



ANNUAL REPORT 2015-16

Serving the State of New South Wales



NSW Police Force



OUR VISION

A safe and secure New South Wales

OUR PURPOSE

Police and the community working together to reduce violence, crime and fear

OUR VALUES

Each member of the NSW Police Force is to act in a manner which:

- (a) places integrity above all
- (b) upholds the rule of law
- (c) preserves the rights and freedoms of individuals
- (d) seeks to improve the quality of life by community involvement in policing
- (e) strives for citizen and police personal satisfaction
- (f) capitalises on the wealth of human resources
- (g) makes efficient and economical use of public resources and
- (h) ensures that authority is exercised responsibly.

OUR SERVICES

We serve 7,704,300 people (approximately 32% of Australia's total population).

We respond to crime, emergencies and other calls for assistance by land, air and sea.

We investigate crime, detect and prosecute offenders.

We patrol identified crime hot spots, provide a police presence at public events and contribute to the security of critical infrastructure.

We patrol roads, waterways and public transport corridors, and investigate major traffic crashes.

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Monday, 31 October 2016

Deputy Premier, The Hon Troy Grant MP
Minister for Justice and Police
Parliament House
SYDNEY NSW 2000

Dear Deputy Premier

I am pleased to submit the NSW Police Force Annual Report for the year ended 30 June 2016 for tabling in Parliament.

The report was prepared in accordance with the provisions of the *Annual Reports (Departments) Act 1985* and the *Annual Reports (Departments) Regulation 2015*. It complies with the standardised reporting formulas for financial statements approved by the Treasurer.

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

Yours sincerely,

A handwritten signature in black ink, appearing to read 'A P Scipione'.

A P Scipione AO, APM
Commissioner of Police

Produced by the NSW Police Force Public Affairs Branch in conjunction with the Office of the Commissioner.

This report can be downloaded from www.police.nsw.gov.au.

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Commissioner's Foreword

I am honoured to lead more than 20,000 NSW Police Force employees, including more than 16,000 sworn officers, working to drive down crime and make the community of New South Wales safer.

The NSW Police Force continues to be one of the world's leading law enforcement agencies. We are respected and well regarded by jurisdictions nationally and internationally. We are a diverse, professional and well equipped force that is able to tackle local crime, anti-social behaviour as well as confront serious and organised crime and of course threats to our security.

Along with our government and non-government partners we have contributed to continuing reductions in crime rates across the state. The NSW Bureau of Crime Statistics and Research confirmed that for the 24 months to June 2016, 15 of the 17 major offences were stable or trending downward.

Notwithstanding our successes, we have continued to adapt and change as the environment in which we operate has also changed. For instance, the MobiPOL project supports the concept of 'Anytime, Anywhere' policing. Tranche one of the project involved field testing, the technical evaluation of smart phone devices and their delivery. The capabilities provided include field checks, traffic infringement notices, email and the capture of photos, videos and voice recordings. By equipping our police with state of the art communication devices we are not only enhancing our capability and improving service delivery, we are also improving officer safety.

The Workforce Optimisation Solution – Capacity Planning for Policing Tool, known as WOSP, will also assist us in achieving the goal of 'Anytime, Anywhere' policing. It will give us an objective basis for decisions we make in terms of allocating our people.

The Drug Misuse and Trafficking Amendment (Drug Exhibits) Bill has significant benefits for police and for the community. It updates and streamlines the system for the retention, analysis and destruction of prohibited plants, prohibited drugs and substances that come into the possession of the NSW Police Force. This is the result of many years of work and consultation.

Sadly in this reporting year we lost two members of the NSW Police Force in tragic circumstances. Mr Curtis Shu Kei Cheng was shot and killed by an armed offender with a hand gun as he left NSW Police Headquarters in October last year. Sgt Geoffrey Richardson was killed in a car crash on route to assist colleagues who were in pursuit of an offending vehicle in March this year. Both were highly respected and well-loved members of the NSW Police Force. Both left families behind.

The circumstances in which their deaths occurred brought into sharp focus the reality of the challenges that face members of the police force and the fragility of human existence. But the support received from the community and the example they provided has strengthened the resolve of both police and the community to embrace diversity and work together for a peaceful and safe society. This community spirit is a clear demonstration that we have something special, something worth preserving and something worth sharing because it makes us all the better for it. It is an acknowledgment that together we are much greater than the sum of our parts.

Finally I would like to acknowledge Deputy Commissioner Naguib (Nick) Kaldas APM who retired in May 2016. Deputy Commissioner Kaldas gave 34 years' distinguished service to the NSW Police Force and the community of New South Wales.

As we move into a new reporting year I look forward to continuing our partnership with communities across New South Wales to reduce violence, crime and fear.



*Commissioner of Police
Andrew Scipione AO, APM laid a
wreath at the 2015 National Police
Remembrance Day service*

A handwritten signature in black ink, appearing to read 'A P Scipione'.

A P Scipione AO, APM
Commissioner of Police

Our Police Regions

Seventy-six local area commands (LAC) operate from 432 police stations delivering policing services to communities. Specialist commands complement the general duties operational capability, covering land, sea and air operations.



1 CENTRAL METROPOLITAN REGION

Area	541.23km ²
Resident population*	1,199,531
Number of police officers	2,240
Number of administrative staff	177

2 SOUTH WEST METROPOLITAN REGION

Area	3,637.93km ²
Resident population*	1,474,251
Number of police officers	1,998
Number of administrative staff	181

3 NORTH WEST METROPOLITAN REGION

Area	6,254.98km ²
Resident population*	1,883,353
Number of police officers	2,044
Number of administrative staff	187

4 SOUTHERN REGION

Area	199,443.07km ²
Resident population*	974,845
Number of police officers	1,437
Number of administrative staff	151

5 NORTHERN REGION

Area	70,114.78km ²
Resident population*	1,605,880
Number of police officers	2,069
Number of administrative staff	203

6 WESTERN REGION

Area	520,382.57km ²
Resident population*	532,839
Number of police officers	1,124
Number of administrative staff	144

* Region population estimates have been derived by taking each region's share of the NSW population. The figures above do not include staff (police and administrative) who are centrally managed but deployed throughout the regions in specialist and corporate roles to provide investigative support, radio communications, call centres, forensic services, complaints and employee management, air and sea policing, specialist surveillance, canine and mounted support, media and public relations, counter terrorism and major crime investigation, police prosecutions, technology support, occupational health and safety, injury management, education and training, human resource support and asset management. The figures above represent actual police strength as at 30 June 2016. These figures will vary from month to month and year to year. Actual strength across the NSW Police Force has decreased from 16,693 in 2014-15 to 16,627 in 2015-16. As at 30 June 2016, the small decrease from 30 June 2015 is the result of attrition from local area commands and internal realignment of resources to specialist commands.

OUR CHARTER

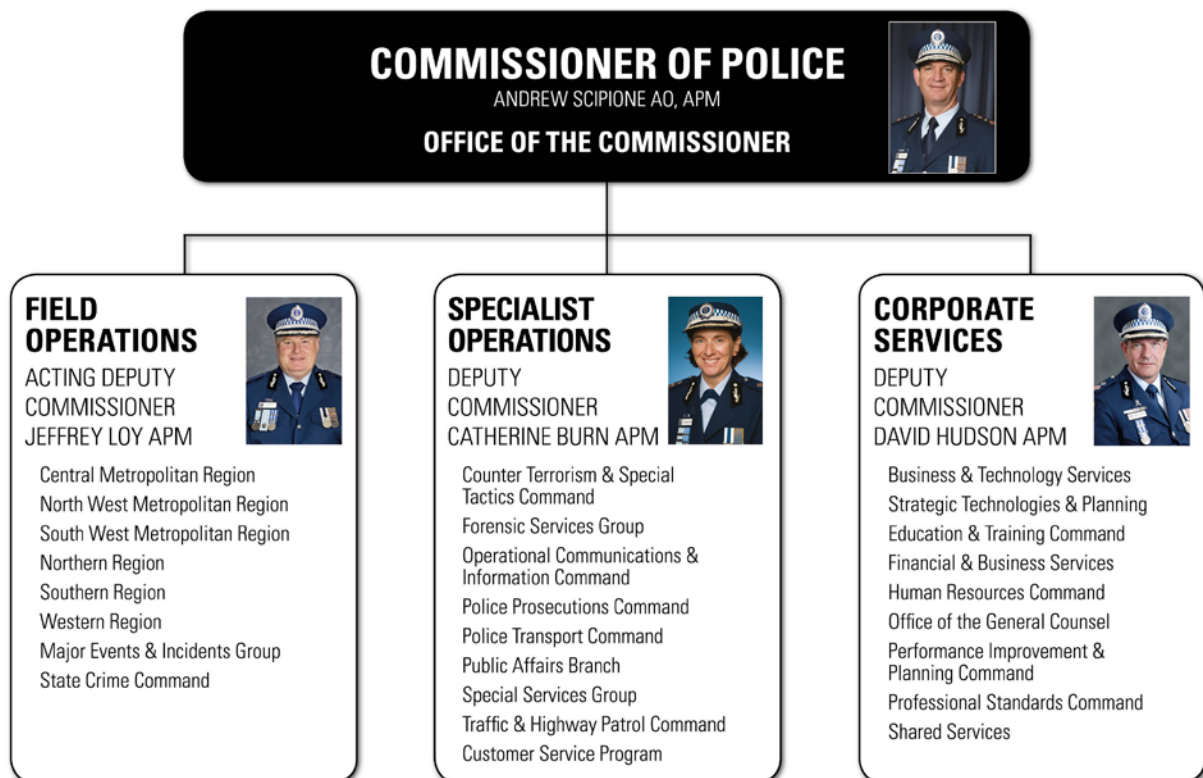
The NSW Police Force operates under the *Police Act 1990* and the *Police Regulation 2015*.

The Night Watch was formed by Governor Arthur Phillip in 1789 to guard Sydney Town. It was the first civilian police force in Australia. In 1862 all Watch Teams were combined under the *Police Regulation Act 1862* to form the NSW Police Force. That Act was later replaced by the *Police Regulation Act 1899*. In June 1987 the NSW Police Force (which was responsible for police operations) and the NSW Police Department (which was responsible for police policy and administration) were amalgamated.

Today, the NSW Police Force has 20,577 employees: 16,627 police officers and 3,950 civilian staff.

In the 2015-16 financial year, the NSW Government funding contributions to the NSW Police Force were \$3.36 billion.

NSW POLICE FORCE ORGANISATIONAL CHART



OUR GOVERNANCE STRUCTURE

The Commissioner has primary responsibility for the day to day governance of the organisation and is responsible to the Deputy Premier, Minister for Justice and Police for the overall direction and performance of the NSW Police Force. The Commissioner's Executive Team (CET) is the peak decision making body and its role includes:

- developing and implementing the overall strategic direction of the NSW Police Force
- planning for the future
- achieving NSW government priorities
- monitoring and measuring corporate performance against Corporate Plan 2012-16 targets and expectations
- ensuring compliance with external and internal controls and processes
- setting budgets and monitoring financial performance
- reporting to government
- managing organisational reform.

MEMBERS OF THE COMMISSIONER'S EXECUTIVE TEAM

Chair: Commissioner of Police

Members: Deputy Commissioner Field Operations, Deputy Commissioner Specialist Operations, Deputy Commissioner Corporate Services

Associate members: Representatives from Field Operations, Specialist Operations and Corporate Services on rotation for six months

Ex-officio member: Director, Public Affairs Branch

Commissioner Andrew Scipione AO, APM joined the NSW Police Force in 1980 and was appointed Commissioner in September 2007. He holds a Master Degree in Management (Macquarie University), a Graduate Diploma in Police Management (Macquarie University) and a Graduate Certificate in Security Management (Edith Cowan University). He is a fellow of the Australian Institute of Management, a member of the Australian Institute of Company Directors and a graduate of the FBI National Executive Institute. In April 2013 Commissioner Scipione was awarded an Honorary Doctor of Letters from Macquarie University and he is an Adjunct Professor at the University of Western Sydney's School of Social Sciences & Psychology. In June 2016, he received an Order of Australia for distinguished service to law enforcement.

Acting Deputy Commissioner Field Operations, Jeffrey Loy APM joined the NSW Police Force in 1982 and commenced as Acting Deputy Commissioner in June 2016. He has several post graduate qualifications including a Master of Business Administration (MBA) from the University of Queensland and was awarded the University of Queensland, Director's Leadership Award for 2008.

Deputy Commissioner Specialist Operations, Catherine Burn APM joined the NSW Police Force in 1984 and was promoted to the rank of Deputy Commissioner in July 2010. Her qualifications include a Bachelor of Arts degree, an Honours Degree in Psychology, a Master of Management and the Department of Premier & Cabinet Executive Development Program (2004).

Deputy Commissioner Corporate Services, David Hudson APM joined the NSW Police Force in 1981 and was promoted to the rank of Deputy Commissioner in February 2013. He is a graduate of the FBI National Academy, and holds a Master of Public Policy & Administration and a Graduate Certificate in Criminology.

A CULTURE OF ETHICAL AND LAWFUL BEHAVIOUR

Our Ethics & Integrity Framework complies with Part 2 of the *Government Sector Employment Act 2013* which establishes a legal requirement for all employees in public sector agencies to act ethically in the public interest.

Our Framework seeks to ensure ethics are incorporated into all aspects of policing, making ethical behaviour, practices and decision making a part of daily routine which is supported by a range of policies and initiatives that promote a culture resistant to corruption, misconduct and internal fraud.

FIELD OPERATIONS



*A/Deputy Commissioner
Jeffrey Loy APM*

After 34 years of distinguished service, Deputy Commissioner Nick Kaldas APM retired in May 2016 having led Field Operations since 1 August 2011. Assistant Commissioner Jeffrey Loy was the Acting Deputy Commissioner Field Operations on 30 June 2016.

Field Operations comprises the state's six regions as well as the State Crime Command and Major Events & Incidents Group. Its frontline police, investigators, specialist units and unsworn staff make up more than two-thirds of the organisation. Crime statistics fell or remained low in most categories this year, which is a reflection of the efforts of officers in targeting crime, fostering strong community relationships and driving crime prevention initiatives.

With assistance from the NSW Crime Commission, Federal Bureau of Investigation and Australian Federal Police (AFP), State Crime Command made a substantial impact on illegal activities through Operation Ovcharka and strike forces Karson,

Fairlawn and Sylia. Strike Force Raptor used legislation effectively to close 42 outlaw motorcycle gangs (OMCG) clubhouses.

Working with the AFP, State Crime Command's Strike Force Cottenham investigated fraud offences totalling \$6.5 million. It charged 45 people with 451 offences while 10 arrest warrants were obtained for people who fled overseas. Strike Force Reddan's investigations into the Family Law Court murders between 1980 and 1985 saw a suspect arrested and charged with 32 offences including four counts of murder and three of attempted murder.

Northern Region conducted Strike Force Cuppa in Nimbin, which involved cross border operations with Queensland Police, seizing 5kg cannabis, MDMA tablets, ice, steroids, firearms and more than \$55,000 in cash. The region also successfully managed several large protest activities as well as operations to disrupt OMCGs.

Western Region strike forces Eurong, Skeat, Aport and Wilke targeted substance abuse and the supply of ice within country communities. Large numbers of people were charged and substantial quantities of prohibited drugs, cash, stolen property and firearms were seized.

South West Metropolitan Region's Operation Habitat targeted repeat offenders, outstanding warrants and compliance with court orders using all 14 local area commands (LAC), region enforcement squads, the Public Order & Riot Squad and other specialist resources. In a two-day operation, it conducted 3,800 breath tests, 860 person searches and 306 bail compliance checks, made 165 arrests and issued 386 infringements.

Strike Force Bilvo in North West Metropolitan Region investigated numerous complaints of historical sexual assault and referrals from the Royal Commission into the Institutional Response to Child Sexual Abuse. More than 40 serious charges have been laid against multiple offenders for matters dating back to the 1960s.

Southern Region played a major role in the search and capture of two fugitives who had shot at police to avoid apprehension near Wagga Wagga. The region also ran several cross-border operations targeting drug supply. Strike forces Idlewild, Duomo and Hiems achieved significant results with numerous people charged.

Central Metropolitan Region and the Major Events & Incidents Group helped Sydney successfully host many large public events. St George LAC piloted a program that subjected repeat domestic violence offenders to the Suspect Targeting Management Plan II process from October 2015. It rolled out statewide from February 2016.

SPECIALIST OPERATIONS



*Deputy Commissioner
Catherine Burn APM*

Under the leadership of Deputy Commissioner Catherine Burn APM, Specialist Operations commands contribute technical skills and expertise to police operations: in the conduct of investigations into terrorism activity; in providing legal, forensic and communications support; in land, air and sea rescue; and in promoting safety on our roads and public transport.

A focus continues to be on ensuring the people of NSW are kept safe from terrorism. Terrorism investigations have seen an unprecedented number of people put before the courts this year and the evolving threat environment has led us to develop and implement programs to prevent individuals, particularly young people, from becoming radicalised.

Radio communication remains one of the most critical services for operational policing and officer safety. This year marked the completion of the Radio

Communications Maintenance Program, a seven-year, \$83 million investment, which has delivered improved clarity of communications, wider reception, and reduced areas of poor or no radio coverage, and prevented unauthorised access to the police network. It provides a modern platform to help secure the NSW Police Force's future radio network needs.

New and improved technologies are being harnessed for the police cause. There has been a successful trial of remotely piloted aircraft (RPA) and the NSW Police Force is working on ways to extend its operational capability. The latest mobile drug testing technology is being employed at the roadside to test drivers for the presence of cannabis, speed and ecstasy, and highway patrol vehicles are being fitted with Wi-Fi enabled number plate recognition systems and Lidar speed detection devices to keep our roads safe.

Community safety has also been the principle guiding our presence on public transport. Highly visible police patrols continue to deter crime and anti-social behaviour, reassuring passengers that their amenity and welfare are our priorities. To reinforce this customer focus, police are open to the public in more and more ways, with traditional contact supplemented by a growing audience on Facebook, Twitter, Instagram, Weibo and LinkedIn. Like never before, police can reach the community with safety information, and the community, for its part, is better placed than ever to serve as our eyes and ears.

In parallel with more efficient communication, we have pursued improved law and innovative forensics. A noteworthy example is the introduction of the *Drug Misuse and Trafficking Amendment (Drug Exhibits) Act 2016* to allow for the sub-sampling of illicit drugs, minimising the handling and carriage of drug exhibits, lowering costs, freeing police time, and reducing risks to officer safety.



Deputy Commissioner
David Hudson APM

CORPORATE SERVICES

Under the leadership of Deputy Commissioner David Hudson APM, Corporate Services ensures frontline police and those who provide specialist and corporate support, have the skills, capacity, resources and knowledge they need to reduce crime and create safer communities. Its commands are responsible for providing information technology, education and training, finance and business management, human resource management, health and welfare and civil legal support.

The NSW Police Force has acquired the Workforce Optimisation Solution for Policing, a modern software solution that calculates our resource requirements with the ability to test changes to demand (crime volumes) or supply factors (staffing) through data-driven sensitivity analysis. Installation began in late 2015 and concluded in 2016.

The Operational Policing Program evaluated tenders to build the new Computerised Operational Policing System (COPS). It also introduced the NSW Police Force

Community Portal in partnership with Service NSW, allowing the community to report stealings, malicious damage and lost property matters to police online.

The Information Classification Project successfully implemented protective security principles throughout the NSW Police Force, contributing to the protection of information. The NSW Police Force Information Protection Framework and the Information Sharing Guidelines provide direction to staff consistent with national and international standards.

The Workforce Improvement Program continues to deliver substantial health improvement benefits to all employees. RECON, which provides in-house physiotherapy and strength and conditioning services at clinics in Beresfield, Moorebank and Surry Hills, returned 90% of treated employees to their pre-injury duties. The average number of weeks employees spent injured prior to joining RECON was 77, while the average treatment time in RECON was less than 14 weeks.

In 2015-16 new stations at Belmont, Morisset, Liverpool and Riverstone were completed and construction began on the new Toronto, Tweed Heads and Deniliquin stations. Capital works projects were initiated for new stations at Gunnedah and Bay & Basin (Vincentia). In November 2015 the Deputy Premier announced an \$8.5 million Security Enhancement Package for police properties that will include security works to Headquarters, the Sydney Police Centre and Goulburn Academy, the installation of police station safety barriers and CCTV enhancement.

In September 2015 the Commissioner's Executive Team endorsed the Active Armed Offender Guidelines, a resource manual and the commencement of active armed offender training, and 3,452 police officers have been trained since October 2015.

Two hundred shared devices have been provided to the Police Transport Command since March 2016. This included access to the inField Notices app, which was developed in-house to issue infringements for most of the offences in the Public Transport Fixed Penalty Handbook and traffic infringements to cyclists and pedestrians. More than 40,000 infringements were issued electronically in 2015-16. To support the infringement process, printing and posting has been outsourced.

How We Performed

The mission of the NSW Police Force, as set out in the *Police Act 1990*, is to work with the community to reduce violence, crime and fear. Our *Corporate Plan 2012-16* connects the guiding principles of the *Directions in Australia New Zealand Policing 2012-15* and the priorities of *NSW 2021* to our command business plans and senior officer performance agreements.

The performance indicators presented in this section are drawn from the *NSW Police Force Corporate Plan 2012-16*, which establishes six key performance areas for all of the NSW Police Force's performance plans and reports (crime, public safety, community and partners, people, systems and leadership). A copy of the plan is available on the NSW Police Force website, www.police.nsw.gov.au, or by searching for 'NSW Police Force Corporate Plan'.

Revisions to previous year's statistics reflect updated investigations.

CRIME

We focus on reducing rates of crime, particularly violent crime. Frontline policing and the targeting of crime hot spots and repeat offenders have contributed to crime levels across all major key indicators falling or remaining stable.

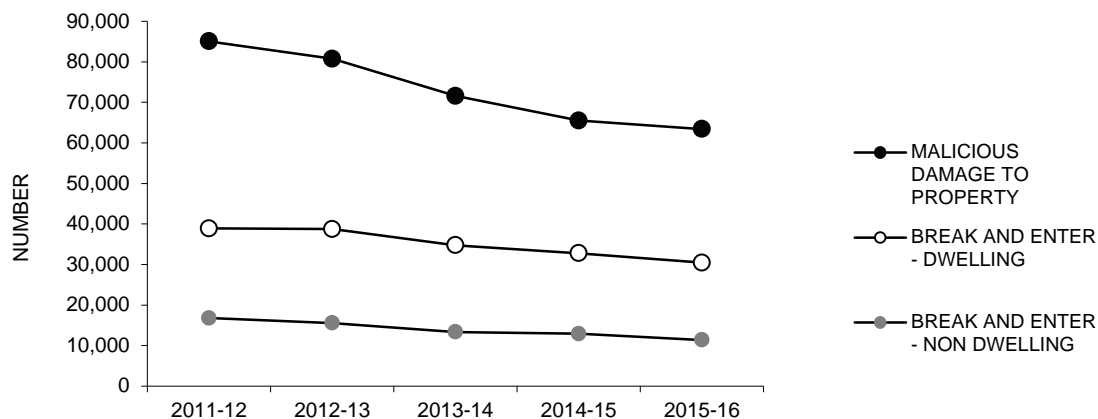
Note: Recorded crime statistics represent only those matters reported to police. A change in recorded crime may reflect changes in the propensity to report to police.

TABLE 1: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PROPERTY

INCIDENT CATEGORY	2011-12	2012-13	2013-14	2014-15	2015-16
Break and enter – dwelling	38,887	38,749	34,746	32,795	30,436
Break and enter – non-dwelling	16,792	15,571	13,345	12,927	11,376
Malicious damage to property	85,078	80,763	71,589	65,521	63,436
Steal from motor vehicle	48,471	45,600	43,255	42,302	39,848
Motor vehicle theft	19,065	16,983	15,061	15,099	13,198
Steal from dwelling	21,464	21,637	21,968	22,374	20,895
Steal from person	8,307	7,680	6,571	5,936	5,348
Steal from retail store	21,227	22,159	20,745	21,386	22,735

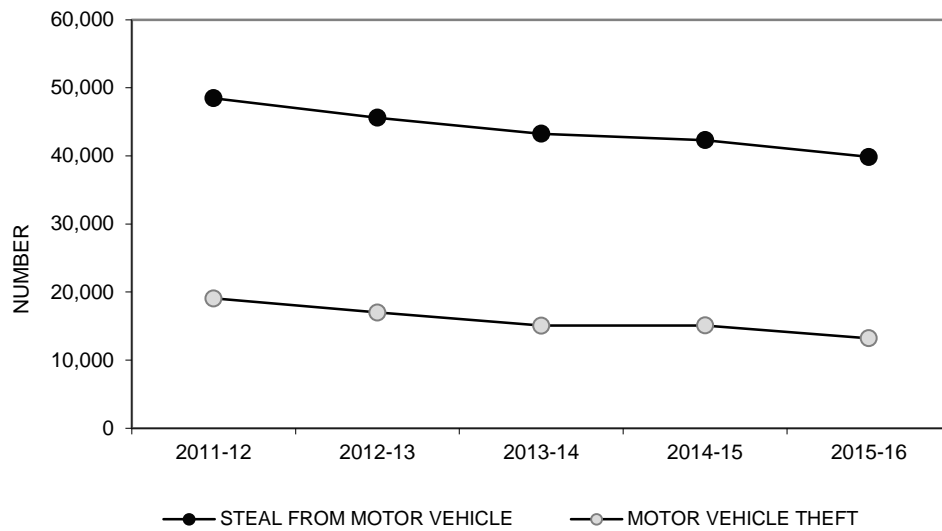
Source: NSW Bureau of Crime Statistics & Research

CHART 1: NUMBER OF INCIDENTS RECORDED FOR BREAK AND ENTER, AND PROPERTY DAMAGE



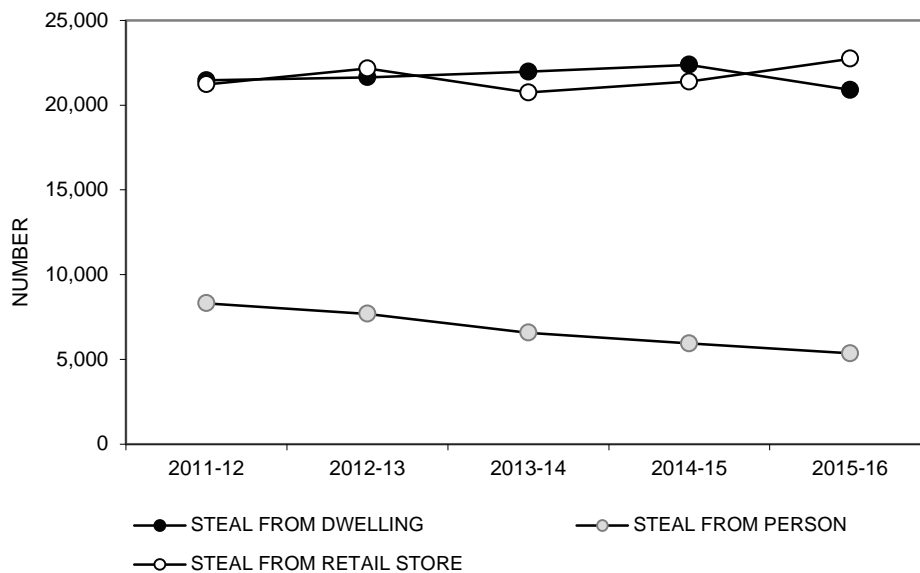
Source: NSW Bureau of Crime Statistics & Research

CHART 2: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PROPERTY INVOLVING MOTOR VEHICLES



Source: NSW Bureau of Crime Statistics & Research

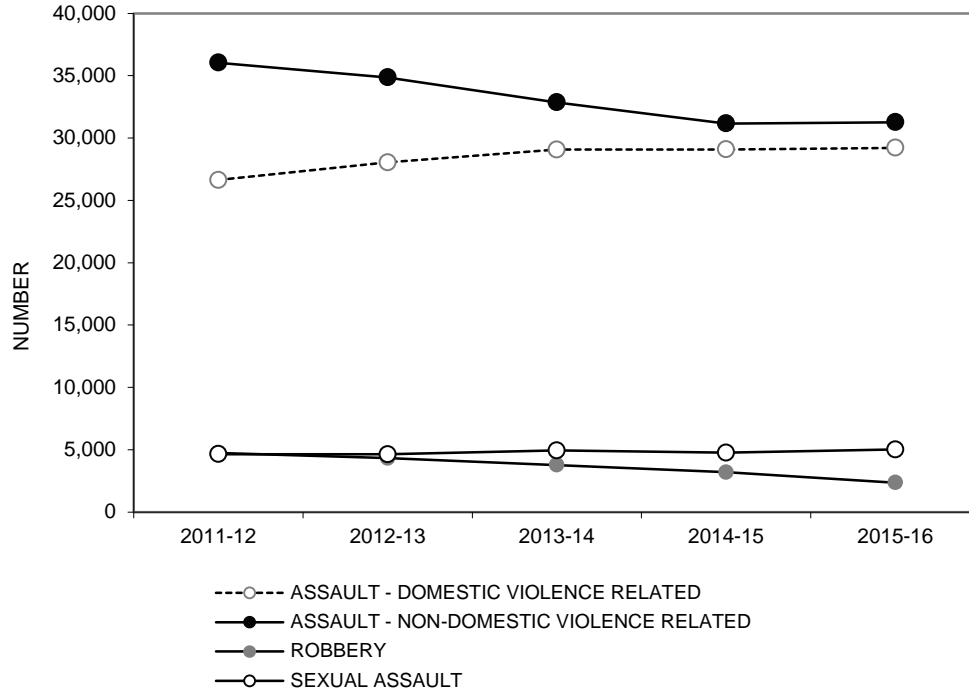
CHART 3: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PROPERTY INVOLVING OTHER STEALING



Source: NSW Bureau of Crime Statistics & Research

HOW WE PERFORMED (continued)

CHART 4: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PERSONS



Source: NSW Bureau of Crime Statistics & Research

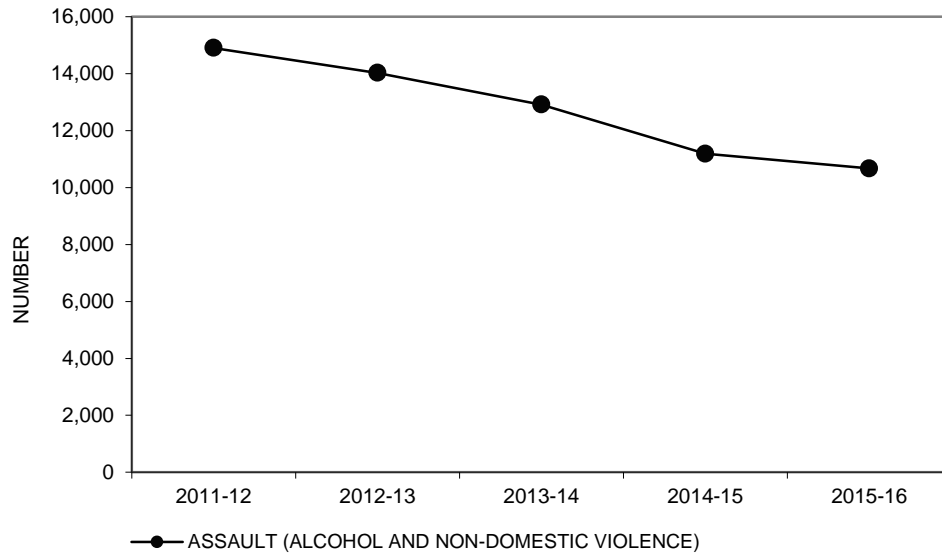
TABLE 2: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PERSONS

INCIDENT CATEGORY	2011-12	2012-13	2013-14	2014-15	2015-16
Assault – domestic violence related	26,638	28,044	29,075	29,084	29,217
Assault – non-domestic violence related	36,039	34,866	32,858	31,163	31,268
Robbery	4,730	4,325	3,767	3,190	2,362
Sexual assault	4,640	4,632	4,942	4,765	5,019

Source: NSW Bureau of Crime Statistics & Research

Note: A non-domestic violence assault is any assault that does not have an associated factor of domestic violence.

CHART 5: NUMBER OF INCIDENTS RECORDED FOR ALCOHOL-RELATED NON-DOMESTIC VIOLENCE



Source: NSW Police Force's Computerised Operational Policing System

TABLE 3: NUMBER OF INCIDENTS RECORDED FOR ALCOHOL-RELATED NON-DOMESTIC VIOLENCE

INCIDENT CATEGORY	2011-12	2012-13	2013-14	2014-15	2015-16
Assault (alcohol and non-domestic violence)	14,901	14,023	12,911	11,185	10,672

Source: NSW Police Force's Computerised Operational Policing System

Note: A non-domestic violence assault is any assault that does not have an associated factor of domestic violence.

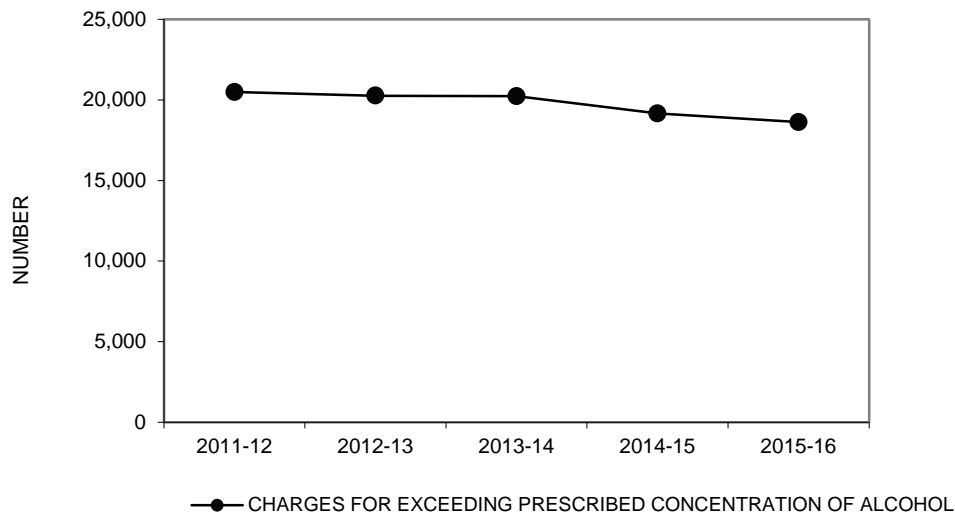
HOW WE PERFORMED (continued)

PUBLIC SAFETY

We focus on reducing levels of antisocial behaviour and the community's perception and fear of crime. The community expects public spaces to be safe to use. Police patrols are extensive and focus on hot spots for poor driving, crime and antisocial behaviour.

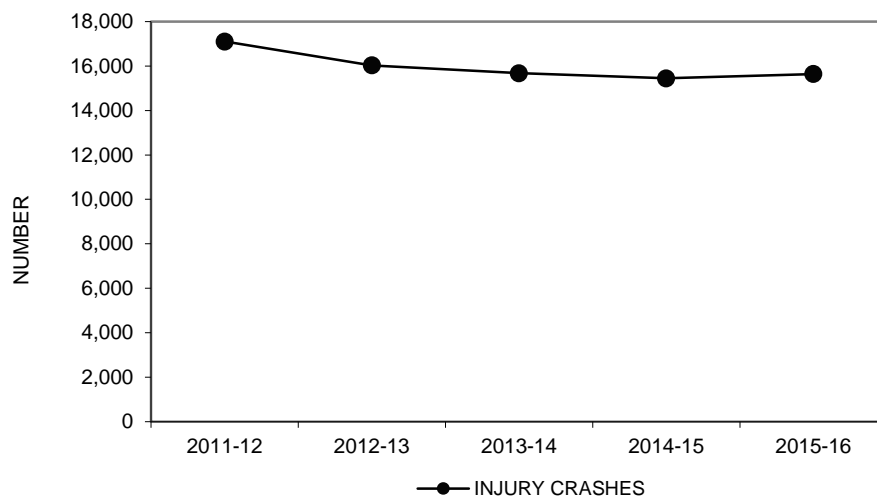
Safety on our roads

CHART 6: CHARGES FOR EXCEEDING PRESCRIBED CONCENTRATION OF ALCOHOL



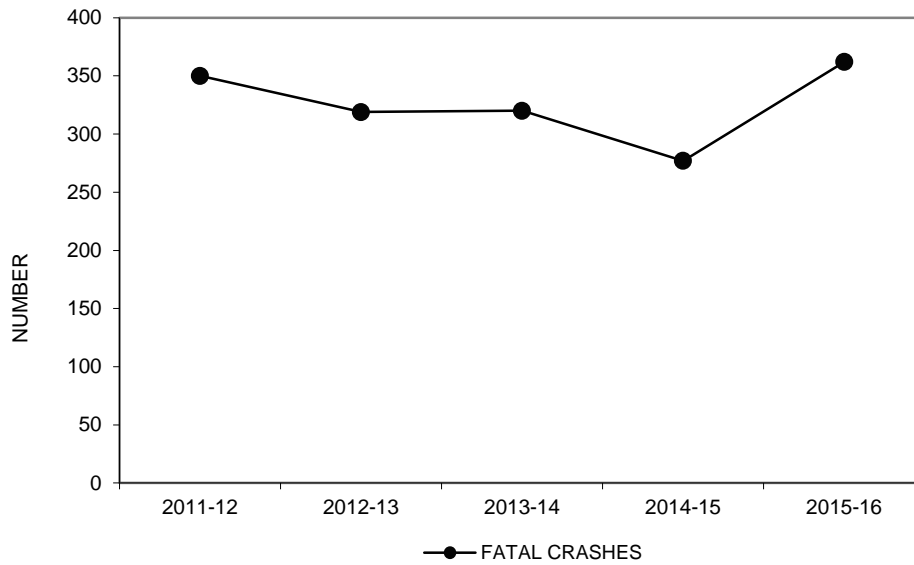
Source: NSW Police Force Traffic & Highway Patrol Command

CHART 7: INJURY CRASHES



Source: NSW Police Force Traffic & Highway Patrol Command

CHART 8: FATAL CRASHES



Source: NSW Police Force Traffic & Highway Patrol Command

TABLE 4: CHARGES FOR EXCEEDING PRESCRIBED CONCENTRATION OF ALCOHOL, AND NUMBERS OF INJURY CRASHES AND FATAL CRASHES

INCIDENT CATEGORY	2011-12	2012-13	2013-14	2014-15	2015-16
Exceed prescribed concentration of alcohol	20,496	20,268	20,230	19,161	18,620
Injury crashes	17,106	16,033	15,677	15,447	15,645
Fatal crashes	350	319	320	277	362

Source: NSW Police Force Traffic & Highway Patrol Command

Note: Revisions to previous year's statistics reflect updated investigations.

HOW WE PERFORMED (continued)

CHART 9: CONCERN ABOUT SPEEDING CARS OR DANGEROUS AND NOISY DRIVING IN LOCAL NEIGHBOURHOODS, NSW

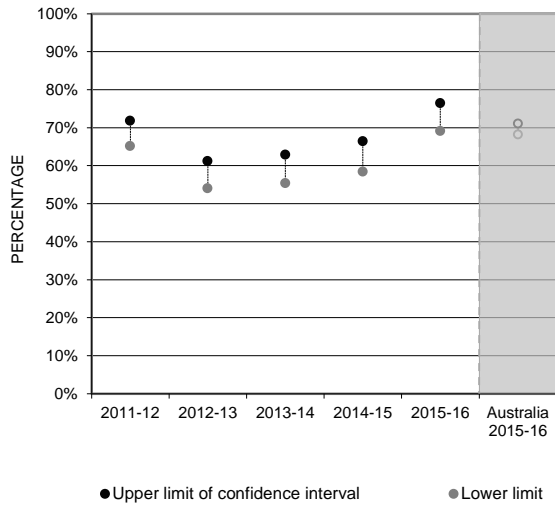


CHART 10: CONCERN ABOUT GRAFFITI OR OTHER VANDALISM IN LOCAL NEIGHBOURHOODS, NSW

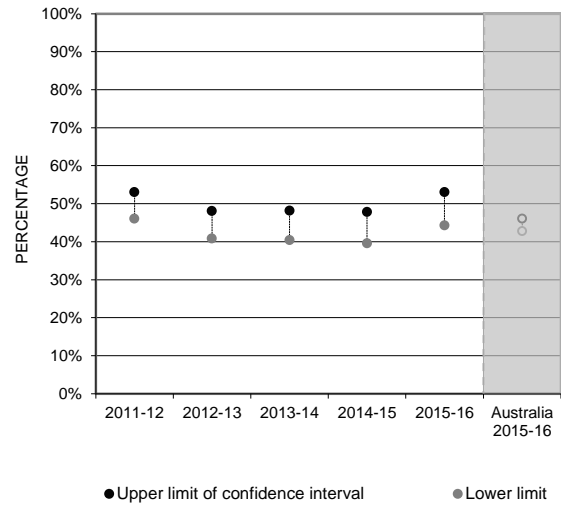


CHART 11: CONCERN ABOUT LOUITS OR GANGS IN LOCAL NEIGHBOURHOODS, NSW

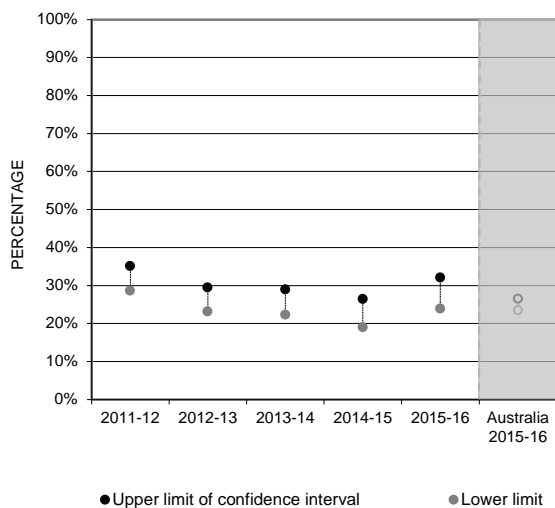
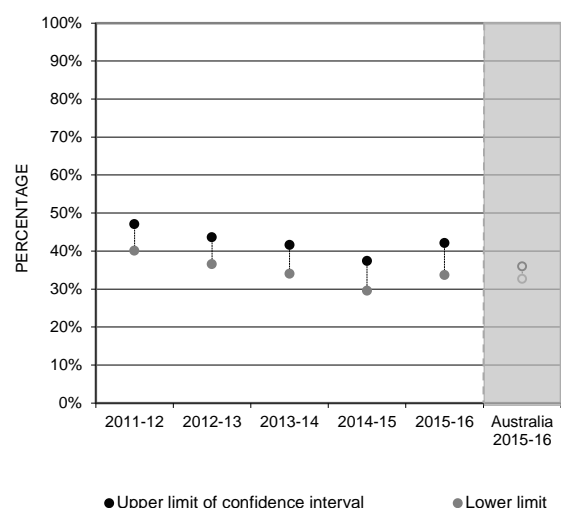


CHART 12: CONCERN ABOUT DRUNKEN OR DISORDERLY BEHAVIOUR IN LOCAL NEIGHBOURHOODS, NSW



Source: National Survey of Community Satisfaction with Policing (NSCSP) 2015-16

TABLE 5: CONCERN ABOUT CRIME AND ANTISOCIAL BEHAVIOUR IN LOCAL NEIGHBOURHOODS, NSW

	NSW										AUSTRALIA 2015-16	
	2011-12		2012-13		2013-14		2014-15		2015-16		Lower - Upper Limit	
NSCSP Survey	Lower - Upper Limit		Lower - Upper Limit		Lower - Upper Limit		Lower - Upper Limit		Lower - Upper Limit		Lower - Upper Limit	
Speeding cars or dangerous & noisy driving	65.1%	71.8%	54.0%	61.2%	55.4%	62.9%	58.4%	66.4%	69.1%	76.4%	68.3%	71.1%
Graffiti or other vandalism	46.0%	53.0%	40.8%	48.0%	40.4%	48.1%	39.6%	47.8%	44.2%	53.0%	42.8%	46.1%
Louts or gangs	28.6%	35.1%	23.1%	29.4%	22.2%	28.9%	19.0%	26.4%	23.8%	32.0%	23.5%	26.6%
Drunken or disorderly behaviour	40.0%	47.0%	36.5%	43.6%	33.9%	41.6%	29.5%	37.4%	33.6%	42.1%	32.7%	35.9%

Source: National Survey of Community Satisfaction with Policing (NSCSP) 2015-16

Note: The percentage shown is the sum of respondents who consider the issue to be a 'major problem' and 'somewhat of a problem'. Any survey estimate is subject to sample error – the smaller the sample, the larger the sample error. Rather than report point estimates, results are presented as a range (the 95% confidence interval). This means there are 19 chances in 20 that the true value lies within the range. Perceptions are influenced by many factors, not necessarily related to the actual level of crime and social disorder (e.g. media reporting and past personal experiences).

HOW WE PERFORMED (continued)

We focus on achieving safer public transport and public spaces. The targeted police presence on public transport is intended to reduce antisocial behaviour and lead to safer use of public transport.

CHART 13: FEELING SAFE ON PUBLIC TRANSPORT ALONE AT NIGHT, NSW

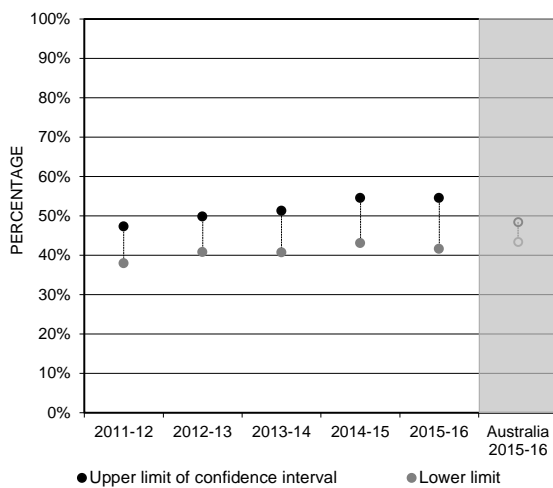
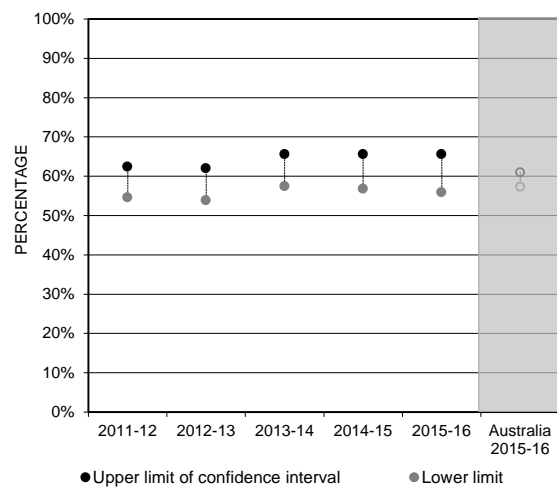


CHART 14: FEELING SAFE WALKING/JOGGING ALONE AT NIGHT, NSW



Source: National Survey of Community Satisfaction with Policing (NSCSP) 2015-16

TABLE 6: FEELINGS OF SAFETY, NSW

	NSW										AUSTRALIA 2015-16	
	2011-12		2012-13		2013-14		2014-15		2015-16		Lower - Upper Limit	
NSCSP Survey	Lower - Upper Limit		Lower - Upper Limit		Lower - Upper Limit		Lower - Upper Limit		Lower - Upper Limit		Lower - Upper Limit	
On public transport alone at night	37.9%	47.3%	40.8%	49.8%	40.7%	51.3%	43.0%	54.5%	41.5%	54.5%	43.4%	48.4%
Walking/jogging alone at night	54.6%	62.4%	53.9%	62.0%	57.4%	65.6%	56.8%	65.6%	55.9%	65.6%	57.3%	61.1%

Source: National Survey of Community Satisfaction with Policing (NSCSP) 2015-16

Note: The percentage shown is the sum of respondents who reported feeling 'very safe' and 'safe'. Any survey estimate is subject to sample error – the smaller the sample, the larger the sample error. Rather than report point estimates, results are presented as a range (the 95% confidence interval). This means that there are 19 chances in 20 that the true value lies within the range.

COMMUNITY AND PARTNERS

We focus on increasing community confidence in police. Customer service initiatives and prompt, professional responses to crime and safety issues are meeting community expectations.

CHART 15: SATISFACTION WITH MOST RECENT CONTACT WITH POLICE, NSW

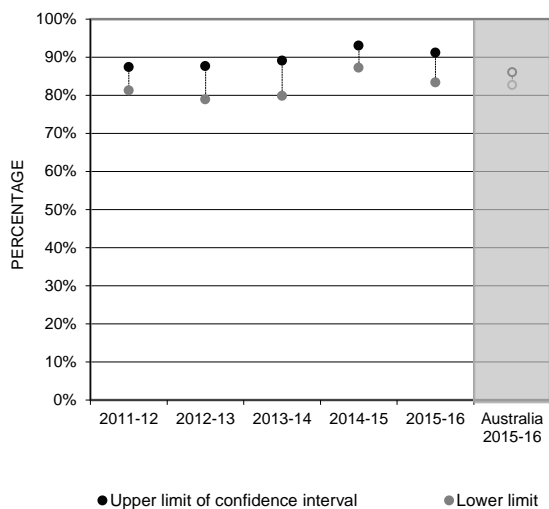
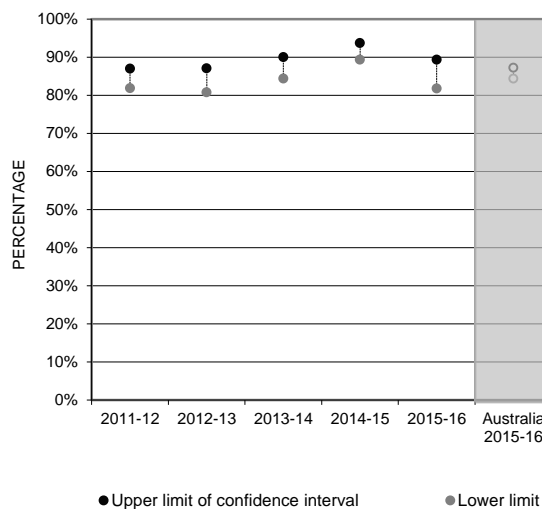


CHART 16: COMMUNITY CONFIDENCE IN POLICE, NSW



Source: National Survey of Community Satisfaction with Policing (NSCSP) 2015-16

TABLE 7: COMMUNITY CONFIDENCE IN POLICE

	NSW										AUSTRALIA 2015-16	
	2011-12		2012-13		2013-14		2014-15		2015-16		Lower - Upper Limit	
NSCSP Survey	Lower - Upper Limit	Lower - Upper Limit	Lower - Upper Limit	Lower - Upper Limit	Lower - Upper Limit	Lower - Upper Limit	Lower - Upper Limit	Lower - Upper Limit	Lower - Upper Limit	Lower - Upper Limit	Lower - Upper Limit	
Satisfaction with most recent contact with police	81.2%	87.4%	78.9%	87.6%	79.8%	89.0%	87.2%	93.0%	83.3%	91.1%	82.8%	86.1%
Confidence in police	81.8%	86.9%	80.7%	87.0%	84.3%	90.0%	89.3%	93.7%	81.7%	89.3%	84.4%	87.3%

Source: National Survey of Community Satisfaction with Policing (NSCSP) 2015-16

Note: The percentage shown is the sum of 'very satisfied/strongly agree' and 'satisfied/agree'. Any survey estimate is subject to sample error – the smaller the sample, the larger the sample error. Rather than report point estimates, results are presented as a range (the 95% confidence interval). This means that there are 19 chances in 20 that the true value lies within the range.

HOW WE PERFORMED (continued)

Response times

The community expects police to be available and capable of responding to calls for assistance within a reasonable time.

TABLE 8: URGENT RESPONSE CALLS^a

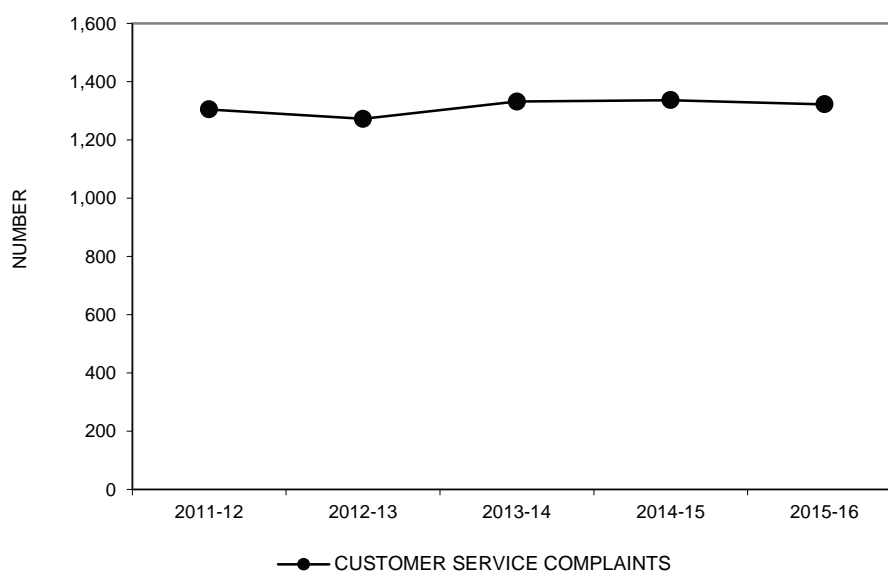
	2011-12	2012-13	2013-14	2014-15	2015-16
Number of urgent response calls	119,907	121,615	120,464	121,040	119,404
Percentage attended to within target time	78.1%	78.2%	79.9%	77.5%	77.2%

Source: NSW Police Force EDW/CAD

a. Calls where there is an imminent threat to life or property. These can include calls to Triple Zero (000), calls to police stations or radio calls from police in the field.

Complaint trends

CHART 17: NSW POLICE FORCE CUSTOMER SERVICE COMPLAINTS^a



Source: NSW Police Force, Professional Standards Command

TABLE 9: NSW POLICE FORCE CUSTOMER SERVICE COMPLAINTS^a

	2011-12	2012-13	2013-14	2014-15	2015-16
Customer service complaints	1,305	1,273	1,332	1,327	1,323

Source: NSW Police Force, Professional Standards Command

a. A complaint may contain more than one issue. For further information about issues raised in complaints, see Appendix 9.

Note: People under arrest and who are suspected of criminal activity are excluded from the definition of customers.

PEOPLE

We focus on enhancing the capabilities of our staff and providing a safe and supportive work environment.

Police numbers and distribution

TABLE 10: POLICE NUMBERS, NSW

NUMBERS AS AT 30 JUNE	2012	2013	2014	2015	2016
Actual	15,976	16,371	16,466	16,693	16,627
Authorised positions	15,956	16,176	16,355	16,565	16,692

Source: NSW Police Force, Human Resources

Note: The number of authorised positions is the approved total number of police officer positions. The actual number of police officers at any time may be higher or lower than the number of authorised positions since recruitment is planned to replace the expected number of officers lost through attrition (due to resignation, retirement, discharge or other reasons).

Leave and turnover

Two measures of excess leave are used in NSW Police Force reporting: officers over the allowed accrued hours of annual leave; and officers over the allowed accrued hours of annual and additional leave (accrued by those officers working Sunday and public holiday shifts).

- The total number of police officers over the maximum allowed accrued hours of annual leave was 1,308 (7.9% of all NSW Police Force police officers), up from 1,276 in 2014-15 (7.6%).
- The total number of police officers over the maximum allowed accrued hours of annual and additional leave was 2,012 (12.1% of all NSW Police Force police officers), down from 2,042 in 2014-15 (12.2%).

The average number of hours lost per employee (sworn and administrative) due to unplanned absences (that is sick leave and workplace injury leave) was 101 hours in 2015-16, down from 108 hours in 2014-15.

The average number of sick leave hours per employee was 56 hours during 2015-16, down from 60 hours in 2014-15.

The number of hours lost per employee through workplace injury was 45 hours during 2015-16, down from 48 hours in 2014-15.

Police officer turnover was 2.5% for 2015-16, up slightly from 2.2% for 2014-15. This compares with the latest available (2014-15) Australian and New Zealand turnover figure of 3.0%.

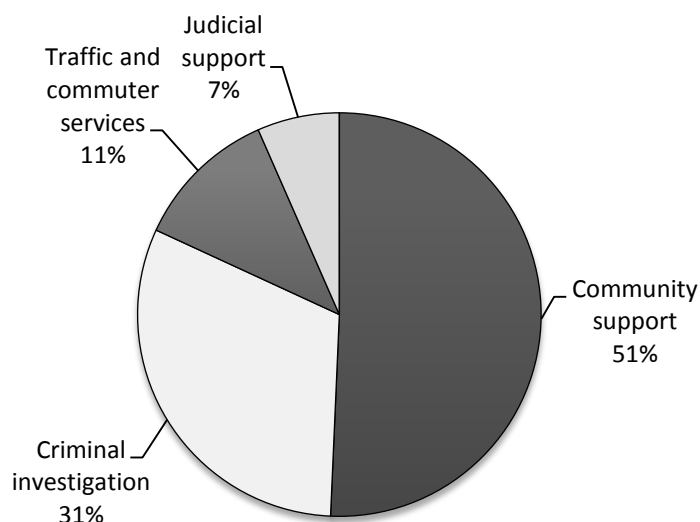
Note: Data on unplanned absences is extracted at the same time each year to ensure comparability of data across time.

HOW WE PERFORMED (continued)

SYSTEMS

We focus on improving organisational capability to deliver our services. Local area commands are the primary focus of service delivery by the NSW Police Force.

CHART 18: REGION STAFF DEPLOYMENT, 2015-16



Source: NSW Budget Paper No. 3, 2016-17

TABLE 11: REGION RESOURCE DEPLOYMENT BY ACTIVITY GROUPS

SERVICE GROUPS	PROPORTION OF BUDGET
Community support ^a	51.0%
Criminal investigation ^b	31.3%
Traffic and commuter services ^c	11.1%
Judicial support ^d	6.6%
Total	100.0%

Source: NSW Budget Paper No. 3, 2016-17

a. Community support includes supplying an effective, timely and flexible 24-hour response to incidents, emergencies and public events.

b. Criminal investigation includes crime detection, investigation, forensic services and dealing with alleged offenders.

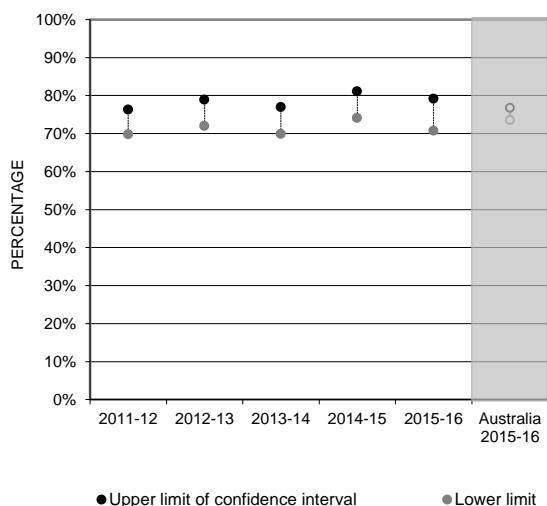
c. Traffic and commuter services includes patrolling roads, highways and public transport corridors, investigating major vehicle crashes, detecting traffic and transport offences, and supervising peak traffic flows.

d. Judicial support includes judicial and custodial services, prosecuting offenders, presenting evidence at court, transport and custody for people under police supervision, and support to victims and witnesses.

SATISFACTION WITH POLICE

We aim to provide our people with the skills and direction to do an effective job.

CHART 19: SATISFACTION WITH SERVICES PROVIDED BY POLICE, NSW



Source: National Survey of Community Satisfaction with Policing (NSCSP) 2015-16

TABLE 12: SATISFACTION WITH SERVICES PROVIDED BY POLICE, NSW

	NSW										AUSTRALIA 2015-16	
	2011-12		2012-13		2013-14		2014-15		2015-16		Lower - Upper Limit	
NSCSP Survey	Lower - Upper Limit		Lower - Upper Limit		Lower - Upper Limit		Lower - Upper Limit		Lower - Upper Limit		Lower - Upper Limit	
Satisfaction with services provided by police	69.8%	76.3%	72.0%	78.9%	69.9%	76.9%	74.1%	81.1%	70.7%	79.1%	73.6%	76.7%

Source: National Survey of Community Satisfaction with Policing (NSCSP) 2015-16

Note: The percentage shown is the sum of 'very satisfied' and 'satisfied'. Any survey estimate is subject to sample error – the smaller the sample, the larger the sample error. Rather than report point estimates, results are presented as a range (the 95% confidence interval). This means that there are 19 chances in 20 that the true value lies within the range.

Financial Summary

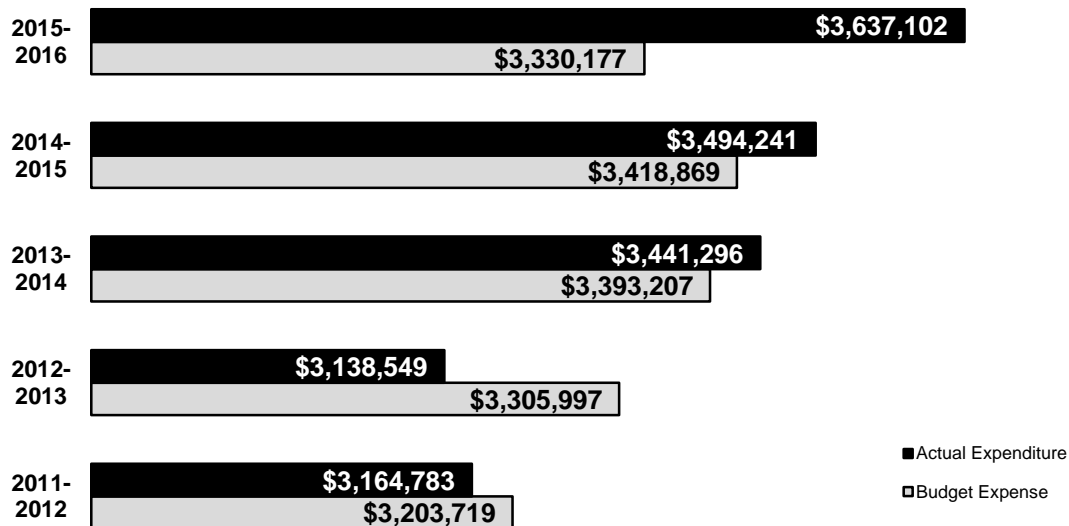
MAJOR EXPENSES

Total expenses including losses were \$3,637.1 million. About 82.83% of this amount represented employee related expenses (\$3,012.7 million), with \$1,981.1 million spent on salaries, wages and annual leave entitlements. Employee related expenses increased 5.4% from 2014-15. This consists of salaries, wages and annual leave entitlements, Crown acceptance of certain employee related costs such as superannuation and long service leave expenses, workers' compensation insurance and other expenses. Maintenance of property, plant and equipment totalled \$38.3 million.

CONTRIBUTIONS AND REVENUE

Total contributions and revenue were \$3,472.4 million, about 1.3% higher than 2014-15. This contribution consists of recurrent grants, capital grants, Crown acceptance of certain employee related costs such as superannuation, long service leave expenses, and other revenue. Capital grants were \$169.4 million. Revenue from the sale of goods and services was \$39.74 million, about 3.9% higher than 2014-15.

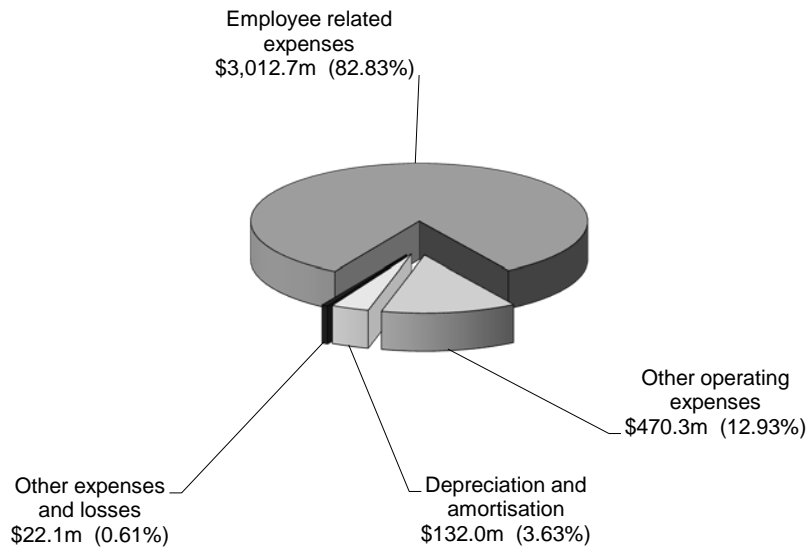
ACTUAL AND BUDGET EXPENDITURE (\$'000)



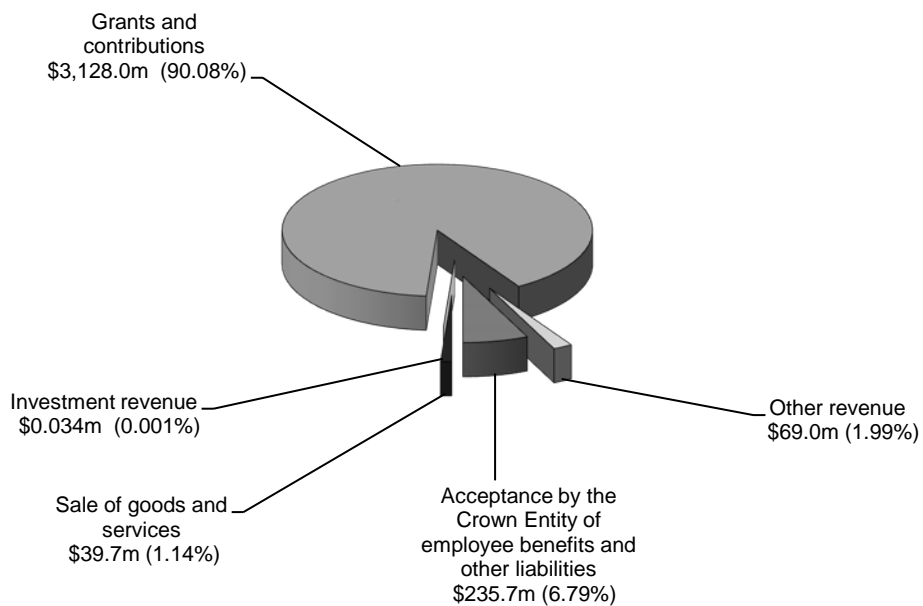
FISCAL IMPACT OF THE OPERATING ENVIRONMENT

Economic development and changes in the environment are often unpredictable and beyond the control of the NSW Police Force. Events like droughts and emergencies can cause change in a community's circumstances and impact on the NSW Police Force's ability to deliver planned results. In 2015-16, there were no events which affected the delivery of policing services.

Total Expenses and Losses \$3,637.1million



Total Contributions and Revenue \$3,472.4 million





INDEPENDENT AUDITOR'S REPORT

NSW Police Force

To Members of the New South Wales Parliament

Opinion

I have audited the accompanying financial statements of NSW Police Force (the Force), which comprise the statement of financial position as at 30 June 2016, the statement of comprehensive income, statement of changes in equity, statement of cash flows, and service group statements for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information.

In my opinion the financial statements:

- give a true and fair view of the financial position of the Force as at 30 June 2016, and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 45E of the *Public Finance and Audit Act 1983* (PF&A Act) and the Public Finance and Audit Regulation 2015.

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

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report.

I am independent of the Force in accordance with the auditor independence requirements of:

- Australian Auditing Standards
- ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants' (the Code).

I have also fulfilled my other ethical responsibilities in accordance with the Code.

The PF&A Act further promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies, but precluding the provision of non-audit services.

I believe the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Commissioner's Responsibility for the Financial Statements

The Commissioner is responsible for preparing financial statements that give a true and fair view in accordance with Australian Accounting Standards and the PF&A Act, and for such internal control as the Commissioner determines is necessary to enable the preparation of financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Commissioner must assess the Forces' ability to continue as a going concern unless the Forces' operations will cease as a result of an administrative restructure. The assessment must include, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting.

Auditor's Responsibility for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based of the financial statements.

A further description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>.

The description forms part of my auditor's report.

My opinion does *not* provide assurance:

- that the Force carried out its activities effectively, efficiently and economically
- about the assumptions used in formulating the budget figures disclosed in the financial statements
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented.



Renee Meimaroglou
Director, Financial Audit Services


13 September 2016
SYDNEY

START OF AUDITED FINANCIAL STATEMENTS

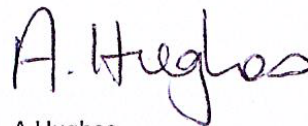
NSW Police Force for the year ended 30 June 2016

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

- (a) the accompanying financial statements have been prepared in accordance with the provisions of the *Public Finance and Audit Act 1983*, the *Financial Reporting Code for NSW General Government Sector Entities*, the applicable clauses of the *Public Finance and Audit Regulation 2015*, applicable Australian Accounting Standards, other mandatory professional reporting requirements and Treasurer's Directions and Treasury Circulars;
- (b) the financial statements exhibit a true and fair view of the financial position and financial transactions of NSW Police Force; and
- (c) we are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.



A P Scipione APM
Commissioner of Police
Dated: 12th September 2016



A Hughes
Director, Finance and Business Services
Dated: 12th September 2016

NSW Police Force

Statement of comprehensive income for the year ended 30 June 2016

	Notes	Actual 2016 \$'000	Budget 2016 \$'000	Actual 2015 \$'000
Expenses excluding losses				
Operating expenses				
Employee related	2(a)	3,012,723	2,703,102	2,857,846
Other operating expenses	2(b)	470,291	448,761	476,117
Depreciation and amortisation	2(c)	131,978	158,243	134,813
Grants and subsidies	2(d)	7,484	5,665	9,287
Finance costs	2(e)	9,714	10,701	10,002
Other expenses	2(f)	2,045	2,777	2,134
Total Expenses excluding losses		3,634,235	3,329,249	3,490,199
Revenue				
Sale of goods and services	3(a)	39,741	34,946	38,188
Investment revenue	3(b)	34	-	3,928
Grants and contributions	3(c)	3,127,964	3,116,323	3,155,578
Acceptance by the Crown Entity of employee benefits and other liabilities	3(d)	235,650	168,571	196,282
Other revenue	3(e)	69,042	31,260	34,701
Total Revenue		3,472,431	3,351,100	3,428,677
Gain / (loss) on disposal	4	(2,746)	(918)	(1,508)
Other gains / (losses)	5	(121)	(10)	(2,534)
Net result	22	(164,671)	20,923	(65,564)
Other comprehensive income				
<i>Items that will not be reclassified to net result</i>				
Net increase/ (decrease) in property, plant and equipment revaluation surplus		28,453	-	22,373
Net change in the revaluation surplus arising from a change in restoration liability		(3,358)	-	(776)
Total other comprehensive income		25,095	-	21,597
TOTAL COMPREHENSIVE INCOME		(139,576)	20,923	(43,967)

The accompanying notes form part of these financial statements.

NSW Police Force

Statement of financial position as at 30 June 2016

	Notes	Actual 2016 \$'000	Budget 2016 \$'000	Actual 2015 \$'000
ASSETS				
Current assets				
Cash and cash equivalents	7	44,652	75,860	104,408
Receivables	8	117,153	60,861	89,440
Non-current assets held for sale	9	820	-	730
Total Current Assets		162,625	136,721	194,578
Non-Current Assets				
Receivables	8	8,200	300	18,200
Property, Plant and Equipment				
- Land and Buildings	10	1,334,553	1,432,529	1,300,515
- Plant and Equipment	10	298,557	194,709	298,253
Total Property, Plant and Equipment		1,633,110	1,627,238	1,598,768
Intangible assets	11	101,500	79,672	102,636
Total Non-Current Assets		1,742,810	1,707,210	1,719,604
Total Assets		1,905,435	1,843,931	1,914,182
LIABILITIES				
Current Liabilities				
Payables	14	205,295	65,896	110,524
Borrowings	15	11,661	11,661	10,245
Provisions	16	499,505	438,207	450,709
Other	17	470	149	367
Total Current Liabilities		716,931	515,913	571,845
Non-Current Liabilities				
Borrowings	15	124,151	124,151	135,812
Provisions	16	75,214	52,693	76,481
Other	17	2,104	142	1,127
Total Non-Current Liabilities		201,469	176,986	213,420
Total Liabilities		918,400	692,899	785,265
Net Assets		987,035	1,151,032	1,128,917
EQUITY				
Reserves		517,302	484,639	494,371
Accumulated funds		469,733	666,393	634,546
Total Equity		987,035	1,151,032	1,128,917

The accompanying notes form part of these financial statements.

NSW Police Force

Statement of changes in equity for the year ended 30 June 2016

	Notes	Accumulated Funds \$'000	Asset Revaluation Surplus \$'000	Total \$'000
Balance at 1 July 2015		<u>634,546</u>	<u>494,371</u>	<u>1,128,917</u>
Net result for the year		<u>(164,671)</u>	<u>-</u>	<u>(164,671)</u>
Other comprehensive income:				
Net increase / (decrease) in property, plant and equipment	10	-	28,453	28,453
Change in restoration liability		-	(3,358)	(3,358)
Asset revaluation surplus balance transferred to accumulated funds on disposal of asset		2,164	(2,164)	-
Total other comprehensive income		<u>2,164</u>	<u>22,931</u>	<u>25,095</u>
Total comprehensive income for the year		<u>(162,507)</u>	<u>22,931</u>	<u>(139,576)</u>
Transactions with owners in their capacity as owners				
Increase(decrease) in net assets from equity transfers	18	(2,306)	-	(2,306)
Balance as at 30 June 2016		<u><u>469,733</u></u>	<u><u>517,302</u></u>	<u><u>987,035</u></u>
Balance at 1 July 2014		<u>694,245</u>	<u>478,639</u>	<u>1,172,884</u>
Net result for the year		<u>(65,564)</u>	<u>-</u>	<u>(65,564)</u>
Other comprehensive income:				
Net increase / (decrease) in property, plant and equipment	10	-	22,373	22,373
Change in restoration liability		-	(776)	(776)
Other:				
Asset revaluation surplus balance transferred to accumulated funds on disposal of asset		5,865	(5,865)	-
Total other comprehensive income		<u>5,865</u>	<u>15,732</u>	<u>21,597</u>
Total comprehensive income for the year		<u>(59,699)</u>	<u>15,732</u>	<u>(43,967)</u>
Transactions with owners in their capacity as owners		<u>-</u>	<u>-</u>	<u>-</u>
Balance as at 30 June 2015		<u><u>634,546</u></u>	<u><u>494,371</u></u>	<u><u>1,128,917</u></u>

The accompanying notes form part of these financial statements.

NSW Police Force

Statement of cash flows for the year ended 30 June 2016

	Notes	Actual 2016 \$'000	Budget 2016 \$'000	Actual 2015 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES				
Payments				
Employee related		(2,590,035)	(2,574,355)	(2,470,933)
Grants and subsidies		(188,187)	(5,665)	(171,591)
Finance costs		(9,212)	(10,701)	(9,805)
Other		(443,774)	(508,706)	(556,613)
Total Payments		(3,231,208)	(3,099,427)	(3,208,942)
Receipts				
Sale of goods and services		12,163	34,946	49,074
Interest received		1,875	1,364	3,872
Grants and contributions		3,125,512	3,115,922	3,155,426
Cash transfers to the Crown Entity		-	-	(199)
Other		177,480	98,774	126,243
Total Receipts		3,317,030	3,251,006	3,334,416
NET CASH FLOWS FROM OPERATING ACTIVITIES	22	85,822	151,579	125,474
CASH FLOWS FROM INVESTING ACTIVITIES				
Proceeds from sale of Land and Building and Plant and Equipment	4	3,117	1,713	4,608
Purchases of Land and Building and Plant and Equipment		(118,710)	(159,813)	(121,548)
Purchase of Intangibles		(19,740)	(18,373)	(20,077)
NET CASH FLOWS FROM INVESTING ACTIVITIES		(135,333)	(176,473)	(137,017)
CASH FLOWS FROM FINANCING ACTIVITIES				
Repayment of borrowings and advances		(10,245)	(10,245)	(8,989)
NET CASH FLOWS FROM FINANCING ACTIVITIES		(10,245)	(10,245)	(8,989)
NET INCREASE/(DECREASE) IN CASH		(59,756)	(35,139)	(20,532)
Opening cash and cash equivalents		104,408	110,999	124,940
CLOSING CASH AND CASH EQUIVALENTS	7	44,652	75,860	104,408

The accompanying notes form part of these financial statements.

NSW Police Force
Service group statements for the year ended 30 June 2016

Supplementary financial statements

	Service Group 39.1 ¹		Service Group 39.2 ¹		Service Group 39.3 ¹		Service Group 39.4 ¹		Not Attributable ²		Total	
	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000
EXPENSES & INCOME												
Expenses excluding losses												
Operating expenses	1,528,007	1,443,675	952,606	889,249	329,611	336,933	202,499	187,989	-	-	3,012,723	2,857,846
Employee related expenses	237,927	240,412	150,146	148,078	50,301	56,323	31,917	31,304	-	-	470,291	476,117
Other operating expenses	80,219	84,799	39,692	37,935	5,414	5,292	6,653	6,787	-	-	131,978	134,813
Depreciation and amortisation	3,750	4,722	2,366	2,909	865	1,041	503	615	-	-	7,484	9,287
Grants and subsidies	4,867	5,085	3,071	3,133	1,123	1,122	653	662	-	-	9,714	10,002
Finance costs	1,025	1,086	647	668	236	239	137	141	-	-	2,045	2,134
Other expenses												
Total expenses excluding losses	1,855,795	1,779,779	1,148,528	1,081,972	387,550	400,950	242,362	227,498	-	-	3,634,235	3,490,199
Revenue												
Sale of goods and services	19,912	19,419	12,566	11,959	4,592	4,282	2,671	2,528	-	-	39,741	38,188
Investment revenue	17	1,998	11	1,230	4	440	2	260	-	-	34	3,928
Grants and contributions	7,018	6,188	4,428	3,812	24,714	23,233	942	806	3,090,862	3,121,539	3,127,964	3,155,578
Acceptance by the Crown Entity of employee benefits and other liabilities	118,070	99,802	74,510	61,475	27,231	22,009	15,839	12,996	-	-	235,650	196,282
Other revenue	50,946	17,645	11,467	10,868	4,191	3,891	2,438	2,297	-	-	69,042	34,701
Total revenue	195,963	145,052	102,982	89,344	60,732	53,855	21,892	18,887	3,090,862	3,121,539	3,472,431	3,428,677
Gain / (loss) on disposal	(1,376)	(767)	(868)	(472)	(317)	(169)	(185)	(100)	-	-	(2,746)	(1,508)
Other gains / (losses)	(61)	(1,288)	(38)	(794)	(14)	(284)	(8)	(168)	-	-	(121)	(2,534)
Net result	(1,661,269)	(1,636,782)	(1,046,452)	(993,894)	(327,149)	(347,548)	(220,663)	(208,879)	3,090,862	3,121,539	(164,671)	(65,564)
Other comprehensive income												
Increase / (decrease) in revaluation	-	-	-	-	-	-	-	-	28,453	22,373	28,453	22,373
Net change in the asset revaluation arising from a change in restoration	-	-	-	-	-	-	-	-	(3,358)	(776)	(3,358)	(776)
Total other comprehensive income	-	-	-	-	-	-	-	-	25,095	21,597	25,095	21,597
TOTAL COMPREHENSIVE INCOME	(1,661,269)	(1,636,782)	(1,046,452)	(993,894)	(327,149)	(347,548)	(220,663)	(208,879)	3,115,957	3,143,136	(139,576)	(43,967)

1. The names and purposes of each service group are summarised in Note 6.

2. Grants received from the Department of Justice is made on an entity basis and not to individual service groups. Consequently, grants from the Department of Justice is included in the 'Not Attributable' column. Revaluation surplus is also unlikely to be attributable to individual service groups.

NSW Police Force
Service group statements for the year ended 30 June 2016 (continued)
Supplementary financial statements

ASSETS & LIABILITIES	Service Group 39.1 ¹		Service Group 39.2 ¹		Service Group 39.3 ¹		Service Group 39.4 ¹		Not Attributable ²		Total	
	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000
Current Assets												
Cash and cash equivalents	-	-	-	-	-	-	-	-	-	-	-	-
Receivables	60,021	53,860	29,698	24,094	22,456	7,175	4,311	4,311	44,652	104,408	44,652	104,408
Non-current assets held for sale	498	459	247	205	34	29	37	37	-	-	-	-
Total current assets	60,519	54,319	29,945	24,299	22,490	7,204	4,348	4,348	44,652	104,408	44,652	104,408
Non-current Assets												
Receivables	4,108	9,254	2,593	5,700	948	2,041	1,205	1,205	-	-	-	-
Property, plant and equipment	992,635	1,005,647	491,147	449,871	66,998	62,759	80,491	80,491	-	-	-	-
Intangibles	61,695	64,560	30,525	28,880	4,163	4,029	5,117	5,117	-	-	-	-
Total non-current assets	1,058,438	1,079,461	524,265	484,451	72,109	68,829	86,863	86,863	-	-	-	-
Total Assets	1,118,957	1,133,780	554,210	508,750	94,599	76,033	91,211	91,211	44,652	104,408	1,905,435	1,914,182
Current liabilities												
Payables	102,860	56,197	64,912	34,616	23,724	12,393	7,318	7,318	-	-	-	-
Borrowings	5,733	5,033	5,715	5,029	135	115	68	68	-	-	-	-
Provisions	250,272	229,170	157,938	141,160	57,722	50,538	29,841	29,841	-	-	-	-
Other	235	187	149	115	54	41	24	24	-	-	-	-
Total current liabilities	359,100	290,587	228,714	180,920	81,635	63,087	37,251	37,251	47,482	104,408	716,931	571,845
Non-current liabilities												
Borrowings	61,035	66,727	60,847	66,663	1,435	1,523	899	899	-	-	-	-
Provisions	37,685	38,888	23,782	23,953	8,692	8,576	5,064	5,064	-	-	-	-
Other	1,055	573	665	353	243	126	75	75	-	-	-	-
Total non-current liabilities	99,775	106,188	85,294	90,969	10,370	10,225	6,038	6,038	-	-	-	-
Total Liabilities	458,875	396,775	314,008	271,889	92,005	73,312	43,289	43,289	-	-	918,400	785,265
NET ASSETS	660,082	737,005	240,202	236,861	2,594	2,721	47,922	47,922	44,652	104,408	987,035	1,128,917

1. The names and purposes of each service group are summarised in Note 6.

2. Grants received from the Department of Justice is made on an entity basis and not to individual service groups. Consequently, grants from the Department of Justice is included in the 'Not Attributable' column. Revaluation surplus is also unlikely to be attributable to individual service groups.

NSW Police Force

Service group statements for the year ended 30 June 2016 (continued)

Supplementary financial statements

	Service Group 39.1 ¹		Service Group 39.2 ¹		Service Group 39.3 ¹		Service Group 39.4 ¹		Not Attributable ²		Total	
	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000
ADMINISTERED EXPENSES & INCOME												
Administered Expenses	-	-	-	-	-	-	-	-	-	-	-	-
Administered Income												
Transfer receipts												
Consolidated Fund												
Taxes, fees and fines	-	-	-	-	-	-	-	-	21,016	19,260	21,016	19,260
Other	-	-	-	-	-	-	-	-	36	30	36	30
Total Administered Income	-	-	-	-	-	-	-	-	21,052	19,290	21,052	19,290
Administered Income less Expenses	-	-	-	-	-	-	-	-	21,052	19,290	21,052	19,290

1. The names and purposes of each service group are summarised in Note 6.

2. Administered income is not attributable as NSW Police Force administers certain activities on behalf of the Crown Entity. Refer Note 1 (d).

Administered assets and liabilities are disclosed in Note 25.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(a) Reporting entity

The NSW Police Force is a NSW government entity. The NSW Police Force is a not-for-profit entity (as profit is not its principal objective) and it has no cash generating units. The reporting entity is consolidated as part of the NSW Total State Sector Accounts.

These financial statements for the year ended 30 June 2016 have been authorised for issue by the Commissioner on 12th September 2016.

(b) Basis of preparation

The NSW Police Force's financial statements are general purpose financial statements which have been prepared on an accrual basis and in accordance with:

- applicable Australian Accounting Standards (which include Australian Accounting Interpretations);
- the requirements of the *Public Finance and Audit Act 1983* and *Public Finance and Audit Regulation 2015*; and
- the Financial Reporting Directions published in the Financial Reporting Code for NSW General Government Sector Entities or issued by the Treasurer.

Property, plant and equipment are measured at fair value. Other financial statement items are prepared in accordance with the historical cost convention except where specified otherwise.

Judgements, key assumptions and estimations that management has made, are disclosed in the relevant notes to the financial statements as follows:

- Fixed assets depreciation Note 1(i)(v)
- Employee Benefits and other provisions Note 1(j)(iv)
- Non renewal benefit Note 1 (j)(iv)(e)
- Death and disability Note 1 (j)(iv)(f)
- Service group statements allocation methodology Note 1(o)

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

(c) Statement of Compliance

The financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.

(d) Administered Activities

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

Transactions and balances relating to the administered activities are not recognised as the NSW Police Force's income, assets and liabilities, but are disclosed in the accompanying notes as "Administered Assets and Liabilities" and "Administered Income", refer Note 25 and Note 26.

The accrual basis of accounting and applicable accounting standards has been adopted.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**(e) Borrowing Costs**

Borrowing costs are recognised as expenses in the period in which they are incurred, in accordance with Treasury's Mandate to not-for-profit NSW general government sector agencies.

(f) Insurance

The insurance activities of the NSW Police Force are conducted through NSW Treasury Managed Fund (TMF) Scheme of self-insurance for Government entities. The expense (premium) is determined by the Fund Manager and is based on past claims experience.

The NSW Treasury Managed Fund Scheme applies a hindsight adjustment, calculated at three years (Interim) and five years (Final), based on actual claims experience. NSW Police Force receives or pays the difference between the annual and hindsight premiums. Hindsight adjustments are recognised on a gross basis as revenue and or expense.

(g) Accounting for the Goods and Services Tax (GST)

Income, expenses and assets are recognised net of the amount of GST, except that the:

- amount of GST incurred by the NSW Police Force as a purchaser that is not recoverable from the Australian Taxation Office is recognised as part of an asset's cost of acquisition or as part of an item of expense; and
- Receivables and payables are stated with the amount of GST included.

Cash flows are included in the statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which is recoverable from, or payable to, the Australian Taxation Office are classified as operating cash flows.

(h) Income recognition

Income is measured at the fair value of the consideration or contribution received or receivable. Additional comments regarding the accounting policies for the recognition of income are discussed below.

(i) Grants and Contributions

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

(ii) Sale of Goods

Revenue from the sale of goods is recognised as revenue when the NSW Police Force transfers the significant risks and rewards of ownership of the assets.

(iii) Rendering of Services

Revenue is recognised when the service is provided or by reference to the stage of completion (based on labour hours incurred to date).

(iv) Investment Revenue

Interest revenue is recognised using the effective interest method as set out in AASB 139 *Financial Instruments: Recognition and Measurement*.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**(i) Assets****(i) Acquisitions of Assets**

Assets acquired are initially recognised at cost. Cost is the amount of cash or cash equivalents paid or the fair value of the other consideration given to acquire the asset at the time of its acquisition or construction or, where applicable, the amount attributed to that asset when initially recognised in accordance with the specific requirements of other Australian Accounting Standards.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and revenues at their fair value at acquisition date (see also assets transferred as a result of an equity transfer – Note 1(m)).

Fair value is the price that would be received to sell an asset in an orderly transaction between market participants at measurement date.

Where payment for an asset is deferred beyond normal credit terms, its cost is the cash price equivalent; i.e. deferred payment amount is effectively discounted over the period of credit.

(ii) Capitalisation Thresholds

Property, plant and equipment and intangible assets costing \$5,000 and above individually are capitalised. In addition, assets forming part of a network (including printers) and communications systems are capitalised regardless of cost.

(iii) Revaluation of Property, Plant and Equipment

The NSW Police Force's property portfolio consists of land, police residences, police stations and other operational buildings. Physical non-current assets are valued in accordance with the "Valuation of Physical Non-Current Assets at Fair Value" Policy and Guidelines Paper (TPP 14-01). This policy adopts fair value in accordance with AASB 13 *Fair Value Measurement*, AASB 116 *Property, Plant and Equipment* and AASB 140 *Investment Property*.

Property, plant and equipment is measured at the highest and best use by the market participants that is physically possible, legally permissible and financially feasible. The highest and best use must be available at a period that is not remote and take into account the characteristics of the asset being measured, including any socio-political restrictions imposed by government. In most cases, after taking into account these considerations, the highest and best use is the existing use. In limited circumstances, the highest and best use may be a feasible alternative use, where there are no restrictions on use or where there is a feasible higher restricted alternative use.

Fair value of residential property, aircraft and vessels is based on a market participants' perspective, using valuation techniques (market approach, cost approach, income approach) that maximise relevant observable inputs and minimise unobservable inputs. Also refer Note 12 and Note 27 for further information regarding fair value.

Police Stations and associated administrative areas are valued based on the estimated current replacement cost of the most appropriate modern equivalent replacement facility having a similar service potential to the existing asset. Land is valued at the highest and best use basis, subject to any restrictions or enhancements since acquisition. The land component of the property portfolio and police residences has been revalued with market value as the basis for revaluation.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**(i) Assets (continued)****(iii) Revaluation of Property, Plant and Equipment (continued)**

Land and buildings are revalued over a three-year cycle. The NSW Police Force undertakes this progressive method of revaluation in accordance with Treasury Guidelines and AASB 116 *Property, Plant and Equipment*. The last such revaluation was completed on 31 March 2016 and was based on an independent assessment. The 2016 revaluation is the first in the current three-year cycle. In 2016, the land and building assets in the Central Metro and Northern Region were revalued. To ensure that the land and building assets not included in the 2016 revaluation are held at fair value at 30 June 2016, valuation factors were obtained from accredited valuers. There was no material difference between the values recorded and the adjusted values had the valuation factors been applied. All land and building revaluations, and the valuation factors are undertaken by accredited valuers, engaged by the external property management service provider, to ensure consistency.

Non-specialised assets with short useful lives are measured at depreciated historical cost as an approximation of fair value. The NSW Police Force has assessed that any difference between fair value and depreciated historical cost is unlikely to be material.

Heritage buildings are valued at a premium rate taking into consideration the highest and best use of the property.

When revaluing non-current assets using the cost approach, the gross amount and the related accumulated depreciation are separately restated.

For other assets valued using other valuation techniques, any balances of accumulated depreciation at the revaluation date in respect of those assets are credited to the asset accounts to which they relate. The net asset accounts are then increased or decreased by the revaluation increments or decrements.

Revaluation increments are credited directly to the revaluation surplus, except that, to the extent that an increment reverses a revaluation decrement for that class of asset, previously recognised as an expense, the increment is recognised immediately as revenue.

Revaluation decrements are recognised immediately as expenses, except that, to the extent that a credit balance exists in the revaluation surplus for the same class of assets, they are debited directly to the revaluation surplus.

As a not-for-profit entity, revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise. Where an asset previously revalued is disposed of, any balance remaining in the revaluation surplus for that asset is transferred to accumulated funds.

(iv) Impairment of Property, Plant and Equipment

As a not-for-profit entity with no cash generating units, impairment under AASB 136 *Impairment of Assets* is unlikely to arise. As property, plant and equipment is carried at fair value or an amount that approximates fair value, impairment can only arise in the rare circumstances such as where the costs of disposal are material. Specifically, impairment is unlikely for not-for-profit entities given that AASB 136 *Impairment of Assets* modifies the recoverable amount test for non-cash generating assets of not-for-profit entities to the higher of fair value less costs of disposal and depreciated replacement cost, where depreciated replacement cost is also fair value.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(i) Assets (continued)

(v) Depreciation and Amortisation of Property, Plant and Equipment

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

All material separately identifiable components of assets are recognised and depreciated /amortised over their useful lives. If the asset cannot be separately identified, even though it is an integral part or component of a larger asset, then it is considered to be a whole of an asset and is depreciated /amortised over the useful life.

Current depreciation/amortisation rates are as follows:

Category	Asset Category Name	Rate
A	Aircraft/aviation	15%
B	Buildings & improvements	useful life varies 3 to 57 years
C	Computers – not PC's	25%
C 1	Computers – PC's	20%
D	Computer integrated software	10%
E	Furniture & fittings	10%
F	Plant & equipment	10%
F 1	Body worn camera	33%
G	Marine equipment	5%
H	Transport equipment	15%
I	Office equipment	10%
J	Scientific apparatus	15%
K	Radio communications equipment	15%
M	Firearms and dangerous weapons	10%
N	Musical instruments	10%
P	Livestock	12.5%
Q	Leased buildings	lease term per asset

(vi) Major Inspection Costs

When each major inspection is performed, the labour cost of performing major inspections for faults is recognised in the carrying amount of an asset as a replacement of a part, if the recognition criteria are satisfied.

(vii) Restoration Costs

The estimated cost of dismantling and removing an asset and restoring the site is included in the cost of an asset, to the extent it is recognised as a liability.

(viii) Maintenance

Day-to-day servicing costs or maintenance are charged as expenses as incurred, except where they relate to the replacement of a part or component of an asset, in which case the costs are capitalised and depreciated.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**(i) Assets (continued)****(ix) Leased Assets**

A distinction is made between finance leases which effectively transfer from the lessor to the lessee substantially all the risks and rewards incidental to ownership of the leased assets, and operating leases under which the lessor does not transfer substantially all the risks and rewards.

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

Operating lease payments are recognised as an expense on a straight-line basis over the lease term.

(x) Intangible Assets

The NSW Police Force recognises intangible assets only if it is probable that future economic benefits will flow to the NSW Police Force and the cost of the asset can be measured reliably. Intangible assets are measured initially at cost. Where an asset is acquired at no or nominal cost, the cost is its fair value as at the date of acquisition.

All research costs are expensed. Development costs are only capitalised when certain criteria are met.

The useful lives of intangible assets are assessed to be finite. Intangible assets are subsequently measured at fair value only if there is an active market. As there is no active market for the NSW Police Force's intangible assets, the assets are carried at cost less any accumulated amortisation and impairment losses.

The NSW Police Force's intangible assets are amortised using the straight-line method over a period of 10 years for computer software.

Intangible assets are tested for impairment where an indicator of impairment exists. However, as a not-for-profit entity with no cash generating units, impairment under AASB 136 *Impairment of Assets* is unlikely to arise (refer to Note 1(i)(iv)).

(xi) Loans and Receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. These financial assets are recognised initially at fair value. Subsequent measurement is at amortised cost using the effective interest method, less an allowance for any impairment of receivables. Any changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process.

Short-term receivables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**(i) Assets (continued)****(xii) Impairment of Financial Assets**

All financial assets, except those measured at fair value through profit and loss, are subject to annual review for impairment. An allowance for impairment is established when there is objective evidence that the entity will not be able to collect all amounts due.

For financial assets carried at amortised cost, the amount of the allowance is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate. The amount of the impairment loss is recognised in the net result for the year.

Any reversals of impairment losses are reversed through the net result for the year where there is objective evidence. Reversals of impairment losses of financial assets carried at amortised cost cannot result in a carrying amount that exceeds what the carrying amount would have been had there not been an impairment loss.

(xiii) De-recognition of Financial Assets and Financial Liabilities

A financial asset is derecognised when the contractual rights to the cash flows from the financial assets expire; or if the NSW Police Force transfers the financial asset:

- where substantially all the risks and rewards have been transferred; or
- where the NSW Police Force has not transferred substantially all the risks and rewards, if the NSW Police Force has not retained control.

Where the NSW Police Force has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset is recognised to the extent of the NSW Police Force's continuing involvement in the asset.

A financial liability is derecognised when the obligation specified in the contract is discharged or cancelled or expired.

(xiv) Non-Current Assets Held for Sale

The NSW Police Force has certain non-current assets classified as held for sale, where their carrying amount will be recovered principally through a sale transaction, not through continuing use. Non-current assets held for sale are recognised at the lower of carrying amount and fair value less costs of disposal. These assets are not depreciated while they are classified as held for sale.

(xv) Trust Funds

The NSW Police Force receives monies in a trustee capacity as set out in Note 24. As the NSW Police Force performs only a custodial role with these monies, and because the monies cannot be used for the achievement of the NSW Police Force's own objectives, these funds are not recognised in the financial statements.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(i) Assets (continued)

(xvi) Other Assets

Other assets are recognised on a historic cost basis.

(j) Liabilities

(i) Payables

These amounts represent liabilities for goods and services provided to the NSW Police Force and other amounts. Payables are recognised initially at fair value. Subsequent measurement is at amortised cost using the effective interest method. Short-term payables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial.

(ii) Borrowings

Loans are not held for trading or designated at fair value through profit or loss and are recognised at amortised cost using the effective interest rate method. Gains or losses are recognised in the net result for the year on de-recognition.

The finance lease liability is determined in accordance with AASB 117 *Leases*.

(iii) Financial Guarantees

A financial guarantee contract is a contract that requires the issuer to make specified payments to reimburse the holder for a loss it incurs because a specified debtor fails to make payment when due in accordance with the original or modified terms of a debt instrument.

Financial guarantee contracts are recognised as a liability at the time the guarantee is issued and initially recognised at fair value plus, in the case of financial guarantees not at fair value through profit or loss, directly attributable transaction costs, where material. After initial recognition, the liability is measured at the higher of the amount determined in accordance with AASB 137 *Provisions, Contingent Liabilities and Contingent Assets* and the amount initially recognised, less accumulated amortisation, where appropriate.

The NSW Police Force did not provide any financial guarantee contracts in the years ended 30 June 2016 and 30 June 2015.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**(j) Liabilities (continued)****(iv) Employee Benefits and Other Provisions****(a) Salaries and Wages, Annual Leave, Sick Leave and On-costs**

Salaries and wages (including non-monetary benefits), that are expected to be settled wholly within 12 months after the end of the period in which the employees render the service are recognised and measured at the undiscounted amounts of the benefits.

Annual leave is not expected to be settled wholly before twelve months after the end of the annual reporting period in which the employees render the related service. As such, it is required to be measured at present value in accordance with AASB 119 *Employee Benefits* (although short-cut methods are permitted). Actuarial advice obtained by Treasury has confirmed that using the nominal annual leave balance plus the annual leave entitlements accrued while taking annual leave (calculated using 7.7% of the nominal value of annual leave for unsworn employees and 11.5% for sworn employees, respectively) can be used to approximate the present value of the annual leave liability. NSW Police Force has assessed the actuarial advice based on the entity's circumstances and has determined that the effect of discounting is immaterial to annual leave.

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

(b) Long Service Leave and Superannuation

The liabilities for long service leave and defined benefit superannuation of the NSW Police Force are assumed by the Crown Entity. The NSW Police Force accounts for the liability as having been extinguished; resulting in the amount assumed being shown as part of the non-monetary revenue item described as "Acceptance by the Crown Entity of employee benefits and other liabilities".

Long service leave is measured at present value in accordance with AASB 119 *Employee Benefits*. This is based on the application of certain factors (specified in *NSWTC15/09 Accounting for long service leave and annual leave*) to employees with five or more years of service, using current rates of pay. These factors were determined based on an actuarial review to approximate present value.

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

(c) Consequential on-costs

Consequential costs to employment are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised. This includes outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(j) Liabilities (continued)

(iv) Employee Benefits and Other Provisions (continued)

(d) Other Provisions

Other provisions exist when: the NSW Police Force has a present legal or constructive obligation as a result of a past event; it is probable that an outflow of resources will be required to settle the obligation; and a reliable estimate can be made of the amount of the obligation.

If the effect of the time value of money is material, provisions are discounted at 2.14%, which is the 10 year government bond rate at 20 June 2016, which reflects the current market assessments of the time value of money and the risks specific to the liability.

(e) Non-Renewal Benefit

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

The liability for non-renewal benefits is recognised from the beginning of the first fixed term appointment of each officer and is measured on the accumulated salary earnings of each officer at reporting date. An actuarial assessment of this liability is performed every three years.

The non-renewal benefit liability is measured at present value in accordance with AASB 119 *Employee Benefits*.

A shorthand method, based on actuarial report obtained as at 30 June 2015, was applied to calculate the current liability. This calculation is based on the application of a discount factor of 0.89 to total non-renewal benefit liability.

The next actuarial assessment of this liability is due no later than 30 June 2018.

The liability is disclosed in Note 16 as part of 'Current / Non-Current Liabilities – Provisions'.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**(j) Liabilities (continued)****(iv) Employee Benefits and Other Provisions (continued)****(f) The NSW Police Force Blue Ribbon Super Scheme**

The valuation of NSW Police Force's self-insured liabilities under the NSW Police Death and Disability Award Insurance scheme as at 30 June 2016 is based on data as at 30 June 2016.

The NSW Police Force Blue Ribbon Super Scheme facilitates Death and Total and Permanent Incapacity benefits (TPD), and Partial and Permanent Disability benefits (PPD) to eligible police officers of the NSW Police Force from 23 June 2005 until its replacement by the Police Amendment (Death and Disability) Act 2011.

Under the 2011 Act, the new death and TPD benefits were effective from 20 January 2012 while the new Income Protection (IP) benefits were effective for any claim that did not meet the transitional arrangements to be eligible for 2005 PPD benefits on 30 November 2011.

These arrangements are provided to a police officer in the event that he or she suffered an on duty or off duty injury which results in the death or total and permanent incapacity or partial and permanent incapacity of the officer. The NSW Police Force (employer) and police officers (employees) make contributions as required by these Awards.

The NSW Police Force's self-insured liability for PPD benefits (2005 Award) and income protection (IP) benefits are deemed "termination benefits" under AASB 119 *Employee Benefits*. The liability is measured in accordance with AASB 119 *Employee Benefits* and is consistent with AASB 137 *Provisions, Contingent Liabilities and Contingent Assets*.

The quantum of the NSW Police Force's total self-insured liability exposure is determined based on an independent actuarial assessment.

The assessment approximates the potential liability of PPD and IP as well as death and TPD that are not covered by the insurer, and the recovery of payments made under a PPD claim when the affected officer submits a TPD claim in finalisation of compensation for an injury. The valuation also includes the potential risk sharing liabilities payable to the insurers (MetLife and TAL) if the insured death and TPD claims experience is above a specified level.

As at 30 June 2016 the estimated liability exceeded the estimated recovery.

The liability has been discounted at an assumed government bond rate of 1.6% with a term of 1.6 years. The largest component of the liabilities is the 2011 Act income protection benefits and the majority have a maximum payment period of five or seven years for claims depending upon the injury date.

The liability is disclosed in Note 16 as part of 'Current / Non-Current Liabilities – Provisions' and the recovery is disclosed in Note 8 as part of 'Current / Non-Current Assets – Receivables'.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**(j) Liabilities (continued)****(v) Lease Incentives**

Lease incentives payable or receivable under operating leases are recognised initially as assets or liabilities. The incentive is subsequently amortised over the lease term, as a reduction of rental income or rental expenses. The straight-line method is adopted for reduction of rental income and rental expense.

(k) Fair value hierarchy

A number of the NSW Police Force's accounting policies and disclosures require the measurement of fair values, for both financial and non-financial assets and liabilities. When measuring fair value, the valuation technique used maximises the use of relevant observable inputs and minimises the use of unobservable inputs. Under AASB 13 *Fair Value Measurement*, the NSW Police Force categorises, for disclosure purposes, the valuation techniques based on the inputs used in the valuation techniques as follows:

- Level 1 - quoted prices in active markets for identical assets / liabilities that the entity can access at the measurement date.
- Level 2 – inputs other than quoted prices included within Level 1 that are observable, either directly or indirectly.
- Level 3 – inputs that are not based on observable market data (unobservable inputs).

The NSW Police Force recognises transfers between levels of the fair value hierarchy at the end of the reporting period during which the change has occurred. Refer Note 12 and Note 27 for further disclosures regarding fair value measurements of financial and non-financial assets.

(l) Equity and Reserves**(i) Revaluation surplus**

The revaluation surplus is used to record increments and decrements on the revaluation of non-current assets. This accords with the agency's policy on the revaluation of property, plant and equipment as discussed in Note 1(i)(iii).

(ii) Accumulated Funds

The category 'Accumulated Funds' includes all current and prior period retained funds.

- (iii)** Separate reserve accounts are recognised in the financial statements only if such accounts are required by specific legislation or Australian Accounting Standards (e.g. asset revaluation reserve and foreign currency translation reserve).

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**(m) Equity Transfers**

The transfer of net assets between agencies as a result of an administrative restructure, transfers of service groups functions and parts thereof between NSW public sector agencies and 'equity appropriations' (refer Note 1(l)) are designated or required by Accounting Standards to be treated as contributions by owners and recognised as an adjustment to "Accumulated Funds". This treatment is consistent with AASB 1004 *Contributions* and Australian Accounting Interpretation 1038 *Contributions by Owners Made to Wholly-Owned Public Sector Entities*.

Transfers arising from an administrative restructure involving not-for-profit entities and for-profit government departments are recognised at the amount at which the assets and liabilities were recognised by the transferor immediately prior to the restructure. Subject to below, in most instances this will approximate fair value.

All other equity transfers are recognised at fair value, except for intangibles. Where an intangible has been recognised at (amortised) cost by the transferor because there is no active market, the agency recognises the asset at the transferor's carrying amount. Where the transferor is prohibited from recognising internally generated intangibles, the agency does not recognise that asset.

(n) Budgeted Amounts

The budgeted amounts are drawn from the original budgeted financial statements presented to Parliament in respect of the reporting period. Subsequent amendments to the original budget (e.g. adjustment for transfer of functions between entities as a result of Administrative Arrangements Orders) are not reflected in the budgeted amounts. Major variances between the original budgeted amounts and the actual amounts disclosed in the primary financial statements are explained in Note 21.

(o) Service Group Statements Allocation Methodology

The statement of comprehensive income line items within the Service Group Statements are allocated across the NSW Police Force service groups where deemed appropriate. The methodology is primarily based on the information from the rostering system, which is attributed to activities, which in turn are attributed to service groups. The major cost driver is labour hours for operational policing centres, which represents the fact that labour costs are the major cost of the NSW Police Force. Other Specialist policing centres are more easily aligned to service delivery and are allocated according to function from cost centre reports. Non policing corporate services functions are allocated on the basis determined by the policing cost centres. Where specific line items can be allocated to a specific service group, this has been done. Government contributions and Equity cannot be reliably allocated across service groups and are shown as "not attributable".

The rostering system and the associated activity based costing system is the most reliable information available, given that labour hours is the primary cost driver and systems providing other cost driver information are limited. The statement of financial position line items have been generally allocated as follows: Property, Plant and Equipment has been grouped by organisational unit and allocated across service groups applying different percentages to that used in the statement of comprehensive income. The finance lease for Police Headquarters has been based on floor space and spread across service groups accordingly. Other assets and liabilities have generally been allocated similarly to the line items in the statement of comprehensive income, except where specific material items can be specifically identified to a specific service group. Cash and cash equivalents cannot be reliably allocated across service groups and are shown as "not attributable".

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(p) Comparative information

Except when an Australian Accounting Standard permits or requires otherwise, comparative information is presented in respect of the previous period for all amounts reported in the financial statements.

Where appropriate the comparatives have been reclassified as follows:

- (i)** The allocation of depreciation and amortisation expense in the service group statement has been reclassified using the asset split percentages for the respective service groups (service group 1- 62.90%, service group 2- 28.14%, service group 3- 3.93% and service group 4- 5.03%). Overall the impact to prior year accounts is nil.
- (ii)** The Death and Disability Award Insurance Scheme for the year ended 30 June 2015 was discounted on a net basis. The valuation report for the Death and Disability Award Insurance Scheme for the year ended 30 June 2016 was reclassified on a gross basis. Appropriate amendments have been made to the statement of financial position, statement of cash flows, service group statements, and Notes 8, 16, 22 and 27.

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1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**(q) Changes in accounting policy, including new or revised Australian Accounting Standards****(i) Effective for the first time in 2015-16**

The accounting policies applied in 2015-16 are consistent with those of the previous financial year except as a result of the following new or revised Australian Accounting Standards that have been applied for the first time in 2015-16:

- AASB 2015-7 *Amendments to Australian Accounting Standards – Fair Value Disclosures of Not-for-Profit Public Sector Entities*.
- AASB 2015-3 regarding withdrawal of AASB 1031 *Materiality*

The impact of this Standard in the period of initial application is as follow:

- AASB 2015-7 *Amendments to Australian Accounting Standards – Fair Value Disclosures of Not-for-Profit Public Sector Entities*. The reconciliation of recurring level 3 fair value measurement and quantitative information about the significant unobservable inputs used in fair value measurements and the sensitivity of certain fair value measurements to changes in unobservable inputs are no longer disclosed. NSW Treasury mandated the early adoption of this amendment in 2014-15.

(ii) Issued but not yet effective

NSW public sector entities are not permitted to early adopt new Australian Accounting Standards, unless Treasury determines otherwise.

The following new Australian Accounting Standards have not been applied and are not yet effective.

- AASB 9, AASB 2014-7, regarding financial instruments
- AASB 14 and AASB 2014-1 (Part D) regarding Regulatory Deferral Accounts
- AASB 15, AASB 2014-5 and AASB 2015-8 regarding Revenue from Contracts with Customers
- AASB 1057 and AASB 2015-9 *Application of Australian Accounting Standards*
- AASB 2013-9 (Part C), AASB 2014-1 (Part E) and AASB 2014-8 amend AASB 9 *Financial Instruments*
- AASB 2014-3 regarding accounting for acquisitions of interest in joint operations
- AASB 2014-4 regarding acceptable methods of depreciation and amortisation
- AASB 2014-6 regarding bearer plants
- AASB 2014-9 regarding equity method in separate financial statements
- AASB 2014-10 and AASB 2015-10 regarding sale or contribution of assets between and investor and its associate or joint venture
- AASB 2015-1 regarding annual improvements to Australian Accounting Standards 2012-2014 cycle
- AASB 2015-2 regarding amendments to AASB 101 disclosure initiatives
- AASB 2015-5 *Amendments to Australian Accounting Standards-Investment Entities: Applying the Consolidation Exception*
- AASB 2015-6 *Amendments to Australian Accounting Standards: Extending Related Party Disclosures to Not-for-Profit Public Sector Entities*

While the impact of these standards in the period of initial application has not been specifically quantified, they are not expected to materially impact the financial statements.

NSW Police Force

Notes to the financial statements for the year ended 30 June 2016

	2016 \$'000	2015 \$'000
2. EXPENSES EXCLUDING LOSSES		
(a) Employee related expenses		
Salaries and wages (including annual leave)	1,981,149	1,881,386
Superannuation - defined benefit plans*	187,974	204,120
Superannuation - defined contribution plans	162,566	149,180
Long service leave	170,025	123,305
Workers' compensation insurance	367,679	367,572
Death and disability self-insurance scheme	4,753	(3,283)
Payroll tax and fringe benefit tax	138,577	135,005
Other	-	561
	3,012,723	2,857,846

Employee related expenses excluded from the above are as follows:

(i) Capitalised as intangible assets \$0.130 million at 30 June 2016 (\$0.006 million in 2014-15).

(ii) Capitalised as property, plant and equipment \$0.635 million at 30 June 2016 (\$1.186 million in 2014-15).

* Included in the 'Superannuation - defined benefit plans' is contribution for the Death and Total and Permanent Disability Cover of \$122.141 million (\$134.757 million in 2014-15).

(b) Other operating expenses

Auditor's remuneration - audit of the financial statements	360	355
Operating lease rental expense - minimum lease payments	69,156	68,538
Insurance	69,727	70,362
Maintenance *	38,335	39,560
Other building expenses	28,257	29,448
Subsistence and transport	23,656	23,582
Motor vehicle, launches and aircraft	43,517	45,672
Fees for services rendered	89,776	88,656
Computer licensing and other	28,106	28,054
Gas and electricity	13,095	15,386
Postal and telephone	23,019	22,850
Stationery, printing and stores	8,007	8,449
Consultants	-	63
Contractors	8,886	9,380
Operation Supplies	15,437	13,191
Police Uniform Supplies	5,921	7,246
Other	5,036	5,325
	470,291	476,117

*Reconciliation - Total maintenance

Maintenance expense – contracted labour and other (non-employee related), as above

	38,335	39,560
Employee related maintenance expense included in Note 2(a)	8,756	8,600
Total maintenance expenses included in Note 2(a) + 2(b)	47,091	48,160

NSW Police Force

Notes to the financial statements for the year ended 30 June 2016

	2016 \$'000	2015 \$'000
2. EXPENSES EXCLUDING LOSSES (continued)		
(c) Depreciation and amortisation expense		
Depreciation		
Buildings	41,582	43,483
Plant and equipment	69,526	71,459
	<u>111,108</u>	<u>114,942</u>
Amortisation:		
Intangible assets - software	20,870	19,871
	<u>20,870</u>	<u>19,871</u>
	<u>131,978</u>	<u>134,813</u>
(d) Grants and subsidies		
Police and Community Youth Clubs contribution	6,974	9,287
Police Legacy-Child Safety program	10	-
Police Legacy-Welfare assistance program	500	-
	<u>7,484</u>	<u>9,287</u>
(e) Finance costs		
Finance lease interest charge	9,192	9,779
Borrowing interest expenses	20	26
Unwinding of discount rate	502	197
	<u>9,714</u>	<u>10,002</u>
(f) Other expenses		
Witnesses' expenses	2,045	2,134
	<u>2,045</u>	<u>2,134</u>
3. REVENUE		
(a) Sale of goods and services		
Rents and leases - other	3,674	3,235
NSW Police Force College operations	2,425	2,012
Officers on loan	7,997	8,190
Insurance reports	2,468	2,504
Sports/Entertainment Events - Supervision	12,672	12,109
National Criminal History Records Check	5,273	4,766
Refund of escort expenses	2,358	2,601
Minor sales of goods and services	2,874	2,771
	<u>39,741</u>	<u>38,188</u>
(b) Investment revenue		
Interest - NSW Treasury (Financial assets not at fair value through profit or loss)	-	3,928
Interest-Other	34	-
	<u>34</u>	<u>3,928</u>

In accordance with NSW Treasury's cash management reform 2015-16, no interest is payable to NSW Police Force.

NSW Police Force

Notes to the financial statements for the year ended 30 June 2016

	2016 \$'000	2015 \$'000
3. REVENUE (continued)		
(c) Grants and contributions		
State Grants and Contributions		
Recurrent grants from Department of Justice	2,921,439	2,976,917
Capital grants from Department of Justice	169,425	144,622
Roads and Maritime Services (RMS) - Road Trauma Program*	23,095	21,869
NSW Ministry of Health - Alcohol and Drug Programs	129	779
NSW Ministry of Health - Cannabis Caution Scheme	147	-
NSW Ministry of Health - Management and Policy	518	-
NSW Centre for Road Safety - Solo Cycle Response Team	-	77
NSW Centre for Road Safety - High Visibility Markings	550	200
NSW Centre for Road Safety - Automatic Number Plate Recognition	-	36
NSW Department of Family and Community Services - Domestic Violence	657	441
NSW Department of Family and Community Services - Staying Home	161	149
NSW Department of Justice - Life/Youth On Track	48	82
NSW Centre for Road Safety-capital programs	4,575	7,518
Charles Sturt University -ADPP Scenario Village Upgrade Project	1,557	-
Miscellaneous	1,022	185
	3,123,323	3,152,875
Commonwealth Grants and Contributions		
Crimtrac	1,836	1,425
Operation Polaris	2,556	738
Counter Terrorism - Drill Style program	154	160
Miscellaneous	95	380
	4,641	2,703
	3,127,964	3,155,578
Conditional grants and contributions recognised as revenue in the current year, not fully spent with expected expenditure to occur in:		
2016-17	3,370	
	3,370	
Unconditional grants and contributions recognised as revenue in the current year, not fully spent with expected expenditure to occur in:		
2016-17	7,361	
	7,361	
Grants and contributions recognised as revenue in previous years, that were expended in the current year:		
2005-06	33	
2006-07	4	
2007-08	12	
2008-09	2	
2009-10	77	
2010-11	5	
2012-13	441	
2013-14	1,312	
2014-15	5,252	
	7,138	

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

NSW Police Force

Notes to the financial statements for the year ended 30 June 2016

	2016 \$'000	2015 \$'000
3. REVENUE (continued)		
(d) Acceptance by the Crown Entity of employee benefits and other liabilities		
The following liabilities and / or expenses have been assumed by the Crown Entity or other government agencies:		
Superannuation - defined benefit plans	62,074	69,363
Long service leave	170,025	123,305
Payroll tax	3,551	3,614
	<u>235,650</u>	<u>196,282</u>
(e) Other revenue		
Employee contributions to Death and Disability Scheme	26,220	24,038
Insurance recoveries 2005 Award- Partial and Permanent Disablement	-	2,421
Recognition of pre-existing but previously unrecorded assets	-	281
Refund from insurance	1,823	203
Reversal of provision of restoration costs	4,124	3,127
Bad debts recovered	98	496
Motor vehicle rebates	2,104	2,620
Copyright rebates	16	282
TMF hindsight rebates	32,775	-
Other	1,882	1,233
	<u>69,042</u>	<u>34,701</u>
4. GAIN / (LOSS) ON DISPOSAL		
Gain / (loss) on disposal of land and buildings		
Proceeds from disposal	2,031	539
Written down value of assets disposed	(3,298)	(784)
Net gain / (loss) on disposal of land and buildings	<u>(1,267)</u>	<u>(245)</u>
Gain / (loss) on disposal of plant and equipment		
Proceeds from disposal	820	4,069
Written down value of assets disposed	(2,340)	(5,119)
Net gain / (loss) on disposal of plant and equipment	<u>(1,520)</u>	<u>(1,050)</u>
Gain / (loss) on disposal of Software Intangibles		
Proceeds from disposal	-	-
Written down value of assets disposed	(7)	(213)
Net gain / (loss) on disposal of Software Intangibles	<u>(7)</u>	<u>(213)</u>
Gain / (loss) on disposal of assets held for sale		
Proceeds from disposal	266	-
Written down value of assets disposed	(218)	-
Net gain / (loss) on disposal of assets held for sale	<u>48</u>	<u>-</u>
Total gain / (loss) on disposal	<u>(2,746)</u>	<u>(1,508)</u>
5. OTHER GAINS / (LOSSES)		
Impairment of receivables	(121)	(2,534)
	<u>(121)</u>	<u>(2,534)</u>

6. SERVICE GROUPS OF NSW POLICE FORCE**Service group 39.1 – Community Support**

Service Description: This service group covers the provision of effective, timely and flexible 24 hour response to incidents, emergencies and public events. It also includes reduction of incentives and opportunities to commit crime, the provision of a highly visible police presence, and liaison/partnerships with the community and Government organisations concerned with maintaining peace, order and public safety.

Service group 39.2 – Criminal Investigation

Service Description: This service group covers the detection and investigation of crime, the provision of forensic services and provides for the arrest of or other relevant action in respect of offenders. It also includes specialist activities to target organised criminal activities and criminal groups, maintenance of forensic databases and criminal records, and liaison with other law enforcement agencies.

Service group 39.3 – Traffic and Commuter Services

Service Description: This service group covers the patrol of roads, highways and public transport corridors, the investigation of major vehicle crashes, the detection of traffic and transport offences (particularly those involving alcohol or drugs and speed), and the supervision of peak traffic flows. It also includes liaison/partnerships with community and Government bodies concerned with road safety, traffic management and public transport.

Service group 39.4 – Judicial Support

Service Description: This service group covers judicial and custodial services, the prosecution of offenders, the presentation of evidence at court, including coronial enquiries, the provision of police transport and custody for people under police supervision, and the provision of a high level of support to victims and witnesses.

NSW Police Force

Notes to the financial statements for the year ended 30 June 2016

	2016 \$'000	2015 \$'000
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7. CASH AND CASH EQUIVALENTS

Cash at bank and on hand	<u>44,652</u>	<u>104,408</u>
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For the purposes of the statement of cash flows, cash and cash equivalents include cash on hand (including permanent and temporary advances), and cash at bank.

Cash and cash equivalent assets recognised in the statement of financial position are reconciled at the end of the financial year to the statement of cash flows as follows:

Cash and cash equivalents (per statement of financial position)	<u>44,652</u>	<u>104,408</u>
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Closing cash and cash equivalents (per statement of cash flows)	<u>44,652</u>	<u>104,408</u>
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NSW Police Force had the following banking facilities as at 30 June 2016:

- Bank guarantee authority of \$0.5 million (\$0.5 million in 2014-15). This authority enables NSW Police Force to provide bank guarantees to its suppliers on a need basis. There were no bank guarantees issued as at 30 June 2016 (Nil in 2014-15).
- MasterCard facility of \$7.5 million (\$7.5 million in 2014-15), which is the total of the credit limit for all issued credit cards and purchase cards. Total amount of credit unused as at 30 June 2016 was \$2.1 million (\$2.3 million in 2014-15).
- Letter of credit facility of \$2.0 million (\$2.0 million in 2014-15). Total amount of letter of credit facility unused as at 30 June 2016 was \$2.0 million (\$2.0 million in 2014-15).
- Offset accounts facility of \$0.05 million (\$0.05 million in 2014-15). This facility allows bank fees incurred during the month to be debited to a temporary debit account, which are then transferred to the NSW Police Force main operating bank account the following month. Total amount of offset accounts facility unused as at 30 June 2016 was \$0.04 million (\$0.04 million in 2014-15).

Refer Note 27 for details regarding credit risk, liquidity risk and market risk arising from financial instruments.

NSW Police Force

Notes to the financial statements for the year ended 30 June 2016

	2016 \$'000	2015 \$'000
8. CURRENT / NON-CURRENT ASSETS - RECEIVABLES		
Receivables - Current		
Sale of goods and services	37,350	9,703
Less: Allowance for impairment	<u>(338)</u>	<u>(246)</u>
	37,012	9,457
Other debtors	38,230	41,397
Less: Allowance for impairment	<u>(3,724)</u>	<u>(3,818)</u>
	34,506	37,579
GST receivable	18,436	9,996
Prepayments	<u>27,199</u>	<u>32,408</u>
Total Receivables - Current	117,153	89,440
Receivables - Non-Current		
Other Debtors	<u>8,200</u>	<u>18,200</u>
Total Receivables - Non-Current	8,200	18,200
Movement in the allowance for impairment - Trade debtors		
Balance at 1 July	246	191
Amounts written off during the year	(4)	(14)
Amounts recovered during the year	(41)	(31)
Increase / (decrease) in allowance recognised in profit or loss	<u>137</u>	<u>100</u>
Balance at 30 June	338	246
Movement in the allowance for impairment - Others debtors		
Balance at 1 July	3,818	1,902
Amounts written off during the year	(26)	(56)
Amounts recovered during the year	(1,132)	(420)
Increase / (decrease) in allowance recognised in profit or loss	<u>1,064</u>	<u>2,392</u>
Balance at 30 June	3,724	3,818

Details regarding credit risk, liquidity risk and market risk, including financial assets that are either past due or impaired, are disclosed in Note 27.

9. NON-CURRENT ASSETS HELD FOR SALE

Assets held for sale

Land and buildings	<u>820</u>	<u>730</u>
	820	730

Non-current assets held for sale are essentially land and buildings which are due for settlement by June 2017. Properties are sold either by an auction, expression of interest or a private treaty following an unsuccessful auction.

10. NON-CURRENT ASSETS - PROPERTY, PLANT AND EQUIPMENT

	Land and Buildings \$'000	Plant and Equipment \$'000	Total \$'000
At 1 July 2015 - fair value			
Gross carrying amount	2,167,871	774,731	2,942,602
Accumulated depreciation and impairment	<u>(867,356)</u>	<u>(476,478)</u>	<u>(1,343,834)</u>
Net Carrying Amount	<u>1,300,515</u>	<u>298,253</u>	<u>1,598,768</u>
At 30 June 2016 - fair value			
Gross carrying amount	2,237,199	787,551	3,024,750
Accumulated depreciation and impairment	<u>(902,646)</u>	<u>(488,994)</u>	<u>(1,391,640)</u>
Net Carrying Amount	<u>1,334,553</u>	<u>298,557</u>	<u>1,633,110</u>

Reconciliations

A reconciliation of the carrying amount of each class of property, plant and equipment at the beginning and end of the current reporting period is set out below:

	Land and Buildings \$'000	Plant and Equipment \$'000	Leased Buildings \$'000	Total \$'000
Year ended 30 June 2016				
Net carrying amount at start of year	1,220,737	298,253	79,778	1,598,768
Additions	57,329	67,920	-	125,249
Assets held for sale	(308)	-	-	(308)
Disposals	(3,298)	(4,646)	-	(7,944)
Net revaluation increment less revaluation decrements	21,897	6,556	-	28,453
Depreciation expense	<u>(32,103)</u>	<u>(69,526)</u>	<u>(9,479)</u>	<u>(111,108)</u>
Net carrying amount at end of year*	<u>1,264,254</u>	<u>298,557</u>	<u>70,299</u>	<u>1,633,110</u>

* Included in the net carrying amount are work in progress of \$42.237 million and \$54.739 million for land and buildings, and plant and equipment respectively.

	Land and Buildings \$'000	Plant and Equipment \$'000	Total \$'000
At 1 July 2014 - fair value			
Gross carrying amount	2,082,642	749,534	2,832,176
Accumulated depreciation and impairment	<u>(821,025)</u>	<u>(436,969)</u>	<u>(1,257,994)</u>
Net Carrying Amount	<u>1,261,617</u>	<u>312,565</u>	<u>1,574,182</u>
At 30 June 2015 - fair value			
Gross carrying amount	2,167,871	774,731	2,942,602
Accumulated depreciation and impairment	<u>(867,356)</u>	<u>(476,478)</u>	<u>(1,343,834)</u>
Net Carrying Amount	<u>1,300,515</u>	<u>298,253</u>	<u>1,598,768</u>

10. NON-CURRENT ASSETS - PROPERTY, PLANT AND EQUIPMENT (continued)**Reconciliations**

A reconciliation of the carrying amount of each class of property, plant and equipment at the beginning and end of the previous reporting period is set out below:

	Land and Buildings \$'000	Plant and Equipment \$'000	Leased Buildings \$'000	Total \$'000
Year ended 30 June 2015				
Net carrying amount at start of year	1,172,360	312,565	89,257	1,574,182
Additions	66,360	57,538	-	123,898
Assets held for sale	(730)	-	-	(730)
Disposals	(784)	(5,119)	-	(5,903)
Net revaluation increment less revaluation decrements	17,535	4,728	-	22,263
Depreciation expense	(34,004)	(71,459)	(9,479)	(114,942)
Net carrying amount at end of year*	<u>1,220,737</u>	<u>298,253</u>	<u>79,778</u>	<u>1,598,768</u>

* Included in the net carrying amount are work in progress of \$72.397 million and \$45.105 million for land and buildings, and plant and equipment respectively.

11. INTANGIBLE ASSETS

	Software \$'000
At 1 July 2015	
Cost (gross carrying amount)	258,753
Accumulated amortisation and impairment	(156,117)
Net Carrying Amount	<u>102,636</u>
At 30 June 2016	
Cost (gross carrying amount)	274,855
Accumulated amortisation and impairment	(173,355)
Net Carrying Amount	<u>101,500</u>
	Software \$'000
Year ended 30 June 2016	
Net carrying amount at start of year	102,636
Additions (from internal development)	19,506
Additions (purchases)	234
Disposals	(6)
Amortisation (recognised in "depreciation and amortisation")	(20,870)
Net carrying amount at end of year*	<u>101,500</u>

* Included in the net carrying amount is work in progress of \$0.550 million.

11. INTANGIBLE ASSETS (continued)

	Software \$'000
At 1 July 2014	
Cost (gross carrying amount)	240,087
Accumulated amortisation and impairment	<u>(137,444)</u>
Net Carrying Amount	<u>102,643</u>
At 30 June 2015	
Cost (gross carrying amount)	258,753
Accumulated amortisation and impairment	<u>(156,117)</u>
Net Carrying Amount	<u>102,636</u>
Year ended 30 June 2015	
Net carrying amount at start of year	102,643
Additions (from internal development)	19,609
Additions (purchases)	358
Disposals	(213)
Net revaluation increment less revaluation decrements	110
Amortisation (recognised in "depreciation and amortisation")	<u>(19,871)</u>
Net carrying amount at end of year*	<u>102,636</u>

* Included in the net carrying amount is work in progress of \$0.830 million.

12. FAIR VALUE MEASUREMENT OF NON-FINANCIAL ASSETS

(a) Fair Value Hierarchy

2016	Level 1	Level 2	Level 3	Total Fair Value
	\$'000	\$'000	\$'000	\$'000
Property, plant and equipment (Note 10)				
Land and buildings	-	-	1,222,017	1,222,017
Marine equipment and aviation assets	-	-	35,456	35,456
Non-current assets held for sale (Note 9)				
Land and buildings	-	-	820	820
	<u>-</u>	<u>-</u>	<u>1,258,293</u>	<u>1,258,293</u>

There were no transfers between Level 1 or Level 2 during the period.

The "total" above includes assets measured at fair value and will not reconcile to the total property, plant and equipment recognised in the statement of financial position.

2015	Level 1	Level 2	Level 3	Total Fair Value
	\$'000	\$'000	\$'000	\$'000
Property, plant and equipment (Note 10)				
Land and buildings	-	-	1,148,340	1,148,340
Marine equipment and aviation assets	-	-	40,742	40,742
Non-current assets held for sale (Note 9)				
Land and buildings	-	-	730	730
	<u>-</u>	<u>-</u>	<u>1,189,812</u>	<u>1,189,812</u>

There were no transfers between Level 1 or Level 2 during the period.

The "total" above includes assets measured at fair value and will not reconcile to the total property, plant and equipment recognised in the statement of financial position.

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12. FAIR VALUE MEASUREMENT OF NON-FINANCIAL ASSETS (continued)

(b) Valuation techniques, input and processes

For each class of property, plant and equipment, a description of the valuation technique applied and the inputs used in the fair value measurement is disclosed in the table below.

For the valuation processes refer Note 1(i)(iii).

Class	Valuation Technique	Key inputs
Land and buildings		
Land and residential buildings	<p>Market approach – land is valued based on comparable property sales transactions and where identical properties are not available, adjustments have been made to reflect the following characteristics of the asset: location, topography, construction, age, condition, size, legal/physical restrictions, and enhancements.</p> <p>These assets are classified as Level 3 as the adjustments made to the observable data of comparative properties are considered significant and require judgement to be exercised by the valuer.</p>	<ul style="list-style-type: none"> - Comparable property sales values - Adjustments for location, topography, construction, age, condition, and size - Adjustments for restrictions or enhancements

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12. FAIR VALUE MEASUREMENT OF NON-FINANCIAL ASSETS (continued)

(b) Valuation techniques, input and processes (continued)

Class	Valuation Technique	Key inputs
Land and buildings		
Police stations, combined police stations and residences and other specialised buildings (including heritage assets)	<p>Cost approach – specialised buildings are valued based on the current replacement cost of the most appropriate modern equivalent replacement facility having a similar service potential to the existing asset.</p> <p>These assets are classified as Level 3 as the estimated construction costs are considered a significant adjustment to the observable data of comparable properties.</p>	<ul style="list-style-type: none"> - Estimated construction costs for customisation. - Depreciation rate / useful life.
Plant and equipment		
Aviation assets	<p>Market approach – Aviation assets are valued based on secondary market evidence with allowance made for certain elements of the air fleet including engine overhauls or replacements, paint scheme, location, law enforcement equipment, and design modifications.</p> <p>These assets are classified as Level 3 as the allowance for the above elements are considered a significant adjustment to the observable data of the secondary market transactions.</p>	<ul style="list-style-type: none"> - Secondary market data. - Adjustments for engine overhauls or replacements, paint scheme, location, law enforcement equipment, and design modifications.
Marine assets	<p>Cost approach – Specialised assets are valued based on the cost to replace the asset with a new asset, an estimate of the residual value and depreciation.</p> <p>Market approach – Non specialised assets are valued based on secondary market evidence.</p>	<ul style="list-style-type: none"> - Cost of new replacement assets. - Residual value. - Depreciation rate / useful life. - Secondary market data. - Depreciation rate / useful life.

There has been no change in the valuation technique in the current year. The highest and best use of the asset is its current use.

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	2016 \$'000	2015 \$'000
13. RESTRICTED ASSETS		

Included in the current assets are the following restricted assets:

Death and Disabilities Scheme Monies	<u>3,164</u>	<u>12,139</u>
	<u>3,164</u>	<u>12,139</u>

The monies for the death and disability scheme are received from NSW Treasury and through police officers' employee contributions. These funds are applied exclusively in the use of death and disability related payments only.

The NSW Treasury currently underwrites the unfunded liabilities arising from the NSW Police's death and disability scheme. Supplementation to the recurrent budget is sought and approved by NSW Treasury to meet unfunded costs of the scheme.

The restricted assets are included in cash at bank in Note 7.

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NSW Police Force

Notes to the financial statements for the year ended 30 June 2016

	2016 \$'000	2015 \$'000
14. CURRENT LIABILITIES - PAYABLES		
Accrued salaries, wages and on-costs	2,733	61,097
Payroll Tax	13,816	12,076
Fringe Benefits Tax	1,490	1,458
Pay As You Go Tax withheld	21,117	58
Employee deductions withheld	33	98
Superannuation Guarantee Charge Payable	22	8
Creditors	11,688	9,837
Unearned revenue	3	372
Motor vehicle costs	4,244	4,102
Petrol interface	1,304	1,554
Forensic Services Group	4,041	2,887
Education Services	496	665
Business Technology Services	1,086	31
State Crime Command	698	535
Auditor's remuneration - audit of the financial statements	220	205
Specialist Operations	840	586
Copyright fee for NSW Government print copying	1,092	904
Property related costs	6,344	6,348
Miscellaneous sponsorship	55	25
GST accruals	12,948	1,389
Uncoded expense accruals	597	894
Capital expense accruals	1,490	1,192
TMF fund year 2010-11 hindsight adjustment	115,503	-
Various sundry accruals	3,435	4,203
	<u>205,295</u>	<u>110,524</u>

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables, are disclosed in Note 27.

15. CURRENT / NON-CURRENT LIABILITIES - BORROWINGS

Current

Finance leases (see Note 19(c))	11,511	10,101
Treasury advances payable	150	144
	<u>11,661</u>	<u>10,245</u>

Non current

Finance leases (see Note 19(c))	123,914	135,425
Treasury advances payable	237	387
	<u>124,151</u>	<u>135,812</u>

The advance from NSW Treasury under the Sustainable Government Investment Program, is to fund environmental efficiency upgrade projects at Sydney Police Centre. The advance will be repaid in half yearly instalments of principal and interest over a period of six years at the TCorp bond rate.

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above borrowings, are disclosed in Note 27.

NSW Police Force

Notes to the financial statements for the year ended 30 June 2016

	2016 \$'000	2015 \$'000
16. CURRENT / NON-CURRENT LIABILITIES – PROVISIONS		
Employee benefits and related on costs - Current		
Annual leave *	213,497	207,992
Annual leave on long service leave	45,098	38,674
Non-renewal benefit*	84,493	72,678
Leave loading	2,056	1,886
Workers' compensation on long service leave	7,923	6,805
Superannuation on long service leave	30,109	25,861
Other Oncost on Leave - Superannuation	33,406	11,790
Payroll tax on annual leave liability	11,636	11,336
Payroll tax on long service leave	47,282	40,607
Payroll tax on other leave provisions	4,717	4,064
Death and disability self-insurance scheme	16,100	25,100
	496,317	446,793
Other Provisions - Current		
Restoration costs - Current	3,188	3,916
	3,188	3,916
	499,505	450,709
Employee benefits and related on costs - Non-Current		
Annual leave on long service leave	3,922	3,363
Non-renewal benefit	25,747	20,540
Workers' compensation on long service leave	689	591
Superannuation on long service leave - Non-current	2,618	2,249
Payroll tax on long service leave	4,112	3,531
Payroll tax on other leave provisions	1,403	1,119
Death and disability self-insurance scheme	15,200	29,400
	53,691	60,793
Subtotal Employee benefits and related on costs	550,008	507,586
Other Provisions - Non-Current		
Restoration costs - Non-current	21,523	15,688
	21,523	15,688
Subtotal Other Provisions	24,711	19,604
Total Current Provisions	499,505	450,709
Total Non-Current Provisions	75,214	76,481
Total Provisions	574,719	527,190
Aggregate employee benefits and related on-costs		
Provisions - Current	496,317	446,793
Provisions - Non-Current	53,691	60,793
Accrued salaries, wages and on-costs (refer Note 14)	2,733	61,097
	552,741	568,683

* Current employee benefits expected to be settled more than 12 months after the reporting dates are as follows:

(i) Annual leave totals \$8.783 million (\$5.546 million in 2014-15)

(ii) Non-renewal benefit totals \$78.054 million (\$65.843 million in 2014-15)

NSW Police Force

Notes to the financial statements for the year ended 30 June 2016

	2016 \$'000	2015 \$'000
16. CURRENT / NON-CURRENT LIABILITIES - PROVISIONS (continued)		
Movement in provisions (other than employee benefits)		
Movements in the restoration provision during the financial year are set out below:		
Restoration Costs		
Carrying amount at the beginning of financial year	19,604	17,267
Additional provisions recognised	9,602	5,281
Amounts used	(873)	(14)
Unused amounts reversed	(4,124)	(3,127)
Unwinding / change in the discount rate	502	197
Carrying amount at the end of financial year	<u>24,711</u>	<u>19,604</u>
17. CURRENT / NON-CURRENT LIABILITIES - OTHER		
Other Liabilities - Current		
Lease incentives	409	310
Other	61	57
	<u>470</u>	<u>367</u>
Other Liabilities - Non-Current		
Lease incentives	2,104	1,127
	<u>2,104</u>	<u>1,127</u>
Total Liabilities - Other	<u>2,574</u>	<u>1,494</u>

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables are disclosed in Note 27.

	2016 \$'000	2015 \$'000
18. INCREASE / (DECREASE) IN NET ASSETS FROM EQUITY TRANSFERS		
Transfers directly to NSW Health		
Plant and Equipment-scientific equipment and computers	(2,306)	-
Net Equity	<u><u>(2,306)</u></u>	<u><u>-</u></u>

Contribution by or distribution to owners

In NSW, the transfer of net assets as a result of transfers effected by Orders under the Government Sector Employment Act 2013, other transfers of programs / functions or part thereof, equity appropriations and certain other transfers are designated by NSW Treasury as 'contributions by owners'. These transfers are regarded as contributions by owners, in terms of Interpretation 1038 Contributions by Owners made to Wholly-Owned Public Sector Entities, as the Government has in effect made a policy decision to increase the financial resources of a public sector entity (i.e. the entity's equity). Transfers that are a 'restructure of administrative arrangements' with government controlled not-for-profit entities and for-profit government entities subject to AASB 1004 *Contributions* must be recognised as 'contributions by owners'.

A 'restructure of administrative arrangements' is defined in AASB 1004 *Contributions* as: "The reallocation or reorganisation of assets, liabilities, activities and responsibilities amongst the entities that the government controls that occurs as a consequence of a rearrangement in the way in which activities and responsibilities are prescribed under legislation or other authority are allocated between the government's controlled entities".

The Heads of Agreement letter between the NSW Police Force and the NSW Health, formalised the transfer of scientific staff and assets from Forensic Services Group (FSG) to the Forensic Analytical and Scientific Service (FASS).

The \$2.306 million relates to the transfer of the scientific assets from FSG to FASS.

	2016 \$'000	2015 \$'000
19. COMMITMENTS FOR EXPENDITURE		
(a) Capital Commitments		
Aggregate capital expenditure contracted for at balance date and not provided for:		
Not later than one year	45,496	44,677
Later than one year and not later than five years	1,197	2,086
Later than five years	-	-
Total (including GST)	<u>46,693</u>	<u>46,763</u>

Input tax credits of \$4.245 million (\$4.251 million in 2014-15), expected to be recoverable from the Australian Taxation Office, are included above.

(b) Operating Lease Commitments

Future non-cancellable operating lease rentals not provided for and payable:

Not later than one year	73,448	68,935
Later than one year and not later than 5 years	135,164	137,122
Later than five years	42,720	55,342
Total (including GST)	<u>251,332</u>	<u>261,399</u>

Input tax credits of \$22.807million (\$23.710 million in 2014-15), expected to be recoverable from the Australian Taxation Office, are included above.

Operating lease commitments comprise property (office buildings and radio sites) lease rentals and motor vehicle fleet leases. Lease terms for operating leases vary as mentioned below and generally, require a monthly payment in advance for both rent and outgoings.

Building leases vary between 1 - 13 years, and are generally subject to either CPI, fixed or market rental review at regular intervals.

Radio site leases vary from 1 - 18 years, and are generally subject to either CPI and or an escalation from 3% to 5% annually.

Motor vehicle fleet leases vary from 6 months to 5 years, and are subject to a fixed interest rate during the lease term.

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

	2016 \$'000	2015 \$'000
19. COMMITMENTS FOR EXPENDITURE (continued)		
(c) Finance lease commitments		
Minimum lease payment commitments in relation to finance leases		
Not later than one year	19,854	19,182
Later than one year and not later than 5 years	86,611	83,682
Later than five years	66,848	89,631
Minimum lease payments	173,313	192,495
Less: future finance charges	37,888	46,969
Present value of minimum lease payments	135,425	145,526
The present value of finance lease commitments is as follows:		
Not later than one year	11,511	10,101
Later than one year and not later than 5 years	62,385	55,569
Later than five years	61,529	79,856
	135,425	145,526
Classified as:		
Current (Note 15)	11,511	10,101
Non-current (Note 15)	123,914	135,425
	135,425	145,526

The NSW Police Force entered into a finance lease for the NSW Police Force Headquarters at Parramatta for a period of 20 years with an option of a further lease term of 5 years. The lease commenced on 1 June 2004.

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	2016 \$'000	2015 \$'000
20. CONTINGENT LIABILITIES AND CONTINGENT ASSETS		
(a) Contingent Liabilities		
Contingent liabilities comprise civil matter claims that have been made against the NSW Police Force. The contingent liabilities are estimates from the NSW Police Force's legal advisers. The prospects of success or otherwise of each claim will become certain only when all the evidence is available, which usually is just before hearing. The vast majority of settlements, if the claimant is successful, will be met by NSW Treasury Managed Fund.	<u>107,080</u>	<u>114,681</u>
(b) Contingent Assets		
The NSW Police Force entered into a lease for the NSW Police Force Headquarters at Parramatta. As part of the conditions of the lease term, the Lessor agrees that, on the fifteenth anniversary of the lease (1 June 2019), it will deposit \$6 million (expressed as a nominal amount) in an account in its name. The NSW Police Force may, at any time after the deposit of the funds until 31 May 2024, request that the Lessor carry out refurbishment work to the premises in accordance with the NSW Police Force's request, up to maximum value of \$6 million plus any interest accrued in the account from 1 June 2019.	<u>6,000</u>	<u>6,000</u>

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21. BUDGET REVIEW**Net result:**

The actual net result was unfavourable to budget by \$186 million.

This result was mainly due to the following factors:

- A net increase in police wages, including variations in authorised strength and increments, of \$35 million;
- An increase in employee benefits accepted by the Crown Entity of \$67 million;
- An increase in other employee related costs of \$28 million which includes an adjustment to the provision for annual leave on annual leave entitlements recognised of \$20 million and other on costs of \$8 million;
- A net cost of \$149 million for Treasury Managed Fund Workers' Compensation hindsight adjustments for the 2009-10, 2010-11, 2011-12 and 2012-13 fund years;
- Increases in a range of other operating expenses totalling \$22 million, including property rentals, legal fees and disbursements, consumables and stores, and service fees;
- A \$26 million favourable variance in depreciation charges resulting from changes to the capital program;
- Increased revenues of \$5 million from seconded officer charge outs, user pays and other charges;
- An offsetting increase in revenues for the Crown Entity expenses listed above of \$67 million; and
- An increase in grants and contributions of \$12 million.

Assets and liabilities:

Total current assets increased by \$26 million over budget mainly due to the following factors:

- An increase in receivables of \$50 million, comprising of a net increase of \$33 million in Treasury Managed Fund Worker's Compensation hindsight adjustments for 2010-11 and 2012-13 fund years and an increase in other receivables of \$17 million;
- An increase in permanent and partial disability self insurance gross recoveries of \$7 million; offset by a decrease in cash and cash equivalents of \$31 million.

Non-current assets increased by \$36 million over budget mainly due to the following factors:

- An increase in non-current 2005 Award permanent and partial disability self insurance gross recoveries of \$8 million;
- A \$22 million increase in intangible assets; and
- A net increase in property, plant and equipment of \$6 million.

Total liabilities increased by \$225 million compared to budget mainly due to the following factors:

- An increase in payables of \$139 million comprising of \$127 million of Treasury Managed Fund Workers' Compensation hindsight adjustment for 2010-11 fund year, and other payables of \$12 million;
- An increase of employee related provisions of \$60 million and other provisions of \$9 million; and
- An increase in the permanent and partial disability self insurance provision of \$17 million.

Cash flows:

Net cash flows from operating activities decreased by \$66 million compared to the budget. This is mainly due to:

- An increase in the Treasury Managed Fund Workers' Compensation hindsight adjustment for the fund year 2010-11, of a \$116 million to budget;
- A net \$55 million payment for Treasury Managed Fund Workers' Compensation fund years 2009-10 and 2011-12; and
- An increase of \$15 million in police wages to budget;
- An increase of \$17 million in maintenance and workings expense variations to budget;

Offset by an improvement of \$45 million in receipts comprising of:

- An increase of \$22 million in Treasury Managed Fund Workers' Compensation hindsight adjustment of the fund year 2012-13 to budget; and
- \$10 million increase in permanent and partial disability self insurance gross recoveries, \$9 million in grants and \$2 million in miscellaneous receipts.

NSW Police Force

Notes to the financial statements for the year ended 30 June 2016

	2016 \$'000	2015 \$'000
22. RECONCILIATION OF CASH FLOWS FROM OPERATING ACTIVITIES TO NET RESULT		
Net cash inflow from operating activities	85,822	125,474
Depreciation and amortisation	(131,978)	(134,813)
Increase / (decrease) in receivables	17,713	10,061
Decrease / (increase) in creditors	(94,771)	(9,803)
Decrease / (increase) in provisions	(47,529)	(57,107)
Decrease / (increase) in other liabilities	(1,080)	(884)
Increase / (decrease) in Capital Works expenditure accruals	298	(2,543)
Net gain / (loss) on sale of plant and equipment	(2,746)	(1,508)
Non-cash revenue - net	9,600	5,559
Net result	(164,671)	(65,564)

23. NON-CASH FINANCING AND INVESTING ACTIVITIES

Liabilities and expenses assumed by the Crown Entity:

Superannuation	(62,074)	(69,363)
Long service leave	(170,025)	(123,305)
Payroll tax on superannuation	(3,551)	(3,614)
	(235,650)	(196,282)

24. TRUST FUNDS

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

Crown Trust Fund Account

Cash balance at 1 July	33,122	17,691
Add: Receipts	26,881	32,877
Less: Expenditure	(18,989)	(17,446)
Cash balance at 30 June	41,014	33,122

NSW Police Force

Notes to the financial statements for the year ended 30 June 2016

	2016 \$'000	2015 \$'000
25. ADMINISTERED ASSETS AND LIABILITIES		
Administered Assets¹		
Receivables	539	622
Total Administered Assets	539	622
Administered Liabilities²		
Unearned income due not later than one year	11,693	10,832
Unearned income due later than one year	15,456	15,471
Total Administered Liabilities	27,149	26,303

Note

1. The administered assets comprise of accrued income from RMS for month of June 2016.
2. The administered liabilities comprise multi-years firearms and security industry licence payments in advance for a maximum period of up to 5 years. The fees collected are amortised based on the term of the licence.

26. ADMINISTERED INCOME

Firearms licensing	9,161	8,786
Security industry licensing	10,346	9,363
Fines and forfeitures	1,174	871
Receipts under Crimes Act	335	240
Other	36	30
	21,052	19,290

The administered income is not reported in the annual financial statements for NSW Police Force.

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27. FINANCIAL INSTRUMENTS

The NSW Police Force's main risks arising from financial instruments are outlined below, together with the NSW Police Force's objectives, policies and processes for measuring and managing risk. The NSW Police Force does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes. Further quantitative and qualitative disclosures are included throughout this financial statement.

The Commissioner of Police has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks. Risk management policies are established to identify and analyse the risks faced by the NSW Police Force, to set risk limits and controls and to monitor risks. Compliance with policies is reviewed by the Risk Management and Audit Committee.

(a) Financial instrument categories

	Note	Category	Carrying Amount 2016	Carrying Amount 2015
			\$'000	\$'000
Financial Assets				
Cash and cash equivalent	7	N/A	44,652	104,408
Receivables ¹	8	Loans and receivables measured at amortised cost	71,518	39,336
Financial Liabilities				
Payables ²	14	Financial liabilities measured at amortised cost	168,847	96,552
Borrowings	15	Financial liabilities measured at amortised cost	135,812	146,057
Other liabilities	17	Financial liabilities measured at amortised cost	2,574	1,494

¹ Excludes statutory receivables and prepayments (i.e. not within scope of AASB 7 *Financial Instruments: Disclosures*).

² Excludes statutory payables and unearned revenue (i.e. not within scope of AASB 7 *Financial Instruments: Disclosures*).

(b) Credit risk

Credit risk arises when there is the possibility that the counterparty will default on their contractual obligations, resulting in financial loss to the NSW Police Force. The maximum exposure to credit risk is generally represented by the carrying amount of the financial assets (net of any allowance for impairment).

Credit risk arises from the financial assets of the NSW Police Force including cash and receivables. No collateral is held by the NSW Police Force. The NSW Police Force has not granted any financial guarantees.

Cash

Cash comprises cash on hand and bank balances within the NSW Treasury Banking System, and the Brookfield Global Integrated Solutions Trust 6 Account.

In accordance with NSW Treasury's cash management reform 2015-16, no interest is payable to NSW Police Force.

27. FINANCIAL INSTRUMENTS (continued)**(b) Credit risk (continued)***Receivables - trade and other debtors*

All trade debtors and other debtors are recognised as amounts receivable at balance date. Collectability of trade debtors is reviewed on an ongoing basis. Procedures as established in the Treasurer's Directions are followed to recover outstanding amounts, including letters of demand. Debts which are known to be uncollectible are written off. An allowance for impairment is raised when there is objective evidence that the reporting entity will not be able to collect all amounts due. This evidence includes past experience, and current and expected changes in economic conditions and debtor credit ratings. No interest is earned on trade debtors. Sales are generally made on 30 day terms.

The NSW Police Force is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors. Based on past experience, debtors that are not past due (\$47.959 million 2015-16 and \$16.337 million in 2014-15) and debts that are past due but not considered impaired (\$9.059 million in 2015-16 and \$5.999 million in 2014-15) in accordance with NSW Police Forces' policy together represent 94% of the total debtors.

Trade Debtors	Total ^{1,2} \$'000	Past due but not impaired ^{1,2} \$'000	Considered impaired ^{1,2} \$'000
2016			
< 3 months overdue	3,614	3,614	-
3 months - 6 months overdue	1,966	1,966	-
> 6 months overdue	469	131	338
2015			
< 3 months overdue	618	618	-
3 months - 6 months overdue	421	421	-
> 6 months overdue	192	(54)	246

Other debtors	Total ^{1,2} \$'000	Past due but not impaired ^{1,2} \$'000	Considered impaired ^{1,2} \$'000
2016			
< 3 months overdue	(81)	(81)	-
3 months - 6 months overdue	1,960	1,960	-
> 6 months overdue	5,193	1,469	3,724
2015			
< 3 months overdue	2,905	2,905	-
3 months - 6 months overdue	2,425	2,425	-
> 6 months overdue	3,502	(315)	3,818

Notes:

- Each column in the table reports 'gross receivables'.
- The ageing analysis excludes statutory receivables, as these are not within the scope of AASB 7 *Financial Instruments: Disclosures* and excludes receivables that are not past due and not impaired. Therefore, the 'total' will not reconcile to the receivables total recognised in the statement of financial position.

27. FINANCIAL INSTRUMENTS (continued)**(c) Liquidity risk**

Liquidity risk is the risk that NSW Police Force will be unable to meet its payment obligations when they fall due. The NSW Police Force continuously manages risk through monitoring future cash flows to ensure adequate cash is available to meet its payment obligations.

The main source of credit standby arrangements available to the NSW Police Force is advances from NSW Treasury. Advances are requested from NSW Treasury on a need basis and are repaid by way of reduction in the recurrent grants from the Justice Cluster's Principal Department, the Department of Justice. Credit card facilities are also in operation within the NSW Police Force. The risks associated with credit cards are minimised through credit card policy including transactional and monthly limits. In addition, credit card usage is monitored by independent officers within the NSW Police Force.

During the current and prior years, there were no defaults or breaches on any loans payable. No assets have been pledged as collateral. The NSW Police Force's exposure to liquidity risk is deemed insignificant based on prior periods' data and current assessment of risk.

Liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in NSW TC 11/12 *Payment of Accounts*. For small business suppliers, where terms are not specified, payment is made not later than 30 days from date of receipt of a correctly rendered invoice. For other suppliers, if trade terms not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. For small business suppliers, where payment is not made within the specified time period, simple interest must be paid automatically unless an existing contract specifies otherwise. For payments to other suppliers, the Head of an authority (or a person appointed by the Head of an authority) may automatically pay the supplier simple interest. The rate of interest applied during the year was 10.28% (2015 – 10.36%).

The table below summarises the maturity profile of the entity's financial liabilities, together with the interest rate exposure.

27. FINANCIAL INSTRUMENTS (continued)
(c) Liquidity risk (continued)

	Weighted average effective interest rate	Nominal Amount ² \$'000	Interest Rate Exposure			Maturity Dates		
			Fixed Interest Rate \$'000	Variable Interest Rate \$'000	Non-interest bearing \$'000	< 1 year \$'000	1 -5 years \$'000	> 5 years \$'000
2016								
<i>Payables</i> ¹	-	168,847	-	-	168,847	168,847	-	-
<i>Borrowings:</i>								
Finance Lease	6.61%	173,313	173,313	-	-	19,854	86,611	66,848
Treasury Advances Repayable	4.08%	387	387	-	-	150	237	-
<i>Other:</i>								
Lease Incentives	-	2,513	-	-	2,513	409	2,104	-
Other	-	61	-	-	61	61	-	-
		345,121	173,700	-	171,421	189,321	88,952	66,848
2015								
<i>Payables</i> ¹	-	96,552	-	-	96,552	96,552	-	-
<i>Borrowings:</i>								
Finance Lease	6.61%	192,495	192,495	-	-	19,182	83,682	89,631
Treasury Advances Repayable	4.08%	531	531	-	-	144	387	-
<i>Other:</i>								
Lease Incentives	-	1,437	-	-	1,437	310	1,127	-
Other	-	57	-	-	57	57	-	-
		291,072	193,026	-	98,046	116,245	85,196	89,631

Notes

1. Payables exclude income received in advances and statutory taxes.
2. The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities and therefore will not reconcile to the statement of financial position.

(d) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. In the absence of any borrowings with variable interest rates or Hour Glass Investment Facilities, the NSW Police Force's exposure to market risk is considered minimal.

Foreign exchange rate risk

The NSW Police Force has a Foreign Exchange Risk Policy which applies to purchases in foreign currency greater than \$250,000. The objective of this policy is to minimise the exposure of foreign currency risk to meet the budget forecast. Therefore, the NSW Police Force has minimal exposure to market risk or foreign currency risk and does not enter into commodity contracts.

The NSW Police Force had no foreign currency contracts outstanding at year end.

27. FINANCIAL INSTRUMENTS (continued)

(d) Market risk (continued)

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below for interest rate risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which the NSW Police Force operates and the time frame for the assessment (i.e. until the end of the next annual reporting period). The sensitivity analysis is based on risk exposures in existence at the statement of financial position date. The analysis is performed on the same basis for 2014-15. The analysis assumes that all other variables remain constant.

Interest rate risk

Exposure to interest rate risk arises primarily through the NSW Police Force's interest bearing liabilities. The risk is minimal as the most significant financial liability, the finance lease, has a fixed interest rate predetermined at the inception of the lease and remains fixed for the entire term of the lease. Therefore for this financial instrument, a change in interest rates would not affect profit or loss or equity. A reasonably possible change of +/-1% is used, consistent with current trends in interest rates (based on the RBA commonwealth bond rate as at the balance date over the last two years). The basis will be reviewed annually and amended where there is a structural change in the level of interest rate volatility.

The NSW Police Force's exposure to interest rate risk is set out below:

		-1%		+1%	
	Carrying amount \$'000	Net result \$'000	Equity \$'000	Net result \$'000	Equity \$'000
2016					
Financial assets:					
Cash and cash equivalents	44,652	(447)	(447)	447	447
Receivables	71,518	-	-	-	-
Financial liabilities:					
Payables	168,847	1,688	1,688	(1,688)	(1,688)
Borrowings	135,812	-	-	-	-
Other liabilities	2,574	26	26	(26)	(26)
2015					
Financial assets:					
Cash and cash equivalents	104,408	(1,044)	(1,044)	1,044	1,044
Receivables	39,336	-	-	-	-
Financial liabilities					
Payables	96,552	966	966	(966)	(966)
Borrowings	146,057	-	-	-	-
Other liabilities	1,494	15	15	(15)	(15)

Other price risk

Exposure to other price risk primarily arises through the investment in the TCorp Hour Glass Investment facilities. The NSW Police Force does not have investment in these facilities. Therefore the NSW Police Force has no exposure to other price risk.

27. FINANCIAL INSTRUMENTS (continued)

(e) Fair Value Measurement

(i) Fair value compared to carrying amount

Financial instruments of the NSW Police Force are generally recognised at cost or amortised cost in the statement of financial position, which approximates to fair value because of the short term nature of many of these financial instruments.

(ii) Fair value recognised in the statement of financial position

No financial assets or financial liabilities were measured at fair value in the statement of financial position.

28. EVENTS AFTER THE REPORTING PERIOD

At the date of signing, there were no events subsequent to the reporting period which would have a material effect on the NSW Police Force's financial statements.

END OF AUDITED FINANCIAL STATEMENTS

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APPENDIX 1: NSW Police Force Staff

Movements in wages, salaries and allowances

The Crown Employees (Police Officers 2014) Award provided an increase in salaries and allowances of 2.50% to all non-executive police officers from 1 July 2015.

The Crown Employees (NSW Police Administrative Officers & Temporary Employees) Award 2009 provided an increase in salaries and allowances of 2.50% to administrative officers from 1 July 2015.

Other groups such as medical officers and special constables were provided with similar pay increases in compliance with the relevant industrial awards, except for nurses who were awarded 3.00%.

Summary of total strength details as at 30 June 2016

Employee	2011-12	2012-13	2013-14	2014-15	2015-16
Police officers*	15,977	16,371	16,467	16,693	16,627
Administrative officers	3,700	3,721	3,656	3,936	3,950
Ministerial officers **	202	194	206	0	0
TOTAL	19,879	20,286	20,329	20,629	20,577

Source: NSW Police Force, SAP. * Includes officers on secondment to other public sector agencies. ** Proclamation of the Police Legislation Amendment (Special Constables) Act 2013 occurred on 1 December 2014. From that date ministerial employment ceased in the NSW Police Force. These staff are now employed as administrative officers under the Police Act 1990.

Strength details (police officers) as at 30 June 2016

Rank	Internal police		External seconded external funded		External seconded internal funded		Total	
	2014-15	2015-16	2014-15	2015-16	2014-15	2015-16	2014-15	2015-16
Executive officers*	21	20	0	0	0	0	21	20
Commissioned officers [#]	892	899	2	2	2	1	896	902
Snr Sgt & Sgt	3,020	3,084	15	10	2	2	3,037	3,096
Snr Cst, Cst & Prb Cst	12,715	12,598	17	8	7	3	12,739	12,609
TOTAL	16,648	16,601	34	20	11	6	16,693	16,627

Source: NSW Police Force, SAP. * Includes officers at the rank of commissioner, deputy commissioner and assistant commissioner. [#] Includes officers at the rank of superintendent and inspector.

APPENDIX 1: NSW Police Force Staff (continued)

Police senior executive service (PSES) officers

PSES	No of officers June 2012		No of officers June 2013		No of officers June 2014		No of officers June 2015		No of officers June 2016	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Above 6	3	1	3	1	3	1	3	1	2	1
Level 6	0	0	0	0	0	0	0	0	0	0
Level 5	18	2	17	2	19	3	18	3	18	4
Level 4	2	1	1	1	1	1	1	0	1	0
Level 3	0	2	0	2	0	2	0	1	1	1
Level 2	0	0	0	0	0	0	0	0	0	0
Level 1	0	0	0	0	0	0	0	0	0	0
TOTAL	23	6	21	6	23	7	22	5	22	6

Source: NSW Police Force, SAP

The average remuneration of senior executives

Band	Range	Average Remuneration
		2015-16
Remuneration Level 8	\$441,201 - \$509,750	\$514,416
Remuneration Level 7	\$351,801 - \$441,200	\$396,823
Remuneration Level 6	\$313,051 - \$351,800	-
Remuneration Level 5	\$271,351 - \$313,050	\$306,635
Remuneration Level 4	\$248,851 - \$271,350	\$266,289
Remuneration Level 3	\$219,101 - \$248,850	\$231,727
Remuneration Level 2	\$204,301 - \$219,100	-
Remuneration Level 1	\$174,500 - \$204,300	-

Source: NSW Police Force, SAP

APPENDIX 1: NSW Police Force Staff (continued)

Police separations 2015-16

Rank	Retire		Death		Resign		Medically unfit**		Appointment annulment		Dismissed S80(3) ^{1†}		Removed S181D ¹		Contract terminated		Transfer		Total		
	14-15	15-16	14-15	15-16	14-15	15-16	14-15	15-16	14-15	15-16	14-15	15-16	14-15	15-16	14-15	15-16	14-15	15-16	14-15	15-16	
Executive officers*	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Commissioned officers#	7	6	0	0	1	1	28	29	0	0	1	0	0	0	0	0	1	0	0	0	36
Senior sergeant and sergeant	19	15	3	1	18	17	55	56	0	0	0	0	1	3	0	0	1	3	0	0	95
Constables (all)	11	14	5	2	117	151	69	107	0	0	13	8	10	16	0	0	5	11	0	0	309
TOTAL	38	35	8	3	136	169	152	193	0	0	14	8	11	19	0	0	7	14	0	0	441

Administrative and ministerial officer separations 2015-16

Category	Retire		Death		Resign		Medically unfit**		Appointment annulment		Contract terminated		Dismissed		Temporary		Transfer		Secondment to other govt body		Voluntary redundancy		Total	
	14-15	15-16	14-15	15-16	14-15	15-16	14-15	15-16	14-15	15-16	14-15	15-16	14-15	15-16	14-15	15-16	14-15	15-16	14-15	15-16	14-15	15-16	14-15	15-16
Clerical	48	39	3	2	81	87	1	11	1	0	3	0	17	29	1	0	0	0	0	0	0	6	0	181
Professional	8	12	2	1	10	21	0	2	0	1	0	1	4	5	1	0	0	0	0	0	1	0	0	44
Other	8	17	0	1	29	61	3	4	1	0	0	0	3	5	0	0	0	0	0	0	0	0	0	93
Ministerial	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	64	68	5	4	120	169	4	17	2	1	3	1	24	39	2	0	0	0	0	0	7	0	255	314

* 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.

† Dismissal orders are served on constables appointed on probation. Dismissal orders made under section 80(3) 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.

† Removal orders are served on confirmed police officers. Removal orders made under section 181D 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 section 181D is the date the Commissioner signs that order. However for entitlement calculations the date of service of the order is used.

APPENDIX 2: Equal Employment Opportunity

Trends in EEO Target Groups

Percentage of total staff^{1, 2}

EEO target group	Benchmark or target	2014	2015	2016
Women	50%	34.4%	34.6%	34.8%
Aboriginal People & Torres Strait Islanders	2.6%	3.0%	3.1%	3.4%
People whose first language was not English	19.0%	8.4%	8.7%	8.9%
People with a disability	N/A	1.0%	0.9%	0.9%
People with a disability requiring work-related adjustment	1.5%	0.2%	0.2%	0.2%

Source: NSW Department of Premier & Cabinet, Public Sector Workforce Profile 2016

Note: The benchmarks or targets above are set by the Public Service Commission to apply to all NSW Public Service agencies. They are based on the proportion of each group to the NSW population. However, no benchmark has been set for the employment of people with a disability. The NSW Police Force has set a further internal target of >4% for the employment of Aboriginal people and Torres Strait Islanders.

Distribution index³

EEO target group	Benchmark or target	2014	2015	2016
Women	100	95	94	94
Aboriginal people & Torres Strait Islanders	100	89	89	86
People whose first language was not English	100	94	95	95
People with a disability	100	102	102	102
People with a disability requiring work related adjustment	100	104	104	104

Source: NSW Department of Premier & Cabinet, Public Sector Workforce Profile 2016

1. Staff numbers are as at 30 June 2016.

2. Excludes casual staff.

3. A distribution index of 100 indicates that the centre of the distribution of the workforce diversity group across salary levels is equivalent to that of other staff. Values less than 100 mean that the workforce diversity 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 workforce diversity group is less concentrated at lower salary levels.

Workforce diversity strategies

Workforce diversity strategies (including equal employment opportunity) underpin all aspects of human resource management; creating a safe and healthy work environment that values and utilises the contribution of its employees from diverse backgrounds and experiences.

The *Workforce Equity & Diversity Strategic Plan 2012-16* sets out how the NSW Police Force promotes a fair, safe and inclusive work environment that accommodates differences in background and the family responsibilities of its employees.

APPENDIX 2: Equal Employment Opportunity (continued)

A number of initiatives were implemented and/or progressed during the reporting period. They included:

- the establishment of a Building Respectful Workplace Behaviours working group to support the strategic oversight of the inter-command forum on discrimination, harassment and bullying. The working group reports to the inter-command forum on policy, programs, training and systems and processes that relate to building respectful workplace behaviours
- commencing the development of a Respectful Workplace Behaviours Policy Statement and Guidelines to replace the current Harassment, Discrimination & Bullying Policy
- commencing work on delivery of a campaign on respectful and inclusive workplace behaviours that will include a new policy and guidelines, videos, fact sheets and updates to the NSW Police Force intranet for disability, cultural and linguistic diversity and sexual and gender diversity
- the design and delivery of several new targeted awareness sessions that included the role of ethical and supportive leadership in promoting respectful workplace behaviours
- continued work with key internal stakeholders to implement improvements in data capture and monitoring with respect to negative workplace behaviours such as harassment, discrimination and bullying
- the implementation of a Cultural and Linguistically Diverse Workforce Strategic Plan 2016-2018, focusing on improving NSW Police Force recruitment, retention and development opportunities for culturally and linguistically diverse employees and potential applicants
- continued implementation of strategies under the Women in Policing Strategic Plan 2015-2018 to improve the recruitment, retention and development opportunities for women in the NSW Police Force which has included implementation and progression of:
 - a career planning toolkit
 - Spokeswomen's Network-delivered development days for women at a local level
 - the White Ribbon accreditation process
- continued support for women through the My Mentor Program, which has been delivered to 78 women during the reporting period, and the continued delivery of the My Mentor Embed Program to 20 women who have already undertaken the My Mentor Program.

APPENDIX 3: Disability Plans

Under the *NSW Disability Inclusion Act 2014* the NSW Police Force is not required to develop a Disability Inclusion Plan. However, the NSW Police Force is committed to providing an accessible and inclusive service to all vulnerable communities including people with disability.

The NSW Police Force participated in the Disability Inclusion Action Plan process for NSW government agencies. The Corporate and Region Sponsors for Vulnerable Communities have been active in engaging communities and disability sector stakeholders. Projects and activities designed to improve accessibility and inclusiveness, include:

- the development and uploading of key pages of the NSW Police Force website in audio for people with visual impairment, and Auslan (Australian sign language) for the deaf and hearing impaired
- liaison with the Autism Community Network regarding police engagement with people on the autism spectrum
- the distribution of Guide Dogs Access Rights cards, Guide Dogs Welcome Here stickers and signature cards for police station counters, which provide a space for persons who are blind or vision impaired to sign statements or notebooks
- promoting the role of police in issuing infringement notices to businesses that refuse service to customers with guide dogs
- awareness and consideration training for police investigating domestic and family violence where the victim/offenders/witnesses may have a disability, in particular cognitive impairment.

The NSW Police Force is also represented on a number of committees, including:

- Best Practice Working Group on Part 3C of the *Ombudsman Act 1974* – development of a Practice Guide for Frontline Staff on Abuse and Neglect in Disability Services
- Greater Western Sydney Regional Leadership Group and Regional Members Network
- Justice Cluster National Disability Insurance Scheme Transition Planning.

APPENDIX 4: Multicultural Policies

NSW Police Force Multicultural Policies & Services Forward Plan 2011-2014

The NSW Police Force Priorities for Working in a Culturally, Linguistically & Religiously Diverse Society and *Multicultural Policies & Services Forward Plan 2011-14* complies with the NSW Principles of Multiculturalism as required by Multicultural NSW and the *Principles of Multiculturalism Act 2000*.

In consultation with Multicultural NSW, the NSW Police Force continues to operate under this plan until the 2016-2020 plan is developed.

The current plan takes into account the diversity of the community in which the NSW Police Force operates with a particular focus on how this diversity impacts our core business. The plan contains six broad priority areas that are linked to and support operational policing priorities. Each of these priorities outlines our commitments, responsibilities and performance indicators for achieving NSW Police Force objectives for working with culturally, linguistically and religiously diverse backgrounds. They are:

1. **Targeted programs to reduce and prevent crime:** Increase the capacity and confidence of communities from diverse linguistic, cultural and religious backgrounds to work with police to report crime and contribute to reducing the rates of crime and violence in the broader community.
2. **Working with victims, witnesses, offenders and communities from diverse cultural, linguistic and religious backgrounds:** Barriers to the accessibility of services for people from culturally, linguistically and religiously diverse backgrounds are identified, and programs and services are developed to address them.
3. **Community consultation and participation:** Policy development and service delivery is informed by agency expertise and by client feedback and complaints, and participation on advisory boards and significant committees.
4. **Staff capacity building and support:** The capacity of the agency is enhanced by the employment and training of people with linguistic and cultural expertise.
5. **Operational planning and capacity:** Multicultural policy goals are integrated into the overall corporate and business planning, as well as the review mechanisms of the NSW Police Force.
6. **Leadership and accountability:** Chief executive officers and senior managers actively promote and are accountable for the implementation of the Principles of Multiculturalism within the NSW Police Force and the wider community.

Frontline commands with significantly diverse populations have local Multicultural Policies & Services Programs (MPSP) with specific strategies under each priority area. Local multicultural community liaison officers (MCLO) support police and help build strong community relations. They provide assistance with victim support information, community engagement activities and crime prevention projects in partnership with local community agencies and other specialist liaison officers.

Major highlights for 2015-16

Communicating effectively with diverse populations is an important part of our work with victims, witnesses, offenders and communities, as identified below:

- Community service announcements (CSA) encouraging bystanders to report domestic violence to police were produced, featuring diverse morphing faces depicting offenders threatening victims and their children. Produced without sound, the CSAs delivered a powerful message about the impact of domestic violence on victims and their children and the importance of those who witness such incidents reporting them to police. The CSAs were well received by the community and had a significant reach through the number of likes and shares on social media, as well as being shown on prime time TV.
- A series of short crime prevention messages were broadcast on the NSW Police Force website, YouTube, Facebook and Twitter in 2015 on topics such as protect yourself online, protect your debit/credit card, and protect yourself against scammers. The ninth message in this series was produced on safety for seniors. The series is also available as fact sheets in Arabic, simplified and modern Chinese, Croatian, Greek, Italian and Hindi.
- The NSW Police Force Customer Service Charter brochure was made available on our website in 14 community languages: Arabic, Dari, French, Greek, Hindi, Korean, Macedonian, Mandarin, Samoan, Spanish, Swahili, Tamil, Turkish and Vietnamese.
- A Neighbourhood Watch Information Day was attended by community members including deaf and hard of hearing community members.

APPENDIX 4: Multicultural Policies (continued)

- Through the multicultural media officer position within the Police Media Unit, constant contact has been maintained with a range of ethnic media. In particular, ongoing contact with Arabic press and radio, and the Indian, Chinese and Korean media has resulted in articles and monthly columns featuring policing issues of relevance to those communities.
- NSW receives approximately 40% of international students arriving in Australia each year. The NSW Police Force has initiated a number of community engagement programs to improve the safety of these students and create positive interactions between police and students. The NSW Police Force received the NSW International Student Community Engagement Award in October 2015 from the State Government in recognition of its proactive and dynamic work. Annual events held included:
 - a cricket tournament for international students in partnership with Study NSW, Multicultural NSW and ten universities
 - a beach soccer tournament in partnership with Randwick City Council, Multicultural NSW, SBS, Study NSW and ten universities. International students from 13 countries participated, including students from Wollongong and Newcastle
 - a forum for education service providers organised in partnership with Study NSW and the City of Sydney in October 2015, attended by over 120 education providers.
- Strategies to strengthen police/community relationships across local area commands remain an important part of our multicultural strategies. Programs included:
 - conducting Coffee With a Cop in Fairfield LAC and 10 other LACs
 - partnerships with settlement service providers in preparation for the intake of Syrian refugees as an additional refugee annual intake
 - a partnership with the NSW Council of Pacific Communities to conduct the #FistsDown campaign, a youth crime prevention initiative.
- Police engage with culturally and linguistically diverse communities every day through local, regional and statewide programs. The Commissioner's Police Multicultural Advisory Council (PMAC) continued to provide strategic advice to help deliver culturally responsive policing services. Our community engagement strategies helped local police build productive relations with all communities.
- More than 30 MCLOs work with police across 25 local area commands. Significant projects included:
 - increased use of multicultural community media outlets to disseminate police information, specifically *Indialink*, *Korean Herald*, *Chinese Daily* and *Indian Telegraph*
 - increased use of multicultural social media, specifically Chinese Weibo and Korean WeChat and, to a lesser extent, Kakao.
- Strategies to improve the recruitment, retention and development of staff from culturally and linguistically diverse backgrounds are a priority for the NSW Police Force. A Culturally and Linguistically Diverse Workforce Strategic Plan 2016-2018 has been endorsed to guide the agency.
- The NSW Police Force participated with the Australian Human Rights Commission and the private sector on the development of a blueprint for inclusion and diversity in leadership.
- The NSW Police Force is represented on the Regional Board of the National Authority for the Accreditation of Translators & Interpreters (NAATI) and the Multicultural NSW Interpreters Forum.

Independent professional interpreters

For investigative and court purposes we use independent accredited interpreters when communicating with people who are not able to speak or understand English, or who are deaf or hearing impaired.

An agreement between the Multicultural NSW and the Department of Justice allows police to book interpreters for victims of domestic and family violence, and for all offenders on behalf of local courts for first court appearances and mentions.

APPENDIX 5: Government Information & Public Access

The NSW Police Force Information Access & Subpoena Unit administers and fulfils the NSW Police Force's obligations under the *Government Information (Public Access) Act 2009* (GIPA). The GIPA Act replaced the *Freedom of Information Act 1989* on 1 July 2010. The total number of valid GIPA Act applications received processed this reporting year was 6,022.

Table A: Number of applications by type of *APPLICANT* and outcome^a

	Access granted in full	Access granted in part	Access refused in full	Info not held	Info already available	Refuse to deal with application	Refuse to confirm/deny whether info is held	Application withdrawn
Media	24	15	17	25	1	6	0	2
Members of Parliament	18	5	5	12	1	3	0	3
Private sector business ^b	28	43	37	21	6	1	0	4
Members of the public (via legal representative) ^b	417	1,856	728	555	128	9	13	36
Members of the public (other) ^b	553	932	297	250	37	12	11	23
Not for profit org or community group ^b	3	11	0	1	0	0	1	0

Table B: Number of applications by type of *APPLICATIONS* and outcome^a

	Access granted in full	Access granted in part	Access refused in full	Info not held	Info already available	Refuse to deal with application	Refuse to confirm/deny whether info is held	Application withdrawn
Personal information applications ^b	917	2572	888	751	152	18	21	51
Access applications (other than personal info applications)	120	227	166	98	18	13	3	16
Access applications that are partly personal info applications and partly other	6	63	30	15	3	0	1	1

a. More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such application.

b. A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant.

APPENDIX 5: Government Information & Public Access (continued)

Table C: Invalid applications

Reason for Invalidity	Number of applications
Application does not comply with formal requirements (section 41 of the Act)	516
Application is excluded information of the agency (section 43 of the Act)	1
Application contravenes restraint order (section 110 of the Act)	3
Total number of invalid applications received	520
Invalid applications that subsequently became valid applications	47

Table E: Other public interest considerations against disclosure: Matters listed in table to section 14 of the Act

	Number of occasions when application not successful ^c
Responsible and effective government	750
Law enforcement and security	479
Individual rights, judicial processes and natural justice	3,476
Business interests of agency and other persons	18
Environment, culture, economy and general matters	0
Secrecy provisions	8
Exempt documents under interstate Freedom of Information legislation	0

Table D: Conclusive presumption of overriding public interest against disclosure: Matters as listed in Schedule 1 to the Act

	Number of times consideration used ^{cd}
Overriding secrecy laws	10
Cabinet information	1
Executive Council information	2
Contempt	0
Legal professional privilege	19
Excluded information	125
Documents affecting law enforcement and public safety	8
Transport safety	0
Adoption	0
Care and protection of children	3
Ministerial Code of Conduct	0
Aboriginal and environmental heritage	0

c. A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant.

d. More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application).

APPENDIX 5: Government Information & Public Access (continued)

Table F: Timeliness^{ef}

	Number of applications
Decided within statutory timeframe (20 days plus any extensions)	5,167
Decided within 35 days (by agreement with applicant)	175
Not decided within time (deemed refusal)	282
TOTAL	5,624

Table G: Number of applications^{ef} reviewed under Part 5 of the Act (by type of review and outcome)

	Decision varied	Decision upheld	TOTAL
Internal review	55	17	72
Review by Information Commissioner ^g	16	32	48
Internal review following recommendation under section 93 of the Act	4	6	10
Review by NSW Civil and Administrative Tribunal (NCAT)	2	4	6
TOTAL	77	59	136

Table H: Applications^{ef} for review under Part 5 of the Act (by type of applicant)

	Number of applications
Applications by access applicants ^g	144
Applications for persons to whom information the subject of access application relates (see section 54 of the Act)	1

Table I: Applications transferred to other agencies under Division 2 of Part 4 of the Act (by type of transfer)

	Number of applications
Agency-initiated transfers	8
Applicant-initiated transfers	0

e. Includes applications for review received in 2015 – 2016.

f. The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

g. Not all matters under review this reporting year have been finalised.

APPENDIX 6: Injuries & Workers Compensation Claims

The NSW Police Force has been subject to one ongoing prosecution by SafeWork NSW.

Claim frequency rate by mechanism of injury

Mechanism of injury	2011-12	2012-13	2013-14	2014-15	2015-16	Difference 14-15 and 15-16
Being hit by moving objects	3.44	3.70	3.00	2.14	2.05	-0.09
Biological factors	0.92	1.15	1.26	1.47	1.20	-0.26
Body stressing	4.63	3.87	4.58	5.55	5.50	-0.05
Chemicals and other substances	0.28	0.35	0.33	0.44	0.29	-0.14
Falls, trips and slips of a person	2.62	2.10	2.11	1.50	1.71	0.21
Heat, electricity and other environmental factors	0.07	0.09	0.08	0.07	0.12	0.05
Hitting objects with a part of the body	1.23	1.09	1.14	0.68	0.67	-0.01
Mental stress	3.18	2.24	2.30	2.55	2.62	0.07
Sound and pressure	0.10	0.05	0.05	0.05	0.05	-0.01
Vehicle incidents and other	1.59	1.26	1.16	0.77	1.05	0.28
TOTAL	18.05	15.90	16.03	15.22	15.27	0.05

Source: Treasury Managed Fund Data Warehouse current at 31 July 2016

Note: Claims include all claims reported to the NSW Police Force insurer by sworn and non-sworn employees covered by the *Workers Compensation Act 1987*. Claims are reported per 100 full time equivalent employees (FTE). These FTE figures were obtained from the December 2015 wage declaration. Claim numbers are subject to minor revision in subsequent years as details of individual claims are updated. The mechanism of injury categories are based on the Types of Occurrence Classification System Version 3.1.

APPENDIX 7: Staff Drug & Alcohol Testing

Drug and alcohol testing supports a safe workplace

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

Testing in 2015-16 included:

- random drug and alcohol testing of sworn officers
- random drug and alcohol testing of students of policing
- targeted drug, steroid and alcohol testing of sworn officers and students of policing
- mandatory testing for drugs and alcohol in circumstances required by legislation
- 198 additional drug tests for Passive Contamination Research Project
- one positive blood sample test for a reported incident of 'drink spiking'.

Program results	2014-15		2015-16	
	Type	Positive	Type	Positive
DRUG				
Random – sworn officers	5,132	1	5,262	1
Random – students	47	0	140	0
Targeted	21	9	13	3 *
SUBTOTAL	5,200	10	5,415	4
ALCOHOL				
Random – sworn officers	11,131	3	10,083	2
Random – students	790	3	1,849	2
Targeted	6	2	6	4
SUBTOTAL	11,927	8	11,938	8
OTHER				
Targeted steroid	6	0	1	0
Mandatory testing	124	0	51	0
Special Follow Up Testing	1	1	1	0
SUBTOTAL	131	1	53	0
TOTAL TESTS	17,258	19	17,406	12

* One targeted special constable refused to be tested.

APPENDIX 8: Privacy & Personal Information

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

The NSW Police Force collects, holds, uses and discloses personal and health information about individuals on a daily basis.

The *Privacy and Personal Information Protection (PPIP) Act 1998* and the *Health Records and Information Privacy (HRIP) Acts* apply to the management of personal and health information and provides members of the community with legally enforceable rights and safeguards about how government agencies, including the NSW Police Force, deal with their personal and health information.

These Acts also provide police with a number of exemptions when exchanging personal information with other agencies or third parties for law enforcement or community protection purposes. We audit access to records held on the Computerised Operational Policing System (COPS), and all staff are required to abide by the Code of Best Practice for Information Management.

To guide NSW Police Force employees in the management of personal and health information of individuals, we created a Privacy Code of Practice and a Privacy Management Plan and the Management and Storage of Employee Health Records – Guidelines. These documents assist us in managing our responsibilities under the PPIP Act and HRIP Act.

COPS is an extensive database used to capture, access and analyse crime information and intelligence. 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.

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.

During this reporting year, 12 applications for internal review were received under the provisions of Part 5 (section 53) of the PPIP Act. In the same period, five applicants sought external review by the NSW Civil and Administrative Tribunal pursuant to section 55 of the PPIP Act.

APPENDIX 9: Complaints Against Police

We seek to improve our services as a result of complaints and consumer suggestions

There was a 2.17% decrease in the number of complaints against police officers received this reporting year. There was also a 2.85% decrease in the number of issues identified within these complaints over the period.

The NSW Police Force endeavours to resolve complaints quickly and efficiently. We have streamlined our complaints system and introduced informal processes to help resolve minor matters quickly. This reporting year more than 87% of complaints against police officers were either declined or resolved without formal investigation. We continue to focus on the release of complaint information in accordance with procedural fairness and government policy and our management systems emphasise remedial approaches to managing the conduct of police officers.

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 the next page).

APPENDIX 9: Complaints against Police (continued)

Issues raised in complaints received

Category	2011-12	2012-13	2013-14	2014-15	2015-16	Difference 2014-15 and 2015-16
Academic Misconduct	59	25	24	22	44	100%
Arrest	129	141	117	144	97	-32.6%
Corruption/Misuse of Office	363	403	365	387	340	-12.1%
Custody	167	152	155	121	126	4.1%
Customer Service Related	1,551	1,580	1,603	1,524	1,488	-2.4%
DNA Evidence and Sampling	3	2	3	2	2	0
Drugs (Other than Searches or Evidence Matters)	116	107	100	94	82	-12.8%
Evidence	173	170	202	149	129	-13.4%
Failure to Observe Service Standards	48	58	44	59	57	-3.4%
False Complaint	5	8	7	11	9	-18.2%
Harassment and Discrimination	331	427	350	329	317	-3.6%
Investigations	1,093	1,187	1,135	1,113	1,199	7.7%
Local Management Issues	1,812	1,824	1,765	1,462	1,622	10.9%
Misconduct	170	201	166	160	146	-8.8%
Misuse of Information and Information Systems	362	419	383	303	329	8.6%
Other Criminal Act or Omission (Not Specified Elsewhere)	328	364	415	433	455	5.1%
Property and Exhibits	243	246	215	235	227	-3.4%
Prosecution	329	292	240	298	221	-25.8%
Searching	132	123	131	168	143	-14.9%
Service Delivery	887	1,040	808	752	616	-18.1%
Theft/Misappropriation	39	33	32	27	27	0
Traffic Offences	154	93	107	84	81	-3.6%
Unreasonable use of Force (Including Assault)	542	554	519	478	374	-21.8%
Untruthfulness/Lying/Dishonesty	168	247	189	161	161	0
Use of Service Resources	78	60	75	62	48	-22.6%
TOTAL	9,282	9,756	9,150	8,578	8,340	-2.8%

In 2015-16 there were 4,783 complaints made against police officers. These contained 8,340 separate issues or allegations, 16.67% of which were sustained. These statistics are based on data extracted from c@ts.i at 30 June 2016 and include complaints from both NSW Police Force staff and members of the community.

APPENDIX 10: Requests for Assistance

In this reporting period the NSW Police Force answered 93% of Triple Zero (000) calls within 10 seconds with an average answer time of five seconds. Calls to the Police Assistance Line (131 444) were answered in an average of 29 seconds per call. The number of contacts received is outlined in the chart below.

	2011-12	2012-13	2013-14	2014-15	2015-16
Triple Zero (000)	791,687	772,710	744,371	748,530	742,377
Police Assistance Line (131 444)	563,561	601,502	593,287	591,983	586,999
Hold-up alarms	3,257	2,518	2,026	1,858	1,843
Alarms (for alarm companies)	1,252	1,037	828	806	803
Crime Stoppers (1800 333 000)	60,149	64,679	69,709	84,281	97,198
Customer Assistance Unit (1800 622 571)	28,619	24,220	25,112	25,609	27,993
Police Switchboard (9281 0000)	97,120	90,213	79,205	73,780	65,919
Missing Persons Unit after hours (1800 025 091)	258	207	220	221	239
Injury Management Hotline (1800 996 336)	253	212	285	252	271
Child Wellbeing Unit	33,109	33,241	33,296	31,735	32,560
TOTAL	1,579,265	1,590,539	1,548,339	1,559,055	1,556,202

Source: PoliceLink telephony systems

Note: These figures do not include phone calls or visits to police stations or interactions with frontline police. Decreases in calls from alarm monitoring companies are 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 11: Significant Judicial Decisions

R v Turnbull (no 24) [2016] NSWSC 830

The offender was convicted of murder and detaining for advantage. In sentence proceedings, the Crown sought to rely on the victim impact statement prepared by the wife of the murder victim. Senior counsel for the offender objected to parts of the statement, arguing that they went beyond 'the impact of the primary victim's death on the members of the primary victim's immediate family', and that parts of the statement were 'offensive'. The Supreme Court overruled the defence objections, finding that the word 'impact' in the definition of 'victim impact statement' should not be construed narrowly. Further, the Supreme Court found that 'strong feelings' may be expressed in a victim impact statement without being 'offensive'.

R v Naizmand [2016] NSWSC 836

Mr Naizmand (the applicant) was charged with five offences of contravening a control order pursuant to section 104.27 of the *Criminal Code 1995* (Cth). The applicant made a release application. As section 104.27 offences are 'terrorism offences', section 15AA of the *Crimes Act 1914* (Cth) applied to the application. Section 15AA provides that bail must not be granted unless the Court is satisfied that 'exceptional circumstances exist to justify bail'. The Supreme Court considered the meaning of 'exceptional circumstances' and found that circumstances are not exceptional unless they are unusual or uncommon. On the other hand, circumstances will be exceptional if they are atypical, abnormal, or extraordinary, or, in other words, are an exception to what normally or regularly occurs. The Supreme Court refused the release application in this case, finding that the applicant's custodial conditions are not unique, but are widespread and commonplace. Similarly, the delay facing the applicant is not unique, and his subjective case is not unusual.

APPENDIX 11: Significant Judicial Decisions (continued)

DPP v Rugari and the Local Court of New South Wales [2016] NSWSC 630

The defendant attended Liverpool Local Court for a defended hearing in relation to an assault offence. Before the hearing commenced, the defendant wrote threatening words directed at the complainant on a publically displayed court list. A police officer arrested the defendant and took him to Liverpool Police Station, where the defendant was later charged. The defendant was still in police custody at the time that the original matter was called on for hearing. The police prosecutor sought an adjournment of the hearing. The Local Court Magistrate refused the adjournment application and insisted that the defendant be 'unarrested'. The Magistrate was advised that the prosecutor had no power to direct the defendant's release. The Magistrate permanently stayed the proceedings. On appeal, the Supreme Court found that the Magistrate had erred. The Supreme Court held that there was a clear basis for the apprehension of the defendant. The fact that the defendant was in a courthouse afforded him no protection from arrest. By refusing the adjournment and staying the prosecution permanently, the Magistrate denied the prosecution procedural fairness.

DPP v Lazzam [2016] NSWSC 145

Mr Lazzam entered pleas of not guilty to a number of offences. The Local Court Magistrate fixed a hearing date of 28 April 2015, and ordered that the brief of evidence be served on the defendant by 27 February 2015. Police served the brief on the defendant on 25 March 2015. At hearing, the defence solicitor objected to the evidence received after 27 February 2015. The Local Court Magistrate excluded that evidence. The charges were then dismissed. On appeal, the Supreme Court found that the Magistrate failed to identify any proper basis for excluding the evidence. The brief of evidence had been served on the defendant in compliance with section 183 of the *Criminal Procedure Act 1986* (which requires that the brief be served at least 14 days before the hearing). The Supreme Court found that the fact that a police brief is not served in accordance with a court's directions (for brief service) does not independently affect its admissibility and provides no basis to reject the evidence.

Hudson v Commissioner of Police [2016] NSWIRComm 1031

The NSW IRC upheld the removal of an officer for his investigative and reporting failures, as well as his alleged disclosure of confidential information. Although the evidence against the subject officer relating to the release of confidential information was circumstantial, the NSW IRC was satisfied that there was no other plausible explanation for the information's release. As such, the circumstantial case was sufficient to establish the alleged conduct.

Tredinnick v Commissioner of Police [2016] NSWIRComm 1026

The NSW IRC upheld the removal of an officer who tested positive for cannabis during a random workplace drug test. The applicant purported that workplace contamination could not be ruled out as the cause for the positive result. However, the expert for the Commissioner of Police rejected this proposition. The NSW IRC confirmed that the onus is on the applicant to prove that the Commissioner of Police's decision was harsh, unjust or unreasonable, as opposed to the Commissioner having to prove that it was not.

McDonald v Commissioner of Police [2016] NSWIRComm 1023

The applicant lodged a claim for constructive dismissal following his resignation from his sworn role. He also brought an interlocutory application for a non-publication order, seeking to be referred to only by his initials during proceedings. The non-publication application was dismissed, and the NSW IRC made a declaration that it did not have jurisdiction to hear constructive dismissal claims in relation to sworn officers, following the High Court's decision in *Commissioner of Police v Eaton* [2013] HCA 2.

Klazidis v Commissioner of Police [2016] NSWIRComm 1014

The NSW IRC upheld the dismissal of an unsworn NSW Police Force employee for off-duty assault and criminal conduct. Due to its 'extremely serious' nature, there was no requirement to justify dismissal by demonstrating a connection between the conduct and the applicant's employment. The NSW IRC found that unsworn officers are bound by the Code of Conduct and Ethics, both on and off duty, and that a long and unblemished employment history was not enough to render dismissal harsh, unjust or unreasonable in the circumstances.

APPENDIX 11: Significant Judicial Decisions (continued)

Regan v Commissioner of Police [2015] NSWIRComm 1028

The NSW IRC determined that it had no jurisdiction to hear the review of a non-reviewable s173 Order, being a Commander's Warning Notice, which the applicant alleged was issued unlawfully. The NSW IRC considered the reasoning in *Commissioner of Police v Skelly* [2010] NSWIRComm 18, and found that in looking to the true nature of the notice, it was undisputedly a 'Schedule 1' warning and not eligible for NSW IRC review.

Beck v Commissioner of Police (No 3) [2015] NSWIRComm 1023

The officer was arrested for public urination. He later brought action against the NSW Police Force for unlawful arrest, unlawful detention and malicious prosecution, as well as seeking review of the s173 action (reduction of rank) taken against him. All claims were dismissed. The applicant was later dismissed from the NSW Police Force for failures with regard to his appointments, reporting requirements, compliance with performance management plans, and following directions. The NSW IRC upheld his dismissal, finding that he was employed within a disciplined force and accordingly was required to accept such discipline.

Grant Hilton Wright v Commissioner of Police [2015] NSWIRComm 1016

The NSW IRC upheld s173 action taken against the applicant, who was subject to a disciplinary transfer for his failure to follow reasonable and lawful directions. The directions were found to be clear and lawful, and the conduct and resultant failure to accept responsibility were deemed sufficiently serious to warrant the disciplinary action. It was found in this instance that the public interest in transferring the officer outweighed his own interest in staying.

Lipman v Commissioner of Police [2015] NSWCATAD 250

The applicant lodged a discrimination claim on the basis that positions she was offered were not available on a part-time basis, which would better accommodate her carer's responsibilities. NCAT found that the applicant had not been discriminated against, and that her circumstances should not be compared to a person willing to work full time. Instead, they were compared against an applicant who wishes to work part time for a reason other than carer responsibilities. It was held that Ms Lipman was not treated any less favourably than that hypothetical employee.

Commissioner of Police, NSW Police Force v Allen [2016] NCATAP 148

Mr Allen, a sheep grazier, applied for a permit to use a silencer on his rifle to shoot wild dogs and pigs on his property. He considered he could more effectively control feral animals with the use of a silencer. In order to obtain a permit he was required to demonstrate the silencer was necessary in the conduct of his business. The Commissioner refused his application. At first instance, the Tribunal set aside the Commissioner's decision, finding that a silencer was necessary for the applicant's business as a sheep grazier. The Commissioner appealed on the basis that the Tribunal had misconstrued the word 'necessary', which should, on earlier authorities, be taken to mean that the possession or use of a silencer was 'essential' or 'directly required' for conducting the business of sheep grazing in general. The Appeal Panel dismissed the appeal. It held that a silencer need only be necessary in the context of the core features of the business and that because of the location of the property and the degree of feral animal infestation, a core feature of Mr Allen's business was the need to control feral animals.

Carangelo v State of New South Wales [2016] NSWCA 126

A former officer claimed psychiatric injury arising from negligence of the NSW Police Force. Adamson J in the Supreme Court found that the plaintiff failed to establish causation. The medical expert evidence did not support the conclusion that it was more likely than not that there would have been a different health outcome had the breaches of duty not occurred. The plaintiff's appeal was dismissed and he was ordered to pay the costs of the State.

APPENDIX 11: Significant Judicial Decisions (continued)

Learmont v Commissioner of Police [2016] NSWCA 137

A former officer appealed a District Court decision refusing his claim made under s12D of the *Police Regulation (Superannuation) Act 1906*, upholding the Commissioner's decision that an injury was not 'hurt on duty'. The plaintiff argued that the role of the Commissioner was confined to determining whether he had sustained a back injury, not what part of his back had been injured and the pathological consequences of that injury; an issue which he argued was in the province of the Superannuation Trustee Corporation (STC). The Court held that the primary judge did not fail to address the plaintiff's submission regarding the division of powers between the STC and the Commissioner under s12D(4) and dismissed the appeal, ordering the plaintiff to pay the costs of the Commissioner.

Beckett v State of New South Wales [2015] NSWSC 1500

The plaintiff sought damages for malicious prosecution in relation to her prosecution and conviction in the late 1980s. The charges related to alleged attempts by the plaintiff to harm her then husband. The plaintiff was convicted and spent approximately ten years in gaol, before her convictions were quashed. Many of the charges were remitted for a re-hearing, but the Director of Public Prosecutions elected not to pursue the re-hearing due to a cost/benefit analysis. The Supreme Court found in favour of the plaintiff in the amount of \$2.3 million plus interest plus costs. The State elected not to appeal the judgment.

APPENDIX 12: Legislative Changes

On 2 March 2015 the *Government Sector Employment Legislation Amendment Act 2016* was assented to. The legislation amends the *Government Sector Employment Act 2013* and will affect administrative officers and the Police Force Senior Executive Service. Other police officers are not affected by the legislation. The legislation will commence in stages, with an overarching implementation date of 1 January 2017 (the transition date for executives up to three years later determined by the Commissioner of Police).

On 21 August 2015 the *Crimes (Sentencing Procedure) Act 1999* was amended to include additional standard non-parole offences, to increase the standard non-parole period for the offence of unauthorised possession or use of pistol or prohibited firearm, and to increase the standard non-parole period for the offence of unauthorised possession or use of a prohibited weapon.

On 1 September 2015 the *Police Regulation 2015* updated the *Police Regulation 2008* and is materially similar.

On 1 September 2015 the *Drug Misuse and Trafficking Act 1985* was amended to lower the threshold at which a quantity of methylamphetamine is considered to be a large commercial quantity.

On 1 September 2015 the *Public Health (Tobacco) Act 2008* was amended to make it an offence to sell an e-cigarette or e-cigarette accessory to a person under the age of 18 years unless it is an authorised product, and to make it an offence for an adult to purchase an e-cigarette or e-cigarette accessory on behalf of a person under 18 years of age or to operate or use a vending machine that dispenses e-cigarettes on their behalf.

On 8 October 2005 the *Australian Passports Act 2005* (Cth) was amended to create new offences for selling, making or providing a false Australian travel document, to enable the Minister for Foreign Affairs to issue Australian travel documents on his or her own initiative and other matters.

On 2 November 2015 the *Child Protection (Working with Children) Act 2012* and the *Children and Young Persons (Care and Protection) Act 1998* were amended to create new requirements for employers, governing bodies of organisations and responsible agencies in relation to working with children check clearances.

On 5 November 2015 the *Terrorism (Police Powers) Act 2002* was amended to extend the operation of the preventative detention order scheme until 16 December 2018, and to remove the NSW Crime Commission's power to apply for covert search warrants under that Act.

On 13 November 2015 the *Tattoo Parlours Regulation 2013* was amended to authorise certain people (such as a visiting overseas individuals who are authorised participants of a show) to perform body art tattooing procedures at a body art tattooing show.

APPENDIX 12: Legislative Changes (continued)

On 24 November 2015 the *Crimes (Sentencing Procedure) Act 1999* was amended to provide that an intensive correction order commences on the date that the order is made.

On 24 November 2015 the *Evidence (Audio Visual Links) Act 1998* was amended to make it clear that all parties' interests must be considered before a court makes a direction that a person may give evidence or make a submission by audio or audio visual link.

On 24 November 2015 amendments were made to the *Firearms Act 1996*, the *Weapons Prohibition Act 1998* and the *Criminal Procedure Act 1986* to give effect to the recommendations of the Commonwealth and NSW Martin Place siege review report in order to strengthen laws relating to illegal firearms.

On 24 November 2015 the *Road Transport Act 2013* was amended to extend the existing powers of police to arrest and test for alcohol and drugs following fatal road accidents to motor vehicle accidents occurring off-road.

On 30 November 2015 the *Court Security Act 2005* was amended to expressly provide court security officers with the power to arrest without warrant a person who is in court premises if the person is assaulting another person, or has just assaulted another person in the court premises.

On 1 December 2015 the *Public Health (Tobacco) Act 2008* was amended to make it an offence to use an e-cigarette in a motor vehicle when there is a child under sixteen years present in the motor vehicle.

On 18 December 2015 the *Passenger Transport Regulation 2007* was amended to abolish numerous offences and requirements that previously applied to taxi-cab drivers, operators and network providers, to amend a number of offences and requirements that still apply to taxi-cab drivers, operators and network providers, and to create a new framework for the operation of private hire vehicles.

On 1 February 2016 the *Public Health (Tobacco) Amendment (Prescribed Quantities) Regulation 2016* commenced, prescribing the quantity of tobacco product that is presumed to be for the purposes of sale if the tobacco product is found on premises where tobacco products are being sold, and the product is not in the package in which it was packed by the manufacturer.

On 6 February 2016 the *Heavy Vehicle (Adoption of National Law) Regulation 2013* was amended to increase the infringement notice amounts for various offences against the *Heavy Vehicle National Law (NSW)* and to prescribe one offence against the *Heavy Vehicle (Fatigue Management) National Regulation (NSW)* as an offence for which an infringement notice may be issued.

On 12 February 2016 the *Crimes (Forensic Procedures) Amendment (DNA Database) Regulation 2016* was amended to allow the NSW Forensic and Analytical Science Service to access and disclose information stored on the DNA database system established under the *Crimes (Forensic Procedures) Act 2000* to check whether or not the DNA profile of a person suspected of being an untested former offender or untested registrable person is already on the Offenders Index of that DNA database system.

On 19 February 2016 the *Liquor Regulation 2008* was amended to extend the period of restrictions on the granting of liquor licences, various other liquor-related authorisations and development consents in respect of the Sydney CBD Entertainment Precinct, which includes the Oxford Street, Darlinghurst precinct, to prescribe a proof of age card issued by Australia Post as an evidence of age document, and to make various amendments in relation to licensing fees.

On 1 March 2016 the *Road Rules 2014* were amended to require motorists to keep a specified minimum distance from a bicycle when passing to the right of a bicycle on a road, to increase the level of penalty payable for penalty notice offences committed by bicycle riders, and to make the offence of not obeying the speed limit a penalty notice offence for bicycle riders.

On 4 March 2016 the *Evidence (Audio and Visual Links) Regulation 2015* was amended to add Wagga Wagga Court Cells, Riverina Juvenile Justice Centre and Wilcannia Local Court as prescribed places for the purposes of section 5BA(2)(e) of the *Evidence (Audio and Audio Visual Links Act) 1998*.

On 29 April 2016 the *Drug Misuse and Trafficking Act 1985* was amended to prohibit certain psychoactive substances, including alprazolam, and to increase the threshold quantities of buprenorphine, and to exclude codeine, phenylpropanolamine and pseudoephedrine as prohibited substances.

On 1 May 2016 the *National Parks and Wildlife Regulation 2009* was amended to prohibit smoking in national parks and other areas under the *National Parks and Wildlife Act 1974*.

APPENDIX 12: Legislative Changes (continued)

On 16 May 2016 the *Terrorism (Police Powers) Act 2002* was amended to allow police to arrest, detain and question a person suspected of being involved in a recent or imminent terrorist attack. Police may use these powers only if the investigative detention will substantially assist in responding to or preventing a terrorist act.

On 1 June 2016 section 201 of the *Crimes Act 1900* was amended to widen the application of the offence of interfering with a mine.

On 1 June 2016 the *Inclosed Lands Protection Act 1901* was amended to include a new offence of aggravated unlawful entry onto inclosed lands. The new provision applies to inclosed lands on which a business or undertaking is conducted, and the person interferes, or attempts to interfere with the conduct of the business or undertaking, or does anything that gives rise to a serious risk to the safety of any person on those lands.

On 1 June 2016 the *Liquor Amendment (Special Licence Conditions) Regulation 2016* commenced substituting the list of licensed premises that are subject to special licence conditions under Schedule 4 of the *Liquor Act 2007* (the Act).

On 7 June 2016 the *Crimes (High Risk Offenders) Act 2006* was amended to extend the class of violent offenders whose detention can be continued or supervision extended to offenders convicted of constructive murder, manslaughter by unlawful and dangerous act, and wounding with intent to cause death or grievous bodily harm.

On 7 June 2016 the *Courts Legislation Amendment (Disrespectful Behaviour) Act 2016* commenced. It creates a new summary offence of a person engaging in disrespectful behaviour in New South Wales courts and coronial proceedings.

On 13 June 2016 the *Weapons Prohibition Amendment (Exemptions) Regulation 2016* commenced. It exempts sheriff's officers from the requirement to obtain a permit to possess or use body armour vests but only when acting in the course of their employment as a sheriff's officer.

On 28 June 2016 the *Crimes (Domestic and Personal Violence) Amendment (Review) Act 2016* commenced. It makes numerous amendments to the *Crimes (Domestic and Personal Violence) Act 2007* and to Chapter 9A of the *Coroner's Act 2009* to give effect to recommendations arising from statutory reviews of that Act and Chapter.

On 28 June 2016 the *Marine Legislation Amendment Act 2016* amended the *Marine Safety Act 1998*, the *Ports and Maritime Administration Act 1995*, and other Acts to make provision for camera recorded offences and further provision for safety management matters, alcohol and drug testing procedures, compliance and investigation, and for other purposes.

APPENDIX 13: Annual Report Production Costs

The 2015-16 NSW Police Force Annual Report was produced by the Public Affairs Branch. The total production cost was \$1,500 (exclusive of GST). The Annual Report is available on the NSW Police Force website, www.police.nsw.gov.au.

APPENDIX 14: Research & Development

Name of research	Total life of project cost	Status/date to be completed
Blood pressure and fatigue links to shift work in police officers	\$5,000	Dec-16
Evaluation of body worn video camera implementation	\$28,000	Jun-17
Evaluation of active shooter training	\$25,677	Jun -17
Drug detection dog odour analysis project	\$19,900	Dec-17
Evaluation of the Take the Lead training program groups 3 and 4	\$9,860	Feb-17
Psychosocial drivers of New South Wales police wellbeing, commitment, resilience and retention	\$180,000	Dec-18
NSW Police Force English language assessment project	\$53,554	Completed
Evaluation of the Take the Lead training program groups 1 and 2	\$4,645	Completed
History of commissioned officers in the NSW Police Force	\$3,300	Completed
Impacts of arrests on crime rates and recidivism	\$52,400	Completed

This table shows only those research and development projects in which the NSW Police Force makes a financial contribution.

APPENDIX 15: Police Pursuits

Following a coronial investigation in 2014, the Coroner made a number of recommendations, which included publishing statistics for police pursuits in the annual report.

In 2015-16 the NSW Police Force undertook 2,195 pursuits. Of these, 527 were terminated by police, while 229 pursuits resulted in collisions. There were four fatalities and 47 injuries arising from pursuits.

The table below lists the reasons for these pursuits.

Police pursuits in 2015-16	
Reason for pursuit	Number of pursuits
Traffic	1,258
Criminal	232
Stolen vehicle	305
Not stop RBT	514
Other	1

Source: NSW Police Force Traffic & Highway Patrol Command

Note: Individual pursuits may have more than one reason recorded. Consequently, the sum of reasons is greater than the number of pursuits.

APPENDIX 16: Consultants

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

Nil

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

Nil

APPENDIX 17: Overseas Travel

Operational travel 2015-16

Name	Purpose	Country
Three officers	Protection operations	Israel, United Kingdom
Two officers	Investigative inquiries	Malaysia
Two officers	Investigative inquiries	Philippines, Thailand
One officer	Investigative inquiries	The Netherlands, Germany, United Kingdom
Two officers	Investigative inquiries	United Arab Emirates
Two officers	Extradition	United Kingdom
Two officers	Investigative inquiries	United Kingdom
One officer	Aviation training	United States
Two officers	Investigative inquiries	United States
Two officers	Investigative inquiries	United States
Two officers	Investigative inquiries	United States
Three officers	Aviation training	United States
Two officers	Aviation training	United States
One officer	Aviation training	United States
One officer	Investigative inquiries	United States
One officer	Aviation training	United States
Two officers	Aviation training	United States
Two officers	Investigative inquiries	United States
Two officers	Investigative inquiries	United States

APPENDIX 17: Overseas Travel (continued)

Non-operational travel 2015-16

Name	Purpose	Country
Assistant Commissioner Carlene York	Agency visit	Canada
Senior Constable Mark Stevenson	Training	Canada
Chris Beatson	Conference	Czech Republic
Assistant Commissioner Mark Murdoch	Conference	France
Assistant Commissioner Peter Gallagher	Conference	Germany
Sergeant Rod Brown	Training	Germany
Assistant Commissioner Gary Worboys	Training	Hong Kong
Chief Superintendent Julie Middlemiss	Conference	India
Superintendent Adrian McKenna	Training	India
Deputy Commissioner Catherine Burn	Conference	Israel
Commissioner Andrew Scipione	Travel with Premier	Israel
Superintendent Peter Thurtell	Training	Maldives
Inspector Craig McNee	Training	New Zealand
Detective Superintendent Michael Willing	Training	New Zealand
Detective Inspector Michael Sheehy	Training	New Zealand
Detective Superintendent Deborah Wallace	Conference	New Zealand
Superintendent Christopher Keane	Training	Philippines
Detective Chief Inspector Graeme Abel	Conference	Portugal
Senior Constable David Cole	Training	Qatar
Superintendent John Duncan	Agency visit	Republic of Korea
Detective Superintendent Mark Hutchings and Inspector Joseph McNulty	Meeting	Singapore
Detective Superintendent Mick Plotecki	Conference	Singapore
Inspector Wayne Hoffman	Conference	Singapore
Detective Inspector Damian Beauflis	Conference	Taiwan
Detective Superintendent Deborah Wallace	Conference	Thailand
Inspector Darren Mobbs	Conference	The Netherlands

APPENDIX 17: Overseas Travel (continued)

Name	Purpose	Country
Detective Superintendent Nicholas Bingham	Agency visit	The Netherlands
Assistant Commissioner Gary Worboys	Conference	The Netherlands
Deputy Commissioner Naguib Kaldas	Conference	United Arab Emirates
Assistant Commissioner Michael Fuller	Travel with Minister for Women	United Kingdom
Aidan Hughes	Agency visit	United Kingdom
Detective Chief Inspector Peter Yeomans	Training	United Kingdom
Detective Superintendent Darren Bennett	Conference	United Kingdom
Chief Inspector Andrew Bullock and Inspector Michael Rochester	Training	United Kingdom
Detective Sergeant Richard Long	Training	United States
Detective Senior Sergeant Richard Sinclair, Detective Sergeant Peter Hennessy and Lisa Gordon	Conference	United States
Susanna Pietrantonio	Conference	United States
Detective Chief Inspector Bernhard Janssen and Detective Sergeant Grant Prosser	Conference	United States
Detective Senior Constable Michael Cambridge	Conference	United States
Senior Constable Evan Prowse	Conference	United States
Detective Superintendent Deborah Wallace, Detective Sergeant Bruce Groenewegen, Sergeant Emma Huckins, Detective Senior Constable Ashley Hanson, Senior Constable Deborah Mortimer and Anthony Macken	Conference	United States
Detective Sergeant Adam Lett	Conference	United States
Detective Inspector Glen Browne and Senior Sergeant Peter Davis	Training	United States
Assistant Commissioners Mark Murdoch and Mark Jenkins	Training	United States
Detective Inspector Kelly Kortlepel	Conference	United States
Detective Chief Superintendent Gregory Rolph	Conference	United States
Superintendent Wayne Starling	Conference	United States
Domenic Raneri	Conference	United States
Sergeant Dale Atterby and Leading Senior Constable Paul Miller	Conference	United States
Senior Constable James Short	Conference	United States
Dr Robert Fearn	Training	United States

APPENDIX 17: Overseas Travel (continued)

Name	Purpose	Country
Detective Superintendent Scott Cook	Training	United States
Detective Inspector Gordon Arbinja	Conference	United States
Superintendent Mark Walton and Chief Inspector Joel Murchie	Conference	United States
Assistant Commissioner Mark Murdoch	Conference	United States
Sergeant Amanda Clarke	Conference	United States
Deputy Commissioner David Hudson	Conference	United States
Detective Sergeants Brett O'Neill and Julian Thornton	Conference	United States
Senior Sergeant Kylie Riddell	Conference	United States, Canada
Detective Sergeant Warren Lysaght	Scholarship	United States, Canada, Hong Kong
Detective Superintendent Ian Lynch and Detective Sergeant John Floros	Training	United States, United Kingdom, The Netherlands

APPENDIX 18: Public Interest Disclosures

The *Public Interest Disclosures Act 1994* sets in place a system to encourage public officials to report serious wrongdoing.

Under the NSW Police Force *Public Interest Disclosures Policy & Guidelines*, the *Code of Conduct & Ethics* and the *Corruption Resistance Plan*, all staff, irrespective of their position, are expected to contribute to corruption resistance.

These plans, however, do not exist in isolation. They rely on all staff managing corruption and misconduct risks through their own professional and ethical conduct, and on the effective application of the Command Management Framework, good supervisory practices and compliance with relevant corporate policies and procedures.

- The number of officers who made public interest disclosures this reporting year: 10
- The number of public interest disclosures received in total: 11
- The number of public interest disclosures received relating to:
 - (i) corrupt conduct 8
 - (ii) maladministration 3
 - (iii) serious and substantial waste of public money 0
 - (iv) government information contraventions 0
- The number of public interest disclosures finalised: 10

APPENDIX 19: Creditors Payments & Credit Cards

Payment of accounts

1(a) Accounts due or paid within each quarter

Accounts due or paid within each quarter				
Measure	September 2015	December 2015	March 2016	June 2016
All suppliers				
Number of accounts due for payment	49,455	74,649	44,937	54,296
Number of accounts paid on time	42,019	67,712	38,066	46,242
Actual percentage of accounts paid on time (based on number of accounts)	85%	91%	85%	85%
Dollar amount of accounts due for payment ('000)	\$148,906	\$137,025	\$131,218	\$222,321
Dollar amount of accounts paid on time ('000)	\$130,084	\$116,065	\$106,424	\$191,358
Actual percentage of accounts paid on time (based on dollar amount)	87%	85%	81%	86%
Number of payments for interest on overdue accounts	-	-	-	-
Interest paid on overdue accounts	-	-	-	-

1(b) Creditors aged analysis as at 30 June 2016

Quarter	Current \$'000	Between 30 and 60 days overdue \$'000	Between 60 and 90 days overdue \$'000	More than 90 days overdue \$'000
All suppliers				
September	9,381	716	358	180
December	3,802	376	391	311
March	5,974	860	180	268
June	6,681	324	216	303
Small Business Suppliers				
September	42	-	-	-
December	15	-	-	-
March	24	-	-	-
June	16	-	-	-

The above information is extracted from the Aged Accounts Payable Analysis as at September and December 2015 and March and June 2016. It includes data provided by the NSW Police Force's external property service provider.

APPENDIX 19: Creditors Payments & Credit Cards (continued)

2 Commentary

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

- The fundamental reasons for delay are the finalisation by business units in the processing function and disputes in connection with the correct rendering of valid tax invoices by suppliers, which includes discrepancies between orders, goods received and invoices.

2(b) Initiatives implemented to improve payment performance

- Vendors are requested to supply bank details for payment by EFT as part of the ongoing initiative to reduce cheque printing and dispatch.
- There is a greater use of the purchase card system in the NSW Police Force. Purchase card transactions are excluded from this information.
- Multiple accounts from vendors were consolidated by establishing a process of remitting a single electronic invoice including business unit cost centres that can be uploaded to the NSW Police Force's finance system. This process generates a single payment as opposed to generating individual invoices and corresponding payment for each service or goods ordered during the period.

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 and 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 Visa Card. The card is 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 2015-16 was satisfactory and has been in accordance with the Premier's Memoranda and Treasurer's Directions.

APPENDIX 20: Matters Arising from 2015-16 Audit

There were no significant matters reported during the 2015-16 audit.

APPENDIX 21: Insurance Activities

Workers compensation

The workers compensation insurance policy covers workplace related injuries for all unsworn staff and all sworn officers recruited after 1 April 1988. For 2015-16 the workers compensation premium decreased by 8.9%. This was due to a decrease in claims experience.

Public liability

The public liability insurance policy covers all claims resulting from police activities for which the NSW Police Force is legally liable. For 2015-16 the premium increased by 0.1%. This was due to a slight increase in claim costs.

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 2015-16 the motor vehicle premium increased by 5.6%. This was due to an increase in claims costs and fleet size.

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 2015-16 the premium increased by 5.3%. This was due to an increase in declared asset values and claims costs.

Miscellaneous

The miscellaneous insurance policy covers personal accident for volunteers, air travel and personal effects. For 2015-16 the premium increased by 35%. This was due to an increase in claims costs and overseas travel.

APPENDIX 22: Property Disposals

In 2015-16 the NSW Police Force sold seven properties for a total of \$2.297million net.

Site	Proceeds (\$ million)
41 Riverine Street, Narrandera	0.121
80 Bungabil Street, Grong Grong	0.125
34 Neimur Street, Barham	0.141
50 Hume Street, Goulburn	0.226
43 Hoddle Street, Goulburn	0.325
104 Joshua Street, Goulburn	0.255
20 Moonee Street, Coffs Harbour	1.104

There were no properties disposed of which had a value of more than \$5.0 million.

There were four buildings demolished and sites cleared to make way for a new police station, with a combined value of \$1.174 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 and used to support the NSW Police Force's capital expenditure program.

All properties disposed of in 2015-16 were sold in accordance with government policy. Documents relating to property disposal may be accessed under the *Government Information (Public Access) Act 2009*.

APPENDIX 23: Audits & Reviews

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

The committee provides independent assurance to the Commissioner by overseeing and monitoring the NSW Police Force's governance, risk management, compliance 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 the implementation of audit recommendations.

The committee ensures all internal audit functions are consistent with the relevant standard, Institute of Internal Auditors International Standards for the Professional Practice of Internal Auditing and any additional practice requirements set by the *Internal Audit & Risk Management Policy*.

APPENDIX 23: Audits & Reviews (continued)

NSW Police Force Internal Audit and Risk Management Attestation Statement for the 2015-16 Financial Year

I, Andrew Scipione, Commissioner of Police, am of the opinion that the NSW Police Force has internal audit and risk management processes in operation that are, excluding the exceptions or transitional arrangements described below, compliant with the eight (8) core requirements set out in the Internal Audit & Risk Management Policy for the NSW Public Sector, specifically:

Core Requirements	For each requirement, please specify whether compliant, non-compliant, or in transition
Risk Management Framework	
1.1 The agency head is ultimately responsible and accountable for risk management in the agency.	Compliant
1.2 A risk management framework that is appropriate to the agency has been established and maintained and the framework is consistent with AS/NZS ISO 31000:2009.	Compliant
Internal Audit Function	
2.1 An internal audit function has been established and maintained.	Compliant
2.2 The operation of the internal audit function is consistent with the International Standards for the Professional Practice of Internal Auditing.	Compliant
2.3 The agency has an internal audit charter that is consistent with the content of the 'model charter'.	Compliant
Audit and Risk Committee	
3.1 An independent audit and risk committee with appropriate expertise has been established.	In Transition
3.2 the audit and risk committee is an advisory committee providing assistance to the agency head on the agency's governance processes, risk management and control frameworks, and its external accountability obligations.	Compliant
3.3 The audit and risk committee has a charter that is consistent with the content of the 'model charter'.	Compliant

The chair and members of the Risk Management & Audit Committee were:

- Independent chair, Mr Arthur Butler for a term from 1 January 2014 to 31 December 2018
- Independent member, Ms Carol Holley for a term from 1 January 2014 to December 2015
- Independent member, Mr Jon Isaacs for a term from 31 January 2016 to 30 January 2019
- Non-independent member, Deputy Commissioner David Hudson Corporate Services for a term from 1 November 2012 to 31 October 2016.

APPENDIX 23: Audits & Reviews (continued)

Departures from Core Requirements

I, Andrew Scipione, Commissioner of Police, advise that the internal audit and risk management processes for the NSW Police Force departs from the following core requirements set out in the Internal Audit and Risk Management Policy for the NSW Public Sector:

The departure from the core requirements is due to the agency implementing measures to achieve compliance with new policy requirements consistent with the permitted transitional arrangements.

Departure	Reason for departure and description of practicable alternative measures implemented/being implemented
-----------	--

In Transition

Core Requirement 3.1	The Audit & Risk Committee has a work plan action to reconstitute the committee to contain independent members only – that is, obtain a member from the panel of Pre-qualification Scheme: Audit & Risk Committee independent chairs and members to replace the non-independent member.
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These processes, including the practicable alternative measures [being] implemented, demonstrate that the NSW Police Force has established and maintained frameworks, including systems, processes and procedures for appropriately managing audit and risk within the NSW Police Force.



A P Scipione AO, APM
Commissioner of Police

INTERNAL AUDITS AND REVIEWS

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

The unit completed five audits and one consultancy for 2015-16 including:

- compliance program review
- work health and safety management system
- property portfolio governance arrangements
- information security management system – internal information security management system (ISMS) audit stage two for 2014-15
- information security management system – internal ISMS audit 2015 – ISO 27001:2013
- audit of access to Roads and Maritime Services driver licence photographs.

The recommendations from these audits and consultations have resulted in improved compliance with legislation and our own guidelines, better accountability and improved internal controls to help achieve corporate objectives.

APPENDIX 23: Audits & Reviews (continued)

EXTERNAL AUDITS AND REVIEWS

During the year the Audit Office of NSW issued one performance audit report that was relevant to the NSW Police Force, *Identifying Productivity in the Public Sector*.

The aim of this audit was to examine selected areas of government activity to see if sufficient information was available to identify and assess changes in productivity.

The audit answered the following questions with respect to the NSW Police Force:

- Does the NSW Police Force have the ability to track its productivity and efficiency?
- Is the NSW Police Force reporting on the productivity and efficiency of its activities to Parliament?
- Does the available data demonstrate productivity and efficiency trends?

The audit noted that by using the existing data, the NSW Police Force has the ability to track its productivity and efficiency trends. However, there are limitations which must be understood when interpreting trends. Over the period of the review, 2008-09 to 2012-13, the NSW Police Force did not report on the productivity or efficiency of its activities to Parliament. Productivity and efficiency indicators are available in the Report on Government Services, however, this is not tabled in Parliament.

The report recommended that by December 2015, the NSW Police Force should:

- set productivity and efficiency objectives
- investigate better ways to measure the output of policing activities including proactive policing activities
- reports its productivity trends to Parliament (through its annual report for example) using the Audit Office's methodology or another appropriate methodology
- report efficiency trends to Parliament.

APPENDIX 24: Digital Information Security

I, Andrew Scipione, consider the NSW Police Force has had an Information Security Management System in place in 2015-16 that has met the core requirements of the *Digital Information Security Policy for the NSW Public Sector*. I consider the security controls in place to mitigate identified risks to the digital information and digital information systems of the NSW Police Force are adequate for the foreseeable future.

There is no agency under the control of the NSW Police Force that is required to develop an independent ISMS in accordance with the *NSW Government Digital Information Security Policy*.

The NSW Police Force has maintained compliance with *ISO 27001 Information technology – Security techniques – Information security management systems – Requirements* which was independently reviewed by SAI Global Certification Services Pty Ltd during the 2015-16 financial year.



A P Scipione AO, APM
Commissioner of Police

APPENDIX 25: Asset Purchase & 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 the audit of the NSW Police Force accounts.

APPENDIX 26: Productivity Data

The Australian Government Productivity Commission Report on Government Services provides an annual overview of the justice sector, presenting both contextual information and high-level performance information concerning the police forces of each state.

The latest available data is for the year ended 30 June 2015. This report states that real recurrent expenditure (including user cost of capital, less revenue from own sources and payroll tax) per person on NSW police services for the year ended 30 June 2015 was \$444.

The average annual percentage change in real recurrent expenditure per person for the period 2007-08 to 2014-15 for the NSW Police Force is 2.4%.

Source: Australian Government Productivity Commission Report on Government Services 2016, published 29 January 2016. Volume C Page 1 of Table 6.A.10.

APPENDIX 27: Major Works in Progress

Project	Due for completion	Cost to 30/06/16 \$'000
Building		
Active Armed Offender Training Sites	2017	659
Bay & Basin Police Station	2017	23
Coffs Harbour Police Station	2017	19,768
Deniliquin Police Station	2017	3,386
Gunnedah Police Station	2018	775
Hazardous Materials Management Program	2018	61,235
Lake Macquarie Local Area Command	2017	24,446
Liverpool Police Station	2017	18,775
Southern Highlands Police Station	2017	1,006
Riverstone Police Station	2017	16,698
Security Upgrade Program	2017	663
Tweed Heads Police Station	2017	8,511
Walgett Police Station	2017	14,875

APPENDIX 27: Major Works in Progress (continued)

Project	Due for completion	Cost to 30/06/16 \$'000
Information and communications technology		
Air Wing Down Link	2017	845
Body Worn Video	2017	1,999
COPS Phase 3 Technical Migration	2018	21,701
Digital Storage Solution	2016	2,453
Disaster Recovery for Legacy Systems	2016	1,928
Firearms Licensing System	2017	606
Government Information Access Application Management System	2016	904
iLearn Facilities Management Phase 2	2016	2,498
Mobile Automatic Number Plate Recognition System (MANPR)	2017	5,788
Mobile Data Terminal Replacement	2017	3,906
Policing for Tomorrow (Mobility)	2019	1,559
Tactical Telecommunications	2017	2,000
Technology Asset Replacement Program (TARP) 3	2018	26,530
Voice Infrastructure Migration and Data Network Upgrade	2017	16,052
Workforce Optimisation	2017	1,041
Plant and equipment		
Enhanced DNA Testing	2017	219
Fighting the Scourge of Ice	2016	1,660
Fitout of Vehicles for Additional Police Officers	2017	1,892
Forensic Services Group Equipment Upgrade	2017	149
GMA Terminal Refresh	2018	3,141
New Polair Aircraft	2017	4,999
Prisoner Transport Vehicles	2017	927
Taser Replacement Program	2016	3,231

Note: This appendix lists major capital works in progress managed by the NSW Police Force and the actual cost of those works from project inception to 30 June 2016. Completion dates are estimates as published in the 2016-17 Infrastructure Statement and may be subject to change.

APPENDIX 28: Honours & Awards

Commissioner's Unit Citation

Awarded to police officers who collectively come together for a common purpose and perform outstanding service which may involve bravery or other acts of merit.

Major, M (ADF)

Commissioner's Commendation – Service

Awarded to recognise outstanding service.

Ch Supt Adam Robb Whyte

Insp Paul James Sullivan

Sgt Gregory John Donaldson

Sgt Franz Gaal

Sgt John Paul Gomes

Sgt Geoffrey Alan Norris

Sgt Brook Russell

Sgt Geoffrey Richardson

Snr Cst Andrew Gordon Barker

Snr Cst Robert Justin Hyde

Snr Cst Marc John Lister

Snr Cst Rahsan Keles

Mr Steven James Balfour

Mr Curtis Cheng

Mr George Joseph Kay

Ms Kayla Emma Marshall

Mr Neville Worrell

Major, M (ADF)

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.

477 – NSW Police Medals

700 – Clasps to the NSW Police Medal

Retrospective NSW Police Diligent & Ethical Service Medals continued to be processed and awarded to former police officers.

NSW Police Diligent & Ethical Service Medallion

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

72 – Medallions

164 – Roundels

Retrospective NSW Police Diligent & Ethical Service Medallions continued to be processed and awarded to former administrative officers.

Commissioner's Long Service Award

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

124 – Lapel pins and certificates

APPENDIX 29: Honours & Awards (continued)

AUSTRALIAN HONOURS & AWARDS

Officer of the Order of Australia (AO)

Awarded for distinguished service of a high degree to Australia or humanity at large.

Commissioner Andrew Phillip Scipione

Bravery Medal

Awarded for acts of bravery in hazardous circumstances.

Snr Cst David James Rixon

Commendation for Brave Conduct

Awarded for acts of bravery considered worthy of recognition.

Snr Cst Michael Dietrich

Group Bravery Citation

Awarded for a collective act of bravery, by a group of persons in extraordinary circumstances, that is considered worthy of recognition.

Sgt Carter Stirling Knyvett

Sgt Karen Louise Peasley

Public Service Medal (PSM)

Awarded for outstanding service by employees of the national, state, territory and local government.

Ms Diane Elphinstone

Ms Robyn Gloria Foster

Australian Police Medal (APM)

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

Ch Supt Peter Andrew Gillam

Supt Jeffrey Frank Conly

Supt David George Eardley

Supt Stephen Harry Egginton

Supt Paul Joseph Fehon

Det Supt Mark Raymond Elliott Noakes

Det Supt Michael John Willing

Insp Rupert Dermont Agnew

Det Insp Barbara Lynette Carroll

Det Insp David John Gawel

Det Insp Caroline Anne O'Hare

Det Insp Andrew Phillip Waterman

Det Insp Michael Raymond Sheehy

Snr Sgt Kevin Charles Allard

Snr Sgt Donna Maree Murphy

Det Snr Sgt Stephen Raynor Horn

Det Snr Cst Phillip David McCloskey

APPENDIX 29: Honours & Awards (continued)

National Police Service Medal

Awarded to sworn officers for 15 years of diligent and ethical service.

755 – National Police Service Medals

1,093 – National Police Service Medals (retrospectively awarded)

National Medal

Awarded to sworn officers for 15 years of diligent and ethical service. A numbered Clasp is awarded for each additional 10 years of diligent and ethical service.

279 – National Medal

149 – 1st Clasp to the National Medal

24 – 2nd Clasp to the National Medal

1 – 3rd Clasp to the National Medal

OTHER HONOURS & AWARDS TO MEMBERS OF THE NSW POLICE FORCE

Royal Life Saving NSW (NSW Police Award)

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

Insp Michael Douglas Merrett

Sgt Mark Terence Dean

Sgt Bill McDonnell

Sgt Troy Robbs

Sgt Christopher Stafford

Sgt Stephen Michael Templeman

Sgt Neale Watt

Sgt Cheryl Wharton

L/Snr Cst Craig Charles Brown

Snr Cst Vicky Kaye Bamford

Snr Cst Trevor George Chippendale

Snr Cst Tim Newson

Cst Luis Camacho Batta

Cst Benjamin Ian Humphryis

Cst Anthony Knott

Cst Bret Bernard Mooney

Cst Jason Stay

Cst Damien John Tilley

Royal Humane Society Awards (NSW)

Awarded for acts of human bravery when saving or endeavouring to save life.

Det Snr Cst Adrian Nigel Graham

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Glossary

- 181D** Section of the *Police Act 1990* under which a police officer is removed from the NSW Police Force
- AASB** Australian Accounting Standards Board
- ABS** Australian Bureau of Statistics
- ADVO** Apprehended Domestic Violence Order
- AFP** Australian Federal Police
- APM** Australian Police Medal
- Auslan** Australian sign language
- BOCSAR** NSW Bureau of Crime Statistics & Research
- c@ts.i** Complaints Management System
- CAD** Computer Aided Dispatch
- CALD** Culturally and linguistically diverse
- CET** Commissioner's Executive Team
- COPS** Computerised Operational Policing System
- CSA** Community service announcement
- Cth** Commonwealth
- DV** Domestic violence
- EEO** Equal employment opportunity
- FTE** Full time equivalent employees
- GIPA Act** *Government Information (Public Access) Act 2009*
- GST** Goods and Services Tax
- HR** Human Resources
- HRIP Act** *Health Records and Information Privacy Act 2002*
- Ice** Methamphetamine
- IP** Income protection
- ISMS** Information security management system
- ISO** International Standards Organisation
- ISSN** International Standard Serial Number
- LAC** Local area command
- LGBTI** Lesbian, gay, bisexual, trans and/or intersex
- MANPR** Mobile Automatic Number Plate Recognition
- MCLO** Multicultural community liaison officer
- MPSP** Multicultural Policies & Services Program
- NAATI** National Accreditation Authority for Translators and Interpreters
- NCAT** NSW Civil and Administrative Tribunal
- NSCSP** National Survey of Community Satisfaction with Policing
- NSWIRComm** New South Wales Industrial Relations Commission
- OMCG** Outlaw motorcycle gang
- PAL** Police Assistance Line
- PMAC** Police Multicultural Advisory Council
- PPD** Partial and permanent disability
- PIIP Act** *Privacy and Personal Information Protection Act 1998*
- PSES** Police Senior Executive Service
- PSM** Public Service Medal
- RPA** Remotely piloted aircraft
- SAP** NSW Police Force's electronic finance system
- TARP** Technology Asset Replacement Program
- TMF** Treasury Managed Fund

POLICE, FIRE, AMBULANCE

Triple Zero (000) In an emergency

Use Triple Zero (000) only for emergencies or life threatening situations.

POLICE ASSISTANCE LINE 131 444

For non-emergencies and general enquiries

If you are a victim of a crime, other than life threatening or time critical emergency situations, contact the Police Assistance Line (PAL).

CRIME STOPPERS 1800 333 000

www.nsw.crimestoppers.com.au

Report crime information anonymously

If you have information about people who are wanted by police; unsolved crimes or a crime being planned; suspicious or unusual activity, contact Crime Stoppers on 1800 333 000 or at www.nsw.crimestoppers.com.au. You don't have to give your name and the information will be passed immediately to relevant investigators.

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: (Emergencies) Triple Zero (000) – 24 hours

Police Assistance Line: 131 444 – 24 hours

Customer Assistance Unit: 1800 622 571 – 24 hours (free call)

Crime Stoppers: 1800 333 000 – 24 hours (free call)
www.nsw.crimestoppers.com.au

Police switchboard: (General enquiries) 131 444 – 24 hours

For deaf and hearing impaired: (TTY) (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 10,
2-10 Wentworth Street
PARRAMATTA NSW 2150
(02) 9407 3099 – Business hours

South West Metropolitan

Suite 204, Level 2
1 Moore Street
LIVERPOOL NSW 2170
(02) 8738 2699 – Business hours

Northern

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

Southern

Level 5
77 Market Street
WOLLONGONG NSW 2500
(02) 4223 0851 – 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