



Tasmania Police

# Professional Standards complaints and outcomes

summary statement

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2024

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We respectfully acknowledge the Tasmanian Aboriginal people as the traditional owners of the land upon which we work and pay our respect to Elders past and present. We recognise the Tasmanian Aboriginal people as the continuing custodians of the rich cultural heritage of *Iutruwita* / Tasmania.

# Key to terms and abbreviations

## General policing terms and acronyms

TERM	DEFINITION
Abacus	The all-encompassing name for the Tasmania Police Commissioner's Directions relating to conduct, complaint management and compliance review.
Complaints	<p>An expression of dissatisfaction regarding the conduct of one or more members of Tasmania Police. Complaints may be made by the public, they can also be made by members of Tasmania Police against other members.</p> <p>For the purpose of this document 'complaint' means a complaint under Division 2 of Part 3 of the <i>Police Service Act 2003</i>.</p> <p><b>COMPLAINT CATEGORIES</b></p> <p><b>Level 1</b> These matters are dealt with by supervisors, and are assessed as lower-level matters that do not have the potential to amount to a breach of the Code of Conduct, such as complaints relating to the length or outcome of an inquiry. As minor complaints, Level 1 complaints are not captured in this report.</p> <p><b>Level 2</b> These matters are more serious and are dealt with as a potential breach of the Code of Conduct. These are generally referred to districts for investigation / resolution.</p> <p><b>Level 3</b> These are serious matters and are dealt with as a potential breach of the Code of Conduct or criminal behaviour. If proven, they may warrant termination of appointment and/or serious offence or crime. These matters are generally retained by Professional Standards for investigation.</p>
Code of Conduct	Contained in section 42 of the <i>Police Service Act 2003</i> .
Determination Notice	<p>A document formally recording that a determination has been made that a member has breached a provision of the Code of Conduct. The notice may or may not include a decision to take an action under section 43(3) of the <i>Police Service Act 2003</i>.</p> <p>It is a formal outcome that forms part of a member's conduct history.</p> <p>A determination notice attached to a Provisional Report is deemed to be provisional unless the subject officer converts it to a final determination notice by signing it or acknowledging it formally.</p>
Finalised	Final determination filed after any criminal and/or code of conduct proceedings.
Internally Raised Matter (IRM)	<p>A matter initiated by a member of Tasmania Police (including a peer or senior officer). Reportable matters can be:</p> <ul style="list-style-type: none"><li>• a suspected Code of Conduct breach</li><li>• reported to facilitate performance management</li><li>• determined during investigative activities; or</li><li>• otherwise identified internally within Tasmania Police.</li></ul>
POA	<i>Police Offences Act 1935</i> .
PSA	<i>Police Services Act 2003</i> .
Received	Matter received and registered by Professional Standards.
TPM	<i>Tasmania Police Manual</i> .

## Allegation findings

TERM	DEFINITION
Arrested- Charged	The officer was arrested and charged for a summary / criminal offence.
Breach - DN - No S43 Action	It was determined that the officer breached the Code of Conduct, however no action as defined in section 43 of the <i>Police Service Act 2003</i> was initiated. The determination will be noted on the officer's conduct history.
Breach - DN - S43 Action	It was determined that the officer breached the Code of Conduct, and an action as defined in section 43 of the <i>Police Service Act 2003</i> was initiated (eg fine, transfer, reprimand etc). The determination will be noted on the officer's conduct history.
Breach - No DN	It was determined that the officer breached the Code of Conduct, however no formal notice provided, and therefore not reflected on an officer's conduct history.
Complaint Dismissed	The allegation was dismissed in accordance with section 46 of the <i>Police Service Act 2003</i> .
DPP No Referral - No PFC	The matter was not referred to the office of the Director of Public Prosecutions as there was no prima facie case eg insufficient evidence, the evidence reveals that the complaint was false, or the victim chooses not to pursue the matter further.  The Deputy Commissioner of Police has oversight and review of all Level 3 Complaints. A decision not to refer a matter to the DPP must be approved by the Deputy Commissioner.
DPP Opinion - No Pros	The matter was referred to the office of the Director of Public Prosecutions which recommended no prosecution of the officer, having regard to available evidence, public interest and the likelihood of a conviction.
DPP Opinion - Pros Guilt	The matter was referred to the office of the Director of Public Prosecutions which recommended prosecution, and subsequent verdict of guilty.
Informal Resolution	A method of resolving a matter where all parties are in agreement to a proposed outcome eg professional development.
No Breach	It was determined that No Breach of the Code of Conduct occurred.
PIN issued	A penalty infringement notice was issued to the officer.
Resigned - Determination	A determination was made after the officer resigned.
Resigned - No Determination	The officer resigned prior to a determination being able to be made.
Unknown Officer - No Determination	A determination can not be made, as the officer can not be identified.
Withdrawn	The complainant elects to withdraw a complaint.

## Actions taken

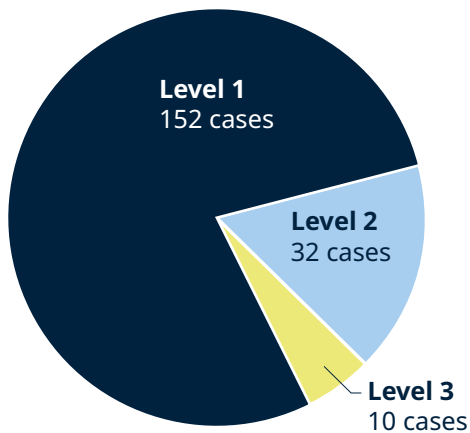
TERM	DEFINITION
Assignment	The officer is required to complete a written reflection.
Counselling 43 (3) (a)	The officer is counselled by an Inspector or above (formal meeting).
Driver Cert of Competency Suspended	The officer cannot drive a police vehicle for an allocated period of time.
Org Learning	Retaining and applying knowledge gained from the collective experience of the organisation to improve the service delivery of the organisation over time.
Prohibited from HDA	The officer is prohibited from performing higher duties for an allocated period of time.
Reprimand 43 (3) (b)	An action under the <i>Police Service Act 2003</i> . The officer is formally reprimanded by a senior officer.
Resigned	The officer resigns.
Show Cause 31 (1)	An action under the <i>Police Service Act 2003</i> . A formal notification to the officer, advising them that the Commissioner is considering the demotion or transfer of the officer, requiring a response from the officer.
Stand Down 38 (8)	An action under the <i>Police Service Act 2003</i> . The officer is stood down from duty for a period of no longer than 7 days and is unable to perform any duties as a police officer (remuneration is unaffected).
Suspension 40	After a police officer has been stood down under section 38, the Commissioner may suspend the police officer from duty for any reason and for any period the Commissioner considers appropriate.
Code of Conduct Breach Sanctions Section 43	An action under the <i>Police Service Act 2003</i> . If the Commissioner determines that a police officer has breached a provision of the code of conduct, the Commissioner may take one or more of the following actions: <ul style="list-style-type: none"> <li>• counselling</li> <li>• reprimand</li> <li>• fine</li> <li>• reduction in salary</li> <li>• reassign duties</li> <li>• transfer</li> <li>• probation</li> <li>• demotion</li> <li>• termination of employment.</li> </ul>
Training	A form of continuing professional development and includes written, online or face to face practical training.
Verbal Direction	A formal direction from a senior officer.
Verbal Guidance	A form of continuing professional development.

# 2024 snapshot

## Complaints

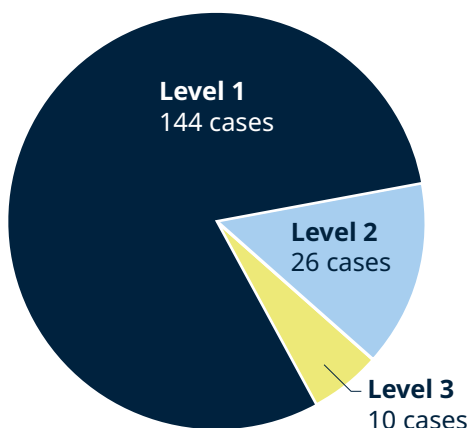
### Complaints RECEIVED

TOTAL complaint cases – 194



### Complaint cases FINALISED

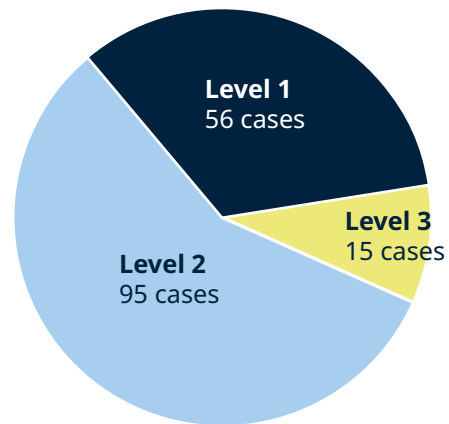
TOTAL complaint cases – 180



## Internally Raised Matters

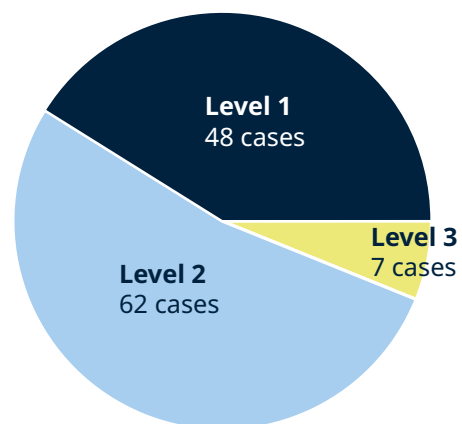
### IRMs RECEIVED

TOTAL Internally Raised Matters – 166



### IRMs FINALISED

TOTAL Internally Raised Matter cases – 117



NB: The 'received' and 'finalised' figures for each year will differ as the timeframe to resolve some matters may extend into future years. For more information, visit [Abacus: Police Conduct & Complaint Management - Tasmania Police](#).

# Detailed breakdown

A detailed breakdown of all level 2 and 3 matters that were received and finalised in 2024.

**Table 1: Complaints – level 2**

#	MONTH	ALLEGATION	OUTCOME & ACTION
1	February	42(3)(a) - Fail to comply with order in TPM - Excessive Force	No Breach <i>Verbal Guidance</i>
		42(2) - Fail to act with care and diligence	No Breach <i>Verbal Guidance</i>
		42(3)(a) - Fail to comply with order in TPM - Excessive Force	Complaint Dismissed
		42(3)(a) - Fail to comply with order in TPM - BWC	Complaint Dismissed
		42(2) - Fail to act with care and diligence	Complaint Dismissed
2	February	42(6) - Fail to use police resources properly 42(2) - Fail to act with care and diligence 42(11)(b) - Bring Discredit on the Service	No Breach
3	February	42(3)(a) - Fail to comply with order in TPM	No Breach
4	February	42(3)(a) - Fail to comply with order in TPM - Excessive Force 42(2) - Fail to act with care and diligence	Complaint Dismissed
5	March	42(3)(a) - Fail to comply with order in TPM - Excessive Force	Complaint Dismissed
6	March	42(11)(b) - Bring Discredit on the Service	Complaint Dismissed
7	April	42(3)(a) - Fail to comply with order in TPM	Breach - DN <i>Counselling</i>
		42(2) - Fail to act with care and diligence	No Breach
		42(1) - Fail to behave with honesty and integrity	Breach - DN <i>Counselling</i>
		42(2) - Fail to act with care and diligence	No Breach
		42(3)(a) - Fail to comply with order in TPM	Breach - No DN <i>Org Learning - Policy</i>
		42(1) - Fail to behave with honesty and integrity	Breach - DN <i>Counselling</i>
		42(3)(a) - Fail to comply with order in TPM	Breach - DN <i>Counselling</i>
		42(1) - Fail to behave with honesty and integrity	No Breach
		42(3)(a) - Fail to comply with order in TPM - BWC	No Breach
		42(3)(a) - Fail to comply with order in TPM	No Breach

**Table 1: Complaints – level 2 (continued)**

#	MONTH	ALLEGATION	OUTCOME & ACTION
8	April	42(11)(b) - Bring Discredit on the Service	Complaint Dismissed
9	May	42(3)(a) - Fail to comply with order in TPM - Excessive Force	Complaint Dismissed
10	May	42(3)(a) - Fail to comply with order in TPM - Excessive Force (x 2 counts)	Complaint Dismissed
11	June	42(11)(b) - Bring Discredit on the Service (x 2 counts)	Breach - DN <i>Counselling</i>
12	August	42(2) - Fail to act with care and diligence (x 2 counts) 42(1) - Fail to behave with honesty and integrity (x 2 counts) 42(3)(a) - Fail to comply with order in TPM - BWC (x 2 counts)	No Breach <i>Verbal Guidance - BWC</i>
13	August	42(2) - Fail to act with care and diligence (x 2 counts)	No Breach <i>Verbal Guidance</i>
14	August	42(9) - Unauthorised access to information 42(4) - Fail to maintain confidentiality	Complaint Dismissed
15	August	AL1 - Exceed Authority 42(2) - Fail to act with care and diligence	No Breach
16	September	AL1 - Excessive Force (x 3 counts)	Complaint Dismissed



**Table 2: Complaints – level 3**

#	MONTH	ALLEGATION	OUTCOME & ACTION
17	January	Make False Declaration or Statement	DPP Opinion - No Pros <i>Verbal Guidance</i>
		42(11)(b) - Bring Discredit on the Service	No Breach <i>Verbal Guidance</i>
18	April	Assault (POA)	Unknown Officer - No Determination
		42(2) - Fail to act with care and diligence	No Breach
19	May	Assault (POA)	DPP No Ref - No Pros
		42(11)(b) - Bring Discredit on the Service (x 2 counts)	No Breach

**Table 3: Internally Raised Matters – level 2**

#	MONTH	ALLEGATION	OUTCOME & ACTION
20	January	42(11)(b) - Bring Discredit on the Service	No Breach
21	January	42(1) - Fail to behave with honesty and integrity (x 2 counts) 42(3)(a) - Fail to comply with order in TPM (x 4 counts)	Breach - DN <i>Counselling</i> <i>Verbal Guidance</i>
22	February	42(3)(a) - Fail to comply with order in TPM (x 2 counts)	Breach - No DN <i>Counselling</i> <i>Verbal Guidance</i>
23	February	42(4) - Fail to maintain confidentiality	Breach - No DN
24	February	42(3)(a) - Fail to comply with order in TPM	Breach - No DN
25	March	42(9) - Unauthorised access to information	No Breach
26	March	42(11)(b) - Bring Discredit on the Service 42(8)(b) - Improper use of authority	No Breach
27	March	42(9) - Unauthorised access to information	No Breach
		42(9) - Unauthorised access to information	Breach - DN <i>Counselling</i>
28	March	42(1) - Fail to behave with honesty and integrity	No Breach
29	April	42(2) - Fail to act with care and diligence	Breach - DN <i>Verbal Guidance</i>
30	April	42(9) - Unauthorised access to information	Resigned - No Determination
31	May	42(11)(b) - Bring Discredit on the Service (x 2 counts)	No Breach
		42(2) - Fail to act with care and diligence (x 2 counts)	Breach - DN <i>Counselling</i> <i>Verbal Guidance</i>
32	May	42(3)(a) - Fail to comply with order in TPM (x 2 counts)	Breach - DN <i>Counselling</i> <i>Verbal Guidance</i>
		42(4) - Fail to maintain confidentiality (x 2 counts)	No Breach
		42(9) - Unauthorised access to information (x 2 counts)	Breach - DN <i>Counselling</i> <i>Verbal Guidance</i>
33	May	42(3)(a) - Fail to comply with order in TPM (x 2 counts)	Breach - DN <i>Counselling</i> <i>Verbal Guidance</i>
		42(4) - Fail to maintain confidentiality (x 2 counts)	No Breach
		42(9) - Unauthorised access to information (x 2 counts)	Breach - DN <i>Counselling</i> <i>Verbal Guidance</i>

**Table 3: Internally Raised Matters – level 2 (continued)**

#	MONTH	ALLEGATION	OUTCOME & ACTION
34	May	42(3)(a) - Fail to comply with order in TPM (x 2 counts)	Breach - DN <i>Counselling</i> <i>Verbal Guidance</i>
		42(4) - Fail to maintain confidentiality (x 2 counts)	No Breach
		42(9) - Unauthorised access to information (x 2 counts)	Breach - DN <i>Counselling</i> <i>Verbal Guidance</i>
35	May	42(3)(a) - Fail to comply with order in TPM 42(4) - Fail to maintain confidentiality 42(9) - Unauthorised access to information	No Breach
36	May	42(3)(a) - Fail to comply with order in TPM (x 2 counts)	Breach - DN <i>Counselling</i> <i>Verbal Guidance</i>
		42(4) - Fail to maintain confidentiality (x 2 counts)	No Breach
		42(9) - Unauthorised access to information (x 2 counts)	Breach - DN <i>Counselling</i> <i>Verbal Guidance</i>
37	May	42(3)(a) - Fail to comply with order in TPM 42(4) - Fail to maintain confidentiality 42(9) - Unauthorised access to information	No Breach
38	May	Conduct - Unprofessional	No Breach
39	May	42(1) - Fail to behave with honesty and integrity (x 3 counts)	No Breach (x 1 count) Breach - DN (x 2 counts) <i>Counselling</i>
40	May	42(1) - Fail to behave with honesty and integrity (x 4 counts)	No Breach (x 1 count) Breach - DN (x 3 counts) <i>Disqualification from QP process</i> <i>Counselling</i> <i>Verbal Guidance</i>
41	May	42(1) - Fail to behave with honesty and integrity	Breach - DN <i>Org Learning - Training</i>
42	May	42(2) - Fail to act with care and diligence (x 2 counts)	Informal Resolution <i>Verbal Guidance</i>
43	July	42(3)(a) - Fail to comply with order in TPM (x 2 counts)	No Breach <i>Verbal Guidance</i>
44	July	AL1 - Other Behaviour	No Breach <i>Verbal Guidance</i>

**Table 3: Internally Raised Matters – level 2 (continued)**

#	MONTH	ALLEGATION	OUTCOME & ACTION
45	July	42(5) - Fail to disclose or avoid a conflict of interest 42(2) - Fail to act with care and diligence	No Breach <i>Counselling</i>
46	August	42(1) - Fail to behave with honesty and integrity	Breach - No DN <i>Counselling</i>
47	August	42(2) - Fail to act with care and diligence	Breach - DN <i>Counselling</i>
48	August	Plagiarism	No Breach <i>Counselling</i>
49	August	Plagiarism	No Breach <i>Counselling</i>
50	August	42(11)(b) - Bring Discredit on the Service 42(2) - Fail to act with care and diligence	Informal Resolution <i>Verbal Guidance</i>
51	September	42(2) - Fail to act with care and diligence	Informal Resolution
52	September	42(3)(a) - Fail to comply with order in TPM - Excessive Force	Breach - DN <i>Counselling</i>
53	September	42(3)(a) - Fail to comply with order in TPM 42(11)(b) - Bring Discredit on the Service	Breach - DN <i>Counselling</i>
54	October	42(9) - Unauthorised access to information	Breach - No DN <i>Verbal Guidance</i>
55	October	42(3)(a) - Fail to comply with order in TPM	No Breach <i>Verbal Guidance</i>
		42(9) - Unauthorised access to information	Breach - No DN <i>Verbal Guidance</i>
		42(4) - Fail to maintain confidentiality	No Breach <i>Verbal Guidance</i>
56	October	42(9) - Unauthorised access to information	Breach - No DN <i>Verbal Guidance</i>
		42(3)(a) - Fail to comply with order in TPM	No Breach <i>Verbal Guidance</i>
		42(4) - Fail to maintain confidentiality	No Breach <i>Verbal Guidance</i>
57	October	42(4) - Fail to maintain confidentiality	No Breach <i>Verbal Guidance</i>
		42(3)(a) - Fail to comply with order in TPM	No Breach <i>Verbal Guidance</i>
		42(9) - Unauthorised access to information	Breach - No DN <i>Verbal Guidance</i>
58	November	No Misconduct Detailed	No Breach

**Table 4: Internally Raised Matters – level 3**

#	MONTH	ALLEGATION	OUTCOME & ACTION
59	February	42(1) - Fail to behave with honesty and integrity	No Breach

