul style="list-style-type: none"> <li>– consider the safety and risk of harm to a victim</li> <li>– consider the risk of a perpetrator continuing to use violence</li> <li>– are implemented in a tiered approach across the QPS.</li> </ul> <p>Risk assessment processes should incorporate ongoing assessment and consideration of patterned violence, including non-physical violence over time in the context of a relationship as a whole. These processes will use both tools and professional judgement, where relevant, and adopt a tiered approach across the service.</p> <p>The risk assessment process will be culturally capable and consider additional factors relevant to First Nations people, people with disability, people from culturally and linguistically diverse backgrounds, and LGBTIQ+ people experiencing coercive control and domestic and family violence.</p> <p>The QPS risk assessment approach must consistently align with the broader risk assessment framework used across the domestic and family violence service system and be evidence-based.</p>	<p><b>Support.</b> Implementation of this recommendation will be considered after finalisation of recommendation 2 and the commission of inquiry so that findings can be appropriately incorporated.</p>	<p>QPS</p>
<p><b>36</b> The Queensland Police Service, in consultation with domestic and family violence and First Nations stakeholders and people with lived experience of domestic and family violence, develop and implement a victim-focused and trauma-informed complaints process that allows victims to make a complaint safely and confidentially against sworn or non-sworn QPS staff.</p>	<p><b>Support.</b> Implementation of this recommendation will be considered after finalisation of recommendation 2 and the commission of inquiry so that findings can be appropriately incorporated.</p>	<p>QPS</p>

<p>The complaints process will include independent, confidential, transparent, and accountable mechanisms for complaints about police responses to domestic and family violence to be received and investigated, including complaints about police responses in relation to perpetrators who are sworn and non-sworn QPS staff.</p> <p>The process should include informing complainants about the outcome of their complaints.</p>		
<p><b>38</b> The Attorney-General and Minister for Justice and Minister for Women and Minister for the Prevention of Domestic and Family Violence request the Law Admissions Consultative Council to reconsider the new Prescribed Areas of Knowledge requirement for undergraduate students who want to progress to admission to practise law that was to commence on 1 January 2021 and was subsequently deferred indefinitely.</p> <p>The Attorney-General and Minister for Justice and Minister for Women and Minister for the Prevention of Domestic and Family Violence should advocate for the new Prescribed Areas of Knowledge requirement to include that students study the impact of laws on Aboriginal and Torres Strait Islander peoples since colonial times, Indigenous perspectives and cultural competency, and the substantive law relating to domestic and family violence, including coercive control and its nature and impact on victims, the community, and the study and practice of law.</p> <p>Courses relating to the experiences of the Aboriginal and Torres Strait Islander peoples should be developed and delivered by Aboriginal and Torres Strait Islander peoples or Aboriginal and Torres Strait Islander Community Controlled Organisations, or both.</p>	<p><b>Support.</b> The Queensland Government in implementing this recommendation, notes that under the existing framework for legal education, admission, and practice for lawyers in Queensland, any review or changes to the content and scope of the Prescribed Areas of Academic Knowledge are matters for consideration and consultation by the Legal Admissions Consultative Committee.</p>	DJAG
<p><b>39</b> The Queensland Government work with the Bar Association of Queensland and the Queensland Law Society to ensure that all lawyers in Queensland have a current understanding of the nature and impact of domestic and family violence, including coercive control, the substantive and procedural law, and how to refer clients to services and supports.</p>	<p><b>Support.</b> The Queensland Government will assist the Bar Association of Queensland and the Queensland Law Society to implement this recommendation by providing information and access to resources on domestic and family violence -related impacts, legal frameworks and client services/supports.</p>	DJAG
<p><b>40</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence, in consultation with the Queensland Law Society and Bar Association of Queensland, amend the Queensland Law Society Administration Rule 2005 and the Bar Association of Queensland's Administration Rules to require all lawyers in Queensland to regularly complete continuing</p>	<p><b>Support in principle.</b> The Queensland Government in implementing this recommendation, notes that under the existing legislative framework administration rules for continuing professional development for practising certificate holders is the responsibility of the Queensland Law Society and the Bar Association of Queensland, and mandatory</p>	DJAG



	professional development (CPD) points in domestic and family violence and trauma-informed practice as a requirement of retaining their practising certificates.	training requirements for Government lawyers not holding practising certificates, is a matter for the Government.	
42	The Queensland Law Society ensure that the specialist accreditation schemes for criminal law and family law include a requirement for lawyers to have specialist understanding of the nature and impact of domestic and family violence, the relevant law, the local support services available for both victims and perpetrators, and how to refer clients to services and supports.	<b>Support.</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence will write to the President of the Queensland Law Society in support of this recommendation.	DJAG
44	The Queensland Law Society and the Bar Association of Queensland ensure that supports and services provided to lawyers to help them navigate ethical issues include a focus on the complex ethical issues likely to arise both in domestic and family violence-related legal practice and from domestic and family violence across all practices.	<b>Support.</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence will write to the President of the Queensland Law Society and the President of the Bar Association of Queensland in support of this recommendation.	DJAG
45	The Queensland Law Society and Bar Association of Queensland promote and encourage lawyers practising in domestic and family violence-related areas of the law and across all areas of practice to access services and supports for ongoing and early support and assistance, such as the QLS ethics advice service, district legal committees, and ethics-focused professional development.	<b>Support.</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence will write to the President of the Queensland Law Society and President of the Bar Association of Queensland in support of this recommendation.	DJAG
47	The Queensland Law Society and the Bar Association of Queensland develop and implement a trauma-informed practice framework for practice for legal practitioners in Queensland.	<b>Support.</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence will write to the President of the Queensland Law Society and the President of the Bar Association of Queensland in support of this recommendation.	DJAG
69	<p>The Director of Public Prosecutions review and finalise the draft domestic and family violence guidelines to ensure they recognise and respond to all forms of domestic and family violence as a pattern of behaviour over time and within the context of a relationship as a whole and align with the legislative reforms progressed as a result of this report.</p> <p>The Queensland domestic and family violence guidelines will be modelled on the Crown Prosecution Service legal guidance on 'Domestic Abuse' and 'Coercive or Controlling Behaviour in Intimate or Family Relationship' from the United Kingdom.</p> <p>The prosecution guidelines will be evidence-based and trauma informed, incorporating an intersectional approach. The guidelines should</p>	<b>Support.</b> The Queensland Government will review and finalise the draft <i>Domestic and Family Violence Guidelines</i> and also develop a training program that is aligned with the existing Understanding Sexual Offences Training. This further training will be developed in consultation with major stakeholders with expertise in domestic and family violence. The aim of the training will be to develop the professional capability of the Office of the Director of Public Prosecutions staff to better understand all forms of domestic and family violence as a pattern of behaviour over time and within the context of a relationship, to ensure better prosecution outcomes for victims of this type of offending.	DJAG

<p>include protections and safeguards for victims who wish to withdraw a domestic and family violence related complaint to ensure they are not doing so as a result of fear or intimidation from the perpetrator.</p> <p>The Director of Public Prosecutions will also update the Director’s Guidelines to incorporate changes to the law recommended in this report.</p> <p>The Office of the Director of Public Prosecutions will work with police prosecutors across Queensland to implement the revised guidelines with appropriate adaption including providing training.</p>		
<p><b>71</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence refer for independent review the defences and excuses in the Criminal Code, including their operation in relation to homicide. Consideration should be given to making a reference to the Queensland Law Reform Commission.</p> <p>In particular, the review should consider the following provisions:</p> <ul style="list-style-type: none"> <li>– Provocation: section 304; sections 268 and 269</li> <li>– Self-defence: section 271 and section 272</li> <li>– Killing for preservation in an abusive domestic relationship: section 304B</li> </ul> <p>The independent review will assess the adequacy of existing laws and whether amendments to or the repeal of provisions is required. It should also consider changes to laws, practices and procedures including:</p> <ul style="list-style-type: none"> <li>– to clarify and simplify the defence of self-defence - whether the defence of self-defence should be expanded to cover circumstances when a victim of domestic and family violence including coercive control acts reasonably to protect themselves from a perpetrator</li> <li>– whether the defence of provocation should be repealed</li> <li>– the mandatory penalty for a conviction for murder, its impact on the operation of defences and excuses, and whether it should be removed.</li> </ul> <p>The independent review should propose any changes to laws, practices and procedures resulting from its review.</p> <p>Those undertaking the review should include people with specialist expertise in relation to domestic and family violence.</p>	<p><b>Support in principle.</b> The Queensland Government supports the intent of this recommendation for independent review of the defences and excuses in the Criminal Code. The timing of the review and whether it is to be conducted by the Queensland Law Reform Commission or other independent expert/s is under consideration.</p>	<p>DJAG</p>

<p>The independent review will take into consideration and be informed by:</p> <ul style="list-style-type: none"> <li>– the findings and recommendations of the Taskforce</li> <li>– the views and perspectives of legal, domestic and family violence and Aboriginal and Torres Strait Islander stakeholders, and of people with lived experience of domestic and family violence</li> <li>– the nature and impacts of domestic and family violence and</li> <li>– the need to appropriately balance the interests of victims and accused persons where those interests compete.</li> </ul>		
<p><b>72</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence invite the Legal Affairs and Safety Committee to consider reviewing and investigating, the operation of the <i>Dangerous Prisoners (Sexual Offenders) Act 2003</i></p> <p>The review and investigation could examine the effectiveness of the operation of the current scheme and whether it should be expanded to dangerous violent offenders.</p>	<p><b>Support.</b> The Queensland Government will invite the Legal Affairs and Safety Committee to consider reviewing and investigating the operation of the <i>Dangerous Prisoners (Sexual Offenders) Act 2003</i>.</p>	DJAG
<p><b>73</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence ask the Queensland Sentencing Advisory Council to give advice on the impact of the operation of the aggravating factor in section 9(10A) of the Penalties and Sentences Act 1992 on sentencing outcomes for domestic violence related offences beyond outcomes for cases involving charges of assault and assault occasioning bodily harm.</p> <ul style="list-style-type: none"> <li>– This will build upon the work already undertaken by QSAC in its research brief entitled ‘The impact of domestic violence as an aggravating factor on sentence’ that was released in May 2021.</li> <li>– This further work should include consideration of the impact of the aggravating factor on sentencing outcomes for charges involving all forms of domestic and family violence including non-physical violence and coercive control.</li> </ul>	<p><b>Support.</b> The Queensland Government will seek the advice of the Queensland Sentencing Advisory Council on the impact of the operation of the aggravating factor in section 9(10A) of the <i>Penalties and Sentences Act 1992</i> on sentencing outcomes for all domestic violence related offences including for charges involving non-physical violence and coercive control. The Terms of Reference will be settled in consultation with the Council.</p>	DJAG
<p><b>85</b> The Queensland Government develop and implement a whole-of-government monitoring and evaluation framework to measure and monitor outcomes achieved across the domestic and family violence service system including the impact of reforms recommended by the Taskforce that:</p>	<p><b>Support in principle.</b> The Queensland Government supports the intent of this recommendation and will development a whole-of-government monitoring and evaluation framework. The Queensland Government will consider other existing public reporting obligations relating to the</p>	DJAG

<ul style="list-style-type: none"> <li>– builds upon and updates the Evaluation Framework for the Domestic and Family Violence Prevention Strategy 2016-2021</li> <li>– is focused on the achievement of outcomes across the system as well as the delivery of recommendations</li> <li>– incorporates qualitative and quantitative indicators to measure impacts and outcomes</li> <li>– requires the early development of evaluation plans for key initiatives and reforms as part of the design process that are consistently aligned and contribute to delivering outcomes across the system</li> <li>– incorporates mechanisms to measure and monitor the views and perspectives of people with lived experience</li> <li>– includes impacts and outcomes for Aboriginal and Torres Strait Islander peoples that contribute towards achieving the outcomes and targets in the National Agreement on Closing the Gap.</li> </ul> <p>The monitoring and evaluation framework will be developed and agreed in phase one of the Taskforce’s four phase plan to enable baseline data to be collected and measured.</p>	<p><i>Domestic and Family Violence Prevention Strategy 2016-2026 and Domestic and Family Violence Death Review and Advisory Board reports, to identify opportunities to integrate and streamline where possible and appropriate.</i></p>	
<p><b>89</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence will report annually to the Queensland Parliament on the progress of the implementation of the Taskforce’s recommendations and table the biannual reports of the independent implementation supervisor in the Queensland Parliament within 14 days of receipt, until implementation is complete.</p>	<p><b>Support in principle.</b> The Queensland Government will prepare annual reports on its progress in implementing the Government response to the Taskforce recommendations, for tabling in Parliament by the Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence. The Queensland Government will also consider options for reporting by the implementation supervisor.</p>	<p>DJAG</p>
<p><b>Report Two: Hear her voice – Report Two – Women and girls' experiences across the criminal justice system</b></p>		
<p><b>7</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence review the reasonable excuses listed in section 229BC(4) of the Criminal Code to consider including an additional reasonable excuse that covers the provision of sexual assault counselling and medical care.</p>	<p><b>Support.</b> The Queensland Government will review the reasonable excuses listed in section 229BC(4) of the Criminal Code and determine whether amendments are necessary based on the results of consultation with relevant stakeholders. The protection of children will always be a paramount consideration for Government.</p>	<p>DJAG</p>
<p><b>16</b> The Queensland Government continue to fund the secretariat role within the Queensland Sexual Assault Network during the implementation of the recommendations in this report to support its member organisations to participate in the implementation process as required until a peak</p>	<p><b>Support.</b> The Queensland Government will continue to fund the secretariat role within the Queensland Sexual Assault Network until the Queensland Government considers its response to recommendation 15.</p>	<p>DJAG</p>

	industry body (recommendation 15) is established.		
17	The State Coroner as chair of the Domestic and Family Violence Death Review and Advisory Board (the Board) consider the Board undertaking a one-off specific topic review of relevant past cases of domestic and family violence related deaths involving sexual violence, to examine and report matters within the Board's purpose and functions related to sexual violence within the context of domestic and family violence.	<b>Support in principle.</b> The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence will write to the State Coroner as Chair of the Domestic and Family Violence Death Review and Advisory Board (the Board), requesting the Board consider undertaking a one-off specific topic review of relevant past cases of domestic and family violence deaths involving sexual violence.	DJAG
22	The Queensland Government provide a copy of this report to the Independent Commission of Inquiry into Queensland Police Service responses to domestic and family violence, established in response to recommendation 2 of <i>Hear her voice: Report One, Addressing coercive control and domestic and family violence in Queensland</i> , given paragraphs 3(e),4(a) and 11 of its terms of reference.	<b>Support.</b> The Queensland Government has provided a copy of this report to the Independent Commission of Inquiry into Queensland Police Service responses to domestic and family violence.	DJAG
23	The Queensland Police Service continue to implement its <i>Sexual Violence Response Strategy 2021-2023</i> to promote greater consistency in police practices across the state and to deliver victim-centric and trauma-informed responses to victim-survivors of sexual violence.	<b>Support.</b> The Queensland Police Service will continue to implement the <i>Queensland Police Service Sexual Violence Response Strategy 2021–2023</i> , with any further measures informed by the independent evaluation of the <i>Queensland Police Service Sexual Violence Response Strategy 2021–2023</i> (recommendation 25). Implementation of this recommendation will be considered further as part of Government's response to the Independent Commission of Inquiry into Queensland Police Service responses to domestic and family violence, so that findings can be appropriately incorporated.	QPS
25	The Queensland Police Service independently evaluate the impacts and outcomes for victim-survivors achieved as a result of the implementation of the <i>Queensland Police Service Sexual Violence Response Strategy 2021-2023</i> , including initiatives and actions implemented as part of the Strategy, and report publicly on the results of that evaluation. The evaluation will include input from victim-survivors of sexual violence and people with lived experience.	<b>Support.</b> Implementation of this recommendation will be considered further as part of Government's response to the Independent Commission of Inquiry into Queensland Police Service responses to domestic and family violence, so that findings can be appropriately incorporated.	QPS
29	The Queensland Police Service clarify the role and responsibilities of police Sexual Violence Liaison Officers within the Queensland Police Service, and for sexual assault service providers, other legal stakeholders, and the community to improve understanding about the role and the scope and	<b>Support.</b> Following advocacy from sexual violence support services, the Queensland Police Service established a Sexual Violence Liaison Officers pilot/trial and has now committed to the roll out of these specialist roles to other locations. The Queensland	QPS

<p>intent of the program, as well as the intended outcomes for victim-survivors of sexual violence.</p>	<p>Police Service will continue to engage with partner agencies and key stakeholders to promote the scope and intent of the program, including intended outcomes for victim-survivors.</p> <p>Implementation of this recommendation will be considered further as part of Government's response to the Independent Commission of Inquiry into Queensland Police Service responses to domestic and family violence, so that findings can be appropriately incorporated.</p>	
<p><b>37</b> Queensland Health immediately stop the practice of charging victims of sexual assault who are ineligible for Medicare for any component of the costs of a forensic medical examination and the medical treatment of any injuries incurred as a result of a sexual assault. This will include consultation with the Federal Government if necessary.</p>	<p><b>Support.</b> The Queensland Government supports this recommendation and has commenced actions to ensure individuals who have experienced sexual assault and are ineligible for Medicare are not charged for clinical care, forensic examinations, testing, and psychosocial support provided by Queensland Health.</p>	QH
<p><b>38</b> The Queensland Auditor-General consider including on the forward work plan for the Queensland Audit Office a review of forensic services in Queensland as a follow-up review to its <i>Report 21: 2018-19 Delivering forensic services</i> report and to review the implementation of the recommendations made by the Taskforce in this report.</p>	<p><b>Support in principle.</b> Implementation of this recommendation will be considered after finalisation of the Commission of Inquiry into Forensic DNA Testing in Queensland, so that findings can be appropriately incorporated.</p>	QH
<p><b>40</b> The Department of Justice and Attorney-General, Queensland Police Service and Queensland Health finalise and agree interagency guidelines on responding to people who have experienced sexual assault, as soon as possible. These guidelines will be regularly reviewed, in consultation with specialist sexual assault services, and incorporate outcomes of the Commission of Inquiry into Queensland DNA testing. The guidelines will align with the interim memorandum of understanding and service level agreement recommended by the Taskforce (recommendation 39).</p>	<p><b>Support.</b> The Queensland Government will finalise updated interagency guidelines for responding to people who have experienced sexual assault and child sexual abuse. The guidelines will be regularly reviewed to ensure policy approaches and legislative changes driven by significant reviews, such as those implemented in response to the Taskforce recommendations and the Commission of Inquiry into Forensic DNA testing in Queensland, are incorporated in a timely manner. This will occur in consultation with the specialist sexual assault sector.</p> <p>Implementation of this recommendation will be considered after finalisation of the Commission of Inquiry into Forensic DNA Testing in Queensland, so that findings can be appropriately incorporated.</p>	DJAG
<p><b>61</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence give consideration to a review of the naming of sexual offences contained in the Criminal Code, in particular in Chapters 22 and 32, any offences</p>	<p><b>Support.</b> On 14 October 2022, the Government introduced the <i>Domestic and Family Violence Protection (Combating Coercive Control) and Other Legislation Amendment Bill 2022</i> which proposes amendments to references to 'carnal</p>	DJAG



	referring to ‘carnal knowledge’, and the offence of maintaining a sexual relationship with a child.	knowledge’ and the offence of maintaining a sexual relationship with a child in the Criminal Code.	
<b>68</b>	<p>The Women’s Safety and Justice Taskforce reaffirms the following recommendations from Hear her voice: Report One, Addressing coercive control and domestic and family violence in Queensland and recommends they be extended to include sexual violence and issue related to women and girls as accused persons and offenders in the criminal justice system:</p> <ul style="list-style-type: none"> <li>– Recommendation 3: Independent Judicial Commission</li> <li>– Recommendation 42: Specialist Accreditation Scheme</li> <li>– Recommendation 48: Judicial Officers Training</li> </ul>	<p><b>Support in principle.</b> The Queensland Government supports the intent of this recommendation. In implementing recommendations 3, 42, and 48 of Report One, the Queensland Government will consider expanding the scope of delivery to include sexual violence and issues related to women and girls as accused persons and offenders in the criminal justice system. The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence will write to the President of the Queensland Law Society in support of this recommendation.</p>	DJAG
<b>83</b>	<p>The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence progress amendments to the <i>Criminal Law (Sexual Offences) Act 1978</i> to:</p> <ul style="list-style-type: none"> <li>– remove the restriction on publication of the identity of an adult accused of a sexual offence before a committal hearing where it would not identify or tend to lead to the identification of a victim-survivor</li> <li>– require a court to take the views of the alleged victim into consideration when deciding whether to order that the identifying details of an accused person should be suppressed.</li> </ul> <p>The recommended amendments will not commence until the Queensland Government has developed a guide for the media to support responsible reporting of sexual violence (recommendation 84).</p>	<p><b>Support.</b> The Queensland Government will progress amendments to the <i>Criminal Law (Sexual Offences) Act 1978</i> that implement this recommendation. The amendments will commence after the development and release of the guide to support the responsible media reporting of sexual violence in response to recommendation 84.</p>	DJAG
<b>98</b>	<p>The Minister for Police and Corrective Services and Minister for Fire and Emergency Services progress amendments to the <i>Police Powers and Responsibilities Act 2000</i> to expand the scope of the Police Drug Diversion Program to include possession of lesser amounts of illicit drugs in addition to cannabis.</p> <p>The development of the amendments should take into consideration approaches in other jurisdictions.</p>	<p><b>Note.</b> The Queensland Government notes the intent of this recommendation.</p>	QPS
<b>101</b>	<p>The Minister for Police and Corrective Services and Minister for Fire and Emergency Services progress amendments to the <i>Summary Offences Act 2005</i> to repeal the offences at section 8 (Begging in a public place) and section 10 (Being intoxicated in a public place) as soon as possible.</p>	<p><b>Note.</b> The Queensland Government notes that this recommendation is consistent with the recommendations of the Community Support and Services Committee of the Queensland Parliament delivered in its report No.23 in October 2022. The</p>	QPS



	Queensland Government will consider its response to this recommendation as part of its response to the Committee's report.	
<b>102</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence decriminalise sex work, noting the framework for this to occur is beyond the scope of the terms of reference of the Women's Safety and Justice Taskforce and is currently being considered by the Queensland Law Reform Commission.	<b>Support.</b> The Queensland Government will consider decriminalisation of sex work in Queensland, informed by the final report and recommendations of the Queensland Law Reform Commission.	DJAG
<b>103</b> The Minister for Police and Corrective Services and Minister for Fire and Emergency Services and the Attorney-General and Minister for Justice, Minister for Women and the Minister for the Prevention of Domestic and Family Violence review the operation of offences within the <i>Summary Offences Act 2005</i> and the <i>Regulatory Offences Act 1985</i> to consider the impact they have on women and girls and whether the social and financial costs of retaining each offence outweigh the benefits. The review should have a specific focus on the impacts of these offences on Aboriginal and Torres Strait Islander women.  The Queensland Government request the Parliament of Queensland Legal Affairs and Safety Committee to undertake the review.	<b>Note.</b> The Queensland Government notes the intent of this recommendation and will consider the need to review the operation of public nuisance offence within the <i>Summary Offences Act 2005</i> and the offences within the <i>Regulatory Offences Act 1985</i> when it considers its response to the recommendations of the Community Support and Services Committee's Report number 2	DJAG, QPS
<b>104</b> The Minister for Health and Ambulance Services and Attorney-General and Minister for Justice, Minister for Women and the Minister for the Prevention of Domestic and Family Violence review the operation of the offences contained at section 9 (Possession dangerous drugs) and section 10 (Possessing things) of the <i>Drugs Misuse Act 1986</i> to consider the impact these offences have on women and girls, the efficacy and value for money of maintaining a criminal justice response to these offences and whether there are other more effective ways of responding to illicit drugs, including through a health system response. The review should have a specific focus on the impacts for Aboriginal and Torres Strait Islander women.  The Queensland Government request the Parliament of Queensland Health and Environment Committee to undertake the review.	<b>Note.</b> The Queensland Government will give consideration to the need for a review of the operation of the offences contained in sections 9 and 10 of the <i>Drugs Misuse Act 1986</i> at this time.	DJAG
<b>146</b> Subject to the passage of the Inspector of Detention Services Bill 2021, the Inspector of Detention Services consider issuing inspection standards in accordance with its functions and powers about the management of women and girls in correctional facilities and detention centres relating to:	<b>Support in principle.</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence will write to the Inspector of Detention Services, once established, noting the Taskforce's recommendation.	DJAG

<ul style="list-style-type: none"> <li>– Wellbeing, medical and dental care including pre and post-natal care, and disability support</li> <li>– Accommodation and physical care including hygiene and sanitation</li> <li>– Managing and meeting the needs of children in prisons with their mothers</li> <li>– Emotional and psychological care and trauma support</li> <li>– Connection to family, community, and culture</li> <li>– Education, training, and employment</li> <li>– Rehabilitation programs and initiatives</li> <li>– Planning and supporting transition from custody and reintegration into the community.</li> </ul>		
<p><b>157</b> The Queensland Revenue Office extend the timeframe that enforcement of a State Penalties Enforcement Registry debt is suspended after a person is released from custody beyond the current period of one month and develop a written policy for the consideration of applications for further extension.</p> <p>The Queensland Corrective Services will ensure the policy is made available to women on reception in all women’s prisons and the Queensland Revenue Office will further ensure that the:</p> <ul style="list-style-type: none"> <li>– application criteria are clear</li> <li>– criteria used by the decision maker and the decision-making process is clear</li> <li>– policy and practice are compatible with human rights</li> <li>– policy is also available on the Queensland Treasury Website (State Penalties Enforcement Registry Page)</li> <li>– language in the policy is simple and clear and an easy read version and versions in multiple languages are made available.</li> </ul>	<p><b>Support in principle.</b> The Queensland Government will consider extending the timeframe that enforcement of a State Penalties Enforcement Registry debt is suspended after a person is released from custody beyond the current period of one month and will explore the option of developing and distributing an appropriate written policy for the consideration of applications for further extension.</p>	QT
<p><b>159</b> Queensland Revenue Office collect deidentified demographic data relating to gender, Indigenous status, and disability for the purposes of the administration and improvement of the State Penalties Enforcement Registry scheme. Deidentified demographic data about State Penalties Enforcement Registry debt should be published annually.</p>	<p><b>Support in principle.</b> The Queensland Government will investigate appropriate opportunities for collecting and publishing deidentified demographic data relating to gender, Indigenous status, and disability as part of the administration of the State Penalties Enforcement Registry (SPER), having regard to the Information Privacy Principles and the relevance of the data to SPER administration.</p>	QT, QRO
<p><b>166</b> The Queensland Government work with the Federal Government and local councils to highlight the housing and homeless issues for women and girls who are involved in the criminal justice</p>	<p><b>Support in principle.</b> The Queensland Government will continue to engage with people with lived experience and key sector stakeholders, through existing consultation</p>	DJAG, DH

<p>system as victims of domestic, family, and sexual violence and as accused persons and offenders in Queensland and commit to addressing these issues as an urgent priority.</p> <p>The Queensland Government will consider mechanisms for all levels of government to come together with people with lived experience, First Nations peoples, and legal and service system stakeholders to generate options for solution, including at a specially convened summit.</p>	<p>and engagement mechanisms, such as the Housing and Domestic and Family Violence Roundtable, to highlight housing and homelessness issues for women and girls involved in the criminal justice system as victims of domestic, family, and sexual violence.</p>	
<p><b>174</b> The Attorney-General and Minister for Justice, Minister for Women and the Minister for the Prevention of Domestic and Family Violence review the operation and implementation of the <i>Working with Children (Risk Management and Screening) Act 2000</i> in relation to women and girls who have been involved in the criminal justice system as accused persons or offenders to ensure it is operating in a manner consistent with its objectives. The review will take into consideration the particular impacts of the operation and implementation of the Act for First Nations women.</p>	<p><b>Support in principle.</b> Noting that the protection of children will always be a paramount consideration, the Queensland Government will further consider the impacts of the <i>Working with Children (Risk Management and Screening) Act 2000</i> on women and girls (in particular, First Nations women and girls) who have had contact with the criminal justice system as offenders and accused persons as part of the Queensland Government’s ongoing blue card system reform work and the commitment that the Queensland Government has made in response to recommendation 3 of the Community Support and Services Committee report on the <i>Child Protection Reform and Other Legislation Amendment Bill 2021</i>.</p>	DJAG
<p><b>179</b> The Queensland Government clarify agency roles and responsibilities and allocate a clear responsibility for whole of criminal justice system oversight and strategic leadership including in relation to advising on evidence-based whole-of-Government and whole of system solutions to reduce the rate of offending and re-offending, and the rate of imprisonment. This criminal justice system leadership role will include measuring and monitoring demand and the impacts of proposed initiatives across the system including ensuring the maintenance and use of the Demand and Financial Model developed as part of the Criminal Justice System Reform Framework and Action Plan and other relevant models and tools. The leadership role will also include leading a collaborative process to design and oversee the implementation of whole-of-government and whole of system strategies and initiatives, including the strategy for women and girls who are involved in the criminal justice system recommended by the Taskforce (recommendation 93).</p>	<p><b>Support.</b> The Queensland Government will allocate responsibility for whole of criminal justice system oversight and strategic leadership as recommended and has allocated these roles to the newly established Criminal Justice Innovation Office.</p>	DJAG
<p><b>180</b> The Queensland Government design and implement a mechanism for improved data integration across the criminal justice system so that the information about victim-survivors and accused persons and offenders is able to be</p>	<p><b>Support in principle.</b> The Queensland Government will explore options for the design of a mechanism for improved data integration across the criminal justice system so that information about victim-</p>	DJAG

<p>recorded, tracked, and monitored across the system to better inform the identification of trends and issues and strategic policy, practice, and service delivery improvements.</p>	<p>survivors and accused persons and offenders is able to be recorded, tracked, and monitored across the system.</p>	
<p><b>182</b> The Queensland Government investigate the viability, benefits, and value for money of establishing an independent body in Queensland to provide advice on factors that affect the distribution and frequency of crime, the effectiveness, efficiency, or equity of the criminal justice system, and to ensure that information is available and accessible to agencies, stakeholders, and the community. Such a body will assist the Queensland Government and agencies with administrative responsibility across the criminal justice system to identify issues and trends, design and implement strategies that reduce crime, and provide a more efficient, effective, and equitable criminal justice system. The investigation should draw upon the benefits and learnings of the New South Wales Bureau of Crime Statistics and Research. The outcome of the investigation should be publicly reported.</p>	<p><b>Support.</b> The Queensland Government has delivered this recommendation by establishing the independent Crime Statistics and Research unit, Queensland Government Statistician’s Office. It publishes crime and justice statistics and research and continues to build upon the evidence base to inform good policy and decision-making for the criminal justice system. The newly established Criminal Justice Innovation Office, a multi-disciplinary criminal justice policy team, further delivers on this recommendation.</p>	<p>DJAG, QT</p>
<p><b>184</b> The Queensland Government develop and implement a whole-of-government monitoring and evaluation plan to measure and monitor outcomes achieved across the sexual violence service system including criminal justice system responses to sexual violence. The monitoring and evaluation plan will:</p> <ul style="list-style-type: none"> <li>– track progress towards outcomes sought to be achieved through the implementation of the Taskforce’s recommendations and across the system</li> <li>– support the implementation of <i>Prevent. Support. Believe. Queensland’s Framework to address Sexual Violence</i></li> <li>– incorporate qualitative and quantitative measures, including the voices of victim-survivors to measure impacts and outcomes.</li> </ul>	<p><b>Support.</b> The Government will develop a whole-of-government monitoring and evaluation plan. The Queensland Government will consider other existing programs the evaluation plan could support relating to <i>Prevent. Support. Believe. Queensland’s Framework to address Sexual Violence.</i></p>	<p>DJAG</p>
<p><b>187</b> The Women’s Safety and Justice Taskforce reaffirms recommendations 87 and 88 in <i>Hear her voice: Report One, Addressing domestic and family violence and coercive control in Queensland</i>, and recommends that the roles of ministerial directors-general level governance mechanisms implemented in response to those recommendations are expanded to include responsibility for implementing the recommendations made in this report.</p>	<p><b>Support.</b> The Queensland Government will expand responsibility for implementing the recommendations made in this report to the existing governance arrangements to ensure appropriate oversight and accountability.</p>	<p>DJAG</p>
<p><b>188</b> The Women’s Safety and Justice Taskforce reaffirms recommendation 89 made in its first report, <i>Hear her voice: Report One, Addressing domestic and family violence and coercive control</i></p>	<p><b>Support.</b> The Queensland Government will expand the role of the independent implementation supervisor to include responsibility to provide appropriate</p>	<p>DJAG</p>

<p><i>in Queensland</i>, and recommends that the role of an independent implementation supervisor be expanded to include responsibility for overseeing implementation of the recommendations made in this report.</p>	<p>oversight of the Government's implementation of the Taskforce recommendations in this report.</p>	
<p><b>A Call for Change: Commission of Inquiry into Queensland Police Service responses to domestic and family violence</b></p>		
<p><b>15</b> Within three months, the Queensland Police Service develop and implement a procedure which requires Officers in Charge to ensure that all frontline officers who attend domestic and family violence occurrences meet with a designated senior officer to receive feedback in relation to a sample of their body worn camera footage at least every six months.</p>	<p><b>Support in principle.</b></p>	<p>QPS</p>
<p><b>17</b> Within three months, the QPS develop and implement a procedure which requires members in the following designated roles to undertake the specialist five-day domestic and family violence training:</p> <ul style="list-style-type: none"> <li>– High Risk Teams</li> <li>– Police Communications Centre</li> <li>– District Duty Officers</li> <li>– Officers in Charge</li> <li>– Shift Supervisors</li> <li>– Domestic and Family Violence Coordinators and Officers</li> <li>– Domestic Violence Liaison Officers</li> <li>– Members of the Domestic, Family Violence and Vulnerable Persons Command.</li> </ul> <p>The procedure should stipulate that persons already in those roles (in a permanent or acting capacity) complete the training within 24 months and persons appointed to those roles after the procedure is operational complete the training within six months of appointment.</p>	<p><b>Support in principle.</b></p>	<p>QPS</p>
<p><b>19</b> Within six months, the Queensland Police Service develop a pocket-sized checklist for use by officers responding to domestic and family violence which outlines the steps that must be undertaken when attending to a domestic and family violence occurrence.</p>	<p><b>Support in principle.</b></p>	<p>QPS</p>
<p><b>24</b> Within six months, the Queensland Police Service engage an external expert to advise on the development and implementation of procedures designed to raise awareness of sexual harassment, including how to identify it and how to report it, and its adverse consequences for all Queensland Police Service members.</p>	<p><b>Support in principle.</b></p>	<p>QPS</p>
<p><b>27</b> Within 12 months, the Queensland Police Service ensure that all documents, policies, and procedures relating to domestic and family</p>	<p><b>Support in principle.</b></p>	<p>QPS</p>

	violence prominently and clearly acknowledge that domestic and family violence is a gendered issue which is grounded in structural issues and power imbalance.		
35	Within six months, the Queensland Police Service update the Operational Procedures Manual to assist police officers to easily understand their powers and responsibilities when called to assist with the removal of an adult child from an older person's home.	Support in principle.	QPS
36	Within six months, the Queensland Police Service update the Operational Procedures Manual to assist police officers to easily understand when it is appropriate to take a statement from an adult with a cognitive or intellectual impairment or disability pursuant to section 93A of the <i>Evidence Act 1977</i> .	Support in principle.	QPS
39	Within six months, the Queensland Police Service incorporate the following as a criterion for promotions to operational and frontline Senior Sergeant positions including Officer in Charge vacancies: ' <i>a demonstrated capacity to deliver and lead effective domestic and family violence responses</i> '.	Support in principle.	QPS
40	Within six months, the Queensland Police Service establish and/or expand an excellence in policing service delivery award scheme to acknowledge distinction in police responses to domestic and family violence.	Support in principle.	QPS
44	Within six months, the Queensland Police Service establish an additional complaint code to explicitly capture complaints involving allegations of racism.	Support in principle.	QPS
53	Within three months, the Queensland Police Service update their Operational Procedures Manual to require that police prosecutors consult with Community Justice Groups about the cultural appropriateness of the proposed length and conditions of domestic and family violence orders, where available and where appropriate.	Support in principle.	QPS
60	Within six months, the Queensland Police Service review the Operational Procedures Manual to more accurately reflect the diverse roles undertaken by Police Liaison Officers within the Queensland Police Service.	Support in principle.	QPS
64	Within six months, the Queensland Police Service establish and/or expand an excellence in policing service delivery award scheme to acknowledge distinction in policing responses to First Nations peoples and communities.	Support in principle.	QPS

**Table 4: Recommendations with a significant milestone due in the current reporting period.**



Recommendation	Government Response	Lead
<b>Report One: Hear her voice – Report One – Addressing coercive control and domestic and family violence in Queensland</b>		
<p><b>5</b> The Queensland Government develop and adequately resource an overarching communication strategy to increase community awareness and understanding about the nature and impacts of domestic and family violence including coercive control and to clearly explain changes to the law. The strategy will aim to increase awareness and understanding about coercive control, provide information about how bystanders can help, support victims to access services and supports and encourage perpetrators to get help early to change their behaviour. It will also support the implementation of changes to the law including the introduction of new offences and potential consequences for perpetrators.</p> <p>The strategy should incorporate:</p> <ul style="list-style-type: none"> <li>– targeted community-specific awareness campaigns including First Nations people, people from culturally and linguistically diverse backgrounds, people with disability and LGBTIQ+ peoples</li> <li>– exploring the use of multiple channels and modes to target messages effectively to specific groups</li> <li>– developing a proactive public relations and media strategy</li> <li>– creating accessible resources about domestic and family violence including coercive control and the new legislation, and should incorporate a standalone website with accessible information in plain English about the nature and impact of domestic and family violence and how to seek help.</li> </ul> <p>The strategy will be designed to complement the Queensland Government’s current 10 year Domestic and Family Violence Communication and Engagement Strategy. The strategy will also complement messages provided to children and young people as part of respectful relationships education (recommendation 10).</p>	<p><b>Support.</b> The Queensland Government is currently delivering the <i>Domestic and Family Violence Prevention Engagement and Communication Strategy 2016-2026</i>, with significant progress made towards shifting community attitudes and behaviours relating to domestic and family violence. The Queensland Government will consider how the delivery of this recommendation is in alignment to the broader strategy context, including delivery of existing and current overarching strategies.</p>	DJAG
<p><b>13</b> The Queensland Government develop a five-year whole-of-government domestic and family violence service system strategic investment plan encompassing services and supports delivered and funded by Queensland Government agencies.</p>	<p><b>Support.</b> The Queensland Government will replicate the Domestic and Family Violence Services Audit undertaken in 2016 and expand to include data now available and generalist services including police, court, and health services. This will inform the development of a whole-of-government domestic and family violence service</p>	DJAG



<p>The purpose of the investment plan is to provide a strategic and planned approach to better respond to existing and future demand in the system, support the introduction of new laws and reforms, and ensure there is a comprehensive framework of supports covering primary prevention, early intervention and tailored and intensive responses.</p> <p>The plan will support the development of an innovative and contemporary network of coordinated and integrated services over time as investment becomes available. It will guide investment decisions across government by maximising value for money, efficiency and effectiveness of current investment and the rollout of any future additional investment for services that support victims and perpetrators. Development of the plan will involve a comprehensive gap analysis of current services and supports building upon work undertaken in response to the Not Now, Not Ever report.</p> <p>The strategic investment plan will guide investment decision-making over the next five years including in relation to:</p> <ul style="list-style-type: none"> <li>– the coordination of investment across the service and justice systems</li> <li>– equitable access and state-wide coverage of service system supports for victims and perpetrators</li> <li>– culturally safe and capable services that provide choice to Aboriginal and Torres Strait Islander peoples including a shift in investment to community-controlled organisations over time</li> <li>– services that are better tailored to meet the needs of people from culturally and linguistically diverse backgrounds, people with disability and LGBTIQ+ people, young people and older people</li> <li>– an integrated and coordinated network of service system responses</li> <li>– innovative and contemporary approaches including trialling and testing new service and intervention responses to build the evidence base about what works, where and for whom</li> <li>– implementation of a redesigned referral pathway to improve access to services enabling victims and perpetrators to be directed to the right service at the right time and support increasing awareness</li> </ul>	<p>system strategic investment plan encompassing services and supports delivered and funded by Queensland Government agencies.</p>	
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	and expertise of professionals across the broader service system.		
14	<p>The Queensland Government, in developing the strategic investment plan, prioritise establishing and adequately funding, a state-wide network of intervention programs for perpetrators (recommendation 25).</p> <p>This will prioritise the establishment of targeted and intensive programs for people, including young people, who are convicted of domestic violence offences and are: in custody (including on remand); on community based orders, including recommended post-conviction civil supervision and rehabilitation orders (recommendation 80); or on parole.</p> <p>The plan will support the implementation of legislative reform against coercive control including the implementation of a new coercive control offence (recommendation 78).</p>	<p><b>Support.</b> The whole-of-government domestic and family violence service system strategic investment plan, developed in response to recommendation 13, will prioritise establishing and adequately funding, a statewide network of intervention programs for perpetrators (recommendation 25).</p>	DJAG
15	<p>After five years, the Queensland Government review the strategic investment plan taking into consideration the benefits that have been realised and outcomes achieved, and service gaps at that time. The review will inform the development of a further five-year plan.</p>	<p><b>Support.</b> Following the fulfilment of recommendation 13, the Queensland Government will undertake a review of the strategic investment plan as soon as practicable five years after the launch of the strategic investment plan.</p>	DJAG
18	<p>The Queensland Government continue to roll out integrated service system responses and High Risk Teams in additional locations. Further rollout of these responses will build upon the lessons learned to date and will be informed by the outcome of the evaluation undertaken in 2019 and any developing evidence base.</p> <p>High Risk Teams will better connect with each other to assess risks and provide responses to individuals who move from one area to another and to share information and lessons learned.</p>	<p><b>Support.</b> The Queensland Government will undertake detailed analysis of the High-Risk Team (HRT) model and funding structure to ensure HRTs are adequately resourced, interconnected and appropriately equipped to meet existing and emerging needs in the community. As part of this analysis, consideration will be given to regions where there is unmet demand to inform decision-making for the locations of additional Integrated Service Responses and HRTs across Queensland.</p>	DJAG
41	<p>The Office of the Director of Public Prosecutions and Queensland Police Service in relation to police prosecutors, Legal Aid Queensland, and community legal centres, including the Aboriginal and Torres Strait Islander Legal Service, require all legal staff to participate in regular training on the nature and impact of domestic and family violence, as well as on the relevant law. Training will include an understanding of local support services for both victims and perpetrators and how to refer people to them. Participation in training should be recorded as part of</p>	<p><b>Support.</b> Work is already underway to ensure legal staff participate in regular domestic and family violence training. In implementing this recommendation, the Queensland Government will also consider longer term solutions to ensure legal staff undertake regular tailored domestic and family violence training to support knowledge and understanding of domestic and family violence and its impact on relevant law.</p>	DJAG, QPS, LAQ

<p>continuing professional development and reported in each organisation's annual report.</p> <p><b>78</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence progress amendments to the Criminal Code to create a new offence to criminalise coercive control.</p> <p>Legislation to establish the new offence should be introduced into Parliament by 2023, following the implementation of essential service system reforms recommended by the Taskforce as part of this report. The Bill including the new offence should be released as a consultation draft for a period of at least three months before it is introduced into lxxvii Parliament. This consultation should include legal, domestic and family violence, and Aboriginal and Torres Strait Islander stakeholders, and people with live experience of domestic and family violence.</p> <p>The new offence will be modelled on the coercive control offence that operates in Scotland with necessary adjustments to reflect Queensland laws, systems and particular needs.</p> <p>The amendment will make it an offence to:</p> <ul style="list-style-type: none"> <li>– undertake a course of conduct of two or more incidents that constitute domestic violence as outlined in the amended definition in section 8 within a relevant relationship as prescribed in the <i>Domestic and Family Violence Protection Act 2012</i>, and</li> <li>– that a reasonable person would consider the course of domestic violence to be likely to cause one person in the relationship (the first person) to suffer physical or psychological or emotional or financial harm; and</li> <li>– the domestic violence behaviour is directed by second person towards the first person.</li> </ul> <p>The offence will include an embedded defence that the conduct was reasonable in the context of the relationship as a whole. The onus of proof is on the defendant who must raise the defence on the evidence and prove it on the balance of probabilities.</p>	<p><b>Support.</b> The Queensland Government supports the criminalisation of coercive control and will progress amendments in accordance with the staged approach to reform recommended by the Taskforce.</p>	<p>DJAG</p>

<p>The new offence will be an indictable offence with a maximum penalty of 14 years imprisonment.</p>		
<p><b>Report Two: Hear her voice – Report Two – Women and girls' experiences across the criminal justice system</b></p>		
<p><b>3</b> The Queensland Government develop and implement a strategy to increase the use of the Department of Education Respectful Relationships Education Program across all Queensland schools. This will include initiatives to ensure all children in Queensland access the same respectful relationships education content irrespective of where they go to school. The implementation of respectful relationships education in Queensland schools will be regularly monitored and measured and publicly reported upon to ensure community confidence. This should include, as a minimum, annual reporting in the Department of Education annual report.</p>	<p><b>Support.</b> The Queensland Government will expand promotion of the Respect program to all Queensland state schools. The Respect program will be regularly promoted as a quality resource in enhancing respectful relationships education. The Queensland Government will measure uptake of the resource in state schools, through annual data collection.</p>	<p>DoE</p>
<p><b>18</b> The Queensland Government establish a victims' commission as an independent statutory office to promote and protect the needs of victims of all violent offences. The functions of the commission should include:</p> <ul style="list-style-type: none"> <li>– identifying systemic trends and issues including in relation to policy, legislation, practice or procedure and potential responses to address these issues</li> <li>– assisting victims in their dealings with government agencies across the criminal justice system, including through oversight of how agencies respond to complaints</li> <li>– monitoring and reviewing the effect of the law, policy and practice that impact victims of crime.</li> </ul> <p>The commissioner will be authorised to exercise the rights of victims, upon their request and with consent, including in relation to their interactions with police, other government agencies and the courts (similar to the model in South Australia).</p> <p>The commissioner will have a specific and dedicated focus on victims of domestic, family, and sexual violence and First Nations victim-survivors, given their vulnerability. This focus may be through the establishment of a deputy commissioner role, or similar.</p>	<p><b>Support in principle.</b> The Queensland Government will work with relevant stakeholders to establish a victims' commissioner to promote and protect the needs of victims and determine the most appropriate model for Queensland.</p>	<p>DJAG</p>
<p><b>43</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence amend sections 348 (Meaning of</p>	<p><b>Support.</b> The Queensland Government will progress amendments to the Criminal Code to legislate an affirmative model of consent in Queensland. The Queensland</p>	<p>DJAG</p>

<p>consent) and 348A (Mistake of fact in relation to consent) to provide that:</p> <ul style="list-style-type: none"> <li>a) consent must be freely and voluntarily ‘agreed’ rather than ‘given’</li> <li>b) the non-exhaustive list of circumstances in which consent cannot be freely and voluntarily agreed at section 348(2) be expanded to reflect the circumstances set out in section 61HJ of the <i>Crimes Act 1900</i> (NSW)</li> <li>c) if the person who alleges the sexual violence has suffered resulting grievous bodily harm, those injuries must be taken to be evidence of a lack of consent unless the accused person can prove otherwise</li> <li>d) no regard must be had to the voluntary intoxication of an accused person when considering whether they had a mistaken belief about consent to sexual activity</li> <li>e) an accused person’s belief about consent to sexual activity is not reasonable if the accused person did not, within a reasonable time before or at the time of the sexual activity, say or do anything to find out whether the other person consented to the sexual activity</li> <li>f) the requirement in (e) above does not apply if the accused person can show, on the balance of probabilities, that they have a cognitive impairment, mental impairment or another type of impairment that impacted on the accused person’s ability to communicate and that impairment was a substantial cause of the person not doing or saying anything.</li> <li>g) the amendments in (e) and (f) above will not commence until: <ul style="list-style-type: none"> <li>– the expert panel for sexual offence trials has been established (recommendation 80), and</li> <li>– appropriate and equitable funding has been provided to the Office of the Director of Public Prosecutions and Legal Aid Queensland to obtain any necessary expert reports.</li> </ul> </li> </ul> <p>The Bill containing these amendments will commence no sooner than six months after debate and passage of the Bill, to allow a comprehensive community education campaign to be undertaken.</p>	<p>Government will work closely with the sexual violence support sector and legal stakeholders to consider each element of this recommendation and ensure the model will operate fairly, justly and be consistent with community values.</p>	
<p><b>44</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family</p>	<p><b>Support.</b> The Queensland Government will progress amendments to the Criminal Code to make it clear that consent to a particular activity, such as sexual activity</p>	<p>DJAG</p>

<p>Violence amend sections 348 (Meaning of consent) to:</p> <ul style="list-style-type: none"> <li>a) provide that a person who consents to a particular activity is not by reason only of that fact to be taken to consent to any other activity</li> <li>b) provide a legislative example for the provision in a) that a person who consents to sexual activity using a condom is not, by reason only of that fact, to be taken to consent to a sexual activity without using a condom.</li> </ul>	<p>with a condom, is not taken to consent to other activities.</p>	
<p><b>66</b> The Women’s Safety and Justice Taskforce reaffirms the following recommendations from <i>Hear her voice: Report One, Addressing coercive control and domestic and family violence in Queensland</i> and recommends they be expanded to include sexual violence as appropriate:</p> <ul style="list-style-type: none"> <li>– Recommendation 38: Legal Students (undergraduate and postgraduate) and new prescribed areas of knowledge</li> <li>– Recommendation 39: Currency of knowledge</li> <li>– Recommendation 40: Continuing professional development in domestic and family violence and trauma-informed practice</li> <li>– Recommendation 41: Domestic and family violence training for the Office of the Director of Public Prosecutions, Police Prosecution Corps , Legal Aid Queensland, and community legal services</li> <li>– Recommendation 42: Specialist knowledge of domestic and family violence and referrals</li> <li>– Recommendation 47: Trauma-informed practice framework for practice for legal practitioners in Queensland.</li> </ul>	<p><b>Support.</b> The Queensland Government will implement this recommendation in accordance with its response to Report One, expanding implementation to take into account sexual violence as appropriate. With respect to training for police prosecutors, the Queensland Government will build upon the current work underway within the Queensland Police Service to ensure police prosecutors are participating in regular training focused on the nature and impact of sexual violence and working with victim-survivors of sexual violence and ensure training programs are regularly reviewed to embody evidence-based and up-to-date information to police prosecutors.</p>	<p>DJAG, QPS</p>
<p><b>118</b> The Women’s Safety and Justice Taskforce reaffirms recommendations 39–47 of <i>Hear her voice: Report One, Addressing coercive control and domestic and family violence in Queensland</i> in relation to improving how lawyers respond to victims of coercive control and domestic and family violence, and recommends that in implementing these recommendations:</p> <ul style="list-style-type: none"> <li>– the Queensland Government, Queensland Law Society and the Bar Association of Queensland expand the scope to include gendered issues for women and girls who are accused</li> </ul>	<p><b>Support.</b> The Queensland Government will expand implementation of recommendations 39–47 of Report One to take into account women and girls who are accused persons and offenders.</p>	<p>DJAG, QPS, LAQ</p>

<p>persons and offenders, including best practice in communicating with First Nations women and girls, and understanding the nature and impact of trauma and abuse and how this may contribute to women’s offending behaviour.</p> <ul style="list-style-type: none"> <li>– the Office of the Director of Public Prosecutions and Police Prosecution Corps, Legal Aid Queensland, and community legal centres, including the Aboriginal and Torres Strait Islander Legal Service, require all legal staff to participate in training about gendered issues for women and girls who are accused persons and offenders, including best-practice in communicating with First Nations women and girls, and understanding the nature and impact of trauma and abuse and how this may contribute to women’s offending behaviour.</li> </ul>		
<p><b>163</b> The Queensland Government, in consultation with women and girls with lived experience, First Nations peoples, service system and legal stakeholders accept and implement recommendation 10 of the Anti-Discrimination Queensland <i>Women in Prison 2019</i> report and design and implement a model to identify women and girls who are at risk of being refused bail and women eligible to apply for parole, to assist them to access appropriate accommodation, services and supports so that they are not held in custody longer than is necessary.</p> <p>The model will include a collaborative and integrated service system response involving relevant government agencies and non-government services to provide tailored responses to meet women and girls individual needs including in relation to housing and homelessness, health, mental health, drug and alcohol abuse, disability support, youth justice, justice and corrective services. The model will aim to reduce the number of women in custody on remand and those in custody who are eligible to apply for parole and to support them to address factors contributing to their offending behaviour and reduce re-offending.</p>	<p><b>Support.</b> The Queensland Government will scope and consider options to better identify girls and women who are at risk of being refused bail and women eligible to apply for parole, to assist them to access appropriate accommodation, services and supports so that they are not held in custody longer than is necessary, in line with recommendation 10 of the former AntiDiscrimination Commission Queensland’s Women in Prison 2019 report. In scoping and considering options, the Queensland Government will consult with women and girls with lived experience, First Nations people and service system and legal stakeholders to ensure that the accommodation, services and supports available are appropriate.</p>	<p>QCS, DYJESB T</p>
<p><b>164</b> The Department of Communities, Housing and Digital Economy continue to extend and expand the Next Step Home program for women and girls to assist them to find safe and affordable housing to prevent them being</p>	<p><b>Support in principle.</b> The Queensland Government will continue to assist women exiting Queensland correctional facilities to access and sustain affordable housing, through products and services available</p>	<p>DH</p>



	detained in custody longer than is necessary. The program should be made available statewide.	through the statewide network of Housing Service Centres, including extending the Next Step Home program in priority locations and will also develop and pilot a program to assist women on remand in housing need, noting the current constraints on housing supply.	
<b>178</b>	The Department of Justice and Attorney-General improve its data analytics capability to enable it to better analyse available data to identify trends and issues across the courts and legal process, measure and monitor performance and model impacts of anticipated demand pressures. This will enable the department to better advise the Queensland Government about the impacts of changes across the system, the impacts of proposed strategies to reduce demand and demonstrate the need for additional investment. Improved data analytics capability within the department will also support it to better exercise strategic leadership across the system and to maintain and ensure the ongoing use of the Demand and Financial Model or other whole of criminal justice system tools.	<b>Support.</b> The Queensland Government will support the Department of Justice and Attorney-General to improve their data analytics capability and will support the foundational work required to develop an enterprise-wide data analytics platform and ensure that this foundation can be leveraged to fully meet the intent of the recommendation.	DJAG
<b>A Call for Change: Commission of Inquiry into Queensland Police Service responses to domestic and family violence</b>			
<b>10</b>	Within 12 months, the Queensland Government support integrated approaches to domestic and family violence at a local level by: <ul style="list-style-type: none"> <li>– providing sufficient recurrent funding to establish embedded domestic and family violence support workers in police stations wherever domestic and family violence services are available</li> <li>– requiring that this arrangement be formalised through written agreement between the Queensland Police Service and the domestic and family violence service provider/s.</li> </ul>	<b>Support in principle.</b>	DJAG
<b>11</b>	Within 12 months, the Queensland Police Service review its recruitment strategy to ensure that it: <ul style="list-style-type: none"> <li>– values applicants who have an interest in domestic and family violence policing</li> <li>– attracts applicants from a diverse range of backgrounds and experiences, particularly from rural and remote locations</li> </ul>	<b>Support in principle.</b>	QPS

	<ul style="list-style-type: none"> <li>– attracts applicants from diverse cultural and linguistic backgrounds, particularly First Nations peoples</li> <li>– targets applicants with an interest in criminology, social work, counselling, or other relevant human services</li> <li>– accurately reflects the role of police in responding to domestic and family violence.</li> </ul>		
<b>41</b>	<p>Within 12 months, the Queensland Police Service strengthen its cultural capability training by introducing Academy and ongoing training which is:</p> <ul style="list-style-type: none"> <li>– co-designed in consultation with First Nations peoples and communities</li> <li>– co-delivered by First Nations peoples and communities.</li> </ul>	<b>Support in principle.</b>	QPS
<b>46</b>	<p>Within 12 months, the Queensland Police Service separate the First Nations and Multicultural Affairs Unit into two distinct and standalone units.</p>	<b>Support in principle.</b>	QPS
<b>59</b>	<p>Within 12 months, the Queensland Police Service, in consultation with the First Nations panel, assess the needs of, then design and deliver additional and ongoing training for Police Liaison Officers including in relation to domestic and family violence, trauma informed practice, conflict resolution and suicide prevention.</p>	<b>Support in principle.</b>	QPS

## APPENDIX 2: SCOPE VARIATION FOR THE THIRD PROGRESS REPORT

The timeline for some recommendations originally planned for completion before 30 September 2023 have since changed to extend the recommendation’s final delivery due date. These recommendations are listed in Table 5.

*Table 5: Recommendations that were removed from the scope of this report.*

Recommendation	Government Response	Lead
<b>Report One: Hear her voice – Report One – Addressing coercive control and domestic and family violence in Queensland</b>		
<p><b>22</b> The Department of Children, Youth Justice and Multicultural Affairs continue to implement and embed a practice framework and tools that support Child Safety staff to work in partnership to support a victim of domestic and family violence to care protectively for their children, and to hold perpetrators accountable to stop the violence, including by providing ongoing training to staff.</p> <p>The practice framework and tools will be reviewed to ensure that they recognise and respond to coercive control and patterns of violence over time in the context of a relationship as a whole and that they are based on current evidence.</p> <p>The department will proactively work to remove barriers to victims seeking help and support that relate to fears that children will be removed from a protective parent, including building trust and demonstrating partnership with families and communities and fully implementing the practice approach and tools.</p>	<p><b>Support.</b> The Queensland Government will continue to implement and embed the Strengthening Families Protecting Children Framework for Practice (Framework for Practice) and the Safe and Together program across the state. This will include providing staff with ongoing training and tools to support a victim of domestic and family violence to care protectively for their children, and to hold perpetrators accountable. The Queensland Government will also continue to review both the Framework for Practice and Safe and Together program and implement changes as needed to ensure continuous improvement on matters such as the inclusion of Aboriginal and Torres Strait Islander leadership and perspectives in the program.</p>	DCSSDS
<p><b>80</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence progress amendments to the <i>Penalties and Sentences Act 1992</i> to establish a new post-conviction civil supervision and rehabilitation order for serious domestic and family violence offenders.</p> <p>The new order should be informed by the model in operation in the United Kingdom and previous recommendations made by the Queensland Sentencing Advisory Council to create a new flexible community correction order.</p> <p>The main aims of a new post-conviction civil supervision and rehabilitation order will include:</p> <ul style="list-style-type: none"> <li>– improving victim safety by holding the perpetrator accountable to stop the violence</li> </ul>	<p><b>Support in principle.</b> The Queensland Government supports the intent of this recommendation and will consider further how to best implement the recommendation.</p>	DJAG

<ul style="list-style-type: none"> <li>– tailoring an order to the safety and risk of harm to the victim and risk of further offending by the perpetrator, particularly when used in conjunction with an order that the perpetrator be registered in the new domestic and family violence register (recommendation 81)</li> <li>– increasing the range of sentencing options available to address serious domestic violence offending behaviour</li> <li>– providing an opportunity for longer term case management, intensive supervision, and where possible rehabilitation of perpetrators in appropriate circumstances</li> <li>– complementing the protections in place as part of a Domestic Violence Order.</li> </ul> <p>It will be available to a court as a sentencing option for a person convicted of an offence including:</p> <ul style="list-style-type: none"> <li>– the new coercive control offence (recommendation 78)</li> <li>– choking, suffocation or strangulation in a domestic setting under section 315A of the Criminal Code, or</li> <li>– any other domestic violence offence as defined under the Domestic and Family Violence Protection Act 2012.</li> </ul> <p>A court sentencing a person convicted of an offence above if the court is satisfied:</p> <ul style="list-style-type: none"> <li>– the offender had engaged in behaviour that constitutes domestic and family violence</li> <li>– the court considers that making the order will prevent the offender from further engaging in behaviour that constitutes domestic and family violence, and</li> <li>– that making the order is appropriate in all the circumstances.</li> </ul> <p>The terms of the order will be tailored to the individual offender and include, for example, engagement in treatment in the community as well as prohibitions on contact with certain individuals or attendance at certain places. This order could be applied to offenders who present varying levels of risk and the conditions of the order could be scaled up or down accordingly and could made in addition to a Domestic Violence Order.</p> <p>Legislation to establish the new post-conviction civil supervision and rehabilitation order should be introduced into Parliament in 2023, following the implementation of essential service system reforms recommended by the Taskforce as part of this report. The Bill including the new post-</p>		
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<p>conviction civil supervision and rehabilitation order should be released as a consultation draft for a period of at least three months before it is introduced into Parliament. This consultation should include legal, domestic and family violence, and Aboriginal and Torres Strait Islander stakeholders, and people with lived experience of domestic and family violence.</p> <p>The new post-conviction civil supervision and rehabilitation order should commence, subject to passage of the Bill, on a set date in 2024, that is, at least 15 months after debate and passage to enable implementation activities to be undertaken and sufficient services and supports to be in place before commencement. This should be the same date as the commencement of the new coercive control offence.</p>		
<p><b>81</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence progress new standalone legislation to establish a non-publicly disclosable register of serious and high-risk domestic and family violence offenders to be jointly administered by the Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence and the Minister for Police and Corrective Services and Minister for Fire and Emergency Services.</p> <p>The new register will have a similar purpose to the Child Protection Offender Register established by the <i>Child Protection (Offender Reporting and Offender Prohibition Order) Act 2004</i> including to monitor an offender to reduce the likelihood of reoffending and support the investigation and prosecution of any future offences that the perpetrator may commit.</p> <p>A court will be able to make an order that a person be included in the register when:</p> <ul style="list-style-type: none"> <li>– the offender is convicted of an offence including: <ul style="list-style-type: none"> <li>○ the new coercive control offence (recommendation 78)</li> <li>○ an offence of choking, suffocation or strangulation in a domestic setting under section 315A of the Criminal Code, or</li> <li>○ any other domestic violence offence, and</li> </ul> </li> <li>– the court is satisfied that the offender has a prior conviction for one of the above offences against either the same or another victim, and</li> </ul>	<p><b>Support in principle.</b> The Queensland Government supports the intent of this recommendation and will consider further how best to give effect to the recommendation’s intent.</p>	<p>DJAG</p>

<ul style="list-style-type: none"> <li>– the court is satisfied that making the order will help to protect the victim or victims in the future.</li> </ul> <p>A court will also be able to make an offender prohibition order in circumstances where an offender on the register engages in concerning conduct which poses a risk to the safety or wellbeing of 1 or more individuals with which the offender has been in a relevant relationship within the meaning of the <i>Domestic and Family Violence Protection Act 2012</i>.</p> <p>Legislation to establish the new register of serious and high-risk domestic and family violence offenders should be introduced into Parliament in 2023, following the implementation of essential service system reforms recommended by the Taskforce as part of this report. The Bill including the register should be released as a consultation draft for at least three months before it is introduced into Parliament. This consultation should include legal, domestic and family violence, and Aboriginal and Torres Strait Islander stakeholders, and people with lived experience of domestic and family violence.</p> <p>The new register of serious and high-risk domestic and family violence offenders should commence, subject to passage of the Bill, on a set date in 2024 that is at least 15 months after debate and passage to enable implementation activities to be undertaken and enable sufficient services and supports to be in place before commencement. This should be the same date as the commencement of the new coercive control offence.</p>		
<p><b>82</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence, as part of legislation creating the register of serious and high-risk domestic and family violence offenders, will provide for limited sharing of information about an offender in the register.</p> <p>This should be modelled on the information sharing provisions in the <i>Domestic and Family Violence Protection Act 2012</i>. It will enable the Queensland Police Service to share information about a person on the register (recommendation 81) with certain prescribed entities or specialist domestic and family violence service providers, including as part of an integrated service system response, while otherwise maintaining the confidentiality of the information, when:</p> <ul style="list-style-type: none"> <li>– police believe that a person fears or is experiencing domestic violence and</li> </ul>	<p><b>Support in principle.</b> The Queensland Government supports the intent of this recommendation. The approach taken will be dependent on, and informed by, the approach to recommendation 81.</p>	<p>DJAG</p>

<ul style="list-style-type: none"> <li>– the information may help the entity receiving the information to assess whether there is a serious threat to the person’s life, health or safety because of the domestic violence.</li> </ul> <p>The prescribed entity or specialist domestic and family violence service provider receiving the information can use it to:</p> <ul style="list-style-type: none"> <li>– assess whether there is a serious threat to a person’s life, health or safety because of domestic violence, and</li> <li>– lessen or prevent a serious threat to a person’s life, health or safety because of domestic violence</li> </ul>		
<p><b>83</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence and the Minister for Police and Corrective Services and Minister for Fire and Emergency Services advocate with the Federal Government and state and territory governments for the creation of a national register of serious and high-risk domestic and family violence offenders, based on the Queensland model. A national model should incorporate the same protections and safeguards for the sharing of information, with necessary adaptations, as recommended by the Taskforce (recommendation 82).</p>	<p><b>Support in principle.</b> The Queensland Government supports the intent of this recommendation. The approach taken will be dependent on, and informed by, the approach to recommendation 81.</p>	<p>DJAG, QPS</p>
<p><b>Report Two: Hear her voice – Report Two – Women and girls’ experiences across the criminal justice system</b></p>		
<p><b>119</b> The Women’s Safety and Justice Taskforce reaffirms recommendations 3 and 48 of Hear her voice: Report One, Addressing coercive control and domestic and family violence in Queensland. Judicial officers in Queensland should consider participating in professional development about gendered issues and trauma-informed practice relevant to the experiences of women and girls as accused persons and offenders. This professional development should preferably be coordinated and provided by a Queensland Judicial Commission.</p>	<p><b>Support.</b> The Queensland Government supports the intent of this recommendation and will consider how delivery can be aligned with the implementation of recommendations 3 and 48 of Report One. Further, any such consideration will be dependent on, and informed by, consultation with the Chief Justice, Chief Judge and Chief Magistrate.</p>	<p>DJAG</p>
<p><b>169</b> The Minister for Police Corrective Services and Minister for Fire and Emergency Services progress amendments to the <i>Corrective Services Act 2006</i> to make clear that Queensland Corrective Services has an obligation to ensure women in its custody have an appropriate release plan in place prior to their release from custody. The amendments should make clear that the development of the plan should commence when a women enters custody and</p>	<p><b>Support in principle.</b> The Queensland Government will explore the necessity for legislative amendments to require plans for prisoners prior to release.</p>	<p>QCS</p>



<p>an appropriate plan should be in place within a reasonable period before a women is released.</p> <p>The planning approach will encourage women to take responsibility for their own care and wellbeing after release and empower them to seek assistance to reduce their vulnerability, and to ensure they have access to the help and assistance they need to reduce the risk of reoffending. An appropriate plan should include information about how the following needs will be met:</p> <ul style="list-style-type: none"> <li>– suitable accommodation and housing</li> <li>– health, and disability support</li> <li>– mental health, drug and alcohol, and trauma support</li> <li>– education, training, and employment</li> <li>– access to adequate income</li> <li>– connection to family, community, and culture</li> <li>– ongoing rehabilitation support</li> <li>– other needs required by an individual woman.</li> </ul> <p>The legislative amendments will make clear that Queensland Corrective Services has an obligation to continue to support women to implement their release plan for a reasonable period after their release.</p> <p>The legislative provisions will enable Queensland Corrective Services to meet its obligations by engaging funded non-government organisations to perform some or all of the functions required to meet these obligations.</p>		
<p><b>A Call for Change: Commission of Inquiry into Queensland Police Service responses to domestic and family violence</b></p>		
<p><b>1</b> Within six months, the Queensland Police Service develop and implement a mechanism for measuring domestic and family violence demand and the effectiveness of police responses to domestic and family violence.</p>	<p><b>Support in principle.</b></p>	<p>QPS</p>
<p><b>4</b> Within six months, the Queensland Police Service strengthen the resource model of the Domestic, Family Violence and Vulnerable Persons Command to enhance its strategic capacity by:</p> <ul style="list-style-type: none"> <li>– determining and allocating adequate funding to the Command</li> <li>– transitioning all allocated positions to permanent positions</li> <li>– building the Command’s capacity and capability for undertaking research and intelligence activities</li> </ul>	<p><b>Support in principle.</b></p>	<p>QPS</p>

	<ul style="list-style-type: none"> <li>– building the Command’s capacity and capability for undertaking advocacy and cultivating partnerships.</li> </ul>		
<b>6</b>	<p>Within six months, the QPS establish permanent, full-time positions with designated position descriptions detailing the functional responsibilities for:</p> <ul style="list-style-type: none"> <li>– Domestic Violence Liaison Officers where demand requires it;</li> <li>– Domestic and Family Violence Coordinators.</li> </ul>	<b>Support in principle.</b>	QPS
<b>8</b>	<p>Within six months, the Queensland Police Service evaluate the application of the approved sector-wide common risk assessment framework for internal use.</p>	<b>Support in principle.</b>	QPS
<b>12</b>	<p>Within six months, the QPS engage the Queensland Human Rights Commission to:</p> <ul style="list-style-type: none"> <li>– review the QPS practices and procedures for recruitment of its members, including to identify any drivers of inequality within QPS members</li> <li>– provide consultation and advice to the QPS to develop revised strategic and operational plans to increase diversity and inclusion of QPS members, including to increase the recruitment and retention of women, culturally and linguistically diverse, and First Nations members. The strategic and operational plans be finalised within 12 months of the commencement of the engagement of the Queensland Human Rights Commission and be published on the QPS website</li> <li>– conduct an evaluation to measure the extent to which the objectives of the revised strategic and operational plans have been met within 24 months of the finalisation of the plan. The outcomes of the evaluation be published on the QPS and Queensland Human Rights Commission websites.</li> </ul>	<b>Support in principle.</b>	QPS
<b>13</b>	<p>Within six months, the QPS develop and implement a requirement that Officers in Charge must appoint Field Training Officers who possess appropriate skills and experience and standards of integrity, including having.</p> <ul style="list-style-type: none"> <li>– at least two years of operational experience</li> <li>– no pending, current or previous domestic and family violence order history</li> <li>– no complaints history of concern</li> <li>– a demonstrated capacity to respond effectively to domestic and family violence</li> </ul>	<b>Support in principle.</b>	QPS

<ul style="list-style-type: none"> <li>- a proven ability to develop suitable training skills.</li> </ul>		
<p><b>25</b> Within six months, the Queensland Police Service develop a scheme whereby any QPS member who makes a complaint about conduct arising from sexism, misogyny or racism is allocated a Peer Support Officer with the concerned party's consent, and of a more senior rank than the concerned party and the subject member, to support the concerned party through the complaint process</p>	<p><b>Support in principle.</b></p>	<p>QPS</p>
<p><b>26</b> Within six months, the QPS establish a validated Ethical Health Scorecard aligned with that originally recommended by the Report by the Independent Expert Panel (2011), Safe, Effective, Transparent, Strong. An independent review of the Queensland complaints, discipline, and misconduct system, including at a minimum:</p> <ul style="list-style-type: none"> <li>- prioritisation of valid measures for 'culture of fear' to support monitoring, prevention, and remedial efforts to reduce its influence within the organisation</li> <li>- integration of the Scorecard into quarterly strategic reporting and analysis to the Executive Leadership, including interpretation of the implications for leadership action</li> <li>- inclusion of the Scorecard and its utility into management and leadership programs in recognition of their role in reducing the culture of fear and building ethical health</li> <li>- establishment of annual reporting of the Ethical Health Scorecard and the de-identified outcomes of disciplinary processes commenced within the reporting period, including those still under consideration and those resolved using Local Management Resolution</li> <li>- engagement of an independent external evaluator to assess after 12 months: <ul style="list-style-type: none"> <li>o the validity, utility and impact of the Scorecard</li> <li>o the Scorecard's implications, including capacity to reduce the culture of fear and build management's awareness of their role in building ethical health</li> <li>o the Scorecard's success in informing leadership action</li> <li>o the integration of the Scorecard into the broader organisational integrity framework.</li> </ul> </li> </ul>	<p><b>Support in principle.</b></p>	<p>QPS</p>
<p><b>29</b> Within six months, the QPS improve the processes for reporting domestic and family violence at police stations by:</p>	<p><b>Support in principle.</b></p>	<p>QPS</p>

<ul style="list-style-type: none"> <li>- requiring all stations to designate a private, safe and secure area for all persons presenting for domestic and family violence matters</li> <li>- amending the Operational Procedures Manual to mandate that designated areas are used for all enquiries, discussions, reports, and interviews with persons presenting for domestic and family violence matters</li> <li>- requiring a professionally designed A3 notice advertising the availability of that private area produced by the Domestic, Family Violence and Vulnerable Persons Command, be prominently displayed at the front of all police stations.</li> </ul>		
<p><b>45</b> Within three months, the QPS elevate the role of the First Nations Reference Group by requiring that:</p> <ul style="list-style-type: none"> <li>- the Group be co-chaired by a member of the QPS and one of the community members of the Group and meet regularly but no less than every three months</li> <li>- members of the Group report any issues identified by or reported to them to the Group at each meeting</li> <li>- the Group discuss those issues and make recommendations about matters the QPS should consider in order to enhance police responses to First Nations peoples and communities, including in relation to domestic and family violence in Queensland</li> <li>- the QPS member report on those recommendations and any actions taken to the Executive Leadership Team after each meeting</li> <li>- the QPS member advise the group at the next meeting any decisions of the Executive Leadership Team made supporting their recommendations and actions</li> <li>- the terms of reference for the Group be confirmed</li> <li>- an initial action plan be developed.</li> </ul>	<p><b>Support in principle.</b></p>	<p>QPS</p>
<p><b>65</b> Within three months, the Queensland Government establish domestic and family violence as a key priority area of the First Nations Justice Office, Department of Justice and Attorney-General.</p>	<p><b>Support in principle.</b></p>	<p>DJAG</p>
<p><b>66</b> Within three months, the Queensland Government add additional funded position(s) to the existing First Nations Justice Office structure as additional full-time equivalent and allocated specifically to the domestic and family violence priority area.</p>	<p><b>Support in principle.</b></p>	<p>DJAG</p>

67	Within six months, the First Nations Justice Office allocate resources to adequately support current models of existing partnerships between the Queensland Police Service and First Nations peoples and communities which address domestic and family violence, including through partnerships with other government and non-government agencies.	<b>Support in principle.</b>	DJAG
69	Within three months of acceptance of recommendation 67, the Queensland Government create and publish an implementation plan which clearly identifies timeframes for key implementation activities, with a view to the Police Integrity Unit being fully operational within 12 months of acceptance.	<b>Support in principle.</b>	DJAG
74	Within six months, the Queensland Government partner with and fund tertiary institutions to develop and deliver tertiary courses which provide training in investigative skills.	<b>Support in principle.</b>	QPS
75	<p>Within six months, the QPS implement the following mechanisms to enhance the ethical health of the Service:</p> <ul style="list-style-type: none"> <li>- employing data and strategic intelligence analysts to design robust reporting which supports organisational decision-making</li> <li>- engaging an external evaluator to assess the QPS's capacity to adopt and integrate early warning systems that incorporate discipline and HR information into decision-making</li> <li>- undertaking annual public reporting of de-identified sanctions and outcomes of disciplinary hearings to uphold transparency and community confidence.</li> </ul>	<b>Support in principle.</b>	QPS

The following recommendations are those that were not originally planned for completion before 30 September 2023, that have since been included within the scope of the Third Progress Report as they were completed ahead of schedule. These recommendations are listed in Table 6.

*Table 6: Recommendations that were added to the scope of this Report.*

<b>Report Two: Hear her voice – Report Two – Women and girls' experiences across the criminal justice system</b>		
<p><b>83</b> The Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence progress amendments to the <i>Criminal Law (Sexual Offences) Act 1978</i> to:</p> <ul style="list-style-type: none"> <li>– remove the restriction on publication of the identity of an adult accused of a sexual offence before a committal hearing where it would not identify or tend to lead to the identification of a victim-survivor</li> <li>– require a court to take the views of the alleged victim into consideration when deciding whether to order that the identifying details of an accused person should be suppressed.</li> </ul> <p>The recommended amendments will not commence until the Queensland Government has developed a guide for the media to support responsible reporting of sexual violence (recommendation 84).</p>	<p><b>Support.</b> The Queensland Government will progress amendments to the <i>Criminal Law (Sexual Offences) Act 1978</i> that implement this recommendation. The amendments will commence after the development and release of the guide to support the responsible media reporting of sexual violence in response to recommendation 84.</p>	<p>DJAG</p>
<b>A Call for Change: Commission of Inquiry into Queensland Police Service responses to domestic and family violence</b>		
<p><b>27</b> Within 12 months, the Queensland Police Service ensure that all documents, policies, and procedures relating to domestic and family violence prominently and clearly acknowledge that domestic and family violence is a gendered issue which is grounded in structural issues and power imbalance.</p>	<p><b>Support in principle.</b></p>	<p>QPS</p>

## APPENDIX 3: CONSULTATION SUMMARY

Table 7 lists the government and non-government stakeholders the OIS consulted in preparation for this report. The OIS would like to thank stakeholders for their engagement and valuable contributions.

*Table 7: Stakeholders consulted for this report.*

### Stakeholder consultation

Chair of the Women's Safety and Justice Taskforce  
Crime and Corruption Commission Queensland  
Department of Child Safety, Seniors and Disability Services  
Department of Housing  
Department of Justice and Attorney-General  
Department of the Premier and Cabinet  
Department of Youth Justice, Employment, Small Business and Training  
Domestic and Family Violence Prevention Council  
DVConnect  
First Nations Justice Office, Department of Justice and Attorney-General  
Gold Coast Centre Against Sexual Violence  
Griffith University  
Justice Reform Office, Department of Justice and Attorney-General  
Lead Investigator, Australian Child Maltreatment Study  
Legal Aid Queensland  
Micah Projects  
National Domestic, Family and Sexual Violence Commissioner  
North Queensland Domestic Violence Resource Service  
Office of the Director of Public Prosecutions  
PricewaterhouseCoopers  
Queensland Centre for Domestic and Family Violence Research, Central Queensland University  
Queensland Corrective Services  
Queensland Council of Social Services (QCOSS) Women's Equality Policy Network (WEPN)  
Queensland Family and Child Commission  
Queensland Government Statistician's Office  
Queensland Human Rights Commission  
Queensland Indigenous Family Violence Legal Service  
Queensland Mental Health Commission  
Queensland Police Service  
Queensland Sexual Assault Network  
Red Rose Foundation  
University of the Sunshine Coast  
Women's Legal Service Queensland  
WWILD – Sexual Violence Prevention Association Inc.  
YFS



In addition to targeted consultation undertaken for the biannual progress reports, the IIS engaged with members of the Queensland community more broadly to understand how the Taskforce reforms are being implemented, where Queenslanders are observing impact and to highlight areas of opportunity moving forward.

The IIS would also like to thank the stakeholders who attended the following events:

#### **Broader community engagement**

Listen. Connect. Reflect. Conference (May 2023)

Lady Musgrave Trust Annual Forum (August 2023)

Domestic, Family and Sexual Violence Commission's Inaugural Roundtable (September 2023)

Executive Leaders Roundtable Series: Conversations That Matter (June, August, and October 2023)

## REFERENCES

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- <sup>ii</sup> *Child Protection (Offender Reporting and Offender Prohibition Order) and Other Legislation Amendment Act 2023 s 1A*
- <sup>iii</sup> The Honourable Shannon Fentiman, Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence, Media Statement 'Government to decriminalise sex work', 24 April 2023, <https://statements.qld.gov.au/statements/97621>
- <sup>iv</sup> Criminal Law (Coercive Control and Affirmative Consent) and Other Legislation Amendment Bill 2023, clause 2
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