

SECTION FIVE: APPENDICES

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APPENDIX 1 NSW POLICE FORCE STAFF

SUMMARY OF TOTAL STRENGTH DETAILS AS AT 30 JUNE 2010

EMPLOYEE	2005-06	2006-07	2007-08	2008-09	2009-10
Police officers*	14,634	15,333	15,324	15,720	15,633
Administrative officers	3,809	3,814	3,837	3,770	3,700[#]
Ministerial officers	164	164	158	190	183
TOTAL	18,607	19,311	19,319	19,680	19,516

* Includes officers on secondment to other public sector agencies.

STRENGTH DETAILS (POLICE OFFICERS) AS AT 30 JUNE 2010

RANK	INTERNAL POLICE		EXTERNAL SECONDED EXTERNAL FUNDED		EXTERNAL SECONDED INTERNAL FUNDED		TOTAL	
	2008-09	2009-10	2008-09	2009-10	2008-09	2009-10	2008-09	2009-10
Executive officer*	19	18	0	0	0	0	19	18
Senior officer [#]	870	873	5	6	3	3	878	882
Snr Sgt & Sgt	2,800	2,935	14	18	4	2	2,818	2,955
Snr Cst & Cst & Prb Cst	11,944	11,714	54	56	7	8	12,005	11,778
TOTAL	15,633	15,540	73	80	14	13	15,720	15,633

* Includes police officers at the rank of commissioner, deputy commissioner and assistant commissioner.

[#] Includes police officers at the rank of superintendent and inspector.

POLICE SENIOR EXECUTIVE SERVICE* (PSES) OFFICERS

PSES*	NO OF OFFICERS JUNE 2006		NO OF OFFICERS JUNE 2007		NO OF OFFICERS JUNE 2008		NO OF OFFICERS JUNE 2009		NO OF OFFICERS JUNE 2010	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Above 6	1	1	1	1	3	1	3	1	3	1
Level 6	2	0	2	0	1	0	0	0	0	0
Level 5	11	0	12	2	14	3	13	4	17	4
Level 4	6	3	5	3	3	2	4	2	3	1
Level 3	0	0	1	0	1	1	0	0	0	0
Level 2	1	0	0	2	0	2	0	2	0	1
Level 1	0	0	0	0	0	0	0	0	0	0
TOTAL	21	4	21	8	22	9	20	9	23	7

* Includes sworn officers and administrative staff subject to a Senior Executive Service contract

APPENDIX 1 NSW POLICE FORCE STAFF continued

POLICE SEPARATIONS 2009-10

RANK	RETIRE		DEATH		RESIGN		MEDICALLY UNFIT **		ANNULMENT OF APPOINTMENT		DISENGAGEMENT		DISMISSED		REMOVED - s181D†		TERMINATION OF CONTRACT		TRANSFER		VOLUNTARY REDUNDANCY		TOTAL		
	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	
Executive officers *	1	0	0	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2
Senior officers #	5	1	0	0	1	1	48	43	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	54	45
Senior sergeant and sergeant	7	7	1	0	14	19	105	122	0	0	0	0	1	2	2	0	0	0	0	1	4	0	0	130	155
Constables (all)	3	3	8	2	226	194	197	313	0	0	0	0	10	9	18	12	0	0	7	10	0	0	0	469	543
TOTAL	16	11	9	2	241	214	351	480	0	0	0	0	10	10	20	14	0	0	8	14	0	0	0	655	745

* Includes officers at the rank of commissioner, deputy commissioner and assistant commissioner.

Includes officers at the rank of superintendent and inspector.

** Medically unfit may also include officers who have retired/resigned due to medical grounds.

† Removal orders made under s181D of the *Police Act 1990* can be the subject of review by the Industrial Relations Commission. This may result in a variation in the recording of the method of separation from the NSW Police Force. The date of the removal of an officer under s181D is the date the Commissioner signs that order. However for entitlement calculations the date of service of the order is used.

ADMINISTRATIVE AND MINISTERIAL OFFICER SEPARATIONS 2009-10

CATEGORY	RETIRE		DEATH		RESIGN		MEDICALLY UNFIT		ANNULMENT OF APPOINTMENT		TERMINATION OF CONTRACT		DISMISSED		TEMPORARY		TRANSFER		SECONDMENT ENDED		SECONDMENT TO OTHER GOVERNMENT BODY		VOLUNTARY REDUNDANCY		TOTAL	
	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10	08-09	09-10
Clerical	14	10	1	0	121	96	9	6	1	0	4	1	3	6	18	14	23	13	0	0	0	1	30	34	224	181
Professional	5	4	0	0	16	7	3	2	0	0	3	0	0	0	3	0	8	4	2	1	0	0	11	3	51	21
Other	1	5	0	0	43	41	1	2	0	0	4	3	0	4	5	4	4	3	0	0	0	0	18	23	75	82
Ministerial	2	1	0	1	6	10	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	10	12
TOTAL	22	20	1	1	186	154	13	10	1	0	11	4	4	6	25	19	36	20	2	1	0	1	59	60	360	296

APPENDIX 1 NSW POLICE FORCE STAFF *continued*

Trends in the representation and distribution of EEO target groups

PERCENTAGE OF TOTAL STAFF ^{1,2}

EEO TARGET GROUP	BENCHMARK OR TARGET	2005	2006	2007	2008	2009	2010
Women	50.0%	33.0%	34.0%	34.0%	34.0%	34.0%	34.0%
Aboriginal people & Torres Strait Islanders	2.0%	1.9%	2.0%	2.1%	2.1%	2.2%	2.3%
People whose first language was not English	20.0%	3.0%	4.0%	5.0%	6.0%	6.0%	6.0%
People with a disability	12.0%	2.0%	2.0%	1.0%	1.0%	1.0%	1.0%
People with a disability requiring work-related adjustment	7.0%	0.6%	0.6%	0.5%	0.5%	0.4%	0.4%

DISTRIBUTION INDEX ³

EEO TARGET GROUP	BENCHMARK OR TARGET	2005	2006	2007	2008	2009	2010
Women	100	88	88	90	91	93	93
Aboriginal people & Torres Strait Islanders	100	94	96	96	97	98	96
People whose first language was not English	100	84	85	84	85	85	87
People with a disability	100	112	112	113	112	112	112
People with a disability requiring work-related adjustment	100	111	109	111	111	111	111

Source: NSW Department of Premier & Cabinet, Public Sector Workforce Profile 2009

Notes: 1. Staff numbers are as at 30 June 2010. 2. Excludes casual staff. 3. A distribution index of 100 indicates that the centre of the distribution of the EEO group across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels.

APPENDIX 2 FREEDOM OF INFORMATION

The NSW Police Force Freedom of Information (FOI) Unit administers and fulfils the agency's obligations under the *Freedom of Information Act (NSW) 1989*.

The total number of FOI applications processed by the NSW Police Force in the financial year of 2009-10 was 7,421 (including invalid applications) compared with 7,255 applications in 2008-09 and 6,223 in 2007-08. Fees received in 2009-10 financial year for finalised applications totalled \$177,322.80 compared with \$196,372 in 2008-09 and \$169,827 in 2007-08.

Fifty requests were received for formal consultations in the 2009-10 financial year. This compared with 14 in 2008-09, 23 consultations in 2007-08 and 23 in 2006-07. No Ministerial certificates were issued.

There is an extensive website at www.police.nsw.gov.au containing information about our organisation that is free of charge for any member of the public to access.

Freedom of information access arrangements

Information about making freedom of information requests can be found on the NSW Police Force website www.police.nsw.gov.au.

TABLE A – NUMBERS OF NEW FOI REQUESTS

FOI REQUEST	PERSONAL	OTHER	TOTAL
New (including transferred in)	5,264	1,100	6,264
Brought forward	282	80	362
Total to be processed	5,546	1,180	6,726
Completed	4,786	1,043	5,829
Transferred out	1	0	1
Withdrawn	71	25	96
Total processed	4,858	1,068	5,926
Unfinished	686	111	797

TABLE B – WHAT HAPPENED TO COMPLETED REQUESTS

FOI REQUEST	PERSONAL	OTHER
Granted in full	825	500
Granted in part	2,534	275
Refused/no trace	1,377	257
Deferred	2	2
Completed	4,786	1,043

TABLE C – MINISTERIAL CERTIFICATE

Number issued during the period: 0

Ministerial Certificates issued: 0

TABLE D – FORMAL CONSULTATION

Number of requests requiring consultations (issued): 20

Total number of formal consultations for the period: 30

TABLE E – AMENDMENT OF PERSONAL RECORD

Number of requests for amendment of personal record processing during the period:

Agreed: 6

Refused: 11

TOTAL: 17

APPENDIX 2 FREEDOM OF INFORMATION continued

TABLE F – NOTATION OF PERSONAL RECORD

Number of requests for notation of personal record processed during the period: 5

TABLE G – FOI REQUESTS GRANTED IN PART OR REFUSED

Basis of disallowing access – Number of times each reason cited in relation to completed requests which were granted in part or refused.

BASIS OF DISALLOWING OR RESTRICTING ACCESS	PERSONAL	OTHER
Section 19 (applications incomplete or wrongly directed)	-	1,495
Section 22 (deposit not paid)	5	4
Section 25 (1)(a1) (diversion of resources)	4	6
Section 25(1)(a) (exempt)	2,988	423
Section 25(1)(b),(c),(d) (otherwise available)	13	6
Section 28(1)(b) (documents not held)	863	63
Section 24(2) (deemed refused, > 21 days)	75	33
Section 31(4) (released to medical practitioner)	1	0
TOTALS	3,949	535

TABLE H – COSTS AND FEES OF REQUESTS PROCESSED

All completed requests: \$177,322

BASIS OF INTERNAL REVIEW	PERSONAL		OTHER	
	UPHELD*	VARIED*	UPHELD*	VARIED*
Access refused	53	50	9	6
Deferred	0	0	0	0
Exempt matter	0	24	0	3
Amendment refused	3	0	0	0
Unreasonable charges	0	0	0	0
Charge unreasonably incurred	0	0	0	0
Withdrawn	71	0	25	0
TOTALS	127	74	34	9

Note: * Relates to whether or not the original determination was upheld or varied by the internal review.

APPENDIX 3 INJURIES AND WORKERS COMPENSATION CLAIMS

CAUSES OF SIGNIFICANT INJURIES* THIS YEAR

CAUSE	2005-06	2006-07	2007-08	2008-09	2009-10	DIFFERENCE 08-09 AND 09-10
Body stressing	3.09	4.09	2.99	5.42	5.24	-0.18
Being hit by moving objects	4.28	4.06	3.83	3.62	2.94	-0.68
Falls, trips and slips	2.36	2.52	1.75	2.41	1.95	-0.46
Mental stress	2.07	2.26	2.28	3.14	3.91	0.77
Biological factors	0.65	1.26	1.03	0.66	0.93	0.27
Chemicals and other substances	0.36	0.31	0.32	0.26	0.35	0.09
Heat, radiation and electricity	0.06	0.09	0.05	0.05	0.07	0.02
Sound and pressure	0.06	0.05	0.04	0.06	0.07	0.01
Hitting objects with a part of body	0.82	0.77	0.58	0.68	0.56	-0.12
Other and unspecified mechanisms	1.48	1.82	2.21	2.92	3.43	0.51

Note: We have reported on those incidents that resulted in injuries reported to our insurer, Allianz. The data presented is per 100 employees.

*A significant injury is a workplace injury for which a workers compensation claim has been lodged that is likely to result in the worker being incapacitated for more than seven continuous calendar days.

NEW WORKERS COMPENSATION CLAIMS FOR SWORN STAFF WHO COMMENCED POST 1988 AND ADMINISTRATIVE STAFF

INJURY CLAIM TYPE	2005-06	2006-07	2007-08	2008-09	2009-10	DIFFERENCE	PERCENTAGE
Significant injury	1,890	1,598	1,686	1,976	2,162	186	9.41%
Non-significant injury	1,072	1,033	1,156	1,226	1,095	-131	-10.68%
TOTAL CLAIMS	2,962	2,631	2,842	3,202	3,257	55	1.72%

Note: A significant injury is a workplace injury that is likely to result in the worker being incapacitated for more than seven continuous calendar days.

We achieved some significant health and safety milestones this year

- We implemented a new online incident and accident investigation system and a complementary safety risk management framework
- We implemented a new fatigue management framework in collaboration with the NSW Police Association and the University of South Australia
- We commenced off duty (recall to duty) targeted drug testing of police officers
- We began rolling out new load bearing vests to police in the field to minimise lower back strain
- We implemented injury management and return to work key performance indicators, with revised policies and supporting documents.

APPENDIX 4 STAFF DRUG AND ALCOHOL TESTING

Drug and alcohol testing supports a safe workplace

The NSW Police Force recognises the safety and integrity risks posed by illegal drugs and alcohol. An extensive drug and alcohol testing program is in place to identify and deter illegal drug and inappropriate alcohol use.

Testing now includes:

- random drug and alcohol testing of sworn officers
- random and targeted drug and alcohol testing of students of policing
- targeted and recall to duty drug and/or steroid testing of sworn officers
- incidents requiring mandatory testing.

PROGRAM RESULTS

	2008-09		2009-10		TARGET FOR 2009-10
	TYPE	POSITIVE	TYPE	POSITIVE	
DRUG					
Random	2,284	3	2,309	0	2,300
Random - students	153	0	140	0	140
Target	20	1	11	0	n/a
Recall to duty target	n/a	n/a	1	1	n/a
Target - students	2	0	1	0	n/a
SUB-TOTAL	2,459	4	2,462	1	
ALCOHOL					
Random	13,330	3	15,598	5	15,500
Random - students	1,825	6	3,383	3	1,800
Target	11	4	2	2	n/a
Target - students	1	0	0	0	n/a
SUB TOTAL	15,167	13	18,983	10	
OTHER					
Targeted steroid	5	1	3	0	n/a
Mandatory testing	90	0	95	0	n/a
SUB TOTAL	95	1	98	0	
TOTAL TESTS	17,721	18	21,543	11	

APPENDIX 5 PRIVACY ACT

We recognise the importance of the protection and privacy of personal information

The Computerised Operational Policing System (COPS) is an extensive database to capture, access and analyse crime information and intelligence on an organisation-wide basis. Personal details of the people police have contact with are kept on this database for investigative and intelligence purposes. Identifiers such as names and dates of birth, residential addresses and other contact details are kept to enable follow up inquiries.

The *Privacy & Personal Information Protection Act 1998* (PIPP Act) provides police with exemptions on sharing personal information for law enforcement purposes while providing safeguards on the release of that information. We rigorously audit access to records held on COPS and other systems, and all staff are required to abide by the *Code of Best Practice for Information Management*. De-identified information from COPS records is provided to the NSW Bureau of Crime Statistics & Research, Australian Bureau of Statistics and other agencies for crime statistics compilation.

This reporting year nine applications for internal review were received by our Privacy & Discrimination Unit under the provisions of Part 5 (s53) of the PIPP Act. Of these reviews, three applicants sought further review by the Administrative Decisions Tribunal pursuant to section 55 of the PIPP Act.

APPENDIX 6 COMPLAINTS

There has been a 7.9% decrease in the number of complaints received since last year

The NSW Police Force has focussed on three complaint issues over the last year: customer service, streamlining complaint management and a review of Part 9 of the *Police Act 1990*.

In 2008 we introduced a streamlined approach to complaint management that simplified the process and supported local management of complaint matters in the first instance. This reporting year more than 80% of complaints were resolved using our new informal resolution process. This led to a significant improvement in complaint investigation timeliness.

Services we're aiming to improve as a result of complaints or consumer suggestions

In 2009 we commenced a review of Part 9 of the *Police Act 1990*. The three main objectives were:

1. the release of complaint information in accordance with procedural fairness and government policy
2. the development of a management action system with a presumption in favour of remedial approaches to managing police officers
3. improving the quality of internal reports in line with procedural fairness guidelines.

For further information about the extent and main features of the complaints we have received refer to the table: Issues raised in complaints received (on page 87).

APPENDIX 6 COMPLAINTS continued

NSW POLICE FORCE: ISSUES RAISED IN COMPLAINTS RECEIVED

	2005/06	2006/07	2007/08	2008/09	2009/10	% CHANGE THIS YEAR
Arrest	183	133	135	123	126	2.4%
Corruption/misuse of office	350	373	324	397	300	-24.4%
Custody	205	161	124	157	143	-8.9%
DNA evidence and sampling	7	1	1	0	2	-
Drugs (other than searches or evidence matters)	104	89	118	122	74	-39.3%
Evidence	240	201	142	170	167	-1.8%
Failure to observe corporate standards	37	35	33	32	60	87.5%
False complaint	10	12	2	12	10	-16.7%
Harassment and discrimination	340	330	262	357	310	-13.2%
Investigations	817	812	650	799	900	12.6%
Local management issues	3,052	3,153	3,052	2,933	2,499	-14.8%
Misconduct	189	196	168	190	202	6.3%
Misuse of information and information systems	398	422	394	452	376	-16.8%
Other criminal act or omission (not specified elsewhere)	273	223	289	313	275	-12.1%
Property and exhibits	173	209	203	230	190	-17.4%
Prosecution	260	241	175	240	271	12.9%
Searching	107	101	70	115	112	-2.6%
Service delivery	1,425	1,289	1,039	1,347	1,376	2.2%
Theft/misappropriation	77	62	68	50	54	8.0%
Traffic offences	115	87	102	120	100	-16.7%
Unreasonable use of force (including assault)	665	609	582	641	540	-15.8%
Untruthfulness/lying/dishonesty	185	182	196	192	203	5.7%
Use of corporate resources	81	71	87	110	90	-18.2%
TOTAL	9,293	8,992	8,216	9,102	8,380	-7.9%

Note: In 2009-10 there were 5,196 complaints made against police officers. These contained 8,380 separate issues or allegations, 26.5% of which were sustained.

These statistics are based on data extracted from *c@ts.i* at 30 June 2010. Complaint statistics provided in the 2008-09 annual report may differ from the statistics outlined in the 2009-10 report. This is due to complaints received and entered onto the system after 30 June 2009.

These statistics include complaints from both staff and members of the community.

APPENDIX 7 ASSUMED IDENTITIES

This reporting year 106 assumed identities were approved and 139 assumed identities were revoked

The *Law Enforcement & National Security (Assumed Identities) Act 1988* authorises the approval and use of assumed identities by police officers in New South Wales for the purpose of official duties.

In accordance with the Act an annual audit of assumed identities was conducted for the 2009-10 reporting year. The general nature of the duties performed using the assumed identities are physical and electronic surveillance, as well as full and part time undercover and witness protection duties. The audit did not reveal any fraudulent or other criminal behaviour.

APPENDIX 8 RESPONSE TIMES

We answer calls within a reasonable time

In this reporting period NSW Police Force answered 94% of Triple Zero (000) calls within 10 seconds with an average time of answer of seven seconds. Calls to the Police Assistance Line (131 444) were answered with an average time of 21 seconds per call. The number of contacts we received is outlined in the chart below.

CONTACTS	2005-06	2006-07	2007-08	2008-09	2009-10
Triple Zero (000)	509,296	674,052	706,202	865,306	830,710
PAL (131 444)	491,692	506,604	518,200	519,458	497,401
Hold up alarms	21,125	19,035	16,789	10,729	6,905
Alarms (for alarm companies)	65,994	63,720	64,020	26,028	2,455
Crime Stoppers (1800 333 000)	33,880	35,967	40,592	48,510	46,412
Customer Assistance Unit (1800 622 571)	27,092	18,620	17,458	25,216	23,929
Police Switchboard (9281 0000)	144,506	181,215	155,088	146,732	128,379
Missing Persons Unit After Hours (1800 025 091)	N/A	205	293	281	297
Injury Management Hotline (1800 996 336)	N/A	N/A	N/A	669	436
Child Wellbeing Unit	N/A	N/A	N/A	N/A	19,271
TOTAL	1,293,585	1,499,418	1,518,642	1,642,929	1,556,195

Source: PoliceLink telephony systems

Note: There were also contacts (both face to face and by phone) at police stations and in the field.

Note: Decreases in calls from alarm monitoring companies are as a result of changes to procedures between the NSW Police Force and alarm companies, including a direct access service freeing up Triple Zero (000).

APPENDIX 9 LEGISLATIVE CHANGES

The *Child Protection Legislation (Registrable Persons) Amendment Act 2009* commenced on 30 November 2009 amending the *Child Protection (Offenders Registration) Act 2000* and the *Child Protection (Offenders Prohibitions Orders) Act 2004*. The amendments extended the reporting obligations imposed on registrable persons and enabled the local court to prohibit certain registrable offenders from contacting their victims or co-offenders. The amendments further provided that the Commissioner of Police may direct certain agencies to provide personal information about a registrable person to the Commissioner.

The *Children (Criminal Proceedings) Further Amendment (Youth Conduct Orders) Regulation 2009* commenced on 18 December 2009 amending the *Children (Criminal Proceedings) Regulation 2005*. The amendments refined the operation of the Youth Conduct Order Scheme.

The *Children Legislation Amendment (Wood Inquiry Recommendations) Act 2009* commenced on 24 January 2010 amending the *Children and Young Persons (Care and Protection) Act 1988* to raise the risk of harm reporting threshold, extend the circumstances of risk of significant harm to include a situation where the child is not receiving an education, provide for alternative mandatory reporting requirements and to modify the legislative framework for out-of-home care.

The *Courts Legislation Amendment Act 2010* commenced on 28 June 2010 amending the *Criminal Procedure Act 1986* to provide that proceedings for the offences of stealing or maliciously destroying property may be dealt with summarily provided that the value of the property does not exceed \$60,000.

The *Crimes Amendment (Child Pornography and Abuse Material) Act 2010* commenced on 28 April 2010 amending the *Criminal Procedure Act 1986* to extend certain protections afforded to victims of sexual offences to also protect witnesses of such offences.

APPENDIX 9 LEGISLATIVE CHANGES continued

The *Crimes Amendment (Fraud, Identity and Forgery Offences) Act 2009* commenced on 22 February 2010 amending the *Crimes Act 1900* to repeal numerous offence provisions and replace them with certain fraud, identity and forgery offences. The new provisions are, in general terms, simpler and broader in application.

The *Crimes Amendment (Police Pursuits) Act 2010* commenced on 19 March 2010 amending the *Crimes Act 1900* to create a new indictable offence in relation to police pursuits (Skye's Law).

The *Crimes (Forensic Procedures) Amendment Act 2009* commenced on 17 May 2010 amending the *Crimes (Forensic Procedures) Act 2000* to make provision for the carrying out of forensic procedures on children aged under 10 years in certain circumstances. Amendments were also made to certain provisions relating to the destruction of forensic material and the carrying out of forensic procedures on volunteers.

The *Crimes Legislation Amendment (Serious and Organised Crime) Act 2010* (Cth) commenced on 19 February 2010 amending the *Crimes Act 1914* (Cth) to make provision for the sharing of seized things between Commonwealth, state and territory police.

The *Crimes Legislation Amendment (Sexual Offences Against Children) Act 2010* (Cth) commenced on 15 April 2010 amending the *Criminal Code Act 1995* (Cth) and the *Telecommunications (Interception and Access) Act 1979* (Cth) to create certain new offences relating to sexual activity with children via carriage services and to enable police officers to use certain existing powers to investigate the new offences.

The *Criminal Procedure Amendment (Case Management) Act 2009* commenced on 1 February 2010 amending the *Criminal Procedure Act 1986*. The amendments aimed to reduce delays in proceedings in the Supreme Court and district court in relation to matters being dealt with on indictment and to make provision in respect of pre-trial hearings, conferences and disclosures.

The *Graffiti Control Amendment Act 2009* commenced on 3 May 2010 amending the *Graffiti Control Act 2008* and to provide a legislative framework for the implementation of community clean up orders. The amendments set out the processes, timing, conditions and administrative details of such orders.

The *Housing Amendment (Registrable Persons) Act 2009* commenced on 24 September 2009 amending the *Housing Act 2001* to enable the Commissioner of Police to recommend to the Director-General of the Department of Human Services that the lease of a tenant of public housing be terminated if that person is a registrable person under the *Child Protection (Offenders Registration) Act 2000* and that person is, or any neighbours in the locality are, at risk of being physically harmed or injured.

The *Liquor Amendment (Special Licence Conditions) Regulation 2010* commenced on 1 June 2010 substituting the list of licensed premises subject to special licence conditions under the *Liquor Act 2007*.

The *Local Court Rules (Amendment No 1) 2010* commenced on 18 June 2010 amending the *Local Court Rules 2009* to provide that an application notice or court attendance notice in relation to proceedings under the *Crimes (Domestic and Personal Violence) Act 2007* must be served by a police officer or a person nominated by the local court or a registrar of the local court.

The substantive provisions of the *Public Health (Tobacco) Act 2008* commenced on 1 July 2009 creating certain offences relating to the smoking of cigarettes in motor vehicles on a road or road related area and certain other offences in regards to failing to comply with a requirement or direction of a police officer or providing false or misleading material to a police officer.

The *Swimming Pools Amendment Act 2009* commenced on 14 December 2009 amending the *Swimming Pools Act 1992* to provide for more limited circumstances in which search warrants under that Act can be issued. The amendments also increased certain penalties under the Act.

The *Weapons Prohibition Regulation 2009* commenced on 1 September 2009 repealing the *Weapons Prohibition Regulation 1999*. As part of the staged repeal of that Regulation the prescribed offences that disqualify applicants were expanded and the notification requirements imposed on permit holders amended. Further, provisions relating to arms fair permits, theatrical weapons and re-enactment permits were amended. The list of persons exempt from the requirement to hold a permit for the possession of handcuffs and extendable batons was also expanded.

APPENDIX 10 SIGNIFICANT JUDICIAL DECISIONS

Skelly v Commissioner of Police [2010] Industrial Relations Commission 18

Industrial Relations Commission Full Bench decision overturning a first instance decision and confirming that non-reviewable transfers are available under section 173 of the *Police Act* 1990. The Industrial Relations Commission will look at the character of an Order to determine whether it is punitive or remedial when determining whether the action is reviewable or non-reviewable.

McGhee v Commissioner of Police [2010] NSW Industrial Relations Commission 22

Appeal by an officer against s181D Loss of Commissioner's Confidence for driving under the influence and unauthorised high risk secondary employment. The NSW Police Force treats the right of its officers under s181D and their right to make application for medical discharge as two distinct and separate legislative rights. There is a higher expectation on senior police officers to observe police policy and processes. The s181D decision was upheld and the application by McGhee was dismissed.

Doherty v State of NSW

The plaintiff commenced duties with NSW Police Force in June 1985, and medically retired at the rank of detective sergeant in June 2005. The plaintiff worked predominantly in the Forensic Services Group at Wollongong in crime scene investigation. The plaintiff was diagnosed as suffering from a post traumatic stress disorder. The plaintiff alleged the defendant was negligent and/or in breach of contract in that it failed to adequately monitor the plaintiff's ability to cope with constant exposure to scenes of death. Justice Price of the Supreme Court handed down judgment in this matter on 20 May 2010. The order was verdict and judgment for the plaintiff in the sum of \$753,676.85. The NSW Police Force is considering an appeal.

Johnstone v State of NSW

The Court of Appeal handed down judgment on 9 April 2010 and the appellant (Mr Johnstone) was largely successful in his appeal to set aside Judge Balla's verdict for the defendant. The main judgment is that of Justice Beazley who held that the arrest was unlawful as the plaintiff was not told of the true reason for the arrest. The words that the officer used when arresting Mr Johnstone were equivocal and inadequate to inform him of the true reason for his arrest because the officer had previously informed him that he was in 'trouble' for committing other (railway) offences.

APPENDIX 11 INTERNAL AUDIT AND RISK MANAGEMENT

The Risk Management & Audit Committee

During the year the Audit Committee was reformed into the Risk Management & Audit Committee to comply with the requirements of the NSW Treasury Policy and Guidelines paper *Internal Audit & Risk Management for the NSW Public Sector*.

The Risk Management & Audit Committee consists of an independent chair, an independent member and an executive member appointed by the Commissioner of Police.

The Risk Management & Audit Committee provides independent assurance to the Commissioner by overseeing and monitoring the NSW Police Force's governance, risk and control frameworks, and its external accountability requirements. The committee reviews all internal and external audit reports and provides advice to the Commissioner on significant issues identified in the audit reports. The committee also monitors management's implementation of audit recommendations.

Treasury Circular NSW TC 09/08 (published August 2009) *Internal Audit & Risk Management Policy* requires the department head to publish a statement reporting compliance with the following core requirements: internal audit function; Audit & Risk Committee; independent chairs and members; model charter and committee operations; risk management standards; and internal audit standards.

APPENDIX 11 INTERNAL AUDIT AND RISK MANAGEMENT continued

Internal audit and risk management statement for the 2009-2010 financial year for NSW Police Force

I, Andrew Scipione, Commissioner of Police, am of the opinion that the NSW Police Force has an internal audit and risk management process in place that are, in all material respects, compliant with the core requirements set out in Treasury Circular NSW TC 09/08 *Internal Audit & Risk Management Policy*.

I, Andrew Scipione, Commissioner of Police, am of the opinion that the Risk Management & Audit Committee for the NSW Police Force is constituted and operates in accordance with the independence and governance requirements of Treasury Circular NSW TC 09/08. The chair and members of the Risk Management & Audit Committee are:

- Independent Chair, Ms Carol Holley for a term of four years from 2010
- Independent Member, Mr Arthur Butler for a term of four years from 2010
- Non-independent Member, Deputy Commissioner Catherine Burn APM, Corporate Services, for a term of four years from 2010.



AP Scipione APM
Commissioner of Police

Internal audits and reviews

Our Internal Audit & Review Unit provides independent, objective assurance and advisory services to improve the organisation's operations. The unit reviews the administrative, financial, information and human resource management functions that support the delivery of core policing services.

The unit completed seven audits and five consultancies for 2009-10 including:

- property management payment process
- cost recovery and user fees and charges
- purchase cards/corporate credit cards
- contractors previously engaged by the Aviation Support Branch
- police armoury
- internal customer services – cash advance account
- property management: review of United Group's activities
- providing advice for the Enterprise Risk Management Project framework and processes.

The recommendations have resulted in improved compliance with legislation, and our own policies and procedures; better accountability; and improved internal controls to assist in the achievement of business objectives.

External audits and reviews

During the year the Audit Office of NSW issued two performance audit reports that relate to the NSW Police Force's operations:

• Managing forensic analysis fingerprints and DNA

The review will help improve the management of both fingerprint and DNA evidence, particularly reducing delays in DNA analysis.

• Helping Aboriginal defendants through Magistrates Early Referral into Treatment (MERIT)

Drug and alcohol abuse are primary predictors of involvement in crime for Aboriginal people. Court based early intervention programs seek to break the cycle of drug and alcohol abuse and, through this, decrease crime. MERIT is the largest mainstream program aimed at diverting adult defendants into treatment.

Recommendations from the Audit Report resulted in the continuing training in partnership with the MERIT managers attached to each local health service provider. It also resulted in the development and delivery of training packages for our Aboriginal community liaison officers (ACLOs) on drug and alcohol issues in general and more specifically MERIT and other drug diversion initiatives.

APPENDIX 12 SENIOR EXECUTIVE SERVICE

The following performance reports have been prepared with regard to the officers' agreed performance criteria. There have been no performance incentives offered or paid to any senior executive officers this reporting year.

NAME **Andrew Phillip Scipione APM**
 POSITION **Commissioner of Police**
 SES LEVEL **8 (1 September 2007 – present)**
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$435,800 per annum**



Andrew Scipione APM joined the NSW Police Force in 1980 and was appointed Commissioner in September 2007. His qualifications include a Masters Degree in Management (Macquarie University) and a Degree in Security Management (Edith Cowan University). He is a graduate of the FBI Academy, Quantico and an adjunct professor with the University of Western Sydney (UWS) School of Social Sciences.

The following is a statement of performance for Commissioner Scipione.

Key achievements

1. Delivered an effective, professional and highly visible policing service that contributed to falling or stable crime rates across all major crime categories
2. Enhanced criminal investigation capability through financially responsible investment in new technologies
3. Sustained a broad and multifaceted approach to tackling alcohol related harm
4. Led the NSW Police Force contribution to the national strategy to prevent and reduce family and domestic violence
5. Provided strategic direction to the national response to serious and organised crime
6. Continued to promote high standards for customer service across the NSW Police Force
7. Engaged the community to work with police to prevent crime and promote safer communities

SIGNED: The Hon Michael Daley MP, Minister for Police

NAME **Catherine Judith Burn APM**
 POSITION **Deputy Commissioner Corporate Services**
 SES LEVEL **7 (11 July 2009 - present)**
Temporarily appointed to the position 11 July 2009
 POSITION **Commander, Central Metropolitan Region**
 SES LEVEL **5 (3 December 2006 – 10 July 2009)**
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$300,801 per annum**



Catherine Burn APM joined the NSW Police Force in 1984 and commenced as Deputy Commissioner Corporate Services in July 2009. Her qualifications include a Bachelor of Arts degree, an Honours Degree in Psychology, a Masters of Management and the Department of Premier & Cabinet Executive Development Program (2004). The following is a statement of performance for Deputy Commissioner Burn.

Key achievements

1. Conducted a review of the delivery of Corporate Services. Results included the realignment of safety functions into the Human Resources Command and the establishment of a model for the integration of Financial Services with Investment & Commercial functions
2. Oversaw the strategic budgetary, financial and human resource management, including the delivery of strategies to support ongoing global savings; the development of a Property Portfolio Strategic Plan; and the negotiation of a new Police Award
3. Oversaw the delivery of major initiatives aimed at injury prevention and improved return to work outcomes for injured police, including the introduction of load bearing vests; development of Fatigue Management Guidelines; introduction of supportive management training for supervisors; and development of a job dictionary
4. As Corporate Spokesperson for Customer Service, managed the continued development of customer service initiatives including the successful commencement of the Community Awareness of Policing Program, the expanded use by the NSW Police Force of social media and the introduction of the Commissioner's Customer Service Excellence Awards
5. Managed the NSW Police Force response to the recommendations of the ICAC investigation into corruption in the provision and certification of security industry training (Operation Columba).

SIGNED: A P Scipione APM, Commissioner of Police

NAME **Naguib (Nick) KALDAS APM**
POSITION **Deputy Commissioner, Specialist Operations**
SES LEVEL **7 (1 March 2008 – present)**
On secondment to the United Nations (1 July 2009 – 28 March 2010)
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$326,375 per annum**



Nick Kaldas APM joined the NSW Police Force in 1981 and commenced as Deputy Commissioner Specialist Operations in March 2008. He was a negotiator for over 10 years, achieving national counter terrorist level, and completed the FBI Hostage Negotiator's Course in Quantico, Virginia in 1996. He holds a Masters Degree in Public Policy & Administration (Charles Sturt University) and is a graduate and former visiting Fellow of the Management of Serious Crime Program (AFP). Deputy Commissioner Kaldas has also successfully completed the Police Executive Leadership Program at the Australian Institute of Police Management, Manly and the Leadership in Counter Terrorism Program conducted by the FBI. For a substantial period of this reporting year, Deputy Commissioner Kaldas was seconded to the United Nations as Chief of Investigations for the Special Tribunal for Lebanon. The following is a statement of performance for Deputy Commissioner Kaldas.

Key achievements

1. Continued to contribute to driving counter terrorism strategies and legislation at a national level as the NSW Police Force representative on the National Counter Terrorism Committee and the Federal Cabinet Committee on Counter Terrorism
2. Continued to contribute to embedding the corporate strategy of fostering cultural diversity within NSW Police Force to reflect the diversity of our community as the NSW Police Force Corporate Spokesperson for Cultural Diversity
3. Instrumental in implementing the new operational model of the Commissioner's Advisory Council on Culturally Responsive Policing, including the oversight of the public consultation and caucus components
4. Strategic oversight of the use by NSW Police Force of the *Crimes (Criminal Organisations Control) Act 2009*
5. Worked collaboratively with other law enforcement agencies in the development of multi-jurisdictional responses to organised crime.

SIGNED: A P Scipione APM, Commissioner of Police

NAME **David John Owens APM**
POSITION **Deputy Commissioner, Field Operations**
SES LEVEL **7 (1 December 2007 - present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$326,375 per annum**



Dave Owens APM joined the NSW Police Force in 1981 and commenced as Deputy Commissioner Field Operations in December 2007. His qualifications include a Graduate Certificate in Management (University of Wollongong), a Diploma in Criminology (University of Sydney) and a Diploma in Human Resource Management (Sydney TAFE). Deputy Commissioner Owens has also successfully completed the Police Executive Leadership Program at the Australian Institute of Police Management, Manly. He also participated in the National Executive Program conducted by the FBI. The following is a statement of performance for Deputy Commissioner Owens.

Key achievements

1. Effectively managed the Field Operations Command, which included the six NSW Police Force Regions (80 LACs), the Major Events & Incident Group, Traffic Services Branch and Operational Programs
2. Continued to oversee the statewide roll-out and training of TASER to all 80 LACs and other frontline police officers
3. Strategic oversight of state and regional operations and programs, which has seen falling or stable crime rates across all major crime categories.
4. Provided leadership and support to the Emergency Management Unit to improve our corporate capability in emergency response and business continuity
5. As State Emergency Operations Controller (SEOCON), coordinated our state's whole of government response to various bushfire emergencies in partnership with the NSW Rural Fire Service; and the north western floods in March 2010 in partnership with the NSW State Emergency Service.

SIGNED: A P Scipione APM, Commissioner of Police

NAME Jenny Sophia Birch
POSITION Acting Director, Investment & Commercial Services
SES LEVEL 5 (4 January 2010 – present)
 Temporarily appointed to the position 4 January 2010
POSITION General Manager Strategic Procurement & Contract Services
SES LEVEL 2 (4 January 2007 – 3 January 2010)
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 \$231,951 per annum



Ms Birch has been acting as Director, Investment & Commercial Services while Mr John Karaboulis has been on secondment to the Ministry of Transport for a period of this reporting year. The following is a statement of performance for Ms Birch.

Key achievements

1. Led the continued implementation of fleet optimisation strategies to maximise fleet asset utilisation and deliver a more efficient service
2. Led the continued development and implementation of a commercial strategy for the NSW Police Force Radio Communication Tower portfolio
3. Led the construction of new police properties at Windsor, Lake Illawarra, Kempsey, Wyong, Raymond Terrace, Burwood, Narellan and Goulburn Police College, and residential housing within the Western Region
4. Managed the development and delivery of the NSW Police Force Capital Works program with a value of \$145 million
5. Led the development of the 2009-10 to 2018-19 NSW Police Force Total Asset Management Plan.

SIGNED: C J Burn APM, Deputy Commissioner Corporate Services

NAME Stephen Bradshaw APM
POSITION Commander, Western Region
SES LEVEL 5 (18 July 2005 – present)
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 \$252,564 per annum



The following is a statement of performance for Assistant Commissioner Bradshaw.

Key achievements

1. Provided effective crime, people and financial management in the Western Region
2. As Corporate Spokesperson for Aboriginal Issues, continued to focus on a number of projects including Reducing the GaP, Keeping them Safe, IPROWD, identifying juvenile offenders using crime corridors, promoting better government services and support for victims of crime within the Western Region. Continued the Aboriginal Cultural Awareness Training for local police and promoted the NSW Police Force Aboriginal Strategic Direction
3. Represented the NSW Police Force on the Pastoral & Agricultural Crime Working Party as Corporate Spokesperson for Rural Crime, ensuring rural crime is addressed by government and non-government agencies
4. Continued to focus on the Cross Border Justice Project by obtaining the support of the Queensland Police Executive, and engaging the Victorian and South Australian Police Executive to implement legislation to reduce crime by streamlining investigations in border areas
5. Oversaw Operation Mountaineer to maintain public order at Mt Panorama during the Bathurst races and continued with the trial of LiDAR speed detection equipment at isolated stations to increase visibility of traffic enforcement.

SIGNED: D Owens APM, Deputy Commissioner Field Operations

NAME **Paul Anthony Carey APM**
POSITION **Commander, Professional Standards Command**
SES LEVEL **5 (3 March 2008 - present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



The following is a statement of performance for Assistant Commissioner Carey.

Key achievements

1. As the Corporate Spokesperson for Professional Standards, implemented the Ethical Health Strategy to ensure that ethics is embedded in all facets of policing
2. Sponsored a review of the application of Part 9 of the *Police Act 1990* to improve industrial decision making with a focus on fairness, transparency and responsibility
3. Launched the Professional Standards Duty Officer's Forum and Development Program with a focus on a transparent and accountable complaint management process for the NSW Police Force
4. Oversaw the relocation of the command to Redfern
5. Continued to develop and promote products and services that help strengthen the professional conduct standards of the NSW Police Force.

SIGNED: N Kaldas APM, Deputy Commissioner Specialist Operations

NAME **Jean Clarel Castagnet**
POSITION **Acting Chief Financial Officer and Director, Financial Services & Audit**
SES LEVEL **5 (4 May 2010 – present)**
Temporarily appointed to the position 4 May 2010
POSITION **General Manager, Management Accounting & Reporting**
Senior Officer 3 (10 April 2007 – 3 May 2010)
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$217,490 per annum**



Mr Castagnet has been acting as Chief Financial Officer following the resignation of Mr Arthur Diakos. The following is a statement of performance for Mr Castagnet.

Key achievements:

1. Provided effective and strategically focused financial and budgetary management advice and reporting
2. Further refined corporate financial and budgetary policies, systems and procedures, including improved corporate financial and budgetary reporting and allocation framework
3. Directed the preparation and submission of the NSW Police Force statutory accounts
4. Participated in the development of budget savings strategies, including the delivery of corporate services efficiency review initiatives, and provided effective monitoring and reporting against established targets
5. Ensured continued reduction in transaction processing costs while improving centralised transaction processing services.

SIGNED: CJ Burn APM, Deputy Commissioner Corporate Services

NAME **Alan John Clarke APM**
POSITION **Commander, Major Events & Incidents Group**
SES LEVEL **5 (21 October 2009 – present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



The following is a statement of performance for Assistant Commissioner Clarke.

Key achievements

1. Improved organisational capability to plan for major events and respond to incidents and emergencies. Oversaw the police planning for major events including New Years Eve, the Sydney Gay & Lesbian Mardi Gras, as well as Bathurst and Homebush V8 Supercar Races
2. Worked closely with the Department of Premier & Cabinet and other agencies to ensure coordinated delivery of services for major events
3. Led the development of the Incident Commanders Course, introducing competency standards and improved learning outcomes
4. Worked with regions to develop statewide crime operations under Operation Vikings, achieving a record 52,000 pro-active shifts
5. Made a significant contribution to the roll out of TASERs to general duties and other frontline officers, including a introducing high level governance and audit procedures as Chair of the TASER Executive Committee.

SIGNED: D Owens APM, Deputy Commissioner Field Operations

NAME **Denis John Clifford APM**
POSITION **Commander, North West Metropolitan Region**
SES LEVEL **5 (1 January 2006 – present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



The following is a statement of performance for Assistant Commissioner Clifford.

Key achievements

1. Provided effective crime, people and financial management in the North West Metropolitan Region
2. Contributed to the governance of the Operational Policing Program and development of the Business Case for COPS Modernisation Project as the senior business representative on the Operational Policing Program Board of Governance and Chair of the Senior User Group
3. Contributed to the prioritisation of major capital projects for the NSW Police Force as a member of the Investment Advisory Committee
4. Oversaw emergency management planning, response and coordination of other government and support agencies, and the management of rescue training and response within the districts as chair of both the Northern and Western Sydney Emergency Management District Committees and the District Rescue Committees
5. As co-sponsor of the project, contributed to the implementation of the Penrith/St Mary's Family Violence Case Management Pilot Program to reduce domestic and family violence in the area.

SIGNED: D Owens APM, Deputy Commissioner Field Operations

NAME **Michael John Corboy APM**
POSITION **Commander, Education & Training Command**
SES LEVEL **5 (3 March 2008 – present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



The following is a statement of performance for Assistant Commissioner Corboy.

Key achievements

1. Met key business plan expenditure targets, and streamlined police recruitment processes and supporting technology and systems
2. Commissioned and delivered a Strategic Leadership Program for NSW Police Force Executives
3. Commissioned and delivered the Virtual Weapons Training Facility and associated curriculum at the Police College, Goulburn
4. Improved community engagement through the Recruits television program and 25th anniversary celebrations of the Police College, Goulburn
5. Commissioned and delivered extra student accommodation, common rooms and classrooms.

SIGNED: CJ Burn APM, Deputy Commissioner Corporate Services

NAME **Peter Edward Dein APM**
POSITION **Commander, Counter Terrorism & Special Tactics**
SES LEVEL **5 (3 March 2008 – present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



The following is a statement of performance for Assistant Commissioner Dein.

Key achievements

1. Provided effective management of the Counter Terrorism & Special Tactics Command in line with corporate directions, including financial management
2. Developed strong community links through the Counter Terrorism Business Liaison Unit, Community Contact Unit and Protection Programs Unit to ensure the provision of counter terrorism services, including security for places of mass gatherings, critical infrastructure and national icons
3. Maintained a professional lecture series on counter terrorism that focuses on long term challenges and trends in counter terrorism
4. Continued the counter terrorism investigative efforts in New South Wales with the Australian Federal Police, the Crime Commission, ASIO and the NSW Police Force Counter Terrorism investigative and intelligence teams
5. Represented the NSW Police Force on the National Counter Terrorism Committee – Investigative Support Capability Coordination Sub Committee and other committees.

SIGNED: N Kaldas APM, Deputy Commissioner Specialist Operations

NAME **Peter Gallagher APM**
POSITION **Visiting Fellow of the Australian Institute of Police Management (14 May 2009 – present)**
SES LEVEL **5**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



The following is a statement of performance for Assistant Commissioner Gallagher.

Key achievements

1. Seconded to the Australian Institute of Police Management, Sydney as external placement development opportunity
2. Acted as syndicate leader and coordinator to various international policing and emergency management programs
3. Lectured at a senior management program conducted in British Columbia by the Royal Canadian Mounted Police
4. Assisted in the development and delivery of programs to the Royal Solomon Islands Police Force and Police Forces of the Federated States of Micronesia
5. Led an international team to review the leadership development training provided to the Royal Solomon Islands Police Force as part of the Australian Federal Police International Deployment Group capacity building with RAMSI – the Regional Assistance Mission Solomon Islands.

SIGNED: CJ Burn APM, Deputy Commissioner Corporate Services

NAME **David William Hudson APM**
POSITION **Commander, State Crime Command**
SES LEVEL **5 (3 March 2008 – present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



The following is a statement of performance for Assistant Commissioner Hudson.

Key achievements

1. Strategic oversight of the management and investigation of serious and organised crime, in line with the NSW State Plan priority to reduce rates of crime and antisocial behaviour
2. Worked collaboratively with other law enforcement agencies to develop and promote best practice in the investigation of organised crime, including the development of multi-jurisdictional information sharing and cross border investigation protocols
3. Contributed to the leadership and development of detectives in recruitment, retention and training as Chair of the Detectives' Board
4. Promoted the professional development of detectives to reflect contemporary law enforcement strategies, through sponsorship of the Expert Referral Team and Detectives Education Program
5. As acting Deputy Commissioner Specialist Operations for a significant part of the reporting year, oversaw and contributed to driving the strategies for all specialist commands including, the State Crime Command, the Counter Terrorism & Special Tactics Command, the Police Prosecutions Command, Professional Standards Command, the Forensic Services Group, the Special Services Group, and the Operational Communications & Information Command.

SIGNED: N Kaldas APM, Deputy Commissioner Specialist Operations

NAME **Mark John Hutchings APM**
POSITION **Acting Commander, Special Services Group**
SES LEVEL **5 (15 April 2010 – present)**
Temporarily appointed to the position 15 April 2010
POSITION **Commander, Marine Area Command**
SUPERINTENDENT **1 January 2008 – 14 April 2010**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$217,490 per annum**



Assistant Commissioner Hutchings has been acting as the Commander, Special Services Group (SSG) since the retirement of Assistant Commissioner Peter Parsons. The following is a statement of performance for Assistant Commissioner Hutchings.

Key achievements

1. Developed and implemented a set of national police protocols for reporting crimes at sea, on behalf of the Australasian Commissioners Conference
2. Completed a major review of the legislative, assessment, audit and compliance processes performed by the Telecommunications Interception Branch
3. Continued to lead planning discussions for the relocation of SSG branches from Zetland in 2010-11
4. Led the development of an State Surveillance Branch Strategic Plan 2010-15, designed to increase service delivery and meet future technology, criminal methodology and investigative demands
5. Ensured efficient financial systems and finance committees are in place and effectively managed, which resulted in the SSG being under budget at the end of the financial year.

SIGNED: N Kaldas APM, Deputy Commissioner Specialist Operations

NAME **Mark Oswell Jenkins APM**
POSITION **Acting Director, Corporate Human Resources**
SES LEVEL **5 (6 July 2009 – present)**
Temporarily appointed to the position 6 July 2009
POSITION **Manager, Human Resources Special Projects**
SUPERINTENDENT **1 July 2008 – 5 July 2009**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$217,490 per annum**



Assistant Commissioner Jenkins has been acting in the vacant position of Director, Corporate Human Resources since 6 July 2009. The following is a statement of performance for Assistant Commissioner Jenkins.

Key achievements

1. Oversaw the finalisation of the new Police Award negotiations, its implementation and associated changes in policy, systems and processes
2. Oversaw significant improvement in the Human Resources Policy Framework including new or amended Sick Leave, Breastfeeding, Temporary Employees, Executive Temporary Appointments, Secondary Employment, Purchased Leave Scheme and Full-time Leave without Pay Policies
3. Managed a review of the promotion system, while continuing to meet operational requirements
4. Delivered improved human resource services including a 25% reduction in the number of overstrength positions, a reduction in the number of outstanding hurt on duty claims for pre 88 police, an 8% increase in revenue base in terms of recoup from seconded officers and a reduction in the number of excess officers during a difficult employment climate, by way of a statewide advertising freeze
5. Improved reporting, policy, management systems and training in terms of equity, including the implementation of Supportive Leadership Training Program for sergeants, improved equity reporting, completion of mandatory training and implementation of equity interventions within commands.

SIGNED: CJ Burn APM, Deputy Commissioner Corporate Services

NAME **John Karaboulis**
POSITION **Director Commercial & Investment Services**
SES LEVEL **5 (23 January 2006 – 8 November 2009)**
On Secondment to Ministry of Transport (9 November 2009 – present)
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$248,893 per annum**



Mr Karaboulis has been on secondment to the Ministry of Transport and Police & Emergency Services NSW for this reporting year. Ms Jenny Birch has been acting as the Director, Commercial & Investment Services since his secondment began.

SIGNED: CJ Burn APM, Deputy Commissioner Corporate Services

NAME **Peter Gerard Mcerlain APM**
POSITION **Acting Commander, South West Metropolitan Region**
SES LEVEL **5 (30 January 2010 – present)**
Temporarily appointed to the position 30 January 2010
POSITION **Commander, Eastern Beaches LAC**
SUPERINTENDENT **16 March 2008 – 29 January 2010**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$217,490 per annum**



Acting Assistant Commissioner Mcerlain has been acting in the position of Commander, South West Metropolitan Region. The following is a statement of performance for Assistant Commissioner Mcerlain.

Key achievements

1. Provided effective crime, people and financial management in the South West Metropolitan Region
2. Continued to drive down crime in accordance with State Plan objectives
3. Established the Islamic Cultural Awareness Education Program
4. Effectively planned the management and coordination of Operation Lockdown, the largest ever South West Metropolitan Region enforcement operation targeting robbery, street crime, antisocial behaviour and outstanding warrants
5. Under Operation Amarak, refocused the Region Enforcement Squads to strategically and more effectively target specific crime problems.

SIGNED: D Owens APM, Deputy Commissioner Field Operations

NAME **Carmine (Frank) Mennilli APM**
POSITION **Acting Commander, Central Metropolitan Region**
SES LEVEL **5 (11 July 2009 – present)**
Temporarily appointed to the position 11 July 2009
POSITION **Commander, South West Metropolitan Region**
SES LEVEL **5 (3 March 2008 – 10 July 2009)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



Assistant Commissioner Mennilli has been acting in the position of Commander, Central Metropolitan Region. The following is a statement of performance for Assistant Commissioner Mennilli.

Key achievements

1. Provided effective crime, people and financial management in the Central Metropolitan Region
2. Implemented the Central Metropolitan Region Strategic Plan with a focus on event and traffic management, alcohol related crime, youth crime, repeat offenders, strategic staffing and injury management
3. Oversaw a number of operations within the region aimed at reducing crime and fear of crime as well as the NSW component of Operation Unite, a national public order operation
4. As the Corporate Spokesperson for Custody & Corrections, progressed the management, supervision and transportation of bail refused prisoners between NSW Police Force, the Department of Juvenile Justice and the Department of Corrective Services
5. As acting State Emergency Operations Controller managed the NSW Police Force response to the Samoan Tsunami in September 2009, a major gas disruption in the Southern Highlands in May 2010 and floods in northern NSW in March 2010.

SIGNED: D Owens APM, Deputy Commissioner Field Operations

NAME **Mark John Murdoch APM**
POSITION **Commander, Southern Region**
SES LEVEL **5 (1 January 2009 – present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



The following is a statement of performance for Assistant Commissioner Murdoch.

Key achievements

1. Maintained a significant focus on the sale and consumption of alcohol resulting in the rate of assault, particularly alcohol related assault, falling to historically low levels across the region
2. Worked successfully with licensed premises in the Wollongong CBD to negotiate and implement a range of conditions, including lock outs, to improve public amenity and increase community safety
3. Provided effective financial management and control of the Southern Region budget
4. As the Corporate Spokesperson for Domestic & Family Violence, promoted the development and online publication of the *NSW Police Force Domestic Violence Code of Practice*. This is the first document of its type publicly available to the community of NSW
5. Ensured the maintenance of high level incident and emergency response capability across the Southern Region as the District Emergency Operations Controller for the Illawarra, Monaro, Murray, Riverina and Southern Highlands Emergency Management Districts.

SIGNED: D Owens APM, Deputy Commissioner Field Operations

NAME **Dr Michael Anthony (Tony) Raymond AM**
POSITION **Acting Director, Forensic Services Group**
SES LEVEL **5 (23 May 2010 – present)**
Temporarily appointed to the position 23 May 2010
POSITION **Chief Scientist, Forensic Science Services Branch**
SENIOR OFFICER **3 (1 July 2009 – 22 May 2010)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$217,490 per annum**



Dr Raymond has been acting as the Director, Forensic Services Group. The position has been filled by several short term relieving appointments since becoming vacant in January 2010. The following is a statement of performance for Dr Raymond.

Key achievements

1. Provided effective management of the Forensic Services Group, including financial management
2. Delivered increased capability and quality standards through building operational capacity of robotics and associated technology at the Division of Analytical Laboratories; completion of two mobile forensic laboratories; continued support to the Cold Case Justice Project; and achieved accreditation by the National Association of Testing Authorities of all units of the Forensic Science Services Branch
3. Achieved a negotiated partnership with the University of Western Sydney to provide a joint crime scene training facility
4. Provided leadership on strategic issues including finalising the full field and laboratory operational rollout of all Pemulwuy specialist elements; progressing issues arising from the Auditor General's Report on Forensic Evidence Management; and input into the Child Abuse & Sexual Assault Forensic & Medical Clinical Network
5. Contributed to international forensic science and policing agendas through leadership and participation in the 16th International Interpol Forensic Science Symposium, Interpol Monitoring Expert Group, Senior Managers of Australia and New Zealand Forensic Laboratories (SMANZFL), Australia New Zealand Policing Advisory Agency National Institute of Forensic Science (ANZPAA NIFS), International Forensic Science Alliance (as Australasian International Liaison Officer) and the 20th Australia New Zealand Forensic Science Symposium.

SIGNED: N Kaldas APM, Deputy Commissioner Specialist Operations

NAME **Julie Mary Roberts**
POSITION **Chief Information Officer, Business & Technology Services (BTS)**
SES LEVEL **5 (3 October 2006 – present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$236,341 per annum**



The following is a statement of performance for Ms Roberts.

Key achievements

1. Oversighted the progressive replacement of Information Technology equipment to ensure police systems and tools are effective and available 24 hours a day. Ensured the provision of support for more than 200 systems
2. Coordinated improvement to systems and processes, including the protection of systems against external network attacks; automation of finance forms; implementing the Police Recruitment System and Child Well Being Interface; and enabled systems to comply with legislative changes
3. Oversaw the upgrading of the mainframe; redesign of the NSW Police Force website; and the continued deployment of mobile data terminals in police vehicles
4. Supervised provision of appropriate BTS input, support, infrastructure and implementation services for projects being managed by Operational Communications & Information Command and Forensic Services Group
5. Drove the survey of Information, Communication & Technology (ICT) expenditure. The review included identifying baseline data, then identifying savings of 5% that will be applied in 2010/11 and savings of 10% that will be applied in 2011/12 and following years.

SIGNED: N Kaldas APM, Deputy Commissioner, Specialist Operations

NAME **Lee Ellen Shearer APM**
POSITION **Commander, Northern Region**
SES LEVEL **5 (4 February 2008 – 4 May 2010)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



Assistant Commissioner Lee Shearer was on leave for a significant period of this reporting year. Assistant Commissioner Carlene York commenced duties as the Commander, Northern Region on the 8 February 2010.

SIGNED: D Owens APM, Deputy Commissioner Field Operations

NAME **Robert James Waites APM**
POSITION **Commander, Operational Communications & Information Command**
SES LEVEL **5 (10 July 2005 – present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



The following is a statement of performance for Assistant Commissioner Waites.

Key achievements

1. Delivered the second year of a seven year Radio Communications Maintenance Program at a cost of \$13.1 million capitalising on the \$16.4 million expended in 2008-2009, with a continued focus on the replacement of mobile and portable radios for frontline police, improving base stations and regional communications. Achieved funding for the third year of \$11.1 million
2. Finalised the staged delivery of a two year capially funded program responding to recommendations made following the public order incident at Cronulla in December 2005. The VIEW Programme has delivered a CCTV Register; Imagery Management System; significantly enhanced capacity to receive and filter imagery through Crime Stoppers and to major strike forces through the internet and mobile phone technology; and improved imagery management to enhance investigative capacity
3. Worked towards resolving radio communications spectrum issues by continuing to represent police on the National Forum of the Law Enforcement & Security Radio Spectrum Committee (LESRSC) and worked with other national committees
4. Implemented the recommendations arising from a review of the Missing Persons Unit to improve efficiencies and case management practices, including Operation Firenze, focusing on the identification of long term missing persons
5. Continued collaboration with the Department of Services, Technology & Administration towards the long term strategy of one Government Radio Network (GRN) for law enforcement, public safety and emergency services in NSW, with a particular focus on ensuring the availability of spectrum and capacity of equipment to policing requirements.

SIGNED: N Kaldas APM, Deputy Commissioner Specialist Operations

NAME **Carlene York APM**
POSITION **Commander, Northern Region**
SES LEVEL **5 (8 February 2010 – present)**
Temporarily appointed to the position 8 February 2010
POSITION **Commander, Forensic Services Group**
SES LEVEL **5 (16 November 2005 – 7 February 2010)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2010 **\$252,564 per annum**



Assistant Commissioner York assumed the role of commander of the Northern Region on 8 February 2010. Previously she was the Commander of the Forensic Services Group. The following is a statement of performance for Assistant Commissioner York.

Key achievements

1. Provided effective crime response management in the Northern Region and advocated on behalf of victims of crime, specifically promoting the trial of the Domestic Violence Partnership Program in two LACs with a view to expanding the program across the region
2. Provided strategic management and oversight of major emergencies and incidents including natural disasters and public order incidents (including the Lennox Heads natural emergency and large scale music festivals)
3. Achieved significant reduction in Northern Region's expenditure compared with the previous fiscal year
4. While balancing operational needs, led the Northern Region to achieve corporate human resource goals in the areas of position management principles, injury management processes and officer welfare
5. As Commander, Forensic Services Group, used innovation and emerging technology to drive improved field-based and laboratory processes in support of criminal investigation and incident response.

SIGNED: D Owens APM, Deputy Commissioner Field Operations

APPENDIX 13 RESEARCH AND DEVELOPMENT

TABLE 1 COMPLETED PROJECTS

PROJECTS WHERE NSW POLICE FORCE INVOLVEMENT HAS BEEN COMPLETED	AGENCIES INVOLVED	FUNDING AND STATUS
Causes of the Australian heroin drought	National Drug Policy Modelling Program, National Drug & Alcohol Research Centre, UNSW, Carnegie Mellon University USA	Police data supplied. No police funding
Comparison of police custody practice in the London Metropolitan Police, Republic of Ireland, NSW and Philadelphia	Institute of Criminology Cambridge University, researcher locally hosted by UNSW	Funded by the British Academy. No police funding. NSW Police Force component completed, and report expected following data collection in USA and Ireland
Disability access officer at court trial	NSW justice agencies. Department of Aging, Disability & Home Care is lead agency, UNSW contracted to undertake research	No police funding. NSW Police Force component completed.
Drug Law Enforcement Performance Measurement Framework	Australian Institute of Criminology (AIC)	National Drug Law Enforcement Research Fund. No police funding. NSW Police Force contribution to data collection completed and AIC finalising project
Enforcement of immigration law	University of NSW	Australian Research Council Discovery Grant. No police funding. Main focus is Department of Immigration and Australian Federal Police. Interviews with NSW Police Force staff completed
Evaluation of Mental Health Intervention Team Trial	Charles Sturt University and NSW Police Force	NSW Police Force and Charles Sturt University, \$80,000. Completed.
Mindfulness-based emotional intelligence training: Evaluating its efficacy and mechanisms of change	University of Wollongong and NSW Police Force, Special Services Command and Education Services	Australian Research Council Linkage Grant and NSW Police Force. Agency contribution \$50,000 over life of project. All police involvement completed. Awaiting final report
Observatory Domestic Violence Study	Griffith University	Australian component of international study. No police funding. NSW Police Force data collection completed. Awaiting final report
Perceptions of how child protection authorities work: values, processes and challenges	Professor Valerie Braithwaite, Mary Ivec, Australian National University	No police funding. Invitation for police to participate in national survey of child protection services. Police contribution completed
Policing and public sex	University of Surrey Department of Sociology	No police funding. Data collection phase completed. Draft report received
Policing with intelligence: intelligence-led policing in NSW	UNSW honours student	No police funding

APPENDIX 13 RESEARCH AND DEVELOPMENT continued

TABLE 2 CURRENT PROJECTS

CURRENT PROJECTS	AGENCIES INVOLVED	FUNDING
A criminalistic approach to biological evidence: Trace DNA and volume crime offences	University of Technology Sydney, Victoria Police Forensic Services Centre, Australian Federal Police	PhD project, in kind support. No police funding
Forensic analysis of glass fragment in head wear and on hair	Honours Student, University of Technology, Sydney, NSW Police Force Forensic Services Group	In kind support. No police funding
Agent based simulation of a multi-queue emergency services call centre to evaluate resource allocation	University of Newcastle	PhD project. No police funding
Biometrics vulnerability assessment project	National Security Science and Technology Branch, Biometrics Institute University of Canberra, Forensic Services	Funded by Department of Prime Minister & Cabinet. No police funding. Methodology for face and fingers completed, being developed for voice
A comparison of methods of mounting hair for microscopic analysis	Two student interns from the University of Technology, Sydney, NSW Police Force Forensic Services Group	In kind support. No police funding
Customer service provision at the front line	Charles Sturt University/NSW Police Force	Funded by NSW Police Force and Charles Sturt University \$50,000
Development of a glass refractive index and elemental composition database	Three student interns from the University of Technology, Sydney, NSW Police Force Forensic Services Group	In kind support. No police funding
Development of a validated protocol for environmental sampling of bacterial spores from contaminated crime scenes	Emergency Management Australia and NSW Police Force Forensic Services Group	Funded by Emergency Management Australia, \$89,000
Effects of biological decontamination on the recovery of critical forensic evidence	University of Technology Sydney, Australian Nuclear Science & Technology Organisation (ANSTO), NSW Police Force Forensic Services Group	PhD project, in kind support. No police funding. Funded by ANSTO
Evaluation of Diploma of Policing Practice mental health curriculum	University of New England and Charles Sturt University	PhD project. No police funding
Evaluation of psychological testing in NSW Police Force selection and recruitment	UNSW masters student	No police funding
Evaluation simulated leadership training exercises using the Hydra suite of programs	Charles Sturt University	PhD Project. No police funding
Forensic applications of infrared spectral imaging	University of Technology, Sydney, NSW Police Force Forensic Services	PhD project. No police funding
Homicide Investigation Manual	Charles Sturt University, NSW Police Force Education & Training Command, NSW Police Force State Crime Command	Project jointly funded by Charles Sturt University and NSW Police Force \$50,000 pa
Homicide solvability	Bond University	PhD project. No police funding
Improving insect based technology for minimum death time estimates in forensic investigations in Australia	University of Wollongong, Victorian Institute of Forensic Medicine, CSIRO Entomology, Australian Federal Police, Victoria Police, NSW Police Force Forensic Services	ARC linkage project, NSW Police Force contribution \$20,000 plus in kind support
Investigation of the trace evidence characteristics of DNA	University of Technology Sydney, Forensic Services	PhD project, NSW Police Force staff member. No police funding
Learning in early career police	University of Wollongong, Charles Sturt University	Part time PhD project. No police funding
People with mental health disorders and cognitive disability in the criminal justice system	Justice Health, Department of Corrective Services New South Wales, New South Wales Council for Intellectual Disability, NSW Police Force, NSW Department of Housing, Department of Juvenile Justice	Australian Research Council and partner agencies, NSW Police Force contribution \$60,000

APPENDIX 13 RESEARCH AND DEVELOPMENT continued

TABLE 2 CURRENT PROJECTS CONTINUED

CURRENT PROJECTS	AGENCIES INVOLVED	FUNDING
Perceptions of criminal justice system workers in regard to people with mental health disorders and cognitive disability	PhD sub-project of the previous project	PhD Project, sub-project of previous project on list.
Plural policing: policing sporting events, a comparative study of public-private policing interactions at major sporting events	University of NSW	PhD project. No police funding
Police and magistrate perceptions of the <i>Young Offenders Act 1997</i>	Charles Sturt University	CSU small project grant. Second phase of research. No police funding
Police community relations – Macquarie Fields	University of New England, Charles Sturt University	PhD project. No police funding
Police Leadership in the 21st Century: redesigning roles and practices	NSW Police Force, Charles Sturt University, University of Western Sydney, Western Australia Police, University of Otago, NSW Police Association	Australian Research Council Linkage project
Policing public opinion	Sydney University Institute of Criminology	No police funding
Reporting Child Sexual Abuse	Charles Sturt University	No police funding
Resilience among NSW Police Force	NSW Police Force Safety Command and Charles Sturt University	NSW Police Force Safety Command, \$100,000 over life of project
Resilience in Operational Policing: The influence of organisational factors on police commitment, challenge and control	University of Western Sydney, Psychology	Masters project. No police funding
Safety in the heavy vehicle industry: a collaborative response	University of Sydney, National Transport Corporation, Australian Transport Safety Bureau, Queensland Transport, DiagnoseIT Pty Ltd, NSW Police Force Traffic Services	Australian Research Council and partner agencies. NSW Police Force in kind contribution
Serial sex crimes in Australia: a comparative study of profiling patterns	Queensland University of Technology	PhD project. No police funding
Space, policy and professional practice. An analysis of child wellbeing policies in the professional practice areas of education, health and policing	Charles Sturt University Research Institute for Professional Practice, Learning and Education	PhD Project. No police funding
The effects of biological decontamination on the recovery of critical forensic evidence	University of Technology Sydney, Forensic Services	PhD project, NSW Police Force staff member. No police funding
The functional significance of motor laterality in dogs	The University of Sydney, Guide Dogs NSW/ACT, NSW Police Force – State Protection Group – Dog Unit	Australian Research Council and partner agencies, NSW Police Force in kind contribution only
The influence of university education on police manager's perceptions of and confidence in their decision making abilities	Charles Sturt University Graduate School of Policing/Edith Cowan University	PhD project. No police funding
The recovery of marks from items contaminated with the body fluids from decomposing cadavers	University of Amsterdam and NSW Police Force Forensic Services Group	In kind support. No police funding
The validation and extension of mRNA multiplex kit of the forensic examination of human body fluids	University of Amsterdam and NSW Police Force Forensic Services Group	In kind support. No police funding
Use of khat among Horn of Africa communities in Australia	University of Queensland School of Law	No police funding. Funded by the National Drug & Alcohol Research Centre
Validation and verification of electronic evidence: developing a testing regime for digital forensic software reliability	University of South Australia, National Institute of Forensic Science, NSW Police Force State Electronic Evidence Branch, Australian Federal Police, South Australian Police	Australian Research Council and partner agencies. NSW Police Force in kind contribution

APPENDIX 14 OVERSEAS TRAVEL

OPERATIONAL TRAVEL 2009-10

NAME/POSITION	PURPOSE	COUNTRY
One officer	Investigative inquiries	Canada
One officer	Investigative inquiries	Greece
One officer	Investigative inquiries	United States
Two officers	Investigative inquiries	United States
Two officers	Extradition	Singapore
Two officers	Investigative inquiries	United Kingdom
Three officers	Investigative inquiries	United States
One officer	Investigative inquiries	New Zealand
Two officers	Extradition	Portugal
Two officers	Extradition	Indonesia
Two officers	Extradition	United Kingdom
Two officers	Investigative inquiries	Belgium, Denmark, Turkey

NON-OPERATIONAL TRAVEL 2009-10

NAME/POSITION	PURPOSE	COUNTRY
Superintendent Michael Fuller	Research	United Kingdom
Inspector Peter Davis	Conference	United States
Deputy Commissioner Catherine Burn	Research	United Kingdom
Dr Susan Bennett	Conference	United States
Detective Sergeants Richard Sinclair and Peter Hennessy	Training	Vanuatu
Detective Superintendent Greig Newbery	Research	United Kingdom
Superintendent John Stapleton	Training	Malaysia
Detective Senior Constable Cameron Forsyth	Conference	United States
Detective Sergeant Lindsay Kerfoot	Research	Germany, Holland, Switzerland, United Kingdom
Dr Michael Anthony Raymond	Conference	United Kingdom
Senior Sergeant Andrew Brady	Conference	Israel, United Kingdom
Inspector Mark Carrick	Conference	Israel, United Kingdom
Inspector Gordon Dojcinovic	Conference	Israel, United Kingdom
Detective Superintendent Wayne Benson	Training	Malaysia
Assistant Commissioner Mark Murdoch	Training	United States
Mr Adam Brown	Conference	United States
Detective Inspector Stephen French	Conference	New Zealand
Father Paul O'Donoghue	Conference	New Zealand
Detective Inspector Gregory Judkins	Conference	South Africa
Detective Chief Superintendent Wayne Gordon	Training	United Kingdom
Superintendent Darryl Tuck	Conference	Singapore
Detective Inspector Wayne Hayes	Conference	Germany
Senior Constable Alan Fitzgerald and Special Constable Matthew Stanton	Research	United Kingdom, United States
Detective Inspector Mark Porter	Conference	Phillipines
Superintendent Robert Redfern	Research	India
Sergeant Ian Colless	Training	New Zealand

APPENDIX 14 OVERSEAS TRAVEL continued

NAME/POSITION	PURPOSE	COUNTRY
Assistant Commissioner Alan Clarke and Superintendent Craig Sheridan	Training	United Kingdom, Switzerland, Germany
Ms Sarah Yule	Conference	Singapore
Detective Chief Inspector Graeme Abel	Training	New Zealand
Superintendent John Stapleton	Training	United Kingdom
Inspector John Lipman and Senior Constable Stephen Jackson	Training	United States
Superintendent Jason Joyce	Research	Sri Lanka
Leading Senior Constables Mark Davidson and Glen Knox	Training	New Zealand
Senior Sergeant Kristy Walters	Secondment	France
Detective Superintendent Wayne Benson	Training	United Kingdom
Detective Inspector Ian Rotsey	Research	Russia
Detective Superintendent John O'Reilly	Conference	Singapore
Inspector Brenton Charlton	Training	United Kingdom
Superintendent Robert Redfern	Training	United Kingdom

APPENDIX 15 CONSULTANTS

(a) Engagements costing \$50,000 or greater:

Engagements costing \$50,000 or greater: Nil

(b) Engagements costing less than \$50,000:

There was one consultant engaged to assist with financial and management services. The cost was \$25,000.

APPENDIX 16 ASSET PURCHASE AND PROTECTION

The purchase of assets is undertaken under delegation from specific asset acquisition 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 Chief Financial Officer. These certificates are available to the Auditor General during his audit of the NSW Police Force accounts.

APPENDIX 17 ANNUAL REPORT PRODUCTION COSTS

The 2009-10 NSW Police Force Annual Report was produced by the Public Affairs Branch.

The total production cost was \$10,691 (exclusive of GST). This included design, printing and legal consultation to ensure the NSW Police Force met all legislative reporting requirements.

To reduce production costs in accordance with Premier's Memorandum 98/04, the NSW Police Force produced 100 CDs and 40 photocopies of the NSW Police Force Annual Report 2009-10. Further copies can be produced on request, using internal resources.

The Annual Report is also available on the NSW Police website www.police.nsw.gov.au.

APPENDIX 18 CREDITORS PAYMENTS AND CREDIT CARDS

Payment of accounts

1(A) CREDITORS' PAYMENT PERFORMANCE INDICATORS

QUARTER	ACCOUNTS PAID ON TIME TARGET %	ACCOUNTS PAID ON TIME ACTUAL %	ACCOUNTS PAID ON TIME \$'000	TOTAL AMOUNT PAID \$'000
September	99	85	112,789	133,311
December	99	80	134,018	167,974
March	99	78	86,020	110,364
June	99	88	161,154	184,280

Creditors payment performance is based on document date.

1(B) CREDITORS AGED ANALYSIS AS AT 30 JUNE 2010

QUARTER	CURRENT \$'000	BETWEEN 30 AND 60 DAYS OVERDUE \$'000	BETWEEN 60 AND 90 DAYS OVERDUE \$'000	MORE THAN 90 DAYS OVERDUE \$'000
September	13,484	37	33	(56)
December	13,219	(425)	(221)	(49)
March	14,333	32	2	(10)
June	4,234	1	7	(8)

This information is extracted from the Aged Accounts Payable Analysis as at September and December 2009, and March and June 2010. It includes data provided by NSW Police Force's external property service provider.

Bracketed numbers represent monies owed to the NSW Police Force through refunds etc.

Penalty interest paid during the year: Nil

2 COMMENTARY

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

- The requirement of accounts payable preparation by local business units and the physical transfer of this information to Internal Customer Services (ICS) have contributed to delays in the processing of accounts payable data.

2(b) Initiatives implemented to improve payment performance:

- Vendors requested to supply bank details for payment by EFT as part of an ongoing initiative to reduce cheque printing and dispatch
- Consolidation of multiple accounts from vendors where possible to improve payment processes and controls
- Introduction of a Purchase Card system in the NSW Police Force (Purchase Card transactions are excluded from this information)
- Encourage use of system purchase orders to enable vendor invoices to be forwarded directly to ICS for more timely processing.

Credit card certification

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

The credit card facility available within the NSW Police Force is the Corporate MasterCard. The card was issued to approved persons for official business expenses. Most transactions using the card were for minor maintenance and working expenses, and overseas travel purposes.

The use of credit cards within the NSW Police Force for the period 2009-10 was satisfactory and has been in accordance with the Premier's Memoranda and Treasurer's Directions.

APPENDIX 19 MATTERS ARISING FROM THE 2009-10 AUDIT

The Auditor observed that the NSW Police Force's liability for Partial and Permanent Disability benefits (PPI) increased from \$29.2 million at 30 June 2006 to \$190.2 million at 30 June 2010. The NSW Police Force will need to monitor its liquidity position closely to ensure it has sufficient funds to meet the increasing costs of the Scheme.

Response

The NSW Police Force, in consultation with NSW Treasury, will continue to monitor the liquidity position of the Scheme to ensure sufficient funds are available to meet Scheme costs. The NSW Police Force received Treasury supplementation during 2009-10 for the Scheme.

The Auditor observed that the management of the NSW Police Force's property portfolio was outsourced to an external service provider during 2006-07 financial year as a result of a Government directive. The State Property Authority (SPA) acts as the contract administrator, responsible for compliance and delivery of services by the service provider. The duties of SPA include formally directing the service provider, certifying works performed and recommending payment for services performed.

During the financial year, it did not appear that effective control mechanisms were in place to ensure that all work performed by the service provider was completed to an acceptable level of quality, or that costs billed were appropriate. SPA conducted a desk top review of the service provider's claims for work performed before certifying them for payment. Internal audit reviews were completed in September 2009 and April 2010 and made a number of recommendations.

It is acknowledged that some of the recommendations made by internal audit have been implemented and others are either on-going or in the process of being implemented. It is recommended that the NSW Police Force implement the outstanding recommendations in a timely manner to minimise the potential for fraud/misappropriation of funds and to maximise the effectiveness of maintenance spend.

Response

The NSW Police Force is working with SPA and the service provider to implement the agreed recommendations.

The Auditor observed that the *Crown Employees (Police Officers Death and Disability) Award 2005* (The Award) states that an employee may receive only one benefit; either a "partial and permanent disability benefit" (PPD) or "total and permanent disablement benefit" (TPD). There were a number of employees who received amounts as a PPD payment, but subsequently became eligible for a TPD payment. These employees were therefore required to return the PPD amount to the NSW Police Force.

The NSW Police Force has advised that it is implementing a new policy whereby the employee will only receive the difference between the PPD and TPD amount. It is encouraged that the NSW Police Force implement this new policy as soon as possible to overcome the current difficulties in recovering payments from former employees.

Response

The full bench of the Industrial Relations Commission (IRC) approved an amendment to *Clause 10.6* of the Death & Disability Award effective 8th June 2010. The NSW Police Force has implemented this amendment whereby the employee will only receive the difference between the PPD and TPD amount.

The Auditor observed that a significant portion of accounts receivables relates to a single debtor for worker compensation claims. The majority of amounts owing relate to significant delays in processing workers compensation claims lodged by the NSW Police Force.

The NSW Police Force should conduct a detailed review of its workers compensation claims processing to better understand the causes, and to implement strategies to minimise delays. It's understood that some of the causes may relate to a shortage of staff as well as staff not having a good understanding of the insurer's requirements. The need to improve how the NSW Police Force processes claims is particularly important with a new insurer from 2010-11.

Response

The NSW Police Force has made changes to processes and systems in 2009. The introduction of an online wage recoup in the SAP system, and process streamlining within the administrative staff has occurred. There has been improved communication with the insurer, specific task lists for workers compensation team to achieve and improved education and communication with administrative staff.

The Auditor observed that the liability for recreation leave decreased compared to prior years. The monetary value of the leave liability at 30 June 2010 was \$188.7 million, a decrease of 1.4% from last year. The actual entitlements hours have reduced by 229,043 and 41,188 hours respectively for sworn and unsworn officers.

The NSW Police Force is actively managing this issue however there are still a high number of officers who have excessive annual leave balances at 30 June 2010. The NSW Police Force should continue its efforts in managing excessive leave balances and continuously reassess the effectiveness of its existing strategies.

Response

The NSW Police Force will continue its efforts to monitor the leave balances and reduce them to an acceptable level without compromising the service delivery.

APPENDIX 20 INSURANCE ACTIVITIES

Property

The property insurance policy covers loss or damage to property (other than motor vehicle) owned, used, or in the control of the NSW Police Force. For 2009-10, the premium increased by 35%. The premium increase was due to increases in declared asset values and claims experience.

Miscellaneous

The miscellaneous insurance policy covers personal accident for volunteers, air travel and personal effects. The 2009-10 premium increased by 32%, which was due to increases in claims costs.

Public Liability

The public liability insurance policy covers all claims resulting from police activities for which the NSW Police Force is legally liable. For 2009-10, the premium increased by 2%. The premium increase was due to increases in claim numbers and costs for non-bodily small claims.

Motor vehicle

The motor vehicle insurance policy covers damage to any vehicle used by the NSW Police Force for authorised police operations and activities. For 2009-10, the motor vehicle premium decreased by 4%. The premium decrease was due to decreases in fleet size and claim numbers.

Workers Compensation

The workers compensation insurance policy covers work place related injuries for all unsworn staff and all sworn officers recruited after 1 April 1988. For 2009-10, the workers compensation premium increased by 25%. This was due to increases in wages and claims costs.

APPENDIX 21 PROPERTY DISPOSALS

In 2009-10 the NSW Police Force sold 12 properties for a total of \$6.509 million net.

SITE	PROCEEDS \$ MILLION
85 New England Highway, Aberdeen	0.190
403 Colley Street, Albury-East Lavington	0.173
106 Berowra Waters Road, Berowra	0.678
Corner Station & Bayliss Streets, Bethungra	0.149
30 Walgett Street, Brewarrina	0.005
65 Bourke Street, Brewarrina	0.059
11 Bridge Street, Brooklyn	0.488
60 Earlwood Avenue, Earlwood	1.056
22-26 Coronation Parade, Enfield	1.753
10-12 Hutchison Street, Granville	1.087
57 Merlin Street, The Oaks	0.384
10 Alison Street, Wyong	0.487

There were no properties disposed of which had a value of more than \$5.0 million. There was no family or business association between any of the buyers and the person responsible for approving disposal.

All properties disposed of were no longer suitable or were surplus to NSW Police Force requirements. All proceeds were retained by the NSW Police Force and used for re-investment in new buildings.

All properties disposed of in 2009-10 were sold in accordance with government policy. Documents relating to property disposal may be accessed under the *Freedom of Information Act 1989*.

APPENDIX 22 MAJOR WORKS IN PROGRESS

PROJECT	DUE FOR COMPLETION	COST TO 30/06/10 \$'000
BUILDINGS		
Bowral Police Station	2014	168
Burwood Police Station	2011	7,842
Glendale Police Station	2012	484
Granville Police Station	2011	12,674
Kempsey Police Station	2011	9,051
Lake Illawarra Police Station	2011	15,540
Leichhardt Police Station	2013	2,084
Liverpool Police Station	2013	1,800
Manly Police Station	2013	1,350
Moree Police Station	2013	600
Narellan Police Station	2011	6,441
Parramatta Police Station	2015	1,280
Prisoner Handling Upgrades at 14 Locations	2013	4,076
Raymond Terrace Police Station	2011	5,483
Riverstone Police Station	2012	1,128
Tweed Heads Police Station	2013	300
Wyang Police Station	2011	5,263
INFORMATION AND COMMUNICATION TECHNOLOGY		
Closed Circuit TV Database & Evidence Analysis	2011	8,794
Forensic and Exhibit Information Management System	2012	1,000
Interface with Justicelink On-Line Judicial System	2011	6,017
Police Education Centre	2011	483
Upgrade of core operating policing system	2012	23,515
PLANT AND EQUIPMENT		
Fitout of vehicles for additional police officers	2013	1,289
Helicopter replacement	2011	2,112
Rollout of Tasers to first response police	2013	4,851

The 'due for completion' dates are based on the estimated completion dates published in 2010-2011 Budget Paper No. 4 and may be subject to change.

HONOURS & AWARDS

COMMISSIONER'S AWARDS

Commissioner's Commendation – Courage

Awarded to officers for action in the line of duty where outstanding courage is required.

Prb Cst M Foot
Cst A Cross
Cst C Smith
Cst D Berea
Cst M Pasalic
Snr Cst D Harrison
Snr Cst D Penny
Snr Cst K Smith
Snr Cst MF Morris
Snr Cst S Lynch
Det Snr Cst L Scott
Det Snr Cst M Martin
Sgt Alan Spence

Commissioner's Unit Citation

Awarded to officers for outstanding collective service involving bravery or other merit.

IPROWD Project
Macquarie Fields – Public Order Management Response 2005 (addendum)
Special Crimes Unit, Professional Standards Command (16 members)
Strike Force Gain (addendum)

Commissioner's Certificate of Merit

Awarded to officers for exceptional performance of duty.

Prb Cst C Bartlett
Cst C Hoban
Cst N Langham
Snr Cst G Bills
Snr Cst G Bushell
Snr Cst K Wright
Snr Cst M Brennan
Snr Cst M L'Estrange
Snr Cst S McRae
Det Snr Cst A Gill
L/Snr Cst M Meagher
Sgt C Scarlett
Insp G Spinks

COMMISSIONER'S COMMUNITY SERVICE AWARDS

Commissioner's Community Service Commendation

Awarded to officers for outstanding service to the community as a voluntary representative of the NSW Police Force.

Supt S Waites APM

NSW POLICE MEDAL & MEDALLION

NSW Police Diligent & Ethical Service Medal

Awarded to sworn officers for 10 years of diligent and ethical service. A numbered Clasp is awarded for each additional five years of diligent and ethical service.

1,740 Medals and Clasps approved for serving police officers

229 retrospective NSW Police Diligent & Ethical Service Medals were approved

NSW Police Diligent & Ethical Service Medallion

Awarded to administrative officers for 10 years of diligent and ethical service. A numbered lapel badge is awarded for each additional five years of diligent and ethical service.

748 NSW Police Medallions and lapel badges
18 retrospective NSW Police Diligent & Ethical Service Medallions were approved

COMMISSIONER'S LONG SERVICE AWARD

Awarded to administrative officers for 15 years of diligent service. A further distinguishing lapel badge is awarded for each additional 10 years of diligent service.

155 Commissioner's Long Service Awards

AUSTRALIAN HONOURS & AWARDS

Australian Bravery Decorations Bravery Medal (BM)

Awarded to officers for acts of bravery in hazardous circumstances.

Snr Cst T Elliott
Snr Cst T Hamilton
Det Snr Cst J Little

Commendation for Brave Conduct

Awarded to officers for other acts of bravery which are considered worthy of recognition.

Cst T To
Cst E Troy
Snr Cst A Mayfield
Snr Cst N Jarvis
Snr Cst R Holmes

Meritorious Service Awards Member of the Order of Australia (AM)

Awarded for outstanding achievement and service, in a particular locality or field of activity or to a particular group.

Dr M Raymond

Public Service Medal (PSM)

Awarded for outstanding service by a government employee.

Mr G Corben
Mr J Fogarty

Australian Police Medal (APM)

Awarded for distinguished service by a member of an Australian police force.

Sgt D Gallagher
Sgt L Burroughs
Sgt S Lockrey
Det Sgt J Burns
Insp G Dojcinovic
Insp J McArthur
Insp P O'Reilly
Det Insp D Clarke

Det Insp I McNab
Det Insp G Smith
Ch Insp W Lardner
Supt M Robinson
Supt S Waites
Supt T Dalton
Det Supt J Kerlatec
Det Supt P McErlain

OTHER HONOURS & AWARDS TO MEMBERS OF THE FORCE

Royal Humane Society of NSW Silver Medal

Awarded for outstanding act of bravery in saving life.

Snr Cst A Mayfield

Bronze Medal

Awarded for bravery in rescue situations.

Prb Cst D Mills
Cst B Crossan
Cst D Crawford
Cst J Baker
Cst L Crossan
Cst P Smith
Cst P Thompson
Snr Cst A Attuell
Snr Cst I Cameron
Snr Cst J Freeman
Snr Cst R Ballard
L/Snr Cst G West
L/Snr Cst L Woolsey
Det Sgt C Woolsey

Certificate of Merit

Awarded for meritorious actions in rescue situations.

Cst L Oakes
Snr Cst M Dietrich
Snr Cst L Gilmore

Royal Life Saving NSW NSW Police Award

Awarded for outstanding attempt at saving human life by the application of life saving skills.

Prb Cst S Thompson
Cst A Summers
Cst D Harvey
Cst D Trotman
Cst S Barwick
Snr Cst M Crelley
Snr Cst N Cattley
Snr Cst R French
Snr Cst R Stratton
Snr Cst T Andrews
Snr Cst T Cooke
Sgt E Broadhurst
Sgt R McKillop
Sgt R Perry
Insp M O'Rourke

St John Ambulance Australia (NSW) Emergency Service Award

Awarded for successful life sustaining first aid and support to the public by police while on duty.

Cst K Lalor
L/Snr Cst S Johnson
L/Snr Cst S McCann



GLOSSARY

- ABS** Australian Bureau of Statistics
- ACLO** Aboriginal community liaison officers
- ACLOs** Aboriginal community liaison officers
- AFP** Australian Federal Police
- AGD** Attorney General's Department
- AIC** Australian Institute of Criminology
- AIPM** Australian Institute of Police Management
- ALEC** Alcohol & Licensing Enforcement Command
- AM** Member of the Order of Australia
- ANPR** Automated number plate recognition
- ANSTO** Australian Nuclear Science & Technology Organisation
- ANZPAA** Australia New Zealand Policing Advisory Agency
- ANZPAA NIFS** Australia New Zealand Policing Advisory Agency National Institute of Forensic Science
- APM** Australian Police Medal
- ASIO** Australian Security Intelligence Organisation
- ATM** Automated teller machine
- AVO** Apprehended domestic violence order
- BM** Australian Bravery Medal
- BOCSAR** Bureau of Crime Statistics & Research
- BTS** Business & Technology Services
- c@ts.i** Complaints Management System
- CAD** Computer Aided Dispatch
- CALD** Culturally and linguistically diverse
- CAPI agent** Commercial agent or private inquiry agent
- CAPP** Community Awareness of Policing Program
- CCRP** Commissioner's Advisory Council on Culturally Responsive Policing
- CCTV** Closed circuit television
- CET** Commissioner's Executive Team
- COAG** Council of Australian Government
- COMPASS** Command Performance Accountability System
- COPS** Computerised Operational Policing System
- CSU** Charles Sturt University
- DAL** Division of Analytical Laboratories
- DET** Department of Education & Training
- DNA** Deoxyribonucleic acid, or a set of genetic blueprints.
- DV** Domestic violence
- EAPS** The NSWPF Ethnic Affairs Priorities Statement
- EOCs** Emergency operation centres
- FOI** Freedom of information
- FSG** Forensic Services Group
- GRN** Government Radio Network
- HR** Human resources
- HVP** High visibility policing
- HWP** Highway patrol
- ICS** Internal Customer Services
- IPROWD** Indigenous Policing Recruitment Out West Delivery
- IRC** Industrial Relations Commission
- ISSN** International Standard Serial Number
- JIRT** Joint Investigation Response Team
- JRU** JIRT Referral Unit
- LAC** Local area command
- LEPRA** *Law Enforcement (Powers & Responsibilities) Act 2002*
- LIDAR** Light detection and ranging: an optical remote sensing device that measures distance to a target
- MAC** Marine Area Command
- MCLO** Multicultural community liaison officer
- MERIT** Magistrates Early Referral into Treatment
- MHIT** Mental Health Intervention Team
- MP&SP** Multicultural Policies & Services Program
- NATA** National Association of Testing Authorities
- NIFS** National Institute of Forensic Science
- NSWPF** NSW Police Force
- OMCG** Outlaw motorcycle gang
- Operation Taipan** targeting street racing
- PAL** Police Assistance Line
- PCA** Prescribed concentration of alcohol
- PIPP Act** *Privacy & Personal Information Protection Act 1998*
- PPD** partial and permanent disability
- PSES** Police Senior Executive Service
- PSM** Public Service Medal
- RES** Region Enforcement Squad
- REVS** Register of Encumbered Vehicles
- RTA** Roads and Traffic Authority
- SAP NSW** Police Force's electronic finance and human resource management system
- SCICP** Special Commission of Inquiry into Child Protection
- SEOCAN** State Emergency Operations Controller
- SMANZFL** Senior Managers of Australia & New Zealand Forensic Laboratories
- SOPs** Standard operating procedures
- SPA** State Property Authority
- SSG** Special Services Group, includes Marine Area Command, Aviation Support Branch, State Technical Investigation Branch, State Electronic Evidence Branch, State Surveillance Branch, Undercover Branch, Telecommunications Interception Branch, Advanced Technology Centre and Professional Development Branch
- TASER** Electronic control devices
- TMF** Hindsight Adjustment Recalculation of past years' workers compensation insurance premium
- TMF** Treasury Managed Fund
- TPD** total and permanent disablement
- UWS** University of Western Sydney
- VIEW** A multi-million dollar project that will change the way police handle digital imagery. VIEW stands for 'Video image evidence on the web'
- VIP** Volunteers in Policing
- VKG** Police radio

RANK ABBREVIATIONS

Asst Com Assistant Commissioner

Ch Chief

Cst Constable

Det Detective

Insp Inspector

L/Snr Cst Leading senior constable

Prb Probationary

Sgt Sergeant

Snr Senior

Supt Superintendent



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POLICE, FIRE, AMBULANCE

TRIPLE ZERO (000)

IN AN EMERGENCY

USE TRIPLE ZERO (000) ONLY FOR EMERGENCIES AND LIFE-THREATENING SITUATIONS.

POLICE ASSISTANCE LINE

131 444

FOR NON EMERGENCIES

IF YOU ARE A VICTIM OF A CRIME, OTHER THAN LIFE THREATENING OR TIME CRITICAL EMERGENCY SITUATIONS, CONTACT THE POLICE FORCE ASSISTANCE LINE (PAL).

CRIME STOPPERS

1800 333 000

REPORT CRIME ANONYMOUSLY

IF YOU HAVE INFORMATION ABOUT PEOPLE WHO ARE WANTED BY POLICE; UNSOLVED CRIMES OR A CRIME BEING PLANNED; SUSPICIOUS OR UNUSUAL ACTIVITY, CALL CRIME STOPPERS. OR VISIT THEIR WEB SITE:

www.crimestoppers.com.au

YOU DON'T HAVE TO GIVE YOUR NAME AND THE INFORMATION WILL BE PASSED IMMEDIATELY TO RELEVANT INVESTIGATORS.

WE WELCOME YOUR FEEDBACK ON OUR PERFORMANCE

The NSW Police Force welcomes constructive feedback on the performance of our officers and staff so that we can improve the service we provide to you.

Contacts

NSW POLICE FORCE HEADQUARTERS

1 Charles Street PARRAMATTA NSW 2150

POSTAL ADDRESS

Locked Bag 5102 PARRAMATTA NSW 2124

WEBSITE www.police.nsw.gov.au

TELEPHONE

Triple Zero (000) – 24 hours
(Telstra ask for police)

Police Assistance Line 131444 – 24 hours
Customer Assistance Unit
1800 622 571 – 24 hours (free call)

Crime Stoppers
1800 333 000 – 24 hours (free call)

Police Switchboard
General enquiries 131 444 – 24 hours

TTY (deaf and hearing impaired)
(02) 9211 3776 – 24 hours

REGION OFFICES

CENTRAL METROPOLITAN

Level 7, Sydney Police Centre
151-241 Goulburn Street
SURRY HILLS NSW 2010
(02) 9265 4920 – Business hours

NORTH WEST METROPOLITAN

Level 9, Ferguson Centre
130 George Street
PARRAMATTA NSW 2150
(02) 9689 7638 – Business hours

SOUTH WEST METROPOLITAN

6 Fetherstone Street
BANKSTOWN NSW 2200
(02) 8700 2499 – Business hours

NORTHERN

Newcastle Police Station
Cnr Church and Watt Streets
NEWCASTLE NSW 2300
(02) 4929 0688 – Business hours

SOUTHERN

Level 3, 84 Crown Street
WOLLONGONG NSW 2500
(02) 4226 7705 – Business hours

WESTERN

143 Brisbane Street DUBBO NSW 2830
(02) 6883 1704 – Business hours

Police are listed under 'Police NSW' in the White Pages – Business and Government