



NSW POLICE

ANNUAL REPORT 2003-2004



**NSW POLICE
REMAINS ABSOLUTELY
COMMITTED TO
DRIVING DOWN
CRIME AND EQUALLY,
REDUCING THE
FEAR OF CRIME**

K E MORONEY

Commissioner of Police



NEW SOUTH WALES POLICE

31 October 2004

The Hon John Watkins
Minister for Police
Parliament House
SYDNEY NSW 2000

Dear Minister

I am pleased to submit the NSW Police Annual Report for the year ending 30 June 2004, for tabling in Parliament.

The report was prepared in accordance with the provisions of the *Annual Reports (Departments) Act 1985*, the *Annual Reports (Departments) Regulation 2000* and the *Public Finance and Audit Act 1983*, as amended, and complies with the standardised reporting formulae for financial statements, approved by the Treasurer.

Following the report's tabling in Parliament, it will be available for public access on the NSW Police website – www.police.nsw.gov.au

Yours sincerely

A handwritten signature in black ink, reading 'K. E. Moroney'.

K E Moroney
Commissioner of Police



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It gives me pleasure to present the Annual Report of the NSW Police for the period 2003-04.

NSW Police remains absolutely committed to driving down crime and reducing the fear of crime. Through the provision of a range of services and through community partnerships to reduce crime, violence and to improve public safety and amenity, NSW Police seeks to ensure a safe New South Wales. We have achieved sound results in all major crime categories. Community support; crime investigation; traffic management and judicial support are the means through which our service is delivered.

The structure of the NSW Police fully supports our policing operations – both those of routine nature, and those involving emergencies and other critical incidents. Under the leadership of our Executive Team, Region and Specialist commanders continue to provide guidance and direction. Decision-making at the local level assists towards achieving our corporate goals.

With sound administrative and financial systems and using available information technology, forensic sciences and strengthening our alliances with other criminal justice and government agencies, non-government organisations and the private sector, NSW Police will continue to be a strident and forward looking law enforcement agency committed to a safer NSW.

COMMISSIONER'S REVIEW 2003-04

K E Moroney
Commissioner of Police



HISTORY AND PROFILE

The first civilian police force in Australia was formed by Governor Arthur Phillip in 1789. The NSW Police Force was established by the *Police Regulation Act 1862*, which was replaced by the *Police Regulation Act 1899*. Until 1987 NSW Police was divided into two separate organisations. The NSW Police Force had carriage of operations and the NSW Police Department had the responsibility for policy and administrative support. In 1987 the two entities were amalgamated and formalised by the *Police Act 1990*, the legislation that governs NSW Police today.

NSW Police is Australia's oldest and largest police organisation and one of the largest in the English speaking world. It serves a population of more than 6.7 million people who are spread out over an area of more than 800,000 square kilometres (comparable to Texas, and double the size of England, Scotland and Wales). NSW Police operates on land, sea and from the air to provide a localised and community based service. The State is divided into

80 Local Area Commands (LACs) allowing community policing to be delivered at a local level. The Commands in turn are over-sighted by five regional offices.

The Commissioner is the Chief Executive Officer of NSW Police. The Commissioner's Executive Team (comprising the Deputy Commissioner Operations, Deputy Commissioner Support and the Executive Director Corporate Services) is responsible for overseeing the operation, support and administration of all commands within NSW Police. The Executive Team is chaired and led by the Commissioner.

As at June 2004 NSW Police had 18,921 employees of which 15,009 were police officers and 3,912 administrative employees. NSW Police is a non-profit NSW Government Department, funded in 2003-2004 at a net cost of \$1.85 billion.

CHARTER

NSW Police will:

- provide police services for New South Wales.
- exercise any other function conferred on it by or under the *Police Act, 1990* or any other Act.
- do anything necessary for, or incidental to, the exercise of this function including:
 - services by way of prevention and detection of crime
 - the protection of persons from injury or death, and property from damage whether arising from criminal acts or in any other way
 - the provision of essential services in emergencies
 - any other service prescribed by the regulations.

OBJECTIVES

- Reduce crime and violence to maximise the community's sense of safety and security.
- Improve and maintain a high level of public trust and confidence in police integrity.
- Deliver effective, appropriate, quality policing services.

STATEMENT OF VALUES

The NSW Police statement of values is included in the *NSW Police Act 1990* which states that each member of this police force is to act in a manner which:

- places integrity above all;
- upholds the rule of law;
- preserves the rights and freedoms of individuals;
- seeks to improve the quality of life by community involvement in policing;
- strives for citizen and police personal satisfaction;
- capitalises on the wealth of human resources;
- makes efficient and economical use of public resources; and
- ensures its authority is exercised responsibly.

GUARANTEE OF SERVICE

THE GUARANTEE

NSW Police guarantees to provide a satisfactory level of service to any person or organisation with whom we have contact.

If unsatisfactory service results from failure to be consistent with our standards of professionalism, courtesy, equity or any other factors under our control, we will rectify the problem.

CUSTOMERS

We recognise and embrace NSW as a complex, multicultural and multi-dimensional society with a mix of people and expectations.

To achieve equity, we believe it is important to be able to respond to the different needs and expectations of different groups. For this reason, and following wide and ongoing consultation, we have implemented programs and services specific to the needs of multi-cultural communities, youth, aged, the gay and lesbian community, and Aboriginal people.

The needs of all NSW residents are identified through ongoing customer research with links to the NSW Police Corporate Plan. Each Local Area Command has established Police Accountability Community Teams (PACTs) to encourage community and business stakeholder participation. Through an exchange of information PACTs assist NSW Police and their local committees, to better understand each other and their needs and expectations.

SATISFACTORY SERVICE

Satisfactory service means meeting all reasonable customer expectations in matters over which we have authority. If we fail to meet those expectations, we will acknowledge it and act to rectify the problem.

HOW YOU CAN HELP

Help us to identify both good police practice and service or to highlight the basic causes of community dissatisfaction with our service by telling us about the issues that concern you.

Discuss any matter with your local police or, if you prefer, our Customer Assistance Unit can help you with any concern, problem, question, complaint or compliment you might have about police service. Toll free number 1800 622 571.

In cases where serious misconduct or criminal behaviour is suspected, complaints can be made to any police officer. The complaint can also be made directly to the Ombudsman, the Police Integrity Commission and the Independent Commission Against Corruption or any member of Parliament. Complaints may be made verbally or in writing, and can be anonymous, if you wish.

GOAL

**A SAFE NSW
WITH A RESPECTED
POLICE FORCE
WORKING WITH
THE COMMUNITY
TO REDUCE
VIOLENCE, CRIME
AND FEAR**



VISION

**TO BE RECOGNISED
AS A WORLD
CLASS POLICING
ORGANISATION,
PROVIDING
EXCELLENT
SERVICE TO THE
COMMUNITY**



ORGANISATIONAL STRUCTURE



REGIONS

NSW Police is made up of 80 Local Area Commands (LACs) organised within five regions, to provide the community with efficient, cost effective, intelligence based policing services that address crime and community concerns.

The regions are:

- Northern, led by Assistant Commissioner Peter Parsons APM
- Southern, led by Assistant Commissioner Terry Collins APM
- Western, led by Assistant Commissioner Morris West APM
- Inner Metropolitan, led by Assistant Commissioner Bob Waites APM and
- Greater Metropolitan, which at the end of the reporting period was led by Acting Assistant Commissioner Dennis Clifford.

STATE CRIME COMMAND

Assistant Commissioner Graeme Morgan APM heads the State Crime Command. This Command delivers front line services to the community through the investigation of serious organised crime. Individual crime squads investigate and gather intelligence on particular crime types focusing on serious, organised and large scale crime.

These services are provided by and through various investigative arms of the State Crime Command; specialist support and advice to LACs and other commands within NSW Police; and partnerships with other law enforcement and regulatory agencies.

OPERATIONS SUPPORT

Operations Support Command is under the leadership of Assistant Commissioner Mark Goodwin. The Command provides police with targeted specialist traffic services; specialist support services for young people; expert and professional research; advice and assistance on crime management, community or social justice issues, and administers the Volunteers in Policing program.

SPECIAL INVESTIGATIONS

Special Investigations is led by Assistant Commissioner John Laycock APM who also has responsibility for, amongst other investigations, Strike Force Tronto (bushfire investigations), implementation of the Search Warrants Act and the Security Industry Act.

SPECIAL PROJECTS COMMAND

Special Projects Command is under the leadership of Assistant Commissioner Chris Evans APM. The Command develops and coordinates multi-agency projects involving NSW Police and major internal projects involving multiple commands within NSW Police. The policing/security arrangements for the Rugby World Cup was a notable success.

COMMUNICATIONS

The Communications Command, under the leadership of Assistant Commissioner Reg Mahoney, supports police and provides public assistance with communications and business technology systems, administered by expert and professional technical personnel.

COUNTER TERRORISM

The Counter Terrorist response is under the leadership of Assistant Commissioner Norm Hazzard APM and deals with politically motivated violence and terrorism in accordance with the National Counter Terrorist Plan and the NSW Police Counter Terrorist Plan.

The Counter Terrorist Coordination Command provides intelligence gathering and investigation in relation to politically motivated violence, terrorist activity, public order management, dignitary protection, critical infrastructure protection, threats to high office holders, and threats to the diplomatic and consular corp. It also provides a tactical response through the services of the State Protection Group, including Tactical Operations, Negotiators, Bomb Disposal and the Dog Unit.

FORENSIC SERVICES GROUP

The Forensic Services Group (FSG) was headed by Dr Tony Raymond (until March, 2004) and is currently headed by Superintendent Philip Fogel. FSG provides services for the collection, analysis and interpretation of forensic evidence, the identification or elimination from inquiries of persons of interest, and the clarification and forensic support of investigation outcomes. FSG also maintains criminal records and is responsible for implementing the NSW component of the national DNA/criminal database, CrimTrac.



PROFESSIONAL STANDARDS COMMAND

The Professional Standards Command is led by Assistant Commissioner John Carroll APM. The Command establishes professional standards in conduct, performance, discipline and complaint management as well as investigating serious police corruption and misconduct. In addition, the Command provides police liaison with external agencies including the Police Integrity Commission, NSW Ombudsman, NSW Coroner and the Independent Commission Against Corruption.

PUBLIC AFFAIRS BRANCH

Public Affairs Branch disseminates community safety information, coordinates public appeals for assistance, police advertising campaigns, and provides media liaison services, particularly during major incidents and events. Mr Ross Neilson was Director until June 2004.

SPECIAL SERVICES GROUP

Commander Anthony (Tony) Jeffries APM heads the Special Services Group which gathers covert and electronic intelligence to support operational police. The Marine Area Command and Aviation Support Command are also included in this Group.

CORPORATE INFRASTRUCTURE

Corporate Infrastructure comprises the Executive Support Group, Infrastructure and Procurement, Financial Services, Operational Information Agency and Police Business Services. The Corporate Infrastructure Command is responsible for the provision, coordination, maintenance and allocation of resources in support of operational policing.

Mr Peter Wood was the Acting General Manager of the Command for the reporting period.

EDUCATION SERVICES

Assistant Commissioner Garry Dobson APM heads Education Services, which recruits and trains probationary constables, provides for the ongoing education of serving members and identifies and develops personnel for key leadership positions.

HUMAN RESOURCE SERVICES

Mr Ian Peters heads Human Resource Services. This command is responsible for services in health, welfare, promotions, transfer and tenure, workforce planning, internal witness support, human resource administration and industrial relations.

LEGAL SERVICES

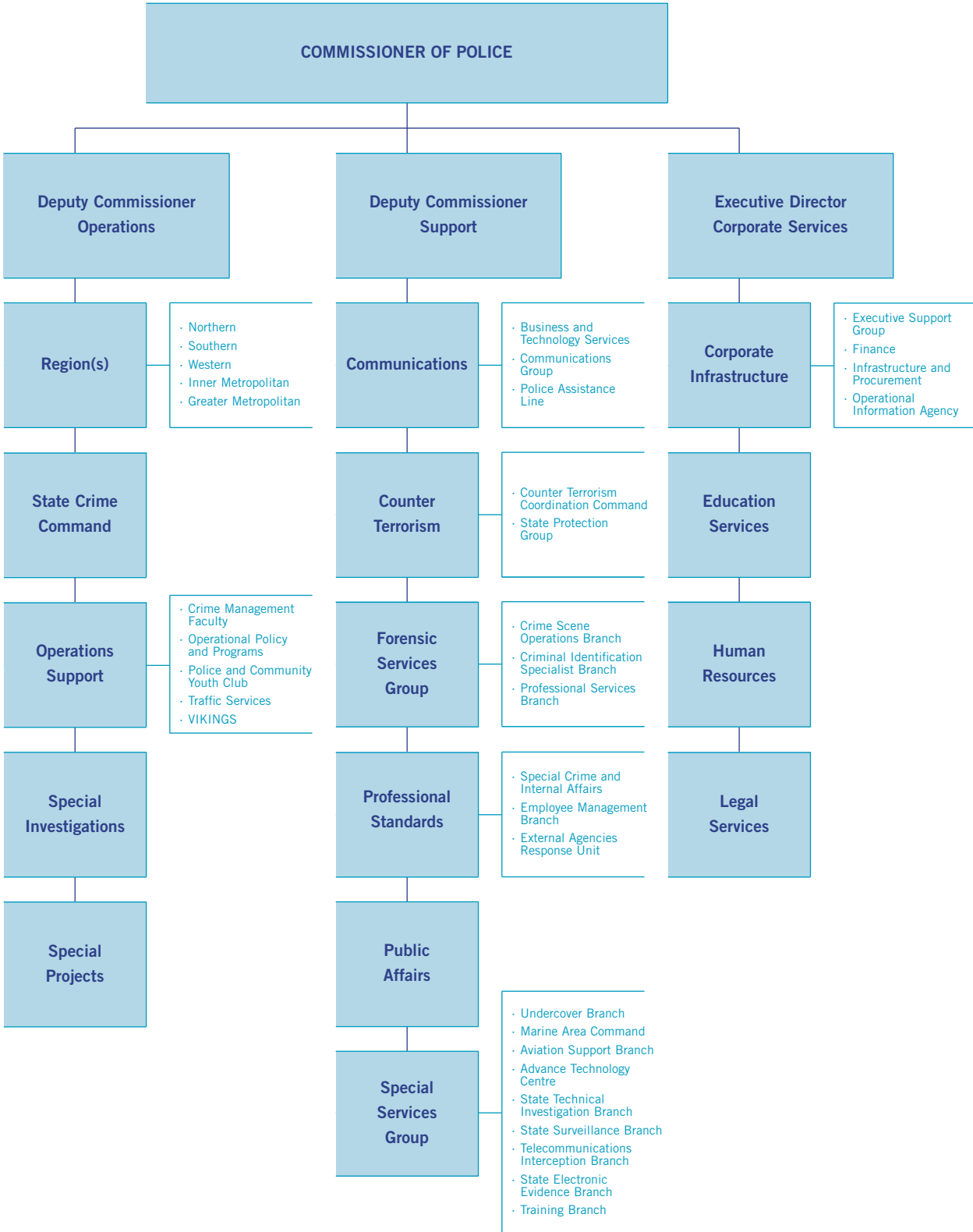
Mr Michael Holmes LL.B heads Legal Services which provides advocacy, legal and policy advice and summary prosecutorial services for NSW Police. Legal Services also coordinates responses to Freedom of Information (FOI) requests.

ORGANISATIONAL CHANGES

As at 1 September 2003 NSW Police adopted a new organisational structure incorporating the following changes:

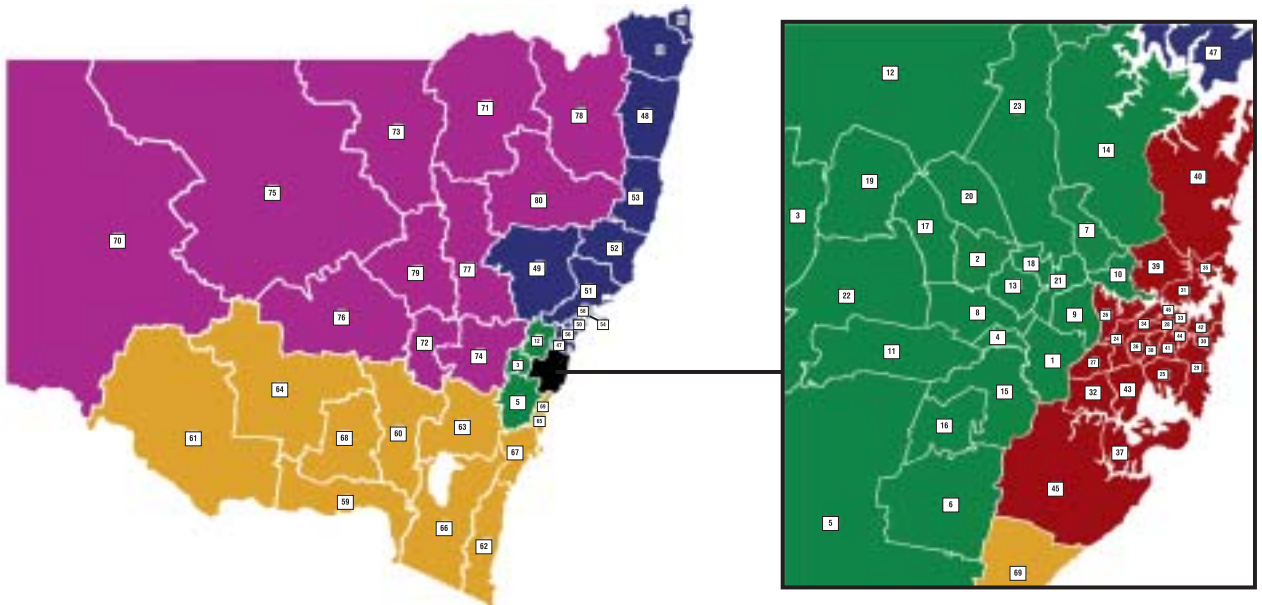
- The newly created Professional Standards Command brought together Special Crime and Internal Affairs, Employee Management Branch and the External Agencies Response Unit enabling better communication and collaboration between these areas.
- Communications Command brought together Business and Technology Services, Communications Group and the Police Assistance Line to support policing with effective management and communications by providing appropriate and useful technology facilities and services.
- Counter Terrorism brought together Counter Terrorist Coordination Command, Protective Security Group and the State Protection Group.
- Corporate Services Command brought together Corporate Infrastructure Command, Finance Directorate, Education Services Command, Human Resources Command and Legal Services Command.

ORGANISATIONAL STRUCTURE 2003-04



LOCAL AREA COMMANDS

MAP OF REGIONS



LAC REGION LABEL	REGION	NO. ON MAP	LAC REGION LABEL	REGION	NO. ON MAP
Bankstown	Greater Metro	1	Redfern	Inner Metro	41
Blacktown	Greater Metro	2	Rose Bay	Inner Metro	42
Blue Mountains	Greater Metro	3	St George	Inner Metro	43
Cabramatta	Greater Metro	4	Surry Hills	Inner Metro	44
Camden	Greater Metro	5	Sutherland	Inner Metro	45
Campbelltown	Greater Metro	6	The Rocks	Inner Metro	46
Eastwood	Greater Metro	7	Brisbane Water	Northern	47
Fairfield	Greater Metro	8	Coffs-Clarence	Northern	48
Flemington	Greater Metro	9	Hunter Valley	Northern	49
Gladesville	Greater Metro	10	Lake Macquarie	Northern	50
Green Valley	Greater Metro	11	Lower Hunter	Northern	51
Hawkesbury	Greater Metro	12	Manning-Great Lakes	Northern	52
Holroyd	Greater Metro	13	Mid North Coast	Northern	53
Kuring Gai	Greater Metro	14	Newcastle	Northern	54
Liverpool	Greater Metro	15	Richmond	Northern	55
Macquarie Fields	Greater Metro	16	Tuggerah Lakes	Northern	56
Mt Druitt	Greater Metro	17	Tweed-Byron	Northern	57
Parramatta	Greater Metro	18	Waratah	Northern	58
Penrith	Greater Metro	19	Albury	Southern	59
Quakers Hill	Greater Metro	20	Cootamundra	Southern	60
Rosehill	Greater Metro	21	Deniliquin	Southern	61
St Marys	Greater Metro	22	Far South Coast	Southern	62
The Hills	Greater Metro	23	Goulburn	Southern	63
Ashfield	Inner Metro	24	Griffith	Southern	64
Botany Bay	Inner Metro	25	Lake Illawarra	Southern	65
Burwood	Inner Metro	26	Monaro	Southern	66
Campsie	Inner Metro	27	Shoalhaven	Southern	67
City Central	Inner Metro	28	Wagga Wagga	Southern	68
Eastern Beaches	Inner Metro	29	Wollongong	Southern	69
Eastern Suburbs	Inner Metro	30	Barrier	Western	70
Harbourside	Inner Metro	31	Barwon	Western	71
Hurstville	Inner Metro	32	Canobolas	Western	72
Kings Cross	Inner Metro	33	Castlereagh	Western	73
Leichhardt	Inner Metro	34	Chifley	Western	74
Manly	Inner Metro	35	Darling River	Western	75
Marrickville	Inner Metro	36	Lachlan	Western	76
Miranda	Inner Metro	37	Mudgee	Western	77
Newtown	Inner Metro	38	New England	Western	78
North Shore	Inner Metro	39	Orana	Western	79
Northern Beaches	Inner Metro	40	Oxley	Western	80

NSW POLICE EXECUTIVE

Commissioner KEN MORONEY

Ken Moroney joined NSW Police in 1965. With experience in both rural and metropolitan stations, he has held positions as Executive Director, Education and Training, Region Commander, Deputy Commissioner and Senior Deputy Commissioner. He was sworn in as the 19th Commissioner of Police on 27 May 2002.

In 1992, Commissioner Moroney was awarded the Australian Police Medal for distinguished service, and Highly Commended by the NSW Cabinet in 1997 (Thredbo landslide), 2000-01 (bushfires) and 2001-02 (bushfires). He has also been awarded the National Medal, 1st and 2nd Clasps to the National Medal, the NSW Police Medal and the 35 year clasp to this medal.

Qualifications: Master of Arts Degree (Macquarie University); Diploma in Justice Administration (Charles Sturt University); Graduate Diploma in Management (Macquarie University); Certificate in Personnel Management. Commissioner Moroney is a graduate of the FBI Academy, Quantico, Virginia.



ABOVE: Commissioner Ken Moroney
OPPOSITE: Commissioner's Executive Team
from left to right Andrew Scipione, Dave
Madden, Ken Moroney, Dick Adams.

Deputy Commissioner Operations
DAVE MADDEN

David Madden joined NSW Police in 1978, and has held a range of positions and appointments. He was appointed to Deputy Commissioner in February 2002. As Deputy Commissioner Operations he is also the State Emergency Operations Controller. Deputy Commissioner Madden is a recipient of the National Medal, the Australian Police Medal for distinguished service (2003) and the NSW Police Medal.

Qualifications: Bachelor of Applied Social Science (Mitchell College); Master of Letters Distinction in Sociology (University of New England); Post Graduate Certificate Distinction (Macquarie Graduate School of Management).

Deputy Commissioner Support
ANDREW SCIPIONE

Andrew Scipione joined NSW Police in 1980 and has held a range of positions and appointments. He was appointed Deputy Commissioner in February 2002.

Deputy Commissioner Scipione is the NSW Police representative on the National Counter Terrorism Committee (EC). He is also a recipient of the National Medal, Australian Police Medal for distinguished service (2003) and the NSW Police Medal.

Qualifications: Masters Degree in Management (Macquarie University); Degree in Security Management (Edith Cowan University). Deputy Commissioner Scipione is a graduate of the FBI Academy, Quantico, Virginia. Is a Member of the Australian Institute of Company Directors and a Fellow of the Australian Institute of Management.

Senior Assistant Commissioner,
Acting Executive Director,
Corporate Services
DICK ADAMS

Dick Adams joined NSW Police in February 1971 and has held a range of positions and appointments. Senior Assistant Commissioner Dick Adams commenced in the role of Acting Executive Director, Corporate Services in February 2004.

Senior Assistant Commissioner Adams has served as a commissioned officer in the Australian Army and the Army Reserve. He has been awarded the National Medal, the 1st Clasp to the National Medal, the Australian Police Medal for distinguished service (1999), the NSW Police Medal and the Reserve Force Decoration.

Qualifications: Degree in Adult Education (University of Technology Sydney); Postgraduate degree in management (Macquarie University); and has completed studies at the Police Staff College, Bramshill, UK and the Senior Management Institute for Police, Harvard University, USA.



CORPORATE GOVERNANCE ARRANGEMENTS

NSW Police corporate governance arrangements provide the framework through which the organisation meets government requirements, fulfils statutory obligations, sets corporate direction and implements executive decisions.

A number of standing committees collectively act as part of NSW Police’s Corporate Governance Framework and provide the means of accountability for achieving objectives and monitoring corporate performance.

THE COMMISSIONER’S EXECUTIVE TEAM

CET

The Commissioner’s Executive Team (CET), consisting of the Commissioner, the Deputy Commissioner

Operations, Deputy Commissioner Support and the Senior Assistant Commissioner, Executive Director Corporate Services, operates under the authority of the Commissioner and is responsible for the overall corporate governance of NSW Police.

CET ensures policies and procedures are in place for financial management, risk management, and that internal controls enable the NSW Police to implement government policy and meet regulatory and statutory requirements.

INFORMATION COMMUNICATION AND TECHNOLOGY MANAGEMENT BOARD

ICTMB

The Information Communication and Technology Management Board (ICTMB), formerly

the Technology Management Board, is chaired by the Deputy Commissioner Support and comprises senior executive members of NSW Police. The ICTMB promotes opportunities for better use of technology and ensures that members of NSW Police are equipped with the latest and most appropriate information and communication technology. It monitors the implementation of all information technology projects and takes an organisation wide and strategic view of technology opportunities while maintaining a focus on cost effective use of information systems.

IMPLEMENTATION ADVISORY GROUP

IAG

The Implementation Advisory Group (IAG), as part of NSW Police’s Corporate Governance

Framework, reviews and monitors the instigation of decisions and highlights any unexpected or potential ramifications. The IAG checks the implementation of the NSW Police Change Strategy 2003-2006 on behalf of the CET and other related projects and initiatives.

The IAG was disbanded in February 2004 following a restructure of the CET support processes.

THE AUDIT COMMITTEE

The Audit Committee is part of the organisation's self regulating and governing mechanism which reviews NSW Police compliance with legislation, regulations and the NSW Police Code of Conduct.

The Committee oversees the organisation's internal audit function and reports on the effectiveness and efficiency of the organisation's practices and procedures, while ensuring that all approved recommendations provided by the internal and external auditors are implemented.

The Committee also tests the integrity and efficiency of the organisation's accounting and financial reporting systems and practices. Through the Audit Committee, CET is provided with assessment reports on the adequacy, effectiveness of, and compliance with, the organisation's internal control frameworks.

As from May 2004 the members of the NSW Police Audit Committee are:

- Ms Carol Holley (Chair)-an external member to NSW Police
- The Commissioner
- The Deputy Commissioner Operations
- The Deputy Commissioner Support
- The Senior Assistant Commissioner, Executive Director Corporate Services.

Representatives of the Auditor General of NSW attend all meetings of the NSW Police Audit Committee as observers, as does the Commander, NSW Police Audit Group.



EXTERNAL AGENCY RESPONSE UNIT

The External Agencies Response Unit is the NSW Police liaison point for its oversight agencies, including the NSW Ombudsman, Police Integrity Commission and the Independent Commission Against Corruption. The Unit works with NSW Police Commands state-wide to ensure timely, coordinated responses are provided to reports, recommendations, investigations, findings, legislative reviews and information requests. The Unit ensures the NSW Ombudsman is provided with timely, accurate information to inform its legislative reviews of a number of Acts of Parliament, including the *Police Powers (Drug Detection Dogs) Act 2001*, the *Police Powers (Drug Detection in Border Areas Trial) Act 2003* and the *Police Powers (Vehicles) Amendment Act 2001*.

Performance Overview

New South Wales is a diverse society with a wide spread of social, cultural, community and religious diversity. This diversity, while bringing many benefits, has implications for policing; which involves fighting crime, maintaining public order, effectively managing community expectations while displaying transparent decision-making and providing efficient use of public resources.

In an era of changing population trends and movements, changes in criminal behaviour, and technological advancements, police continue to develop and improve ways to combat crime and address community concerns.

The community's general satisfaction with policing services and perceptions of police are key performance indicators. Community satisfaction surveys, conducted annually, demonstrate that the general level of satisfaction with policing services has remained high and the level of community satisfaction has increased in recent years. Overall the NSW community is satisfied with policing services as indicated in the table following.

COMMUNITY SATISFACTION

		2003-04	2002-03	2001-02	2000-01	1999-00
General Satisfaction^{a,b}						
Satisfied with police services	– %	70	70	64	65	63
	– mean (1 to 5)	3.8	3.9	3.7		
Confidence in police – agree/strongly agree^{a,b}						
Police perform their job professionally	– %	79	79	74	77	77
	– mean (1 to 5)	3.9	3.9	3.8		
Most police are honest	– %	74	75	72	71	70
	– mean (1 to 5)	3.8	3.8	3.8		
Police treat people fairly and equally	– %	65	68	64	61	60
	– mean (1 to 5)	3.6	3.7	3.6		
Have confidence in the police	– %	80	80	79	81	80
	– mean (1 to 5)	4.0	3.9	3.9		
Public – complaints ^c		3,066	3411	2392 ^d	3622	3601
Public – issues raised ^c		4744	5275	4290 ^d	6457	7715
Internal complaints ^c		2221	1744	701 ^d	1130	1260
Internal issues raised ^c		3067	2216	1082 ^d	1630	2208

a Since 2001-02, estimates relate to the 12 months to June and are not strictly comparable with earlier years. 2000-01 relates to 12 months to November 2000, and 1999-00 relates to 12 months to May 2000. **b** The mean score used is: 5-very satisfied, 4-satisfied, 3-neither satisfied or dissatisfied, 2-dissatisfied and 1-very dissatisfied. It is shown in brackets. **c** A new complaints management system (c@ts.i) was introduced from December 2001. Figures for 2001-02 and later are not comparable with earlier years. Local Management Issues were not previously included on the Complaints Information System (CIS). **d** 2001-02 Complaints information is not complete. Sources: ACPR & ABS, Community Attitudes to Policing Survey; NSW Police Complaints Management System (c@ts.i).

The community agrees that police display positive traits with 79% of people agreeing that police are professional and 74% agreeing that police are honest. The proportion of people agreeing that the police treat people fairly/equally remains steady as has the community's confidence in police.

The apparent increase in the total number of complaints against police should not be interpreted negatively. Internal complaints rose from 1,744 to 2,221 while the number of public complaints fell from 3,411 to 3,066. The apparent increase in the number of internal complaints and internal issues reported may indicate that staff are

becoming less tolerant of inappropriate behaviour within the organisation, while at the same time becoming more comfortable reporting internal issues.

The number of complaints received from the public has not only decreased but should be considered in the context of the number of contacts between police and members of the public. There were between 7.5 and 8 million contacts with police during the year and only one in every 1,400 contacts gave rise to a complaint.

CONCERN^{ab} ABOUT SOCIAL PROBLEMS AND ABOUT BEING A VICTIM, NSW

	Extent to which ... is a problem:				Concerned about being the victim of:	
	In State		In local area			
	2003-04	2002-03	2003-04	2002-03	2003-04	2002-03
Family violence	2.2 (82%)	2.2 (79%)	1.7 (54%)	1.7 (50%)	n.a.	n.a.
Sexual assault	2.3 (87%)	2.4 (85%)	1.7 (52%)	1.7 (51%)	1.6 (42%)	1.6 (44%)
Physical assault	2.4 (90%)	2.4 (88%)	1.8 (61%)	1.8 (61%)	1.8 (59%)	1.8 (60%)
Illegal drugs	2.6 (92%)	2.6 (92%)	2.2 (77%)	2.2 (76%)	n.a.	n.a.
Housebreaking	2.5 (93%)	2.5 (91%)	2.1 (75%)	2.1 (75%)	2.0 (73%)	2.0 (74%)
Motor vehicle theft	2.4 (90%)	2.5 (90%)	1.9 (68%)	2.0 (71%)	1.9 (67%)	2.0 (71%)
Speeding cars, dangerous or noisy driving	2.4 (90%)	2.4 (88%)	2.2 (77%)	2.1 (76%)	n.a.	n.a.
Graffiti or other vandalism	2.3 (86%)	2.3 (86%)	1.8 (61%)	1.8 (62%)	n.a.	n.a.
Louts and gangs	2.5 (90%)	2.4 (87%)	1.7 (55%)	1.7 (55%)	n.a.	n.a.
Drunken or disorderly behaviour	2.2 (85%)	2.1 (81%)	1.8 (57%)	1.7 (57%)	n.a.	n.a.
Fraud or credit card theft	n.a.	n.a.	n.a.	n.a.	1.9 (66%)	2.0 (66%)
Internet-based crime	n.a.	n.a.	n.a.	n.a.	1.8 (55%)	1.8 (52%)

^a The scale used to derive the mean score is 1 to 3, where 3 is Major problem/Very concerned, 2 is Somewhat of a problem/Somewhat concerned and 1 is Not a problem/Not concerned. Don't know/Never considered is weighted zero. ^b The proportion shown in brackets is the total of Major problem/Very concerned and Somewhat of a problem/Somewhat concerned. **n.a.** Not available. Source: ACPR, *Community Attitudes to Policing*.

Local communities have identified illegal drugs and speeding/dangerous or noisy driving as prime local problems, followed by housebreaking and graffiti or other vandalism.

Reflecting the findings of the survey, and underpinned by evidence and intelligence gathering, NSW Police has:

- Concentrated attention on the high volume property offences of break and enter, stealing and car theft.
- targeted crime hot spots to reduce street assaults and robberies, and street level drug activity.
- focussed on repeat offenders who commit a large amount of crimes
- maintained its commitment to improving road safety.
- implemented a victim-based strategy for handling domestic violence, which should encourage continued reporting of domestic violence and
- implemented special procedures for handling allegations of child abuse and adult sexual assault.

COMMUNITY SUPPORT

Community Support is the major service program (accounting for about 55% of total expenditure) of the NSW Police and is delivered in three ways:

- 24 hour service
- Crime prevention services
- Events and emergency management.

Throughout NSW, Local Area Commands (LACs) focus on high visibility policing strategies that proactively target repeat offenders and crime hotspots. Ongoing achievements have been made in 2003-04 identifying and neutralising clandestine drug laboratories, motor vehicle theft, break enter and steal, and drug distribution. Operations are conducted regularly in LACs across the state. Some typical examples include:

- The second phase of an ongoing strategy in the Newcastle Local Area Command to combat the supply, possession and use of prohibited drugs within licensed premises.
- A major operational strategy targeting repeat offenders and hotspots in Orange. It is supported by other operations, which target break and enter offences and domestic violence incidents. These operations are a collaborative arrangement between the Command and the Orange City Council Crime Prevention Committee.
- Operations conducted in Cabramatta, including those targeted at covert drugs and covert prostitution, which resulted in reduced criminal activity.

Community support is also provided by a number of specialist liaison officers located at Local Area Commands, Aboriginal Community Liaison Officers, Ethnic Community Liaison Officers, Gay and Lesbian Community Liaison Officers, Domestic Violence and Youth Liaison Officers, and Crime Prevention

officers consult extensively with the community, enabling NSW Police to better provide solutions to related issues.

Aboriginal Community Liaison Officers network with Aboriginal communities and police while the Aboriginal Coordination Team provides corporate direction and policy advice in the management of Aboriginal and police relations, including culturally appropriate solutions to crime prevention.

Ethnic Community Liaison Officers work towards achieving corporate priorities through liaison, project implementation and networking with local communities and police. Their role in strengthening links and facilitating communication and interaction between police and culturally and linguistically diverse communities is critical to a high quality customer focused policing service.

Gay and Lesbian Liaison Officers' role is often undertaken while managing other portfolio responsibilities. They provide a vital link with the gay, lesbian and transgender communities in raising awareness relating to hate crimes and victim support.

Domestic Violence Liaison Officers provide a monitoring role in ensuring the NSW Police response is appropriate

ISSUES PERCEIVED AS A PROBLEM IN THE LOCAL AREA

	2003-04	2002-03	2001-02	2000-01	1999-00
Persons who perceive as a problem in local area^{a,b}					
Staff at front line - %	93	95	93	92	90
Housebreaking - %	75	75	77	63	62
- mean (1to3)	2.0	2.1	2.2		
Motor vehicle theft - %	68	71	73	52	51
- mean (1to3)	1.9	2.0	2.1		
Speeding cars or dangerous driving - %	77	76	76	73	72
- mean (1to3)	2.2	2.1	2.1		
Graffiti or other vandalism - %	61	62	63	48	44
- mean (1to3)	1.8	1.8	1.9		
Louts or gangs - %	55	55	55	39	36
- mean (1to3)	1.7	1.7	1.8		
Drunken or disorderly behaviour - %	57	57	56	38	35
- mean (1to3)	1.8	1.7	1.8		
Problems in the State^{a,b}					
Family violence - %	82	79	78	76	74
- mean (1to3)	2.2	2.2	2.2		
Sexual assault - %	87	85	83	73	73
- mean (1to3)	2.3	2.4	2.4		
Physical assault - %	90	88	87	80	80
- mean (1to3)	2.4	2.4	2.4		
Illegal drugs - %	92	92	93	88	87
- mean (1to3)	2.6	2.6	2.7		

^a Since 2001-02, estimates relate to the 12 months to June and are not strictly comparable with earlier years. 2000-01 relates to 12 months to November 2000, and 1999-00 relates to 12 months to May 2000. ^b The scale used to derive the mean score is 1- major problem, 2- somewhat of a problem, 3 - no problem and is shown in brackets. Source: ACPR & ABS, *Community Attitudes to Policing Survey*.

for victims and offenders of domestic violence. This is a high volume crime area and demands high level skills in problem solving and understanding the complexity of the issues and how it impacts on operational policing. These officers maintain strong linkages with the community.

Youth Liaison Officers are responsible for the implementation of the Young Offenders Act and assist in diverting many suitable young people away from the criminal justice system. They have established strong links with young people and services that support them. They are currently reviewing processes to improve the diversion of Aboriginal young people. A recent review of the implementation process highlighted the success of the Youth Liaison Officer program and the Young Offenders Act.

Crime Prevention Officers (CPOs) provide safety, security and crime prevention advice at many levels within the community. CPOs provide advice about investing in long term plans that can assist in limiting crime

opportunities. This occurs at the individual level through to the community and government levels.

NSW Police remain committed to fully resourcing Local Area Commands and the many specialist commands supporting frontline operational police. Over 90% of all staff are in the Operations and Support Commands.

The proportion of people considering motor vehicle theft as a local problem has decreased since 2001-02 while for other issues the proportion has remained reasonably constant. At the State level, there have been increases in the proportion of people considering family violence, sexual and physical assault as problems, while for illegal drugs the proportion has remained fairly steady. The apparent increases between 2000-01 and 2001-02 are thought to be due to the change in question wording. From July 2001, the questionnaire asks respondents to indicate whether issues are considered problems in the State and then repeats the issues asking 'in your own local area'. Increases in reporting may also

reflect policing operations targeting specific offences and offenders.

From the NSW Crime and Safety Survey (ABS, April 2003, cat. No 4509.1), about 50% of persons aged 15 and over had 'no perceived crime or public nuisance problem in the neighbourhood'. Housebreaking/burglaries/theft from home is the most nominated problem, followed by dangerous/noisy driving and vandalism/graffiti/damage to property. The following table shows the proportion of persons aged 15 years and over who indicated any issue, or none, as a problem in the neighbourhood.

There has been an increase in the proportion of people having 'no problem' in the neighbourhood and decreases in the proportions considering housebreaking and burglary, illegal drugs, car theft and other theft as problems. Other issues are relatively constant and appear to be an intermittent problems.

PERCEPTIONS OF CRIME IN THE NEIGHBOURHOOD

	2003	2002 ^c	2001	2000	1999
Perceived problem^{a,b} (%)					
No problem	50.3	23.2	44.6	48.6	47.1
Housebreaking/burglary/theft from home	29.3	44.3	36.6	33.0	36.3
Dangerous/noisy driving	29.2	40.9	30.5	27.7	28.1
Vandalism/graffiti/damage to property	25.7	30.0	28.0	19.5	25.2
Louts/youth gangs	20.9	20.5	21.9	17.3	21.2
Illegal drugs	14.2	15.4	19.1	24.2	18.5
Car theft	18.2	26.8	24.0	21.8	23.0
Drunkenness	15.6	15.2	14.6	13.5	15.1
Problems with neighbours/domestic problems	7.4	9.6	8.1	7.3	7.7
Other theft	10.6	12.9	12.4	11.1	13.0
Prowlers/loiterers	7.9	8.8	9.1	8.1	8.9
Other assault	5.1	5.6	6.3	5.2	6.1
Sexual assault	3.1	2.7	3.2	2.9	3.7
Other	2.0	2.6	2.0	1.7	1.8

^a Relates to 12 months to April each year. ^b Multiple response were allowed in this category. Therefore the sum is greater than 100%. ^c Figures for 2002 are from the national Crime & Safety Survey; all other years are from the NSW Crime & Safety Survey. Although the methodology and survey provider (ABS) are the same, the national survey includes additional questions the inclusion of which appear to have some influence on respondents. *Source: ABS, Crime & Safety Survey*

24 HOUR SERVICE

NSW Police operates 24 hours a day every day of the year. NSW Police maintains 24 hour radio coverage through communication centres, providing full state coverage. Contact with NSW Police may be made directly at a police station or via the Police Assistance Line.

000 remains the NSW Police emergency number.

The Police Assistance Line (PAL) services the community with a single point of contact. The public can telephone number 131 444 for the cost of a local call from anywhere in NSW. The Customer Assistance Unit (CAU) provides assistance to the public for a range of concerns, compliments or complaints.

Crime Stoppers operates on a 24 hour basis on toll free number 1 800 333 000. Crime Stoppers is a community

based policing service which gathers information volunteered by members of the public.

There were over 1.5 million calls for assistance received by police during the reporting year, of which approximately 7% were designated as 'urgent duty attendance'. Over 80% of urgent calls were attended within 12 minutes and 80% of non-urgent calls were attended to within one hour.

RESPONSE TIMES

		2003-04	2002-03	2001-02	2000-01	1999-00
Time to attend						
Urgent calls:	- 50%	5min	6min	5min	6min	5min
	- 80%	12 min	12min	13min	12min	11min
Non-urgent calls:	- 50%	18 min	18 min	21 min	14 min	15 min
	- 80%	50 min	50 min	57 min	43 min	40 min

Source: NSW Police, Computerised Incident Dispatch System (CIDS).

SATISFACTION WITH POLICE

		2003-04	2002-03	2001-02	2000-01	1999-00
Satisfied/very satisfied with police^{a,b}						
Personal contact	- %	79	79	78	76	80
	- mean (1 to 5)	4.1	4.1	4.0		
Support for community programs	- %	62	62	63	61	64
	- mean (1 to 5)	3.8	3.8	3.8		

^a Since 2001-02, estimates relate to the 12 months to June and are not strictly comparable with earlier years. 2000-01 relates to 12 months to November 2000, and 1999-00 relates to 12 months to May 2000. ^b The scale used to calculate the mean score is: 5-very satisfied, 4-satisfied, 3-neither satisfied or dissatisfied, 2-dissatisfied and 1-very dissatisfied. *Source: ACPR & ABS, Community Attitudes to Policing.*

Satisfaction with police contact remains high at 79%. The main reasons for satisfaction in 2003-04 are:

- Courteous (19%)
- Took appropriate action/did their job (18%)
- Professional/fair (14%)
- Prompt (9%)
- Approachable/friendly (9%).

Thirteen percent of persons who had contact with police were dissatisfied with the last contact. The main reason for dissatisfaction given was 'Didn't do

enough/took no action'. Of those respondents who were dissatisfied, 8% said that police were 'Unprofessional/unfair' and 8% said they were 'Unfriendly/impolite' while 6% said they were 'Kept waiting / too slow'.

Community concern and fear are important indicators for the success of policing activity. Increased feelings of safety is an indication that police are taking appropriate action on behalf of the community.

The mean scores for perceptions of safety indicate members of the community feel safe at home alone after dark but neither safe nor unsafe on public transport or walking/jogging at night. There has been a significant decrease in the proportion of people claiming night travel on public transport as not applicable (from 31% to 22%) and a consequent increase in the proportion feeling neither safe nor unsafe (up from 14% to 19%).

COMMUNITY FEELINGS OF SAFETY

		2003-04	2002-03	2001-02	2000-01	1999-00
People who feel safe/very safe^{a,b}						
At home alone at night	- %	80	80	78	85	80
	- mean (1to5)	4.1	4.1	4.0		
On public transport at night	- %	23	21	20	24	21
	- mean (1to5)	2.7	2.7	2.7		
Jogging/walking at night	- %	40	39	38	43	42
	- mean (1to5)	3.0	3.0	3.0		

a Since 2001-02, estimates relate to the 12 months to June and are not strictly comparable with earlier years. 2000-01 relates to 12 months to November 2000, and 1999-00 relates to 12 months to May 2000. **b** The scale used to derive the mean score is shown in brackets. Scale used is 5-very safe, 4-safe, 3-neither safe nor unsafe, 2-unsafe, 1-very unsafe. *Source: ACPR & ABS, Community Attitudes to Policing.*

CRIME RATE FOR PARTICULAR INCIDENT TYPES^{a,b}

		2003-04	2002-03	2001-02 ^a	2000-01	1999-00
Households (percent), victims of^c -						
Break and enter - thous.		nya	127.6	122.7	152.0	136.9
- % households			5	5	6	6
- Report to police %			72	68	73	72
Motor vehicle theft - thous.		nya	38.0	51.8	57.4	41.0
- % households			2	2	2	2
- Report to police %			94	96	95	95
Persons (percent), victims of^c -						
Robbery - thous.		nya	42.7	52.5	50.3	49.5
- % persons 15+ years			1	1	1	1
- Report to police %			53	61	39	43
Assault - thous.		nya	184.7	244.1	213.8	179.4
- % persons 15+ years			4	5	4	4
- Report to police %			39	35	30	35
Recorded crime^{d,r} -						
Assault		69667	74165	70077	66359	60675
Break And Enter		94,229	107,169	122,106	135,932	129,643
Malicious Damage		95,268	96,560	95,046	96,594	94,110
Robbery		9,344	10,897	12,396	14,294	12,292
Sexual Assault		5,419	5,946	5,601	5,988	5,439
Stealing		178,865	203,332	222,760	235,754	223,209
Stolen Vehicle/Vessel		39,449	42,998	56,340	62,991	57,883
Total, major personal & property crime		494245	543070	586328	619913	585251

a Relates to 12 months to April each year. **b** Figures for 2003-04 are expected to be released in December 2004. **c** Figures for 2002 are from the National Crime & Safety Survey; all other years are from the NSW Crime & Safety Survey. Although the methodology and survey provider (ABS) are the same, the national survey includes additional questions the inclusion of which appear to have some influence on respondents. **d** Recorded crime statistics are based on date of incident, ie occurred during year (not the date of report to police as is used by BOCSAR & ABS). **nya** Not yet available. **r** Revised since last Annual Report. *Source: ABS, Crime & Safety Survey; NSW Police, Computerised Operational Policing System (COPS).*

Crime Trends

The NSW Bureau of Crime Statistics and Research (BOCSAR) reports that for the period to June 2004 none of the crime types displayed an upward trend. Murder, assault, sexual assault, robbery with a firearm, robbery without a weapon and malicious damage to property were all stable. Recorded incidents of crime have decreased over the last year for the following:

- break and enter dwelling decreased by 9%
- break and enter non-dwelling decreased by 18%
- motor vehicle theft decreased by 9%
- robbery with a weapon not a firearm decreased by 20%

- indecent assault/act of indecency/other sexual offence decreased by 12%
- steal from motor vehicle decreased by 14%
- steal from retail store decreased by 17%
- steal from dwelling decreased by 5%
- steal from person decreased by 18%
- fraud decreased by 12%.

The *NSW Crime and Safety Survey*, shows significant decreases in the number of persons who are victims of robbery and assault, housebreaking and motor vehicle theft. Survey results for 2003-04 are not yet available but are expected to show similar results for

crime levels, and for rates of victimisation, which have remained relatively static for the last few years.

The reporting rate (percentage of victims reporting to police) is influenced by a number of factors, including the victim's perception of the incident (eg whether the victim considers the matter serious), their belief and confidence in police, and fear of repercussions or other impacts of reporting. The reporting rate can be used as a measure of the extent to which victims avail themselves of policing services. Car theft is consistently the highest reported incident type (about 95% each year). Commensurate with satisfaction rates of policing services, rates of assault and other victimisation rates are increasing.

CRIME PREVENTION

Operation Vikings began in May 2002 with the aim of increasing the level of high visibility police activity targeting antisocial behaviour and street level offences. Vikings operations are often conducted in conjunction with CityRail, targeting rail stations and include operations conducted at night and on weekends.

The Dog Unit conducted 714 Vikings operations in 2003-04 underpinned by legislation allowing dogs to be used to detect drugs on public transport.

A number of other operations were conducted in 2003-04 including:

- firearms & explosive detection dogs were used in 514 incidents
- general patrol dogs were used in 180 incidents
- 106 incidents involving armed/dangerous offender/s
- 52 high risk search warrants were executed.

The proportion of searches conducted where people found to have objects (knives, drugs or other dangerous articles) has decreased from 20% in 1999-00 to 10% in 2003-04. The proportion disobeying directions is less than 5% in 2003-04 (7% in 1999-00). The relatively low level of detected unlawful behaviour suggests police activity has contributed to increased public safety. Almost 50% of person searches are under the authority of the *Drug Misuse & Trafficking Act*, 30% are under the *Summary Offences Act*



(ie for knives or other dangerous articles) and 20% under the *Crimes Act* (for other prohibited or otherwise unlawful items).

EVENTS AND EMERGENCY MANAGEMENT

NSW Police provides a general emergency response capacity which includes local and specialist units such as the Police Communications Centre, the Marine Area Command (Water Police), the Aviation Support Branch (Polair) and State Protection Group.

NSW Police Aviation Support Branch, in conjunction with NSW Fire Brigade, finalised the purchase of Polair 5 in 2003-04, and responds collaboratively to state emergency situations.

During 2003-04, NSW Police Marine Area Command attended 2,675 marine emergencies. Of those over 400 were to assist boats adrift or aground, 160 boats required assistance with fuel and about 1,450 needed help due to mechanical or electrical failures. There were 38 marine collisions and over 575 other marine emergencies.

The civil unrest in Redfern in February was a major incident involving 250 officers. Thirty four police and two police dogs were injured during the riot. Investigations resulted in thirty six people being arrested, for varying public disorder related offences.

Other notable events involving

combined police resources included:

- a suspected gas leak (later attributed to an overheated train gear box) at Town Hall station on 5 February 2004 during peak hour.
- Mardi Gras held on the 6 March 2004 in Sydney.
- Kirribilli House protest against detention centres between 9 – 12 April 2004
- Olympic Torch Relay on 4 June 2004
- Rugby World Cup and
- New Years Eve celebrations across the State.

PUBLIC ORDER INCIDENTS

	2003-04	2002-03	2001-02	2000-01	1999-00
Satisfied with police^{a,b}					
Dealing with public order problems – %	51	51	46	51	50
– mean (1 to 5)	3.4	3.4	3.2		

a. Since 2001-02, estimates relate to the 12 months to June and are not strictly comparable with earlier years. 2000-01 relates to 12 months to November 2000, and 1999-00 relates to 12 months to May 2000. b. The scale used to derive the mean score is: 5-very satisfied, 4-satisfied, 3-neither satisfied nor unsatisfied, 2-unsatisfied, 1-very unsatisfied.

Counter Terrorism

The Forensic Counter Terrorism and Disaster Victim Identification Unit was established in January 2003 and receives funding from both State and Federal governments. A dedicated forensic counter terrorism laboratory, established in 2003-04, conducts initial screening and analysis of explosive devices and hazardous substances and chemicals. The laboratory is the only dedicated counter terrorism laboratory within Australia.

This unit provides support and advice to Local Area Commands, the Counter Terrorism Coordination Command (CTCC) and ASIO on suspected chemical, biological, radiological and explosive incidents. It also provides forensic support to suspected terrorist related inquiries both nationally and internationally.

The CTCC is represented on the New South Wales Joint Counter Terrorism Team along with the Australian Federal Police and the New South Wales Crime Commission.

The CTCC was involved in a significant number of high profile counter terrorism operations including the investigation of known or suspected terrorists. The CTCC was also the first Australian police agency to use the new Australian terrorism powers.

An exercise simulating a major explosion was conducted in Sydney from 25 May to 11 June 2004. The exercise tested multi-agency response to such an incident. NSW Police provided a round the clock response over a four day period involving the coordinated

efforts of a counter terrorism team, forensic officers, bomb squad, dog squad and others. The exercise was the largest of its type conducted in NSW. These exercises are crucial and provide invaluable operational and forensic information and experience, contributing significantly to NSW Police's capacity to respond to an act of terrorism.

Police have to manage public order incidents ranging from political demonstrations to significant sporting events. The proportion of people *satisfied* with police dealing with public order problems has remained fairly consistent with previous years at about 50%.

CRIME INVESTIGATION

Investigation services account for approximately 25% of NSW Police expenditure and comprise local and centralised criminal investigations units and technical investigation specialists.

Each Local Area Command has a number of detectives assisted by Scene of Crime Officers and Intelligence Analysts. General duties police also undertake investigations and are responsible for creating incident reports which form the basis for recording information used in investigations.

Local Area Commands are supported by specialist units which, in conjunction with other law enforcement agencies, contribute to the prevention, detection and investigation of major crime within New South Wales. Ten specialised squads operate within the State Crime Command, focusing on child protection and sex crimes; drugs; firearms and regulated industries; fraud; gangs; homicide; property crime, robbery and serious crime; and South East Asian Crime issues. Specialist taskforces are established from time to time to address specific crimes. Taskforce Gain targeting

Middle Eastern organised crime was of particular note in 2003-04.

A specialist investigative team was established in March 2004 to review and investigate approximately 400 cases of unsolved murder throughout NSW. The team works in consultation with the Local Area Commands to solve these crimes.

The Assets Confiscation Unit was established to administer the Criminal Assets Recovery Act 1990 . It targets drug dealers and the proceeds of 'serious' crime related activity along with money laundering investigations. Since the establishment of the financial investigation capacity in March 2003, the volume of work has significantly increased.

The Child Protection and Sex Crimes Squad supports Local Area Commands by investigating serious or serial child and adult sex crimes. The Squad comprises Joint Investigation Response Teams (which work closely with the Department of Community Services), Sex Crimes Teams, Child Exploitation

Internet Unit, Surveillance Unit, Intelligence Unit and the Child Protection Register.

Child exploitation sites on the internet are a growing area of crime. Since early 2004, capacity has increased to enable proactive investigation and prosecution of serial child sexual abuse offenders. NSW Police also has a commitment to assist national and international agencies to investigate the production and distribution of child pornography.

The New South Wales Police Child Protection Register, established under the Child Protection (Offenders Registration) Act 2000, registers persons convicted of a nominated violent or sexual offence against a child. The offender is required to register at a police station in the locality in which they reside within 28 days of sentencing, release from custody or, entering NSW after being found guilty of a registrable offence in another jurisdiction.

OUTCOME OF INVESTIGATIONS: 30 DAYS STATUS

	2003	2002	2001	2000	1999
Percentage of incidents finalised					
Assault	63	62	62	62	63
Unlawful Entry with Intenta	7	6	6	6	7
Car theft	7	7	7	7	6
Stealing	12	12	10	11	12
Robbery	16	16	17	18	18
Sexual assault	28	29	31	33	35
Murder	48	53	59	66	64
	2003-04	2002-03	2001-02	2000-01	1999-00
Alleged offenders^{b,c} (thousands):					
- identified ^r	267.2	251.2	227.2	213.5	200.7
- proceeded against ^{d,r}	163.8	162.1	156.9	155.0	150.9
Crime scenes:					
- attended	100,381	95,854	62,569	67,429	62,897
- fingerprints lifted	22,202	24,343	19,401	23,734	22,424
- persons identified	9,280	8,573	7,369	6,337	6,334

a Includes Break and Enter and Steal from inside a dwelling house. **b** Based on number of individuals identified per month. Former series related to the number of persons associated with Events and overstated the number of persons identified. **c** Includes all legal actions leading to appearances in court and formal diversionary programs (other than Traffic Infringement Notices). *Source: ABS, Recorded Crime – Victims, Australia; NSW Police, Computerised Operational Policing System (COPS).*

The Drug Squad drives the NSW Police response to drug crime through enforcement, delivery of strategies, investigative support and consultancy, provision of intelligence, policy and program advice as well as education and training to front line police. The focus is on mid to high level drug trafficking including those individuals and groups who organise, direct or finance drug related crime.

A joint operation, involving several Local Area Commands, the State Crime Command and over 150 officers led to the seizure of several large-scale cannabis plantations with a street value of over \$100 million.

Task Force Gain was established on 23 October 2003 in response to a range of serious and organised crimes in Sydney's south western suburbs. The taskforce consists of 80 criminal investigators and uniformed police supported by intelligence analysts, interpreters and administrative staff. Task Force Gain investigations principally involved murder, middle level drug dealing, theft, drive-by shootings, and use of firearms

in car rebirthing and drug related crime in Sydney's south western suburbs.

The Insurance Council of Australia provided \$250,000 to help police set up a pawnbroker/second hand dealer business in Port Kembla to investigate property crime. In January 2004, 57 people were charged with offences including stealing, break enter and steal, receiving, goods in custody, ongoing supply of prohibited drug, supply shortened firearm and other offences. Property valued over \$200,000 was recovered.

In 2002 investigations were commenced into a number of 'drink spiking' incidents that had occurred within licensed premises in the Newcastle LAC. This operation was established to strategically analyse the reported incidents of 'drink spiking' and provide recommendations in the form of Standard Operational Procedures to enable proper investigation of such incidents. It had been identified that the reported incidents were closely associated to drug supply, in particular ecstasy, within licensed premises.

The NSW Police Special Crime Unit continued to conduct specific operations, primarily with the Australian Federal Police (AFP) and NSW Crime Commission. Investigations include the completion of internal investigations and a joint NSW Police, AFP, Australian Crime Commission and NSW Crime Commission money laundering investigation.

The outcome of investigations across all major categories has remained relatively constant, except for murder investigations which often involve lengthy inquiries. Drug investigations often require the gathering of intelligence and evidence over a protracted period of time. This may include coordinating operations to close significant networks with individuals involved being arrested and charged.

Continual improvement and evidence/targeting practices has seen an increase in the number of offenders identified each year, with an increase of 6% in the last year. Police took legal action, other than issuing infringement notices, against approximately 164,000



alleged offenders in 2003-04 and no formal action was taken against a further 103,500 alleged offenders. Adult offenders account for 80% of all offenders.

The NSW Police Forensic Services Group has several specialist units which concentrate on:

- the collection, analysis and interpretation of forensic evidence
- the identification or elimination of persons of interest
- assisting in the clarification of investigation outcomes.

In terms of forensic support crime scene examiners now attend considerably more crime scenes, more than double the number attended in 1998-99. The numbers of latent fingerprints lifted and persons identified as a result have also increased.

Using the DNA Database and other forensic procedures police have been able to solve crimes that might otherwise have remained unsolved. Several notable cases where links from the DNA Database have led to conviction are listed below.

- A suspect sample obtained from a convicted offender in January 2001 was linked to evidence submitted as part of the investigation of a 1990 murder. The suspect was extradited from interstate. He has since pleaded guilty to charges of murder, and steal motor vehicle. He was sentenced to gaol for 21 years in March 2004. This was the first murder conviction in Australia resulting from a “cold link” by a DNA Database system.
- An offender entered commercial premises in Granville to make enquiries regarding job vacancies. He stole the manager’s car keys from a table and drove away in the car. Prior to the theft of the car, the offender had been seen spitting on the ground. The saliva was submitted for a full DNA profile and was linked to a known offenders sample. The suspect was arrested, charged and convicted.
- A male driver was pulled over for a Random Breath Test. The driver was unable to produce a licence or other proof of identification. While the officer was verifying the registration, the car was driven away at high speed. It was later established that the

car had been stolen. The tube used for breath testing was submitted for DNA analysis and linked to a convicted offender sample obtained in 2001. The offender was later sentenced to 12 months imprisonment.

- An offender committed two break and enter offences in rural NSW. On both occasions he removed a “popper” of juice from fridges, leaving the carton behind. Swabs from the cartons were analysed and the profile matched a convicted offender sample on the DNA database. The suspect was sentenced to 6 months imprisonment.
- In November 2002 a swab obtained by police from a suspect in Sydney was linked to a break and enter offence in July 2002, where \$48,000 worth of goods was stolen. The offender had cut himself while deactivating the security system, leaving behind blood evidence. The suspect was charged and his profile subsequently linked to another five break and enter offences. He was sentenced to five years imprisonment.
- A convicted offender sample obtained in August 2001 was linked to evidence



recovered from the scene of a home invasion and robbery of an 81-year old man in November 2002. Traces of blood had been left where the offender cut himself while smashing the windows of the victim's house. The offender was sentenced to three years imprisonment.

For the financial year 2003-04, the Crime Scene Branch have:

- attended and processed a total of 32,196 major crime scenes
- categorised 1,059 arson investigations
- undertaken 17,023 technical type investigations
- assisted at 1,512 suspicious death investigations
- attended 63 homicide investigations
- examined 31,096 items for fingerprints and developed 14,495 fingerprint marks.

The Integrated Ballistics Identification System (IBIS) is an automated computer system that enables NSW Police to easily store and compare the images of bullets and cartridge cases which provides the ability to solve complex firearm related crimes. The system has been used to assist the Australian Federal Police with shooting crimes in

East Timor and now contains the largest database of images of test firings and firearm related evidence in Australia. IBIS currently has 7,359 cases and 14,428 images in the database.

Livescan is an inkless fingerprint process that uses digital technology to scan finger and palm prints at police stations. There are now a total of 99 Livescan devices installed at police stations across the state.

TRAFFIC POLICING



Traffic Services accounts for approximately 10% of the NSW Police budget and are primarily concerned with road safety through high visibility patrolling of roads, conduct of special operations around black spots and at peak accident periods, and the enforcement of speed and alcohol laws.

The number of fatal vehicle collisions has remained steady at about 500 per year over the last five years. The number of injury collisions fell.

To augment the traffic enforcement services already provided the Roads and Traffic Authority and NSW Police have developed an Enhanced Enforcement Program (EEP). The aim of the EEP, is to enhance the level of visible Police enforcement activity over and above normal operating requirements. The enhanced profile seeks to deter drivers and other road users from unsafe road use behaviour.

“Operation WestRoads” represents the major traffic strategy of the Western Region to reduce the road toll within its vast borders. “Operation WestRoads” is

a joint initiative of the Roads and Traffic Authority, Local Government Road Safety Officers and NSW Police. The key to the strategy is the direct linking of road safety education via the media and promotions with targeted police enforcement in the areas of speed, alcohol impaired driving, the non use of occupant restraints and fatigue driving.

“Operation Coastroads” was conducted along the Pacific Highway during the peak summer holiday period between 13 December to 29 January. As a result, fatal crashes on the Pacific Highway fell by 20% during this holiday period. Alcohol related accidents decreased by just over 15% and crashes resulting in injury down by 2.4%.

“Operation Southroads” officially commenced on 1 July 2003 in the Southern region. The operation targeted reduction in road trauma through intelligence based tasking and deterrence through highly visibility at identified locations. Since the inception of “Southroads” there has been a decrease in the average number of crashes within the region compared to previous years. For the period July 2003 to April 2004:

- 428,968 breath tests were conducted
- 1,205 PCA (drink driving) charges were laid

- 122,143 traffic infringement notices were issued
- 4,661 charges were laid, which includes 763 criminal and warrant charges

“Operation Snowsafe” is an annual traffic enforcement operation conducted over the snow season commencing on the June long weekend and concluding at the end of the October long weekend. The operation targets road trauma reduction and is focused on the major routes leading to and from the snowfields. In 2003-04:

- 45,571 breath tests were conducted
- 115 PCA (drink driving) charges were laid
- 13,216 traffic infringement notices were issued
- 362 charges were laid, which includes 43 criminal and warrant charges.

TRAFFIC RESULTS

	2003-04	2002-03	2001-02	2001-01	1999-00
Fatal collisions	498	474r	513	497	514
Injury collisions	20775	21582r	22,184	21,904	21,637
Drivers charged with PCAr	26,582	27,066	24,315	24,190	23,280
Drivers charged with exceeding speed limit	2712	2369	1830	1671	1465
Persons aged 18 and over: ^{a,b}					
wear a seatbelt always/ most of the time	n.a.	n.a.	n.a.	98	98
never/sometimes drive not wearing seat belt	– % 98	84	85	n.a.	n.a.
	– mean (1 to 5) 1.1	1.1	1.1		
never/sometimes drive over the speed limit by 10 km or more – %	89	85	79	70	70
	– mean (1 to 5) 1.8	1.0	1.8		
never/sometimes drive when over 0.05 blood alcohol limit – %	100	85	86	84	84
	– mean (1 to 5) 1.1	1.1	1.1		
never/sometimes drive when over tired	– % 96	82	84	n.a.	n.a.
	– mean (1 to 5) 1.6	1.6	1.5		
never/sometimes drive when impaired by medication/drugs	– % 100	85	86	n.a.	n.a.
	– mean (1 to 5) 1.0	1.0	1.0		

a Since 2001-02, estimates relate to the 12 months to June and are not strictly comparable with earlier years. 2000-01 relates to 12 months to November 2000, and 1999-00 relates to 12 months to May 2000 **b** The scale shown, in brackets, used to derive the mean score is 1-never, 2-sometimes, 3-half the time, 4-most of the time, 5-always. **n.a.** Not available. Sources: NSW Police: Computerised Operational Policing system (COPS); ACPR & ABS, Community Attitudes to Policing Survey.



Photo Courtesy of the Roads and Traffic Authority

“Operation RAID” is an annual drink driving operation conducted in the lead up to Christmas. The aim of this operation is to Remove Alcohol Impaired Drivers from NSW roads through deterrence and detection by significantly increased random breath testing activities. This is a joint operation with police from Victoria, South Australia, Southern and Western Regions. During the three week operation:

- 113 joint operations were conducted
- 223,933 breath tests were conducted
- 894 PCA (drink driving) charges were laid
- 20,669 infringement notices were issued.

JUDICIAL SUPPORT

Judicial support services relate to the preparation and presentation of matters in court or application of court alternative processes, and the management of prisoners while in police custody. Judicial support services account for a little less than 10% of NSW Police budget.

Court action was taken against 96% of alleged adult offenders proceeded against while almost 75% of juveniles proceeded against were diverted from court.

Under the *Young Offender's Act 1998* police must consider other appropriate diversion programs that are available to them within the justice system such as Youth Conferencing. Diversion can only occur in specific circumstances.

Approximately 54,700 juveniles were identified as offenders (representing about 20% of all alleged offenders), however of these, only 10,200 (19%) were sent to court. No formal action was taken against 14,500 (27%) juvenile offenders. About 29,600 juveniles (54%) were dealt with by some formal diversionary process. Warnings were given to 18,500 (34%),

Cautions to 9,300 (17%) and 1,900 (3%) were scheduled for Youth Community Conferences.

The Bail Amendment (Repeat Offenders) Act 2002 commenced in July 2002. The Act removed the presumption in favour of bail for persons with prior convictions of failing to appear at court or for other indictable offences, and for those who commit further offences while on bail or parole. A major aim of the legislation was to ensure accused persons attend court. Commenting on the impact of the legislation in the 18 months period (July 2002 to December 2003) after its commencement, BOCSAR (Crime and Justice Bulletin, Number 83, August 2004) stated:

“the bail refusal rate for defendants appearing in NSW criminal courts has increased by seven per cent. The increase is greatest among defendants targeted by the amendments, ... Since the bail amendments the rate of absconding (failing to appear) has fallen by 18.4 per cent in Local Courts and 46.4 per cent in the Higher Courts.”

Approximately 39% of appeals against conviction were upheld in 2003. Although the proportion of appeals

upheld rose from 31% in 2002, this still indicates a satisfactory result for police investigations and the preparation and presentation of cases at court. Costs awarded against police by the Local Court fell from \$668,000 in 2002-03 to \$589,000 in 2003-04 (the average cost awarded per adult proceeded against to court increased from about \$4.10 in 2000-01 to \$5.60 in 2002-03 and decreased to \$4.95 in 2003-04).

Police only detain persons for the purpose of the investigation or protective custody. Prisoners can also be detained for short periods until such time as they can be transferred to the Department of Corrective Services or the Department of Juvenile Justice.

Police custody officers are specially trained to ensure the wellbeing of persons and to limit the possibility of injury or self harm while in custody. Custody managers also ensure people in custody are accorded their rights via the detention after arrest requirements. There was a 17% decrease in the number of complaints related to custody (see Appendix 22).



PERCENTAGE OF FINALISED INCIDENTS WHERE AN OFFENDER HAS BEEN PROCEEDED AGAINST^a

	2003-04	2002-03	2001-02	2000-01	1999-00
Assault	85	84	83	83	83
Unlawful Entry with Intent ^b	68	69	71	71	72
Car theft	72	76	79	78	79
Stealing	87	86	86	87	88
Robbery	69	70	74	71	73
Sexual assault	56	56	52	55	63
Murder	75	87	95	93	94
Offenders proceeded against:					
Adults - to court	119077	119968	118576	120688	120229
- diverted	4845	3679	3608	3018	467
Juveniles - to court	10195	9632	9945	10367	12238
- diverted	29642	28821	24727	20917	17981
Local Court,^a Appearances finalised					
Persons charged (thous)	133.1	130.6	133.2	124.2	132.6
% Guilty	85	87	88	88	88
Children's Courts,^a appearances finalised					
Persons charged	7903	8547	8562	9368	13672
% Proven	66	63	64	71	75
NSW Higher Courts,^a trial and sentences cases finalised					
Persons charged	3673	3664	3733	3831	3912
% Guilty	81	80	75	76	72
Costs awarded against the police through criminal cases (\$,000)	589	668	520	492	n.a.

^a Figures relate to calendar years. ^b Includes Break & Enter and Steal from inside a dwelling house.
 Note: Sources: ABS, Recorded Crime Australia; BOCSAR, NSW Criminal Courts Statistics

FINANCIAL PERFORMANCE

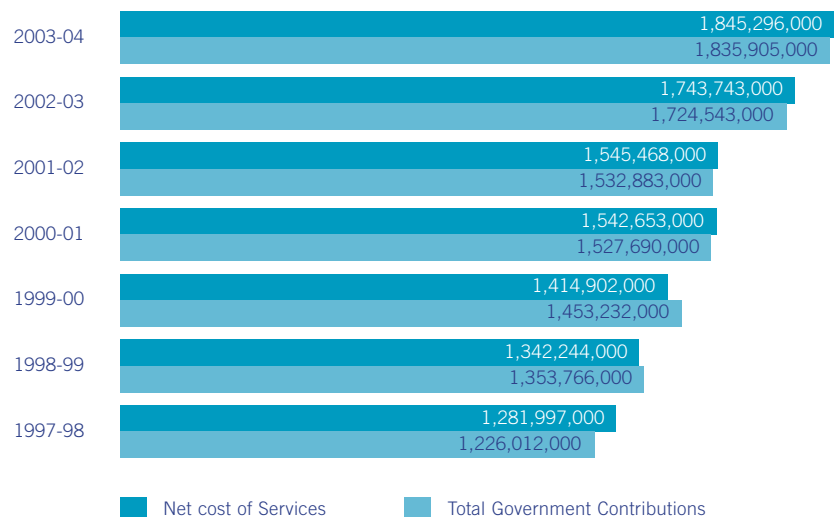
SUMMARY

The NSW Police 2003-04 financial results were affected by costs associated with Police Operations including Taskforce Gain, Operation Vikings, Handgun Buyback, the Rugby World Cup and transfer of the Infringement Processing Bureau to the Office of State Revenue.

MAJOR EXPENSES

The total expense of services was \$1,885.3 million. About 76 percent of this amount represented employee-related expenses (\$1,437.2 million), with \$1,127.0 million spent on salaries, wages and entitlements. Employee-related expenses fell by 1 percent of total expense of services as it was in 2002-03. Maintenance of police stations, residences and leased premises totalled \$13.9 million.

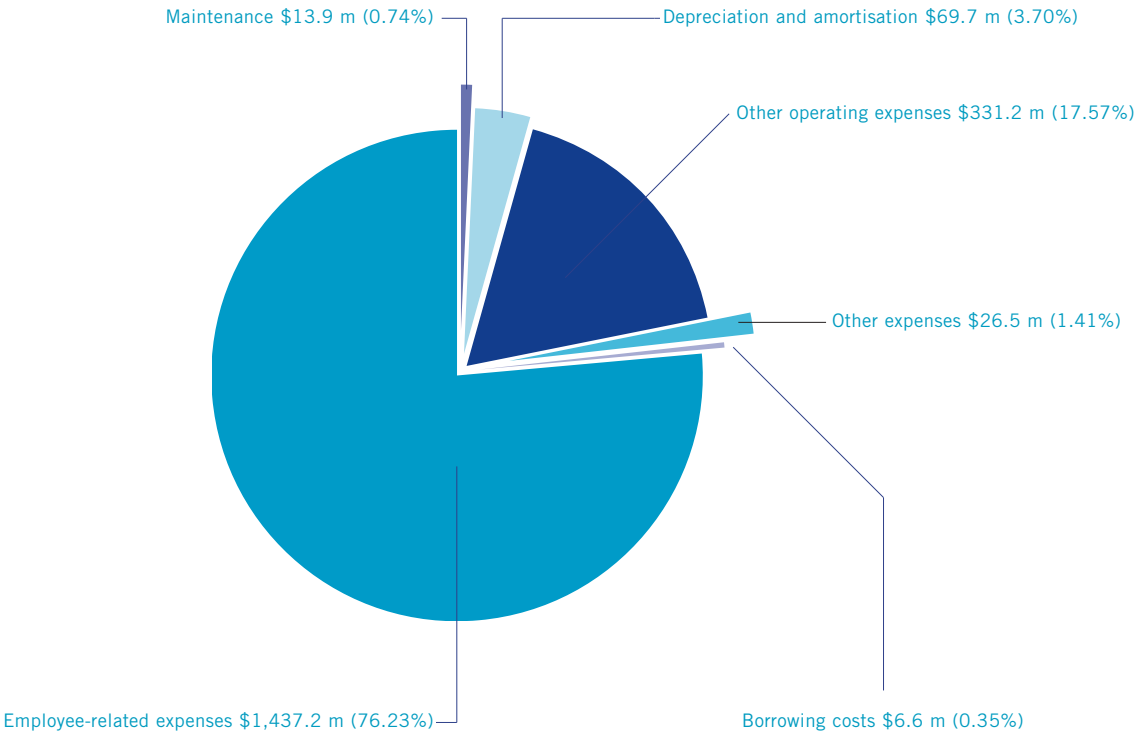
COSTS & CONTRIBUTIONS



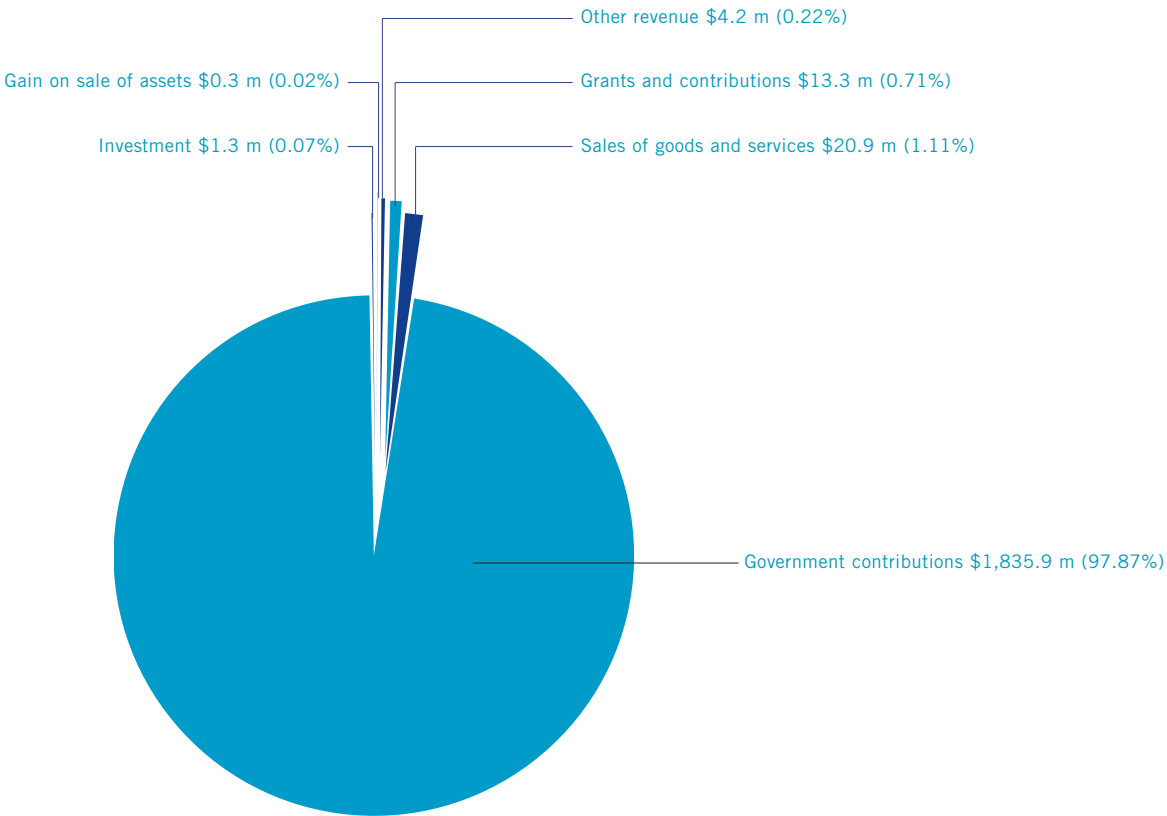
CONTRIBUTIONS AND REVENUE

Total Government contributions were \$1,835.9 million. This contribution consists of a recurrent appropriation, capital appropriation and Crown acceptance of certain employee-related costs such as superannuation and long service leave expenses. Capital appropriation was \$77.4 million. Revenue from the sale of goods and services was \$20.9 million, about 46 percent less than 2002-03 due to the transfer in the year of the Infringement Processing Bureau to the Office of State Revenue on 1 October 2003. Revenue from grants and contributions was \$13.3 million. Major revenue contributions were \$4.1 million from the Commercial Services Unit, Infringement Processing Bureau and \$8.2 million from minor user charges (this is included in \$20.9 million sale of goods and services). The Roads and Traffic Authority (RTA) contributed \$6.3 million as part of its Road Trauma Program.

TOTAL EXPENDITURE \$1,885.3 MILLION



TOTAL REVENUE \$1,875.9 MILLION



FINANCIAL REPORT

AS AT 30 JUNE 2004

Issued: 21 September 2004

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NSW POLICE FINANCIAL REPORT

For the Year Ended 30 June 2004

Pursuant to section 45F of the *Public Finance and Audit Act 1983*, we state that:

- (a) the accompanying financial statements have been prepared in accordance with the provisions of the *Public Finance and Audit Act 1983*, the *Financial Reporting Code for Budget Dependent General Government Sector Agencies*, the applicable clauses of the *Public Finance and Audit Regulation 2000*, applicable Australian Accounting Standards, other mandatory professional reporting requirements and Treasury Accounting Policy Statements;
- (b) the statements exhibit a true and fair view of the financial position and transactions of NSW Police; and
- (c) we are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.



Ken Moroney
Commissioner

Dated: 28. 9. 04.



Manfred von Kowalski
A/General Manager, Financial Services

Dated: 28. 9. 04

INDEPENDENT AUDIT REPORT



GPO BOX 12
SYDNEY NSW 2001

INDEPENDENT AUDIT REPORT

NSW Police

To Members of the New South Wales Parliament

Audit Opinion

In my opinion the financial report of NSW Police:

- (a) presents fairly NSW Police's financial position as at 30 June 2004 and its financial performance and cash flows for the year ended on that date, in accordance with applicable Accounting Standards and other mandatory professional reporting requirements in Australia, and
- (b) complies with section 45E of the *Public Finance and Audit Act 1983* (the Act).

My opinion should be read in conjunction with the rest of this report.

The Commissioner's Role

The financial report is the responsibility of the Commissioner of Police. It consists of the statement of financial performance, the statement of financial position, the statement of cash flows, the program statement - expenses and revenues, the summary of compliance with financial directives and the accompanying notes.

The Auditor's Role and the Audit Scope

As required by the Act, I carried out an independent audit to enable me to express an opinion on the financial report. My audit provides *reasonable assurance* to members of the New South Wales Parliament that the financial report is free of *material* misstatement.

My audit accorded with Australian Auditing and Assurance Standards and statutory requirements, and I:

- evaluated the accounting policies and significant accounting estimates used by the Secretary in preparing the financial report, and
- examined a sample of the evidence that supports the amounts and other disclosures in the financial report.

An audit does *not* guarantee that every amount and disclosure in the financial report is error free. The terms 'reasonable assurance' and 'material' recognise that an audit does not examine all evidence and transactions. However, the audit procedures used should identify errors or omissions significant enough to adversely affect decisions made by users of the financial report or indicate that the Secretary had not fulfilled his reporting obligations.

My opinion does *not* provide assurance:

- about the future viability of NSW Police,
- that NSW Police has carried out its activities effectively, efficiently and economically,
- about the effectiveness of its internal controls, or
- on the assumptions used in formulating the budget figures disclosed in the financial report.

Audit Independence

The Audit Office complies with all applicable independence requirements of Australian professional ethical pronouncements. The Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General, and
- mandating the Auditor-General as auditor of public sector agencies but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Audit Office are not compromised in their role by the possibility of losing clients or income.

Handwritten signature of R. J. Sendt in black ink.

R. J. Sendt
Auditor-General

SYDNEY
28 September 2004

NSW POLICE STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2004

	Notes	Actual 2004 \$'000	Budget 2004 \$'000	Actual 2003 \$'000
Expenses				
Operating expenses				
Employee related	2(a)	1,437,229	1,405,995	1,401,898
Other operating expenses	2(b)	331,246	345,598	321,033
Maintenance		13,943	13,269	12,377
Depreciation and amortisation	2(c)	69,705	75,760	61,449
Grants and subsidies	2(d)	1	5	5
Borrowing costs	2(e)	6,644	6,919	-
Other expenses	2(f)	26,530	27,670	1,890
Total Expenses		1,885,298	1,875,216	1,798,652
Less:				
Retained Revenue				
Sale of goods and services	3(a)	20,946	32,762	38,528
Investment income	3(b)	1,252	1,015	1,082
Grants and contributions	3(c)	13,306	8,188	13,200
Other revenue	3(d)	4,150	-	3,792
Total Retained Revenue		39,654	41,965	56,602
Gain/(loss) on disposal of non-current assets	4	348	(2,322)	(1,693)
Net Cost of Services	22	(1,845,296)	(1,835,573)	(1,743,743)
Government Contributions				
Recurrent appropriation	5	1,562,806	1,577,098	1,432,820
Capital appropriation	5	77,437	78,505	82,088
Asset sale proceeds transferred to the Crown Entity		-	(3,150)	(191)
Acceptance by the Crown Entity of employee benefits and other liabilities	6	195,662	169,922	209,826
Total Government Contributions		1,835,905	1,822,375	1,724,543
DEFICIT FOR THE YEAR	17	(9,391)	(13,198)	(19,200)
NON-OWNER TRANSACTION				
CHANGES IN EQUITY				
Net increase in asset revaluation reserve	17	76,784	21,805	50,926
TOTAL REVENUES, EXPENSES AND VALUATION				
ADJUSTMENTS RECOGNISED DIRECTLY IN EQUITY	17	76,784	21,805	50,926
TOTAL CHANGES IN EQUITY OTHER THAN THOSE RESULTING FROM TRANSACTIONS WITH OWNERS AS OWNERS	17	67,393	8,607	31,726

The accompanying notes form part of these statements

NSW POLICE STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2004

	Notes	Actual 2004 \$'000	Budget 2004 \$'000	Actual 2003 \$'000
ASSETS				
Current Assets				
Cash	8	24,475	26,210	36,197
Receivables	9	14,215	30,129	22,438
Inventories	10	1,878	3,236	2,746
Other	11	6,795	1,158	2,967
Total Current Assets		47,363	60,733	64,348
Non-Current Assets				
Property, Plant and Equipment				
- Land and Buildings	12 (a)	855,032	843,098	620,214
- Plant and Equipment	12 (b)	258,155	239,569	229,120
Total Property, Plant and Equipment		1,113,187	1,082,667	849,334
Total Non-Current Assets		1,113,187	1,082,667	849,334
Total Assets		1,160,550	1,143,400	913,682
LIABILITIES				
Current Liabilities				
Payables	13	50,996	54,893	60,780
Interest bearing liabilities	14	910	910	-
Provisions	15	147,400	152,852	139,310
Other	16	26,530	32,255	29,881
Total Current Liabilities		225,836	240,910	229,971
Non-Current Liabilities				
Interest bearing liabilities	14	186,044	186,044	-
Provisions	15	61,597	72,703	51,531
Total Non-Current Liabilities		247,641	258,747	51,531
Total Liabilities		473,477	499,657	281,502
Net Assets		687,073	643,743	632,180
EQUITY				
Reserves	17	225,989	202,474	149,205
Accumulated funds	17	461,084	441,269	482,975
Total Equity		687,073	643,743	632,180

The accompanying notes form part of these statements

NSW POLICE STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2004

	Notes	Actual 2004 \$'000	Budget 2004 \$'000	Actual 2003 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES				
Payments				
Employee related		(1,291,524)	(1,294,047)	(1,182,383)
Grants and subsidies		(1)	-	(5)
Finance costs		(6,644)	(6,516)	-
Other		(409,877)	(439,645)	(360,323)
Total Payments		(1,708,046)	(1,740,208)	(1,542,711)
Receipts				
Sale of goods and services		24,271	17,067	35,527
Interest received		1,364	1,300	1,143
Other		69,374	68,745	57,646
Total Receipts		95,009	87,112	94,316
Cash Flows from Government				
Recurrent appropriation		1,565,578	1,577,098	1,433,951
Capital appropriation		81,247	78,505	87,264
Asset sale proceeds transferred to the Crown Entity		-	(3,150)	(191)
Cash reimbursements from the Crown Entity		50,734	50,600	42,482
Cash transfers to the Consolidated Fund		(6,307)	(6,307)	(866)
Net Cash Flows from Government		1,691,252	1,696,746	1,562,640
NET CASH FLOWS FROM OPERATING ACTIVITIES	22	78,215	43,650	114,245
CASH FLOWS FROM INVESTING ACTIVITIES				
Proceeds from sale of Land and Buildings and Plant and Equipment	4	4,848	7,629	672
Purchases of Land and Buildings and Plant and Equipment		(82,096)	(83,629)	(92,016)
NET CASH FLOWS FROM INVESTING ACTIVITIES		(77,248)	(76,000)	(91,344)
CASH FLOWS FROM FINANCING ACTIVITIES				
Proceeds from borrowings and advances	16	10,000	-	-
Repayment of borrowings and advances		(374)	(374)	-
NET CASH FLOWS FROM FINANCING ACTIVITIES		9,626	(374)	-
NET INCREASE / (DECREASE) IN CASH				
Opening cash and cash equivalents	8	36,197	36,197	13,296
Cash transferred out as a result of administrative restructuring	18	(22,315)	-	-
CLOSING CASH AND CASH EQUIVALENTS	8	24,475	3,473	36,197

The accompanying notes form part of these statements

NSW POLICE PROGRAM STATEMENT – EXPENSES AND REVENUES FOR THE YEAR ENDED 30 JUNE 2004

EXPENSES & REVENUES	Program 52.1.1*		Program 52.1.2*	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
Expenses				
Operating expenses				
– Employee related	819,220	848,148	379,430	308,418
– Other operating expenses	188,810	194,225	87,450	70,627
Maintenance	7,948	7,488	3,681	2,723
Depreciation and amortisation	39,732	37,176	18,403	13,519
Grants and subsidies	1	3	-	1
Borrowing costs	3,787	-	1,754	-
Other expenses	15,122	-	7,004	-
Total Expenses	1,074,620	1,087,040	497,722	395,288
Retained Revenue				
Sale of goods and services	10,447	10,634	3,373	6,863
Investment income	714	654	331	238
Grants and contributions	7,584	5,337	3,513	1,728
Other revenue	2,366	2,294	1,096	834
Total Retained Revenue	21,111	18,919	8,313	9,663
Gain / (loss) on disposal of non-current assets	199	(1,024)	92	(373)
NET COST OF SERVICES	(1,053,310)	(1,069,145)	(489,317)	(385,998)
Government contributions **	-	-	-	-
NET EXPENDITURE/(REVENUE) FOR THE YEAR	(1,053,310)	(1,069,145)	(489,317)	(385,998)
ADMINISTERED EXPENSES & REVENUES				
	Program 52.1.1*		Program 52.1.2*	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
Administered Expenses				
Transfer Payments				
Other				
Total Administered Expenses	-	-	-	-
Administered Revenues				
Consolidated Fund				
– Taxes, fees and fines	-	-	-	-
– Other	-	-	-	-
Total Administered Revenues	-	-	-	-
Administered Revenues less Expenses	-	-	-	-

* The name and purpose of each program is summarised in Note 7.

** Appropriations are made on an agency basis and not to individual programs.

Consequently, government contributions must be included in the 'Not Attributed' column.

NSW POLICE SUPPLEMENTARY FINANCIAL STATEMENTS

	Program 52.1.3*		Program 52.1.4*		Not Attributed		Total	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
	126,478	112,152	112,101	133,180	-	-	1,437,229	1,401,898
	29,150	25,683	25,836	30,498	-	-	331,246	321,033
	1,227	990	1,087	1,176	-	-	13,943	12,377
	6,134	4,916	5,436	5,838	-	-	69,705	61,449
	-	-	-	1	-	-	1	5
	585	-	518	-	-	-	6,644	-
	2,335	-	2,069	1,890	-	-	26,530	1,890
	165,909	143,741	147,047	172,583	-	-	1,885,298	1,798,652
	6,463	20,053	663	978	-	-	20,946	38,528
	110	87	97	103	-	-	1,252	1,082
	1,171	5,389	1,038	746	-	-	13,306	13,200
	365	304	323	360	-	-	4,150	3,792
	8,109	25,833	2,121	2,187	-	-	39,654	56,602
	31	(135)	26	(161)	-	-	348	(1,693)
	(157,769)	(118,043)	(144,900)	(170,557)	-	-	(1,845,296)	(1,743,743)
	-	-	-	-	1,835,905	1,724,543	1,835,905	1,724,543
	(157,769)	(118,043)	(144,900)	(170,557)	1,835,905	1,724,543	(9,391)	(19,200)
	Program 52.1.3*		Program 52.1.4*		Not Attributed		Total	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
	-	-	-	-	-	-	-	-
	35,351	121,083	-	-	11,537	6,203	46,888	127,286
	-	-	-	-	25	5,720	25	5,720
	35,351	121,083	-	-	11,562	11,923	46,913	133,006
	35,351	121,083	-	-	11,562	11,923	46,913	133,006

NSW POLICE SUMMARY OF COMPLIANCE WITH FINANCIAL DIRECTIVES FOR THE YEAR ENDED 30 JUNE 2004

2004

	RECURRENT APPROP'N \$'000	EXPENDITURE / NET CLAIM ON CONSOLIDATED FUND \$'000
ORIGINAL BUDGET APPROPRIATION / EXPENDITURE		
• Appropriation Act Transfer to Recurrent	1,501,903	1,493,319
• Additional Appropriations		
• s 21A PF&AA - special appropriation	38,300	38,300
• s 24 PF&AA - transfers of functions between departments		
• s 26 PF&AA - Commonwealth specific purpose payments		
	1,540,203	1,531,619
OTHER APPROPRIATIONS / EXPENDITURE		
• Treasurer's Advance (transfer from capital) Transfer from Capital	21,784 14,000	17,187 14,000
• Section 22 - expenditure for certain works and services		
• Transfers from another agency (s 25 of the Appropriation Act)	(100)	-
	35,684	31,187
Total Appropriations [Subtotal 2] / Expenditure / Net Claim on Consolidated Fund [Total 1] (includes transfer payments)	1,575,887	1,562,806
Amount drawn down against Appropriation [Total 3]		1,565,578
Liability to Consolidated Fund* [Total 4]		(2,772)

The Summary of Compliance is based on the assumption that Consolidated Fund moneys are spent first (except where otherwise identified or prescribed).

The "Liability to Consolidated Fund" represents the difference between the "Amount drawn down against appropriation" and the "Total Expenditure / Net Claim on Consolidated Fund".

NSW POLICE SUPPLEMENTARY FINANCIAL STATEMENTS

2003

CAPITAL APPROP'N \$'000	EXPENDITURE / NET CLAIM ON CONSOLIDATED FUND \$'000	RECURRENT APPROP'N \$'000	EXPENDITURE / NET CLAIM ON CONSOLIDATED FUND \$'000	CAPITAL APPROP'N \$'000	EXPENDITURE / NET CLAIM ON CONSOLIDATED FUND \$'000
66,492 (14,000) 2,742	52,492 2,705	1,401,320 - - - -	1,398,892 - - - -	75,264 - - - -	75,264 - - - -
55,234	55,197	1,401,320	1,398,892	75,264	75,264
26,013 309	22,240 -	23,685 4,464 7,400	22,552 3,976 7,400	- 12,000 -	- 6,824 -
26,322	22,240	35,549	33,928	12,000	6,824
81,556	77,437	1,436,869	1,432,820	87,264	82,088
	81,247		1,433,951		87,264
	(3,810)		(1,131)		(5,176)

NSW POLICE

Notes to and forming part of the 2003-2004 Financial Report

01 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

a Reporting Entity

The NSW Police, as a reporting entity, comprises all the entities under its control, including the Agency's commercial activities, namely: commercial infringement processing, uniform sales and the NSW Police College operations.

As at 1 October 2003, the Office of State Revenue (OSR) of the NSW Treasury, has taken over the management and control of the traffic infringement operations in NSW, including the commercial infringement processing. This significant change will impact on the NSW Police's reporting of its revenues and administered activities.

The reporting entity is consolidated as part of the NSW Total State Sector Accounts.

b Basis of Accounting

The NSW Police's financial statements are a general purpose financial report which has been prepared on an accruals basis and in accordance with:

- applicable Australian Accounting Standards;
- other authoritative pronouncements of the Australian Accounting Standards Board (AASB);
- Urgent Issues Group (UIG) Consensus Views;
- the requirements of the *Public Finance and Audit Act 1983* and regulations; and
- the Financial Reporting Directions published in the Financial Reporting Code for Budget Dependent General Government Sector Agencies or issued by the Treasurer under section 9(2)(n) of the Act.

Where there are inconsistencies between the above requirements, the legislative provisions have prevailed.

In the absence of a specific Accounting Standard, other authoritative pronouncements of the AASB or UIG Consensus View, the hierarchy of other pronouncements as outlined in AAS 6 "Accounting Policies" is considered.

Except for land and buildings and plant and equipment, some of which are recorded at valuation, the financial statements are prepared in accordance with the historical cost convention.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency.

c Administered Activities

The NSW Police administers, but does not control, certain activities on behalf of the Crown Entity. It is accountable for the transactions relating to those administered activities but does not have the discretion, for example, to deploy the resources for the achievement of the Agency's own objectives.

Transactions and balances relating to the administered activities are not recognised as activities of the NSW Police, but are disclosed in the accompanying schedules specifically as "Administered Activities".

The cash basis of accounting was adopted in the reporting of the administered activities, including infringements processing up to the end of September 2003. For reporting infringement processing, the cash basis is not materially different from the accrual basis.

d Revenue Recognition

Revenue is recognised when the NSW Police has control of the good or right to receive, it is probable that the economic

benefits will flow to the NSW Police and the amount of revenue can be measured reliably. Additional comments regarding the accounting policies for the recognition of revenue are discussed below.

(i) Parliamentary Appropriations and Contributions from Other Bodies

Parliamentary appropriations and contributions from other bodies (including grants and donations) are generally recognised as revenues when the NSW Police obtains control over the assets comprising the appropriations /contributions. Control over appropriations and contributions is normally obtained upon the receipt of cash.

An exception to the above is when appropriations are unspent at year end. In this case, the authority to spend the money lapses and generally the unspent amount must be repaid to the Consolidated Fund in the following financial year. As a result, unspent appropriations are accounted for as liabilities rather than revenue.

The liability is disclosed in Note 16 as part of 'Current Liabilities – Other'. The amount will be repaid and the liability will be extinguished next financial year.

(ii) Sale of Goods and Services

Revenue from the sale of goods and services comprises revenue from the provision of products or services, i.e. user charges. User charges are recognised as revenue when NSW Police obtains control of the assets that result from them.

(iii) Investment Income

Interest revenue is recognised as it accrues. Rent revenue is recognised in accordance with AASB 1008, "Leases".

NSW POLICE

Notes to and forming part of the 2003-2004 Financial Report

e

Employee Benefits and Other Provisions

(i) Salaries and Wages, Annual Leave, Sick Leave and On-costs

Liabilities for salaries and wages (including non-monetary benefits), and annual leave are recognised and measured in respect of employees' services up to the reporting date at nominal amounts based on the amounts expected to be paid when the liabilities are settled.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

The outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax, which are consequential to employment, are recognised as liabilities and expenses where the employee benefits (to which they relate) have been recognised.

(ii) Long Service Leave and Superannuation

The liabilities for long service leave and superannuation of NSW Police are assumed by the Crown Entity. NSW Police accounts for the liability as having been extinguished, resulting in the amount assumed being shown as part of the non-monetary revenue item described as "Acceptance by the Crown Entity of Employee Benefits and Other Liabilities". AASB 1028 requires that employee benefit liabilities, such as long service leave, that are expected to be settled more than 12 months after the reporting date, must be measured as the present value of estimated future cash outflows to be made by the employer in respect of services provided by employees up to the reporting date. To perform present value calculations, simple factors have been derived to increase the long service leave liability to approximate present value

calculation. These factors will be reviewed and updated periodically by the Crown Entity.

The superannuation expense for the financial year is determined by using the formulae, specified in the Treasurer's Directions. The expense for certain superannuation schemes (i.e. Basic Benefit and First State Super) is calculated as a percentage of the employee's salary. For other superannuation schemes (i.e. State Superannuation Scheme and State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employee's superannuation contributions.

(iii) Other Provisions

Other provisions exist when NSW Police has a present legal, equitable or constructive obligation to make a future sacrifice of economic benefits to other entities as a result of past transactions or other past events. These provisions are recognised when it is probable that a future sacrifice of economic benefits will be required and the amount can be measured reliably.

Any provisions for restructuring are recognised either when a detailed formal plan has been developed or will be developed within prescribed time limits and where NSW Police has raised a valid expectation in those affected by the restructuring that it will carry out the restructuring.

(iv) Non-Renewal Benefit

Commissioned Police officers employed under fixed term appointment, are entitled to the payment of non-renewal benefits, equal to 12.5 percent of the accumulated salary earnings for each completed term of appointment. Such benefits are payable only on the officer's termination from NSW Police.

Liabilities for non-renewal benefits are

recognised from the beginning of the first fixed term appointment of each officer and are measured on the accumulated salary earnings of the officers at reporting date.

f

Insurance

The insurance activities of NSW Police are conducted through NSW Treasury Managed Fund Scheme of self insurance for Government agencies. The Fund Manager determines the expense (premium), based on past experience and comparison with interstate benchmarks.

g

Accounting for the Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where:

- the amount of GST incurred by NSW Police as a purchaser, which is not recoverable from the Australian Taxation Office, is recognised as part of the cost of acquisition of an asset or as part of an item of expense.
- receivables, payables and cash flows are stated on a gross basis with the GST amount included.

h

Acquisition of Assets

The cost method of accounting is used for the initial recording of all acquisitions of assets controlled by NSW Police. Cost is determined as the fair value of the assets given as consideration plus the costs incidental to the acquisition.

Assets acquired at no cost, or for nominal consideration, are recognised initially as assets and revenues at their fair value at acquisition date. Fair value means the amount for which an asset could be exchanged between a

knowledgeable, willing buyer and seller in an arm's length transaction.

Assets transferred as a result of restructuring of administrative arrangements are recognised at their carrying value at the time of transfer, which equates to fair value.

Where settlement of any part of cash consideration is deferred, the amounts payable in the future are discounted to their present value at the acquisition date. The discount rate used is the incremental borrowing rate, being the rate at which a similar borrowing could be obtained.

i

Plant and Equipment

Plant and equipment costing \$5,000 and above, individually, are capitalised. In addition, personal computer systems (including printers) and communications equipment, valued at \$500 or more, are also capitalised.

j

Revaluation of Physical Non-Current Assets

NSW Police's building portfolio consists of land, police residences and police stations. Physical Non-Current Assets are valued in accordance with the "Guidelines for the Valuation of Physical Non-Current Assets at Fair Value" (TPP 03-02). This policy adopts fair value in accordance with AASB 1041 for financial years beginning on or after 1 July 2002. There is no substantive difference between the fair value valuation methodology and the previous valuation methodology adopted by NSW Police.

Where available, fair value is determined by the highest and best use of the asset on the basis of current market selling prices for the same or similar assets.

Where market selling price is not available,

the asset's fair value is measured as its market buying price i.e. the replacement cost of the asset's remaining future economic benefits. Police Stations and associated administrative areas are valued based on the estimated written down replacement cost of the most appropriate modern equivalent replacement facility having a similar service potential to the existing asset. Land is valued at the highest and best use basis, subject to any restrictions or enhancements since acquisition. The land component of the building portfolio and police residences have been revalued with market value as the basis for revaluation. The agency is a not for profit entity with no cash generating operations.

Land and buildings are revalued over a three-year cycle. NSW Police undertake this progressive method of revaluation in accordance with Treasury Guidelines and AASB 1041 "Revaluation of Non-Current Assets". The last such revaluation was completed on 29 April 2004 and was based on an independent assessment.

Non-specialised assets with short useful lives are measured at depreciated historical cost, as a surrogate for fair value.

When revaluing non-current assets by reference to current prices for assets, newer than those being revalued (adjusted to reflect the present condition of the assets), the gross amount and the related accumulated depreciation is separately restated. Otherwise, any balances of accumulated depreciation existing at the revaluation date of those assets are credited to the asset accounts to which they relate. The net asset accounts are then increased or decreased by the revaluation increments or decrements.

Revaluation increments are credited directly to the asset revaluation reserve, except that, to the extent that an increment

reverses a revaluation decrement for that class of asset, previously recognised as an expense, the increment is recognised immediately as revenue.

Revaluation decrements are recognised immediately as expenses, except that, to the extent that a credit balance exists in the asset revaluation reserve for the same class of assets, they are debited directly to the asset revaluation reserve. Revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise.

Where an asset previously revalued is disposed of, any balance remaining in the asset revaluation reserve for that asset is transferred to accumulated funds.

k

Depreciation and Amortisation of Non-Current Physical Assets

Depreciation is provided for on a straight line basis for all depreciable assets so as to write off the depreciable amount, as consumed over its useful life, to NSW Police. Land is not a depreciable asset.

All material separately identifiable component assets are recognised and depreciated over their useful lives, including those components which, in effect, represent major periodic maintenance.

Current depreciation/amortisation rates are in the table opposite:

l

Maintenance and Repairs

The costs of maintenance and repairs are charged as expenses as incurred, except where they relate to the replacement of component of an asset, in which case the costs are capitalised and depreciated.

NSW POLICE

Notes to and forming part of the 2003-2004 Financial Report

Category	Asset Category Name	Rate
A	Aircraft	15%
B	Buildings & improvements	useful life per asset
C	Computers	25%
D	Computer software	10%
E	Furniture & fittings	10%
F	Plant & equipment	10%
G	Marine equipment	5%
H	Transport equipment	15%
I	Office equipment	10%
J	Scientific apparatus	15%
K	Radio communications	15%
M	Firearms and dangerous weapons	10%
N	Musical instruments	10%
P	Livestock	12.5%
Q	Leased Buildings	lease term per asset

m Leased Assets

A distinction is made between finance leases, which effectively transfer from the lessor to the lessee, substantially all the risks and benefits incidental to ownership of the leased assets, and operating leases under which the lessor effectively retains all such risks and benefits.

Where a non-current asset is acquired by means of a finance lease, the asset is recognised at its fair value at the inception of the lease. The corresponding liability is established at the same amount. Lease payments are allocated between the principal component and the interest expense.

Operating lease payments are charged to the Statement of Financial Performance in the periods in which they are incurred.

n Receivables

Receivables are recognised and carried at cost, based on the original invoice amount less a provision for any uncollectible debts. Debts which are known to be uncollectible are written off. A provision for doubtful debts is raised when some doubt as to collection exists.

The credit risk is the carrying amount (net of any provision for doubtful debts). No interest is earned on trade debtors. The carrying amount approximates net fair value. Sales are made on 30 day terms.

o Inventories

NSW Police maintains an inventory of uniforms and pre-printed forms and stationery, some of which are resold to external customers. All inventories are stated at the lower of cost and net realisable value. Standard costs are used to determine inventory and calculate the cost of goods sold.

Around November each year, NSW Police reviews the standard costs used for pricing inventories and makes appropriate adjustments to the inventory costs. Service agreements with external customers require that standard costs (i.e. inventory catalogue prices) be fixed for twelve months.

p Trust Funds

NSW Police receives monies in a trustee capacity as set out in Note 23. As NSW Police performs only a custodial role with these monies, and because they cannot be used for the achievement of NSW Police's own objectives, these funds are not recognised in the financial statements.

q Other Assets

Other assets including prepayments are recognised on a cost basis.

r Payables

These amounts represent liabilities for goods and services provided to NSW Police and other amounts.

s Budgeted Amounts

The budgeted amounts are drawn from the budgets, as formulated at the beginning of the financial year and with any adjustments for the effects of additional appropriations, s 21A, s 22, s 24 and / or s 26 of the *Public Finance and Audit Act 1983* and Treasurer's Advances.

The budgeted amounts in the Statement of Financial Performance and the Statement of Cash Flows are based generally on the amounts disclosed in NSW Budget Papers (as adjusted above). However, in the Statement of Financial Position, the amounts vary from the Budget Papers, as the opening balances of the budgeted amounts are based on carried forward actual amounts, i.e. per the audited financial statements (rather than carried forward estimates).

t Comparatives

Some comparative figures have been restated where appropriate to facilitate a higher level of disclosure between years. The restatements are immaterial and were made for consistency purposes.

NSW POLICE

Notes to and forming part of the 2003-2004 Financial Report

	2004 \$'000	2003 \$'000
02 EXPENSES		
(a) Employee related expenses comprise the following specific items:		
Salaries and wages (including recreation leave)	1,127,007	1,078,616
Superannuation	120,236	113,895
Long service leave	68,214	89,099
Workers' compensation insurance	35,553	28,943
Payroll tax and fringe benefits tax	83,928	86,307
Other	2,291	5,038
	1,437,229	1,401,898
(b) Other operating expenses		
Auditor's remuneration - audit or review of the financial reports	290	314
Cost of sales	36	470
Bad and doubtful debts	294	278
Rent expense - buildings	29,288	29,285
Insurance	60,861	47,738
Other building expenses	13,712	11,790
Subsistence and transport	16,717	17,293
Motor vehicle, launches and aircraft	52,441	50,498
Fees for services rendered	60,061	66,399
Computer leasing and other	21,477	17,453
Gas and electricity	6,685	6,465
Postal and telephone	31,514	31,595
Maintenance contracts and agreements	16,158	14,496
Stores, printing and other	21,712	26,959
	331,246	321,033
(c) Depreciation and amortisation		
Buildings	28,834	19,497
Plant and equipment	40,871	41,952
	69,705	61,449
(d) Grants and subsidies		
Community youth projects and adolescent support programs	1	5
(e) Borrowing costs		
Finance lease interest charges	6,628	-
Other interest	16	-
	6,644	-
(f) Other expenses		
Witnesses' expenses	1,884	1,889
Handgun Buyback Scheme	24,646	1
	26,530	1,890

NSW POLICE

Notes to and forming part of the 2003-2004 Financial Report

	2004 \$'000	2003 \$'000
03 REVENUE		
(a) Sale of goods and services		
Rents and leases - other	3,063	3,816
NSW Police College operations	1,354	2,057
Inventory sales to other agencies	36	587
Officers on loan	3,656	4,598
Interviews regarding accidents	692	694
Commercial Infringement Bureau	4,140	17,716
Insurance reports	886	819
Sports/Entertainment Events - Supervision	2,509	2,799
Probity Checks	1,199	2,272
Minor sales of goods and services	3,411	3,170
	20,946	38,528
(b) Investment income		
Interest – NSW Treasury Corporation	1,252	1,082
	1,252	1,082
(c) Grants and contributions		
Roads & Traffic Authority (RTA) Road Trauma Program	6,280	4,761
Alcohol and Drug Related Crime Program	1,204	585
Commonwealth Aboriginal Employment Scheme	-	9
Commonwealth New Apprenticeship Incentive Scheme	476	217
Grants for capital works projects	2,526	6,797
Infringement Processing Bureau relocation to Maitland	1,060	-
Counter-Terrorism Program	663	-
Various Police Strike Force operations	465	-
Other	632	831
	13,306	13,200
(d) Other revenue		
Telstra Strategic Pricing Agreement (SPA) rebates	-	173
Gain on stock revaluations	-	349
Recognition of pre-existing but previously unidentified assets	530	2,306
Insurance proceeds from claims	-	6
Insurance premium refund	-	731
Lease incentive for Elizabeth Street occupancy	1,659	-
Refund from GIO of surplus premium	731	-
Bad debt recovery	304	-
Other	926	227
	4,150	3,792

RTA and NSW Police have put in place an Enhancement Enforcement Program (EEP) to augment traffic enforcement services where RTA provide ancillary funds for additional activity through overtime and rostered days for police overtime. NSW Police is reimbursed costs incurred through this program.

NSW POLICE

Notes to and forming part of the 2003-2004 Financial Report

	2004 \$'000	2003 \$'000
04 GAIN / (LOSS) ON DISPOSAL OF NON-CURRENT ASSETS		
Gain / (loss) on disposal of land and buildings		
Proceeds from disposal	4,602	525
Written down value of assets disposed	(3,300)	(457)
Net gain / (loss) on disposal of land & buildings	1,302	68
Gain / (loss) on disposal of plant and equipment		
Proceeds from disposal	246	147
Written down value of assets disposed	(1,200)	(1,908)
Net gain / (loss) on disposal of plant & equipment	(954)	(1,761)
Gain / (loss) on disposal of non-current assets	348	(1,693)
05 APPROPRIATIONS		
Recurrent appropriations		
Total recurrent drawdowns from Treasury (per Summary of Compliance)	1,565,578	1,433,951
Less: Liability to Consolidated Fund (per Summary of Compliance)	(2,772)	(1,131)
Total	1,562,806	1,432,820
Comprising:		
Recurrent appropriations (per Statement of Financial Performance)	1,562,806	1,432,820
Total	1,562,806	1,432,820
Capital appropriations		
Total capital drawdowns from Treasury (per Summary of Compliance)	81,247	87,264
Less: Liability to Consolidated Fund (per Summary of Compliance)	(3,810)	(5,176)
Total	77,437	82,088
Comprising:		
Capital appropriations (per Statement of Financial Performance)	77,437	82,088
Total	77,437	82,088
06 ACCEPTANCE BY THE CROWN ENTITY OF EMPLOYEE BENEFITS AND OTHER LIABILITIES		
The following liabilities and / or expenses have been assumed by the Crown Entity or other government agencies:		
Superannuation	120,236	113,894
Long service leave	68,214	89,099
Payroll tax	7,212	6,833
	195,662	209,826

NSW POLICE

Notes to and forming part of the 2003-2004 Financial Report

07 PROGRAMS / ACTIVITIES OF NSW POLICE

(a) Program 52.1.1

Program Objective(s):

Community Support

To improve community safety and security, reduce crime and minimise the adverse effects of public emergencies and disasters.

Program Description:

Provision of effective, timely and flexible 24 hour response to incidents, emergencies and public events. Reduction of incentives and opportunities to commit crime. Provision of a highly visible police presence and liaison with the community and Government organisations concerned with maintaining peace, order and public safety.

Program 52.1.2

Program Objective(s):

Criminal Investigation

To detect, investigate and reduce the incidence of crime.

Program Description:

Crime detection, investigation, provision of forensic services and arresting or otherwise dealing with offenders. Specialist activities to target organised criminal activities and criminal groups.

Program 52.1.3

Program Objective(s):

Traffic

To minimise road trauma, promote orderly and safe road use and ensure the free flow of traffic.

Program Description:

Patrolling roads and highways, investigating major vehicle crashes, detecting traffic offences (particularly those involving speed, alcohol and drugs) and supervising peak traffic flows. Liaising with community and Government bodies concerned with road safety and traffic management.

Program 52.1.4

Program Objective(s):

Judicial Support

To provide efficient and effective court case management, safe custody and fair and equitable treatment to alleged offenders and victims.

Program Description:

Providing judicial and custodial services, prosecuting offenders, presenting evidence at court, including coronial enquiries, providing police transport and custody for people under police supervision, and providing a high level of support to victims and witnesses.

NSW POLICE

Notes to and forming part of the 2003-2004 Financial Report

(b) Program 52.1.3

Traffic

A part of this program, Traffic, related to the processing of infringements for offences in New South Wales under the Traffic Act and some 160 other items of legislation and regulation. This role was performed by the Infringement Processing Bureau (IPB) of the NSW Police.

The Infringement Processing Bureau (IPB) was transferred from the NSW Police to NSW Treasury's Office of State Revenue (OSR) as a result of an administrative restructure, effective from 1 October 2003.

The following summarises the expenses and revenues recognised by NSW Police:

	3 Months 1 Jul 2003 to 30 Sep 2003 \$'000	2003 \$'000
Program 52.1.3		
Traffic		
Expenses		
Operating expenses		
Employee related	2,070	8,195
Other operating expenses	1,728	6,434
Depreciation	365	1,467
Total Expenses	4,163	16,096
Less:		
Retained revenue		
Sale of goods and services	4,193	17,465
Grants and contributions	53	58
Total Retained Revenue	4,246	17,523
Loss on disposal of non-current assets	(18)	(31)
Net Cost of Service	65	1,396

NSW POLICE

Notes to and forming part of the 2003-2004 Financial Report

	2004 \$'000	2003 \$'000
08 CURRENT ASSETS – CASH		
Cash at bank and on hand	24,475	36,197
For purposes of the Statement of Cash Flows, cash includes cash on hand (including permanent and temporary advances) and cash at bank.		
Cash assets recognised in the Statement of Financial Position are reconciled to cash at the end of the financial year, as shown in the Statement of Cash Flows as follows:		
Cash (per Statement of Financial Position)	24,475	36,197
Closing Cash and Cash Equivalents (per Statement of Cash Flows)	24,475	36,197
Included in cash at bank and on hand are the following restricted assets:		
Infringement Processing Bureau (IPB) Commercial Monies	-	13,508
Consolidated Fund Monies	6,582	6,307
Asset Sale Proceeds	-	191
	6,582	20,006
IPB Monies are subject to commercial arrangements with third parties. The Consolidated Fund Monies and Asset Sale Proceeds are restricted by law.		
09 CURRENT ASSETS - RECEIVABLES		
Sale of goods and services	6,887	10,497
Less : Provision for doubtful debts	(105)	(417)
	6,782	10,080
Other debtors	1,814	6,484
Less: Provision for doubtful debts	(358)	(238)
	1,456	6,246
GST Receivable	5,977	6,112
	14,215	22,438
10 CURRENT ASSETS – INVENTORIES		
At cost:		
Raw materials	91	91
Work in progress	1	1
Forms and stationery	62	138
At net realisable value:		
Finished goods	2,042	2,802
	2,196	3,032
Provision for inventory losses	(318)	(286)
	1,878	2,746

NSW POLICE

Notes to and forming part of the 2003-2004 Financial Report

	2004 \$'000	2003 \$'000		
11 CURRENT ASSETS - OTHER				
Prepaid bulk motor vehicle registration fees	1,488	1,443		
Prepaid rent	3,097	141		
Software maintenance	1,441	724		
Radio License fees	482	312		
Other prepayments	287	347		
	6,795	2,967		
12 NON-CURRENT ASSETS - PROPERTY, PLANT AND EQUIPMENT				
a) Land and Buildings - owned				
974,910	974,910	860,727		
Less Accumulated Depreciation	(334,843)	(298,562)		
	640,067	562,165		
Work In Progress	36,082	58,049		
	676,149	620,214		
Buildings - leased				
187,328	187,328	-		
Less Accumulated Depreciation	(8,445)	-		
	178,883	-		
	855,032	-		
b) Plant and Equipment				
396,283	396,283	347,108		
Less Accumulated Depreciation	(214,759)	(188,704)		
	181,524	158,404		
Work In Progress	76,631	70,716		
	258,155	229,120		
Total Property, Plant and Equipment At Net Book Value	1,113,187	849,334		
c) Reconciliations				
Reconciliations of the carrying amounts of each class of property, plant and equipment at the beginning and end of the current and previous financial year is set out below:	Land and Buildings	Plant and Equipment	Leased Assets	Total
	\$'000	\$'000	\$'000	\$'000
Written down value 1 July 2003	562,165	158,404	-	720,569
Work in Progress 1 July 2003	58,049	70,716	-	128,765
Carrying amount at 1 July 2003	620,214	229,120	-	849,334
Additions	3,220	83,224	187,328	273,772
Disposals - Written Down Value	(3,300)	(1,200)	-	(4,500)
Transfers out (refer note 18)	-	(12,118)	-	(12,118)
Net revaluation increment	76,405	-	-	76,405
Depreciation expense	(20,390)	(40,871)	(8,445)	(69,706)
Carrying amount at 30 June 2004	676,149	258,155	178,883	1,113,187

NSW POLICE

Notes to and forming part of the 2003-2004 Financial Report

	2004 \$'000	2003 \$'000
13 CURRENT LIABILITIES - PAYABLES		
Accrued salaries, wages and oncosts	11,893	30,837
Creditors	17,561	7,706
Goods and services tax	466	671
Payroll tax	7,918	6,829
Fringe benefits tax	1,155	680
Motor vehicle lease/changeover costs	1,905	1,957
Electronic Billing System (EBS) for telephones	1,665	670
Petrol Interface accruals	950	850
Operations Secretariat accruals	1,458	1,129
Education Services accruals	1,271	1,902
Finance Branch accruals	1,089	1,145
Crime Agencies Command accruals	829	396
Microsoft license	-	2,000
Audit fees accrual	240	230
Various sundry accruals	2,596	3,778
	50,996	60,780
14 CURRENT / NON-CURRENT LIABILITIES - INTEREST BEARING LIABILITIES		
Finance lease [see Note 19 (c)]		
Current	910	-
Non-current	186,044	-
	186,954	-
15 CURRENT / NON-CURRENT LIABILITIES - PROVISIONS		
Employee benefits and related on costs - Current		
Recreation leave	128,714	122,535
Recreation leave on long service leave	1,011	921
Non-renewal benefit	2,942	2,419
Leave loading	2,287	2,249
	134,954	128,124
Employee benefits and related on costs – Non-Current		
Recreation leave on long service leave	9,103	8,289
Non-renewal benefit	26,475	21,774
	35,578	30,063
Subtotal Employee benefits and related on-costs	170,532	158,187

NSW POLICE

Notes to and forming part of the 2003-2004 Financial Report

	2004 \$'000	2003 \$'000
Other Provisions - Current		
Workers' compensation on long service leave	425	276
Payroll tax on recreation leave liability	7,723	7,352
Payroll tax on long service leave	4,297	3,558
	12,445	11,186
Other Provisions – Non-Current		
Workers' compensation on long service leave	4,463	2,487
Payroll tax on long service leave	21,556	18,981
	26,019	21,468
Subtotal Other Provisions	38,464	32,654
Total Provisions	208,996	190,841
Aggregate employee benefits and related on-costs		
Provisions - Current	147,400	139,310
Provisions – Non-Current	61,597	51,531
Accrued salaries, wages and on-costs (refer Note 13)	11,893	30,837
	220,890	221,678
16 CURRENT LIABILITIES - OTHER		
Commercial infringements customer funds	-	13,508
Advances repayable to Treasury	10,000	-
PAYG, superannuation and other deductions withheld	1,717	3,203
Income received in advance - SPC	6,797	6,797
Liability to Consolidated Fund	6,582	6,307
Other	1,434	66
	26,530	29,881

NSW POLICE

Notes to and forming part of the 2003-2004 Financial Report

	Accumulated Funds		Asset Revaluation Reserve		Total Equity	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
17 CHANGES IN EQUITY						
Balance as at 1 July	482,975	501,937	149,205	98,279	632,180	600,216
Changes in equity - transactions with owners as owners						
Decrease in cash from equity transfers (Note 18)	(22,315)	-	-	-	(22,315)	-
Decrease in fixed assets from equity transfers (Note 18)	(12,118)	-	-	-	(12,118)	-
Decrease in liabilities from equity transfers (Note 18)	22,315	-	-	-	22,315	-
Changes in equity - other than transactions with owners as owners						
Surplus / (deficit) for the year	(9,391)	(19,200)	-	-	(9,391)	(19,200)
Reversal of revaluation balance for Land and Buildings disposed	(382)	238	382	(238)	-	-
Increment/decrement on revaluation of: Land and Buildings and Aircraft	-	-	76,402	51,164	76,402	51,164
Total	(21,891)	(18,962)	76,784	50,926	54,893	31,964
Balance as at 30 June	461,084	482,975	225,989	149,205	687,073	632,180

NSW POLICE

Notes to and forming part of the 2003-2004 Financial Report

	2004 \$'000	2003 \$'000
18 DECREASE IN NET ASSETS FROM EQUITY TRANSFERS		
A part of the Traffic program [as noted in Note 7(b)], relating to the processing of infringements, was transferred to the NSW Treasury's Office of State Revenue (OSR) as a result of an administrative restructure.		
The following assets were transferred to OSR:		
Cash	22,315	-
Receivables	5	-
Computers and other plant and equipment	12,118	-
The following liabilities were transferred to OSR:		
Provisions	585	-
Other	21,735	-
Decrease in net assets from administrative restructuring	12,118	-
19 COMMITMENTS FOR EXPENDITURE		
(a) Capital Commitments		
Aggregate capital expenditure contracted for at balance date and not provided for:		
Not later than one year	84,912	34,335
Later than one year and not later than 5 years	13,419	5,830
Later than five years	-	-
Total (including GST)	98,331	40,165
Input tax credits of \$8.939m (\$3.651m in 2002-03), expected to be recoverable from the Australian Taxation Office, are included above.		
Aggregate capital expenditure authorised but not contracted for at balance date:		
Not later than one year	12,133	47,550
Later than one year and not later than 5 years	28,864	43,933
Later than five years	-	-
Total (including GST)	40,997	91,483
Input tax credits of \$3.727m (\$8.317m in 2002-03), expected to be recoverable from the Australian Taxation Office, are included above.		
(b) Operating Lease Commitments		
Future non-cancellable operating lease rentals not provided for and payable:		
Not later than one year	59,149	48,118
Later than one year and not later than 5 years	108,251	43,367
Later than five years	56,020	18,146
Total (including GST)	223,420	109,631

NSW POLICE

Notes to and forming part of the 2003-2004 Financial Report

Input tax credits of \$20.229m (\$9.909m in 2002-03), expected to be recoverable from the Australian Taxation Office, are included above.

Operating lease commitments comprise property (office building and radio sites) lease rentals, mainframe and desktop computer and motor vehicle fleet leases. Lease terms for property vary from property to property but, generally, require a monthly payment in advance for both rent and outgoings.

Mainframe lease rentals are usually pre-paid yearly in advance; while desktop computers are on a renewable 3-year term.

The leasing arrangement term for NSW Police's motor vehicle fleet varies from vehicle to vehicle depending on use, but most of the fleet average around 40,000 kilometres or two years, whichever comes first.

From 1 March 2003 arrangement terms were changed to 60,000 kilometres or three years. Rental lease payments for the motor vehicle leases are made in arrears and include a built in cost for both depreciation and changeover costs.

NSW Police does not have contingent leases, nor does it incur any rental expense arising from sub-leases.

	2004 \$'000	2003 \$'000
(c) Finance Lease Commitments		
Not later than one year	13,039	9,045
Later than one year and not later than 5 years	56,880	54,957
Later than five years	279,928	294,890
Minimum lease payments	349,847	358,892
Less: future finance charges	162,893	171,564
Lease liability	186,954	187,328
Classified as:		
Current (Note 14)	910	374
Non-current (Note 14)	186,044	186,954
	186,954	187,328

NSW Police entered into a lease for NSW Police Corporate Headquarters at Parramatta for a period of 20 years to commence 1 July 2004.

20 CONTINGENT LIABILITIES AND CONTINGENT ASSETS

Contingent Liabilities

Various claims have been made against the Department which, if successful, would result in liabilities as estimated by the Department's legal advisers. If the claimant is successful, the settlements will be met by NSW Treasury Managed Fund.

110,764	110,333
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Contingent Assets

NSW Police entered into a lease for NSW Police Corporate Headquarters in Parramatta. Funds (expressed as a nominal amount) will be made available by the lessor for refurbishment work to the premises from 1.6.2019 to 31.5.2024.

6,000	0
--------------	----------

21 BUDGET REVIEW

Net cost of services

The actual net cost of services this year was higher than budget by \$12.1m. This result was mainly due to the following factors, namely:

Increases in:

- Long service leave of \$22.2m, mainly due to net present value valuations.
- Superannuation of \$4.5m, mainly due to the impact of award increases and additional police numbers.
- Police overtime, shift and allowances of \$6.6m, due to additional police numbers.

Decreases in:

- Salaries of administrative staff of \$16.2m, resulting from position vacancies.
- Fees for services rendered of \$20.4m.
- Depreciation of \$6.0m, resulting mainly from lower than budgeted capital purchases.
- Revenue of \$14.4m, due to the transfer of the Infringement Processing Bureau to the Office of State Revenue on 1 October 2003.

Assets and liabilities

Total current assets increased by \$14.3m compared to budget, due to the increase in the closing cash balance.

Non-current assets increased by \$31.0m over budget, mainly due to increase in:

- Land and buildings of \$12.0m.
- Plant and equipment of \$19.0m.

The movement in the non-current accounts was caused by increases:

- in value due to the effect of revaluation, and
- due to additional purchases funded by supplementation.

Total liabilities decreased by \$33.3m compared to budget, mainly due to employee benefits.

Cash Flows

Recurrent Appropriation decreased by \$11.5m, while Capital Appropriation increased by \$2.7m respectively, compared to budget.

Net cash inflows from operating activities increased by \$30.8m compared to budget, mainly due to increased recurrent expenses, and net cash outflows from investing activities increased by \$9.8m over budget mainly due to an increase in the purchases of land and buildings, and plant and equipment.

NSW POLICE

Notes to and forming part of the 2003-2004 Financial Report

	2004	2003
	\$'000	\$'000
22 RECONCILIATION OF CASH FLOWS FROM OPERATING ACTIVITIES TO NET COST OF SERVICES		
Net cash used on operating activities	78,215	114,245
Cash flows from Government / Appropriations	(1,691,252)	(1,562,640)
Proceeds from advances	10,000	-
Cash reimbursements from Consolidated Transactions Entity	50,734	42,482
Cash transferred out due to administrative restructure	(22,315)	-
Acceptance by the Crown Entity of employee benefits and other liabilities:		
Superannuation	(120,236)	(113,894)
Long service leave	(68,214)	(89,099)
Payroll tax on superannuation	(7,212)	(6,833)
Depreciation and amortisation	(69,705)	(61,449)
Increase / (decrease) in receivables	(8,223)	5,625
Increase / (decrease) in inventories	(868)	489
Increase / (decrease) in prepayments and other assets	3,828	(4,560)
Decrease / (increase) in payables	9,784	(9,988)
Decrease / (increase) in provisions	(18,156)	(51,277)
Decrease / (increase) in other liabilities	3,315	(14,556)
Increase in Capital Works expenditure accruals	2,636	1,685
Net gain / (loss) on sale of plant and equipment	348	(1,693)
Non-cash revenue - net	2,025	7,720
Net cost of services	(1,845,296)	(1,743,743)

23 TRUST FUNDS

NSW Police holds money in a Crown Trust Fund, comprising money found and exhibit money, held in trust pending resolution of ownership. These monies are excluded from the financial statements, as NSW Police cannot use them to achieve its objectives. The following is a summary of the transactions in the trust account:

Crown Trust Fund Account

Cash balance at 1 July	6,148	5,177
Add: Receipts	4,592	5,820
Less: Expenditure	(7,496)	(4,849)
Cash balance at 30 June	3,244	6,148

NSW POLICE

Notes to and forming part of the 2003-2004 Financial Report

	2004*	2003
24 ADMINISTERED ACTIVITIES		
NSW Police administered, on behalf of the State Government, the collection of fines for traffic infringements up to and until the end of September 2003. On 1 October 2003, the activity and staff of the Infringement Processing Bureau located in Maitland were transferred to the Office of State Revenue.		
(a) Motor Traffic Act Infringements	000	000
Number of Infringement Notices Issued		
Traffic	133	591
Parking	13	99
Red light camera	13	65
Speed camera	159	594
Other	63	-
	381	1,349
Revenue Collected	\$'000	\$'000
Traffic	18,400	66,677
Parking	3,431	5,610
Red light camera	1,997	7,228
Speed camera	11,523	41,568
	35,351	121,083
(b) Other Revenue	\$'000	\$'000
Firearms licensing	3,840	2,144
State Emergency Services	-	724
Security industry licensing	6,504	2,330
Fines and forfeitures	610	444
Receipts under the <i>Crimes Act</i>	583	561
Sale of capital assets	-	191
Lease Incentive	-	5,500
Other	25	29
	11,562	11,923
Total Administered Revenues	46,913	133,006
(c) Self Enforcement Infringement Notice Scheme (SEINS)	\$'000	\$'000
NSW Government agencies are responsible for pursuing unpaid infringement notices under the Self Enforcement Infringement Notice Scheme method. The following potential revenue was not collected during the year:		
Infringement notices not actioned	204	1,443
Infringement notices waived	488	2,598
Infringement notices unenforceable (statute barred)	6,402	22,876
	7,094	26,917

The volume of infringements that progressed to a Statute barred category reduced in 2003/04 as a result of the establishment of a Taskforce that focused on reducing the backlog in infringements.

*Three months from 1 July to 30 September 2003.

NSW POLICE

Notes to and forming part of the 2003-2004 Financial Report

25 ADOPTION OF AUSTRALIAN EQUIVALENT TO THE INTERNATIONAL FINANCIAL REPORTING STANDARDS

NSW Police will apply the Australian Equivalents to International Financial Reporting Standards (AIFRS) from the reporting period beginning 1 July 2005.

NSW Police is managing the transition to the new standards by allocating internal resources and/or engaging consultants to analyse the pending standards and Urgent Issues Group Abstracts to identify key areas regarding policies, procedures, systems and financial impacts affected by the transition.

As a result of this exercise, NSW Police has taken the following steps to manage the transition to the new standards:

- The NSW Police Finance Committee is overseeing the transition. The Manager Accounting and Operations is responsible for the project and reports regularly to the Committee on progress against the plan.
- A phased implementation is planned commencing June 2004 ending with a post implementation review in September 2005.

To date, the Project Team has been established and the Project Execution Plan submitted to NSW Treasury. The analysis of the issued AIFRS is occurring, as is the assessment of the changes on the tax and accounting systems.

NSW Treasury is assisting agencies to manage the transition by developing policies, including mandates of options; presenting training seminars to all agencies; providing a website with up-to-

date information to keep agencies informed of any new developments; and establishing an IAS Agency Relationship Panel to facilitate a collaborative approach to manage the change.

NSW Police has identified a number of significant differences in accounting policies that will arise from adopting AIFRS. Some differences arise because AIFRS requirements are different from existing AASB requirements. Other differences could arise from options in AIFRS. To ensure consistency at the whole of government level, NSW Treasury has advised NSW Police of options it is likely to mandate, and will confirm these during 2004-2005. This disclosure reflects these likely mandates.

NSW Police accounting policies may also be affected by a proposed standard designed to harmonise accounting standards with Government Finance Statistics (GFS). This standard is likely to change the impact of AIFRS and significantly affect the presentation of the income statement. However, the impact is uncertain, because it depends on when this standard is finalised and whether it can be adopted in 2005-2006.

Based on current information, the following key differences in accounting policies are expected to arise from adopting AIFRS:

- AASB 1 *First-time Adoption of Australian Equivalents to International Financial Reporting Standards* requires retrospective application of the new AIFRS from 1 July 2004, with limited

exemptions. Similarly, AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors* requires voluntary changes in accounting policy and correction of errors to be accounted for retrospectively by restating comparatives and adjusting the opening balance of accumulated funds. This differs from current Australian requirements, because such changes must be recognised in the current period through profit and loss, unless a new standard mandates otherwise.

- AASB 102 *Inventories for not-for-profit entities* requires inventory held for distribution at no or nominal cost to be valued at the lower of cost and current replacement cost rather than the lower of cost and net realisable value. This may increase the amount of inventories recognised.
- AASB 116 *Property, Plant and Equipment* requires the cost and fair value of property, plant and equipment to be increased to include restoration costs, where restoration provisions are recognised under AASB 137 *Provisions, Contingent Liabilities and Contingent Assets*.
- AASB 118 *Revenues* was released in June 2004 and at this time has still to be analysed to assess the impact it will have on the Administered Revenue operations of the agency.
- AASB 1004 *Contributions* applies to *not-for-profit entities* only. Entities will

- either continue to apply the current requirements in AASB 1004 where grants are normally recognised on receipt, or alternatively apply the proposals on grants included in ED 125 *Financial Reporting by Local Governments*. If the ED 125 approach is applied, revenue and/or expense recognition will be delayed until the agency supplies the related goods and services (where grants are in-substance agreements for the provision of goods and services) or until conditions are satisfied.
- AASB 136 *Impairment of Assets* requires an entity to assess at each reporting date whether there is any indication that an asset (or cash generating unit) is impaired and if such indication exists, the entity must estimate the recoverable amount. However, the effect of this Standard should be minimal because all the substantive principles in AASB 136 are already incorporated in Treasury's policy *Valuation of Physical Non-Current Assets at Fair Value*.
 - AASB 138 *Intangible Assets* requires that all research costs must be expensed and restricts capitalisation of development costs. Some previously recognised internally generated intangibles may be derecognised. Further, intangible assets can only be revalued where there is an active market, which is unlikely to occur. As a result, it is likely that any revaluation increments will need to be derecognised and intangible assets recognised at cost.
 - AASB 139 *Financial Instrument Recognition and Measurement* results in the recognition of financial instruments that were previously off balance sheet, including derivatives. The standard adopts a mixed measurement model and requires financial instruments held for trading and available for sale to be measured at fair value and valuation changes to be recognised in profit or loss or equity, respectively. Previously they were recognised at cost. This may increase the volatility of the operating result and balance sheet.

To standard also includes stricter rules for the adoption of Hedge accounting, and where these are not satisfied, movements in fair value will impact the income statement.

To achieve full harmonisation with GFS, entities would need to designate all financial instruments at fair value through profit or loss. However, at this stage it is unclear whether this option will be available under the standard and, if available, whether Treasury will mandate this option for all agencies.
 - AASB 140 *Investment Property* requires investment property to be measured at cost or fair value. NSW Treasury is likely to mandate the adoption of fair value. In contrast to current treatment as an asset within property plant & equipment, investment property recognised at fair value is not depreciated and changes in fair value are recognised in the income statement.
 - NSW Treasury is likely to mandate that any property interest held by a lessee under an operating lease should be classified and accounted for as investment property. Previously such operating lease payments were accounted for an expense over the lease term based on the pattern of benefits.

END OF AUDITED FINANCIAL STATEMENTS

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APPENDIX 1

SES REMUNERATION

The NSW Police Annual Report 2003-04 represents a statement of the activities and achievements of the NSW Police and, as such, reflects the terms of all officers. During 2003-04 performance of the following Senior Executive Staff of Level 5 or above were satisfactory.

Kenneth Edward Moroney

Commissioner of Police
Qualifications: Master of Arts;
Graduate Diploma in Management;
Diploma Justice Administration;
Certificate Personnel Management
SES Level 8
Total remuneration \$341,963

Key Achievements

- Facilitate arrangements to implement key law enforcement policies to strengthen approaches to domestic and regional policing issues.
- Advice on strategies to deliver sound policing services and deliver the key objective of driving down crime and reducing the fear of crime.
- Focus within the Executive on strategies to implement the budget within operating constraints and the need to deliver productivity savings.
- Advice on focussing the NSW Police on its core business and advise on strategies to transfer non-essential, administrative functions.

David Barry Madden

Deputy Commissioner Operations
Qualifications: Bachelor of Applied Social Science; Master of Letters Distinction in Sociology; Post Graduate Certificate, Distinction, Macquarie Graduate School of Management
SES Level 6
Total remuneration \$234,785

Key Achievements

- Advice on the implementation of key operational strategies to address high level crime, high risk offenders, and organised crime within high risk areas to be the lead agency in evidence based policing and law enforcement strategies.
- Advice on strategies to deliver sound policing services and deliver the key objective of driving down crime and reducing the fear of crime.

- Advice on the implementation of sound financial and administrative practices to ensure compliance within operating constraints
- Focus on human resource and related administrative issues impacting on effective and efficient policing strategies and operational readiness.

Andrew Phillip Scipione

Deputy Commissioner Support
Qualifications: Masters Degree Management; Degree Security Management
SES Level 6
Total remuneration \$234,785

Key Achievements

- Advice on the implementation of key support functions to address terrorism and provide counter terrorist responses
- Advice on strategies to deliver sound policing services and deliver the key objective of driving down crime and reducing the fear of crime.
- Advice on the implementation of sound administrative practices to meet operational constraints and meet increased productivity measures.
- Advice on implementation of best practice for NSW Police to be the lead agency in operational support activities, including technology and forensic sciences.

Richard Stephen Adams

Senior Assistant Commissioner
Executive Director Corporate Services (s.37 temporary appointment pending finalisation of recruitment action)
Qualifications: Bachelor Adult Education (University of Technology, Sydney); Postgraduate degree in management (Macquarie University); completed studies at the Police Staff College, Bramshill, UK and the Senior Management Institute for Police, Harvard, USA
SES Level 6
Total remuneration package \$219,851

Key Achievements

- Advice on the implementation of key administrative strategies to ensure sound financial management.
- Advice on structural reform to address productivity measures.
- Advice on the implementation of key whole of government approaches to streamline administrative processes.

Robert James Waites

Qualifications: Master of Public Policy and Administration; Bachelor of Arts (Criminal Justice); Associate Diploma in Justice Administration; Certificate in Public Sector Management; Graduate Certificate in Strategic Management; Diploma of Company Directorship; Certificate in Policing Studies, FBI National Academy & University of Virginia
Position: Assistant Commissioner, Region Commander - Inner Metropolitan
SES Level 5
Total remuneration \$207,484

Terrence Walter Collins

Qualifications: Associate Diploma, Justice Administration & Social Sciences
Position: Assistant Commissioner, Region Commander - Southern
SES Level 5
Total remuneration \$202,024

Peter Charles Parsons

Qualifications: Graduate Certificate in Management
Position: Assistant Commissioner, Region Commander – Northern
SES Level 5
Total remuneration \$202,024

Morris Langlo West

Qualifications: Undergraduate of Law; Certificate of Police Supervision; Associate Diploma of Criminal Justice; Diploma Police Management
Position: Assistant Commissioner, Region Commander - Western
SES Level 5
Total remuneration \$202,024

Graeme Robert Morgan

Qualifications: Masters Law; Bachelor of Arts (Law); Masters of Business
Position: Assistant Commissioner – Commander, State Crime Command
SES Level 5
Total remuneration \$207,484

Reginald Mahoney

Qualifications: Associate Diploma Justice Administration; Bachelor Arts; Masters Management
Position: Assistant Commissioner, Commander, Communications
SES Level 5
Total remuneration \$204,754

John Thomas Carroll

Position: Assistant Commissioner,
Commander, Professional Standards
SES Level 5
Total remuneration \$205,000

Ian Michael Peters

Qualifications: Diploma of Education,
Bachelor of Economics
Position: Executive Director, Human
Resource Services
SES Level 5
Total remuneration \$196,564

APPENDIX 2

OUR PEOPLE

NSW Police manages a workforce of almost 19,000 staff of which 80% are police officers and 20% administrative officers. Several initiatives were either implemented or reviewed during the reporting period, to meet the requirements of administering promotion and selection processes (including assessment centres and pre-qualifying assessments), transfers, workforce planning, and job design and evaluation.

The Transfer and Tenure Policy was revised to address difficulties in attracting police to remote locations. A more operationally relevant Police Allocation Model continues to be developed.

Changes to various policies and procedures have meant that:

- lateral transfers to vacancies for police officers have been streamlined to reduce the time taken to fill positions.
- strategies to encourage more applicants have been implemented targeting those positions that are difficult to fill.
- 137 officers have received payment of the remote locations incentive since July 2003.
- a total of eighty-eight (88) police officers and their families in remote locations have received the computer and Internet benefit.

During 2003-04, 206 appointments were made at commissioned rank, and 540 at non-commissioned rank. Due to internal realignments 72 displaced administrative officers were either successfully placed in other positions or accepted voluntary redundancy.

Employee Relations

Employee Relations' primary objective is to implement strategies, policies, services and reform initiatives to give effect to NSW Police priorities for human resource services. Administrative officer discipline, the Secondary Employment Policy, and administration of novated leases and other key areas of Human Resource Management are undertaken within the Directorate.

The issuing of Commissions for officers who attain commissioned rank was reintroduced and 486 were issued in 2003-04. The Directorate also assisted in realigning senior management structures that came into effect on 1 September 2003.

During 2003-04 a number of human resources policies were reviewed including performance management, higher duties, career breaks for police officers, sick leave, and the Code of Conduct.

Health Services

NSW Police provides a range of employee support services such as the Employee Assistance Program, Critical Incident Support, Healthy Lifestyle Program and the Police Chaplaincy Program. Health Services also provide health screening and drug and alcohol programs. A key focus has been the reduction of long term sick leave and the placement of officers with permanent injury back into the workforce. A total of 127 officers were placed back into the workforce under the Permanent Restricted Duties Policy, and a review of the policy will further enhance Health Service's ability to place injured officers in suitable alternative employment. Support provided to specialist commands through regular psychological check-ups was a priority issue in 2003-04 and will remain so in 2004-05.

The previous reporting period saw a review of the NSW Police Infection Control Policy. The revised Policy is being implemented across the State.

The NSW Police Return-To-Work Policy underwent a review in line with changes in legislation and organisational procedures.

Workers Compensation for police officers employed pre 1988-Police Superannuation Advisory Committee:

During the year ending 30 June, 2004, the Workers Compensation and Review Section:

- Received 854 new claims for hurt on duty benefits, comprising
 - 641 claims for physical injuries, and
 - 213 claims for psychological injuries
- Paid \$8,040,736 in hospital, medical and pharmaceutical expenses
- Medically discharged 327 police officers, comprising
 - 296 pre 1988 officers (Police Superannuation Advisory Committee), and
 - 31 post 1988 officers (HealthQuest).

Workers Compensation for police officers employed post 1988 and other employees:

During the year ending 30 June 2004 NSW Police received 2846 new claims for workers compensation benefits, comprising:

- 2540 claims for physical injuries; and
- 306 claims for psychological injuries and paid \$2,542,958 in hospital, medical and pharmaceutical expenses.

Although claim numbers will have stabilised, the claim costs will increase as the claims more fully develop. Reimbursement of salary costs for time off work is a significant part of the total cost.

The Restricted Duties policy provides broad framework for the placement of permanently injured police into suitable positions and, if required, new career paths.

For the year ending 30 June 2004, 127 officers were successfully placed in permanent restricted duties positions.

Under NSW Police's Random Breath Testing Program 8,671 random alcohol tests were conducted in 2003-04 compared with 7,706 tests in the previous year. Twenty-seven targeted and 19 follow-up alcohol tests were also conducted. A total of seven officers tested positive, to the 0.02 blood alcohol threshold.

Random drug testing commenced in September 2001. A total of 582 officers were randomly tested for illicit drugs in

EMPLOYEE STATISTICS AS AT 30 JUNE 2004

	2003-04	2002-03	2001-02	2000-01	1999-00
Employee					
Police Officers*	15009	14739	13716	13614	13483
Administrative, Ministerial and Other Employees	3912	4059	4019	3887	3820
Total	18921	18798	17735	17501	17303

*includes 50 police officers seconded to other public sector agencies

2003-04 none of whom returned a positive result. A total of 15 targeted drug tests were also conducted in 2003-04 compared with nine tests during the previous year. Two officers tested positive in 2003-04.

In accordance with the NSW Police's Drug and Alcohol Policy, all officers who tested positive to alcohol were offered rehabilitation counselling. Officers who test positive to drugs are liable to dismissal.

Since 1 July 1998 mandatory drug and alcohol tests have also been conducted following any police operation in which a person is either killed or seriously injured. During 2003-04 there were 28 such incidents requiring the mandatory testing of 118 officers. None of the officers tested positive to either drugs or alcohol.

Internal Witness Support

NSW Police provides support mechanisms for internal witnesses across the State. It has an important role in facilitating an environment

conducive to encouraging officers to report corrupt and/or unethical behaviour. During 2003-04 a research project was completed to assess the health and wellbeing of internal witnesses over the three year period 2000 to 2002. The Internal Witness policy and the Terms of Reference of the Internal Witness Advisory Council were reviewed.

SUMMARY OF TOTAL STRENGTH DETAILS AS AT 30 JUNE 2004

Police Officers*	15009
Administrative Officers	3755
Ministerial Officers	157
Total	18921

*Includes 50 police officers seconded to other public sector agencies.

STRENGTH DETAILS (POLICE OFFICERS) AS AT 30 JUNE 2004

Rank	Internal Police	External Seconded External Funded	External Seconded Internal Funded	Total
Executive Officers *	16			16
Senior Officer #	743		1	744
Sen Sgt and Sgt	2420	3	8	2431
Sen Constable, Constable and Probationary Cst	11780	9	29	11818
Total	14959	12	38	15009

* Includes the rank of Commissioner, Deputy Commissioner and Assistant Commissioner
Includes the rank of Chief Superintendent, Superintendent, Chief Inspector and Inspector

POLICE SENIOR EXECUTIVE SERVICE (PSES) AS AT 30 JUNE 2004

	2003-04	2002-03	2001-02	2000-01	1999-00
PSES Level					
Above 6	1	1	1	1	1
Level 6	2	4	3	3	3
Level 5	8	9	5	5	5
Level 4	7	7	9	8	10
Level 3	2	4	7	7	8
Level 2	1	2	2	2	4
Level 1	0	0	0	1	1
Total	21	27	27	27	32

NB: Figures do not include temporary appointments under section 37 of the Police Act 1990

FEMALE PSES OFFICERS AS AT 30 JUNE 2004

	2003-04	2002-03	2001-02	2000-01	1999-00
	0	0	1	3	4

AGE OF POLICE STAFF AS AT 30 JUNE 2004

	Police	%	Other Staff	%	Total Employees
in years					
up to 25	1933	12.88	246	6.29	2179
26 – 30	3078	20.51	464	11.86	3542
31 – 35	3706	24.69	585	14.95	4291
36 – 40	2567	17.10	577	14.75	3144
41 – 45	1871	12.47	572	14.62	2443
46 – 50	1024	6.82	594	15.18	1618
Over 50	830	5.53	874	22.34	1704
Total	15009	100	3912	100	18921

YEARS OF SERVICE OF STAFF

Years	Police	%	Other Staff*	%	Total
0 to 5	5544	36.94	1813	46.34	7357
6 to 10	2734	18.22	838	21.42	3572
11 to 15	2120	14.12	593	15.16	2713
16 to 20	2479	16.52	359	9.18	2838
21 to 25	1014	6.76	116	2.97	1130
Over 26	1118	7.45	193	4.93	1311
Total	15009	100	3912	100	18921

*Includes Administrative and Ministerial Officers

POLICE SEPARATIONS DURING 2003-04

Rank	Retire	Death	Resign	Medically Unfit	Annulment of Appointment	Optional Disengagement	Dismissed	Termination of Contract	Transfer	Vol Redundancy	Total
Executive Officers*	0	0	0	0	0	0	0	0	0	0	0
Senior Officers*	14	1	0	34	0	0	2	1	0	0	52
Sen Sgt and Sgt	12	3	14	94	0	4	1	0	1	0	129
Sen Cst, Cst & Pro Cst	1	3	252	187	1	6	13	0	0	0	463
Total	27	7	266	315[†]	1	10	16	1	1	0	644

* Includes Officers at the rank of Commissioner, Deputy Commissioner, Senior Assistant Commissioner and Assistant Commissioner
Includes Officers at the rank of Chief Superintendent, Superintendent, Chief Inspector and Inspector
† Medically unfit may also include officers who have retired/resigned due to medical grounds.

ADMINISTRATIVE & MINISTERIAL OFFICER SEPARATIONS DURING 2003-04

Category	Retire	Death	Resign	Medically Unfit	Annulment of Appointment	Termination of contract	Dismissed	Temp	Transfer	Secondment Ended	Secondment to other Govt Body	Voluntary Redundancy	Total
Clerical	33	1	123	18	0	0	3	68	195	3	0	14	458
Professional	0	1	17	1	1	5	0	6	11	0	0	3	45
Other	3	1	29	5	1	0	0	2	2	0	0	2	45
Ministerial	1	1	15	1	0	0	0	1	1	0	0	0	20
Total	37	4	184	25	2	5	3	77	209	3	0	19	568

EMPLOYMENT EQUAL EMPLOYMENT OPPORTUNITY (EEO) TARGET GROUPS

POLICE OFFICERS (AS AT 30 JUNE 2004)

	Total	Women	ATSI	CDB	PWPD
Data on EEO is provided by employees on a voluntary basis					
Rank					
Executive Officer*	16	0	0	0	0
Senior Officers*	744	65	5	16	13
Sen Sgt & Sgt	2431	279	10	77	55
Sen Cst, Cst and Pro Cst	11818	3336	129	400	101
Total	15009	3680	144	493	169

* Includes Officers at the rank of Commissioner, Deputy Commissioner and Assistant Commissioner. # Includes Officers at the rank of Chief Superintendent, Superintendent, Chief Inspector and Inspector. Note: ATSI Aboriginal or Torres Strait Islander CDB Culturally Diverse Background (non-English speaking background) PWPD People with a physical disability or disabilities

ADMINISTRATIVE OFFICERS (AS AT 30 JUNE 2004)

Category	Total	Women	ATSI	CDB	PWPD
SES	7	0	0	0	0
Senior Officers	47	16	n.a	n.a	n.a
Grades 6 - 12	828	536	4	46	24
Grades 1- 5	1955	1593	12	128	46
Other	929	365	30	23	18

Note: ATSI Aboriginal or Torres Strait Islander. CDB Culturally Diverse Background (non-English speaking background). PWPD People with a physical disability or disabilities n.a Not available. *Figure excludes 36 nurses – see table below

OTHER OFFICERS (AS AT 30 JUNE 2004)

Group	Total	Women	ATSI	CDB	PWPD
Security officers*	128	14	1	4	0
Police Band Members*	28	7	0	0	1
Nurses, [†] etc	37	18	0	0	0
Total	193	39	1	4	1

Note: ATSI Aboriginal or Torres Strait Islander. CDB Culturally Diverse Background (non-English speaking background). PWPD People with a physical disability or disabilities. *Ministerial employees [†] Figure comprises 36 nurses and one ministerial employee (matron)

Industrial Relations

- Police Officers received salary increases under the Crown Employees (Police Officers-2003) Award of 4% in January 2004.
- Administrative Officers received a 5% salary increase in July 2003 under the Crown Employees (Public Sector - Salaries January 2002) Award.
- In September 2003 new special duties arrangements for Non Commissioned Police Officers were introduced following a variation to the Special Duties Allowance clause within the Police Award. This variation saw the rationalisation and evaluation of a number of classifications of work that had been in receipt of the allowance thereby ensuring a more contemporary outcome. Designated Detectives and officers appointed to criminal investigation duties now receive a special duties allowance in lieu of previous arrangements.
- Optional disengagement opportunities were offered in August 2003 and January 2004 to police officers who met certain criteria. Ten officers exited NSW Police under this offer.

Work Practices and Policies

The NSW Police Family and Community Services and Personal Carers Leave Policy demonstrates an ongoing commitment to implement flexible work options for employees, allowing a better balance of family and work responsibilities.

- An approved childcare facility will be established at the new Police Headquarters in Parramatta offering employees of NSW Police childcare facilities on site.
- Policy and guidelines for part time work for police officers were revised to reflect contemporary best practice principles and organisational needs.
- A career break proposal is being developed as part of the our commitment to the implementation of a range of flexible work practices for employees.
- Higher Duties Allowance Policy and Guidelines have been completed for administrative officers; extension of the policy to sworn officers is underway. This policy ensures fairness, equity and transparency by affording officers the opportunity to relieve in higher level positions and meet corporate objectives.

Administrative Officer Discipline

The NSW Police Administrative Officer Discipline Policy and the NSW Police Administrative Officer Remedial Performance Program Policy and Guidelines were reviewed during 2003-04. The revised policies were implemented in September 2003.

As at 30 June 2004, 26 initial complaint matters received did not proceed to formal discipline misconduct investigations with 15 formal discipline matters proceeding.

Community Language

Allowance Scheme

An initiative of the NSW Community Relations Commission, this scheme facilitates improved communication with non-English speaking clients of NSW Government agencies. As at 30 June 2004, 99 employees of NSW Police were part of the scheme.

Performance Management

NSW Police recognises that performance management schemes provide commanders and managers with a framework in which they can provide information and feedback to employees on work performance and assist employees to reach their full potential in the workplace. Existing performance management systems continue to be promoted within NSW Police as a means of managing employee performance and career development.

NSW Police Gender Based and Sexual Harassment Policy

In 2003 the Human Rights and Equal Opportunity Commission updated *Sexual Harassment in the Workplace: A Code of Practice for Employers*. The Code outlines best practice principles for employers. A review of the NSW Police Gender Based and Sexual Harassment Policy is currently being undertaken to ensure that it reflects best practice principles identified by the Code and addresses the needs of NSW Police in 2004 and beyond.

NSW Police Equity And Diversity Policy

A review is being conducted of this policy in consultation with internal and external stakeholders to ensure that it is contemporary and reflects organisational needs.

NSW Police Information Package on Family Friendly Work Practices

In recognition of the ongoing need to provide employees with flexible work practices that assist them to balance family and work commitments, NSW Police is currently developing an information package for NSW Police employees on family friendly work practices, with a particular focus on childcare.

NSW Police Leave Without Pay Policy and Guidelines

In line with Public Sector Leave Without Pay Provisions, NSW Police is developing a Leave Without Pay Policy and Guidelines to provide managers with a framework to determine leave without pay applications whilst emphasising consistent, fair and equitable decision making.

NSW Police Pregnancy Protocol

The NSW Police Pregnancy Protocol outlines flexible working arrangements and entitlements for pregnant police employees. The protocol is currently being reviewed to ensure that it is consistent with current anti-discrimination legislation, remains up to date and relevant.

Equal Employment Opportunity (EEO)

A review of the NSW Police EEO data collection was conducted in the reporting period and strategies identified to improve the human resource data set for external reporting, policy development and monitoring of equity and diversity programs.

During the reporting period a number of senior police were appointed as Corporate Spokespersons for issues such as Women in Policing, Aboriginal Communities, Culturally Diverse Communities and Vulnerable Communities (including those with disabilities), ensuring that EEO issues are examined at a strategic level.

Aboriginal Employment Strategy

The NSW Police Aboriginal Employment Strategy 2003-2005 builds on the Aboriginal Employment, Training and Career Development Strategy 1995-2000. It also incorporates the experience gained from the May 2001 Evaluation Report of the 1995-2000 Strategy.

The aim of this Strategy is to attract and retain Aboriginal employees in order to achieve an employment balance that reflects the representation of Aboriginals in the community we serve. This will enable NSW Police to better respond to Aboriginal communities through increased awareness of cultural issues.

The goals of the Aboriginal Employment Strategy are to:

- increase the number of Aboriginal employees
- retain Aboriginal employees
- enhance awareness of Aboriginal issues throughout NSW Police
- increase the number of permanently employed Aboriginal women in NSW Police.

By targeting positions, including those in commands with high Aboriginal populations, the strategy aims to increase cultural awareness, sensitivity, community links and the ability to support community needs for Aboriginal people.

There has been an increase in Aboriginal employment of 13% over the financial year 2003-04. In a period where the number of persons employed has risen 0.65% (18,798 at 30 June 2003 to 18,921 at 30 June 2004) the number of Aboriginal employees in NSW Police has increased 13.6% from 168 at 30 June 2003 to 191 at 30 June 2004.

The number of Aboriginal police has increased from 124 at 30 June 2003 to 144 at 30 June 2004. This is an increase of 16.1%. The number of Aboriginal administrative and other employees in NSW Police has increased from 44 at 30 June 2003 to 47 at 30 June 2004. This is an increase of 6.8%.

Since the NSW Police Aboriginal Employment Strategy 2003-2005 was implemented, a number of initiatives have been introduced to meet the objectives outlined in the 2003-2005 Strategy, including:

- Aboriginal specific Police Career Days have been held throughout NSW
- Aboriginal Recruitment Information Kits are used to promote a range of job opportunities at Aboriginal Career Days
- NSW Police advertises vacancies for Aboriginal people through the Koori Mail and Indigenous Times

- A grant from Premier's Department under the Aboriginal Employment in Practice Program has provided \$110,000 which will be used to assist the implementation of the NSW Police Aboriginal Employment Strategy 2003-2005
- Numerous local initiatives have been undertaken including:
 - NSW Police employees participating in the Aboriginal Rugby League Knock-out Carnival in 2003
 - Redfern Youth Program-Redfern Police and Community Youth Clubs have Police Officers from the Redfern Command act as mentors for youth in the Redfern and surrounding areas
 - In 2003 Walgett Police took a group of local boys on a camp to promote alternatives to involvement in crime as well as improve Aboriginal cultural awareness. The program is called the "Giyaaali" crime prevention initiative for young people who are identified as being at risk.
- The Aboriginal Coordination Team has assisted with the placement of six Aboriginal people in NSW Police through the Community Employment Development Program. Three are gaining work experience as administrative officers and three as Aboriginal Community Liaison Officers.
- A presentation on the Career Planning and Development Program was given at the Aboriginal Network Annual Conference in 2003.
- An invitation for a two day workshop for career advisors was distributed to Aboriginal employees through the Aboriginal Network in 2003.
- Recruitment Branch, in association with the Marketing Unit, are developing a new range of marketing materials focusing on Aboriginal and Torres Strait Islanders. These include improvements to Aboriginal Information Kits, posters, postcards and stands.

Disability Action Plan

During 2003-04 NSW Police developed the NSW Police Disability Action Plan 2004-2006 in consultation with key internal and external stakeholders, the NSW Police Disability Policy Statement 2004-2006 and NSW Police Disability Policy Statement Achievements. Achievements under the NSW Police Disability Action Plan to date are:

- Improved accessibility to police station buildings and facilities.
- Improved training of employees so that they are able to respond appropriately and effectively to customers and colleagues with a disability
- Improved access to information provided by NSW Police for people with disabilities.
- Ensuring that people with disabilities are treated with respect and dignity and are able to participate in police-sponsored community programs by circulating positive police disability stories; encouraging people with disabilities to participate in the Volunteers In Policing Program, and developing guidelines on selecting suitable venues for meetings and / or forums.

NSW Government Action Plan for Women

The Action Plan for Women focuses on initiatives in government agencies, specifically designed to meet the needs of women and/or of particular interest and benefit to women. The Action Plan provides an overview of progress and developments in the key areas of families and communities, violence and safety, work, access to justice and equality before the law, power, decision-making and leadership, education, training, and health.

The Plan also considers the ways in which agencies take account of women in delivering their core services. The key areas involving NSW Police are crime prevention and safety, sexual assault and domestic violence and recruitment and promotion of women in the workplace.

Achievements during 2003-04 included:

- Appointment of Superintendent Lee Shearer as the Corporate Spokesperson for Women in Policing. Superintendent Shearer represents the women in policing portfolio both internally and externally as well as overseeing strategies, policies and practices.
- Inclusion of the Women in Policing knowledge map on corporate Intranet. This provides links to information on specific policing issues such as guidelines, legislation, policies, strategies, facts and figures and education. It also identifies knowledge managers who have specialised knowledge on particular issues.

- Review of Adult Sexual Assault Policy and Standard Operating Procedure for the Investigation and Management of Adult Sexual Assault; Review of Interagency Guidelines for Responding to Adult Victims of Sexual Assault; Revised Policy for the Investigation and Management of Sexual Assault Victims aged 16 to 18 years.
- Creation of a specialist Child Protection and Sex Crimes Squad within the State Crime Command to investigate serious and serial sexual assault in NSW.
- The Domestic Violence Pro-active Support Service is a police initiated program being implemented in 28 Local Area Commands. This program involves investigating officers informing victims of the availability of support agencies, and seeking the victim's consent to provide the victim's details direct to the support agency. If consent is given, the support agency then contacts the victim to offer support and referral.
- Participation in the development of the NSW Domestic Violence Interagency Guidelines.

Australian and New Zealand Equal Opportunity Consultative Committee

NSW Police is represented on the Australian and New Zealand Equal Opportunity Consultative Committee (ANZEOCC). The purpose of ANZEOCC is to support Commissioners with best practice principles relating to equity and workplace diversity and provide strategic advice.

In March 2004 the Conference of Commissioners of Police of Australasia and the South West Pacific Region endorsed the ANZEOCC Strategic Plan 2004-2007. The Strategic Plan establishes clear action to achieve the following three objectives:

- 1 Police jurisdictions effectively manage equity and diversity based on principles that are reflective of progressive practices.
- 2 Police jurisdictions are employers of choice for diverse groups.
- 3 Police jurisdictions establish effective and collaborative partnerships that enable a coordinated approach to achieving equity and diversity outcomes.

Commissioners' Australasian Women In Policing Advisory Committee

NSW Police is represented on the Commissioners' Australasian Women in Policing Advisory Committee (CAWIPAC). The mission of CAWIPAC is to provide and develop strategies to assist Police Commissioners to maximise the contribution of women within policing organisations. CAWIPAC's objectives are established by the Business Plan and Strategic Plan 2003-2006, which was endorsed by all Police Commissioners. CAWIPAC is a standing item on the Police Commissioners' Conference where they present their annual report of progress against the following achievements areas:

- 1 Women are active and valued participants at every level of policing organisations.
- 2 Middle Managers support women's participation in the workplace.
- 3 Executive leaders value and acknowledge the contribution of women in diverse work roles.
- 4 Policing organisations promote the contribution of women in policing to the wider community.
- 5 CAWIPAC continuously enhances its skills, processes and relationships to achieve its strategic outcomes.

Occupational Health and Safety

NSW Police is one of a number of government agencies taking part in the NSW Government's Occupational Health and Safety & Rehabilitation Improvement Initiative administered by WorkCover. The next stages of the initiative are:

- (i) a progress review of government agencies (the progress review of NSW Police took place in early June 2004, the results of which were not available at the time of publication); and
- (ii) third round audits of government agencies (scheduled for early 2005).

Both stages will focus on the recommendations of the Premier's Department's initial audit of NSW Police conducted in 2000-01.

The NSW Police Occupational Health and Safety & Rehabilitation Improvement Plan was developed and implemented in 2003-04. The Improvement Plan has an integrated audit tool to measure OHS&R performance. Since the implementation

of the Plan in 2003, the Regional Occupational Health and Safety Coordinators have audited all Local Area Commands and a majority of business units. The audit results show measurable achievements towards the implementation of the Improvement Plan.

In accordance with the OHS&R Improvement Plan's performance targets, all high priority risks identified within the Regions have been addressed with elimination and/or control strategies implemented.

Workers compensation data shows that while the number of claims per employee has decreased the cost per claim has increased. This increase can be attributed in part to increases in salaries.

Recruitment action has been finalised with a full-time OH&S Coordinator assigned to each Region. A senior officer from each Region has also been nominated to be the Region's OHS&R Sponsor and to monitor the Plan's implementation.

There are 122 consultative committees established within the organisation, with 357 committee members having completed the WorkCover NSW accredited training during 2003-04.

There has been a 7% increase in accidents/incidents reported compared to the last reporting period. This is likely to be due to an increase in employee numbers during 2003-04 as well as increased employee awareness of the requirement to report accidents/incidents.

The NSW Police Risk Management Tool has been implemented throughout the organisation with risk registers being established.

During 2003-04 a pilot risk management training course aimed at the operational level of the organisation was trialled in Western Region. The course complies with OH&S legislation pursuant to the provision of training for supervisors in risk assessment and will be implemented statewide.

TOTAL NUMBER OF ACCIDENTS/INCIDENTS RECORDED (ON INTERNAL SAP SYSTEM)

	2002-03	2003-04	Variance	Per Cent%
	6,759	7,240	481	7

Source: NSW Police, SAP Accident/Incident Reporting System

THE TEN (10) MOST SIGNIFICANT CAUSES OF ACCIDENTS/INCIDENTS RECORDED FOR THE CURRENT REPORTING PERIOD

Cause	2002-03	2003-04	Variance	Per Cent%
Physical assault	1,422	1406	-16	-1
Slips/trips/falls	1,263	1281	18	1
Contact with body fluids	486	623	137	28
Lifting/carrying object	287	374	87	30
Psychological factors	160	330	170	106
Motor vehicle accident	288	326	38	13
Step on/strike object	286	325	39	14
Struck by object	304	316	12	4
Physical exercise	170	249	79	46
Caught in between object	142	158	16	11

These constitute 74% of the total number of accidents/incidents recorded. The remaining 26% is made up of less significant notifications. Figures for physical assaults continue to represent a significant proportion (19%) of total accidents/incidents. There has been a 106% increase in accidents/incidents resulting from psychological factors compared with the previous reporting period.

The NSW Police accident/incident investigation system has been implemented in all operational and business units.

Ethnic Affairs Priorities Statement

The *Community Relations Commission and Principles of Multiculturalism Act 2000* requires that NSW Police report against the requirements of the Ethnic Affairs Priority Statement (EAPS).

The Premier has designated NSW Police as a key agency for the purposes of reporting against EAPS. NSW Police operates on a three year forward plan and reports annually on its achievements against the EAPS Standards Framework Assessment. The 2005-2008 EAPS Forward Plan is currently being developed and will incorporate ongoing initiatives that are reflected in the current Forward Plan, including:

- Ethnic Community Liaison Officer Program
- Innovative Models of Police and Community Training
- Police and Ethnic Communities Advisory Council
- Workplace Diversity Training Program
- Review of language services in NSW Police and
- Support for officers who are policing in a culturally and linguistically diverse society.

Code of Conduct

The purpose of this Code is to set standards of behaviour and provide guidance in ethical decision making for all employees of NSW Police. All employees are required to sign an acknowledgement that they have read the NSW Police Code of Conduct and Ethics.

There is ongoing review of the Code of Conduct and Ethics to incorporate internal and external agency reports and recommendations for improvement and ensure there is a contemporary approach to issues of conduct and ethics to assist and guide all employees.

This year NSW Police has adopted the Australasian Police Statement of Ethics. The project to develop the Statement was led by NSW Police under the auspice of the Australasian Police Professional Standards Council.

Commissioner's Confidence

The Commissioner has personally considered 21 submissions to remove officers under "loss of confidence" provisions.

- 8 officers were removed
- 5 officers resigned
- 5 remain under consideration
- 3 resulted in other management action.

Training and Development

NSW Police, through its Education Services Command, manages internal programs and courses and is a registered training organisation with the Vocational Education and Training Accreditation Board. NSW Police also delivers courses in partnership with the tertiary sector.

NSW Police continues to target the most suitable and best possible recruits for appointment as police officers. As at 30 June, 2004, 691 applicants were considered eligible for entry into the NSW Police.

In 2003-04:

- 895 students attested from the NSW Police College as probationary constables
- 1952 police were trained and attained a silver certification for driving
- 746 sergeants were trained in the Sergeants Course
- 519 officers were designated as detectives
- 82 senior investigators completed the senior detectives course, and
- external review of police education was concluded.

As part of the Australasian Police Professional Standards Council, Police Commissioners of each state in Australia and in New Zealand commissioned the University of NSW to research the inherent requirements of policing to determine standards of entry requirements to the policing profession.

The Executive Leadership Development Program was developed to help NSW Police identify those members of the organisation that will be the future leaders of NSW Police.



HONOURS AND AWARDS TO MEMBERS OF THE NEW SOUTH WALES POLICE

HONOURS AND AWARDS TO MEMBERS OF THE NEW SOUTH WALES POLICE

Commissioner's Valour Award (VA)

(act of conspicuous merit involving exceptional bravery by sworn police on duty)

Const A. Beattie
 Detective Snr Const B. Darnell
 Snr Const K. Day
 Sergeant G. Dossantos
 Snr Const L. Gilroy
 Snr Const D. Kolosque
 Const P. McGirr
 Const D. McIntire
 Const T. O'Brien
 Probationary Const M. Paterson
 Snr Const L. Rudder
 Snr Const B. Searl
 Const M. Stratton
 Const A. Webb

Commissioner's Commendation (Courage)

(action in the line of duty where a degree of courage is required due to the risk involved)

Const T. Andrews
 Snr Const P. Balatincz
 Snr Const W. Bevan
 Const S. Binskin
 Snr Const S. Bradstock
 Detective Snr Const R. Brooks
 Snr Sergeant P. Burton

Const B. Calleia
 Snr Const S. Cameron
 Snr Const C. Carey
 Snr Const M. Coleman
 Const B. Cooper
 Snr Const K. Coyne
 Snr Const J. Dawkings
 Snr Const P. Day
 Const J. Doidge
 Const D. Fenton
 Snr Const S. Fletcher
 Const P. Gelme
 Snr Const S. George
 Const A. Godfrey
 Snr Const B. Graham
 Const S. Greenway
 Probationary Const S. Heron
 Sergeant C. Hickey
 Snr Const S. Johnson
 Snr Const T. Leonard
 Snr Const D. Leven
 Snr Const K. Markulin
 Snr Const N. Matthews
 Snr Const A. McMullen
 Leading Snr Const K. Monk
 Snr Const J. Moylan
 Snr Const F. O'Brien
 Sergeant A. Oestreich (RAAF)
 Snr Const G. Payne
 Snr Const B. Ross
 Snr Const E. Senff
 Const B. Smith
 Detective Sergeant R. Smith
 Const C. St Clair

Snr Const P. Tilling
 Sergeant K. Tillman
 Sergeant M. Watson
 Probationary Const R. Wilson
 Snr Const C. Young

Commissioner's Commendation (Service)

(outstanding or meritorious performance of duty)

Sergeant S. Allison
 Father J. Boland
 Detective Snr Sergeant M. Cook
 Reverend G. Dark
 Detective Inspector A. Day
 Father B. Dwyer
 Mr K. Hartley
 Detective Sergeant S. Leach
 Snr Const M. Mayday
 Snr Sergeant M. McCarthy
 Inspector N. McDonald
 Reverend P. Mumford
 Snr Sergeant P. Navin
 Sergeant C. Nicholson
 Detective Inspector D. Payne
 Snr Sergeant G. Penn
 Detective Sergeant B. Ryan
 Detective Snr Const D. Sly
 Detective Sergeant R. Tuckerman

Commissioner's Olympic Commendation

(outstanding service at the 2000 Olympic Games)

Inspector P. Hansen

Commissioner's Community Service Commendation

(voluntary activities as a NSW Police representative - fundraising and community work)

Sergeant P. Flanagan
 Superintendent P. Hickman
 Snr Const J. Korn
 Chief Inspector C. Pasfield
 Ms A. Robertson
 Snr Const K. Strickland
 Snr Const R. Wither

New South Wales Police Diligent and Ethical Service Medal

(diligent and ethical service by non-sworn members of NSW Police)
 5200 Medals approved (back-capture following introduction in 2002)

Commissioner's Unit Citation

(outstanding duty by commands, units or personnel undertaking a common task)

Lake Illawarra Local Area Command / Illawarra Police Rescue / Port Kembla

Water Police
Operation Terrall
Operations Support Group / City East
Mounted Police Unit
Rugby World Cup 2003 Command
Special Crime & Internal Affairs – Special
Crime Unit
State Protection Group – Tactical
Operations Unit
St George Local Area Command –
Detectives
Strike Force Portville
Strike Force Tronto 1

**Commissioner's Community
Service Citation**

*(voluntary activities as a NSW Police
representative – police-related non-profit
organisations)*

Sergeant M. Aalders
Const D. Blackett
Superintendent P. Hickman
Snr Sergeant T. McGregor
Snr Const A. New
Sergeant R. O'Riordan
Snr Const M. Partridge
Snr Const N. Weyland

**New South Wales Police Diligent
and Ethical Service Medallion**

*(diligent and ethical service by civilian
members of NSW Police)*
500 Medallions approved (back-capture
following introduction in 2002)

**AUSTRALIAN HONOURS
AND AWARDS:**

Bravery Medal (BM)

*(act of bravery in hazardous
circumstances)*

Snr Const D. Abernethy
Snr Const M. Prott

Commendation for Brave Conduct

(act of bravery worthy of recognition)

Const A. Godfrey
Const M. Kelly
Const K. Mahlberg
Snr Const E. Senff

Public Service Medal (PSM)

(out-standing public service)

Mr D. Strickland

Australian Police Medal (APM)

(distinguished Police service)

Detective Chief Superintendent P. Dein
Assistant Commissioner G. Dobson
Superintendent Z. Feszczuk

Snr Sergeant J. Foggo
Snr Sergeant B. Gane
Superintendent E. Hook
Superintendent I. Lovell
Snr Sergeant R. Parry
Assistant Commissioner P. Parsons
Snr Sergeant J. Prendergast
Detective Snr Sergeant L. Purday
Detective Inspector J. Scott
Superintendent J. Sweeney
Superintendent N. Tarleton
Inspector L. Walker
Assistant Commissioner M. West

Police Overseas Service Medal

*(service with international peacekeeping
organisations by sworn Police)*

Snr Const M. Elm
Snr Const D. McCann
Inspector R. Robertson
Snr Const A. Stevens
Snr Const A. Wilson

National Medal

(diligent service by sworn Police)
900 Medals and Clasps approved.

**OTHER POLICE-RELATED
HONOURS AND AWARDS:**

Victoria Police Chief

Commissioner's Commendation

(outstanding service)

Detective Sergeant A. Waterman

**Royal Humane Society
of New South Wales**

Bronze Medal

(bravery in rescue situations)

Const A. Beattie
Sergeant G. Dossantos
Snr Const T. Walter

**Royal Life Saving Society
Australia (NSW Branch)**

New South Wales Police Awards –

Commendation

*(outstanding life-saving skills in
emergency situations by sworn Police)*

Snr Const N. Archer
Snr Const M. Bransdon
Probationary Const C. Dickson
Const J. Garai
Snr Const D. Goodsell
Const A. Henderson
Sergeant K. Hill
Const M. Lewis
Snr Const P. Lighezzolo
Const D. Macpherson
Const J. Marsh
Snr Const B. Martin

Snr Const G. McGovern
Snr Const C. Meszaros
Snr Const L. Mooney
Const S. Park
Const S. Robinson
Const S. Rolls
Const J. Stevens
Snr Const J. Taber
Snr Const Z. Taseski
Snr Const R. Thomas
Snr Const C. Vipond
Snr Const G. Williams

**St John Ambulance Australia (NSW)
Emergency Service Awards**

– Special Plaque

(extraordinary first-aid whilst on duty)

Const J. Bentley
Leading Snr Const G. Connolly
Probationary Const B. Dixon
Snr Const S. Gallagher
Const J. Hayward
Snr Const N. Jurd
Const R. Macraird
Snr Const S. Nichol
Const A. O'Keefe
Snr Const R. Peters
Sergeant E. Verzosa
Probationary Const W. Walker
Inspector D. Wilson
Snr Const R. Zanella
Probationary Const A. Zeibots

**NEW SOUTH WALES GOVERNMENT
HONOURS AND AWARDS:**

New South Wales Service Medallion

*(outstanding service with the
NSW Public Service)*

Mr R. Arkinstall
Mr M. Castle
Mr M. Kennedy
Mr H. McKinnon
Mr T. O'Brien
Mr S. Sheen
Mr A. Thompson
Mr T. Tokarczyk
Mr J. Williams

APPENDIX 3

CRIMES (FORENSIC PROCEDURES) ACT 2000 Statistics for Forensic Procedures

DNA DATABASE – “COLD” LINKS TO UNSOLVED CRIME

	2002-03	2003-04	Comment
Total DNA 'COLD' Links	1988	2842	42.9% increase in DNA database cold links from 2002-03 to 2003-04
Person Identifications	1392	1752	25.9% Increase
Scene-to-Scene	596	1091	83.0% increase
Average Weekly Links	38.2	54.7	43% increase
Total Arrests	575	1757	205% increase
Total Convictions	346	1154	233% increase

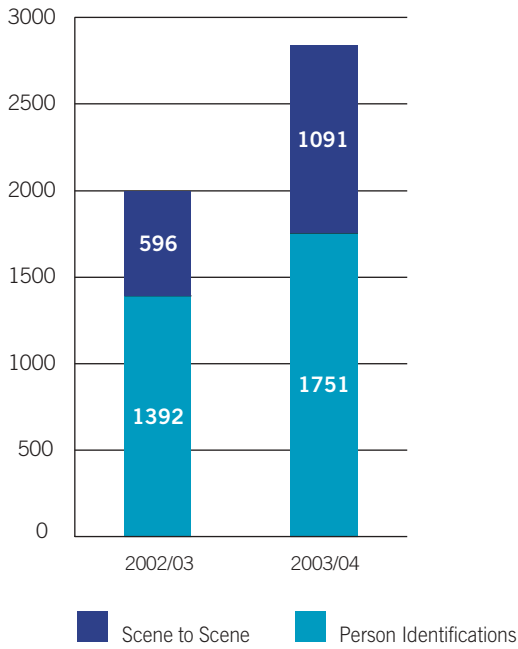
DNA TESTS – CRIMES (FORENSIC PROCEDURES) ACT 2000

	2002-03	2003-04	Comment
Total Tests			
Person of Interest DNA Tests	1848	2313	Includes re-tests resulting from 2nd Sample Policy requiring suspects to be re-tested for new investigations. This policy is under review.
Inmate DNA Tests	3845	2528	
Photos, Fingerprints and other Forensic Procedures			Over 1,000 photographs taken using the powers of the Act, as well as over 50 fingerprints and estimated 100 + other allowed uses (GSR, hand-swabs etc.)

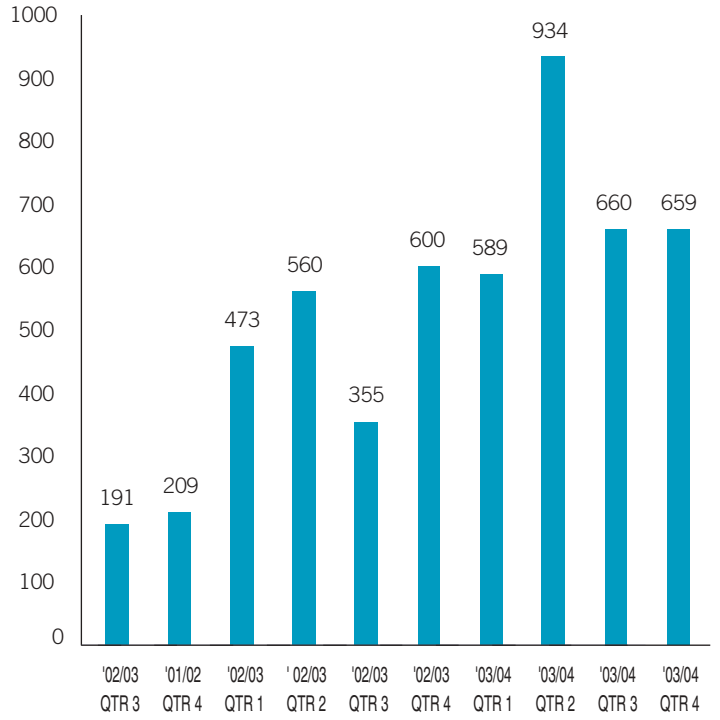
DNA DATABASE - LINKED OFFENCES

Since Database Start-up November 2001 to 30 June 2004			
Offence	Links	Offence	Links
Break Enter and Steal (BES)	3686	Aggravated BES	61
Steal Motor Vehicle	657	Robbery / Aggravated Robbery	49
Steal from Motor Vehicle	329	Aggravated Assault	12
Other Steal	56	Malicious Wounding	5
Malicious Damage	60	Assault	13
Murder	13	Fail to Stop	5
Attempt Murder	3	Dangerous Driving	14
Aggravated Sexual Assault	34	Firearms	10
Sexual Assault	42	Arson	8
Armed Robbery	173		

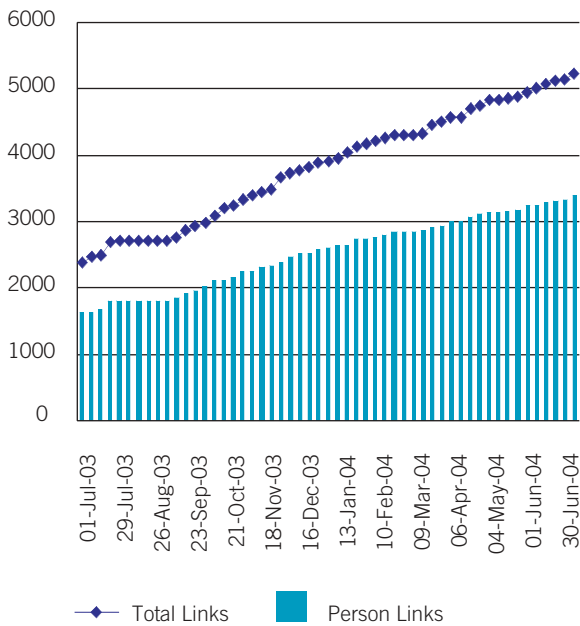
DNA Database "Cold" Links Financial Year



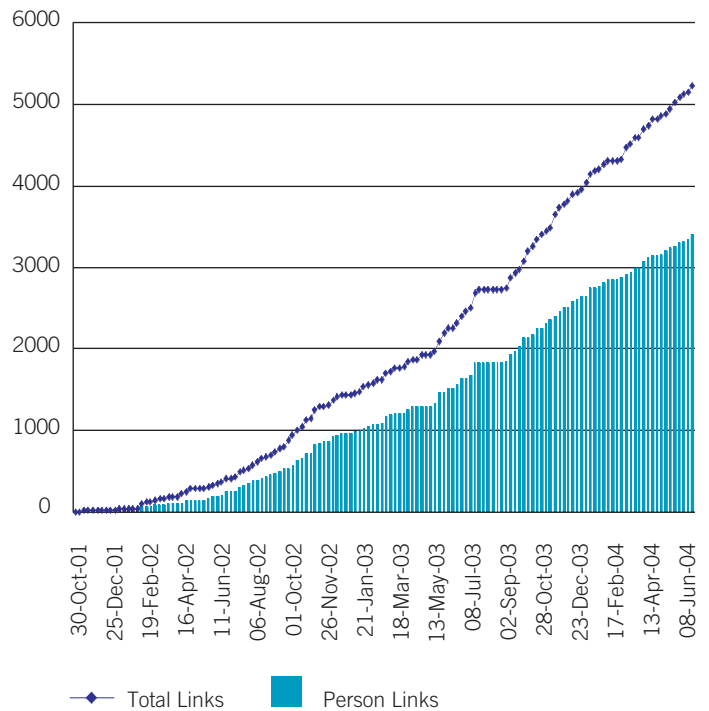
DNA Database Links by Quarter Since Database start-up



Cumulative DNA Database links 2003 / 2004



TOTAL DNA Database links Since Database Start To End June 2004



APPENDIX 4

POLICE POWERS (DRUG DETECTION IN BORDER AREAS TRIAL) ACT 2003

In January 2004 legislation commenced in NSW allowing police to obtain Supreme Court warrants authorising NSW Police to stop any vehicles in a specified 'search area' and use drug

detection dogs for searches. The aim of the *Police Powers (Drug Detection in Border Areas Trial) Act 2003* is to reduce the movement, by vehicle, of prohibited drugs across the New South Wales/South Australian border and New South Wales/Victorian border. The preliminary results of the first five operations staged between February 2004 and May 2004 are tabled below.

SUMMARY INFORMATION (2003/2004)

Information category	Operation 1 1-3 Feb 2004 Deniliquin	Operation 2 19-21 Feb 2004 Wagga	Operation 3 29 April – 1 May Wagga	Operation 4 29 April – 1 May Deniliquin	Operation 5 28 – 30 April Barrier
1 Number of police officers involved	40	46	19	13	15
2 Number of dogs used	4	4	1	1	2
3 Duration of the operation (days/hours)	3 days 24 hrs	3 days 24 hrs	3 days 26 hrs	3 days 14 hrs	3 days 16.5 hr
4 Number of vehicles stopped	646	988	144	30	724
5 Number of vehicles searched as a result of the operation	65	93	27	2	47
6 Number of persons searched as a result of the operation	34	159	48	5	16
7 Reason for each search conducted as a result of the operation	Positive indication from Drug Detection Dog with the exception of 2 drivers consent/reasonable cause searches during the 2nd and 3rd operations (<i>i.e. 2 vehicles were searched where no indication was received by the dog, and owner consent or reasonable cause was relied upon</i>).				
8 The number and nature of things seized and detained under this Act, including the kinds and quantity of any prohibited drugs or prohibited plants found, as a result of each search or other action undertaken.	<p>OPERATION 1 (1-3 FEB 2004) Number and Nature of things seized \$6,500 cash (goods in custody)</p> <p>Kinds and quantities of drugs found Cannabis: 18 grams (total) Amphetamine: 4.6 grams (total)</p> <p>Other action undertaken (eg. Arrests) Legal Process: 11 persons charged with 25 offences</p> <p>OPERATION 2 (19-21 FEB 2004) Number and Nature of things seized – 247 grams of green vegetable matter believed to be cannabis leaf – 1 gram of substance believed to be amphetamine – \$52,000 cash</p> <p>Kinds and quantities of drugs found – Cannabis: 247 grams (total) – Amphetamine: 1 gram (total)</p>				

SUMMARY INFORMATION (2003/2004) continued

Other action undertaken (eg. Arrests):

Legal Process: 30 persons subjected to legal process

OPERATION 2 (29 APRIL – 1 MAY 2004)

Number and Nature of things seized

- 530 grams of green vegetable matter believed to be cannabis leaf
- 1.017 kilograms of cream coloured crystal substance believed to be Methamphetamine Hydrochloride
- \$7,000 cash
- Holden Commodore sedan (Victorian registration including an amount of personal property)
- 2 mobile phones
- 2 QLD number plates
- Identification papers and Victorian Drivers Licence

Kinds and quantities of drugs found

- Cannabis: (see above) 530 grams
- Amphetamine: (see above) 1.017 kilograms

Other action undertaken (eg. Arrests)

- Legal Process: 19 persons subjected to legal process

OPERATION 4 (29 APRIL – 1 MAY 2004)

Number and Nature of things seized

- One bong

Kinds and quantities of drugs found

- Cannabis: 5 grams

Other action undertaken (eg. Arrests)

- Legal Process: 1 caution for Cannabis, 1 PCA

OPERATION 5 (28 APRIL – 30 MAY 2004)

Number and Nature of things seized

- 1 crossbow and bolts
- miscellaneous smoking implements
- 1 VK Commodore Sedan

(Inflict Grievance Bodily Harm charges detected during operation)

Kinds and quantities of drugs found

- Cannabis: 3744 grams
- 1 cannabis plant

Other action undertaken (eg. Arrests)

Legal Process:

- 8 Court Attendance Notices issued
- 8 Cannabis Cautions
- 1 person charged with maliciously inflict Grievous Bodily Harm with Intent (detected during vehicle stop)
- 1 PCA

APPENDIX 5

ASSUMED IDENTITIES

Law Enforcement and National Security (Assumed Identities) Act, 1998
The Act governs the acquisition and use of assumed identities by police and other law enforcement bodies in New South Wales. The Act provides that a police officer must have approval to acquire and use of an assumed identity. The data on assumed identities is provided in accordance with s12 of the *Law Enforcement and National Security (Assumed Identities) Act, 1998*.

Assumed identities are approved for police where it is necessary to perform covert duties.

Assumed Identities	2003-04
Approved	127
Revoked	78

APPENDIX 6

USE OF LISTENING DEVICES

Telecommunication

Interception Act 1979

NSW Police submits to the Federal Attorney General, via the State Attorney General:

- regular reports on each warrant issued (6B reports)
- quarterly reports
- an annual report under this legislation.

Telecommunications interception continues to be regarded by National and State law enforcement bodies as one of the most cost effective and efficient means of gathering evidence.

2003-04 Telecommunications Interception Figures

Applications for warrants:
Total warrants issued – 463

Urgent Telephone warrants:
Telephone warrants issued – 52

Renewal warrants:
Renewals issued – 41

Entry warrants s48:
Entry warrants issued – 2

Conditions and Restrictions:
Warrants with conditions and restrictions – 3

Arrests and Charges - Evidence

- 474 individual arrests were made from essential information.
- 968 charges resulted from lawfully obtained Telecommunication Interception information.
- 820 prosecutions were lodged by agencies where Telecommunication Interception evidence was given at court.
- 608 convictions were made using Telecommunication Interception evidence.

SERIOUS OFFENCE SPECIFIED IN WARRANTS**

Since Database Start-up November 2001 to 30 June 2004

Offence	Warrants issued
Murder	138
Kidnapping	36
Narcotics offence	12
Terrorism offence	7
Loss of life	61
Serious personal injury	42
Serious damage to property endangering the safety of a person	20
Trafficking in prescribed offence	63
Serious fraud	7
Bribery or corruption	17
Offence involving planning and organisation	57
Money Laundering	3

**NB: NSW Police reports on telecommunication interceptions under Commonwealth offences and not the NSW Crimes Act offences

APPENDIX 7

POLICE INVOLVEMENT IN HIGH SPEED PURSUITS 2003-04

RESULT OF PURSUIT ^a			RESULT FOR INITIATING PURSUIT ^b		
Terminated by supervisor	483	22%	Traffic offence	1481	64%
Discontinued by driver	202	9%	Criminal offence	231	10%
Stopped due to collision	182	8%	Stolen vehicle	390	17%
Completed without incident	1	0%	Not stop RBT	198	9%
Offending vehicle lost	422	19%	Other	10	0%
Offending vehicle stopped	598	27%			
Offending vehicle stopped and occupant fled	303	14%			
Total	2193	100%			

^a Sum does not equal total since there are some pursuits for which a reason is unavailable. ^b A pursuit may have been initiated for one or more reasons.

STATE PURSUITS BY YEAR AND MONTH													
Year	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
1999-00	163	184	179	195	217	238	242	196	205	235	230	213	2497
2000-01	229	222	185	220	212	236	223	216	269	183	163	220	2578
2001-02	172	181	218	167	190	212	239	155	214	177	198	173	2296
2002-03	162	170	136	164	177	201	185	166	173	189	191	191	2105
2003-04	159	175	178	194	119	186	172	204	166	223	195	138	2109

POLICE USE OF ROAD SPIKES

Police have the power to deploy road spikes under certain conditions and upon approval by a Duty Officer. Road spikes were deployed in 2% of all pursuits.

APPENDIX 8

LEGISLATIVE CHANGES 2003-04

The Justices Legislation (Repeal and Amendment) Act 2001, Criminal Procedure Amendment (Justices and Local Courts) Act 2001 and the Local Courts (Criminal and Applications) Rule 2002

Simplified the processes for commencing proceedings for a criminal offence and provides alternatives to 'in person' service of court attendance notices, applications, subpoenas and briefs of evidence.

Crimes Legislation Amendment Act 2003

This Act amended the following:

- *Bail Act 1978*, relating to the admissibility of evidence during bail determinations.
- *Child Protection (Prohibited Employment) Act 1998*, increasing the penalty for the offence of seeking employment with children when prohibited.
- *Crimes Act 1900*
- *Crimes (Forensic Procedures) Act 2000*, relating to presence of an interview friend and the transmission of DNA data between NSW and other jurisdictions.
- *Criminal Procedure Act 1986*
- *Evidence (Children) Act 1997*, creating a presumption that a child is entitled to give certain evidence in chief in the form of a recording.
- *Police Powers (Internally Concealed Drugs) Act 2001*
- *Law Enforcement (Powers and Responsibilities) Act 2002*
- *Mental Health Act 1990*, extending the provision of s24 to include people who appear to have attempted serious harm to another person.
- *Summary Offences Act 1988*, doubling the monetary penalty available for convicted child sex offenders for the offence of loitering near a school or public place frequented by children.

Firearms Amendment (Prohibited Pistols) Act 2003

This made a number of miscellaneous amendments to firearms legislation and placed further restrictions on the kinds of pistols that may lawfully be used by sport/target shooters.

Bail Amendment Act 2003 and the Bail Amendment (Stays of Decisions) Regulation 2003

These amendments prevent a person charged with murder or a 'repeat offender' charged with a serious personal violence offence from being granted bail except in exceptional circumstances. It also provides for a temporary stay of a decision by an authorised justice to grant bail to a person accused of a serious offence, pending a review of that decision by the Supreme Court.

Summary Offences Amendment (Spray Paint Cans) Act 2002

This Act created a new offence of selling spray cans to people less than 18 years of age in certain circumstances.

Criminal Procedure Amendment (Penalty Notices Offences) Regulation 2003

This legislation extended the Penalty Notices Trial until 30 August 2004.

Criminal Records Amendment (Exclusion) Regulation 2003

This legislation allows a person's conviction for serious personal violence offences that are otherwise 'spent' to be taken into account for the purpose of bail for repeat offenders.

Rail Safety (Drug and Alcohol Testing) Regulation 2003

This regulation provided for the testing of railway employees for alcohol and other drugs.

Sporting Venues (Pitch Invasions) Act 2003

This Act assisted police in delivering an appropriate and effective policing response at Rugby World Cup venues.

Road Transport (Safety and Traffic Management) (Road Rules) Amendment (Drinking While Driving) Regulation 2003

This regulation made it an offence for the driver of a motor vehicle to consume alcohol while driving on a road.

Road Transport Legislation Amendment (Interlock Devices) Act 2002

This allowed a person who is disqualified for certain alcohol related driving offences to legally drive during part of their disqualification period provided they

obtain an 'interlock drivers licence' and drive a vehicle fitted with an interlock device.

Road Transport (Safety and Traffic Management) Amendment (Default Urban Speed Limit) Regulation 2003

This reduced the default speed limit that applies to any length of road to which a speed limit sign does not apply from 60 to 50 kilometres per hour.

Crimes Legislation Amendment (Property Identification) Act 2003

This Act made it more difficult for people to trade in stolen goods. It made available a charge of malicious damage for the removing, obliterating, defacing or altering of unique identifiers on goods. It also defined such tampering as 'suspicious circumstances' and required licensed pawnbrokers and second-hand dealers to report the goods to police.

Firearms and Crimes Legislation Amendment (Public Safety) Act 2003

The amendments improved public safety and act as a deterrent to people who use or trade in firearms. It creates new offences under both the *Crimes Act 1900* and the *Firearms Act 1996*, including the offence of selling a firearm part to an unauthorised person.

Drug Misuse and Trafficking Amendment (Prohibited Drug) Regulation 2003

This regulation amended Schedule 1 to the *Drug Misuse and Trafficking Act 1985* to prescribe 'ketamine' as a prohibited drug.

Crimes Legislation Further Amendment Act 2003

This Act amended the:

- *Crimes Act 1900*, increasing the age limit (from 2 to 7 years) that applies to the offence of exposing or abandoning a child.
- *Crimes (Sentencing Procedure) Act 1999*, increasing the power of a Local Court to impose consecutive sentences of imprisonment.
- *Criminal Appeal Act 1912*
- *Criminal Procedure Act 1986*
- *Firearms Act 1996*, to clarify the operation of offences relating to the unlawful possession and use of firearms.

- *Law Enforcement (Powers and Responsibilities) Act 2002* (this Act has not commenced).
- *Mental Health (Criminal Procedure) Act 1990*, to allow a magistrate to make a variety of orders with respect to a person who appears to be developmentally disabled or suffering from a mental illness.

Police Legislation Amendment (Civil Liability) Act 2003

This amendment provided that a member of NSW Police is not liable for any injury or damage caused by any act or omission of the member when exercising a legal function in good faith.

Police Powers (Drug Detection in Border Areas Trial) Act 2003

This Act allowed police to apply for a warrant to establish checkpoints, stop vehicles and use drug detection dogs to search for drugs in an area identified as a border area.

Road Transport (Safety and Traffic Management) Amendment (Alcohol) Act 2004

This Act amended the *Road Transport (Safety and Traffic Management) Act* to impose a zero blood alcohol limit for holders of learner's and provisional licences.

Crimes Legislation Amendment Act 2004 This Act amended:

- *Crimes Act 1900*, to add categories of aggravation to s80A and further circumstances to the dangerous driving scenarios in s52A.
- *Summary Offences Act 1988*, to create a new offence of 'filming for indecent purposes'.
- *Child Protection (Offenders Registration) Act 2000*, to extend the registration and reporting obligations to people found guilty of 'filming for indecent purposes'.
- *Costs in Criminal Cases Act 1967*
- *Children (Criminal Proceedings) Act 1987*
- *Criminal Appeal Act 1912*
- *Crimes (Sentencing Procedure) Act 1999*

Bail Amendment (Terrorism) Act 2004

This Act amended the *Bail Act 1978* to create a presumption against bail for people charged with certain terrorism offences

APPENDIX 9

RESEARCH AND DEVELOPMENT

Education Services coordinates and manages significant research projects with various industry and tertiary partners for NSW Police. The table below depicts the current research being undertaken for, and into, issues with NSW Police.

CURRENT RESEARCH PROJECTS 2003-04

INSTITUTION	PROJECT
University of Melbourne	Social Hate Discourse - Intersection in Practices and Regulations of Hate Violence in NSW
Charles Sturt University	Profiling Missing Persons for Appropriate Response to Likelihood of Violent Crime, Phase 1
Australian National University	The Mismatch Between the Fear of Crime and the Actual Incidence of Crime: A Spatio-Temporal Study in Kings Cross, New South Wales
University of Western Sydney	Critical Evaluation of Integrated Approaches to Domestic Violence
University of NSW	Police Culture and Professionalism: A Follow-up Study of Recruits
NSW Police / University of NSW	Eyewitness Identification: Current Practices in NSW Police
University of NSW	Police Interviewing of Suspects
Australian National University	Young Persons and the Enforcement of Drug Use Laws: What currently informs police discretion to use diversionary options?
University of Wollongong	Identifying Personal Strengths in Police: An investigation into factors that predict resilience, satisfaction, effectiveness and innovations in NSW Police.
Sydney University	The Influence of Victim Intoxication and Victim Attire on Police Sexual Assault Responses
University of Western Sydney	A Preliminary Examination of the NSW Police Psychological Firearm and Operational Safety Assessment: Does it lead to a reduction in stress-related symptoms?
NSW Police	The Efficacy of Written Emotional Expression in the Minimisation of Psychological Distress in Police Officers
University of Western Sydney	Linkages Between Housing, Policing and other Interventions for Crime and Harassment Reduction on Public Housing Estates
University of NSW	Inherent Requirements of the Jobs of Frontline Policing

University of Sydney	An Analysis of Police Attitudes and Knowledge About Firearms Ownership and Violence
University of Newcastle	Investigating the Impact of Shift Work and Other Stressors on an Individual's Psychological and Physiological Well-being; Validating the Positive Coping Strategies of Police Officers
Charles Sturt University	Catching Recidivist Offenders: Improving Crime Detection Rates by Utilising Criminal Modus Operandi and Geographical Profiling
Charles Sturt University	"Safer by Design". A Field Test of the 'Predictive' Capabilities of the Crime Prevention Through Environmental Design.
Charles Sturt University	To evaluate temperament profiles of emergency services personnel in NSW and to ascertain the extent of their relationship to post traumatic stress syndrome.
University of New England	Self Harm Behaviour in NSW Police Custody.
University of NSW	Police Opinions of Co-witness Discussion.
Deakin University	Improving the competency of Police Officers in Conducting Investigative Interviews of Children.
Australian Institute of Criminology /NSW Police	Monitoring Injuries in Police Custody: A Feasibility and Utility Study.
University of Melbourne	Analysis of the Spatial Behaviour of Apprehended Serial Sex Offenders in Australia.
Charles Sturt University	Resistance to Ideal Police Body – Women in Policing
University of Western Sydney	Knife/Offensive Implement Carrying: Young People and Operational Police. Crimes Legislation Amendment (Police and Public Safety) Act 1998: Operational Police Practice and Youth.
Sydney University	Repeat Break and Enter Victimisation.
Urbis Keys Young	Sick Leave.
University of Wollongong	Molecular Identification of Blowflies of Forensic Importance and Thermal Effects on Behaviour: Tools to Enhance Forensic Entomology in Australia
University of Technology Sydney	Evaluating the Role and Impact of Forensic DNA Profiling on the Criminal Justice System
University of Sydney	The Use of Cross Applications in NSW in Apprehended Domestic Violence Order Proceedings
Australian Graduate School of Management UNSW	Predictors of Performance: Psychological Testing and Subsequent Performance of NSW Police Recruits
Hunter Area Health Service	The Extent and Pattern of Alcohol-Related Harm in the Hunter Region of NSW
University of Western Sydney	Information Acquisition, Decision Heuristics and Accuracy Amongst Experienced and Inexperienced Police Officers

Other areas of research being undertaken by NSW Police Counter Terrorism and Disaster Victim Identification

Explosive residue analysis by gas chromatograph mass spectrometry
Research is being conducted in collaboration with the University of Technology Sydney (UTS). Completion is expected in November 2004.

Explosive residue analysis by liquid chromatography mass spectrometry
The research is being conducted in collaboration with UTS. Completion is expected in November 2004.

National Institute of Forensic Science Innovation Strategy
The research is broken up into two phases. Phase 1 is in collaboration with the Australian Federal Police, Victoria Police and South Australia Police. Completion is expected in December 2004.

Phase 2 is in collaboration with the Australian Federal Police, Victoria Police and South Australia Police, Deacon University and the UTS. Completion is expected in March 2005

Alcohol and Other Drugs

In 2003-04 research and development was done in the following areas relating to drugs:

Crystal methamphetamine (Ice) - Assessment of its availability and distribution across NSW. Completion of the Focus Report is expected in October 2004.

Ketamine - Assessment of its availability and distribution across NSW. Completed in April 2004.

Drink Spiking – Research conducted in May 2004 to update the 2003 Assessment of the Prevalence and Location of Drink Spiking Incidents Across NSW.

Drug Law Enforcement Performance Indicators Within Australia – this is a National Drug Law Enforcement Research Fund project conducted in collaboration with the NSW Bureau of Crime Statistics and Research in November 2003.

Alcohol-Related Crime – NSW Police and the NSW Bureau of Crime Statistics and Research conducted research to estimate police time and cost of dealing with alcohol-related crime in NSW.

Other research

Health and Wellbeing of Internal Witnesses in NSW Police completed in November 2003 spanning the period 2000-02. The report was tabled in NSW State Parliament in June 2004.

The Inherent Requirement of Policing – The University of NSW completed research and provided final report.

Adult Sexual Assault Training Video and Resource Package – This project was begun under the Tertiary Scholarship Scheme and involves partnership with NSW Health. The training video is aimed at both Health and Police and delivers education about responding to adult victims of sexual assault.

Young Offenders Legal Referral – This is a continuing research project linked to the Young Offenders Act. It aims to determine how effectively the Referral is being used across Local Area Commands. November 2003 – August 2004

Cautioning Aboriginal Young Persons Protocol – This is ongoing research linked to the Young Offenders Act. It aims to determine how effectively or otherwise the Protocol is being used across Local Area Commands. November 2003 – August 2004

Aboriginal Family Violence – Continuing research into Aboriginal family violence matters that will assist NSW Police with cultural management of victims and offenders.

Closely linked to the Crime Prevention through Environmental Design Initiatives, Kings Cross Local Area Command, the Australian National University and Sydney University Law School are looking at perceptions of safety by the community. The project aims to identify geographical areas where community members may feel safe or unsafe and explore the cause of these perceptions.

APPENDIX 10

NSW POLICE CREDITORS PAYMENT

1a) Creditors' payment performance Indicators

	1st Quarter \$000	2nd Quarter \$000	3rd Quarter \$000	4th Quarter \$000
Total accounts paid on time	96,534	90,607	87,647	126,561
Total accounts paid	105,904	111,820	103,832	145,648
% of accounts paid on time	91.15%	81.03%	84.41%	86.90%

Creditors payment performance is based on document date.

1b) Aged Creditors

Status	1st Quarter \$000	2nd Quarter \$000	3rd Quarter \$000	4th Quarter \$000
Current	8,397	1,490	2,198	4801
Between 31 and 60 days overdue	75	62	0	0
Between 61 and 90 days overdue	186	2	2	0
More than 90 days overdue	1	0	2	0
Total Creditors	8,659	1,554	2,202	4801

The above information is extracted from the Aged Payable Analysis as at September and December 2003 and March and June 2004.

Penalty Interest paid during the year: Nil

2 Commentary on Action Taken

2a) Problems affecting prompt processing of payments during the year:

- Invoices not received, or suppliers forwarding invoices with goods to incorrect locations.
- Cheques not being received by vendors due to vendor relocation or incorrect vendor address being supplied.

2b) Initiatives implemented to improve payment performance:

- With the implementation of SAP R/3 creditor invoices are matched against receipted purchase orders. This has improved the payment process.
- Vendors who have not supplied ABN numbers due to the implementation of GST are blocked from entry pending supply of a valid ABN number.

- Vendors have been requested to supply bank details to facilitate payment by EFT as part of the ongoing process to reduce cheque printing and despatch.
- Amalgamation of multiple accounts with the same vendor to improve the payment process and control.

USE OF CREDIT CARDS

The use of approved credit cards for payment of expenses in accordance with official NSW Police business is subject to Treasurer's Directions 205.08 of the Public Finance and Audit Act 1983 and specific guidelines issued by the Premier from time to time.

The credit card facility available within the NSW Police is the Corporate MasterCard. It is issued to approved cardholders for official business expenses. Most transactions using this

card are for overseas travel purposes. The use of credit cards within NSW Police is satisfactory and complies with the Premier's Memoranda and Treasurer's Directions.

APPENDIX 11 LIST OF MAJOR ASSETS

Buildings

NSW Police College, Balmain Water Police, Hurstville Joint Emergency Services Complex, Menai Police Complex, Police Museum, Sydney Police Centre, Waterloo Police Services Centre.

Police Stations

Albury, Ashfield, Auburn, Bathurst, Cabramatta, Dee Why, Hornsby, Kogarah, Liverpool, Maitland, Maroubra, Mount Druitt, Newcastle, Parramatta, Penrith, Sutherland, Tamworth, Waratah, Waverley and Wollongong.

Land

Chatswood Police Station site.

Computers, Plant and Equipment

SAP Application Software, Mobile Data, COPS Stages One and Two, e@gle.i, C@tsi , Police Headquarters Fit out and Photo Trac.

APPENDIX 12

ASSET MANAGEMENT

Asset Purchase and Protection

The purchase of assets is undertaken under delegation from specific capital allocations and recorded in the Fixed Assets Register. For each asset, a description, serial number, cost and location by cost centre are recorded. Individual administrative units run monthly validation reports to verify the expenditure incurred and the assets purchased.

Asset audit listings at a cost centre level are available for review as required by managers. A physical audit of assets against the Fixed Assets Register is undertaken annually with a certificate provided by each administrative unit to the General Manager, Financial Services. These certificates are available to the Auditor General during his audit of the NSW Police accounts.

APPENDIX 13

PROPERTY DISPOSALS

In 2003-04 NSW Police disposed of a number of properties. The real estate property sales realised net proceeds of \$4,601,699. Seven properties (excess to NSW Police's requirements) were disposed of, with none exceeding \$5.0 million. NSW Police retained all funds realised. In accordance with Government policy, no police station was closed.

Asset Disposed	Net Proceeds 2003-04 \$	Gain/(Loss) on Sale \$
296 Gosport Street, Moree – Compulsory Acquisition by Roads and Traffic Authority	99,979	53,812
1441 Botany Road, Botany	1,730,415	318,210
234 Pacific Highway, Swansea	188,746	47,148
40 Wood Street, Swansea	144,212	17,623
25 Lenox Street, Beresfield	194,157	87,379
18-20 Fetherstone Street, Bankstown – sale to Attorney General's Department	2,244,190	781,490
Lot 1 Camp Street, Coonabarabran – Police Reserve revoked by Dept. of Lands	0.00	(4,000)
TOTAL	\$4,601,699	1,301,662

NSW Police is in the process of disposing of a portion of the car park area of the Sydney Police Centre to Energy Australia and to Sydney City Council. At 30 June 2004 NSW Police had received \$6.797M of the total proceeds of \$13.5M. NSW Police retain \$10.6M of this revenue toward funding the relocation of Police Headquarters to Parramatta. The balance of \$2.9M net of remediation and other sales costs will be returned to Treasury when it is received from Sydney City Council.

APPENDIX 14

RISK MANAGEMENT

Workers Compensation Cover

Workers compensation premiums increased by 21% for 2002-03 and by 17% for 2003-04. The major contributing factors are dramatic salary increases and additional police being covered under the scheme.

Property Insurance

In 1999 there were 424 claims lodged which cost approximately \$2M. During 2003-04 there were 290 claims lodged and only \$468,456 incurred. The premium paid in 1999-00 was \$990,335 and has been increased to approximately \$1.6M for 2004-05. This is nearly 41% increase for 2003-04 and an increase of approx.68% for 2004-05 compared to the premium paid in 1999-00.

Miscellaneous Insurance Cover

NSW Police lodged 65 claims in 1999-00 incurring a cost of \$32,149 and the premium paid at that time was \$52,106. In 2003-04 just 25 claims have been lodged and only \$10,265 incurred. This represents a 61% reduction in the number of claims and 68% reduction in the cost.

Police Public Liability Cover

Police public liability premium has decreased by half of one percent. There has also been a small decrease of 1.5% in the motor vehicle insurance premium over the same period.

Motor Vehicles Insurance Cover

The cost of claims fell by 7.8% compared with 2003-04 to 2002-03. The number of claims being reduced by 17.35%. Increases in premiums have proved a challenge for NSW Police where high risk is inherent in its day to day operations.

APPENDIX 15

WASTE REDUCTION AND PURCHASING POLICY

During 2003-04 NSW Police undertook activities to reduce waste and recover resources in accordance with the Government's Waste Avoidance and Resource Recovery Act 2001.

Waste Reduction

Continuing initiatives:

- Business policies/documents placed on the NSW Police Intranet to increase accessibility and avoid unnecessary printing.
- Paper based records reduced and replaced by electronic data storage.
- NSW Police recently enhanced its employee self service capability by providing electronic pay slip advices. Leave and travel applications are also processed electronically. 96.75% of NSW Police employees have access to these applications. The remainder are provided with hardcopy advice through the mail. The bulk of 2003-04 payment summaries were produced electronically.
- NSW Police's IT disposal policy complies with the Government's Re-connect Program for donating old IT equipment to educational services or local schools.
- NSW Police continues to replace, where operationally feasible, petrol or diesel vehicles with vehicles using LPG fuel systems.
- 1.5% of the NSW Police fleet consists of hybrid petrol/electric vehicles. The NSW Government expectation is 1% of fleet. The 20 Toyota Prius' are for non-direct operational purposes. NSW Police will continue to consider opportunities where hybrid petrol/electric vehicles can be used.

Use of Recycled Material

NSW Police continues to actively participate in the Government's Waste Avoidance and Resource Recovery directions. On a monthly basis 10,000 litres of paper waste is collected for recycling from five major sites with an additional 600 litres collected at each of the remaining 250 sites across the state. Recycled paper and envelopes are used for all Police specific printed and general intra-office communications.

Sustainable procurement opportunities are identified and promoted giving due consideration to suppliers that manage their natural resources and waste products in an environmentally safe and clean manner.

Resource Recovery

NSW Mounted Police generates approximately 400 tonnes of animal waste each year comprising mostly straw and manure that is redistributed to agencies such as the Royal Botanic Gardens, Centennial Park or charitable organisations for fertiliser.

Vehicle water, oils and metals (including batteries) are collected for either reuse or sent away to be recycled.

NSW Police servicing and maintenance contracts for fleet vehicles place stringent environmental operating requirements on the suppliers for all used oils to be collected and recycled; degreasers and washing solutions to be contained, treated and/or safely disposed. Water is recycled at all vehicle wash bays.

Used and recyclable metals and other scraps are collected, sorted by type and disposed of via metal recyclers. Suppliers of car batteries for the NSW Police fleet have a recycling program for old batteries.

APPENDIX 16

GOVERNMENT ENERGY MANAGEMENT POLICY

Energy Efficiency

NSW Police has fully occupied the new NSW Police Headquarters 4.5 star energy rated building at Parramatta. NSW Police has renewed its electricity contracts across the State with 6% nominated green power usage.

Procurement

During the year over 50 police specific contracts were negotiated with a projected value of approximately \$46M. NSW Police participates in whole of government initiatives including Smartbuy (e-procurement), WRAPP and sustainable procurement practices. Contracts for towing, electricity and stationery have also been established.

APPENDIX 17

MAJOR WORKS IN PROGRESS

Project	Due for Completion	Cost to 30/06/04 \$'000
Buildings		
Armidale Police Station	June 2005	100
Chatswood Police Station	June 2005	4,509
Griffith Police Station	June 2005	151
Muswellbrook Police Station	June 2005	143
Redfern Police Station	June 2005	440
St Mary's Police Station	June 2006	26
Sydney Police Centre – Carparking	June 2005	520
Thirroul Police Station	June 2005	54
Upgrade of Educational Facilities	June 2006	1,500
Computers		
Integrated Business Information Solution (IBIZ)	June 2005	1,808
Livescan Fingerprint Equipment	June 2005	1,719
Technical Infrastructure Enhancements Projects	June 2005	19,221
Plant and Equipment		
Bicycles	June 2005	16
In-Car Video	June 2005	340
Digital Radio Upgrade	June 2006	2,000
Police Motor Vehicle Fleet Enhancements	June 2006	317
New Forensic Research & Investigative Science Centre (FRISC)*	June 2005	0

* New Forensic Research & Investigative Science Centre (FRISC) Project has been deferred.

APPENDIX 18

CONSULTANCY FEES FOR 2003-04

CONSULTANCIES LESS THAN \$30,000

During the year 2003-04 consultants continued to be engaged in projects started in financial year 2002-03 and instalment payments were made during the financial year 2003-04 as follows:

NSW Police Recruitment & Retention of Police	\$24,717
Project - Workforce Distribution System –Advice and support	\$22,300
Evaluation of the Innovative Models of Police and Community Training Program	\$20,000
Total consultancies less than \$30,000	\$67,017
Total consultancies over \$30,000	Nil
TOTAL CONSULTANCIES	\$67,017

APPENDIX 19

OVERSEAS TRAVEL

NAME / POSITION	COUNTRY	PURPOSE	FUNDED
Sgt Richard Wood	Indonesia	Interpol Disaster Victims Identification 2nd Pacific Rim Group	NSW Police
Joseph Vukasovic	UK & USA	Michael O'Brien Memorial Scholarship Winner	Scholarship
Det Insp Colin Dyson, Det Sgt Philip Vickery	UK	Criminal Investigation	NSW Police
Gillian O'Malley	New Zealand	Police Commissioners' Policy Advisory Group	NSWP
Dr Tony Raymond	USA & France	FBI's Hazardous Materials Response Course DNA Monitoring Experts Group	Joint funding by National Institute of Forensic Sciences and the FBI (USA)
Rebecca Hoile	USA	Biology of Hazardous Materials Course Hazardous Materials Operations Course	Accommodation funded by FBI (USA)
Det Leading Sen Con Stuart Cadden, Det Sen Con Glyn Baker, Con Mai Liu	China	Strike Force Catwalks and Chanuka	NSW Police
Det Snr Con Sheldon Klotz	USA	Taskforce Bilge/Tahoe	NSW Police
Peter Stacey	USA	Weapons of Mass Destruction Crime Scene Operations Radiological Materials Course	Accommodation in Virginia met by FBI (USA)
Karen Scott	USA	Hazardous Materials Operations Course Radiological Materials Course	Accommodation in Virginia met by FBI (USA)
Det Sen Con Kristina Illingsworth	USA	FBI Symposium on "Family Violence: The Impact of Child, Intimate Partner and Elder Abuse"	Jointly funded by FBI (USA) and NSW Police
Sgt Lesley Allinson	Canada	International Surveillance Committee Conference hosted by Special 'O' Royal Canadian Mounted Police	NSW Police

NAME / POSITION	COUNTRY	PURPOSE	FUNDED
Dep Comm David Madden	England & France	International Policing Conference French Gendarmerie (Police) Training College	NSW Police
Det Insp Mark Jones and ASnr Sgt Darren Mobbs	China	Inaugural International Conference on Police and Science	Chinese Government
Det Sen Con Chris McKinnon, Det Sen Con Peter Murphy	Philippines	Extradition	NSW Police
Stephanie Hales (Scientific Officer)	Netherlands	Specialised training: Scanning Electron Microscopy/EDX analysis	NSW Police
Snr Sgt Forbes	Indonesia	Operation Resolve – Bombing of Marriot Hotel	NSW Police
Sgt Richard Wood	Malaysia	Assist in the development of a Disaster Victim Identification Training Program, Royal Malaysian Officers College	Australian Federal Police
Det Supt Helen Begg	New Zealand	NSW Police Leadership Development Program	Partially self-funded/ Partially NSW Police
Supt Frank Hansen	Canada	Presentation at 29th Canadian Congress on Criminal Justice	Partially self-funded/ Partially NSW Police
Det Ch Supt Robert Inkster	New Zealand	New Zealand Combined Law Agency Group Symposium	Externally Funded
A/Det Snr Sgt Holton, Det Snr Sgt Cullen	Philippines	Extradition	NSW Police
Det Snr Con Bowden, Det Snr Con Matthew Smith	Solomon Islands	Extradition	NSW Police
Ch Insp Mark Edwards	USA	Disaster Victim Identification (DVI) Steering Committee	NZ Police
Snr Sgt Ian Parker	New Zealand	Disaster Victim Identification Training Program, Royal NZ Police College	NZ Police
Det Ch Insp Graeme Abel	Japan	Negotiation Training Course, National Police Agency of Japan	Japanese Government
Con Levy , Con Jason Flood	New Zealand	Strike Force Jean (Task Force GAIN)	NSW Police
Asst Comm Terry Collins	East Timor	NSW Police Contingent Liaison Coordinator,	NSW Police United Nations Civilian Police

Appendix 19 continued

NAME / POSITION	COUNTRY	PURPOSE	FUNDED
Jason Beckett, Insp Jeff Conly	UK & USA, Canada, The Netherlands	Study tour for information and benchmarking	NSW Police
Insp John Stapleton	New Zealand	Counter Terrorist Exercise - Lawman	NSW Police
Det Sen Const Alison Brazel	New Zealand	Evidence at Court	NZ Department of Public Prosecutions
Dep Comm Andrew Scipione	Virginia, USA	FBI 27th Annual National Executive Institute	NSW Police
Supt Phil Flogel, Scientific Officer, Dr Susan Bennett, Scenes of Crime Officers Jennifer Raymond, Donnah Day, Scientific Officer Stephanie Hales	New Zealand	Aust & NZ Forensic Science Society 17th International Symposium on the Forensic Sciences	Partially self-funded/ Partially NSW Police
Ch Insp Mark Edwards	France	International Standing Committee at Interpol on Disaster Victim Identification	Externally Funded
Det Sen Con Alison Brazel	New Zealand	Court appearance	Externally Funded
Insp Garry Smith	New Zealand	Attendance at National Urban Search & Rescue Working Group	Emergency Management Australia
Det Sen Con Nigel Warren	New Zealand	Strike Force Euclid & Strike Force Irondale	NSW Police
Det Sgt David Gawel	Greece	Extradition Operation Sparkler	Partially Funded
Ch Supt John Hartley	New Zealand	Australasian Traffic Policing Forum	NSW Police
Ch Insp Mark Edwards	France	International Disaster Victim Identification Standing Committee	Externally Funded
Det Insp John Lehmann	Hong Kong	Law Enforcement Cooperation Program	Jointly funded by Hong Kong Police and NSW Police
Elizabeth Chan	The Netherlands	Specialised training course for Scanning Electron Microscopy/Energy Dispersive X-Ray analysis	Partially Funded

NAME / POSITION	COUNTRY	PURPOSE	FUNDED
Supt Michael Corboy	USA Canada & UK	Explore options for Computer Aided Dispatch (CAD) systems from a whole of government perspective	NSW Police
Supt Peter Lennon	New Zealand	Leadership Development Program	NSW Police
Det Insp Colin Dyson , Det Sgt Philip Vickery	United Kingdom	Strike Force Whittlesford	NSW Police
Stuart Anderson	United Kingdom	Alcohol Drug and Traffic Conference	NSW Police
Det Insp Derek Schagen	Lebanon	Terrorist Investigations	NSW Police
Supt Frank Hansen	Canada	Canadian Congress on Criminal Justice to present paper on the Kings Cross Medically Supervised Injecting Centre	Health Canada
Det Sgt David Gawell	Greece	Extradition	NSW Police
Det Sgt Ricardo Palamara	Canada	Training course on Child Exploitation via the Internet	NSW Police
Det Sen Const Chris McKinnon, Det Sen Const Murphy	Philippines	Extradition Strike Force Colloidian	NSW Police
Det Sgt Warren	New Zealand	Strike Forces Euclid and Irondale	NSW Police
Insp Jennifer Thommeny	Thailand	MasterCard Fraud Conference	Self funded
Det Sgt Scott Cook	New Zealand	Asian Crime Course	Partially funded

APPENDIX 20

LIST OF PUBLICATIONS

NSW Police publishes a range of material each year. Most are available to the public upon request either free or for a nominal fee to cover production costs. A range of fact sheets are available on the NSW Police Internet site, www.police.nsw.gov.au

Publications available through NSW Police

- Aboriginal Strategic Direction 2003 – 2006. Free publication available to the public on the Internet.
- Recruitment packs with information on the Diploma of Policing Practice are available to careers advisers at schools (upon request), community groups, Education and Development Officers and Youth Liaison Officers.
- NSW Police Criminal Law Handbook Supplement 2003, www.lawbook.com.au.

Publications that have been published during the year 2003-04

- Information for victims of youth crime
- Cautioning Aboriginal Young People Protocol
- Safer by Design Manual
- Domestic Violence Fact Sheet and Apprehended Violence Order Fact Sheet and Adult Sexual Assault Fact Sheet
- ‘Stolen’ Strategic Plan for the Car Theft Action Group, publication is available on the NSW Police Internet site.
- Motor Vehicle Rebirthing Stakeholders Information Pack, available from NSW Police.

APPENDIX 21

FREEDOM OF INFORMATION STATISTICS

Period From 1 July 2003
To 30 June 2004

SECTION A - NUMBERS OF FOI REQUESTS

	Personal	Other	Total
New (incl. transferred in)	8428	77	8505
Brought forward	513	11	525
Total to be processed	8941	88	9030
Completed	8181	63	8245
Transferred out	4	1	5
Withdrawn	87	0	87
Total Processed	8272	64	8337
Unfinished	670	24	694

SECTION B – RESULT OF FOI REQUESTS

	Personal	Other
Granted in full	2222	13
Granted in part	960	26
Refused/No Trace	4999	24
Deferred	0	0
Completed	8181	63

SECTION C - NUMBER OF MINISTERIAL CERTIFICATES ISSUED DURING THE PERIOD

Ministerial Certificates issued	0
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SECTION D – NUMBER OF REQUESTS REQUIRING CONSULTATIONS (ISSUED) AND TOTAL NUMBER OF FORMAL CONSULTATION(S) FOR THE PERIOD

	Personal	Other
Number of requests requiring formal consultations	5	7

SECTION E – NUMBER OF REQUESTS FOR AMENDMENT OF PERSONAL RECORD DURING THE PERIOD

RESULT OF AMENDMENT REQUEST	TOTAL
Result of amendment – agreed	0
Result of amendment – refused	5
Total	5

SECTION F

Number of requests for notation of personal record for the reporting period	4
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SECTION G – FOI REQUESTS GRANTED IN PART OR REFUSED AND BASIS OF DISALLOWING ACCESS

Basis of disallowing or restricting access	Personal	Other
Section 19 -application incomplete, wrongly directed	0	0
Section 22 -deposit not paid	1	0
Section 22 (diversion of resources)	0	0
Section 25(1)(a) -Exempt	968	33
Section 25(1)(b), (c), (d) -otherwise available	4	1
Section 28(1)(b) -documents not held	4984	13
Section 24(1) (deemed refused, over 21 days)	14	5
Section 31(4) -released to Medical Practitioner	1	0
Totals	5972	52

SECTION H – COSTS AND FEES OF REQUESTS PROCESSED – DURING THE PERIOD (DOES NOT INCLUDE UNFINISHED REQUESTS)

Completed Requests	\$237,193
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SECTION I – NUMBERS OF FOI REQUESTS PROCESSED DURING REPORTING PERIOD WHERE DISCOUNTS WERE ALLOWED

TYPE OF DISCOUNT ALLOWED	Personal	Other
Public Interest	0	1
Financial hardship – pensioner/child	172	0
Financial hardship – Non profit organisation	0	0
Totals	172	1

SECTION J – DAYS TO PROCESS – NUMBER OF COMPLETED REQUESTS BY CALENDAR DAYS (ELAPSED TIME) TAKEN TO PROCESS

Elapsed time	Personal	Other
0-21 days	6462	27
22 to 35 days	3	0
Over 35 days	1714	36
Totals	8179	63

SECTION K – PROCESSING TIME – NUMBER OF COMPLETED REQUESTS BY HOURS TAKEN TO PROCESS

Processing hours	Personal	Other
0 – 10 hrs	8168	58
11 – 20 hrs	4	0
21 – 40 hrs	2	0
Over 40 hours	5	2
Totals	8179	60

SECTION L – REVIEWS AND APPEALS – NUMBER FINALISED DURING THE PERIOD

Number of Internal Reviews Finalised	23
Number of Ombudsman Reviews Finalised	0
Number of Administrative Decisions Tribunal	0

Results relating to internal reviews finalised during the period

(These figures relate to whether or not the original agency decision was upheld or varied by internal review).

Bases of internal review	Personal		Other	
	Upheld	Varied	Upheld	Varied
Access Refused	4	0	0	0
Deferred	0	1	0	0
Exempt Matter	9	1	0	0
Unreasonable Charges	0	0	0	0
Charge unreasonably incurred	0	0	0	0
Withdrawn	2	0	0	0
Totals	15	2	0	0

Section L continued

The total number of Freedom of Information applications (personal and non-personal) received by the NSW Police in the financial year 2003-04 was 8,505 applications compared with 5,106 applications received in 2002-03. Fees received in 2002-03 financial year concerning finalised applications totalled \$133,208 compared with 2003-04 which totalled \$237,193.

Applications for personal documentation significantly outnumbered non-personal applications in both financial years.

There were 33 formal consultations for 2002-03 and 12 for 2003-04 financial years. There were no Ministerial Certificates issued in either period.

Documents Held by Police

Requests under the Freedom of Information Act for access to NSW Police documents are dealt with by the Freedom of Information Unit. Requests are made on the appropriate form obtained from the Freedom of Information Unit, Police Headquarters, Locked Bag 5102, Parramatta NSW 2124, telephone (02) 8831-0122. Requests must be accompanied by the statutory fee and provide adequate information to identify the document being sought.

Privacy Management Plan

There were a total of five (5) Internal Reviews under the *Privacy and Personal Information Protection Act 1998*.

In addition NSW Police

- have provided ongoing education throughout NSW Police at Local Area Commands, and the NSW Police College
- have established a page on the Intranet on the *Privacy Act* and the Privacy Management Plan and Privacy Code of Conduct
- is a member of the Privacy 'Round Table' discussions with Privacy NSW
- regularly reviews the Privacy Management Plan and Privacy Code of Practice.

APPENDIX 22

COMPLAINTS

Complaints Management Performance

NSW Police receives complaints on a wide variety of issues from both internal and external sources. They are carefully assessed and managed with the NSW Ombudsman and Police Integrity Commission overseeing this activity. Complaints are investigated formally or managed at the local area level, depending on their nature.

Issues Raised in Complaints Received

Issue Group	2003*	2004**	Variance
Arrest	131	97	-26%
Corruption/Misuse of Office	360	246	-32%
Custody	169	140	-17%
DNA evidence and sampling	1	3	+200%
Drugs (other than Searches or Evidence Matters)	131	107	-18%
Evidence (all sub-classifications are Category 1)	310	197	-36%
False Complaint	10	12	+20%
Harassment and Discrimination	418	289	-31%
Investigations	836	706	-16%
Local Management Issues	1916	2165	+13%
Misconduct	229	135	-41%
Misuse of information and information systems	349	239	-32%
Other criminal act or omission (not specified elsewhere)	153	179	+17%
Property and exhibits	171	170	-1%
Prosecution	220	170	-23%
Searching	142	98	-31%
Service Delivery	1496	1341	-10%
Theft/Misappropriation	88	72	-18%
Traffic Offences	86	104	+21%
Unreasonable use of force (including assault)	684	538	-21%
Untruthfulness/Lying/Dishonesty	130	94	-28%
Use of Service resources	74	55	-26%
Total	8140	7157	-12%

* NSW Police received 5,174 complaints in 2002-03, with 8,140 issues raised.
 ** NSW Police received 5,287 complaints in 2003-04, with 7,157 issues raised.

Complainant Satisfaction

Records the level of satisfaction by complainants with action taken with respect to their complaints.

Year	Investigations Completed	Satisfied		Unsatisfied		Total Contactable*	
		No.	%	No.	%	No.	%
2002-03	1352	723	79	188	21	911	67
2003-04	2556	1366	82	310	18	1676	66

*Complainants not contacted include anonymous complainants, those who refused to respond and complainants who were otherwise not contactable.

Deficiency Rates

Based on the number of matters not ratified by the Ombudsman.

Year	Ombudsman Closed Complaints	Ombudsman Oversight Investigation	Investigation Deficiency		Action Deficiency		Investigation Remedied		Action Remedied		Timeliness Deficiency	
			No.	%	No.	%	No.	%	No.	%	No.	%
2003	1510	511	6	1.17	2	0.3	5	83.3	1	50	30	5.9
2004*	1057	621	16	2.58	3	0.5	12	75.0	2	66	129	20.8

*Data only available to 19 January 2004.

Timeliness

Measures the time to complete an investigation of a complaint.

Year	0-30 days		31-60 days		61-90 days		91-180 days		181 days-1yr		Greater than 1yr		Under Invest	Total	
	%	No. Comp	%	No. Comp	%	No. Comp	%	No. Comp	%	No. Comp	%	No.			
2003	4.2	83	9.8	192	13.4	262	30.4	599	26.4	521	9.3	184	6.5	129	1970
2004	6.1	153	11.8	293	11.6	290	21.7	540	9.5	237	1.0	1	39.2	976	2490

APPENDIX 23

SPONSORSHIP

Command/Unit	Name of Sponsor	Type	Initiative	Value
Kings Cross	NRMA Insurance	Cash	Street Retreat	\$20,000
Quakers Hill	Krackell Pty Ltd (Trading as Lander Toyota Group)	Goods	Crime Prevention	\$11,000
Fairfield	Subaru Aust Pty	Goods	Crime Prevention / Youth Liaison Officer	\$5,500
Marketing	News Ltd	Cash	Remembrance Day	\$27,524
Marketing	News Ltd (Daily Telegraph)	Cash	Remembrance Day	\$6,818
Blue Light Unit	Ty Aust	Goods	Beanie Baby - Blue Light Discos	\$10,000
Lake Macquarie	State Forest	Goods	Trail Bikes	\$9,500
Gladesville	Brad Garlick Ford	Goods	Leasing of vehicle	\$10,720
Burwood	Rotary Club of Burwood	Cash	Re-establishing Bike Unit. Uniforms/Bike	\$3,000
Waverly LAC	Volkswagen Group Australia	Goods	Crime Prevention Car	\$3,600
Special Services	P&O Cruises Australia	Cash	Sponsorship of Marine Area Command opening ceremony	\$5,000
Operational Policy and Programs	NRMA Insurance	Goods	Van fitted out for Crime Prevention activities	\$50,000
Northern Region	NRMA Insurance	Cash	Property Theft Reduction	\$80,000
Miranda	Toyota	Goods	Crime Prevention Officer - Car	\$10,200
Miranda	Stewart	Services	Car Maintenance	\$2,000
Miranda	Caltex	Goods	Fuel	\$2,000
Miranda	NRMA Insurance	Cash	NRMA	\$5,000

DONATIONS

Command/Unit	Name of Sponsor	Type	Description	Value
Tweed Heads	Unknown	Cash	Bikes for the crime prevention Team	\$4,500
Marketing	Police Association of NSW	Cash	Remembrance Day catering costs	\$2,000
City Central	American Express Global Services	Goods	2 Compaq laptop computers	\$6,000
Marrickville	Marrickville Council	Cash	Maintenance for Bike Unit	\$2,000
PCYC - Port Macquarie	Australian LC Triathlon Committee	Cash	Police Community and Youth Club Triathlons	\$10,000
PCYC - Tamworth	West Tamworth Rotary Club	Cash	Donation for general use	\$2,000
PCYC - Tamworth	Jobs Lind Plus	Cash	Air conditioning for the 'youthie' and gymnastics rooms	\$16,100
PCYC - Port Macquarie	Ports Nail Bar	Cash	Funded and organised trivia night to raise funds for local PCYC.	\$2,500
New England LAC	New England Credit Union	Cash	Crime prevention vehicle	\$7,500
New England LAC	Country Energy	Cash	Crime prevention vehicle	\$7,500

APPENDIX 24

SIGNIFICANT COMMITTEES

NSW Police is involved in many interagency committees within New South Wales, across other states and internationally.

BOARD/COMMITTEE NAME	NSW POLICE STAFF MEMBER	POSITION ON BOARD/COMMITTEE
Internal significant committees:		
Commissioners' Executive Team	Commissioner Moroney, Deputy Commissioner Madden, Deputy Commissioner Scipione, Senior Assistant Commissioner Adams.	Chair Members
Information Communication and Technology Management Board	Deputy Commissioner Scipione, Deputy Commissioner Madden, Senior Assistant Commissioner Adams, Tony Rooke	Chair Members
Implementation Advisory Group (disbanded in February 2004)	Deputy Commissioner Scipione, Assistant Commissioner Garry Dobson, Ian Peters, Sean Crumlin, Tony Rooke, then Region Commander Adams, Plyush Bhatt, Chris Beatson.	Chair Members
Audit Committee	Ms Carol Holley, Commissioner Moroney, Deputy Commissioner Madden, Deputy Commissioner Scipione, Senior Assistant Commissioner Adams	Chair Members
Operation and Crime Review Panel	Commissioner Moroney, Deputy Commissioner Madden, Deputy Commissioner Scipione, Senior Assistant Commissioner Adams	Chair Members
Interdepartmental or International Committees		
Aboriginal Strategic Direction Steering Committee	Asst Comm Morris West	Member
Adult Sexual Assault Interagency Committee	Det Supt Kim McKay, Snr Sgt Beth Cullen, Det Ch Insp Bob Sullivan, Tamahra Manson	Chair Members
Australian National Child Offenders Register Board of Registrars	Sgt Martin Welfare, Katrina Sullivan	Members
Anti-homophobia Interagency	David Toolan	Member

Apprehended Violence Legal Issues Coordinating Committee	Asst Comm Reg Mahoney, Tracey Hales	Members
Attorney General's Dept – Child Protection Learning & Development	Chrissiejoy Marshall	Member
Australasian Telecommunication Investigation Fraud Association	Insp Bernadette Beard	Representative
Australasian Heads of HR	Ian Peters & Sue Thompson	Chair, Executive Officer
Australasian Police Industrial Relations Group	Joe Vass, Director Industrial Relations	Member
Australasian Police Professional Standards Council Steering Committee	Asst Comm Garry Dobson, Commander Education Services	Member
Australasian Working Group on Undercover Policing	Detective A/Chief Insp Jones	Member
Australia & New Zealand Equal Opportunity Coordinators Committee	Elizabeth Casey, Tamara Rosinanyi	Members
Australian Communications Industry Forum	Supt Michael Corboy	Member
Australian Graduate School of Policing (GSU) Board of Studies	Asst Comm Garry Dobson	Member
Australian Illicit Drug Intelligence Program	A/Det. Supt Dave Laidlaw, Nerys Evans	Members
Australian Institute of Police Management Board of Studies	Asst Comm Garry Dobson	Member
Australian National Council on Drugs	Supt Frank Hansen	Member
Australian Police Integrity Forum	Asst Comm John Carroll	Member
Australian Retailers Association Executive Security Group	Det Insp Marcus Rowles	Police representative
Board of State Records Authority NSW	David Pallof (appointment pending)	Member
Central West Regional Advisory Council	Asst Comm Morris West	Member
Chief Information Officers Justice Sector Committee	Tony Rooke	Member
Commissioners' Australasian Women In Policing Advisory Council	Supt Lee Shearer, Elizabeth Casey	Members

Appendix 24 continued

Crim Trac and Crim Trac sub committees	Commissioner, Tony Rooke, Superintendent Carlene York, Brian Moir and Gillian O'Malley	Members
Department of Aboriginal Affairs / Aboriginal Justice Cluster Group	Peter Lalor	Member
Department of Gaming and Racing Charities Committee	Ch Insp Ray Rootes	Member
Drug Detection in Border Area Trial	Asst Comm Terrence Collins	Member
Drug Facilitated Sexual Assault Committee	Tamahra Manson	Member
E Notices Steering Committee	Tony Rooke	Member
Emergency Services Advisory Committee	Supt Michael Corboy	Member
Emergency Services Information Assurance Advisory Group	Insp Gordon Dojcinovic	Member
Human Services Group Senior Officers Group	Det Supt Kim McKay, Snr Sgt Beth Cullen, Tamahra Manson	Member
Innovative Models of Policing & Community Training Management Team	Asst Comm Garry Dobson	Chair
Inter-Agency Committee on the Disposal of Judicial Records	David Brumby, Laraine Tate	Members
Interdepartmental Committee for Industrial Hemp Cultivation Application	A/Det Supt Dave Laidlaw	Member
Interdepartmental Committee on Mental Health Criminal Procedure Act	Sgt Peter Vromans	Member
Internal Witness Advisory Council	Asst Comm John Carroll	Member
International Assoc. of Financial Crimes Investigators	Det Insp Colin Dyson	Member
Joint Interagency Response Team Forum Interagency Steering Committee	Det Ch Insp Janice Stirling, Det Snr Sgt Tony Holton	Chair Member
Joint Interagency Response Team Statewide Committee	Tamahra Manson	Member
Joint Interagency Response Team Statewide Management Group	Det Supt Kim McKay,	Rotating Chair

	Det Ch Insp Janice Stirling, Tamahra Manson, Supt Tony McWhirter		Members
Joint Research Committee – Early Warning Systems	Insp Cath Cole Bass Masri, Glenn Damaso, Snr Sgt Gary Sandri		Chair Members
Joint Standing Committee – NSW Police & NSW Ombudsman	Asst Comm John Carroll, Super Tony McWhirter, Ch Insp Karen McCarthy, Diane Elphinstone, Chris Leeds, Richard Butler		Members
Justice Safety Task Force (NSW Attorney General's Department)	Det Ch Supt Carolyn Smith		Member
Local Court Reform Steering Committee	Tony Rooke		Member
Magistrates Early Referral into Treatment Statewide Steering Committee	Pat Ward, Neda Dusevic		Members
Major Hazards Interagency Committee	Det Insp Paul Willingham		Member
Marine Disaster Response Plan for Sydney Harbour	Det Supt Terry Dalton		Chair
Medically Supervised Injecting Centre Statutory Review Committee	Supt Frank Hansen		Member
Mental Health Committee Consultative Committee	Ch Insp Smith		Member
Murdi Paaki Council of Australian Governments Trial Regional Group	Asst Comm Morris West		Member
National Approach to Fraud Control Working Party	Det Insp Colin Dyson		Representative
National Child Sexual Assault Reform Committee	Det Supt Kim McKay		Member
National Counter Terrorism Committee & Sub Committees	Asst Comm Norm Hazzard, Ch Insp Graeme Abel, Insp Craig McNee, Det Insp Andrew Slattery		Members
National Criminal History Record Checking Operations Advisory Committee	Brian Moir, Superintendent Carlene York		Members
National Disaster Victim's Identification Committee	Ch Insp Mark Edwards, Sgt Richard Wood		Members
National Drug Law Enforcement Research Fund	Det Supt Paul Jones		Board Member

Appendix 24 continued

National Emergency Communications Working Group	Supt Michael Corboy	Member
National Police Consultative Group on Missing Persons	Insp Jeff Emery	Member
National Police Drug & Alcohol Coordinating Committee	Pat Ward	Committee Member
National Search & Rescue Committee	Insp Garry Smith	Ex Officio Member
NSW Chemical Biological & Radiological Committee	Ch Insp Mark Edwards, Insp John Stapleton	Members
NSW Council of Violence Against Women	Asst Comm Reg Mahoney	Member
NSW Government Call Centre Consolidation Task Force	Chris Beatson	Member
NSW Government Implementation Committee for Youth Partnership for Pacific Island Communities	Asst Comm Garry Dobson	Member
NSW Police Academic Board	Asst Comm Garry Dobson, Ch Supt Greg Moore, Ms Helen Scott	Chair Members
NSW Police and Police Association of NSW Joint Committee on Education, Training and Development	Asst Comm Garry Dobson, Insp Peter Shinfield, Insp Joshua Maxwell	Member
NSW Urban Search & Rescue Steering Committee	Insp Garry Smith	Chair
NSW Youth Interagency Committee	Cathy Mackson	Member
Partnerships Against Homelessness	Kevin Gardner	Member
Police, Health & Ambulance	Asst Comm Terry Collins	Member
Police and Department of Public Prosecutions Liaison Groups (Statewide) Steering Committee	Ch Insp Ray Rootes, Rye Cook, Insp Peter Morgan	Members
Police and Department of Public Prosecutions Prosecution Liaison Standing Committee	Insp Ian Duncan, Rye Cook	Member

Police Oversight Data Store (PODS) Tri Agency Committee	Insp Cath Cole	Member
Premier's Department – Regional Coordination Management Group (Western Region)	Asst Comm Morris West	Member
Public Sector Advisory Committee – State Records NSW	David Pallot	Member
Recovered Assets Pool	Deputy Comm Dave Madden, Asst Comm Graeme Morgan	Members
Risk Analysis Intelligence Forum	Insp Cath Cole, Bass Masri	Members
Same Sex Domestic Violence Committee	David Toolan	Member
Senior Executive Group CEO	Asst Comm Terry Collins	Member
Senior Officer Coordinating Committee on Alcohol	Insp John Green	Member
Senior Officer Coordinating Committee on Drugs	Supt Frank Hansen	Member
Senior Officers Coordinating Committee on Diversion	Supt Frank Hansen, Patricia Ward	Members
Senior Officers Coordinating Committee on Drug & Community Action Strategy	Supt Frank Hansen, Linnet Collins	Members
Senior Officers Wireless Working Party	Asst Comm Reg Mahoney, Ch Insp Dave Meurant, Allan Shaw	Members
Sexual Assault Review Committee (Chaired by The Office of The Director of Public Prosecutions)	Snr Sgt Beth Cullen, Tamahra Manson	Members
Standing Committee of Attorneys-General and Australasian Police Ministers Council Joint Working Group on National Investigation Powers	Rye Cook	Member
Standing Committee on Amphetamine Control	Det Insp Paul Willingham, Det Sgt Nic Iorfino	Members
Steering Committee on Information Management	Supt Michael Corboy, Tony Rooke	Members
Sydney Metropolitan Area Rescue Committee	Insp Garry Smith	Chairman

Appendix 24 continued

Telecommunications Steering Committee	Chris Beatson	Member
Tri Agency c@is.i Business Advisory Panel	Richard Butler	Member
Tripartite Committee	Commissioner Moroney, Deputy Comm Madden, Deputy Comm Scipione, Snr Asst Comm Dick Adams, Ian Peters	Chair Members
Victim Impact Statement Committee	Ch Insp Ray Rootes, Insp Ian Duncan, Snr Sgt Peter Searle	Member
Violence Against Women State Management Group	Tracey Hales	Member
Volunteer Marine Rescue Council	Det Supt Terry Dalton	Deputy Chair
	Insp Glenn Finniss	Member
Western Sydney Consultative Committee	Supt Leslie Wales	Member
WorkCover Dangerous Goods/Major Hazard's Facilities Consultative Committee	Insp Gordon Dojcinovic	Member
Youth Crime Prevention Program (school-based intervention strategies)	Supt Carmine Mennilli	Member
Youth Justice Advisory Committee	Cathy Mackson	Member
State Aboriginal Employment Strategy	Supt Stephen Bradshaw	Chair

STATUTORY BODIES	NSW POLICE STAFF MEMBER	POSITION ON BOARD/ COMMITTEE
ACC National Coordination Committee	Det Ch Supt Peter Dein	Member
Advisory Panel, National Institute of Forensic Science	Asst Comm Graeme Morgan	Delegate
Animal Welfare Advisory Council	A/Insp Peter Crumblin	Advisor
Australasian Crime Commissioners' Forum	Asst Comm Graeme Morgan	Member
Australasian Identity Crime Working Party	Det Insp Col Dyson	Member
Australasian Police Multicultural Advisory Bureau	Asst Comm Garry Dobson	Member
Australian Bankers Association	Det A/Supt Peter Cotter, Det Insp Maria Rustja	Member
Australian Bankers Association Fraud Task Force	Det Supt Megan McGowan	Member
Australian Hoteliers Association	Det A/Supt Peter Cotter	Representative
Casino Control Authority Standing Committee	Det Supt Helen Begg	Member
Child Death Review Team	Det Supt Kim McKay	Member
Child Sexual Assault Jurisdiction Project team	Det Ch Insp Janice Stirling	Member
Council of the Motor Vehicle Repair Industry Authority	Det Supt John Kerlatec	Member
Criminal Assets Liaison Group	Insp Jennifer Thommeny	Member
Criminal Justice System CEO Committee	Michael Holmes	Member
Criminal Law Committee of the Law Society of New South Wales	Michael Holmes	Member

Appendix 24 continued

Dept Industry, Tourism & Resources, Compliance Taskforce, Inbound Tourism Operators	Det Insp Linda Howlett	Member
DPP/ Police Standing Committee	Michael Holmes	Co-chair
Drug & Alcohol Multicultural Education Committee	Supt Frank Hansen	Member
Firearms Trafficking Network	Det Supt Helen Begg, Insp Fiona Walton	Chair Intelligence organiser
High-Tech Crime Managers Group	Det Insp Bruce Van Der Graaf	Member
Institute of Criminology	Michael Holmes	Member
Intellectual Property Enforcement Consultative Group	Det Insp Col Dyson	Member
Intergovernmental Committee on Drugs	Supt. Frank Hansen Det Supt Paul Jones	Chair Member
Jewellers Association of Australia	Det Insp Chris Olen	Member
Law Week Board	Michael Holmes	Member
Money Laundering Committee	Insp Jennifer Thommeny	Member
Motor Trade Advisory Council	Det Supt John Kerlatec	Member
National Drug Law Enforcement Research Fund Board	Det Supt Paul Jones	Member
National Firearms Policy Working Group	Garry Richmond	Member
NSW Crime Stoppers Board	Ross Neilson/Alan Clarke, Teresa Brennan, Linda Fagan	Director Members
NSW Dept Women Working Party – Illegal Immigrants & the Sex Industry	Det Insp Murray Chapman	Member

NSW Parole Board	Insp Chris Whitehall, Sgt Yvette Johnson	Members
Poisons Advisory Committee	Det Insp Paul Willingham	Member
Police & Community Youth Club Board	Supt Frank Hansen	Member
Police & Ethnic Communities Advisory Council	Asst Comm Garry Dobson	Member
Security and Allied Industry Federation	Det Insp Chris Olen	Member
Security Industry Council	Det Supt Helen Begg	Member
Security Industry Training Advisory Body NSW	Det Supt Helen Begg	Member
Sentinel Events Review Committee (Mental Health) NSW Department of Health	Supt Terrence Jacobsen	Member
SIRCA Working Party on Identity Fraud	Det A/Sgt Vukasovic	Member
State Emergency Management Committee	Asst Comm Robert Waites, Ross Neilson/Alan Clarke	Members
Therapeutic Goods Administration	Det Insp Maria Rustja	Member
Victims Advisory Board	Det Supt Paul Jones	Member

SIGNIFICANT INTERNAL COMMITTEES ESTABLISHED DURING REPORTING PERIOD

Name of Established Board or Committee	Function
Aboriginal Strategic Direction Steering Committee	Oversee the implementation of the Aboriginal Strategic Direction
Alcohol & Related Crime 11 (ARC 11 Steering, Legislation Review Working Group)	Review legislative amendments including: – Summary Offences Act, Liquor Act, Registered Clubs Act, Marine Safety (Amendment) Act
Bail Act Review Committee	Review legislation to determine the nature and extent of any impact upon the NSW Police
COP Bail Working Party Project (improving bail legislation)	Bail enhancements in COPS as a result of the successive changes to the Bail Act.
COPS Standing Committee	Review and provide high level governance for changes to COPS and CIDS applications.
Mainframe Replacement Program Project	Change management for Mainframe Replacement Program Project.
Counter Terrorism Working Group	Addressing requirements for counter terrorist strategies including legislation and internal training needs.
Counter Terrorist Command Legal Support Group	Specialist of legal advisor training for counter terrorist activity.
Crimes (Forensic Procedures) Act 2000 Working Group	Provide advice to the NSW Government on recommendations made by the Findlay Review of the Crimes (Forensic Procedures) Act 2000.
Criminal Law Division Management Committee	Meeting of Criminal Law Division managers.
Dangerous Goods Steering Committee	Working with other NSW Police stakeholders and WorkCover to draft new regulations for explosives.
Drug Detection Border Areas Steering Committee	Provide advice on the draft amendment to the legislation for drug detection in state border areas.
Drug Detection in Border Area Trial Implementation Project Steering Committee	Oversee and guide the implementation of the Police Powers (Drug Detection in Border Areas Trial) Act 2003 within NSW Police. This trial will continue into 2005. Membership includes: NSW Ombudsman's Office, Attorney General's Department, Roads and Traffic Authority.
E-Briefs Steering Committee	Transmission of electronic briefs to the Department of Public Prosecutions and the Legal Aid Commission.
Fraud Specialist Advisory Group	Provide advice to stakeholders.
Identity Industry Fraud Prevention Committee	Fraud Prevention.
In-Car-Video Project Steering Committee	Provide executive direction of the project, monitor progress and resolve serious issues.
Intelligence Standing Committee	Corporate Management of Intelligence.
Law Enforcement Powers & Responsibilities Steering Committee	This committee is overseeing the implementation of the Law Enforcement (Powers and Responsibilities) Act 2002. The Act will commence in 2005.
National Criminal History Record Checking Steering Committee	Introduction of National Criminal History Record Checking within NSW.
Passenger Transport Drug & Alcohol Testing Working Party	Develop draft Standard Operating Procedures for implementation of legislation.
Science & Technology Standing Committee	Monitor and identify opportunities for adoption of emerging technologies; encourage integration of ICT solutions; assess international policing experiences and technologies.

Strategic Management of Exhibit & Miscellaneous Property Project Steering Committee	On-going review of progress by the various working groups on Properties and Storage, Records & Information Processes, Legislation & Policy and future legislative issues ie Innocence Panel & Double Jeopardy.
Telecommunications Committee	Provide direction and advice regarding Telecommunications policy and procedures for NSW Police.
Web Council User Group Committee	Development of best practice model for Intranet with continuous improvements and recommendations as to the future direction of the intranet & internet.

**Committees / Boards finalised
(abolished)**

- Web Council
- NSW Police State Domestic Council
- Local Court Reform Steering Committee
- Exemption Review Committee
- Adult Sexual Assault Policy & Standard
- Operating Procedures Review Committee
- NSW Police Data Management Committee

APPENDIX 25

KEY ACRONYMS USED BY NSW POLICE

Internal References	
Acronym / Abbreviation	Full Name
ACLO	Aboriginal Community Liaison Officer
BTS	Business Technology Solutions
CET	Commissioner's Executive Team
CIN	Criminal Infringement Notice
Commissioner (the)	NSW Police Commissioner
COAG	Council of Australian Governments
COPS	Computerised Operational Policing System
DISPLAN	Disaster Plan
DO	Duty Officer
DOI	Duty Operations Inspector
EEO	Equal Employment Opportunity
ERISP	Electronically Recorded Interview between a Suspect and Police
HQ	Headquarters
HWP	Highway Patrol
LAC	Local Area Command also refers to Local Area Commander
OCR	Operations and Crime Review
PAL	Police Assistance Line
PCYC	Police and Community Youth Clubs
PIC	Police Integrity Commission
POC	Police Operations Centre
PSES	Police Senior Executive Service
SCIA	Special Crime and Internal Affairs
SOP	Standard Operating Procedure
SPC	Sydney Police Centre
SPG	State Protection Group
TI Act	Telecommunications (Interception) Act 1979 (Cth)

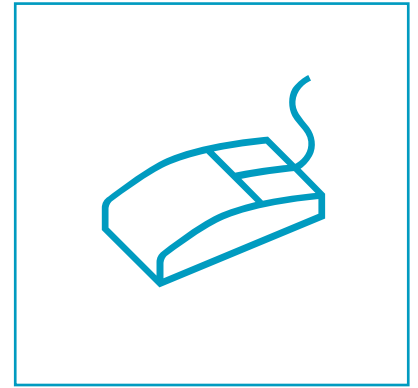
External Organisations or Committees

Acronym / Abbreviation	Full Name
ABS	Australian Bureau of Statistics
ACC	Australian Crime Commission
ACPR	Australasian Centre for Policing Research
ACS	Australian Customs Service
ADF	Australian Defence Forces
AFP	Australian Federal Police
AIC	Australian Institute of Criminology
AIPM	Australian Institute of Police Management
ALRC	Australian Law Reform Commission
APMC	Australasian Police Ministers' Council
ASIC	Australian Securities and Investment Commission
ASIO	Australian Security Intelligence Organisation
ATO	Australian Taxation Office
AUSTRAC	Australian Transaction Reports and Analysis Centre
BCI	Bureau of Criminal Intelligence
BOCSAR	NSW Bureau of Crime Statistics and Research
CJS-CEOs	Criminal Justice System - Chief Executive Officers
CJC	Criminal Justice Commission
CSAC	Corrective Services Administrators' Conference
CSMC	Corrective Services Ministers' Conference
CSU	Charles Sturt University
DPP	Director of Public Prosecutions
GREAT	Government and Related Employees Appeals Tribunal
HOCOLEA	Heads of Commonwealth Operational Law Enforcement Agencies
ICAC	Independent Commission Against Corruption
IGC	Intergovernmental Committee
LEB	Law Enforcement Branch (Criminal Justice Division)
MCAJ	Ministerial Council on the Administration of Justice
MCDS	Ministerial Council on Drug Strategy
NCA	National Crime Authority – no longer in operation

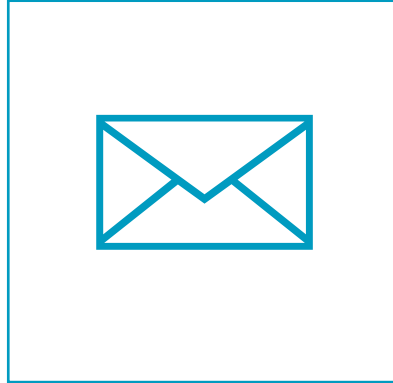
NCCJS	National Centre for Criminal Justice Statistics (incorporates NCSU, NCCSU and NCCSU)
NCCSU	National Criminal Court Statistics Unit
NCPS	National Common Police Services
NCSSU	National Corrective Services Statistics Unit
NCSU	National Crime Statistics Unit
NIFS	National Institute of Forensic Science
NSWCC	New South Wales Crime Commission
NSWFB	New South Wales Fire Brigade
NSWPA	New South Wales Police Association
NSWRFS	New South Wales Rural Fire Service
PCC	Conference of the Commissioners of Police of Australasia and the South West Pacific Region (commonly called the Police Commissioners' Conference)
PCPAG	Police Commissioners' Policy Advisory Group
SCAG	Standing Committee of Attorneys-General
SES	State Emergency Services
SOG	Senior Officers' Group of the APMC and the IGC-ACC
TTI	Tow Truck Industry
UWS	University of Western Sydney
VRA	Volunteer Rescue Association

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CONTACTS



NSW POLICE

www.police.nsw.gov.au

POLICE HEADQUARTERS

1 Charles Street, Parramatta NSW 2150
Locked Bag 5102, Parramatta NSW 2124
24 hour service: (02) 9281 0000
TTY (for hearing impaired): (02) 9211 3776

NSW POLICE EXECUTIVE OFFICES

201 Elizabeth Street, Sydney NSW 2000
Locked Bag 5102, Parramatta NSW 2124
24 hour service: (02) 9281 0000
TTY (for hearing impaired): (02) 9211 3776

POLICE ASSISTANCE LINE

Telephone: 131 444 to report non-urgent incidents and less serious crimes.

CUSTOMER ASSISTANCE UNIT

Telephone toll free: 1 800 622 571

CRIME STOPPERS

This community based policing service gathers details of criminal activity, volunteered by members of the public. Cash rewards of up to \$1000 are available if this information leads to an arrest. Information can be given anonymously. Free Call: 1 800 333 000

REGION COMMANDS

Inner Metropolitan Region
Level 7, Sydney Police Centre
151-241 Goulburn Street, Surry Hills NSW 2010
(02) 9265 4920

GREATER METROPOLITAN REGION

Level 9, Ferguson Centre
130 George Street, Parramatta NSW 2150
(02) 9689 7638

SOUTHERN REGION

Level 3, 84 Crown Street, Wollongong NSW 2500
(02) 4226 7705

WESTERN REGION

148 Brisbane Street, Dubbo NSW 2830
(02) 6881 3104

NORTHERN REGION

Level 2, Newcastle Police Station
Cnr Church and Watt Streets, Newcastle NSW 2300
(02) 4929 0688

All police stations in the Sydney metropolitan area are listed under 'Police NSW' in the White Pages – Business & Government.

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