

APPENDICES

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APPENDIX 1

PERFORMANCE TABLES

Information presented in Appendix 1 is the latest available and may have been revised since the last annual report due to changes in definitions or counting rules. Figures sourced from NSW Police Force systems are particularly subject to change since the systems are updated as reports are received or more information becomes available during the course of investigations.

Results from the National Community Satisfaction with Policing Survey (NCSPS) are given in Tables 1 to 3. Further information is available in the attachment to the Police Services chapter of the Report on Government Services - see www.pc.gov.au, or on request to the NSW Police Force. The NCSPS is a telephone survey undertaken throughout the year by an independent market research company. Survey results are likely to differ from those obtained if the total population was canvassed. A measure of difference between survey and population results is the sample error.

The tables in this section present the NCSPS results as a range rather than an exact percentage. This range is calculated such that there are 19 chances in 20 that the true population value falls within the range, or only 1 chance in 20 that the population value is outside (higher or lower) the range. Sample error depends critically on the number of respondents, ie. the sample size. For New South Wales, the approximate sample size was 4,600 in 2003-04 and 2004-05; 3,200 in 2005-06; 6,800 in 2006-07; and 6,600 in 2007-08. The national sample size was 36,500 in 2007-08. The tables also show mean scores. The mean score is a measure of the total community opinion and is derived by weighting responses to questions according to an ordinal scale. The basis for the weights is given in the footnotes to each relevant table.

Table 1 Satisfaction and perceptions of police^{a,b}

	UNIT OF MEASURE					NSW	AUST
		2004-05	2005-06	2006-07	2007-08	2008-09	2008-09
SATISFACTION WITH POLICE							
Services generally	%	66 - 68	71 - 75	61 - 64	61 - 64	63 - 66	66 - 67
	mean (1 to 5)	3.8	3.9	3.7	3.7	3.7	3.8
Personal contact	%	70 - 72	81 - 85	77 - 80	75 - 79	77 - 81	80 - 82
	mean (1 to 5)	3.9	4.2	4.1	4.0	4	4.1
Dealing with public order problems	%	48 - 50	56 - 60	49 - 52	50 - 53	50 - 53	53 - 54
	mean (1 to 5)	3.4	3.5	3.4	3.4	3.4	3.4
Support for community programs	%	59 - 61	60 - 64	54 - 57	55 - 58	54 - 57	61 - 62
	mean (1 to 5)	3.8	3.8	3.6	3.7	3.6	3.8
AGREE:							
Police perform their job professionally	%	75 - 77	76 - 80	76 - 78	75 - 78	78 - 81	80 - 81
	mean (1 to 5)	3.9	4.0	3.9	3.9	3.9	3.9
Most police are honest	%	69 - 71	71 - 75	73 - 76	73 - 76	75 - 77	77 - 78
	mean (1 to 5)	3.8	3.9	3.8	3.8	3.8	3.9
Police treat people fairly and equally	%	61 - 63	65 - 69	63 - 66	63 - 66	64 - 67	67 - 68
	mean (1 to 5)	3.6	3.7	3.6	3.6	3.6	3.7
Have confidence in the police	%	78 - 80	78 - 82	78 - 80	78 - 80	79 - 82	81 - 82
	mean (1 to 5)	3.9	4.0	3.9	3.9	3.9	3.9

^a The percentage shown is the sum of very satisfied/strongly agree and satisfied/agree.

^b The scale used to derive the mean score used is: 5 - very satisfied/strongly agree, 4 - satisfied/agree, 3 - neither satisfied/agree or dissatisfied/disagree, 2 - dissatisfied/disagree and 1 - very dissatisfied/strongly disagree."

Source: National Community Satisfaction with Policing Survey

The means scores close to 4 indicate the community is *satisfied* with police generally and in specific situations. The community also agrees police display the desired traits and the community has confidence in the police.

APPENDIX 1 PERFORMANCE TABLES continued

Table 2 Feelings of safety^{a,b}

	UNIT OF MEASURE					NSW	AUST
		2004-05	2005-06	2006-07	2007-08	2008-09	2008-09
At home alone at night	%	78 - 80	80 - 84	82 - 84	82 - 84	83 - 85	84 - 85
	mean (1 to 5)	4.1	4.2	4.1	4.1	4.1	4.2
On public transport at night	%	21 - 23	22 - 26	30 - 32	44 - 48	43 - 47	45 - 48
	mean (1 to 5)	2.8	3.0	3.1	3.1	3.1	3.2
Jogging/walking at night	%	43 - 45	45 - 49	58 - 61	62 - 65	61 - 65	63 - 65
	mean (1 to 5)	3.2	3.3	3.6	3.6	3.6	3.6

^a The percentage shown is the sum of very safe and safe.

^b The scale used to derive the mean score is 5 - very safe, 4 - safe, 3 - neither safe nor unsafe, 2 - unsafe, 1 - very unsafe.

Source: *National Community Satisfaction with Policing Survey*

The mean scores indicate the community feel *safe* at home alone after dark (close to 4), and *neither safe nor unsafe* on public transport alone after dark (close to 3). The mean score for jogging/walking locally has risen (from 3.0 to 3.6) suggesting that the community is tending to feel safe.

Table 3 Concern^{a,b} about social problems in local area, NSW

	UNIT OF MEASURE					NSW	AUST
		2004-05	2005-06	2006-07	2007-08	2008-09	2008-09
Family violence	%	38 - 40	35 - 39	33 - 36	35 - 38	24 - 27	24 - 25
	mean (1 to 3)	1.5	1.5	1.5	1.5	1.3	1.3
Sexual assault	%	37 - 39	31 - 35	29 - 31	30 - 33	19 - 22	19 - 19
	mean (1 to 3)	1.5	1.4	1.4	1.4	1.3	1.2
Physical assault	%	43 - 45	41 - 45	40 - 43	46 - 49	40 - 43	39 - 40
	mean (1 to 3)	1.6	1.6	1.5	1.6	1.6	1.5
Illegal drugs	%	61 - 63	56 - 60	59 - 62	62 - 65	54 - 57	51 - 53
	mean (1 to 3)	1.9	1.9	1.9	1.9	1.8	1.8
Housebreaking	%	64 - 66	59 - 63	57 - 60	57 - 60	55 - 58	56 - 58
	mean (1 to 3)	1.9	1.8	1.8	1.7	1.7	1.7
Motor vehicle theft	%	55 - 57	50 - 54	46 - 50	48 - 51	43 - 46	22 - 23
	mean (1 to 3)	1.7	1.7	1.6	1.6	1.6	1.6
Speeding cars or dangerous driving	%	74 - 76	70 - 74	70 - 73	73 - 76	73 - 75	74 - 75
	mean (1 to 3)	2.1	2.1	2.0	2.1	2.1	2.1
Graffiti or other vandalism	%	51 - 53	49 - 53	52 - 55	53 - 56	56 - 59	54 - 56
	mean (1 to 3)	1.7	1.7	1.7	1.7	1.8	1.7
Louts or gangs	%	43 - 45	39 - 43	38 - 40	40 - 43	39 - 42	36 - 37
	mean (1 to 3)	1.6	1.5	1.5	1.5	1.5	1.5
Drunken or disorderly behaviour	%	46 - 48	45 - 49	46 - 49	51 - 54	48 - 51	44 - 45
	mean (1 to 3)	1.6	1.6	1.6	1.7	1.7	1.6

^a The percentage shown is the sum of major problem and somewhat of a problem.

^b The scale used to derive the mean score is 3 - major problem, 2 - somewhat of a problem, 1 - no problem.

Source: *National Community Satisfaction with Policing Survey*

Means scores close to 2 indicate the community considers most issues to be somewhat of a problem.

Crime & Safety Survey

The Australian Bureau of Statistics (ABS) changed the collection method for the Crime & Safety Survey in 2008. The survey relating to the 12 months to April 2008 is the last in the series using the 'drop-off/mail-back' method. Since July 2008, ABS has undertaken the survey using the multipurpose household survey (MPHS), which is a telephone survey conducted monthly and requests information from only one member of the household. Results for 2008-09 are expected to be released in February 2010.

Table 4 Crime rate for particular incident types^a

		2003-04	2004-05 ^b	2005-06	2006-07	2007-08
HOUSEHOLDS (PERCENT), VICTIMS OF^c						
Break and enter	thousand	97.0	96.6	92.3	85.2	104.0
Households	%	3.8	3.7	3.5	3.2	3.8
Reported to police	%	67.0	75.0	72.0	74.0	60.0
Motor vehicle theft	thousand	31.9	29.2	26.2	23.1	18.8
Households	%	1.2	1.1	1.0	0.9	0.7
Reported to police	%	91.0	n.p.	n.p.	94.0	n.p.
PERSONS (PERCENT), VICTIMS OF^c -						
Robbery	thousand	35.5	22.8	38.8	30.2	38.7
People 15+ years	%	0.7	0.4	0.7	0.6	0.7
Reported to police	%	38.0	38.0	41.0	31.0	38.0
Assault	thousand	200.7	257.5	189.7	241.4	196.8
People 15+ years	%	3.8	4.8	3.5	4.4	3.6
Reported to police	%	36.0	31.0	33.0	32.0	31.0

^a Relates to 12 months to April each year.

^b Figures for 2004-05 are from the National Crime & Safety Survey; all other years are from the NSW Crime & Safety Survey. The national survey uses a modified questionnaire. Figures for 2004-05 are not comparable to other years.

n.p. Not published.

Source: ABS, Crime & Safety Survey.

Table 5 Perceptions of crime in the neighbourhood

PERCEIVED PROBLEM ^{ab}	UNIT OF MEASURE	2003-04	2004-05 ^c	2005-06	2006-07	2007-08
No problem	%	51.9	29.9	53.1	53.5	54.9
Housebreaking/burglary/theft from home	%	26.9	31.9	23.2	22.5	20.6
Dangerous/noisy driving	%	27.8	38.3	28.8	27.4	25.1
Vandalism/graffiti/damage to property	%	24.7	26.4	26.6	25.9	25.9
Louts/youth gangs	%	20.6	17.5	21.9	21.0	20.1
Illegal drugs	%	14.4	11.3	14.1	14.0	13.5
Car theft	%	15.7	16.7	13.5	13.1	12.7
Drunkenness	%	16.0	15.5	18.8	19.0	19.5
Problems with neighbours/domestic problems	%	7.9	8.8	7.9	8.8	8.3
Other theft	%	10.0	10.1	9.0	9.3	7.5
Prowlers/loiterers	%	8.2	6.8	8.2	7.6	7.1
Other assault	%	5.7	4.2	5.3	5.6	5.6
Sexual assault	%	3.4	2.6	3.0	3.0	2.4
Other	%	2.3	1.1	1.3	1.1	0.8

^a Relates to 12 months to April each year.

^b Multiple responses were allowed in this category. Therefore the sum is greater than 100%.

^c Figures for 2002 and 2005 are from the national Crime & Safety Survey; all other years are from the NSW Crime & Safety Survey. Although the methodology and survey provider (ABS) are the same, the national survey includes additional questions the inclusion of which appear to have some influence on respondents.

Source: ABS, Crime & Safety Survey.

APPENDIX 1 PERFORMANCE TABLES continued

Table 6 Response to calls for assistance^r

	UNIT OF MEASURE	2004-05	2005-06	2006-07	2007-08	2008-09
Number of urgent duty calls (000)	number	86,318	85,793	109,007	109,147	126,172
Time taken to respond to 80%	minutes	10.7	11.0	12.4	11.9	12.4
Percentage responded to within 10 minutes	%	77.9	77.2	73.1	74.2	72.9
Number of non-urgent duty calls	number	851,401	875,815	867,047	902,867	900,245
Time taken to respond to 80%	minutes	53.0	59.0	63.0	69.0	74.0

^r Revised since last Annual Report.

Source: NSW Police Force, Computer Assisted Dispatch (PoilceCAD) System.

Table 7 Recorded crime^r

	UNIT OF MEASURE	2004-05	2005-06	2006-07	2007-08	2008-09
Assault – domestic violence related	number	25,869	26,287	27,320	25,819	25,712
Assault – non-domestic violence related	number	42,754	43,554	44,401	45,241	42,220
Break and enter – dwelling	number	53,109	51,321	49,738	47,835	45,518
Break and enter – non-dwelling	number	29,181	28,331	26,524	24,574	21,469
Malicious damage to property	number	99,982	106,055	111,016	109,303	107,209
Motor vehicle theft	number	31,537	29,106	27,574	26,221	23,076
Robbery	number	7,836	8,586	8,123	7,558	6,150
Sexual assault	number	4,378	4,061	4,247	4,348	4,204
Steal from motor vehicle	number	58,246	56,590	59,754	63,196	51,303
Stealing other than from motor vehicle	number	103,755	98,712	97,565	91,733	88,189
Total, major personal & property crime	number	456,647	452,603	456,262	445,828	415,050
Assaults in public	%	24%	24%	24%	25%	24%
Robberies in public	%	58%	58%	59%	60%	58%

^r Revised since last Annual Report.

Source: NSW Police Force, Computerised Operational Policing System (COPS).

Table 8 Recorded crime incidents with a legal action

	UNIT OF MEASURE	2004-05	2005-06	2006-07	2007-08	2008-09
Assault – domestic violence	%	51.3	55.4	57.5	57.7	60.8
Assault – non-domestic violence	%	28.0	28.2	28.7	28.8	29.3
Break and enter – dwelling	%	7.0	7.7	6.8	7.3	6.4
Break and enter – non-dwelling	%	8.0	8.2	8.5	7.9	7.1
Malicious damage	%	10.8	10.8	11.5	11.6	12.5
Motor vehicle theft	%	6.8	6.9	6.7	6.6	6.1
Robbery	%	16.9	19.0	20.1	21.0	23.2
Sexual assault	%	19.6	20.1	18.9	19.6	15.5
Stealing from motor vehicle	%	2.6	2.5	2.4	2.4	2.4
Stealing, other than from motor vehicle	%	12.6	12.4	13.1	13.7	15.2

Source: NSW Police Force, COPS.

Table 9 Traffic^r

CALENDAR YEAR	UNIT OF MEASURE	2004	2005	2006	2007	2008	6 MONTHS TO JUNE 2009
Fatal collisions	number	458	459	449	405	377	215
Injury collisions	number	20,582	20,041	20,297	20,475	19,230	9,660
Drivers charged with PCA	number	26,356	27,168	25,892	26,048	28,040	14,033
Drivers charged with exceeding speed limit	number	2,882	2,825	2,769	2,670	2,629	1,287
RBTs conducted	number	3,126,897	3,436,895	3,601,525	3,478,116	4,204,525	2,209,312
Traffic infringement notices issued	number	534,782	523,737	537,203	534,077	564,253	294,143

^r Revised since last Annual Report.

Source: NSW Police Force, COPS.

Table 10A Judicial Results^r

FINANCIAL YEAR	UNIT OF MEASURE	2004-05	2005-06	2006-07	2007-08	2008-09
OFFENDERS PROCEEDED AGAINST:						
ADULTS						
to court	number	128,376	122,499	126,402	128,957	131,317
diverted	number	4,938	4,660	4,730	9,552	14,368
infringement, not traffic	number	22,463	21,520	22,159	23,243	25,373
JUVENILES						
to court	number	10,363	10,948	11,512	12,598	12,727
diverted	number	13,765	13,630	14,524	15,491	15,812
infringement, not traffic	number	6,903	6,983	8,012	8,760	8,806
warning ^{a,b}	number	n.a.	n.a.	n.a.	n.a.	1,579

^a COPS changes were implemented in August 2008 to limit Recording of Warnings to legal actions taken under the Young Offenders Act 1997. Figures published in previous Annual Reports include informal cautions which are now treated as No formal action.

^b Data for 2008-09 relates only to the period August 2008 to June 2009.

^r Revised since last Annual Report.

n.a. Not available.

Source: NSW Police Force, COPS.

Table 10B Judicial Results

CALENDAR YEAR	UNIT OF MEASURE	2004	2005	2006	2007	2008
LOCAL COURTS, APPEARANCES FINALISED						
Persons charged (thous)	number	134,845	138,424	135,574	136,635	138,872
Guilty	%	87	87	87	87	87
CHILDREN'S COURTS^a, APPEARANCES FINALISED						
Persons charged	number	8,125	8,428	8,874	9,141	10,100
Proven	%	68	71	71	71	73
NSW HIGHER COURTS^c, TRIAL AND SENTENCES CASES FINALISED						
Persons charged	number	3,623	3,556	3,468	3,341	2,812
Guilty	%	80	81	84	83	84

^a Figures relate to calendar years.

^b Includes Break & Enter and Steal from inside a dwelling house.

^c Information is drawn from reports of failed prosecutions and may understate the actual costs awarded by courts.

Source: BOCSAR, NSW Criminal Courts Statistics.

APPENDIX 2 FREEDOM OF INFORMATION STATISTICS

Section A – Numbers of new FOI requests

FOI REQUEST	PERSONAL	OTHER	TOTAL
New (including transferred in)	5,735	1,209	6,944
Brought forward	451	214	665
TOTAL TO BE PROCESSED	6,186	1,423	7,609
Completed	5,772	1,292	7,064
Transferred out	0	0	0
Withdrawn	141	50	191
TOTAL PROCESSED	5,913	1,342	7,255
Unfinished	273	81	354

Section B – What happened to completed requests

	PERSONAL	OTHER
Granted in full	853	478
Granted in part	2,946	633
Refused/no trace	1,973	181
Deferred	0	0
Completed	5,772	1,292

Section C – Ministerial Certificate

Number issued during the period: 0

Ministerial Certificates issued: 0

Section D – Formal Consultation

Number of requests requiring consultations (issued): 14

Total number of formal consultations for the period: 15

Section E – Amendment of personal record

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

Agreed: 4

Refused: 15

Total: 19

Section F – Notation of personal record

Number of requests for notation of personal record processed during the period: 4

Section G – FOI requests granted in part or refused

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

BASIS OF DISALLOWING OR RESTRICTING ACCESS	PERSONAL	OTHER
Section 19 (applications, incomplete, wrongly directed)	1	0
Section 22 (deposit not paid)	1	5
Section 25 (1)(a1) (diversion of resources)	1	14
Section 25(1)(a) (exempt)	3,156	735
Section 25(1)(b),(c),(d) (otherwise available)	43	8
Section 28(1)(b) (documents not held)	1,678	42
Section 24(2) (deemed refused, over 21 days)	39	10
Section 31(4) (released to medical practitioner)	0	0
TOTALS	4,919	814

Section H – Costs and fees of requests processed

All completed requests: \$196,372

Section I – Number of FOI requests processed where discounts were allowed

TYPE OF DISCOUNT ALLOWED	PERSONAL	OTHER
Public interest	0	0
Financial hardship – pensioner/child	151	14
Financial hardship – non profit organisation	0	0
TOTALS	151	14

Section J – Number of completed requests by calendar days taken to process

ELAPSED TIME	PERSONAL	OTHER
0 - 21 days	4,173	668
22 - 35 days	110	35
Over 35 days	1,489	589
TOTALS	5,772	1,292

Section K – Processing time – number of completed requests by hours taken to process

PROCESSING HOURS	PERSONAL	OTHER
0 - 10 hours	5,732	1,273
11 - 20 hours	37	13
21 - 40 hours	2	4
Over 40 hours	1	2
TOTALS	5,772	1,292

APPENDIX 2 FREEDOM OF INFORMATION STATISTICS continued

Section L – Reviews and appeals – Number of reviews and appeals finalised during the period

Number of reviews finalised	199
Number of Ombudsman reviews finalised	19
Number of Administrative Decisions Tribunal reviews	31
TOTALS	249

BASIS OF INTERNAL REVIEW GROUNDS ON WHICH INTERNAL REVIEW WAS REQUESTED	PERSONAL		OTHER	
	UPHELD*	VARIED*	UPHELD*	VARIED*
Access refused	32	46	12	11
Deferred	0	0	0	0
Exempt matter	33	49	3	5
Amendment refused	6	2	0	0
Unreasonable charges	0	0	0	0
Charge unreasonably incurred	0	0	0	0
Withdrawn	0	0	0	0
TOTALS	71	97	15	16

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

Summary

The total number of FOI applications processed by the NSW Police Force in the financial year of 2008-09 was 7,255 compared with 6,223 applications in 2007-08 and 5,780 in 2006-07. Fees received in 2008-09 financial year concerning finalised applications totalled \$196,372 compared with the 2007-08 total of \$169, 827.80 and \$169,452 for the 2006-07 financial year.

Applications for personal documentation continued to outnumber applications for non-personal documentation by a substantial amount.

Requests for formal consultations during the 2008-09 financial year was 14 in comparison with 23 consultations during 2007-08 and 23 consultations in 2006-07. No Ministerial certificates were issued.

The NSW Police Force Freedom of Information Unit administers and fulfils the agency's obligations under the *Freedom of Information Act (NSW) 1989*. Documents are dealt with centrally by the unit which locates and evaluates documentation from all areas of the NSW Police Force.

The Freedom of Information Unit processes the large volume of FOI applications received by the NSW Police Force, which by far outnumber the applications received by any other NSW government agency, in a timely and professional manner.

Even though there is no specific heading for Statement of Affairs, this annual report contains information that is particularly relevant to the NSW Police Force structure and law enforcement functions and describes how the public may participate in the formulation of this agency's policies. Also, there is an extensive web site at www.police.nsw.gov.au which contains information free of any charge for any member of the public to access. Descriptions of the various kinds of documents that are usually held by this agency are included in the Summary of Affairs.

The following information summarises the standard procedures and functions, developments and statistical data of the FOI Unit for the financial year 2008- 09.

Freedom of information access arrangements

Freedom of information requests should be made on the appropriate form, accompanied by the appropriate fee, and provide adequate information to identify the requested documents. The FOI request form can be found on the NSW Police Force website www.police.nsw.gov.au.

In order for the FOI Unit to locate the requested document, the applicant should supply a detailed description of the document, or if unable to do so, a detailed description of the circumstances the applicant believes led to the creation of the document. Where personal documents are requested, please provide your full name, address and date of birth. Proof of identity is generally required before access is granted.

Fees and charges for requests to the NSW Police Force for freedom of information requests

NATURE OF THE APPLICATION	APPLICATION FEE	PROCESSING CHARGE
Access to records re: personal affairs	\$30	No charge for the first 20* hours, \$30 per hour after that.
All other requests	\$30	\$30 per hour
Internal review (all circumstances)	\$40	Nil
Amendment of records	Nil	Nil

* The 20 hour entitlement is not available to corporations. All charges are calculated to the nearest quarter hour. Charges are calculated according to the total time involved in all tasks.

A 50% reduction in fees and charges may be granted where the applicant:

- holds a (pensioner) Health Benefit Card or receives an equivalent or lower income
- is below 18 years of age
- as a non-profit organisation, can demonstrate financial hardship
- where the applicant seeks information that does not concern their personal affairs, but demonstrates it is in the public interest for the information to be made available.

The Freedom of Information Unit can help applicants prepare requests where doubt exists regarding the precise nature of the required document.

Requests for access to documents held by the NSW Police Force should be directed to:

The Coordinator
Freedom of Information Unit
NSW Police Force
Locked Bag 5102
PARRAMATTA NSW 2124

Or call the Freedom of Information Unit on (02) 9689 7122.

Application for review of determination

1. Internal review

Under section 34 of the *Freedom of Information Act (NSW) 1989*, if the applicant is aggrieved with the determinations (decisions) of the Freedom of Information Unit, the applicant can apply for an internal review of that determination.

By definition, a person is aggrieved if:

- an agency refuses to give the applicant access to a document; or
- access to a document is to be given to the applicant subject to deferral; or
- access to a copy of a document from which an exempt matter has been deleted is to be given to the applicant; or
- access to a document is to be given to the applicant subject to a charge for dealing with the application, or for giving access to a document, that the applicant considers to be unreasonable; or
- a charge for dealing with the application is payable by the applicant, being a charge that the applicant considers to have been unreasonably incurred; or
- an agency should have, and has not, taken such steps as are reasonably practicable to obtain the views of a third party as to whether or not the document is an exempt document (compulsory consultation); or
- an agency should have, and has taken such steps, but the determination is not in accordance with the views of the third party (compulsory consultation).

In relation to compulsory consultation applications, the third party that is consulted in the course of an application is considered an "aggrieved" person and therefore maintains rights to appeal a determination made in accordance with the application.

APPENDIX 2 FREEDOM OF INFORMATION STATISTICS continued

In order to apply for internal review of a determination, the applicant must apply in writing with the internal review application fee to the NSW Police Force FOI Unit, being the same agency that made the determination. This must be done within 28 days of the determination. If the determination has been posted, it is deemed to have been given on the fifth day after the letter was posted.

The fee for internal reviews is currently \$40 (\$20 if the applicant is entitled to a 50% reduction).

There is no right to an internal review of a determination regarding Minister's documents.

2. Investigation by the NSW Ombudsman

Once the applicant has received an internal review, if they are still dissatisfied with the determination, the applicant can apply for an investigation of the determination by the Ombudsman. Requests to the Ombudsman must be in writing; an application form is not required. Investigations by the Ombudsman are free.

Further information is available from the Office of the NSW Ombudsman on ph: (02) 9286 1000.

There is no right to an investigation by the Ombudsman of a Minister's determination under the *Freedom of Information Act* or in relation to the issue of a Ministerial certificate.

3. Appeal to the Administrative Decisions Tribunal

If the applicant is dissatisfied with a determination or by a Minister's determination after internal review or after review by the Ombudsman, the applicant can appeal to the Administrative Decisions Tribunal. Similarly to applying for internal review, "aggrieved" persons (as defined above) may appeal to the Administrative Decisions Tribunal.

Applications to the Administrative Decisions Tribunal must be made within 60 days after the determination or, if the applicant has sought an investigation by the Ombudsman, within 60 days after the result of the Ombudsman's investigation of the complaint was reported.

To find out more about the procedures relating to the Administrative Decisions Tribunal, the Tribunal can be contacted on ph: (02) 9223 4677 or online at: www.lawlink.nsw.gov.au/adt

Correction of personal information

The Freedom of Information Unit also attends to an individual's request for the amendment of NSW Police Force records. This can be done in the following circumstances:

- if the document contains information concerning the applicant's personal affairs;
- if the information is available for use by the agency, in connection with its administrative functions; and
- if the information is in the person's opinion incomplete, incorrect, out of date or misleading.
- An application to amend a document held by the NSW Police Force should be made on the appropriate form and specify:
 - such information as is reasonably necessary to enable the NSW Police Force to identify the document to which the applicant has been given access; and
 - the respects in which the applicant claims the information contained in the document is incomplete, incorrect, out of date or misleading; and
 - information as is necessary to complete NSW Police Force records or to bring them up to date; and
 - an address, so that notices may be sent to the person making the request.

There are no fees or charges for the processing of applications for amendment of NSW Police Force records.

APPENDIX 3

NSW POLICE FORCE STAFF

Summary of total strength details as at 30 June 2009

EMPLOYEE	2004-05	2005-06	2006-07	2007-08	2008-09
Police officers*	14,643	14,634	15,333	15,324	15,720
Administrative officers	3,706	3,809	3,814	3,837	3,770[#]
Ministerial officers	154	164	164	158	190
TOTAL	18,503	18,607	19,311	19,319	19,680[#]

* Includes officers on secondment to other public sector agencies

[#] Excludes 34 administrative officers at the Ministry for Police

Strength details (police officers) as at 30 June 2009

RANK	INTERNAL POLICE		EXTERNAL SECONDED EXTERNAL FUNDED		EXTERNAL SECONDED INTERNAL FUNDED		TOTAL	
	2007-08	2008-09	2007-08	2008-09	2007-08	2008-09	2007-08	2008-09
Executive officer*	20	19	0	0	0	0	20	19
Senior officer [#]	833	870	6	5	8	3	847	878
Snr Sgt & Sgt	2,803	2,800	16	14	7	4	2,826	2,818
Snr Cst & Cst & Prb Cst	11,566	11,944	58	54	7	7	11,631	12,005
TOTAL	15,222	15,633	80	73	22	14	15,324	15,720

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

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

Police Senior Executive Service (PSES) officers

PSES	NO OF OFFICERS JUNE 2005		NO OF OFFICERS JUNE 2006		NO OF OFFICERS JUNE 2007		NO OF OFFICERS JUNE 2008		NO OF OFFICERS JUNE 2009	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Above 6	1	0	1	1	1	1	3	1	3	1
Level 6	3	0	2	0	2	0	1	0	0	0
Level 5	10	0	11	0	12	2	14	3	13	4
Level 4	6	0	6	3	5	3	3	2	4	2
Level 3	1	0	0	0	1	0	1	1	0	0
Level 2	1	0	1	0	0	2	0	2	0	2
Level 1	0	0	0	0	0	0	0	0	0	0
TOTAL	22	0	21	4	21	8	22	9	20	9

APPENDIX 3 NSW POLICE FORCE STAFF continued

Police separations 2008-09

RANK	RETIRE		DEATH		RESIGN		MEDICALLY UNFIT **		ANNULMENT OF APPOINTMENT		DISENGAGEMENT		DISMISSED		REMOVED – S181D†		TERMINATION OF CONTRACT		TRANSFER		VOLUNTARY REDUNDANCY		TOTAL		
	07-08	08-09	07-08	08-09	07-08	08-09	07-08	08-09	07-08	08-09	07-08	08-09	07-08	08-09	07-08	08-09	07-08	08-09	07-08	08-09	07-08	08-09	07-08	08-09	
Executive officers *	3	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	5	2
Senior officers #	7	5	1	0	4	1	39	48	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	52	54
Senior sergeant and sergeant	18	7	1	1	18	14	113	105	0	0	0	0	0	0	2	2	0	0	0	7	1	0	0	159	130
Constables (all)	13	3	6	8	270	226	223	197	0	0	0	4	10	21	18	0	0	0	13	7	0	0	0	550	469
TOTAL	41	16	8	9	292	241	375	351	0	0	0	4	10	24	20	2	0	20	8	0	0	0	0	766	655

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

Includes officers at the rank of superintendent and inspector

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

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

Administrative and ministerial officer separations 2008-09

CATEGORY	RETIRE		DEATH		RESIGN		MEDICALLY UNFIT		ANNULMENT OF APPOINTMENT		TERMINATION OF CONTRACT		DISMISSED		TEMPORARY		TRANSFER		SECONDMENT ENDED		SECONDMENT TO OTHER GOVERNMENT BODY		VOLUNTARY REDUNDANCY		TOTAL	
	07-08	08-09	07-08	08-09	07-08	08-09	07-08	08-09	07-08	08-09	07-08	08-09	07-08	08-09	07-08	08-09	07-08	08-09	07-08	08-09	07-08	08-09	07-08	08-09	07-08	08-09
Clerical	25	14	5	1	139	121	7	9	0	1	3	4	1	3	21	18	30	23	0	0	1	0	83	30	315	224
Professional	7	5	0	0	28	16	0	3	0	0	3	0	0	0	18	3	2	8	1	2	0	0	4	11	70	51
Other	7	1	1	0	42	43	2	1	0	0	1	4	0	0	4	4	4	4	0	0	0	0	6	18	63	75
Ministerial	2	2	1	0	13	6	0	0	0	0	1	0	1	1	8	0	0	1	0	0	0	0	0	0	26	10
TOTAL	41	22	7	1	222	186	9	13	0	1	15	11	2	4	47	25	36	36	1	2	1	0	93	59	474	360 [^]

[^] The above separations exclude two administrative officers at the Ministry for Police.

APPENDIX 4 LEGISLATIVE CHANGES

The *Administrative Decisions Tribunal Amendment Act 2008* made a number of amendments to the *Administrative Decisions Tribunal Act 1997*. Most relevantly, section 8 was amended to clarify what is a “reviewable decision”. The amendment to section 53 allows an administrator and the applicant engaged in an internal review to agree on a period in which the administrator must notify the applicant in writing of the outcome of the internal review, as an alternative to the prescribed 21 days.

The *Crimes Amendment (Sexual Offences) Act 2008* amended the *Firearms Act 1996* in a manner which saw an expansion of offences of a sexual nature which disqualify firearms licence applicants and persons from being involved in firearms dealing businesses. Commenced on 10 December 2008.

The *Crimes (Criminal Organisations Control) Act 2009* created provision for the Supreme Court to impose control orders and interim control orders. Section 27 of the Act has an impact on firearms licences held by both individuals and firearms dealers. The licence authorising the possession or use of a firearm (within the meaning of the *Firearms Act 1996*) or carrying on business as a firearms dealer within the meaning of that Act is automatically suspended on an interim control order taking effect (see section 27(1)). Further, the individual or dealer’s firearms licence remains suspended until the interim control order is either confirmed or revoked (see section 27(2)). Where an interim control order is confirmed – the firearms licence is automatically revoked (see section 27(3)) and a person subject to an interim control order or a control order is prohibited from applying for a personal or dealer’s firearms licence (see section 27(4)). Commenced on 3 April 2009.

The *Crimes (Domestic & Personal Violence) Amendment Act 2008* amended the *Crimes (Domestic & Personal Violence) Act 2007* in a manner that provided the court with the power to restrict possession of prohibited weapons by a defendant (which was an extension of the restriction that previously existed exclusively in relation to firearms). Of significance was the amendment to section 72 which now allows an application for the revocation of a final apprehended violence order to be made, even where the order has expired. The impact of this amendment is such that applicants are able to exclude themselves from the 10 year prohibition on gaining a firearms licence (as prescribed by section 11(5) (c) of the *Firearms Act 1996*) by having their AVO revoked. Commenced on 10 December 2008.

The *Crimes (Domestic & Personal Violence) Amendment Act 2008* made a number of amendments to the *Firearms Act 1996* and the *Weapons Prohibition Act 1998*. These amendments made it clear that references to “apprehended violence orders” (AVOs) include references to an apprehended violence order under the repealed part 15A of the *Crimes Act 1900*. Further, amendment to the definition of an interim AVO ensures provisional orders are recognised as an interim apprehended violence order for the purposes of the *Firearms Act 1996* and the *Weapons Prohibition Act 1998*. As such they now fall within the scope of the automatic suspension provisions.

The *Firearms Amendment Act 2008* commenced on 1 October 2008 and made significant amendment to the *Firearms Act 1996* and the *Firearms Regulation 2006*. Key amendments:

Theatrical armourers: a definition of a “theatrical armourer” was inserted into section 4(1), while the definition of a “firearms dealer” was expanded to include a “theatrical armourer”. This means a theatrical armourer is issued with a firearms dealer licence instead of a theatrical armourer permit. The authority conferred on a “theatrical armourer” is prescribed by section 8(1) of the Act and clause 35A of the Regulation prescribes further authority and conditions.

Firearms manufactured before 1900: Section 6A was inserted and provides an exemption from needing to register or obtain a permit to acquire any firearm manufactured before 1900 that: (a) is not capable of discharging breech loaded metallic cartridges, or (b) the ammunition for which is determined by the Commissioner as not commercially available. Owners of such firearms still require a firearms licence or permit to possess the firearm. Section 6A of the Act should be read in conjunction with clause 116 of the Regulation.

Shooting on approved ranges and participation in training courses: Under section 6B(1)(a) of the Act, shooters are exempt from needing a licence or permit to possess or use a firearm (excluding prohibited firearms) while at an approved shooting range and under the direct supervision of a person who is authorised by a licence to possess and use a firearm of that kind. Similarly, under section 6B(1)(b) shooters are exempt from needing a licence or permit to possess or use a firearm (excluding prohibited firearms) while participating in an approved firearms safety training course and while under the direct supervision of an approved firearms instructor. These two exemptions are subject to the participant successfully completing a declaration prescribed by clause 110 of the Regulation.

Licence renewal applications: The mandatory 28 day waiting period for issuing a licence has been removed where the application is for the renewal of the licence under section 11(2A) of the Act. This includes category A or B licences that involve adding either of those licence categories to the previous licence.

Permit to acquire applications: The mandatory 28 day waiting period for issuing a permit to acquire does not apply in relation to an application for a second or subsequent firearm of the same kind pursuant to section 31A of the Act. In this case, a category A and category B licence will be taken to be the same licence category.

APPENDIX 4 LEGISLATIVE CHANGES continued

Use of mail by dealers: Section 52 of the Act provides licensed firearms dealers with an exemption from the general prohibition on sending (and receiving) firearms and firearm barrels via registered mail. Note this must be dealer to dealer only.

Arms fair participation: Clause 65(2) of the Regulation removed the need for prescribed arms fair participants (licensed firearms dealer, the holder of a firearms collector licence and an ammunition collector permit) to be authorised by a separate arms fair participant permit. Further, clause 65(2A) extends the authority of a firearms dealer licence to authorise the sale of any firearms, firearm parts or ammunition (to which the licence applies) while participating in the arms fair.

Historical re-enactment participation: Similar to the amendment relating to arms fair participation, clause 61 of the Regulation extends the authority of a historical re-enactment organiser's permit to authorise participation by licence holders without the need to obtain an additional historical re-enactment participant's permit. This provision does not extend to permit holders and it does not authorise possession or use of a prohibited firearm. Ministry have indicated that legislative amendment will occur, to authorise participation by licensed interstate residents.

Heirloom permits: A minor amendment to clause 50 of the Regulation to remove the current restriction as to the number of such permits which may be issued.

Penalty notice offences: The insertion of section 85A into the Act provides an authorised officer (a police officer, or any other member of the NSW Police Force authorised in writing by the Commissioner) the authority to serve a penalty notice on a person where an offence prescribed by the Regulation has been committed. Penalty notice offences are now prescribed by Schedule 1 of the Regulation.

Inspection of certain firearms: Currently where an inspection is required, a person is taken to having been served with a notice if it has been served on the secretary or captain, or other relevant officer holder of the licensee's club. Following amendment to clause 127 of the Regulation, notice must now be served on the individual club member.

The *Firearms Amendment (Miscellaneous) Regulation 2008* makes further amendments to compliment the *Firearms Amendment Act 2008*.

The *Firearms Amendment (Temporary Amnesty) Regulation 2009* was advertised in the *Government Gazette* on 20 February 2009 and amended the *Firearms Regulation 2006* by providing a three month amnesty, commencing on 1 March 2009 and concluding on 31 May 2009. The amnesty allowed people to register firearms, or surrender firearms, barrels and ammunition to police. Refer to sections 117 and 118 of the *Firearms Regulation 2006*.

The *Weapons Prohibition Amendment Regulation 2008* amended the *Weapons Prohibition Regulation 1999* by clarifying the circumstances in which holders of a licence under the *Security Industry Act 1997* are permitted to possess handcuffs and extendable batons.

The *Weapons Prohibition Amendment (Laser Pointers) Regulation 2009* commenced on 18 July 2008 and made various amendments to the *Weapons Prohibition Act 1998* and the *Weapons Prohibition Regulation 1999*.

Schedule 1 to the *Weapons Prohibition Act 1998* was amended to include laser pointers as a prohibited weapon. They were defined as a hand held, battery operated device with a power output of more than one milliwatt, designed or adapted to emit a laser beam for the purposes of aiming, targeting or pointing.

This complimented the amendments to the *Summary Offences Act 1998* and the *Law Enforcement (Powers & Responsibilities) Act 2002*, which created a series of new offences with regards to the possession of laser pointers in public places and the ability to search for such items.

The *Weapons Prohibition Amendment (Temporary Amnesty) Regulation 2009* was advertised in the *Government Gazette* on 20 February and amended the *Weapons Prohibition Regulation 1999* by providing a three month amnesty, commencing on 1 March 2009 and concluding on 31 May 2009. The amnesty allowed people to surrender imitation or replica firearms, silencers or firearm magazines to the police. Refer to clause 40A of the *Weapons Prohibition Regulation 1999*.

The *Rural Lands Protection Amendment Act 2008* commenced on 1 January 2009, and made a minor amendment to the *Firearms Act 1996*. In the table in section 12 the reference to the "Rural Lands Protection Boards" was replaced with "Livestock Health and Pest Authorities". This amendment failed to change the reference to Rural Lands Protection Board found in clause 32 of the *Firearms Regulation 2006*, which requires amendment at the next opportunity.

Other minor amendments were made to the *Firearms Act 1996* or the *Firearms Regulation 2006* by such instruments as the *Security Industry Amendment Act 2008*.

The *Liquor Act 2007* is an important legislative development for the NSW Police Force as it represents a major step towards curbing alcohol related violence and antisocial behaviour from alcohol abuse. The Act imposes restrictions on licensees in relation to the sale, supply, service and consumption of liquor to help ensure that the service of alcohol in the state is conducted responsibly, which assists police to provide for the protection of patrons, the public and their property.

Note: This list is not exhaustive, but reflects the diversity of legislation that affects the NSW Police Force.

APPENDIX 5

SIGNIFICANT JUDICIAL DECISIONS

***S v State of NSW* [2008] NSWSC 933**

Summary of facts: The duty of care owed by the NSW Police Force to its members in its capacity as an “employer” is well established. In this case Justice Harrison considered the scope and content of that duty (with specific reference to the duty owed to an undercover operative) and the question of breach of that duty. The plaintiff alleged a breach of care with regard to the systematic or procedural aspects of the State’s duty. Therefore, it was for the plaintiff to identify the system of work that should have existed in response to the risk of psychiatric injury.

Outcome: The plaintiff failed to establish or adequately identify the systems or procedures that the State *should* have put into place. Further, and perhaps most importantly, the plaintiff failed to adequately identify that such systems or procedures *would* have prevented the injuries suffered by the plaintiff. Justice Harrison maintained that it was clearly reasonably foreseeable that the class of plaintiff may suffer psychiatric injury; and that generally speaking, the question for determination in this case was whether there was a causal connection between injury and any established breach of duty on the part of the State. As a matter of evidence the onus rested with the plaintiff. Having regard to the question of a causal connection, Justice Harrison stated: “I am unable to discern how any breach by the defendant, as opposed to the unfortunate and inherent aspect of undercover work in the first place, led to the plaintiff’s psychiatric injury.”

***State of NSW v Tyszyk* [2008] NSWCA 107**

Summary of facts: The Court of Appeal in this case considered the important question of when do members of the NSW Police Force owe members of the public a duty of care. In this case the plaintiff was injured when a drainpipe fell from a building in severe weather. Two police were in attendance following a call reporting the dangling drainpipe. The plaintiff parked immediately adjacent to the building and alighted from his vehicle while, simultaneously the drainpipe fell and struck him. The plaintiff alleged the State, through the actions of the two police officers, had breached the duty of care it owed to the plaintiff. The plaintiff was successful in the District Court.

Outcome: Justice Giles and Justice Mason assumed, without deciding the issue, that the officers did owe the plaintiff a duty of care but same had not been breached. Justice Campbell held that no duty of care was owed by the police officers to the plaintiff in this case. Justice Campbell approached the issue by noting the following factors against the imposition of a duty of care:

- There was a broad width of people to whom a duty of care may be owed.
- The police officers did not engage in any positive act so as to assume a duty of care.
- The police officers did not have sufficient control of the situation.
- The plaintiff was not vulnerable.

***Kuru v State of NSW* [2008] HCA 26**

Summary of facts: The plaintiff commenced proceedings in the District Court alleging trespass, assault, wrongful arrest, false imprisonment and negligence after police responded to an urgent call to a domestic violence incident. When police arrived the front door was open and the argument had come to an end. They called out their presence and entered the unit. Two men were in the lounge room and the plaintiff emerged from another room. He gave the officers permission to look around the flat after they explained their presence. Police were concerned for the welfare of a woman who might have been involved and enquired about her location. The occupant then requested that the officers leave. Shortly afterwards a violent scuffle broke out between the occupant and police. The occupant was arrested and charged with a number of offences that were later dismissed at court.

Outcome: The plaintiff was successful at the District Court, which found that police had no legal authority to be on the premises at the time the struggle ensued. The Court of Appeal held that police had both statutory and common law justification for remaining on the premises despite permission to remain having been withdrawn. The plaintiff appealed to the High Court, which held that police were trespassers at the time. In this case, it was determined that police were not authorised to remain in the flat after they were asked to leave as they had already inspected the flat; and police were not invited to enter or remain by a victim of domestic violence.

The State argued that police were permitted to enter private dwellings to prevent or investigate an imminent breach of the peace. The High Court held that such power extended only to prevention of a breach of the peace and did not extend to investigative purposes. Simply put, by the time the police had arrived there was no ongoing breach of the peace and none was threatened.

APPENDIX 5 SIGNIFICANT JUDICIAL DECISIONS continued

Commissioner of Police, New South Wales Police Force v YK (GD)

Summary of facts: A complaint was made to police that a person had been sexually assaulted by YK when a child. Police investigated the matter. While there was insufficient evidence to charge YK, police released information to YK's employer, another government department, which was conducting a risk assessment in relation to YK's employment. YK sought an order from the Administrative Decisions Tribunal of NSW that by providing that information, the NSW Police Force was in breach of the *Privacy & Personal Information Protection Act 1998*. The Commissioner argued that in the circumstances, the NSW Police Force was exempt.

Outcome: The court initially found the release of information by police was a breach of privacy because it was not done pursuant to law enforcement functions. On appeal the court considered that an association with law enforcement was no longer the correct test and as long as police were not performing administrative or educative functions, they were not obliged to follow to principles outlines in the NSW privacy legislation.

Note: This list is not exhaustive, but reflects the diversity of legislation that affects the NSW Police Force.

APPENDIX 6 RESPONSES TO PERFORMANCE AUDIT

On 23 April 2008 the Audit Office of New South Wales furnished a report on working with hotels and clubs to reduce alcohol related crime

The report made a number of recommendations designed to improve how the NSW Police Force and the Office of Liquor, Gaming & Racing work with licensees to reduce alcohol related crime.

The recommendations included developing a standard approach to enforcing the liquor laws, delivering patron education campaigns, removing barriers to working with licensees, better guidance on how police should deal with breaches, and assist and support licensees on the responsible service of alcohol and better training for general duty police. These recommendations have been implemented, with the NSW Police Force working with the Office of Liquor, Gaming & Racing to develop state wide patron education campaigns by July 2010.

The Audit Office reviewed our management of injuries in 2008

The results of this performance audit were tabled in Parliament on 10 December 2008. The overall opinion of the Audit Office was that our current approach to injury management is appropriate; there are promising results in regard to more officers returning to work earlier than in the past and a reduction of our workers compensation premium. We have experienced a reduction in the number of claims and have achieved better performance than the rest of the public sector in achieving reductions for officers off work at 8, 12 and 26 weeks.

The Audit Office also raised issues for consideration. These included the high cost of injury, disincentives to return to work and high rates of medical discharge, which were attributed by the Audit Office to the death and disability scheme as an incentive to leave and 'top up' pay. The Audit Office found that post 1988 officers' medical discharge rate has increased by 300% since the introduction of the *Death & Disability Award*. The Audit Office also noted that future efforts to reduce cost and time lost may be difficult with the existence of these schemes. Five recommendations have been completed, with several others in progress and on track to be completed within the nominated timeframe. Some of the recommendations rely on collaboration with external agencies

APPENDIX 7 ASSUMED IDENTITIES

This reporting year 89 assumed identities were approved and 83 assumed identities were revoked

The *Law Enforcement & National Security (Assumed Identities) Act 1998* governs the acquisition and use of assumed identities by police and other law enforcement bodies in New South Wales. In accordance with the Act an annual audit of assumed identities was conducted in relation to NSW Police Force assumed identities for the 2008-09 reporting year. The general nature of duties performed using these assumed identities is physical and electronic surveillance, full and part time undercover duties and witness protection duties. The audit did not reveal any fraudulent or other criminal behaviour.

APPENDIX 8

SIGNIFICANT COMMITTEES & STATUTORY BODIES

BOARD/COMMITTEE NAME	NSW POLICE FORCE PARTICIPANT	POSITION ON COMMITTEE
Associate Degree of Policing Practice (ADPP) Board of Management	Ms Fran McPherson Assistant Commissioner Michael Corboy Chief Superintendent Greg Moore	Members
Audit Committee	Ms Carol Holley (independent) Commissioner of Police Andrew Scipione Ms Fran McPherson / Mr John Karaboulis Deputy Commissioner Dave Owens Deputy Commissioner Paul Carey	Chair Members
Australasian Institute of Police Management	Commissioner of Police Andrew Scipione	Member
Australia & New Zealand Policing Advisory Agency Crime Forum	Assistant Commissioner David Hudson	Member
Australian & New Zealand Policing Advisory Agency (ANZPAA)	Commissioner of Police Andrew Scipione	Member
Australian Crime Commission Board	Commissioner of Police Andrew Scipione	Member
Australian Crime Commission Strategic Direction Committee	Commissioner of Police Andrew Scipione	Member
Australian Crime Commissioners' Forum	Assistant Commissioner David Hudson	Participant
Australian High Tech Crime Centre (AHTCC) Strategic Advisory Group (renamed from the Australian High Tech Crime Centre)	Assistant Commissioner David Hudson	Member
Biometrics Institute Board	Assistant Commissioner Carlene York	Representative
Cabinet Standing Committee on Counter Terrorism	Deputy Commissioner Paul Carey	Member
Chief Executives Committee	Commissioner of Police Andrew Scipione	Member
Commissioner's Advisory Council on Cultural Responsive Policing (CCRP)	Commissioner of Police Andrew Scipione Deputy Commissioner Paul Carey	Members
Commissioner's Executive Team	Commissioner of Police Andrew Scipione Ms Fran McPherson / Mr John Karaboulis Deputy Commissioner Dave Owens Deputy Commissioner Paul Carey	Chair Members
Conference of the Commissioners of Police of Australia & the South West Pacific Region	Commissioner of Police Andrew Scipione	Member
Counter Terrorism Chief Executive Officers Meeting	Deputy Commissioner Paul Carey	Member
CourtLink Steering Committee	Assistant Commissioner Carlene York	Member
Crime Prevention Partnerships Steering Committee	Deputy Commissioner Dave Owens	Member
Crime Stoppers Board of Directors	Assistant Commissioner Bob Waites Mr Chris Beatson Mr Strath Gordon Senior Sergeant Christie Walters (state coordinator) Robyn Carr (secretariat)	Directors
Criminal Justice CEOs Forum	Deputy Commissioner Paul Carey	Commissioner's delegate
CrimTrac Board	Commissioner of Police Andrew Scipione Assistant Commissioner Carlene York	Members
Department of Premiers & Cabinet CEO Network	Commissioner of Police Andrew Scipione	Member
Digital Radio Program	Assistant Commissioner Bob Waites Chief Superintendent Brad Shepherd Chief Inspector David Meurant	Chair Members
DNA Advisory Committee	Assistant Commissioner Carlene York	Representative
Expert Advisory Group on Drugs & Alcohol	Commissioner of Police Andrew Scipione	Member
Government Agencies Road Safety Council	Chief Superintendent John Hartley	Member
Justice and Human Services CEOs Forum	Deputy Commissioner Dave Owens	Commissioner's delegate
Human Services Delivery in Regional & Rural Areas	Assistant Commissioner Stephen Bradshaw	Member
Illicit Drugs Monitoring Group	Assistant Commissioner David Hudson Detective Superintendent Greig Newbery	Member

APPENDIX 8 SIGNIFICANT COMMITTEES & STATUTORY BODIES continued

BOARD/COMMITTEE NAME	NSW POLICE FORCE PARTICIPANT	POSITION ON COMMITTEE
Investment Committee	Commissioner of Police Andrew Scipione Ms Fran McPherson / Mr John Karaboulis Deputy Commissioner Dave Owens Deputy Commissioner Paul Carey Mr Arthur Diakos Ms Julie Roberts Mr Terry Brown	Chair Member Member Member Advisor Advisor Advisor Secretariat
Joint Asian Crime Group – Joint Management Committee	Assistant Commissioner David Hudson	Participant
Joint Investigative Response Team CEO Meeting	Commissioner of Police Andrew Scipione	Member
Joint Investigative Response Team Senior Management Group	Assistant Commissioner David Hudson	Participant
Joint Investigative Response Team Statewide Management Group	Assistant Commissioner David Hudson Detective Superintendent John Kerlatec Detective Chief Inspector Linda Howlett	Participants
Justice Sector Information Exchange Coordinating Committee	Assistant Commissioner Carlene York	Representative
Law Enforcement & Public Safety Radio Communication Interoperability	Assistant Commissioner Bob Waites Chief Inspector David Meurant	Members
Law Enforcement & Security Radio Spectrum Committee	Assistant Commissioner Bob Waites Chief Inspector David Meurant	Chair Member
Law Week Board	Superintendent Anthony Trichter	Commissioner's delegate
Ministerial Council for Police & Emergency Management – Police Senior Officers Group	Commissioner Andrew Scipione	Member
National Coordinating Committee for Car Radio Communications	Assistant Commissioner Bob Waites	Member
National Counter Terrorism Committee	Deputy Commissioner Paul Carey	Member
National Counter Terrorism Committee	Deputy Commissioner Paul Carey	Liaison Member
National Counter Terrorism Committee Sub-Committee on Protective Security Working Group	Deputy Commissioner Paul Carey	Chair
National Crime Statistics Unit Board of Management	Commissioner of Police Andrew Scipione	Member
National Institute of Forensic Science Board	Assistant Commissioner Carlene York	Representative
National Road Safety Strategy Panel	Chief Superintendent John Hartley	Member
NSW Crime Commission Management Committee	Commissioner of Police Andrew Scipione	Member
NSW Sentencing Council	Assistant Commissioner Paul Carey	Member
NSW Treasury Managed Fund Advisory Board	Mr Arthur Diakos	Member
NSW Police Force & NSW Ombudsman's Joint Standing Committee	Commissioner of Police Andrew Scipione Assistant Commissioner Paul Carey	Members
PCYC Board	Assistant Commissioner Garry Dobson	Commissioner's representative to Board
Police Aboriginal Strategic Advisory Council	Commissioner of Police Andrew Scipione Assistant Commissioner Stephen Bradshaw Superintendent Adam Whyte Mr Peter Lalor	Chair Members
Police Promotions Steering Committee	Ms Fran McPherson Assistant Commissioner Peter Gallagher Assistant Commissioner Michael Corboy Superintendent Ian Ball Superintendent Peter Shinfield Sergeant Scott Weber Ms Julie Roberts Sergeant Scott Richardson	Chair Member Member Member Project Manager Member Member Project coordinator
Police Properties Steering Committee	Ms Fran McPherson / Mr John Karaboulis	Member

BOARD/COMMITTEE NAME	NSW POLICE FORCE PARTICIPANT	POSITION ON COMMITTEE
Recovered Assets Board	Deputy Commissioner Dave Owens Deputy Commissioner Paul Carey Assistant Commissioner David Hudson	Members
Reward Evaluation Advisory Committee	Assistant Commissioner Robert Waites (with four rotating commissioned officer members)	Chair
Roads & Traffic Advisory Council	Chief Superintendent John Hartley	Member
State Contracts Control Board	Ms Fran McPherson Mr John Karaboulis	Deputy Member Member
State Emergency Management Committee	Deputy Commissioner Dave Owens, State Emergency Operations Controller (SEOCON) Assistant Commissioner Cath Burn	SEOCON Representative
State Rescue Board	Deputy Commissioner Dave Owens Assistant Commissioner Cath Burn	SEOCON Representative
Tripartite Committee	Commissioner of Police Andrew Scipione Ms Fran McPherson Deputy Commissioner Dave Owens Deputy Commissioner Paul Carey Mr Les Tree, Ministry of Police Mr Peter Remfrey, Police Association Mr Bob Pritchard, Police Association	Chair Members
Victims Advisory Board	Detective Superintendent Geoff Beresford	Member
The Working Party on Promotions Recruitment Retention & Training	Deputy Commissioner Dave Owens Deputy Commissioner Paul Carey Ms Fran McPherson Assistant Commissioner Mark Jenkins Assistant Commissioner Mick Corboy Superintendent Peter Shinfield Superintendent Terence Jacobson	Members
The Working Party on Police Association Legal Costs	Mr Michael Antrum Mr Arthur Diakos	Members

There were no significant committees or statutory bodies established or abolished in 2008-09

Members of the NSW Police Force participate on many groups and panels to provide advice on policing issues and other internal committees.

NSW Police Force criteria for significance:

1. Boards or committees with either a member or the Commissioner's Executive Team (CET) a nominated delegate who holds the rank of assistant commissioner or above.
2. Is not just an internally focused committee.

Due to this new criteria of significance some committees have been listed that have not previously been published and others have been omitted.

Note: NSW Police Force underwent some changes this reporting year that saw significant movements within the senior executive. As such participant members have been shown as current at 30 June 2009. Establishments and disestablishments are shown for the reporting period.

APPENDIX 9 SENIOR EXECUTIVE SERVICE

There have been no performance incentives offered or paid to any senior executive officers this reporting year.



NAME **Andrew Phillip Scipione APM**
POSITION **Commissioner of Police**
SES LEVEL **8**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$399,238 per annum**

The following is a statement of performance for the Commissioner of Police.

Key achievements

1. Strategic oversight of effective crime, people and financial management across the NSW Police Force.
2. Continued success with crime reduction throughout the state. All five State Plan R1 categories achieved positive results, with only one area above targeted reductions in the reporting period. There has been a particular focus on alcohol related crime, malicious damage, fraud and sexual assault. Last reporting year's focus on robberies has seen significant results with the lowest level in three years and a reduction above 18%.
3. Continued to build, lead and develop a command team with clear strategic priorities across NSW Police Force.
4. Strategic oversight for the development and implementation of the COMPASS process which embeds enhanced accountability and support for operational, people and financial results.
5. Continued to drive ongoing improvements in customer service across the NSW Police Force.
6. Ongoing implementation of the NSW Police Force Corporate Plan 2008-12.
7. Continued to drive ongoing strategies for the reduction in alcohol related crime.
8. Strategic oversight of some significant events and emergencies including:
 - a. World Youth Day and associated events
 - b. NSW assistance with the Victorian bushfire emergency in February 2009
 - c. Mid North Coast floods in February and May 2009
 - d. response in support of NSW Health regarding the swine influenza emergency.
9. Continue to lead and support ongoing improvement to the NSW Police Force response to domestic & family violence related crime and to further commit to working with stakeholders to obtain better outcomes for victims of domestic violence and their families.

SIGNED: The Hon Michael Daley MP, Minister for Police



NAME **David John OWENS APM**
POSITION **Deputy Commissioner, Field Operations**
SES LEVEL **7 (1 December 2007 - present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$316,869 per annum**

The following is a statement of performance for Deputy Commissioner Owens.

Key achievements

1. As the operational commander for Operation Angelus (the NSW Police Force commitment to World Youth Day 2008), oversaw planning and preparations for the multitude of events.
2. Oversaw the roll out of Taser to all 80 local area commands and the training of 1,149 sergeants and inspector.
3. Oversaw the Incident Command & Control System (ICCS) Course for Commissioned Officers.
4. Effectively managed the Field Operations Command, which included the six NSW Police Force Regions (80 local area commands), the Major Events & Incident Group, Traffic Services, the Policy & Programs Unit and World Youth Day 2008 Command.
5. Oversaw the successful establishment of the Alcohol & Licensing Enforcement Command;
6. Oversaw management of the Mental Health Intervention Team (MHIT), and successfully negotiated the withdrawal of police from interhospital transportation of mental health patients between hospitals. This resulted in a more humane treatment process for people suffering mental illness and reduced the associated risks for both police officers and patients.
7. Oversaw the establishment of the NSW Police Force Emergency Management Unit to improve our corporate capability in emergency response and business continuity.
8. As State Emergency Operations Controller (SECON), coordinated our state's whole of government support/response to:
 - a. formal recovery arrangements and review of the State Emergency & Rescue Management Act 1989.
 - b. the Victorian bushfire emergency in February 2009 in partnership with NSW Rural Fire Service
 - c. Mid North Coast floods in February and May 2009 in partnership with State Emergency Services.
 - d. swine influenza emergency in support of NSW Health.

SIGNED: A P Scipione APM, Commissioner of Police



NAME **Naguib (Nick) KALDAS APM**
POSITION **Deputy Commissioner, Specialist Operations**
SES LEVEL **7 (1 March 2008 - 28 February 2009)**
POSITION **On secondment (leave without pay) to the United Nations (2 March 2009 - present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$316,869 per annum**

The following is a statement of performance for Deputy Commissioner Kaldas. Deputy Commissioner Kaldas has been seconded to the United Nations for a period of this reporting year. Assistant Commissioner Paul Carey APM has been acting as Deputy Commissioner Specialist Operations in his absence.

Key achievements

1. As the NSW Police Force representative on the National Counter Terrorism Committee and the Cabinet Committee on Counter Terrorism, contributed to driving counter terrorism strategies and legislation at a national level.
2. Oversaw the establishment of and chaired the Prosecutors Advisory Board to enhance the status and credentials of NSW Police Prosecutors through its functions and strategies
3. Oversaw the realignment of the State Crime Command into two functional directorates of serious crime and organised crime.
4. Led the finalisation of a complete staffing restructure of the Business & Technology Services Command
5. Oversaw a review of the technology environment in the NSW Police Force to ensure that operational needs are optimally supported.
6. As the NSW Police Force Corporate Spokesperson for cultural diversity, contributed to embedding the corporate strategy of fostering cultural diversity within NSW Police Force to reflect the diversity of our community.

SIGNED: A P Scipione APM, Commissioner of Police



NAME **Paul Anthony CAREY APM**
POSITION **Acting Deputy Commissioner Specialist Operations**
SES LEVEL **7 (1 March 2009 - present)**
TEMPORARILY APPOINTED TO THE POSITION **1 March 2009**
POSITION **Commander, Professional Standards Command**
SES LEVEL **5 (3 March 2008 - 28 February 2009)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$292,051 per annum**

The following is a statement of performance for A/Deputy Commissioner Carey.

Key achievements:

1. As the NSW Police Force Corporate Spokesperson for Professional Standards, initiated a *Code of Conduct & Ethics* Review Project to ensure that ethics is captured in all policing policies and activities.
2. Oversaw decommissioning of the Wagga Wagga VKG Communications Centre and the effective integration of communication channels into alternative VKG Centres
3. Coordinated and delivered the NSW Police Force response to the NSW Parliamentary Joint Committee Inquiry into early intervention systems.
4. Initiated creation of a Criminal Organisation Unit within the State Crime Command to manage applications for control orders against criminal organisations and gangs under the *Crimes (Criminal Organisation Control) Act 2009*.
5. Finalised a structural realignment of the Professional Standards Command to improve functionality as well as support to operational Commands.
6. Oversaw the implementation of Strike Force Raptor; a dedicated squad targeting the activities of outlaw motorcycle gangs (OMCGs).
7. Continues to develop and promote products and services that help strengthen the professional conduct standards of the NSW Police Force.

SIGNED: A P Scipione APM, Commissioner of Police

APPENDIX 9 SENIOR EXECUTIVE SERVICE continued



NAME **Frances Mary McPHERSON, PSM**
POSITION **Executive Director, Corporate Services**
SES LEVEL **7 (19 September 2005 - 2 November 2008)**
ON SECONDMENT **to Department of Premier & Cabinet (3 Nov 2008 - 30 June 2009)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$316,869 per annum**

The following is a statement of performance for Ms McPherson.

Ms McPherson has been seconded to the Office of Premier & Cabinet for a period of this reporting year. Mr John Karaboulis has been acting as Executive Director Corporate Services in her absence.

Key achievements

1. Led the implementation of changes, following the review of Education Services (Operation Viente), including the improvement of service delivery focus of education and training to NSW Police Force staff.
2. Continued to develop strategies to achieve further global savings.
3. Provided strategic advice to the Commissioner of Police and executive team in regard to future requirements and opportunities for more efficient corporate service functions.
4. Oversaw the implementation of the COMPASS management review process for the NSW Police Force.
5. Oversaw the implementation and recruitment for workplace equity officers.
6. Monitored the development of reality television programs for airing on commercial television portraying members of the NSW Police Force in action.
7. Planned and supported the development of the Police Leadership Centre while also establishing and sitting as a member on Board of Management. The Centre provides professional development, education and training for Superintendents and above.
8. Oversaw the operation of NSW Police Force Corporate Services during secondment to Department of Premier & Cabinet.

SIGNED: A P Scipione APM, Commissioner of Police



NAME **John KARABOULIS**
POSITION **Acting Executive Director, Corporate Services**
SES LEVEL **7 (3 November 2008 - 30 June 2009)**
TEMPORARILY APPOINTED TO THE POSITION **3 November 2008**
POSITION **Director Commercial & Investment Services**
SES LEVEL **5 (23 January 2006 - 2 November 2008)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$292,051 per annum**

The following is a statement of performance for Mr Karaboulis.

Key achievements

1. Oversaw the development and implementation of budget saving strategies, including the implementation of procurement and contract strategies with the aim of continuing efficiencies, improvements and achieving global savings targets.
2. Oversaw the implementation of the NSW Police Force Leadership centre at Richmond and the establishment of the Hurstville Training facility.
3. Oversaw the design, construction and opening of new police stations at The Rocks, Dubbo, Orange and Wagga Wagga; the design and commencement of construction of new police stations at Kempsey, Lake Illawarra, Granville and Windsor; and major upgrades at Mt Druitt Police Station and Port Kembla Marine Area Command.
4. Oversaw the development of the Total Asset Management Plan and delivery of the NSW Police Force Capital Works Program with a value of \$130 million.
5. Oversaw the procurement, design and construction of the Virtual Weapons Training Simulator at the Police College, Goulburn.
6. Oversaw award negotiations with the Police Association of NSW in relation to wage increases, savings and associated reforms since November 2008.
7. Oversaw the strategic budgetary and financial management of the NSW Police Force since November 2008.
8. Oversaw the operation of the Security Industry Registry to facilitate the implementation of amendments to the *Security Industry Act* and *Regulation* changes that affected all security license holders.

SIGNED: A P Scipione APM, Commissioner of Police



NAME **Stephen BRADSHAW APM**
POSITION **Region Commander, Western Region**
SES LEVEL **5 (18 July 2005 - present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$245,208 per annum**

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

Key achievements

1. Provided effective crime, people and financial management in the Western Region.
2. As Corporate Spokesperson for rural crime, represented the NSW Police Force on the Pastoral & Agricultural Crime Working Party, ensuring rural crime is addressed by government and non-government agencies.
3. As corporate spokesperson for Aboriginal Issues, collaborated with the NSW Aboriginal Lands Council in the reward program *We're Watching You*, focusing on reducing Aboriginal child sexual exploitation.
4. Extend IPROWD program across the region, increasing the pool of Aboriginal applicants to the NSW Police Force.
5. Continued the focus on Cross Border Justice Project by gaining the support of Queensland police executive to implement legislation that will reduce crime by streamlining investigations of summary matters in border locations.
6. Oversaw of Operation Mountaineer to maintain public order at Mt Panorama during the Bathurst car races.
7. Trialled the introduction of LiDAR speed detection equipment at isolated stations to increase visibility of traffic enforcement.

SIGNED: D Owens APM, Deputy Commissioner Field Operations



NAME **Terence BROWN**
POSITION **Acting Director, Investment & Commercial Services**
SES LEVEL **5 (3 November 2008 - present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$211,456 per annum**

Mr Brown has been temporarily appointed as Director, Investment & Commercial Services while Mr John Karaboulis was temporarily appointed as Executive Director Corporate Services for a period of this reporting year. The following is a statement of performance for Mr Brown.

Key achievements

1. Led the continued implementation of Fleet Management Services' contract for fit and strip of NSW Police Force vehicles to deliver a more efficient service.
2. Led the continued development and implementation of a commercial strategy for the NSW Police Force Radio Communication Tower portfolio.
3. Led the design, construction and opening of new police stations at The Rocks, Wagga Wagga, Dubbo, Lismore and Orange police stations; and the design and commencement of construction on new police stations at Windsor, Granville, Lake Illawarra and Kempsey; and major upgrades at Mt Druitt Police Station and Port Kembla Marine Area Command.
4. Managed the development and delivery of the NSW Police Force Capital Works program with a value of \$130 Million.
5. Led the development of the 2009-10 to 2018-19 Total Asset Management Plan.
6. Led the procurement, design and construction of the Virtual Weapons Training Simulator at the Police College, Goulburn.
7. Led the relocation strategy for NSW Police Force facilities and business units located at Zetland, to facilitate the proposed Green Square town centre development.

SIGNED: J Karaboulis, Acting Executive Director Corporate Services

APPENDIX 9 SENIOR EXECUTIVE SERVICE continued



NAME **Catherine Judith BURN APM**
POSITION **Region Commander, Central Metropolitan Region**
SES LEVEL **5 (3 December 2007 - 30 June 2009)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$245,208 per annum**

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

Key achievements

1. Provided effective crime, people and financial management in the Central Region.
2. Implemented a Central Metropolitan Region Strategic Plan with a focus on event management, traffic management, alcohol related crime, improved training (eg. licensing legislation), and strategic staffing (ie. deploy police throughout the region based on hot spots). Revisited the Strategic Plan for 2009-10 and included an emphasis on youth crime, repeat offenders and injury management.
3. Oversaw a number of operations within the region aimed at reducing crime and fear of crime, including Operation Simmer and Swift as well as a number of major drug operations. Enhanced the response of the Region Enforcement Squads and the Commuter Crime Units.
4. Oversaw strategic changes to the Youth Command and represented the NSW Police Force at the PCYC Annual State conference.
5. Focused on leadership development for the commanders in the region including performance management, media training, industrial / PANSW workshops, incident command control scenarios, and rotation of event management responsibility. Also implemented a region leadership program for inspectors, sergeants and unsworn equivalent.
6. Relieved as Deputy Commissioner, Field Operations twice this reporting year, including all SEOCON responsibilities.
7. As corporate spokesperson for Emergency Management and represent the NSW Police Force on the State Emergency Management Committee and State Rescue Board. Involved with several emergency events including swine flu, floods in Northern NSW, Mumbai repatriation, bushfire response in Victoria, activation of the SEOC and activation of the Public Information and Inquiry Centre. Completed the Senior Executive Program at Mt Macedon.
8. As the corporate spokesperson for Customer Service, developed and launched a *Customer Service Charter, Guidelines* and new policy. Integrated customer service into training and education, performance management and public affairs, and greatly enhanced customer service throughout the organisation. Achieved accreditation for the Complaint Management System via *International Customer Service Standards ASO ISO 10002-2006*.
9. As the representative on the NCTC Unified Policing Model (policing at airports) working party, finalised and updated the Memorandum of Understanding and Letter of Exchange between the AFP, Airport Uniform Police and Botany Bay LAC.

SIGNED: D Owens APM, Deputy Commissioner Field Operations



NAME: **Denis John CLIFFORD APM**
POSITION **Commander, North West Metropolitan Region**
SES LEVEL **5 (1 January 2006 - present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$245,208 per annum**

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

Key achievements

1. Provided effective crime, people and financial management in the North West Region.
2. As the Field Operations representative on the Operational Policing Program Board of Governance and Chair of the Senior User Group, contributed to the governance of the program and development of the Business Case for COPS Modernisation Project.
3. As a member of the Investment Advisory Committee, represented Field Operations and contributed to the prioritisation of major capital projects for NSW Police Force.
4. As chair of both the Northern and Western Sydney Emergency Management District Committees and the District Rescue Committees, oversaw emergency management planning, response and coordination of other government and support agencies and the management of rescue training and response within the Districts.
5. As Corporate Spokesperson for Bush Fires, Vulnerable Communities, and for the *Sporting Venue (Offenders' Banning Orders) Bill 2005*, provided executive level response to issues arising relative to these portfolios.
6. As chair of the Disability Advisory Council, oversaw the introduction of a number of strategies to engage members of the community in relation to disability issues.
7. Oversaw the implementation of the project *Securing our diversity: Policing a complex environment*. This was a leadership development initiative to enhance the professional development of our superintendents.
8. As chair of the CAD verification working party, introduced contemporary procedures for negotiating first response agreements, which define the minimum mobile response to calls for assistance.
9. As chair of the General Duty Position Allocation Working Party, continued to provide advice in relation to future allocation of increased authorised positions in local area commands.
10. As co-sponsor of the Penrith/St Mary's Family Violence Case Management Pilot Program, contributed to implementation of the project to reduce domestic and family violence in the target area.

SIGNED: D Owens APM, Deputy Commissioner Field Operations



NAME **Michael John CORBOY APM**
POSITION **Commander, Education & Training Command**
SES LEVEL **5 (3 March 2008 - present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$245,208 per annum**

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

Key achievements

1. Managed the commissioning of the NSW Police Force Leadership Centre at Richmond.
2. Managed the commissioning of the Hurstville Training Facility.
3. Managed the completion and implementation of the command restructure.
4. Managed the implementation of a command strategic plan and related business planning.
5. Improved community engagement through the Police Recruits Program and 25th anniversary of the Goulburn Police College.
6. Oversaw the compilation of a statewide costed course training calendar.
7. Oversaw improvements to the operational safety training platform and established the Operational Skills Command with new premises at Wetherill Park.
8. Managed the roll out of exigent operational safety equipment training eg. Taser.
9. Exceed key business plan expenditure targets, and streamlined police recruitment processes and supporting technology and systems.

SIGNED: John Karaboulis, Acting Executive Director Corporate Services



NAME **Peter Edward DEIN APM**
POSITION **Commander, Counter Terrorism & Special Tactics**
SES LEVEL **5 (3 March 2008 - present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$245,208 per annum**

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

Key achievements

1. Provided effective management of the Counter Terrorism & Special Tactics Command in line with corporate directions, including financial management.
2. Represented the NSW Police Force on the National Counter Terrorism Investigative Support Coordination Capability Sub Committee.
3. Developed strong community links through the Counter Terrorism Business Liaison Unit, Community Contact Unit and Protection Programs Unit, to ensure the provision of counter terrorism services including security for places of mass gatherings, critical infrastructure and national icons.
4. Established a professional lecture series on counter terrorism that focuses on long term challenges and trends in counter terrorism.
5. Established the amalgamated counter terrorism investigative efforts in New South Wales, with the merger of Australian Federal Police, Crime Commission, ASIO and the NSW Police Force Counter Terrorism investigative and intelligence teams.
6. Graduated from the Leadership in Counter Terrorism Pacific Program, sponsored by the Australian Federal Police, US Federal Bureau of Investigation and the Australian Institute of Police Management.
7. As the corporate spokesperson for Counter Terrorism, contributed to the 3rd Annual CT Summit in Melbourne in November 2008; the Centre for Excellence in Policing & Security conference in Sydney in March 2009; and the Management of Serious Crime Program in Canberra in September 2008.

SIGNED: P CAREY APM, Acting Deputy Commissioner Specialist Operations

APPENDIX 9 SENIOR EXECUTIVE SERVICE continued



NAME **Arthur DIAKOS**
POSITION **Chief Financial Officer and Director Financial Services & Audit**
SES LEVEL **5 (11 September 2006 - present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$270,661 per annum**

The following is a statement of performance for Mr Diakos.

Key Achievements

1. Provided effective and strategically focused financial and budgetary management advice and reporting.
2. Established strategic internal audit function and risk based corporate internal audit program.
3. Provided advice on financial and scheme structural options and strategies to support the effective operation of the Police Death & Disability Scheme, including negotiation and delivery of new insurance policy resulting in significant reduction to annual premium costs.
4. Further refined corporate financial and budgetary policies, systems and procedures, including improved corporate financial and budgetary reporting and allocation framework.
5. Established system based executive management reporting system, facilitating effective key performance indicator based financial and resource monitoring and reporting.
6. Directed the preparation and submission of the NSW Police Force statutory accounts.
7. Participated in the development of budget savings strategies, including salary award related matters and provided effective monitoring and reporting against established targets.
8. Continued to participate in the development and delivery of corporate services efficiency review projects.
9. Ensured continued reduction in transaction processing costs whilst improving centralised transaction processing services.

SIGNED: J Karaboulis, Acting Executive Director Corporate Services



NAME **Kathryn Ann FREYTAG**
POSITION **Acting Director Corporate Human Resources (8 February 2009 - 3 July 2009)**
SES LEVEL **5**
POSITION **General Manager Human Resource Strategy**
SES LEVEL **4 (21 July 2008 - 7 February 2009)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$233,863**

Ms Freytag has been temporarily appointed as Director Corporate Human Resources while Assistant Commissioner Peter Gallagher was seconded to the Australian Institute of Police Management for a period of this reporting year. The following is a statement of performance for Ms Freytag.

Key achievements

1. Oversaw the development and approval of Department of Premier & Cabinet for bargaining parameters for a new Police Officer Award in compliance with the NSW Public Sector Wages Policy.
2. Lead the 2009 Award negotiations for the Commissioner of Police with the Police Association of NSW in relation to wage increases, savings and associated reforms.
3. Coordinated the above Award matter in relation to proceedings in the NSW Industrial Relations Commission.
4. Oversaw the implementation of strategies to achieve required savings arising from government efficiency dividends and wage increases above 2.5% for administrative staff.
5. Oversaw the development and implementation of the NSW Police Force response to the independent review of sexual harassment in the Force. This included the development of strengthened workplace equity resolution procedures and the roll out of mandatory online training on harassment, discrimination and bullying for all employees. As of 30 June 2009, 53% of all employees had completed the training. This is on track for the deadline for completion of 30 October 2009.
6. Oversaw the introduction and promotion of the *Aboriginal Employment Strategy 2009-12*.
7. Oversaw the streamlining of human resource reporting for the purposes of COMPASS.
8. Provided strategic advice to the Commissioner's Executive Team on industrial relations, workforce planning and attrition, the promotion system, and human resource process improvements.
9. Oversaw the improved processes and better guidance on police senior executive service human resource matters.

SIGNED: J Karaboulis, Acting Executive Director Corporate Services



NAME **Assistant Commissioner Peter GALLAGHER APM**
POSITION **Visiting Fellow of the Australian Institute of Police Management (14 May 2009 - present)**
Director Corporate Human Resources (3 March 2008 - 13 May 2009)
SES LEVEL **5**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$245,208 per annum**

Assistant Commissioner Peter Gallagher was seconded to the Australian Institute of Police Management for a period of this reporting year. The following is a statement of performance for Assistant Commissioner Gallagher.

Key achievements

1. Oversaw the restructure of the Corporate Human Resources with the structuring of discrete but interdependent units, each with specific roles and responsibilities.
2. Oversaw the transfer of all Corporate Human Resources staff to Police Headquarters in Parramatta so that each unit could work in proximity to and in conjunction with other HR unit and therefore provide better coordinated services.
3. Oversaw the continued refinement of NSW Police Force governance in the areas of leave management, injury management, sick leave management, human resource (SAP) information, welfare management, deployment management, secondary employment, performance management, command culture, training and deployment, and the review of each local area command within in the state in these key areas.
4. Oversaw the creation of human resource databases to better inform the executive in respect of governance within each command, specifically focused on but not limited to police absence trends and resource availability.
5. Oversaw the creation of new human resource reporting to the executive with the introduction of 'traffic light' warning indicators in respect of HR matters.
6. Oversaw the introduction of disengagement intervention actions, specifically targeting those officers seeking to resign from the NSW Police Force with the dual purpose of preventing the loss of policing expertise and reducing the overall percentage of those disengaging.
7. Oversaw the enhancement of human resource governance within the Corporate Human Resource Command itself.
8. Oversaw the continued refinement of the Police Promotions System and the Career Management System, and the interaction between the two.

SIGNED: J Karaboulis, Acting Executive Director Corporate Services



NAME **David William HUDSON APM**
POSITION **Commander, State Crime Command**
SES LEVEL **5 (3 March 2008 - present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$245,208 per annum**

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

Key achievements:

1. Delivered regular strategic assessments on crime, particularly serious and organised crime including the revision of the business rules, squad charters and review of intelligence practices to reflect contemporary law enforcement strategies under the NSW Government State Plan.
2. Completed the realignment of the State Crime Command with the repositioning of 12 squads under two directorates.
3. Provided leadership for the restructure of the Child Protection & Sex Crimes Squad into two separate squads (Sex Crimes Squad and the Joint Investigation Response Squad) including the establishment of the JIR Referral Unit.
4. Improving State Crime Command capabilities to respond to organised crime by establishing the Organised Crime (Targeting) Squad at the NSW Crime Commission and establishing the Criminal Organisation Unit within the Gangs Squad.
5. Contributed to the leadership and development of detectives in recruitment, retention and training through Chairmanship of the Detectives' Board.
6. Promoted and supported multi-jurisdictional committees and forums, working collaboratively with other law enforcement agencies to develop and promote best practice in criminal investigation, including the negotiated amendments to the NSW Crime Commission Directions and Guidelines and the facilitation of a memorandum of understanding between the NSW Police Force and the Australian Taxation Office.
7. Facilitated and oversighted the conduct of the Australasian Police and Emergency Services Games as Chairman of the Police Council of Sport.

SIGNED: P CAREY APM, Acting Deputy Commissioner Specialist Operations

APPENDIX 9 SENIOR EXECUTIVE SERVICE continued



NAME **Acting Assistant Commissioner Jeffrey Loy APM**
POSITION **Acting Commander, Professional Standards Command**
SES LEVEL **5 (1 March 2009 - present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$211,456 per annum**

Detective Chief Superintendent Jeffrey Loy APM was temporarily appointed as Assistant Commissioner Professional Standards while Assistant Commissioner Paul Carey relieved as Deputy Commissioner Specialist Operations. The following is a statement of performance for Assistant Commissioner Loy.

Key achievements:

1. Oversighted the implementation of the structural realignment of the Professional Standards Command, which saw the development of the Field Services Directorate to provide an emphasis on front line support.
2. Conducted joint operations with the Police Integrity Commission targeting serious criminal activity by NSW Police Force Officers.
3. Continued to develop and review policy to help strengthen the professional conduct of NSW police.
4. Maintained strong lines of communication between the Professional Standards Command and oversight agencies, including the Police Integrity Commission and the Office of the NSW Ombudsman.
5. Chaired the Internal Review Panel to ensure recommendations of disciplinary action uphold corporate expectations and industrial fairness.
6. Achieved CET endorsement to develop, implement and review key professional standard projects including: detrimental action review, procedural fairness/natural justice, Early Intervention System (EIS) and Ethical Health Strategy (EHS).
7. Oversaw the relocation of the Professional Standards Command into new premises at Redfern.

SIGNED: P CAREY APM, Deputy Commissioner Specialist Operations



NAME **Carmine (Frank) MENNILLI APM**
POSITION **Commander, South West Metropolitan Region**
SES LEVEL **5 (3 March 2008 - present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$245,208 per annum**

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

Key achievements

1. Provided effective crime, people and financial management in the South West Metropolitan Region.
2. Continued to drive down crime in accordance with State Plan objectives.
3. Coordinated and developed improved strategic planning and financial management within the South West Metropolitan Region.
4. Oversaw planning and operational management of public order incidents and co-ordination of a whole of government approach, including:-
 - a. Operation Belgenny to address community tension surrounding the proposal to build a mosque in the Camden area.
 - b. Operation Tinaroo in the Campbelltown area to address issues of policing, housing, lighting, and roadways.
5. Contributed to the administration and planning of Operation Avert, statewide operations targeting outstanding arrest warrants and breach of bail offences.
6. Effectively planned the policing response, public order management and emergency management of the V8 Supercar events planned for 4-6 December 2009 at Sydney Olympic Park.
7. Effectively planned the management and coordination of Operation Vision. These four operations were a coordinated approach between the NSW Police Force and RailCorp in reducing crime in and around the rail transport network.
8. Continually addressing crime and related issues involving outlaw motor cycle groups in South West Metropolitan Region.
9. As the corporate spokesperson for Custody & Corrections, contributed to working with other government agencies to provide a better service for the community of NSW. This included:
 - a. NSW Police Force representative at the recent parliamentary inquiry into the privatisation of prisons and transport related services,
 - b. representative on the Audio Video Link Steering committee with Attorney General's Department and Chief Magistrate's Office;
 - c. member of Criminal Justice CEO's working group examining the reasons for the increase in the juveniles remand population.

SIGNED: D Owens APM, Deputy Commissioner Field Operations



NAME **Mark John MURDOCH APM**
POSITION **Commander, Southern Region**
SES LEVEL **5 (1 January 2009 - present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$245,208 per annum**

The following is a statement of performance for Assistant Commissioner Murdoch. He was appointed to this position following the retirement of Assistant Commissioner Bob May on 31 December 2008.

Key achievements

1. Crime across the region continued to decrease or remain stable across all major categories.
2. Provided effective financial management and control of the Southern Region budget.
3. Fostered a better understanding of the communities within the region by embarking on a schedule of station visits, including rural and remote communities, to understand the varied needs of each.
4. Promoted the vision of *Building for the future: A safe and secure Southern Region*, which is underpinned by the philosophy of 'One region' where our eleven local area commands have a collective rather than an individual focus on crime reduction across the region.
5. As the corporate spokesperson for Domestic & Family Violence, contributed to the development by NSW Police Force of a corporate D & FV Risk Assessment tool.
6. As the chair of the Uniform Standards Committee, contributed to the continued upgrading of uniform and equipment issued to both sworn and unsworn members of the NSW Police Force.
7. As the NSW Police Force representative on the Royal Humane Society of NSW, was party to the staging of the first investiture to be held by the Society outside the Sydney metropolitan area since its inception on the 25 July 1877.
8. As deputy chair of the Commissioner's Awards Assessment Committee contributed to the maintenance of a transparent and robust assessment criteria for recognising outstanding acts courage and exemplary service by sworn members of the NSW Police Force.
9. As the district emergency operations controller for the Illawarra, Monaro, Murray, Riverina and Southern Highlands emergency management districts ensured the maintenance of high level incident and emergency response capability across the Southern Region.

SIGNED: D Owens APM, Deputy Commissioner Field Operations



NAME **Peter Charles PARSONS APM**
POSITION **Commander, Special Services Group**
SES LEVEL **5 (23 September 2007 - present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$238,753 per annum**

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

Key achievements

1. Continue to promote and drive the SSG Coordination Committee, which provides support and assistance to investigators reopening unsolved 'cold case' homicides. To date 12 such investigations from around the State have undergone this process which has resulted in three arrests. This same initiative also provided assistance to State Crime Command's Strike Forces Piccadilly and Durkin.
2. Formulated a business case presented to NSW Treasury, which was recently successful in obtaining funding for the purchase of a new helicopter for the Aviation Support Branch.
3. Supported the Aviation Support Branch in the implementation of Night Vision Goggle training for staff over a lengthy period causing dramatic decrease in 'time in air' availability to LACs and regions. The introduction of night vision goggles has had immediate results in locating a number of missing people, including an 84 old dementia patient lost at night in bushland.
4. Oversaw the successful implementation of the telecommunications interception system at the Telecommunications Interception Branch (TIB).
5. Completed a major review of the TIB Remote Monitoring Facility, resulting in a more accountable process being implemented, as well as providing a more equitable allocation of locations throughout the state, including Western Region.
6. Led the implementation of the Western Region Police Operations Centre and the Western Region Remote Monitoring Facility in Dubbo.
7. Ensured efficient financial systems are in place and effectively managed, which resulted in the SSG being under budget at the end of the financial year.
8. Provided leadership and support to SSG branch commanders by leading the marketing of service delivery at crime managers' forum, region meetings and detective training courses.
9. Continue to lead planning discussions for the relocation of SSG branches from Zetland in 2010-11.

SIGNED: P CAREY APM, Acting Deputy Commissioner Specialist Operations

APPENDIX 9 SENIOR EXECUTIVE SERVICE continued



NAME **Lee Ellen SHEARER APM**
POSITION **Commander, Northern Region**
SES LEVEL **5 (4 February 2008 - present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$245,208 per annum**

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

Key achievements

1. Provided effective crime, people and financial management in the Northern Region.
2. Continued success with crime reduction throughout the region. Four of the five State Plan R1 categories achieved positive results in the reporting period.
3. Achieved significant reductions in expenditure against allocated budget. This result is the most positive result in the previous three year period.
4. In 2008 the region achieved considerable reductions in fatal accidents. This was the best result recorded for at least three years. Significant positive results also achieved in alcohol related crashes compared to 2007. Enforcement activity including breath tests and traffic offences also reflected increases.
5. Further developed local responsibility for corporate program areas within the region enabling provision of local responses to key issues.
6. Led the structural realignment of three local area commands in the Hunter area that has improved service delivery, human resource management and financial management.
7. Commenced a number of human resource initiatives including the development and leadership of the Northern Region HR Tripartite Action Plan. This involves improving communication and processes across key stakeholder groups across the organisation to improve operational capacity at the front line.
8. Developed and led initiatives in the area of injury management, establishing data sets and analysis on causal trends to generate targeted strategies within the region.

SIGNED: D Owens APM, Deputy Commissioner Field Operations



NAME **Julie Mary ROBERTS**
POSITION **Chief Information Officer, Business & Technology Services (BTS)**
SES LEVEL **5**
TOTAL REMUNERATION PACKAGE **\$229,457 per annum**
APPOINTED TO POSITION **3 October 2006**

The following is a statement of performance for Ms Roberts.

Key achievements

1. Drove BTS business planning and performance reporting.
2. Oversaw enhancements to the Computerised Operational Policing System (COPS). Standard narrative templates and the web narrative application with word processing functionality have reduced the time required to complete COPS events. CAD/COPS Enquiry has delivered improved integration between our main database and Computer Aided Dispatch System to improve the speed in which a call for assistance can be relayed to police.
3. Initiated the progressive replacement of IT equipment (computers, telephony network etc) to ensure the systems and tools police rely on are effective and available 24 hours a day.
4. Contributed to the Alcohol Related Crime Information Exchange system and the Connected Justice Information Project, stage one of which ensures the quality data exchange of court attendance notices and AVO information between police and the Attorney General's Department.
5. Tackled the challenges of policing in the digital age through active coordination of stakeholders in the adoption of a Shared Image Management System for the benefit of all police.
6. Coordinated improvement to systems and processes, including the protection of systems against external network attacks; supporting performance reporting through the COMPASS and the electronic version Command Management Framework; Present & Pay Net, which allows police to accept credit card payments from members of the public; the development of BTS Connect, the new gateway for staff to seek help and support for all IT systems and projects and automation of finance forms through our electronic HR management system.
7. Oversaw the upgrading of the NSW Police Force intranet; continued deployment of mobile data terminals mounted in police vehicles to include general duties vehicles to enable police to make faster COPS and RTA inquiries.
8. Supervised provision of appropriate BTS input, support, infrastructure and implementation services for projects being managed by Operational Communications & Information Command (eg VIEW and RCMP) and Forensic Services Group (eg FIMS, FSDI and Field Id).

SIGNED: P Carey, Acting Deputy Commissioner, Specialist Operations



NAME **Robert James WAITES APM**
POSITION **Commander, Operational Communications & Information Command**
SES LEVEL **5 (10 July 2005 - present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$245,208 per annum**

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

Key achievements

1. Delivered the first year of a seven year Radio Communications Maintenance Program at a cost of \$16.4 million, focusing on the replacement of mobile and portable radios for front line police, improving base stations and regional communications. Achieved funding for the second year of \$13.1 million.
2. Delivered the CCTV Register, a component of the VIEW Programme in June 2009.
3. Successfully trialled an integrated voice response (IVR) system in Southern Region to improve public access to the NSW Police Force with a view of expanding to other country areas where similar technology arrangements can be made.
4. Conducted a review of the Missing Persons Unit to improve efficiencies and case management practices. Currently overseeing implementation of recommendations.
5. Established a project team to deliver reform following the review of communications services.
6. Raised the profile of the Law Enforcement & Security Radio Spectrum Committee (LESRSC) and gained support from other national committees to work towards resolving radio communications spectrum issues.
7. Working with the Department of Commerce towards moving NSW Police Force radio network to the Government Radio Network (GRN) in the long term future, when it has both the spectrum and equipment capacity to handle police requirements.
8. NSW Police Force Corporate Spokesperson for Communications, Missing Persons and Crime Stoppers, and is the Australian Police Commissioner's representative at Crime Stoppers Australia.

SIGNED: P CAREY APM, Acting Deputy Commissioner Specialist Operations



NAME **Assistant Commissioner Carlene Anne YORK**
POSITION **Commander, Forensic Services Group**
SES LEVEL **5 (16 November 2005 - present)**
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2009 **\$245,208 per annum**

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

Key achievements

1. Sponsored and oversaw a number of significant projects including the Field ID Project, Robotics & Technology Project, the Mobile Laboratory Project and the Cold Case Justice Project.
2. Oversaw improvements in the processing of evidence through reducing the backlog of DNA samples; the DNA Outsourcing II project; initiatives to reduce turnaround times for fingerprint processing; facilitation of NSW DNA matching with other jurisdictions; and the implementation of the Forensic Services Digital Imaging Project.
3. Supported NSW Police Force investigations and judicial processes through FSG attendance at over 64 000 crime scenes, information and data exchange with Courts and the continued driving of interagency initiatives for process improvement.
4. Commander of major operations such as Operation Denzil (Australia Day), and facilitated the provision of more than 16,588 national criminal history record checks for World Youth Day activities.
5. Contributed to national policing agendas through the National Criminal Investigation DNA Database (NCIDD), helping police across Australia to detect and investigate interstate offenders by standardising information between the NSW Police Force and other jurisdictions; and managing the provision of national persons of interest photos and information through the National Policing Reference System (NPRS).
6. Promoted and participated in a multi-jurisdictional approach to policing by acting as the NSW Police Force representative on a number of national and state committees, forums and boards, particularly with regard to forensic issues.
7. As the corporate spokesperson for Women in Policing, has actively encouraged the employment of women and civilians in her command, which now comprises 50% male/female ratio, compared to 26% female representation in the NSW Police Force. Assistant Commissioner York has been recognised by the Australasian Council of Women & Policing, by being awarded the Bev Lawson Memorial Award for her work as a 'Woman leading change'.
8. Presented at the 2009 IMAGE Conference attended by 123 national law enforcement and civil agencies in 63 countries and five international agencies, showcasing the NSW Police Force as a world leader in an extremely complex technological and scientific project.

SIGNED: P CAREY APM, Acting Deputy Commissioner Specialist Operations

APPENDIX 10 SPONSORSHIP & DONATIONS

This information is published in the interest of good disclosure. The Commissioner and his Executive would like to express sincere appreciation to those who have contributed to policing in NSW this reporting year.

Sponsorship List

COMMAND / UNIT	NAME OF SPONSOR	DESCRIPTION / INITIATIVE	VALUE
Ashfield LAC	Canterbury City Council	Operation Tabella, support the program	\$1,000
Bankstown LAC	Bankstown Council	Vehicle for community crime prevention duties	\$5,000
Bankstown LAC	Australian Multiculture Foundation Ltd & Human rights Equal Opportunity Commission	Tie the knot project – helping to build social cohesion and harmony in partnership with Australian Muslim communities	\$6,364
Chifley LAC	Chrisco Hampers	Vehicle for community crime prevention strategies	\$30,000
Fairfield LAC	Mozaic Industries	Surveillance equipment	\$5,000
Far South Coast LAC	Bega Valley Motors	Bega Police Station community safety vehicle	\$25,000
Flemington LAC	Chrisco Hampers Aust. Ltd	Vehicle for community crime prevention duties	\$18,000
Kings Cross LAC	Sejom Pty Ltd	Provides financial assistance in arranging 'street retreat camps' for disadvantage youth in the Kings Cross area	\$3,560
Kings Cross LAC	PCYC Woolloomooloo	Provides financial assistance in arranging 'street retreat camps' for disadvantage youth in the Kings Cross area	\$1,000
Kings Cross LAC	Nick's by Midnight	Provides financial assistance in arranging 'street retreat camps' for disadvantage youth in the Kings Cross LAC	\$1,300
Kings Cross LAC	NRMA Insurance	Provides financial assistance in arranging 'street retreat camps' for disadvantage youth in the Kings Cross LAC	\$4,545
Kings Cross LAC	Suttons Motors Pty Ltd	Provision of vehicle to be used by the Kings Cross Drug Unit	\$10,500
Kuring-gai LAC	Honda Australia Pty Ltd	Vehicle for CARES Program – Bicycle education for school aged children	\$12,859
Lake Illawarra LAC	Frankies Auto Electronics	Cops and Community Road Safety Awareness Car/Bike Show 2008	\$1,560
Lake Illawarra LAC	NRMA – Shellharbour	Community crime prevention van	\$1,274
Miranda LAC	Tynan Motors P/L	Provide one vehicle for CPO/YLO for crime prevention	\$1,310
Miranda LAC	Caltex Australia	Prepaid Fuel Cards for CPO/YLO sponsorship vehicle	\$2,100
Northern Beaches LAC	G Brothers Mercedes-Benz	Funding for equipment for the mobile command post up to the year 2012	\$4,514
Penrith LAC	Sinclair Hyundai	Vehicle for community crime prevention duties	\$9,900
Penrith LAC	Dukes Estate Agents	GPS devices for crime prevention activities in operational vehicles	\$1,195
Penrith LAC	Jay Jays Building Supplies	GPS devices for crime prevention activities in operational vehicles	\$1,195
Rosehill LAC	Patricks Logistics	Shipping container for storage of resources	\$1,000
SPG Dog Unit	Queensland Police	1 x untrained labradore as part of the collaborative Australasian police dog breeding program (has been reciprocated)	\$3,000
SPG Dog Unit	New Zealand Police	1 x untrained German shepherd as part of the collaborative Australasian police dog breeding program (has been reciprocated)	\$3,000
SPG Dog Unit	International Police Association	From sale of Police Dog 2009 Calendar	\$11,000
State Crime Command	The Commonwealth of Aust via Attorney General Dept	Australasian Chemical Diversion Congress 2009	\$55,000
Wollongong LAC	Corban Kia, Wollongong	Wollongong Police Safety Projects	\$13,000
Youth Command, Blue Light Unit"	Country Wide Media	Magazine publishing 'Kidsmart, Streetmart'	\$88,000

Donations List

COMMAND / LAC	NAME OF SPONSOR	"DESCRIPTION / INITIATIVE"	VALUE
Blacktown LAC	Blacktown Women's Domestic Violence	Donation for using office space within Blacktown Police Station	\$3,139
Cabramatta LAC	Fairfield City Council	Funding for crime prevention workshops amongst the ethnic community	\$3,850
Campsie LAC	Australian Multicultural Foundation	Busting the myths "Habibi"	\$2,500
Campsie LAC	NSW Health	Risky gaming project	\$2,215
Campsie LAC	NSW Health	Risky drinking project	\$2,200
Eastern Beaches LAC	NSW Department of Primary Industries	La Perouse Youth Fishing Trip	\$5,000
Eastern Beaches LAC	Randwick City Council	Aboriginal Youth Camp - Health Bodies, Healthy Minds	\$2,000
Far South Coast LAC	Bega Valley Council	Wanga Idingii Program	\$1,000
Far South Coast LAC	Australian Institute of Criminology	Wanga Idingii Program	\$1,000
Far South Coast LAC	Aboriginal Strategic Direction Grant	Wanga Idingii Program	\$4,500
Far South Coast LAC	Aboriginal Strategic Direction Grant	Wanga Idingii Program	\$1,425
Kuring-gai LAC	Road & Traffic Authority	CARES – School Age Children Bicycle Education	\$6,000
Kuring-gai LAC	Hornsby Automotive Group	Vehicle for community and crime prevention duties	\$2,000
Kuring-gai LAC	Hornsby Automotive Group	Vehicle for community and crime prevention duties	\$3,000
Kuring-gai LAC	Hornsby & District Chamber of Commerce	Equipment for crime prevention and detection	\$22,788
North Shore LAC	Chatswood Toyota	Vehicle for Community Safety Committee crime prevention	\$19,815

Note: Donations and sponsorships for amounts greater than \$1,000.

APPENDIX 11 PROPERTY DISPOSALS

In 2008-09 the NSW Police Force sold nine properties for a total of \$5.361 million nett.

SITE	PROCEEDS \$ MILLION
166 Anson Street, Bourke	0.040
329-331 Princess Highway, Bulli	0.733
22 Mopone Street, Cobar	0.090
32 Avoca Drive, Kincumber	0.332
1 John Street, Lidcombe	1.081
10 Chanter Street, Moama	0.329
15 King Street, Rockdale	1.159
209 Bennet Road, St Clair	0.422
2-6 Sturt Street, Wagga Wagga	1.175

There were no properties which had a value of more than \$5 million. There was no family or business association between any of the buyers and the person responsible for approving disposal.

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

All properties disposed of in 2008-09 were sold in accordance with government policy. Documents relating to property disposal may be accessed under the *Freedom of Information Act 1989*.

APPENDIX 12 RESEARCH AND DEVELOPMENT

RECENTLY COMPLETED PROJECTS	AGENCIES INVOLVED	FUNDED BY
Counter terrorism, 2020 an environmental scan	Macquarie University	NSW Police Counter Terrorism & Special Tactics Command \$5,000
Development of field portable devices for detection of explosive residues	University of Technology Sydney, National Security Science & Technology Unit	Department of Prime Minister and Cabinet. No police funding
Evaluation of Cedar Cottage program (NSW pre-trial diversion of offenders program)	University of New South Wales, NSW Health, NSW Police Force	Sydney West Area Health Service. No police funding
Evaluation of school liaison police project	Charles Sturt University and NSW Police Force	NSW Police Force and Charles Sturt University, NSW Police Force contribution \$15,000 (over life of project)
Help seeking by police in response to stress and psychological distress	University of Western Sydney	Masters project. No police funding
Human source management	NSW Police Force and Charles Sturt University	NSW Police Force Tertiary Scholarships Best Practice Action Research and Charles Sturt University, NSW Police Force contribution \$73,000 (over life of project)
Police and magistrate perceptions of the <i>Young Offenders Act</i>	Charles Sturt University	Small project grant, CSU staff member
The influence of training on detecting deception in the confessional context	University of New South Wales	PhD Project. No police funding
Trafficking of women for sexual purposes	Australian Institute of Criminology, Office of Women	Commonwealth Government. No police funding

CURRENT PROJECTS	AGENCIES INVOLVED	FUNDED BY
Agent based simulation of a multi-queue emergency services call centre to evaluate resource allocation	University of Newcastle	PhD project, NSW Police Force staff member. No police funding
Approved safety in the heavy vehicle industry: a collaborative response	University of Sydney, National Transport Corporation, Australian Transport Safety Bureau, Queensland Transport, DiagnoseIT Pty Ltd, NSW Police Traffic Services	Australian Research Council and partner agencies. NSW Police Force in kind contribution
Biometrics Vulnerability Assessment Project	National Security Science & Technology Branch, Biometrics Institute University of Canberra	Department of Prime Minister & Cabinet. No police funding
Causes of the Australian heroin drought	National Drug Policy Modeling Program, National Drug & Alcohol Research Centre, University of New South Wales, Carnegie Mellon University USA	Data request to Drug & Alcohol Coordination Unit. No police funding
Comparison of police custody practice in the London Metropolitan Police, Republic of Ireland, NSW and New York	Institute of Criminology Cambridge University	Funded by the British Academy. No police funding
Customer service provision at the front line	Charles Sturt University, NSW Police Force	Under development, jointly funded under NSW Police Force /CSU agreement
Disability Access Officer at Court Trial	NSW justice agencies. Department of Aging, Disability & Home Care, University of New South Wales contracted to undertake research	New South Wales justice agencies
Drug Law Enforcement Performance Measurement Framework	Australian Institute of Criminology	National Drug Law Enforcement Research Fund. No police funding
Enforcement of Immigration Law	University of New South Wales	ARC Discovery grant. No police funding
Evaluation of Diploma of Policing Practice mental health curriculum.	University of New England, Charles Sturt University	PhD project. No police funding
Evaluation of mental health intervention team trial	Charles Sturt University, NSW Police Force	NSW Police Force and Charles Sturt University, NSW Police Force contribution \$125,000 (over life of project)

CURRENT PROJECTS	AGENCIES INVOLVED	FUNDED BY
Evaluation simulated leadership training exercises using the Hydra suite of programs	Charles Sturt University	PhD Project. No police funding
Forensic applications of infrared spectral imaging	University of Technology, Sydney	PhD project, NSW Police Force staff member. No police funding
Homicide solvability	Bond University	PhD project. No police funding
Intelligence based policing in New South Wales	University of New South Wales	Honours project. No police funding
Investigation of the trace evidence characteristics of DNA	University of Technology Sydney	PhD project. No police funding
Learning in early career police	University of Wollongong, Charles Sturt University	PhD project. No police funding
Longitudinal study of retention of large recruit intakes	NSW Police Leadership Development	Within NSW Police Force resources
Mindfulness-based emotional intelligence training: Evaluating its efficacy and mechanisms of change	University of Wollongong, NSW Police Force	Australian Research Council Linkage Grant, Commonwealth Government and NSW Police Force. NSW Police Force contribution \$50,000 over life of project
People with mental health disorders and cognitive disability in the criminal justice system	Justice Health, NSW Department of Corrective Services, NSW Council for Intellectual Disability, NSW Police Force, NSW Department of Housing, Department of Juvenile Justice	Australian Research Council and partner agencies, NSW Police Force contribution \$60,000
Perceptions of criminal justice system workers in regard to people with mental health disorders and cognitive disability	PhD sub-project of the previous project	Sub-project of previous project
Plural policing: policing sporting events, a comparative study of public-private policing interactions at major sporting events	University of New South Wales	PhD project. No police funding
Police community relations – Macquarie Fields	University of New England, Charles Sturt University	PhD project. No police funding
Relationship between stroke and handedness (forensic handwriting analysis)	Macquarie University	Macquarie University. No police funding
Serial sex crimes in Australia: a comparative study of profiling patterns'	Queensland University of Technology	PhD project by NSW Police Force forensic psychologist. No police funding
The effects of biological decontamination on the recovery of critical forensic evidence	University of Technology Sydney	PhD project, NSW Police Force staff member. No police funding
The functional significance of motor laterality in dogs	The University of Sydney, Guide Dogs NSW/ACT, NSW Police Force	Australian Research Council and partner agencies, NSW Police Force contribution \$15,000
The influence of university education on police manager's perceptions of and confidence in their decision making abilities	Charles Sturt University/Edith Cowan University	PhD project. No police funding
Validation and verification of electronic evidence: developing a testing regime for digital forensic software reliability	University of South Australia, National Institute of Forensic Science, NSW Police Force, Australian Federal Police, South Australian Police	Australian Research Council and partner agencies. NSW Police Force in kind contribution

APPENDIX 13 OVERSEAS TRAVEL

ANNUAL REPORT FOR OVERSEAS TRAVEL – 1 JULY 2008 TO 30 JUNE 2009 – OPERATIONAL			
NAME	PURPOSE	COUNTRY	FUNDED
Two Police Officers	Extradition	Hong Kong	NSW Police Force
One Police Officer	Investigative inquiries	Lebanon	NSW Police Force
One Police Officer	Investigative inquiries	Netherlands & UK	NSW Police Force
Two Police officers	Investigative inquiries	New Zealand	NSW Police Force
One Police Officer	Investigative inquiries	New Zealand	NSW Police Force
Two Police Officers	Extradition	New Zealand	NSW Police Force
One Police Officer	Extradition	New Zealand	NSW Police Force
One Police Officer	Protection operations	Turkey, United Arab Emirates	NSW Premier's Department
Two Police Officers	Investigative inquiries	UK	NSW Police Force
Two Police officers, One Civillian	License Application	USA	Applicant company
One Police Officer	Investigative inquiries	USA	NSW Police Force
One Police Officer	Convey Exhibits	USA	NSW Police Force
One Police Officer	Convey exhibits	USA	NSW Police Force

ANNUAL REPORT FOR OVERSEAS TRAVEL 1 JULY 2008 TO 30 JUNE 2009 – NON OPERATIONAL			
NAME	PURPOSE	COUNTRY	FUNDED
Insp F Poole	Attendance at a Forensic Expert Group Meeting	Austria	United Nations Office of Drugs & Crime (UNODC)
Det Supt A Katsiogiannis	Attendance at Canadian Police College as a visiting fellow	Canada	Australian Institute of Police Management
Det Supt M Noakes	Attendance at the 10th International Surveillance Group Conference	Canada	NSW Police Force
Assistant Commissioner R Waites	Attendance at Crime Stoppers International Conference & Board of Directors Meeting	Canada & USA	NSW Police Force
Assistant Commissioner C York	Attendance at IMAGE Users' Group Conference	France	Sagem Securite and NSW Police Force
Det Supt G Beresford & Det Ch Insp D Bray	Attendance at INTERPOL Homicide & Serial Sex Crime Conference	France	NSW Police Force
Supt D Tuck & Mr K Testa	Attendance at an International Fast ID Focus Group Conference	France	Conference coordinator and NSW Police Force
Det Snr Sgt P Kaufmann & Mr R Loebler	To confirm final specifications for the telecommunications interception system	Germany	Vendor and NSW Police Force
Mr R Loebler, Mr O Cvek, Ms E Sraga	Testing telecommunications interception technology	Germany	Vendor
Det Supt C Dyson	Attendance at the MasterCard Asia Pacific Fraud Risk Management Conference	Hong Kong	NSW Police Force
Sgt W Morris	Attendance at the Jakarta Centre for Law Enforcement Cooperation	Indonesia	Australian Federal Police
Insp B Charlton	Attendance at training program	Malaysia	ASIO
Commissioner A Scipione	Participate in Pearls in Policing 2009 Conference	Netherlands	NSW Police Force
Acting Assistant Commissioner A Clarke	Attendance at the Australian & New Zealand School of Government	New Zealand	NSW Police Force
Deputy Commissioner N Kaldas & Assistant Commissioner P Dein	Attendance at National Counter Terrorism Committee Meeting	New Zealand	NSW Police Force
Det Chief Insp G Abel	Assist delivery of a negotiation training course	New Zealand	NZ Police Force
Det Insp A Waterman & Det Snr Cst M Treston	Attendance at Australasian Branch IAATI Annual Training Seminar	New Zealand	NSW Police Force

ANNUAL REPORT FOR OVERSEAS TRAVEL 1 JULY 2008 TO 30 JUNE 2009 – NON OPERATIONAL

NAME	PURPOSE	COUNTRY	FUNDED
Det Insp G Antonjuk	Presentation to Kiwibank Limited	New Zealand	Kiwibank Ltd
Det Sgt B Gordon	Attendance at Clandestine Drug Laboratory Investigators Course	New Zealand	NSW Police Force
Det Sgt B Gordon	Attendance at Police Clandestine Drug Lab Course	New Zealand	NZ Police and NSW Police Force
Det Sgt F Schreuder	Attendance at 16th Annual Australasian Training Seminar on Vehicle Theft Detection	New Zealand	NSW Police Force
Det Supt G Newbery, Detective Insp N Iorfino, Det Snr Cst A Hancock	Attendance at the 2008 National Chemical Diversion Congress & National Precursor Working Group Meeting	New Zealand	NSW Police Force
Mr C Beatson	Attendance at National Emergency Communications Working Group Meeting	New Zealand	NSW Police Force
Supt D Johnson	Attendance at Australia & New Zealand School of Government Executive Master of Public Administration Program	New Zealand	Australia & New Zealand Senior Officers Group
Supt L Moore & Snr Cst M Alcock	Attendance at NZ Blue Light Conference	New Zealand	Blue Light Advisory Committee and NSW Police Force
Assistant Commissioner D Clifford	Attendance at the 6th Korea National Police Agency International Cooperative Meeting	Republic of Korea	National Police Agency, Republic of Korea
Insp G Dojcinovic	Assist delivery of a Counter Terrorism Intelligence Training Program	Samoa	ASIO
Supt J Middlemiss, Det Supt G Rolph, Ch Supt M Jenkins	Tertiary Scholarship Scheme, Tullianan Scottish Police College	Scotland & England	NSW Police Force
Det Snr Sgt A Layhe	Attendance at Singapore Police Force Negotiation Refresher Course & Public Order Negotiation Course	Singapore	Singapore Police Force
Supt P Lennon	Attendance at Singapore Police Force International Intelligence Symposium on Public Order Events	Singapore	Singapore Police Force
Supt G Dengate	To participate in BOSS LIFT	Solomon Islands	Australian Defence Force
Dr T Raymond	Assist development of a framework for South African network of forensic science institutes	South Africa	United Nations of Drugs & Crime
Mr M Enders	Present at the 15th World Congress of the International Society for Criminology	Spain	NSW Police Force and officer attending
Det Sgt K Hales	Michael O'Brien Memorial Scholarship – to conduct research into the use of behavioural investigative advice in criminal investigation.	The Netherlands & UK	Michael O'Brien Memorial Scholarship
Snr Sgt M Steggles	Attendance at Metropolitan Police Specialist Training Centre	UK	NSW Police Force
Assistant Commissioner P Dein	Participate in the 2008-09 LinCT Pacific Program as a Syndicate Leader	USA	Australian Institute of Police Management
Ch Insp B Pearson & Supt S Egginton	Inspect virtual training system at VirTra Systems	USA	Vlendor and NSW Police Force
Deputy Commissioner D Owens	Undertake the National Executive Institute Course, Leadership Development Institute, FBI	USA	NSW Police Force
Deputy Commissioner N Kaldas	Attendance at Leadership in Counter Terrorism Reconviction	USA	NSW Police Force and officer attending
Det Chief Supt W Gordon, Det Chief Supt K McKay and Supt J Stapleton	Attendance at Leadership in Counter-Terrorism Pacific Program	USA	NSW Police Force
Det Sgt R Sinclair and Det Sgt S Osborn	Present at the International Association of Identification Conference	USA	NSW Police Force
Det Supt N Bingham & Det Insp N Iorfino	Attendance at Drug Unit Comanders Academy, Washington USA	USA	NSW Police Force
Insp C O'Hare	Attendance at World Future 2008 Conference 'Seeing the future through new eyes'	USA	NSW Police Force
Ms M Sewell	Attendance at Clandestine Laboratory Investigating Chemists Association 18th Annual Technical Training Seminar	USA	NSW Police Force
Mr D Fraticelli	Presentation at Australian Nuclear Science & Technology Workshops	Vietnam	Australian Nuclear Science & Technology Organisation

APPENDIX 14 CONSULTANTS

(a) Engagements costing \$30,000 or greater:

Engagements costing \$30,000 or greater: Nil

(b) Engagements costing less than \$30,000:

There were two consultants engaged to assist with organisational review and management services. The combined cost was **\$38,925**.

APPENDIX 15 ASSET PURCHASE AND PROTECTION

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

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

APPENDIX 16 POLICE POWERS (DRUG DETECTION TRIAL) ACT 2003

Police Powers (Drug Detection Trial) Act 2003

In February 2007, new police powers were introduced to assist in the fight against the transportation of illicit drugs into, out of and around New South Wales. The *Police Powers (Drug Detection Trial) Act 2003* re-established an 18 month trial of special powers introduced through the *Police Powers (Drug Detection in Border Areas Trial) Act 2003*.

In accordance with Section 23(2) the trial expired on 23 August 2008. No applications were submitted or authorities granted in respect to this legislation for this annual report period.

APPENDIX 17 ANNUAL REPORT PRODUCTION COSTS

The 2007-08 NSW Police Force Annual Report was produced by the Public Affairs Branch.

The total production cost was \$22,456 (exclusive of GST).

Four hundred copies of the Annual Report have been printed on recycled paper.

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

APPENDIX 18

CREDITORS PAYMENTS AND CREDIT CARDS

PAYMENT OF ACCOUNTS

1(a) Creditors' payment performance indicators

QUARTER	ACCOUNTS PAID ON TIME TARGET %	ACCOUNTS PAID ON TIME ACTUAL %	ACCOUNTS PAID ON TIME \$'000	TOTAL AMOUNT PAID \$'000
September	99	85	98,322	115,724
December	99	82	94,240	115,198
March	99	78	82,418	106,129
June	99	88	183,977	208,414

Creditors payment performance is based on document date.

1(b) Creditors aged analysis as at 30 June 2009

QUARTER	CURRENT \$'000	BETWEEN 30 AND 60 DAYS OVERDUE \$'000	BETWEEN 60 AND 90 DAYS OVERDUE \$'000	MORE THAN 90 DAYS OVERDUE \$'000
September	9,308	333	124	132
December	4,964	(5)	2	1
March	2,285	108	8	(44)
June	12,490	164	157	404

The above information is extracted from the Aged Accounts Payable Analysis as at September and December, 2008 and March and June, 2009. It includes data provided by NSW Police Force's external property service provider.

Bracketed numbers represent moneys owed to NSW Police Force through refund etc.

Penalty interest paid during the year: Nil

2 Commentary

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

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

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.
- Consolidation of multiple accounts from vendors where possible to improve payment processes and controls.
- Introduction of Purchase Card system in NSW Police Force. Purchase Card transactions are excluded from this information.
- Encourage use of system purchase orders to enable vendor invoices to be forwarded directly to ICS for more timely processing.

CREDIT CARD CERTIFICATION

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

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

The use of credit cards within NSW Police Force for the period 2008-09 was satisfactory and has been in accordance with the Premier's Memoranda and Treasurer's Directions.

APPENDIX 19 MATTERS ARISING FROM THE 2008-09 AUDIT

The Auditor observed that the NSW Police Force's liability for Partial and Permanent Disability benefits (PPI) increased from \$29.2 million at 30 June 2006 to \$147.3 million at 30 June 2009. NSW Police force will need to monitor its liquidity position closely to ensure it has sufficient funds to meet the increasing costs of the Scheme.

Response

NSW Police Force, in consultation with NSW Treasury, will continue to monitor the liquidity position of the Scheme to ensure sufficient funds are available to meet Scheme costs. In addition, NSW Police Force received Treasury supplementation during 2008-09 for the Scheme.

The Auditor observed that the liability for recreation leave continued to increase due to higher accumulated leave hours and wage rates. While the overall leave balance stabilised to some extent, the monetary value of the leave liability increased by 4.6 per cent from last year. A reduction of hours is noted on the accumulated leave hours for unsworn officers.

NSW Police Force implemented plans to ensure accumulated leave hours of sworn officers and unsworn officers are kept to an acceptable level. While there is some evidence of this plan reducing the total number of officers with excessive leave balances, a large number continue to carry excessive leave balances.

The NSW Police Force should continue its monitoring of leave balances while at the same time considering the impact on frontline service delivery.

Response

The main contributing factors to the increase in recreation leave liability were higher wage rates and increase in the number of sworn officers in 2008-09. NSW Police Force will continue its efforts to monitor the leave balances and reduce them to an acceptable level without compromising the service delivery.

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

There do not appear to be effective control mechanisms in place to ensure that all work performed by the service provider is completed to an acceptable level of quality or that costs billed are appropriate.

Response

NSW Police Force initiated an internal audit review of the contractual arrangements and responsibilities vested on each party during 2008-09. It is envisaged that the audit will provide reasonable assurance in relation to the operation of the contract arrangement and recommendations to overcome any weaknesses identified during the review.

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

During 2008-09, Management took measures to overcome delays and expedite the processing of claims. However, it is noted that the intended benefit from the measures implemented had not fully materialised.

NSW Police Force should assess the likelihood of expediting the recovery of outstanding claims and prioritise the resolution of claims that are deemed recoverable.

Response

NSW Police Force has made changes to processes and systems which have begun to reduce both the age and the monetary value of the workers compensation claims outstanding. Management has been actively engaged with the insurer to develop further strategies to improve the efficiency of the system and processes which has resulted in a significant reduction in claims outstanding greater than 180 days.

APPENDIX 20

LIST OF MAJOR ASSETS

Buildings:

Albury Police Station, Armidale Police Station, Ashfield Police Station, Auburn Police Station, Balmain Marine Area Command, Bathurst Police Station, Botany Bay Water Police Station, Burwood Police Station, Cabramatta Police Station, Campsie Police Station, Castle Hill Police Station, Chatswood Police Station, Dee Why Police Station, Fairfield Police Station, Goulburn College, Goulburn Police Station, Green Valley Police Station, Hornsby Police Station, Hurstville Joint Emergency Services Complex, Kogarah Police Station, Lismore Police Station, Liverpool Police Station, Maitland Police Station, Maroubra Police Station, Marrickville Police Station, Menai Police Complex, Merrylands Police Station, Mount Druitt Police Station, Muswellbrook Police Station, Newcastle Police Station, Nowra Police Station, Paddington Police Station, Parramatta Police Station, Penrith Police Station, Police Museum, Port Macquarie Police Station, Queanbeyan Police Station, Springwood Police Station, Sutherland Police Station, St Marys Police Station, Sydney Police Centre, Tamworth Police Station, Waratah Police Station, Warilla Police Station, Waterloo Police Services Centre, Wetherill Park Police Station and Wollongong Police Station.

New Buildings opened in 2008-09:

Dubbo Police Station, Orange Police Station and Wagga Wagga Police Station.

Computers, Plant and Equipment:

C@tsi System, Computer Aided Despatch System, COPS System, DEW System, Digital Radio Network, E@gle.i, IT Network, Mobile Data, Nemesis Patrol Vessel, PhotoTrac, Police Headquarters Fitout, Police Headquarters Lease, SAP Application Software and Standard Operating Environment Server.

APPENDIX 21

INSURANCE ACTIVITIES

Workers Compensation

The workers compensation insurance policy covers work place related injuries for all unsworn staff and all sworn officers recruited after 1st April 1988. For 2008-09, the workers compensation premium decreased by 11%. This was due to improvements in injury management practices.

Public Liability

The public liability insurance policy covers all claims resulting from police activities for which the NSW Police Force is legally liable. For 2008-09, the premium increased by 4%. The premium increase was due to increases in claim numbers and costs for non-bodily small claims.

Motor vehicle

The motor vehicle insurance policy covers damage to any vehicle used by NSW Police Force for authorised police operations and activities. For 2008-09, the motor vehicle premium increased by 1%. The premium increase was due to increase in fleet size and the benchmark rate for some vehicle categories.

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 2008-09, the premium remained the same as 2007-08. There was a slight decrease in declared asset values and claims costs however this did not impact on the premium. NSW Police Force continues to outperform the primary pool.

Miscellaneous

The miscellaneous insurance policy covers personal accident for volunteers, air travel and personal effects. The 2008-09 premium decreased by 4% which was due to a reduction in large claims premium across the primary pool.

APPENDIX 22 MAJOR WORKS IN PROGRESS

PROJECT	DUE FOR COMPLETION	COST TO 30/06/09 \$'000
Buildings		
Bowral Police Station	2014	99
Burwood Police Station	2011	2,591
Camden Police Station	2011	678
Glendale Police Station	2012	125
Granville Police Station	2011	5,822
Kempsey Police Station	2011	2,634
Lake Illawarra Police Station	2011	5,889
Leichhardt Police Station	2013	283
Parramatta Police Station	2015	1,157
Raymond Terrace Police Station	2011	777
Riverstone Police Station	2012	90
Windsor Police Station	2010	6,596
Wyong Police Station	2011	921
Information and Communication Technology		
Asset Confiscation System	2010	2,874
Closed Circuit TV Database & Evidence Analysis	2010	5,819
Forensic Information Management System	2010	3,283
Justicelink	2010	4,736
Mobile Data Terminal Upgrade	2010	10,945
Upgrade of Core Operating Policing System	2013	17,795
Upgrade of Information Communications Technology Equipment	2012	24,624
Plant and Equipment		
Fitout of Vehicles for Additional Police Officers	2012	484
Mobile Forensic Laboratory	2010	370

The 'Due for Completion' dates are based on the estimated completion dates published in 2009-2010 Budget Paper No. 4 and may be subject to change.

APPENDIX 23

LIST OF PUBLICATIONS

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

New publications during the 2008-09 reporting year

- Aboriginal Employment Strategy 2009-2012
- Aboriginal Employment Strategy: brochure No.1 Be a link in the Force
- Aboriginal Employment Strategy: brochure No.2 Education Pathways
- Aboriginal Employment Strategy: brochure No.3 Career Pathways
- Aboriginal Employment Strategy: brochure No.4 Aboriginal Employees Network
- Aboriginal Employment Strategy: poster
- Aboriginal Recruitment: card
- Aboriginal Recruitment: flyer
- Business Security Assessment
- Child Protection Register: brochure
- Community Capacity Building Information Sheet (Good Neighbours)
- Customer Service Charter: brochure
- Customer Service Program: poster No. 1 Customer Service Charter
- Customer Service Program: poster No. 2 Customer Service Guidelines
- Customer Service Program: poster No. 3 Customer Service Policy
- Customer Service Program Policy Statement
- Family Violence Strategy
- Firearms Registration & Surrender Amnesty: poster
- Hurstville Community Safety Expo: poster
- Mark Your Property for Easy Identification: brochure (Coffs/Clarence LAC)
- Multicultural Community Liaison Officers: poster
- Neighbourhood Watch: brochure
- National Police Remembrance Day 2008: order of service
- National Police Remembrance Day 2008: poster
- NSW Police Dog Unit Calendar
- NSW Police Dog Unit Information: brochure
- NSW Police Dog Unit: poster
- Police Victims Policy
- Residential Security Assessment
- Responsible driving: flyer (Mt Druitt LAC)
- Royal Easter Show Exhibit 2009: promotional material
- Think Before You Trek: brochure
- Trust: poster
- Volunteers in policing: brochure
- What is Domestic Violence: poster
- Workplace Equity: poster

APPENDIX 24

HERITAGE MANAGEMENT

The NSW Police Force understands how heritage sites are valued by the people of New South Wales and commits to maintaining those under our control to best of our ability. NSW police heritage sites may include old police stations and residences, lock ups, horse stables and possibly grave sites.

We're reviewing our draft heritage register which was prepared under Heritage Council guidelines.