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APPENDIX 1 NSW POLICE FORCE STAFF

SUMMARY OF TOTAL STRENGTH DETAILS AS AT 30 JUNE 2011

EMPLOYEE	2006-07	2007-08	2008-09	2009-10	2010-11
Police officers*	15,333	15,324	15,720	15,633	15,943
Administrative officers	3,814	3,837	3,770	3,700	3,687
Ministerial officers	164	158	190	183	202
TOTAL	19,311	19,319	19,680	19,516	19,832

* Includes officers on secondment to other public sector agencies

STRENGTH DETAILS (POLICE OFFICERS) AS AT 30 JUNE 2011

RANK	INTERNAL POLICE		EXTERNAL SECONDED EXTERNAL FUNDED		EXTERNAL SECONDED INTERNAL FUNDED		TOTAL	
	2009-10	2010-11	2009-10	2010-11	2009-10	2010-11	2009-10	2010-11
Executive officers*	18	20	0	0	0	0	18	20
Senior officers#	873	858	6	5	3	5	882	868
Snr Sgt & Sgt	2,935	2,902	18	17	2	2	2,955	2,921
Snr Cst & Cst & Prb Cst	11,714	12,101	56	27	8	6	11,778	12,134
TOTAL	15,540	15,881	80	49	13	13	15,633	15,943

* 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 2007		NO OF OFFICERS JUNE 2008		NO OF OFFICERS JUNE 2009		NO OF OFFICERS JUNE 2010		NO OF OFFICERS JUNE 2011	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Above 6	1	1	3	1	3	1	3	1	3	1
Level 6	2	0	1	0	0	0	0	0	0	0
Level 5	12	2	14	3	13	4	17	4	15	3
Level 4	5	3	3	2	4	2	3	1	2	1
Level 3	1	0	1	1	0	0	0	0	0	2
Level 2	0	2	0	2	0	2	0	1	0	0
Level 1	0	0	0	0	0	0	0	0	0	0
TOTAL	21	8	22	9	20	9	23	7	20	7

APPENDIX 1 NSW POLICE FORCE STAFF continued

POLICE SEPARATIONS 2010-11

RANK	RETIRE		DEATH		RESIGN		MEDICALLY UNFIT **		ANNULMENT OF APPOINTMENT		DISENGAGEMENT		DISMISSED		REMOVED - S181D ¹		TERMINATION OF CONTRACT		TRANSFER		VOLUNTARY REDUNDANCY		TOTAL		
	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	
Executive officers *	0	1	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3
Senior officers †	1	7	0	0	1	3	43	67	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	45	77
Senior sergeant and sergeant	7	13	0	3	19	20	122	167	0	0	0	0	1	0	2	0	0	0	0	4	3	0	0	155	206
Constables (all)	3	7	2	2	194	192	313	385	0	0	0	0	9	9	12	9	0	0	10	6	0	0	0	543	610
TOTAL	11	28	2	5	214	215	480	621	0	0	0	0	10	9	14	9	0	0	14	9	0	0	0	745	896

* 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.

¹ 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 2010-11

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	
	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11
Clerical	10	10	0	1	96	107	6	9	0	1	1	3	6	2	14	15	13	19	0	1	1	0	34	28	181	196
Professional	4	5	0	0	7	5	2	0	0	0	1	0	0	0	0	1	4	12	1	1	0	0	3	10	21	35
Other	5	1	0	1	41	54	2	2	0	1	3	2	0	1	5	8	3	10	0	0	0	0	23	4	82	84
Ministerial	1	3	1	0	10	8	0	1	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	12	15
TOTAL	20	19	1	2	154	174	10	12	0	2	4	6	6	3	19	27	20	41	1	2	1	0	60	42	296	330

APPENDIX 1 NSW POLICE FORCE STAFF *continued*

Trends in the representation and distribution of EEO target groups

PERCENTAGE OF TOTAL STAFF ^{1,2}

EEO TARGET GROUP	BENCHMARK OR TARGET	2006	2007	2008	2009	2010	2011
Women	50.0%	34.0%	34.0%	34.0%	34.0%	34.0%	34.3%
Aboriginal people & Torres Strait Islanders	2.0%	2.0%	2.1%	2.1%	2.2%	2.3%	2.4%
People whose first language was not English	20.0%	4.0%	5.0%	6.0%	6.0%	6.0%	7.3%
People with a disability	12.0%	2.0%	1.0%	1.0%	1.0%	1.0%	0.9%
People with a disability requiring work-related adjustment	7.0%	0.6%	0.5%	0.5%	0.4%	0.4%	0.3%

DISTRIBUTION INDEX ³

EEO TARGET GROUP	BENCHMARK OR TARGET	2006	2007	2008	2009	2010	2011
Women	100	88	90	91	93	93	94
Aboriginal people & Torres Strait Islanders	100	96	96	97	98	98	96
People whose first language was not English	100	85	84	85	85	87	87
People with a disability	100	112	113	112	112	112	114
People with a disability requiring work related adjustment	100	109	111	111	111	111	114

Source: NSW Department of Premier & Cabinet, Public Sector Workforce Profile 2011

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

APPENDIX 2 GOVERNMENT INFORMATION AND PUBLIC ACCESS

The NSW Police Force Information Access Unit (IAU), previously known as the Freedom of Information Unit, administers and fulfils the NSW Police Force's obligations under the *Government Information (Public Access) Act 2009* (GIPA). The GIPA Act replaced the *Freedom of Information Act 1989* on 1 July 2010.

Review of proactive release of government information

We continue to provide information and statistics to members of the public under proactive release (as we did prior to the commencement of the GIPA Act). This information can be accessed through the NSW Police Force website at www.police.nsw.gov.au, free of charge for all members of the public. In supporting the proactive release of government information, this website is regularly assessed for ease of access to the public.

In support of proactive release we also use a range of social media outlets including Facebook, Twitter and YouTube. We continue to review the types of information for release by assessing on a daily basis, requests received through the IAU and through other NSW Police Force channels.

Access to the IAU page is a prominent feature of the website. It may be accessed through a Google search of the words Information Access Unit; through the Services tab on the NSW Police Force website; or by clicking the link on the carousel on the home page.

Published on the IAU page are the NSW Police Force formal and informal application forms, disclosure log and links to the State Parliament website for tabled documents. We also plan to release an updated version of the most frequently asked questions, which is being reviewed.

Members of the public can access the NSW Police Force's policy and procedural documents through the About Us tab on the home page or through the IAU page. An extensive audit is underway into departmental policies and procedures with a view to making these publications, where applicable, available online. Anyone seeking information that has already been released can find it using direct links through the disclosure log.

The NSW Police Force reviews its proactive release of information in July each year and publishes the details in its annual report. This will continue to be major focus each reporting year.

The total number of GIPA applications processed this reporting year was 7,355 (excluding invalid applications).

The total number of GIPA applications where Schedule 1 to the GIPA Act has been applied was 289.

Government information access arrangements

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

Statistical information about access applications

TABLE A: NUMBER OF APPLICATIONS BY TYPE OF APPLICANT AND OUTCOME^a

	ACCESS GRANTED IN FULL	ACCESS GRANTED IN PART	ACCESS REFUSED IN FULL	INFORMATION NOT HELD	INFORMATION ALREADY AVAILABLE	REFUSE TO DEAL WITH APPLICATION	REFUSE TO CONFIRM/DENY WHETHER INFORMATION IS HELD	APPLICATION WITHDRAWN
Media	29	20	21	5	0	0	0	4
Members of parliament	8	2	1	2	1	1	0	0
Private sector business ^b	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Members of the public (by legal representative) ^b	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Members of the public (other) ^b	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Private sector business ^b	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

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

b. The NSW Police Force is only able to identify applications from the media and members of parliament. For details of the nature of applications, refer to Table B.

APPENDIX 2 GOVERNMENT INFORMATION AND PUBLIC ACCESS continued

TABLE B: NUMBER OF APPLICATIONS BY TYPE OF APPLICATION AND OUTCOME^a

	ACCESS GRANTED IN FULL	ACCESS GRANTED IN PART	ACCESS REFUSED IN FULL	INFORMATION NOT HELD	INFORMATION ALREADY AVAILABLE	REFUSE TO DEAL WITH APPLICATION	REFUSE TO CONFIRM/DENY WHETHER INFORMATION IS HELD	APPLICATION WITHDRAWN
Personal information applications ^b	143	408	0	191	48	0	2	0
Access applications (other than personal information applications)	200	499	193	110	19	0	0	0
Access applications that are partly personal information applications and partly other	347	2,522	1,212	89	56	0	5	0

- a. More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each decision.
 b. A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant.

TABLE C: INVALID APPLICATIONS

REASON FOR INVALIDITY	NO OF APPLICATIONS
Application does not comply with formal requirements (section 41 of the Act)	1,312
Application is for excluded information of the agency (section 43 of the Act)	0
Application contravenes restraint order (section 110 of the Act)	0
Total number of invalid applications received	1,312
Invalid applications that subsequently became valid applications	0

TABLE D: CONCLUSIVE PRESUMPTION OF OVERRIDING PUBLIC INTEREST AGAINST DISCLOSURE: MATTERS LISTED IN SCHEDULE 1 TO ACT

	NUMBER OF TIMES CONSIDERATION USED ^a
Overriding secrecy laws	250
Cabinet information	0
Documents affecting law enforcement and public safety	39

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

TABLE E: OTHER PUBLIC INTEREST CONSIDERATIONS AGAINST DISCLOSURE: MATTERS LISTED IN TABLE TO SECTION 14 OF ACT

	NUMBER OF OCCASIONS WHEN APPLICATION NOT SUCCESSFUL ^a
Responsible and effective government	653
Law enforcement and security	2,510
Individual rights, judicial processes and natural justice	5,102
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	43
Exempt documents under interstate Freedom of Information legislation	0

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

APPENDIX 2 GOVERNMENT INFORMATION AND PUBLIC ACCESS *continued*

TABLE F: TIMELINESS

	NO OF APPLICATIONS
Decided within the statutory timeframe (20 days plus any extensions)	7,050
Decided after 35 days (by agreement with applicant)	111
Not decided within time (deemed refusal)	194
TOTAL	7,355

TABLE G: NUMBER OF APPLICATIONS REVIEWED UNDER PART 5 OF THE ACT (BY TYPE OF REVIEW AND OUTCOME)

	DECISION VARIED	DECISION UPHELD	TOTAL
Internal review	22	92	114
Review by Information Commissioner ^{ab}	8	8	51
Internal review following recommendation under section 93 of Act	8	0	8
Review by Administrative Decisions Tribunal ^b	0	0	11
TOTAL	38	100	184

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

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

TABLE H: APPLICATIONS FOR REVIEW UNDER PART 5 OF THE ACT (BY TYPE OF APPLICANT)

	NUMBER OF APPLICATIONS FOR REVIEW
Applications by access applicants	184
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0

APPENDIX 3 INJURIES AND WORKERS COMPENSATION CLAIMS

In the last year WorkCover issued the NSW Police Force with four improvement notices, one prohibition notice and eight notices under section 62 of the *Occupational Health & Safety Act 2000* for safety concerns. The requirements of all notices have been addressed.

WorkCover has commenced two prosecution proceedings in the Industrial Relations Commission (IRC) for breaches of section 8 (1) of the *Occupational Health & Safety Act 2000*. Those matters are pending before the IRC and the NSW Police Force is responding to WorkCover on those matters.

SIGNIFICANT INJURIES BY CAUSE OF INJURY FOR SWORN STAFF WHO COMMENCED POST 1988 AND ADMINISTRATIVE STAFF

CAUSE	2006-07	2007-08	2008-09	2009-10	2010-11	DIFFERENCE 09-10 AND 10-11
Body stressing	1.77	1.39	2.57	2.56	1.73	-0.83
Being hit by moving objects	1.21	1.42	1.18	0.99	0.86	-0.13
Falls, trips & slips of a person	1.11	1.08	1.34	0.97	0.92	-0.04
Mental stress	2.23	2.20	2.65	3.25	3.04	-0.21
Other & unspecified mechanisms	0.90	1.07	1.43	1.57	1.00	-0.57
Biological factors	0.05	0.06	0.05	0.06	0.07	0.01
Chemicals & other substances	0.02	0.02	0.05	0.07	0.03	-0.04
Heat, radiation & electricity	0.02	0.01	0.00	0.01	0.01	-0.00
Sound & pressure	0.02	0.00	0.00	0.01	0.01	0.01
Hitting objects with a part of body	0.22	0.13	0.22	0.17	0.21	0.05
TOTAL	7.53	7.39	9.49	9.65	7.90	-1.75

Note: A 'significant injury' is a workplace injury that is likely to result in the worker being incapacitated for more than seven continuous calendar days. The NSW Police Force changed its insurance provider during this reporting year. Previously published figures have been revised to accord with new counting procedures. The data presented is per 100 FTE employees as obtained from the December 2010 wage declaration. These figures will not add down and across due to rounding.

WORKERS' COMPENSATION FOR SWORN STAFF WHO COMMENCED POST 1988 AND ADMINISTRATIVE STAFF

INJURY CLAIM TYPE	2006-07	2007-08	2008-09	2009-10	2010-11	DIFFERENCE	PERCENTAGE
Significant	1,178	1,215	1,574	1,630	1,368	-262	-16%
Non-significant	1,593	1,685	1,718	1,708	1,822	114	7%
TOTAL CLAIMS	2,771	2,900	3,292	3,338	3,190	-148	-4%

Note: A 'significant injury' is a workplace injury that is likely to result in the worker being incapacitated for more than seven continuous calendar days. The NSW Police Force changed its insurance provider during this reporting year. Previously published figures have been revised to accord with new counting procedures. 'Total claims' are all claims that have received a benefit payment over the reporting year. We have reported on those incidents that resulted in injuries reported to our insurer.

APPENDIX 4 STAFF DRUG AND ALCOHOL TESTING

Drug and alcohol testing supports a safe workplace

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

Testing includes:

- random drug and alcohol testing of sworn officers
- random drug and alcohol testing of students of policing
- targeted drug and/or steroid testing of sworn officers/students of policing
- mandatory testing for drugs and alcohol in circumstances required by legislation.

PROGRAM RESULTS

PROGRAM RESULTS	2009-10		2010-11	
	TYPE	POSITIVE	TYPE	POSITIVE
DRUG				
Random - sworn officers	2,309	0	3,132	0
Random - students	140	0	129	0
Targeted	13	1	19	3
SUB-TOTAL	2,462	1	3,280	3
ALCOHOL				
Random - sworn officers	15,598	5	12,883	4
Random - students	3,383	3	2,263	14
Targeted	2	2	4	3
SUB TOTAL	18,983	10	15,150	21
OTHER				
Targeted steroid	3	0	8	6
Mandatory testing	95	0	114	0
SUB TOTAL	98	0	122	6
TOTAL TESTS	21,543	11	18,552	30

APPENDIX 5 *PRIVACY AND PERSONAL INFORMATION PROTECTION ACT 1998*

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

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

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

The *Privacy and Personal Information Protection Act 1998 (PIPP)* and the *Health Records and Information Privacy Act 2002 (HRIP)* provide members of the community with legally enforceable rights and safeguards about how government agencies, including the NSW Police Force, must deal with their personal and health information. These Acts also provide police with a number of exemptions when exchanging personal information with other agencies or third parties for law enforcement or community protection purposes. We audit access to records held on COPS and other systems, and all staff are required to abide by the *Code of Best Practice for Information Management*.

To guide NSW Police Force employees in the management of personal and health information of individuals, we have created a Privacy Code of Practice and a Privacy Management Plan. These documents assist us in managing our responsibilities under the PIPP Act.

De-identified information from COPS records is provided to the NSW Bureau of Crime Statistics & Research, Australian Bureau of Statistics and other agencies for crime statistics compilation.

This reporting year 15 applications for internal review were received by our Privacy & Discrimination Unit under the provisions of Part 5, section 53 of the PIPP Act and two under the provisions of section 21 of the HRIP Act. Of these reviews, 10 applicants sought further review by the Administrative Decisions Tribunal pursuant to section 55 of the PIPP Act.

APPENDIX 6 COMPLAINTS

There was a 4.1% increase in the number of complaints received since last year, largely due to a processing backlog.

Continued streamlining of the complaint management system and further reviews of our practices and policies has led to a significant improvement in complaint investigation timeliness. This reporting year more than 85% of complaints against police officers were successfully resolved with the complainant without needing a formal investigation.

We continue to review how we manage police complaints; have improved the release of complaint information in accordance with procedural fairness and government policy; and our management systems now presume in favour of remedial approaches to managing the conduct of police officers.

In line with the introduction of the Customer Service Charter last reporting year, we have recognised the need to change the way the NSW Police Force records and works through complaints. This reporting year we introduced two new complaint categories: *Academic misconduct* and *Customer service related issues*. Complaints where one or more of the following issues have been recorded are now recorded as Customer service related:

- Customer service not provided
- Fail or delay attendance to incident
- Fail to identify name, station, registration number, etc.
- Fail to provide appropriate victim support
- Fail to provide appropriate support for vulnerable people
- Improper treatment, including failure to provide necessities
- Inadequate customer service
- Incivility/rudeness/verbal abuse
- Inconsiderate timing
- Inconsiderate/insensitive/uncooperative behaviour
- Mistreatment of visitors
- Neglect of duty/duty of care
- Threats/intimidation (not assault/excessive force)
- Unprofessional conduct (customer service)

For further information about the extent and main features of the complaints we have received refer to the table: Issues raised in complaints received (on page 88).

APPENDICES

APPENDIX 6 COMPLAINTS continued

ISSUES RAISED IN COMPLAINTS RECEIVED

CATEGORY	2006-07	2007-08	2008-09	2009-10	2010-11	%DIFFERENCE BETWEEN 2009-10 AND 2010-11
Academic misconduct (new category)	n/a	n/a	n/a	n/a	53	n/a
Arrest	133	135	124	136	156	14.7%
Corruption/misuse of office	379	332	406	330	380	15.2%
Custody	161	124	160	151	154	2.0%
Customer service related (new category)	n/a	n/a	n/a	n/a	1,615	n/a
DNA evidence and sampling	1	1	0	2	2	0.0%
Drugs (other than searches or evidence matters)	89	118	122	83	100	20.5%
Evidence	203	143	171	184	174	-5.4%
Failure to observe corporate standards	35	33	32	62	64	3.2%
False complaint	14	2	12	11	5	-54.5%
Harassment and discrimination	332	265	370	344	360	4.7%
Investigations	814	653	813	962	1,104	14.8%
Local management issues	3,175	3,069	2,971	2,682	1,611	-39.9%
Misconduct	198	176	193	223	179	-19.7%
Misuse of information and information systems	425	412	464	406	377	-7.1%
Other criminal act or omission (not specified elsewhere)	225	291	318	292	323	10.6%
Property and exhibits	208	203	233	201	209	4.0%
Prosecution	241	175	243	282	329	16.7%
Searching	101	70	123	117	120	2.6%
Service delivery	1,298	1,044	1,371	1,511	794	-47.5%
Theft/misappropriation	62	68	50	71	51	-28.2%
Traffic offences	88	102	122	112	108	-3.6%
Unreasonable use of force (including assault)	609	582	661	569	551	-3.2%
Untruthfulness/lying/dishonesty	188	199	193	230	147	-36.1%
Use of corporate resources	71	89	110	91	98	7.7%
TOTAL	9,050	8,286	9,262	9,052	9,064	0.1%

Note: Extracted from c@ts.i at 30 June 2011 and include complaints from both staff and members of the community. A complaint may contain a number of issues. In 2010-11 there were 5,516 complaints made against police officers. These contained 9,064 separate issues or allegations, 21.6% of which were sustained.

The data listed under Service delivery and Local management issues are no longer comparable to previous years due to the introduction of the *Customer service related category*.

Previous published figures are revised as new complaints are received and entered onto the system.

APPENDIX 7 ASSUMED IDENTITIES

This reporting year 153 assumed identities were approved, 83 assumed identities cancelled and none were refused

The *Law Enforcement & National Security (Assumed Identities) Act 2010* authorises the approval and use of assumed identities by police officers and other law enforcement agencies in New South Wales for the purpose of official duties.

In accordance with the Act an audit of assumed identities was conducted in relation to the NSW Police Force assumed identities for the 2010 - 2011 reporting year. The general nature of the duties performed using the assumed identities are 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 RESPONSE TIMES

We answer calls within a reasonable time

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

CONTACTS	2006-07	2007-08	2008-09	2009-10	2010-11
Triple Zero (000)	674,052	706,202	865,306	830,710	797,415
PAL (131 444)	506,604	518,200	519,458	497,401	499,514
Hold up alarms	19,035	16,789	10,729	6,905	4,004
Alarms (for alarm companies)	63,720	64,020	26,028	2,455	1,493
Crime Stoppers (1800 333 000)	35,967	40,592	48,510	46,412	53,328
Customer Assistance Unit (1800 622 571)	18,620	17,458	25,216	23,929	23,770
Police Switchboard (9281 0000)	181,215	155,088	146,732	128,379	111,254
Missing Persons Unit After Hours (1800 025 091)	205	293	281	297	280
Injury Management Hotline (1800 996 336)	N/A	N/A	669	436	289
Child Wellbeing Unit	N/A	N/A	N/A	19,271	34,522
TOTAL	1,499,418	1,518,642	1,642,929	1,556,195	1,525,869

Source: *PoliceLink telephony systems*

Note: These figures do not include phone calls and face to face visits made to police stations and in the field. Decreases in calls from alarm monitoring companies are a result of changes to procedures between the NSW Police Force and alarm companies, including a direct access service freeing up Triple Zero (000).

APPENDIX 9 LEGISLATIVE CHANGES

The *Anti-Money Laundering and Counter-Terrorism Financing Act 2006* (Cth) was amended on 3 March 2011 to enable certain further information about threshold transaction reports and international funds transfer instructions reports to be admissible as evidence in court or tribunal proceedings.

The *Child Protection (Offenders Registration) Act 2000* was amended on 1 November 2010. The definitions of class 1 offence and class 2 offence in section 3 (1) of the Act were amended to include offences involving child sex tourism and other sex offences.

The *Child Protection (Offenders Registration) Act 2000* was amended on 3 March 2011 to enable the NSW Police Force to disclose information to, and receive information from the Office of the Public Guardian about registrable persons.

The *Child Protection (Offenders Registration) Regulation 2009* was amended on 15 October 2010. The amendments state certain offences to be class 1 offences and certain other offences to be class 2 offences under the *Child Protection (Offenders Registration) Act 2000*.

The *Companion Animals Regulation 2008* was amended on 18 February 2011. The amendments exempt greyhounds from being muzzled in certain circumstances. If a greyhound has successfully completed an approved greyhound re-training program and wears an approved collar when it is in a public place, the greyhound is exempt from the requirement in section 15 of the *Companion Animals Act 1998* to have a muzzle securely fixed on its mouth.

The *Crimes Act 1900* was amended on 17 September 2010 to make further provision with respect to the possession, production and dissemination of child pornography and abuse material.

The *Crimes Act 1900* was amended on 23 June 2011 to provide for mandatory life sentences to be imposed on persons convicted of murdering police officers. A life sentence is a sentence for the term of the person's natural life without release on parole.

On 10 September 2010 the *Crimes Act 1900* was amended to ensure that covert search warrants may continue to be granted until a national covert search warrant scheme is adopted.

The *Crimes (Sentencing Legislation) Amendment (Intensive Correction Orders) Act 2010* commenced on 1 October 2010. The amendments abolished periodic detention orders as being a sentencing option in New South Wales and made provisions for a new sentencing option; intensive correction orders.

The *Crimes (Sentencing Procedure) Act 1999* was amended on 14 March 2011. The amendments relate broadly to factors to be taken into account in relation to sentencing. Secondly, the Act was amended to provide for the aggregation of sentences.

The *Crimes (Serious Sex Offenders) Act 2006* was amended on 7 December 2010. The amendments make it clear that where an offender is serving cumulative sentences (for certain offences) an application may be made for an extended supervision order or a continued detention order, regardless of the sequence in which the cumulative sentences were imposed.

The *Crimes (Serious Sex Offenders) Act 2006* was amended on 7 December 2010. The amendments provide for victims to be notified of applications under the Act and that they be given an opportunity to make a statement. Further, the amendments extend the definition of "serious sex offence" and expand the matters to which the Supreme Court must have regard when determining applications for extended supervision orders and continuing detention orders.

The *Criminal Assets Recovery Act 1990* was amended on 10 September 2010 to provide for unexplained wealth orders as a means of recovery of criminal assets by the NSW Crime Commission.

The *Criminal Case Conferencing Trial Regulation 2008* was amended on 10 December 2010. The amendments extend the operation of the trial scheme to proceedings in respect of an indictable offence for which a court attendance notice was filed on or after 1 May 2008 but before 1 July 2011.

The *Criminal Case Conferencing Trial Regulation 2008* was further amended on 30 June 2011. The amendments further extend the operation of the trial scheme to proceedings in respect of an indictable offence for which a court attendance notice was filed on or after 1 May 2008 but before 1 July 2012.

The *Criminal Code Regulation 2002* (Cth) was amended on 8 April 2011. As a result, 4-methylmethcathinone, benzylpiperazine, ketamine and methcathinone are now controlled drugs and border controlled drugs. Phenylpropanolamine is now a controlled precursor and a border controlled precursor.

The *Criminal Procedure Act 1986* was amended on 1 November 2010. The amendments extended the meaning of "offence involving violence" in section 94 of the Act.

The *Criminal Procedure Regulation 2010* was amended on 3 December 2010. The amendments make a number of changes to the operation of the forum sentencing program.

APPENDIX 9 LEGISLATIVE CHANGES continued

The *Criminal Procedure Regulation 2010* was amended on 30 June 2011. The amendments extend, until 1 July 2012, the operation of the trial scheme which allows prosecutors to give short briefs of evidence to defendants in certain circumstances and not at all in certain other circumstances.

The *Evidence Act 1995* was amended on 14 January 2011. The amendments provide for the recognition in NSW courts of self-incrimination certificates and self-incrimination disclosure certificates given under certain laws of other jurisdictions.

The *Evidence Act 1995* was amended on 21 June 2011 to provide that if a journalist has promised not to reveal an informant's identity, the journalist (and their employer) will not be compelled to disclose the informant's identity in any proceedings in a NSW court, unless the court determines otherwise in accordance with a specified public interest test.

The *Firearms Regulation 2006* was amended on 11 February 2011. The amendments enable people to lawfully possess or use imitation antique firearms (other than antique revolvers) without a permit issued under the *Firearms Act 1996*.

The *Health Services Act 1997* and the *Criminal Procedure Act 1986* were amended on 30 July 2010 to create two new offences relating to ambulance officers. The offences are that of obstructing an ambulance officer and obstructing an ambulance officer by an act of violence.

The *Law Enforcement (Powers and Responsibilities) Act 2002* was amended on 7 June 2011 to enable police to direct an intoxicated person to move on from a public place. Prior to the amendment, such directions could only be given to an intoxicated person who was in a group of three or more intoxicated persons.

The *Law Enforcement and National Security (Assumed Identities) Act 2010* commenced on 29 September 2010. The Act reflects the national approach that has been developed for acquiring and issuing false identity documents for use in cross border criminal investigations and implementing witness protection programs.

On 20 May 2011 the *Police Powers (Controlled Operations) Act 2006* of Tasmania was included in the list of corresponding laws for the purposes of the *Law Enforcement (Controlled Operations) Act 1997*. The amendments mean that the protections provided to NSW police when operating under the NSW Act are extended to controlled operations that are authorised by or under the Tasmanian Act.

On 1 June 2011 the *Liquor Amendment (Special Licence Conditions) Regulation 2011* commenced substituting the list of licensed premises that are subject to special licence conditions under Schedule 4 to the *Liquor Act 2007*.

The *Local Court Rules 2009* were amended on 29 October 2010. The amendments provide for additional methods by which a person may be served with certain documents. The amendments are particularly important in relation to serving an inmate of a correctional centre with an application or court attendance notice.

The *Local Government Act 1993* was amended on 7 December 2010. The definition of "alcohol prohibited area" has been amended so that the power to confiscate and tip out alcohol may be exercised in an area in which the drinking of alcohol is prohibited by a notice under section 632 of the *Local Government Act* regardless of whether that area is situated in the precinct or area to which a precinct or community event liquor accord under the *Liquor Act 2007* applies.

The *Motor Vehicle Repairs Act 1980* was amended on 31 January 2011. The amendments provide for police officers to enter premises and conduct examinations in relation to stolen motor vehicles (including parts and accessories) if they suspect a contravention of Part 2AA of the *Road Transport (Vehicle Registration) Act 1997* or the regulations made under that Part. Many new offences have been provided for in Part 2AA of the Act and Part 6A of the *Road Transport (Vehicle Registration) Regulation 2007*.

The *Police Act 1990* and the *Police Regulation 2008* were amended on 1 November 2010 to make provision for the appointment of police officers from other Australian jurisdictions as recognised law enforcement officers in New South Wales. Previously, such persons would have been appointed as special constables.

The *Police Regulation 2008* was amended on 3 December 2010. The amendments enable initial screening tests to be conducted on samples of urine that have been provided for the purpose of random drug testing of police officers.

The definitions of vehicle under the *Road Transport (General) Act 2005* and the *Road Transport (Safety and Traffic Management) Act 1999* (the Acts) were extended on 3 March 2011. The amendments mean that tracked vehicles (such as bulldozers and tractors) and vehicles on runners inside endless tracks are vehicles for the purposes of the Acts.

On 1 July 2010 the *Road Transport (Vehicle Registration) Act 1997* was amended to, among other things, enable photographs taken by certain approved camera devices to be tendered and used in evidence for certain offences involving unauthorised vehicle use (such as the use of an unregistered or uninsured vehicle).

APPENDIX 9 LEGISLATIVE CHANGES continued

The *Surrogacy Act 2010* commenced on 1 March 2010. The Act created a number of offences that may be dealt with before the local court. The offences prohibit commercial surrogacy arrangements, the advertising of commercial surrogacy arrangements and the disclosure of information relating to surrogacy arrangements.

The *Telecommunications (Interception and Access) Act 1979* (Cth) was amended on 23 March 2011. The amendments enable an authorised officer of the NSW Police Force to authorise the disclosure of telecommunications data when the disclosure is relevant to the location of a person who is the subject of a missing person's report. The amendments also enable the NSW Police Force to apply for a stored communications warrant to access the stored communications of a victim of a serious contravention without that person's consent.

On 9 July 2010 the *Weapons Prohibition Act 1998* and the *Firearms Act 1996* were amended. The amendments include additions to the list of prohibited weapons, new offences relating to the manufacture of prohibited weapons and amended bail presumptions.

APPENDIX 10 SIGNIFICANT JUDICIAL DECISIONS

Wainohou v State of NSW [2011] High Court of Australia 24

On 23 June 2011, the High Court held, by majority, that the *Crimes (Criminal Organisations Control) Act 2009* was invalid.

Under Part 2 of the Act, the Commissioner could apply to an eligible judge for a declaration against a particular organisation. If a declaration was made, the Commissioner could apply under Part 3 of the Act to the Supreme Court to make interim and then final control orders in relation to members of the organisation. Controlled members commit a criminal offence if they associate with one another and are prevented from working in specified occupations.

Section 13 (2) of the Act provided that no reasons need be given for making a declaration. The jurisdiction of the Supreme Court to make control orders was enlivened by the decision of an eligible judge to make a declaration. The majority said that, in those circumstances, the absence of an obligation to give reasons for the declaration after what may have been a contested application was repugnant to, or incompatible with, the institutional integrity of the Supreme Court. Because the validity of other parts of the Act relied on the validity of Part 2, the whole Act was declared invalid.

The High Court rejected other challenges to the Act. The Solicitor General has provided advice on the issues raised by the High Court which is currently being considered by the NSW Attorney General.

Commissioner of Police v Sleiman & AVS Group of Companies Pty Ltd & Ors [2011] NSW Court of Appeal 21

The NSW Court of Appeal delivered its decision in relation to the 'special advocate' issue in security licence matters. The appellants were seeking a ruling to allow them to have a special advocate to represent their interests and to have access to confidential material and closed hearings in the Administrative Decisions Tribunal (ADT) proceedings. The appellants also raised a constitutional challenge: that the confidentiality provisions in the *Security Industry Act 1997* are unconstitutional because the ADT may be prevented from publishing full reasons for their decision, thus are capable of operating so as to prevent the effective exercise of Supreme Court's supervisory jurisdiction. The Attorney General opposed the constitutional pleading. Sackville AJA, with Allsop P and Handley AJA agreeing, has ruled in the Commissioner's favour by finding:

1. The ADT has the power, with the approval of the Commissioner, to appoint an *amicus curiae* or special advocate type person to assist itself in its deliberations but the advocate is not appointed by nor acts in the interests of the applicant.
2. The ADT is entitled to ask the Commissioner to approve disclosure of the criminal intelligence on which he relies, and to "ask the Commissioner to give reasons in confidence for any refusal, to evaluate any such reasons and to bring any doubts or misgivings about the refusal to the Commissioner's attention" [paragraph 202]. The consequences of this finding are not discussed in the judgement, but it at least clarifies that the Commissioner is not obliged to respond to an applicant's request to disclose material.
3. The confidentiality provisions in the *Security Industry Act 1997* are not unconstitutional in that they do not deny the power of the Supreme Court to grant relief in respect of a jurisdictional error by the ADT, ie. the provisions do not amount to a privative clause, and indeed the *Administrative Decisions Tribunal Act 1997* explicitly preserves the jurisdiction of the Supreme Court. The Supreme Court would have access to the full reasons for a decision, even though the appellant would not. Sackville AJA agreed that it would be difficult for an applicant to invoke the jurisdiction of the Supreme Court where they did not have access to full reasons for a decision – or perhaps were not even aware that confidential material was being relied on and therefore remains unaware the published decision is not complete however the difficulty is no greater than those facing an applicant who has been given no reasons at all for an administrative decision. The applicants sought leave to appeal to the High Court but were refused.

APPENDIX 11 INTERNAL AUDIT

During 2009-10 the NSW Police Force Audit & Risk Committee was restructured in accordance with Treasury guidelines. The year ending 30 June 2011 was the first full year of operations under Treasury Circular NSW TC 09/08 Internal Audit & Risk Management Policy. The committee consists of an independent chair, an independent member and an executive member appointed by the Commissioner of Police.

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

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

Internal Audit & Risk Management Statement for the 2010-11 Financial Year for NSW Police Force

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

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

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



A P Scipione APM
Commissioner of Police

APPENDIX 11 INTERNAL AUDIT continued

Internal audits and reviews

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

The unit completed six audits and six consultancies for 2010–11 including:

- accounts payable and purchasing
- Information Security Management System – access (logical) control
- overtime
- police rosters
- police to pay towing contracts
- workers compensation claims processing
- providing advice for the Enterprise Risk Management Project framework and processes
- providing advice on the development of the Compliance Program
- providing advice on the Fraud & Corruption Policy and Plan
- providing advice for the NSW Government Licensing System (GLS) Services Agreement
- providing advice on the risks and controls for the Systems & Processes Working Party of the Global Savings Project
- providing advice on the risks and controls for the Accounts Payable Automation Project.

The recommendations from these audits and consultancies have resulted in improved compliance with legislation and our own guidelines; better accountability; and improved internal controls to assist in the achievement of business objectives.

External audits and reviews

During the year the Audit Office of NSW issued one performance audit report that related to the NSW Police Force's operations.

- The effectiveness of cautioning for minor cannabis offences

This review assessed whether cautioning diverts minor cannabis offenders from the courts and helps reduce their cannabis use. The review found that over the last 10 years, the NSW Police Force has used cautioning to divert over 39,000 minor cannabis offenders from the courts, saving at least \$20 million in court costs. The review also found that people cautioned for minor cannabis offences are less likely to reoffend than those dealt with by the courts.

APPENDIX 12 SENIOR EXECUTIVE SERVICE

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



NAME	Andrew Phillip Scipione APM
POSITION	Commissioner of Police
SES LEVEL	8 (1 September 2007 – present)
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2011	\$453,232 per annum

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

KEY ACHIEVEMENTS

1. Secured further reductions in the incidence of crime through strategic management of staff and resources.
2. Led community efforts to curb antisocial behaviour and alcohol related harm by delivering public safety messages and a high visibility policing presence.

3. Engaged with agencies within and outside government to ensure there was productive early intervention with people at risk of committing or becoming victims of crime.
4. Ensured clear standards of officer performance and customer service through the application of a range of corporate planning, reporting and accountability mechanisms.
5. Provided oversight of counter terrorism and disaster planning to ensure an effective law enforcement response to emergencies.
6. Continued to develop a cadre of future police leaders through their structured participation in the Police Leadership Centre.
7. Managed expenditure responsibly and in keeping with budget and government expectations.

Signed: The Hon Michael Gallacher MLC,
Minister for Police & Emergency Services



NAME	Catherine Judith Burn APM
POSITION	Deputy Commissioner Corporate Services
SES LEVEL	7 (28 July 2010 - present)
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2011	\$339,430 per annum

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

KEY ACHIEVEMENTS

1. Oversaw the realignment of Corporate Services, which included the introduction of Shared Services. This resulted in a greater customer focus with less duplication to ensure the frontline, and those who provide specialist and corporate support to the frontline, have the skills, capacity, resources and knowledge they need to successfully carry out the work of reducing crime and creating safer communities in New South Wales.
2. Oversaw the delivery of major initiatives aimed at injury prevention and management, which give a suite of options for

improved return to work outcomes for injured police. This included the introduction of load bearing vests, thigh holsters, Fatigue Management Guidelines and supportive management training for supervisors.

3. Oversaw the review of the organisation's Information & Communication Technology (ICT), the development of a governance framework and a business-led technology strategy which is focussed on innovation and mobile technology.
4. As Corporate Spokesperson for Customer Service, managed the continued development of customer service initiatives including the Community Awareness of Policing Program, the expanded use of social media, the Commissioner's Customer Service Excellence Awards, community engagement strategies as well as the Mystery Shopper program. These initiatives have led to increased confidence in the services provided by the NSW Police Force.

Signed: A P Scipione APM, Commissioner of Police

APPENDICES



NAME
POSITION
SES LEVEL
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2011

Naguib (Nick) KALDAS APM
Deputy Commissioner, Specialist Operations
7 (1 March 2008 – present)
\$339,430 per annum

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

KEY ACHIEVEMENTS

1. Oversaw the enhancement of specialist command support for operational police across New South Wales and worked collaboratively with other law enforcement agencies in the development of multi-jurisdictional responses to organised crime. In particular, provided strategic direction for the creation of Operation Polaris, a joint waterfront operation targeting serious and organised criminal activity at sea cargo terminals.

2. As the Corporate Spokesperson for Cultural Diversity, continued to foster cultural diversity within NSW Police Force as well as drive the organisation's engagement with the community on cultural and linguistically diverse issues.
3. Continue to embed the new operational model of the Commissioner's Advisory Council on Culturally Responsive Policing, including the oversight of the public consultation and caucus components.
4. Provided strategic oversight of the implementation of the Security Licensing Enforcement Directorate (formerly the Security Industries Registry) which incorporated the ICAC recommendations and government reform agenda associated with the Security Licensing & Enforcement strategies.
5. Continued to contribute to driving counter terrorism strategies and legislation at a national level as the NSW Police Force representative on the National Counter Terrorism Committee and the Cabinet Committee on Counter Terrorism.

Signed: A P Scipione APM, Commissioner of Police



NAME
POSITION
SES LEVEL
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2011

David John Owens APM
Deputy Commissioner, Field Operations
7 (1 December 2007 - present)
\$339,430 per annum

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

KEY ACHIEVEMENTS

1. Provided strategic leadership to the Field Operations Command, which included the six regions (80 LACs), the Major Events & Incident Group and Traffic Services Branch.
2. Provided oversight of crime, people and financial management, state and regional operations and programs in Field Operations, which has seen falling or stable crime rates across all major crime categories.

3. As State Emergency Operations Controller (SEOCON), coordinated New South Wales' whole of government response to various bushfire and flood emergencies in partnership with the NSW State Emergency Service, including planning and oversight of the interstate emergency deployment of NSW police officers to the Queensland floods and international deployments to New Zealand and Japan.
4. Continued to provide strategic direction to police engagement with mental health providers and clients, which achieved national and international recognition for advances in the provision of training in mental health issues for police.
5. Worked closely with other agencies to ensure a successful whole of government approach to alcohol related crime.

Signed: A P Scipione APM, Commissioner of Police



NAME Peter Barrie
 POSITION Commander Operational Communications & Information Command
 SES LEVEL 5 (1 December 2010 – present)
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2011 \$262,667 per annum

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

KEY ACHIEVEMENTS

1. Delivered continued improvement to police communications through the Radio Communications Maintenance Program. This included establishing a state of the art communications centre in Lake Illawarra, eliminating seven radio black spots and converting analogue radio networks to digital.
2. Finalised implementation of the VIEW Programme, which delivered enhanced capability to allow central storage of images for major crime investigations through integration with the e@gle.i system.
3. Represented police on a number of national committees, including the

Law Enforcement & Security Radio Spectrum Committee. Advocated for law enforcement agencies to have access to radio spectrum to facilitate mobile broadband capability.

4. Delivered enhancements to the computer aided dispatch system, freeing up police radio time for urgent response.
5. Provided enhanced communications in support of major operations, including deployments to New Zealand to assist after the earthquake. This involved the rapid deployment of 300 digital radios that could access the New Zealand radio network in support of the entire Australian policing contingent.

Signed: N Kaldas APM, Deputy Commissioner Specialist Operations



NAME Gregory Wayne Burgoyne
 POSITION Director, Finance & Business Services
 SES LEVEL 5 (8 September 2010 – present)
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2011 \$291,350 per annum

The following is a statement of performance for Gregory Burgoyne.

KEY ACHIEVEMENTS

1. Provided effective management of Finance & Business Services in line with corporate directions.
2. Led the continued implementation of an effective strategic property review and the construction of new police properties at Lake Illawarra, Kempsey and Granville.
3. Provided strategic oversight in the development of the Fleet Management System to maximise fleet asset utilisation and to deliver a more efficient service.

4. Managed and reviewed the budget through the provision of cost effective management accounting, budget policy and reporting; financial accounting and systems, taxation compliance and statutory reporting.
5. As the Chief Financial Officer, represented the NSW Police Force on the Senior Reference Group and the Vehicle Standards Committee.

Signed: C J Burn APM, Deputy Commissioner Corporate Services



NAME Paul Anthony Carey APM
 POSITION Commander, Professional Standards Command
 SES LEVEL 5 (3 March 2008 - present)
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2011 \$262,667 per annum

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

KEY ACHIEVEMENTS

1. As the Corporate Spokesperson for Professional Standards, implemented Project Lancaster to improve decision making with a focus on fairness, transparency and responsibility.
2. Continued to develop the implementation of the *Ethical Health Strategy* to ensure ethics is embedded in all facets of policing.

3. Improved focus and performance in people management and human resources within the Professional Standards Command.
4. Continued a personal commitment to driving the achievement of the State Plan within the Professional Standards Command.
5. Continued to develop and promote products and services that help strengthen the professional conduct standards of the NSW Police Force.

Signed: N Kaldas APM, Deputy Commissioner Specialist Operations

APPENDICES



NAME Alan John Clarke APM
POSITION Commander, Major Events & Incidents Group
SES LEVEL 5 (21 October 2009 - present)
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2011 \$262,667 per annum

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

KEY ACHIEVEMENTS

1. Oversaw the integration of the NSW Police Firearms Registry, Operational Programs, Drug & Alcohol Coordination and Alcohol Licensing Enforcement Command into the Major Events & Incidents Group.
2. As Corporate Spokesperson for TASER and Firearms Regulation, oversaw high level governance and audit procedures for both projects.
3. Worked closely with the NSW Department of Premier & Cabinet and other agencies to ensure coordinated delivery of services for major

events, including New Years Eve, the Sydney Gay & Lesbian Mardi Gras, as well as the Bathurst 1000 and Homebush V8 Supercar Races.

4. Led the planning for the interstate emergency deployment of NSW police officers to the Queensland floods, and international deployment responding to the Christchurch earthquake.
5. Worked with police regions to develop local and statewide crime operations under Operation Vikings, achieving over 50,000 proactive shifts.

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 2011 \$262,667 per annum

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

KEY ACHIEVEMENTS

1. Provided effective crime, people and financial management within the North West Region.
2. As the Corporate Spokesperson for vulnerable communities, continued to chair the Disability Advisory Council and participated in formulating the future direction of the council and a number of policies relating to vulnerable people within our community.
3. Effectively managed and implemented region-wide Operations Countdown and Raider, both addressing property crime and antisocial behaviour. Both operations were instrumental in

securing substantial decreases in the crime categories of break, enter and steal and assault (non domestic violence) while promoting increased police proactivity.

4. As the Senior Responsible Business Owner for COPS modernisation, managed the delivery of enhancements to the COPS system and the statewide rollout of WebCOPS™. Continued as the chair of the COPS Senior User Group prioritising the COPS enhancements.
5. As North West Metropolitan District Emergency Operations Controller oversaw significant incident and emergency responses across the district.

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 2011 \$262,667 per annum

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

KEY ACHIEVEMENTS

1. Strengthened the capability of the NSW Police Force to provide a safe and secure New South Wales through quality training, education and development and implemented an accountability framework to ensure command targets are delivered.
2. Successfully delivered Class 311 with 713 students of the Constable Education Program attesting, and oversaw the development of problem based learning into the Constables Education Program.
3. Continued to develop the Police Leadership Centre at Richmond to deliver world class executive leadership programs, and delivered the Civilian Indicator Project to ensure non-sworn staff could adequately track their development.
4. Effectively lead the Probationary Constable Review Panel and ensured appropriate, fair and equitable systems were put in place.
5. As chair of the NSW Police Academic Board, administered in excess of 200 accredited internal programs and five vocationally accredited courses to ensure all staff received world class training.

Signed: C J Burn APM, Deputy Commissioner Corporate Services



NAME Peter Edward Dein APM
 POSITION Commander, Counter Terrorism & Special Tactics Command
 SES LEVEL 5 (3 March 2008 – present)
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2011 \$262,667 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. Maintained strong community links through the Counter Terrorism Business Liaison Unit, Community Contact Unit and Protection Programs Unit to ensure the provision of counter terrorism services, including security for places of mass gatherings, critical infrastructure and national icons.
3. Continued support in the resolution of high risk incidents, rescue efforts and deployment of a spectrum of dog assets across the state of New South Wales.
4. Continued the counter terrorism investigative efforts in New South Wales with the Australian Federal Police, Crime Commission, ASIO.
5. Enhanced investigative support capability as the NSW Police Force representative on the National Counter Terrorism Committee - Investigative Support Capability Coordination Sub Committee and other committees.

Signed: N Kaldas APM, Deputy Commissioner Specialist Operations



NAME Michael John Fuller APM
 POSITION Commander, Southern Region
 SES LEVEL 5 (1 December 2010 – present)
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2011 \$262,667 per annum

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

KEY ACHIEVEMENTS

1. Provided effective financial management and control of the Southern Region budget, including the implementation of a number of human resource strategies that have significant financial impact.
2. Implemented the introduction of the Recognised Law Enforcement Officer legislation and associated processes. This incorporated the lead role in cross state boundary liaison and the specifically related education and training issues.
3. Ensured the maintenance of high level incident and emergency response capability across the Southern Region, as the district emergency operations controller for the Illawarra, Monaro, Murray, Riverina and Southern Highlands emergency management districts. A significant focus of the implementation was the clustering of districts emergency management areas.
4. Improved the efficiency, consultation and time management of decision making processes for uniform standards, as the corporate spokesperson for Uniform Standards.
5. Represented the NSW Police Force on the Royal Humane Society Awards board, ensuring the appropriate recognition for the people of New South Wales in respect to acts of bravery.

Signed: D Owens APM, Deputy Commissioner Field Operations

APPENDICES



NAME Peter Gallagher APM
POSITION Commander, Western Region
SES LEVEL 5 (1 December 2010 – present)
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2011 \$262,667 per annum

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

KEY ACHIEVEMENTS

1. Provided effective crime, people and financial management in the Western Region.
2. As Corporate Spokesperson for Aboriginal Issues, continued to focus on a number of projects including the inter-agency responses to *Closing the Gap* and *Keep them Safe*. Continued the Aboriginal Cultural Awareness Training for local police.
3. As the Corporate Spokesperson for Rural Crime, introduced a new governance structure to better coordinate rural crime investigators, their training and the intelligence provided to them.

- A new reporting regime will ensure proper governance briefings to a proposed new Pastoral & Agricultural Crime Working Party.
4. Introduced three new emergency management areas to Western Region and coordinated, with the assistance of the Department of Premier & Cabinet and Emergency Management NSW, the training and development of members of the new District Emergency Management Committees.
 5. As the District Emergency Management Officer for Western Region, led a team to assist combat agencies to coordinate responses to major flooding across the Region over a three and a half month period.

Signed: D Owens APM, Deputy Commissioner Field Services



NAME Clair Sharon Hodge
POSITION General Counsel
SES LEVEL 5 (11 April 2011 – present)
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2011 \$275,000 per annum

The following is a statement of performance for Ms Hodge.

KEY ACHIEVEMENTS

1. Provided effective leadership to the lawyers within the Office of the General Counsel to ensure timely and accurate legal advice on civil law matters to all levels of the organisation.
2. Reviewed current practices within the Office of the General Counsel to improve the manner in which lessons were learnt from civil legal matters and were reported back to the organisation to continually improve practices and procedures.

3. Provided strategic oversight to the provision of external legal services by NSW Police Force law firm panel members to ensure quality advice was obtained in the most cost effective manner.
4. Participated in the implementation of recommendations arising from the whole of government review of legal services expenditure, conducted by the Department of Attorney General & Justice NSW.

Signed: C J Burn APM, Deputy Commissioner Corporate Services



NAME David William Hudson APM
POSITION Commander, State Crime Command
SES LEVEL 5 (3 March 2008 – present)
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2011 \$262,667 per annum

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

KEY ACHIEVEMENTS

1. Provided strategic oversight of the management and investigation of serious and organised crime, in line with the NSW Government State Plan priority to reduce rates of crime and antisocial behaviour.
2. Worked collaboratively with other law enforcement agencies to develop and promote best practice in the investigation of organised crime, including the development of multi-jurisdictional information sharing and cross border investigation protocols, including Operation Polaris, a joint waterfront operation targeting serious and organised criminal activity at

- New South Wales sea cargo terminals.
3. As Chair of the Detectives' Board, contributed to detectives' recruitment, retention and training.
 4. Promoted the professional development of detectives to reflect contemporary law enforcement strategies, through sponsorship of the Expert Referral Team and the Detectives Education Program.
 5. Implemented the integration of the Security Licensing Enforcement Directorate (formerly the Security Industries Registry) under the corporate realignment of 2010, incorporating ICAC recommendations and government reform agenda associated with the Security Licensing & Enforcement strategies.

Signed: N Kaldas APM, Deputy Commissioner Specialist Operations



NAME Mark Oswell Jenkins APM
 POSITION Commander, Human Resources
 SES LEVEL 5 (28 July 2010 – present)
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2011 \$262,667 per annum

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

KEY ACHIEVEMENTS

1. Realignment of Human Resources Command with the former Safety Command, Workforce Relations & Strategy and Workforce Management into an integrated command focused on providing a support service to all HR customers.
2. Oversaw significant ongoing improvement in the Human Resource policy framework and closer alignment of this framework to the needs of operational police officers.
3. Drove the implementation of incremental improvements to the promotion system within the current legislative framework.
4. Improved reporting, programs, management systems and training in terms of safety systems and planning, equity, supportive leadership program (extended to cover inspectors), Well Check Program (now to include superintendents) and Physical Training Instructors Program (extended across the state).
5. Developed and implemented the *Horizon Program*, a talent management program for our senior staff.

Signed: C J Burn APM, Deputy Commissioner Corporate Services



NAME Jeffrey Allen Loy APM
 POSITION Commander, Forensic Services Group
 SES LEVEL 5 (28 July 2010 – present)
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2011 \$262,667 per annum

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

KEY ACHIEVEMENTS

1. Oversaw the delivery of forensic service and forensic evidence management to maximise robotics technology and provide a long term sustainable framework for forensic analysis demand.
2. Provided leadership and support for improved business processes across several disciplines, which has resulted in efficiencies including a record number of fingerprint identifications.
3. Worked collaboratively with state, national and international law enforcement, criminal justice and scientific agencies to pursue reform in policy, procedures and use of systems. This collaboration included the Disaster Victim Identification (DVI) Team response to the Christchurch earthquake.
4. Provided ongoing project sponsorship to drive business and technical improvements for information exchange between criminal justice agencies.
5. Implementation of a computerised Exhibits Management System to frontline police.

Signed: N Kaldas APM, Deputy Commissioner Specialist Operations



NAME Kenneth Christopher McKay APM
 POSITION Commander, Special Services Group
 SES LEVEL 5 (28 July 2010 – present)
 TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2011 \$262,667 per annum

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

KEY ACHIEVEMENTS

1. Managed and enhanced the technical resources and capabilities of the Special Service Group to deliver a greater level of support to police throughout the state.
2. Managed improvements in the NSW Police Force response to marine related crime and criminals using the marine environment.
3. Managed the delivery of special technical equipment to the field for police to self deploy technology to best serve their investigations and operations.
4. Continued to lead planning discussions for the relocation of Special Service Group branches from Zetland in 2010-11.
5. Led the development of the *Special Service Group Strategic Plan 2010-15*. Strategic themes were developed to increase service delivery and meet future technology, criminal methodology and investigative demands.

Signed: N Kaldas APM, Deputy Commissioner Specialist Operations

APPENDICES



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 2011 \$262,667 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. Implemented a region strategic plan with a focus on event and traffic management, alcohol related crime, youth crime and repeat offenders.
3. Oversaw a number of operations within the region aimed at reducing crime and fear of crime. This included Strike Force Amarak targeting repeat offenders and crime hotspot locations;

4. Currently involved with a number of projects as the Corporate Spokesperson for Custody & Corrections. These include Juvenile Remand Working Group and the Audio Video Link technology working party. Completed several corporate projects including a comprehensive review of police bail enforcement practises across the state.

Signed: D Owens APM, Deputy Commissioner Field Operations



NAME Mark John Murdoch APM
POSITION Commander, Central Metropolitan Region
SES LEVEL 5 (29 August 2010 – present)
TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2011 \$262,667 per annum

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

KEY ACHIEVEMENTS

1. Provided strong and effective crime, people and financial management of the Central Metropolitan Region.
2. Continued to deliver high impact, proactive policing operations across the region targeting alcohol related crime, antisocial behaviour and repeat offenders.
3. Implemented the Central Metropolitan Region Traffic Plan, which is aimed at not only improving the region's traditional response to road safety, but being innovative in the way we train, develop and deploy our people to better target crime of all types.

4. As the Corporate Spokesperson for Domestic & Family Violence, led the development of strategies to improve the level of protection and support police provide victims and their families by cutting red tape and making it easier and less confronting for victims to engage in the judicial process.
5. As the Corporate Spokesperson for Emergency Management, chaired the State Emergency Management Committee Working Group charged with making recommendations concerning the boundaries of the States Emergency Management Districts and the roles and responsibilities of both local and district emergency management committees.

Signed: D Owens APM, Deputy Commissioner Field Operations



NAME

POSITION

SES LEVEL

TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2011

Julie Mary Roberts

Chief Information Officer, Business & Technology Services

5 (3 October 2006 – present)

\$245,795 per annum

The following is a statement of performance for Ms Roberts.

KEY ACHIEVEMENTS

1. Ensured the provision of support for more than 200 systems. Coordinated improvement to systems and processes, including the protection of systems against external network attacks; continued the modernisation of the COPS system and the completion of testing of WebCOPS™; and enabled systems to comply with legislative changes.
2. Oversaw the progressive replacement of IT equipment to ensure police systems and tools are effective and available 24 hours a day including replacement of the SAP (HR/Finance) infrastructure and upgrading networks including those with external agencies.

3. Oversaw numerous programming enhancements to existing computer systems and the continued deployment of mobile data terminals mounted in police vehicles.
4. Supervised provision of appropriate BTS input, support, infrastructure and implementation services for projects being managed by Operational Communications & Information Command and Forensic Services Group.
5. Drove the implementation of expenditure savings plans that resulted from the NSW whole of government review of Information, Communication & Technology expenditure.

Signed: C J Burn APM, Deputy Commissioner Corporate Services



NAME

POSITION

SES LEVEL

TOTAL REMUNERATION PACKAGE AS AT 30 JUNE 2011

Carlene Anne York APM

Commander, Northern Region

5 (28 July 2010 – present)

\$262,667 per annum

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

KEY ACHIEVEMENTS

1. Oversaw the successful business case for and launch of Central Coast ADVICE, an integrated domestic violence victims' support service for the Central Coast.
2. Managed the policing response to several public order incidents including major protests and community events, and emergency management events, including a major flood in the Northern Rivers area.
3. Continued to drive the application of position management principles and injury management processes leading to significantly increased operational capacity as a result of additional positions, reduced sick leave and improved human resource practices.

4. As Corporate Spokesperson for Youth, developed strong partnerships with external agencies including, but not limited to NSW Commission for Children & Young Persons (CCYP) and Department of Education (DET) collaborating in projects including The Middle Years and Proud Schools to improve the policing response to young people.
5. As Corporate Spokesperson for Women in Policing, influenced and participated in activities pertinent to women in policing to foster corporate standing on areas effecting women. These include uniform committee, internal and external awards, involvement with Australia New Zealand Policing Advisory Agency (ANZPAA), and various women in policing events and conferences.

Signed: D Owens APM, Deputy Commissioner Field Operations

APPENDIX 13 RESEARCH AND DEVELOPMENT

TABLE 1 COMPLETED PROJECTS

NSW POLICE FORCE INVOLVEMENT COMPLETED	OTHER AGENCIES INVOLVED	FUNDING AND STATUS
Improving insect based technology for minimum death time estimates in forensic investigations in Australia	University of Wollongong, Victorian Institute of Forensic Medicine, CSIRO Entomology, Australian Federal Police, Victoria Police	Australian Research Council linkage project. NSW Police Force contribution \$20,000, plus in kind support
Mentoring and leadership for women	Nil	NSW Police Force scholarship. Police funding \$5,000
The functional significance of motor laterality in dogs	The University of Sydney, Guide Dogs NSW/ACT	Australian Research Council and partner agencies. Police funding \$15,000 over life of project
Agent based simulation of a multi-queue emergency services call centre to evaluate resource allocation	University of Newcastle	Masters project. In kind support. No police funding
Evaluation of Diploma of Policing Practice mental health curriculum	University of New England and Charles Sturt University	PhD project. In kind support. No police funding
Police and magistrate perceptions of the <i>Young Offenders Act</i>	Charles Sturt University	Charles Sturt University small project grant. In kind support. No police funding
Resilience in operational policing: The influence of organisational factors on police commitment, challenge and control	University of Western Sydney	Masters project. In kind support. No police funding
Use of khat among Horn of Africa communities in Australia	University of Queensland	National Drug Law Enforcement Research Fund. In kind support. No police funding
Policing public opinion	Sydney University Institute of Criminology	In kind support. No police funding
Evaluation of psychological testing in NSW Police Force selection and recruitment	University of NSW	Masters project. In kind support. No police funding
The validation and extension of mRNA multiplex kit of the forensic examination of human body fluids	University of Amsterdam	In kind support. No police funding
Development of a glass refractive index and elemental composition database	University of Technology Sydney	In kind support. No police funding
Comparison of hair mounting media	University of Technology Sydney	In kind support. No police funding
A survey of glass on the headwear and head hair of random man	University of Technology Sydney	In kind support. No police funding
A criminalistic approach to biological evidence: Trace DNA and volume crime offences	University of Technology Sydney, Victoria Police, Australian Federal Police	PhD project. In kind support. No police funding
Effects of biological decontamination on the recovery of critical forensic evidence	University of Technology Sydney, Australian Nuclear Science and Technology Organisation (ANSTO)	PhD project funded by ANSTO. In kind support. No police funding
Development of a validated protocol for environmental sampling of bacterial spores from contaminated crime scenes	Emergency Management Australia	PhD project. In kind support. No police funding
Forensic applications of infrared spectral imaging	University of Technology Sydney	PhD project. In kind support. No police funding
Mental health frequent presenters Phase 1	University of NSW, NSW Ambulance Service, NSW Health	NSW Criminal Justice Agencies and NSW Health. No police contribution this reporting year
The recovery of marks from items contaminated with the body fluids from decomposing cadavers	University of Amsterdam	Masters project. In kind support. No police funding
Plural policing: Policing sporting events, a comparative study of public/private policing interactions at major sporting events	University of NSW	PhD project. In kind support. 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, Australian Federal Police, South Australian Police	Australian Research Council and partner agencies. In kind support. No police funding
Exploring the role of police officers in early childhood settings: Creating a meaningful connection with the community	Macquarie University	In kind support. No police funding

APPENDIX 13 RESEARCH AND DEVELOPMENT continued

TABLE 2 CURRENT PROJECTS

CURRENT PROJECTS	OTHER AGENCIES INVOLVED	FUNDING AND STATUS
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. Project on hold. In kind support. No police funding
Serial sex crimes in Australia: A comparative study of profiling patterns	Queensland University of Technology	PhD project. Project on hold. In kind support. No police funding
Homicide Investigation Manual	Charles Sturt University	Charles Sturt University and NSW Police Force. Police contribution \$5,700 this reporting period
People with mental health disorders and cognitive disability in the criminal justice system	Justice Health, Corrective Services NSW, NSW Council for Intellectual Disability, Housing NSW, University of NSW, NSW Juvenile Justice	Australian Research Council and partner agencies. Police contribution \$60,000 over life of project
Perceptions of criminal justice system workers in regard to people with mental health disorders and cognitive disability	University of NSW	PhD project. Linked to previous project. In kind support. No police funding
Police leadership in the 21st century: Redesigning roles and practices	Charles Sturt University, Australian National University, Western Australia Police, University of Otago, Police Association of NSW	Australian Research Council linkage project. Police contribution \$50,000 per annum over three years
Resilience among NSW Police Force	The Australian National University	Linked to previous project. Police contribution \$100,000 per annum over three years
Portable miniaturised capillary electrophoresis device for rapid forensic DNA profiling	Griffith University, Flinders University, Australian Federal Police, Forensic Science South Australia, South Australia Police	Australian Research Council and partner agencies. In kind support plus \$15,000 over three years
Examining the effects of the NSW Police Force Community Engagement Model	University of Western Sydney	Police contribution \$22,000
Homicide solvability	Bond University	PhD project. In kind support. No police funding
Learning in early career police	University of Wollongong, Charles Sturt University	PhD project. In kind support. No police funding
Police community relations – Macquarie Fields	University of New England, Charles Sturt University	PhD project. In kind support. No police funding
Safety in the heavy vehicle industry: A collaborative response	University of Sydney, National Transport Corporation, Australian Transport Safety Bureau, Queensland Transport, DiagnoseIT Pty Ltd	Australian Research Council and partner agencies. In kind support. No police funding
Biometrics vulnerability assessment project	National Security Science & Technology Branch, Biometrics Institute, University of Canberra	Funded by Department of Prime Minister & Cabinet. In kind support. No police funding
Evaluation of simulated leadership training exercises using the Hydra suite of programs	Charles Sturt University	PhD project. In kind support. No police funding
Policing alcohol and illicit substance misuse among Aboriginal and Torres Strait Islander people in metropolitan environments	Australian Institute of Criminology	National Drug Law Enforcement Research Fund. In kind support. No police funding
Customer service provision at the front line	Charles Sturt University	Funded by Charles Sturt University. In kind support. No police funding
Space, policy and professional practice: An analysis of child wellbeing policies in the professional practice areas of education, health and policing	Charles Sturt University	PhD project. In kind support. No police funding
Forensic platform technologies for drug testing	Flinders University, Australian Federal Police, South Australia Police, Forensic Science South Australia, National Institute of Forensic Science	Australian Research Council and partner agencies. In kind support. No police funding
Making demonstrably reliable forensic voice comparison a practical everyday reality in Australia	University of NSW, Australian Federal Police, National Institute of Forensic Science, Queensland Police	Australian Research Council and partner agencies. In kind support. No police funding
The use of titanium dioxide suspension with a blood agent and sulfosalicylic acid for the development of latent and blood marks	University of Technology Sydney	Honours project. In kind support. No police funding

APPENDICES

APPENDIX 13 RESEARCH AND DEVELOPMENT continued

TABLE 2 CURRENT PROJECTS CONTINUED

CURRENT PROJECTS	OTHER AGENCIES INVOLVED	FUNDING AND STATUS
The validation of a new formulation of fluorescein for the development of marks in blood	University of Western Sydney	Honours project. NSW Police Force Aboriginal Grant, plus in kind support
The use of alternative metals for the development of fingermarks in the vacuum metal deposition chamber	University of Technology Sydney	Honours project. In kind support. No police funding
Reducing violence in groups - Phase 1: School Anti-Bullying Program	University of Western Sydney	Attorney-General's Department Countering Terrorism Sub-Committee. In kind support. No police funding
The path to radicalisation	University of Western Sydney	Attorney-General's Department Countering Terrorism Sub-Committee. In kind support. No police funding
The history of policing terrorism in Australia (New South Wales)	Nil	Recurrent budget activity
Investigative thinking styles	Queensland University of Technology	PhD project. In kind support. No police funding
Mental health frequent presenters to police: Who are they and what can we do	University of NSW	PhD project. In kind support. No police funding
Experiences of female officers in the NSW Police Force	University of Sydney Business School	Honours project. In kind support. No police funding
Women in the NSW Police Force 1980-2010: Has 30 years really made a difference?	Charles Sturt University	In kind support. No police funding

APPENDIX 14 OVERSEAS TRAVEL

OPERATIONAL TRAVEL 2010-11

NAME/POSITION	PURPOSE	COUNTRY
Two officers	Investigative inquiries	United States
Two officers	Investigative inquiries	United States
Two officers	Investigative inquiries	United States
One officer	Investigative inquiries	United States
One officer	Investigative inquiries	United States
Two officers	Investigative inquiries	New Zealand
Two officers	Investigative inquiries	New Zealand
One officer	Investigative inquiries	New Zealand
One officer	Investigative inquiries	New Zealand
Two officers	Investigative inquiries	Vietnam
Two officers	Investigative inquiries	Philippines
One officer	Investigative inquiries	Thailand
Two officers	Extradition	New Zealand
Two officers	Extradition	Syria
Two officers	Extradition	Indonesia
Two officers	Extradition	Italy
Two officers	Extradition	India
122 officers	Deployment	New Zealand

APPENDIX 14 OVERSEAS TRAVEL continued

NON-OPERATIONAL TRAVEL 2010-11

NAME/POSITION	PURPOSE	COUNTRY
Dr Bill Allender	Conference	Norway, Germany and United Kingdom
Senior Sergeant Shannon Armstrong	Conference	United States
Detective Inspector Gary Ballard	Special Olympics Torch Run	Greece
Chief Inspector Hamed Baqaie	Conference	New Zealand
Inspector Mark Carrick	Training	India
Assistant Commissioner Alan Clarke	Conference	United States
Assistant Commissioner Denis Clifford	Training	Republic of Korea
Detective Superintendent Peter Cotter	Conference	New Zealand
Senior Sergeant Michael Steggles and Sergeant Andrew Grace	Training	New Zealand
Inspector Jeff Conly and Senior Sergeant John McCulloch	Conference	New Zealand
Ms Taryn Crighton	Training	United Kingdom
Assistant Commissioner Peter Dein	Conference	United States and United Kingdom
Sergeants Milad El-Kazzi and Andrew McKellar	Conference	United States
Ms Lisa Gordon and Mr Timothy Fayle	Conference	United States
Assistant Commissioner Wayne Gordon	Training	United Kingdom
Sergeant Bradley Graham	Training	New Zealand
Detective Sergeant Justin Hallett	Training	Thailand
Detective Sergeant Justin Hallett and Detective Senior Constable Kelly Moorhouse	Training	Belgium, Denmark and Turkey
Detective Superintendent Brett Henderson	Research	United States
Assistant Commissioner Dave Hudson and Detective Superintendent Mick Plotecki	Training	Malaysia
Assistant Commissioner Dave Hudson and Detective Superintendent Mick Plotecki	Training	Philippines
Assistant Commissioner David Hudson, Detective Superintendent John O'Reilly and Chief Superintendent Wayne Benson	Training	United States
Mr Jeffrey Hugel	Conference	New Zealand
Sergeant Matt Ireland	Research	Canada
Deputy Commissioner Nick Kaldas	Training	United States
Detective Sergeant Chris Laird	Research	United States and United Kingdom
Detective Senior Sergeant Andrew Layhe	Training	New Zealand
Detective Sergeant Richard Long	Training	New Zealand
Assistant Commissioner Jeff Loy	Training	United States
Acting Inspector Paul Martinic	Deployment	China
Detective Superintendent Mark Noakes	Conference	Netherlands
Superintendents Peter McErlain and Geoff McKechnie	Training	India
Inspector Kirsten McFadden	Agency visit	United Kingdom
Senior Sergeant Ben Millington	Deployment	New Zealand
Detective Superintendent Luke Moore and Detective Inspector Bernhard Janssen	Conference	New Zealand
Senior Sergeant Gerard O'Connor	Conference	United States
Detective Inspector Caroline O'Hare	Conference	Singapore
Superintendent John O'Reilly and Detective Inspector Caroline O'Hare	Conference	Israel and United Kingdom
Deputy Commissioner David Owens	Staff visit	Solomon Islands
Deputy Commissioner Dave Owens and Assistant Commissioner Alan Clarke	Staff visit	New Zealand

APPENDICES

APPENDIX 14 OVERSEAS TRAVEL continued

NAME/POSITION	PURPOSE	COUNTRY
Detective Inspector Russell Oxford	Training	New Zealand
Ms Jennifer Placanica, Ms Lisa Graves, Mr Alex Mitchell and Mr Gregory Pankhurst	Deployment	New Zealand
Detective Inspector Mark Porter	Training	Singapore
Detective Sergeant Grant Prosser	Training	United States
Mr Tony Raymond	Conference	France and Austria
Superintendent Robert Redfern	Training	United Kingdom
Superintendent Robert Redfern	Training	India
Senior Sergeants Colin Richards and Brad Delaney and Special Constable Alastair Maclean	Training	Canada, Germany
Reverend Peter Robinson	Conference	New Zealand
Ms Nicole Rose	Conference	New Zealand
Detective Inspector Ian Rotsey, Sergeant Brad Robinson and Senior Constable Roger Gough	Agency visit	Russia
Commissioner Andrew Scipione	Conference	Netherlands
Commissioner Andrew Scipione and Chief Superintendent Adam Whyte	Staff visit	Lord Howe Island
Commissioner Andrew Scipione and Chief Superintendent Adam Whyte	Staff visit	New Zealand
Superintendent Craig Sheridan	Training	Qatar
Detective Chief Inspector Andrew Slattery and Inspector Mark Hargreaves	Research	United States
Superintendent John Stapleton	Conference	United Arab Emirates
Superintendent John Stapleton	Training	United Kingdom
Detective Inspector James Stewart	Training	South Korea
Special Constables Keith Stewart and Mark McNicol	Training	Germany
Superintendent Mark Sweeney	Conference	United States
Superintendent Mark Sweeney	Conference	France
Senior Sergeant Paul Taylor	Conference	Canada
Mr Kevin Testa	Conference	New Zealand
Sergeant Ed Van Dyk	Conference	New Zealand
Senior Sergeant Kristy Walters	Secondment	France
Leading Senior Constables Matthew Warwick and David Cole	Training	United Kingdom
Detective Senior Constable Martin Webb	Training	United Kingdom
Superintendent Mick Willing	Research	United States
Senior Constables Stephen Wye and Lincoln Kilpatrick	Training	New Zealand
Superintendent Gary Worboys	Training	New Zealand
Detective Sergeant Steven Yapp	Training	New Zealand
Assistant Commissioner Carlene York	Training	Canada
Assistant Commissioner Carlene York, Superintendent Peter Thurtell and Inspector Tracy Chapman	Staff visit	Lord Howe Island
One officer	Training	United Kingdom

APPENDIX 15 CONSULTANTS

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

There was one consultant engaged to review all information and communication technologies for the NSW Police Force. The cost was \$181,700.

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

The consultants were engaged to assist with the following services:

- Review of the Firearms Registry business processes. The cost was \$38,640.
- Financial and management services. The cost was \$9,200.
- Efficient and effective exchange of information between the courts and police. The cost was \$8,000.

APPENDIX 16 ASSET PURCHASE AND PROTECTION

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

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

APPENDIX 17 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	86	104,418	121,019
December	99	79	101,070	127,836
March	99	90	133,428	148,853
June	99	88	163,217	186,103

Creditors payment performance is based on document date.

1(B) CREDITORS AGED ANALYSIS AS AT 30 JUNE 2011

QUARTER	CURRENT \$'000	BETWEEN 30 AND 60 DAYS OVERDUE \$'000	BETWEEN 60 AND 90 DAYS OVERDUE \$'000	MORE THAN 90 DAYS OVERDUE \$'000
September	13,568	27	30	10
December	16,261	9	(1)	(4)
March	13,652	358	2	(6)
June	6,305	(74)	0	(6)

The above information is extracted from the Aged Accounts Payable Analysis as at September and December, 2010 and March and June, 2011. 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 the Shared Services (SS) division 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 the NSW Police Force. Purchase Card transactions are excluded from this information.
- Encourage use of system purchase orders to enable vendor invoices to be forwarded directly to SS for a 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 the NSW Police Force for the period 2010-11 was satisfactory and has been in accordance with the Premier's Memoranda and Treasurer's Directions.

APPENDIX 18 MATTERS ARISING FROM THE 2010-11 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 \$284 million at 30 June 2011. The NSW Police Force will need to monitor its liquidity position closely to ensure it has sufficient funds to meet the increasing costs of the Scheme.

Response

The NSW Police Force, in consultation with NSW Treasury, will continue to monitor the liquidity position of the Scheme to ensure sufficient funds are available to meet Scheme costs. In addition, the NSW Police Force received Treasury supplementation during 2010-11 for the Scheme.

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

The NSW Police Force has advised that an Award amendment would be implemented whereby the employee will only receive the difference between the PPD and TPD amount. Management have implemented this Award amendment which also requires a further authority to be signed by all parties.

Response

The NSW Police Force has implemented this Award amendment whereby the employee will only receive the difference between the PPD and TPD amount.

The Auditor observed that a significant portion of accounts receivables relates to a single debtor, Allianz until 01 April 2011 (Employers Mutual Limited (EML) managed new claims from 01 January 2011 and took over the outstanding Allianz portfolio claims from 01 April 2011), for worker compensation claims. The majority of amounts owing relate to significant delays in processing workers compensation claims lodged by the NSW Police Force.

The NSW Police Force should conduct a detailed review of its workers compensation claims processing to better understand the causes, and to implement strategies to minimise delays. It's understood that some of the causes may relate to a staff's lack of or limited understanding of the workers compensation requirements. The NSW Police Force needs to ensure the new insurer is meeting its contractual obligation of timely processing of recoupments.

Response

The NSW Police Force has made changes to processes and systems in 2009. The introduction of an online wage recoup in the SAP system, and process streamlining within the administrative staff has occurred. The coordination of the workers compensation functions has now been allocated to the Employee Compensation Claims Unit which is a specialised unit for workers' compensation recoupments.

The Auditor observed that the liability for recreation leave increased compared to prior years. The monetary value of the leave liability at 30 June 2011 was \$198 million, an increase of 5% from last year. The actual entitlements hours have increased by 84,759 and decreased by 22,044 hours respectively for sworn and unsworn officers.

The NSW Police Force is actively managing this issue however there are still a high number of officers who have excessive annual leave balances at 30 June 2011. The NSW Police Force should continue its efforts in managing excessive leave balances and continuously reassess the effectiveness of its existing strategies.

Response

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

APPENDIX 19 INSURANCE ACTIVITIES

Workers Compensation

The workers compensation insurance policy covers work place related injuries for all unsworn staff and all sworn officers recruited after 1 April 1988. For 2010-11, the workers compensation premium increased by 83%. This was due to increase in wages and claim numbers.

Public Liability

The public liability insurance policy covers all claims resulting from police activities for which the NSW Police Force is legally liable. For 2010-11, the premium increased by 12%. 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 2010-11, the motor vehicle premium increased by 0.5%. The premium increase was due to an increase in fleet size and claims experience.

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 2010-11, the premium increased by 0.3%. The premium increase was due to increase in declared asset values.

Miscellaneous

The miscellaneous insurance policy covers personal accident for volunteers, air travel and personal effects. The 2010-11 premium increased by 11% mainly due to an increase in claims costs.

APPENDIX 20 PROPERTY DISPOSALS

In 2010-11 the NSW Police Force sold seven properties for a total of \$2.093 million nett.

SITE	PROCEEDS \$ MILLION
174 Wallace St, Braidwood	0.392
4 Queen St, Boorowa	0.170
41 Sladen St, Henty	0.050
21-23 Plunkett St, Yerong Creek	0.093
4 Sea St, West Kempsey	0.447
9 Devon St, Berkeley	0.428
242 Watkins Rd, Wangi Wangi	0.513

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

There was no family or business association between any of the buyers and the person responsible for approving disposal.

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

All properties disposed of in 2010-11 were sold in accordance with government policy. Documents relating to property disposal may be accessed under the *Government Information (Public Access) Act 2009*.

APPENDIX 21 MAJOR WORKS IN PROGRESS

PROJECT	DUE FOR COMPLETION	COST TO 30/06/11 \$'000
BUILDINGS		
Bowral Police Station	2015	226
Burwood Police Station	2012	15,624
Coffs Harbour Police Station	2015	251
Deniliquin Police Station	2014	133
Digital CCTV in Police Station Charge Areas	2015	3,491
Glendale Police Station	2014	816
Gosford Police Station	2012	6,000
Hurstville JESC Air Conditioning Upgrade	2012	54
Hurstville JESC Lift Upgrade	2012	347
Lake Illawarra Police Station	2012	18,016
Leichhardt Police Station	2014	2,414
Liverpool Police Station	2014	5,721
Manly Police Station	2014	3,594
Moree Police Station	2013	2,761
Parkes Police Station	2013	978
Parramatta Police Station	2015	1,539
Prisoner Handling Upgrades at 14 Locations	2015	7,655
Raymond Terrace Police Station	2012	11,990
Riverstone Police Station	2014	1,125
Sydney Police Centre Lift Upgrades	2012	201
Tenterfield Police Station	2012	130
Tweed Heads Police Station	2014	848
Walgett Police Station	2013	559
Wyong Police Station	2012	12,024
Zetland Relocation	2012	5,216
INFORMATION AND COMMUNICATION TECHNOLOGY		
Computer Aided Dispatch Phase 2	2012	800
Forensic and Exhibit Information Management System	2012	2,400
Global Savings Project	2012	724
In Car Video Refresh	2012	2,740
Interface with Justicelink Online Judicial System	2012	6,644
Online Injury Management System	2012	321
Police Education Centre	2012	643
Police Rostering System Upgrade	2012	665
Upgrade of Core Operating Policing System	2012	33,617
Upgrade of Information Technology Equipment Phase 2	2014	12,828
SAP Consolidation Rationalisation, Upgrade Planning Study	2012	537
PLANT AND EQUIPMENT		
Fitout of Vehicles for Additional Police Officers	2013	2,858
Mobile Number Plate Recognition System Roll Out	2012	4,683
Rollout of Tasers to First Response Police	2013	5,401

The 'due for completion' dates are based on the estimated completion dates published in 2011-2012 Budget Paper No. 4 and may be subject to change.

APPENDIX 22 ENVIRONMENTAL REPORTING

We're reducing our impact on the environment

This financial year the NSW Police Force Headquarters (PHQ) in Parramatta captured more than 45 tonnes of paper and cardboard waste for recycling, which equates to around 145 cubic metres of landfill. We have a recycling scheme in place and we purchased more than 543 recycled toner cartridges and thousands of reams of recycled paper this year.

Initiatives are in place at PHQ to introduce more energy efficient lighting, reduce the operating hours of air conditioning equipment and reduce underground car park lighting levels. Movement sensors have been introduced in certain areas and a Power Saver program has also been implemented at the Sydney Police Centre.

Green vehicle management

The Cleaner, Greener Fleet Plan aims to reduce emissions in greenhouse gases. We have a higher proportion of four cylinder vehicles in the police fleet, 52% compared with 38% last year. Compared with last year, we increased our use of E10 fuel by 338%.

With over 10,746 vehicle maintenance activities undertaken each year, vendors engaged to provide these services are required to ensure that the disposal of engine waste is done in an environmentally friendly manner.

Almost 2.2 million rounds of training ammunition are recycled each year

Training ammunition consists of brass casings that can be reused up to six times. Around five tonnes of expired brass primers and casings are sorted and recycled each year. In addition, more than 26 tonnes of lead in spent projectiles is recycled.

A virtual weapons system was introduced to the Police Academy in January 2010 as a further tool to enhance the training of students in firearms. The system supplements dry fire and live fire components of student training.

APPENDIX 23 ANNUAL REPORT PRODUCTION COSTS

The 2010-11 NSW Police Force Annual Report was produced by the Public Affairs Branch.

The total production cost was \$8,826 (exclusive of GST). This included design, printing and legal consultation to ensure the NSW Police Force met all legislative reporting requirements.

To reduce production costs in accordance with Premier's Memorandum 98/04, the NSW Police Force produced 40 copies of the NSW Police Force Annual Report 2010-11. Further copies can be produced on request, using internal resources.

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



HONOURS & AWARDS

COMMISSIONER'S AWARDS

Commissioner's Valour Award (VA)

Awarded to sworn police for acts of exceptional bravery while on duty.

Det Cst WA Crews (awarded posthumously)

Commissioner's Commendation – Courage

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

Aboriginal Community Liaison Officer SL Kirby

Cst JP Baker

Cst AG Gardiner

Cst PE Parker

Snr Cst BP Jackson

Snr Cst GW Morgan

Sgt IL Findley

Commissioner's Commendation – Community Service

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

Supt PJ O'Brien

Commissioner's Certificate of Merit

Awarded to officers for exceptional performance of duty.

Prb Cst TJ Roberts

Cst J Blanchard

Cst CJ Elliott

Cst CD Macrae

Cst BI Power

Snr Cst JA Cowling

Snr Cst JC Garland

L/Snr Cst PJ Richards

L/Snr Cst MJ Smith

Sgt AJ Geddes

NSW Police Diligent & Ethical Service Medal

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

1,576 Medals and Clasps approved for serving police officers.

106 retrospective NSW Police Diligent & Ethical Service Medals were approved.

NSW Police Diligent & Ethical Service Medallion

Awarded to administrative officers for 10 years of diligent and ethical service.

A numbered lapel badge is awarded for each additional five years of diligent and ethical service.

665 NSW Police Medallions and lapel badges.

Five retrospective NSW Police Diligent & Ethical Service Medallions were approved.

Commissioner's Long Service Award

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

489 Commissioner's Long Service Awards.

AUSTRALIAN HONOURS & AWARDS

Commendation for Brave Conduct

Snr Cst SA Ford

Snr Cst AM Maxwell

Sgt GN West

Australian Police Medal (APM)

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

Insp AK Clarke

Ch Supt S Cullen

Det Supt MA Lanyon

Sgt PG Lonergan

Insp N McDonald

Supt SG Smith

Supt DE Swilks

Det Supt D Wallace

OTHER HONOURS & AWARDS TO MEMBERS OF THE FORCE

Royal Humane Society of NSW

Bronze Medal

Awarded for bravery in rescue situations.

Snr Cst DS Dillon

Snr Cst DL Penny

L/Snr Cst DR Moore

Certificate of Merit

Awarded for meritorious actions in rescue situations.

Snr Cst J Cornes

Snr Cst JKP Kain

Det Sgt AM Brazzill

Snr Sgt RK Lawson

Royal Life Saving NSW

NSW Police Award

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

Cst T Bulpett

Cst M Corfield

Cst J Higgs

Cst C Miller

Cst N Moore

Cst K Trembath

Cst D Walker

Snr Cst G Baker

Snr Cst P Benfield

Snr Cst K Brooks

Snr Cst AM Cook

Snr Cst M Cowden

Snr Cst J Kef

Snr Cst A Kendall

Snr Cst P McCann

Snr Cst J Mildenhall

Snr Cst D Murray

Snr Cst I Tucker

Snr Cst A Weatherley

Snr Cst M Werren

Snr Cst DJ Wills

D/Snr Cst C Ornatowski

L/Snr Cst K Hector

L/Snr Cst A Sangalang

Sgt D Watson

GLOSSARY

- ABS** Australian Bureau of Statistics
- ACLOs** Aboriginal community liaison officers
- ADT** Administrative Decisions Tribunal
- AFP** Australian Federal Police
- AGD** Attorney-General's Department
- AIC** Australian Institute of Criminology
- AIPM** Australian Institute of Police Management
- ALEC** Alcohol & Licensing Enforcement Command
- AM** Member of the Order of Australia
- ANPR** Automated number plate recognition
- ANSTO** Australian Nuclear Science & Technology Organisation
- ANZPAA** Australia New Zealand Policing Advisory Agency
- ANZPAA NIFS** Australia New Zealand Policing Advisory Agency National Institute of Forensic Science
- APM** Australian Police Medal
- ASIO** Australian Security Intelligence Organisation
- ATM** Automated teller machine
- BM** Australian Bravery Medal
- BOCSAR** Bureau of Crime Statistics & Research
- BTS** Business & Technology Services
- c@ts.i** Complaints Management System
- CAD** Computer Aided Dispatch
- CALD** Culturally and linguistically diverse
- CAPI agent** Commercial agent or private inquiry agent
- CAPP** Community Awareness of Policing Program
- CCRP** Commissioner's Advisory Council on Culturally Responsive Policing
- CCTV** Closed circuit television
- CCYP** Children & Young Persons
- CET** Commissioner's Executive Team
- COMPASS** Command Performance Accountability System
- COPS** Computerised Operational Policing System
- CSU** Charles Sturt University
- CTH** Commonwealth
- DAL** Division of Analytical Laboratories
- DAGJ** Department of Attorney General & Justice
- DET** Department of Education & Training
- DNA** Deoxyribonucleic acid, or a set of genetic blueprints
- DV** Domestic violence
- DVI** Disaster Victim Identification
- EAPS** The NSWPF Ethnic Affairs Priorities Statement
- EEO** Equal employment opportunity
- EOCs** Emergency operation centres
- FBI** Federal Bureau of Investigation
- FOI** Freedom of information
- FSG** Forensic Services Group
- FTE** Full time equivalent
- GIPA** *Government Information (Public Access) Act 2009*
- GRN** Government Radio Network
- GST** Goods and Services Tax
- HR** Human resources
- HRIP** *Health Records and Information Privacy Act 2002*
- HVP** High visibility policing
- HWP** Highway patrol
- IAU** Information Access Unit
- ICAC** Independent Commission Against Corruption
- ICS** Internal Customer Services
- ICT** Information & Communication Technology
- IPROWD** Indigenous Policing Recruitment Out West Delivery
- IRC** Industrial Relations Commission
- ISSN** International Standard Serial Number
- IT** Information technology
- JIRT** Joint Investigation Response Team
- JRU** JIRT Referral Unit
- LAC** Local area command
- LEPRA** *Law Enforcement (Powers & Responsibilities) Act 2002*
- LiDAR** Light detection and ranging: an optical remote sensing device that measures distance to a target
- MAC** Marine Area Command
- MCLO** Multicultural community liaison officer
- MERIT** Magistrates Early Referral into Treatment
- MHIT** Mental Health Intervention Team
- MPSP** Multicultural Policies & Services Program
- NATA** National Association of Testing Authorities
- NIFS** National Institute of Forensic Science
- NSCSP** National Survey of Community Satisfaction with Policing
- NSWPF** NSW Police Force
- OMCG** Outlaw motorcycle gang
- PAL** Police Assistance Line
- PCA** Prescribed concentration of alcohol
- PHQ** Police Force Headquarters
- PIPP Act** *Privacy & Personal Information Protection Act 1998*
- PORS** Public Order & Riot Squad
- PPD** partial and permanent disability
- PSES** Police Senior Executive Service
- PSM** Public Service Medal
- RES** Region Enforcement Squad
- REVS** Register of Encumbered Vehicles
- RTA** Roads and Traffic Authority
- SAP** NSW Police Force's electronic finance and human resource management system
- SCICP** Special Commission of Inquiry into Child Protection
- SEOCN** State Emergency Operations Controller
- SOPs** Standard operating procedures

SPA State Property Authority

SSG Special Services Group

TASER Electronic control devices

TMF Treasury Managed Fund

TPD Total and permanent disablement

UWS University of Western Sydney

VIEW Video image evidence on the web

VIP Volunteers in Policing

VKG Police radio

RANK ABBREVIATIONS

Asst Com Assistant Commissioner

Ch Chief

Cst Constable

Det Detective

Insp Inspector

L/Snr Cst Leading Senior Constable

Prb Cst Probationary Constable

Sgt Sergeant

Snr Senior

Supt Superintendent

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POLICE, FIRE, AMBULANCE

TRIPLE ZERO (000)

IN AN EMERGENCY

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

POLICE ASSISTANCE LINE

131 444

FOR NON EMERGENCIES AND GENERAL ENQUIRIES

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

CRIME STOPPERS

1800 333 000

REPORT CRIME ANONYMOUSLY

IF YOU HAVE INFORMATION ABOUT PEOPLE WHO ARE WANTED BY POLICE; UNSOLVED CRIMES OR A CRIME BEING PLANNED; SUSPICIOUS OR UNUSUAL ACTIVITY, CONTACT CRIME STOPPERS ON **1800 333 000**

OR AT **WWW.NSW.CRIMESTOPPERS.COM.AU**

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

WE WELCOME YOUR FEEDBACK ON OUR PERFORMANCE

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

Contacts

NSW POLICE FORCE HEADQUARTERS

1 Charles Street PARRAMATTA NSW 2150

POSTAL ADDRESS

Locked Bag 5102 PARRAMATTA NSW 2124

WEBSITE www.police.nsw.gov.au

TELEPHONE

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

Police Assistance Line 131444 – 24 hours

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

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

Police Switchboard
General enquiries 131 444 – 24 hours

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

REGION OFFICES

CENTRAL METROPOLITAN

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

NORTH WEST METROPOLITAN

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

SOUTH WEST METROPOLITAN

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

NORTHERN

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

SOUTHERN

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

WESTERN

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

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