

QPS Recruitment – Integrity Guidelines – General Assessment Factors

The Queensland Police Service (QPS) requires that persons applying to be appointed as a police recruit/police officer meet high standards of behaviour and conduct. Police officers are granted powers that exceed those afforded to other citizens, exercise broad discretions, often unsupervised, and are exposed, on occasions, to substantial opportunities to engage in corrupt or improper activities. In order to be considered as a police recruit, an applicant must be of good character and meet the below integrity guidelines. This includes an assessment of an applicant's past conduct including relevant criminal and traffic history.

In addition, should the applicant associate with people whose poor character or reputation may present an unacceptable risk to the Queensland Police Service, they may be subject to a period of exclusion from the application process or alternatively their application may be rejected.

When interpreting these integrity guidelines, a **finding of guilt** includes convictions, suspended sentences, good behaviour bonds, finalised penalty and infringement notices. Instances where the outcome is caution (adult or juvenile), diversion, no conviction recorded or stay of proceedings, these outcomes will be considered on a case by case basis.

Decisions with respect to appointment are made by fair and equitable procedures which take account of the merits of each case.

Depending upon the merits of the case, the decision-maker may (but not must) rely on an exclusion period of up to the time nominated in the schedule to the guidelines.

The exclusion periods set out in the Schedule are indicative rather than mandatory and may be amended depending upon the circumstances which apply at the time an application is considered.

Multiple offences &/or integrity matters may result in a longer exclusion period or deemed unsuitable.

General Assessment Factors

When determining suitability for an applicant, a range of factors will be considered with respect to offences or integrity matters including, but not limited to:

- Recency of offence, conduct or matter;
- Age of applicant at time of offence, conduct or matter;
- Gravity and circumstances surrounding offence, conduct or matter;
- Multiplicity of offences, conduct or matters;
- Involvement of alcohol, drugs or aggression, which indicate legally or socially unacceptable behaviour;
- Applicant's lifestyle, currently and since time of offence or integrity matter.

An application may be refused where integrity is subject to reasonable doubt or concern.

All exclusion periods listed below, commence from **the date the matter was finalised** at court or other justice program including diversion programs, date any infringements were finalised or the expiration of any order.

Individuals desirous of applying to become a Queensland Police Service Recruit are encouraged to read and understand the requirement of the QPS Recruiting Integrity Guidelines prior to completing any recruiting assessments.

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Imprisonment sentence

Integrity Matter	Explanation	Exclusion Period
As per heading	An applicant who has been sentenced to any term of imprisonment including suspended sentences and youth detention.	Unsuitable

Indictable (serious) offences

Integrity Matter	Explanation	Exclusion Period
Indictable offences (serious offences)	An applicant with a finding of guilt for an offence such of break and enter, fraud, stealing, serious assaults, unlawful use of motor vehicle or other serious offences.	Up to unsuitable

Drugs Misuse Act 1996 including drug diversion and self-disclosure of drugs use\possession

Integrity Matter	Explanation	Exclusion Period
As per heading	An applicant with a finding of guilt for drug manufacture, drug trafficking.	Up to unsuitable.
	An applicant with a finding of guilt for any other offence preferred under the Drugs Misuse Act 1986.	
	An applicant who has successfully completed a drug diversion program.	Up to 5 years
	An applicant who discloses drug use or possession that has not previously been dealt with by police may be considered on a case-by-case basis.	

Summary offences

Integrity Matter	Explanation	Exclusion Period
Summary offences Domestic and family violence orders Offences involving alcohol (drunk) and non TORUM infringements	An applicant with a finding of guilt for a summary offence/s involving assault, property damage, dishonesty. The exclusion period applies after the most recent offence.	Up to 5 years
	An applicant with a finding of guilt for an offence against a police officer or other emergency service worker.	Up to unsuitable
	An applicant with a finding of guilt for fare evasion including rail evasions or like offences.	Up to 2 years

Domestic and family violence orders

Integrity Matter	Explanation	Exclusion Period
As per heading	An applicant who is the subject of an Interim Domestic and Family Violence Order is ineligible to apply whilst the order is in effect.	Up to unsuitable
	An applicant named as the respondent in a current Domestic and Family Violence Protection Order, or previous order.	
	An applicant with a finding of guilt for contravening a Domestic and Family Violence Order.	

Offences involving alcohol(drunk) and non TORUM infringements

Integrity Matter	Explanation	Exclusion Period
As per heading	An applicant with a finding of guilt for any offence involving alcohol that is not a drink driving offence.	Up to 2 years
	An applicant's non TORUM infringement history include but are not limited to: <ul style="list-style-type: none"> • Drunk • Contravene requirement • Consume liquor in a public place and other Liquor Act offences 	

False or Misleading Information

Integrity Matter	Explanation	Exclusion Period
As per heading	An applicant found to have deliberately supplied false, incomplete or misleading information to enter the Queensland Police Service.	Up to unsuitable

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Outstanding warrants/orders

Integrity Matter	Explanation	Exclusion Period
As per heading	An applicant who has an outstanding warrant, court orders including probation, Corrective Services orders or payment plans.	Not eligible to apply until finalised.

Currently under investigation

Integrity Matter	Explanation	Exclusion Period
As per heading	An applicant who is currently under investigation for, charged with or awaiting criminal proceedings.	Not eligible to apply until finalised.

Bankruptcy

Integrity Matter	Explanation	Exclusion Period
As per heading	An applicant who is an undischarged bankrupt.	Not eligible to apply until discharged
	An applicant who is a discharged bankrupt.	Up to unsuitable

Associations

Integrity Matter	Explanation	Exclusion Period
As per heading	An applicant who associates with people of poor character or reputation or who associates with people who may present an unacceptable risk to the Queensland Police Service may not be eligible to apply.	Up to unsuitable

Social Media Presence

Integrity Matter	Explanation	Exclusion Period
As per heading	An applicant who has or who at anytime has had a social media presence in any form whatsoever including (but not limited to) postings, comments or chat groups that do not comply or align with the Queensland Police Service values or Code of Conduct may not be eligible to apply. This also includes membership of groups who espouse or promote vies or ideals in conflict with the Queensland Police Service values or the Code of Conduct.	Up to unsuitable

Drink driving and serious driving offences

Integrity Matter	Explanation	Exclusion Period
As per heading	An applicant with a finding of guilt for any driving offence involving a blood alcohol level with a reading of 0.15% or higher, including but not limited to: <ul style="list-style-type: none"> • Drug Impaired Driving • Failure to Supply Breath/Blood/Saliva/Urine • Dangerous Operation of a Motor Vehicle 	Up to 5 years
	An applicant with a finding of guilt for blood alcohol reading of less than 0.15%.	Up to 2 years

Driving whilst licence suspended, cancelled or disqualified

Integrity Matter	Explanation	Exclusion Period
As per heading	An applicant with a finding of guilt for driving whilst disqualified driving or driving on a cancelled licence.	Up to 5 years
	An applicant with a finding of guilt for driving on a suspended licence.	Up to 2 years

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Licence suspensions, SPER suspensions

Integrity Matter	Explanation	Exclusion Period
As per heading	An applicant who has a current licence suspension.	Not eligible to apply.
	An applicant (open or probationary licence holder) with any licence suspension/cancellation for matters involving SPER.	Up to 1 year from
	An applicant with a finding of guilt for offences including Recently Expired Licence or Unlicensed Driving or Drive Unregistered/Uninsured vehicle.	reinstatement of licence.

Demerit Points

Integrity Matter	Explanation	Exclusion Period
As per heading	Applicants are expected to have no more than 6 points accumulated.	Up to such time the applicant has equal to or less than 6 points accumulated.

Former or serving police officers from other jurisdictions or other Government Agencies

Integrity Matter	Explanation	Exclusion Period
As per heading	These applications will include consideration of the current / former officer's complaints & discipline history.	Up to unsuitable

Former or serving members of Australian Defence Force (ADF)

Integrity Matter	Explanation	Exclusion Period
As per heading	These applications will include consideration of the current / former ADF member's complaints & discipline history.	Up to unsuitable

Intelligence

Integrity Matter	Explanation	Exclusion Period
As per heading	These applications will include consideration of intelligence holdings from the Queensland Police Service any other law enforcement agency.	Up to unsuitable