



# Conduct and performance matters — Queensland public sector summary

(6 months to 31 Dec 2020, unless otherwise indicated)

## 2325

matters

comprised of

## 1421

finalised matters (public reporting purposes)

and

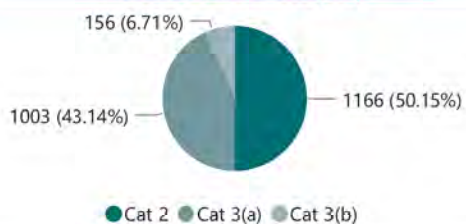
## 904

ongoing matters at 31 Dec

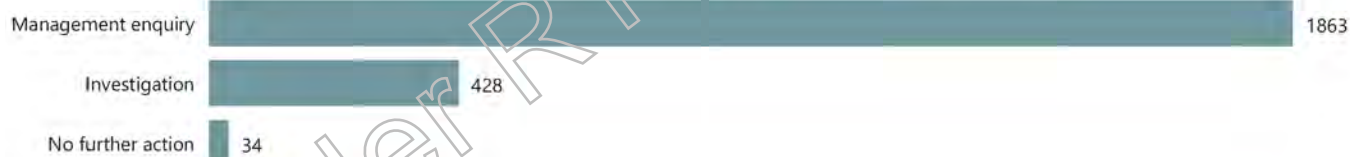
## 318

ongoing matters at 31 Dec >200 days

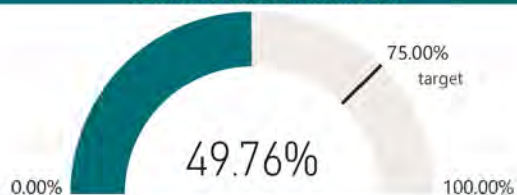
### Assessed CaPE category



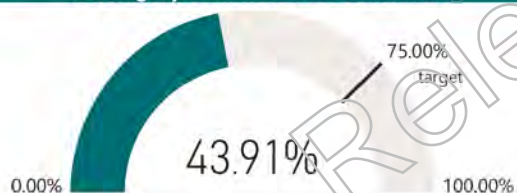
### Resolution approach



### % matters met benchmark



### % category 2 matters met benchmark



### Issue type — top 10 and 'rest'

Issue type (groups)	No.	%
Inappropriate conduct (general)	674	28.99%
Rest (12 issue types)	341	14.67%
Non-compliance (policy/legislation)	340	14.62%
Failure to show courtesy and respect	290	12.47%
Bullying / harassment (not sexual)	152	6.54%
Performance deficiencies	108	4.65%
Unauthorised access / disclosure of confidential information	108	4.65%
Inappropriate conduct (sexual)	90	3.87%
Conduct in a private capacity	79	3.40%
Assault / Excessive Force	72	3.10%
Failure to provide adequate medical treatment	71	3.05%
<b>Total</b>	<b>2325</b>	<b>100.00%</b>

### Outcome of finalised matters ('Action determined')

Action determined (groups)	No.	%
<input checked="" type="checkbox"/> <b>Discipline</b>	<b>206</b>	<b>14.50%</b>
<input checked="" type="checkbox"/> <b>Management action</b>	<b>773</b>	<b>54.40%</b>
Change of duties	3	0.21%
Conflict resolution	4	0.28%
Discussion	186	13.09%
Other mgt action	503	35.40%
Performance Improvement Plan	26	1.83%
Training / development	51	3.59%
<input checked="" type="checkbox"/> <b>No further action</b>	<b>442</b>	<b>31.10%</b>
<b>Total</b>	<b>1421</b>	<b>100.00%</b>



# Conduct and performance matters — Queensland public sector summary

(12 months to 30 June 2020, unless otherwise indicated)

**3796**

matters

comprised of

**2866**

finalised matters (public reporting purposes)

and

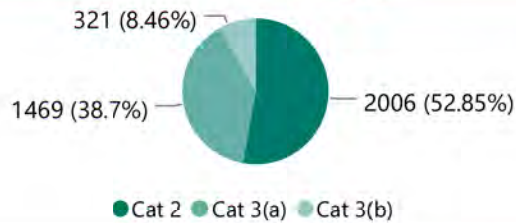
**930**

ongoing matters at 30 June

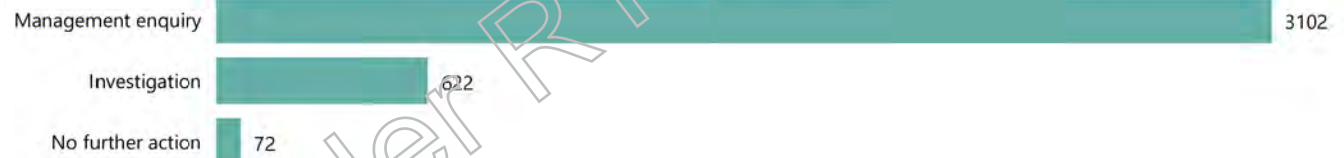
**374**

ongoing matters at 30 June > 200 days

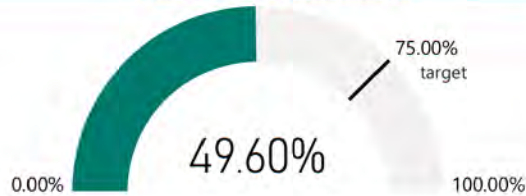
## Assessed CaPE category



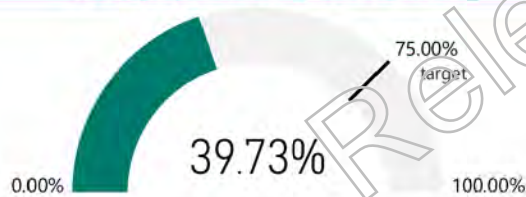
## Resolution approach



## % matters met benchmark



## % category 2 matters met benchmark



## Issue type - top 10 and 'rest'

Issue type (groups)	No.	%
Inappropriate conduct (general)	954	25.13%
Rest (12 issue types)	636	16.75%
Failure to show courtesy and respect	458	12.07%
Non-compliance (policy/legislation)	411	10.83%
Bullying / harassment (not sexual)	265	6.98%
Performance deficiencies	255	6.72%
Unauthorised access / disclosure of confidential information	228	6.01%
Assault / Excessive Force	222	5.85%
Inappropriate conduct (sexual)	140	3.69%
Failure to provide adequate medical treatment	123	3.24%
Conduct in a private capacity	104	2.74%
<b>Total</b>	<b>3796</b>	<b>100.00%</b>

## Outcome of finalised matters ('Action determined')

Action determined (groups)	No.	%
<input checked="" type="checkbox"/> <b>Discipline</b>	<b>583</b>	<b>20.34%</b>
<input checked="" type="checkbox"/> <b>Management action</b>	<b>1383</b>	<b>48.26%</b>
Change of duties	4	0.14%
Conflict resolution	24	0.84%
Discussion	366	12.77%
Other mgt action	805	28.09%
Performance Improvement Plan	47	1.64%
Terminated during probation	10	0.35%
Training / development	127	4.43%
<input checked="" type="checkbox"/> <b>No further action</b>	<b>900</b>	<b>31.40%</b>
<b>Total</b>	<b>2866</b>	<b>100.00%</b>



## Conduct and performance matters: Qld public sector summary (6 months to 31 Dec 2019, unless otherwise indicated)

**2351**

matters

comprised of

**1349**

finalised matters (public reporting purposes)

and

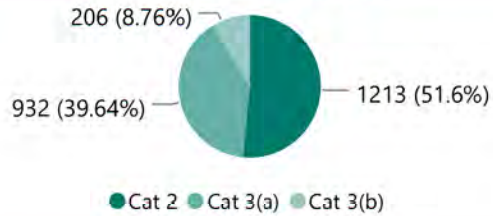
**1002**

ongoing matters at 31 Dec

**327**

ongoing matters at 31 Dec >200 days

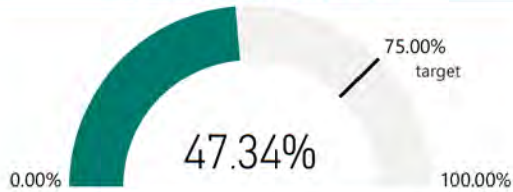
### Assessed CaPE category



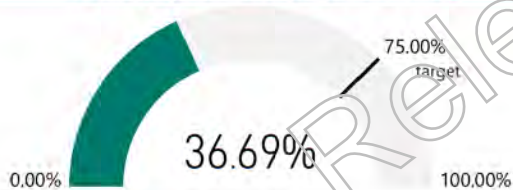
### Resolution approach



### % matters met benchmark



### % category 2 matters met benchmark



### Issue type - top 10 and 'rest'

Issue type (groups)	No.	%
Inappropriate conduct (general)	512	21.78%
Rest (12 issue types)	382	16.25%
Failure to show courtesy and respect	298	12.68%
Ndr-compliance (policy/legislation)	255	10.85%
Bullying / harassment (not sexual)	179	7.61%
Assault / Excessive Force	168	7.15%
Performance deficiencies	167	7.10%
Unauthorised access / disclosure of confidential information	160	6.81%
Inappropriate conduct (sexual)	85	3.62%
Failure to provide adequate medical treatment	78	3.32%
Conduct in a private capacity	67	2.85%
<b>Total</b>	<b>2351</b>	<b>100.00%</b>

### Outcome of finalised matters ('Action determined')

Action determined (groups)	No.	%
<b>Discipline</b>	<b>288</b>	<b>21.35%</b>
<b>Management action</b>	<b>651</b>	<b>48.26%</b>
Change of duties	4	0.30%
Conflict resolution	11	0.82%
Discussion	181	13.42%
Other mgt action	347	25.72%
Performance Improvement Plan	30	2.22%
Terminated during probation	5	0.37%
Training / development	73	5.41%
<b>No further action</b>	<b>410</b>	<b>30.39%</b>
<b>Total</b>	<b>1349</b>	<b>100.00%</b>