

Scope of the Review

The issues within the scope of the Review will include:

- (a) identifying barriers to people from Diverse Backgrounds applying to become a QPS member;
- (b) considering the extent to which QPS recruitment policies, programs, procedures and practices are consistent with legal requirements under state and federal anti-discrimination laws, including reviewing recruitment standards for entry to be a QPS member to:
 - (i) ensure they are genuine occupational requirements of the role and not indirectly discriminatory; and
 - (ii) identify any equal opportunity measures that should apply;
- (c) assessing whether there is adequate transparency about recruitment, promotion, and retention, and a capacity to monitor and evaluate changes;
- (d) what positive steps QPS should take to prevent discrimination, including sexism and racism, within QPS;
- (e) what should be done to increase the retention of QPS members from Diverse Backgrounds, including by having regard to reducing attrition due to workplace harms and conditions; and
- (f) any other matters the Commission considers relevant to ensure the scope of recommendation 12 of the COI Report is implemented effectively.