Annual Report 2024-25

NSW Police Force

NSW Police Force

NSW GOVERNMENT

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The NSW Police Force acknowledge First Nations People as the Traditional Owners and custodians of all lands and water ways.

Country is inherent to the identity of Aboriginal Peoples. It sustains their lives in every aspect - spiritually, physically, emotionally, socially, and culturally. It is more than a place. When talking about Country it is spoken of as a person. Country is family, kin, lore, ceremony, traditions, and language. For Aboriginal Peoples it has been this way since the beginning of time. Country is spoken to through language and song, through ceremonies and traditions they sing to, and celebrate Country, and Country speaks back in return.

The NSW Police Force acknowledge and pays respect to Elders past and present.

Contents

NSW Police Force

28 October 2025

The Hon. Yasmin Catley MP
Minister for Police and Counter-terrorism
Parliament House
Sydney NSW 2000

Dear Minister,

I am pleased to submit the NSW Police Force Annual Report for the year ended 30 June 2025 for tabling in Parliament.

This annual report was prepared in accordance with the provisions of the *Government Sector Finance Act 2018*.

It complies with the standardised reporting formulae for financial statements approved by the Treasurer.

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

Yours sincerely,

Malcolm Lanyon APM
Commissioner of Police

OFFICIAL


POLICE SWM OSG
POLICE FORCE
N.S.W. POLICE
SYDNEY CARPET CENTRE
BROTHERS
FOR SALE
SOLD

1 Overview

Commissioner's review

The NSW Police Force continued our focus on everyday policing in our communities while also facing the challenges of an ever-evolving policing landscape influenced by economic, social and technological changes both domestically and internationally.

Throughout the reporting period, we continued to provide service excellence to the changing needs and expectations of our diverse communities across the state.

In May I established Taskforce Falcon in response to escalating gang violence and violent organised crime in Sydney. A 150-strong team integrated existing strike force investigations to track down those responsible for crimes including shootings and arsons, and disrupting the supply of weapons and kill cars used by these groups.

A series of hate-fuelled crimes and attacks on places of worship, primarily in Sydney's Eastern Suburbs, led to the formation of Strike Force Pearl in December. Led by Counter Terrorism & Special Tactics, Central Metropolitan Region, and State Crime Command, officers showed exceptional dedication and hard work and arrested dozens linked to the crimes and their ongoing efforts remain crucial in maintaining public safety and security.

Paid training and recruitment campaigns led to a significant surge in applications – a 70% increase in the number of people applying to join the NSW Police Force.

The 'You Should Be A Cop in Your Hometown' initiative allowed recruits from rural areas to serve in or near their hometowns after graduating from the Police Academy. This boosted recruitment in regional areas and strengthened community ties. These combined efforts saw the largest graduating class in over a decade attest in May.

Our people are the greatest asset of the NSW Police Force and remained a key focus during 2024-25.

A new Police Award was introduced in December. Overwhelmingly supported by police, the award represented a pay rise, greater workplace flexibility, a modernisation of allowances, formalisation of domestic and family violence and an additional one-off bonus payment to select officers to recognise leadership and retention.

A full-time equivalent model was introduced that allows police to job share for the first time, provides flexible work options and makes the NSW Police Force a more attractive employer.

A career advisory service was established to provide one-on-one career guidance, coaching and advice to support the career goals and aspiration of our people, and a new support scheme launched that offers improved coverage for police officers injured on and off duty.

In October I announced a Cultural Review of the NSW Police Force to seek to better understand the culture of our organisation. All current staff as well as those who left the organisation in the past five years have been invited to share their feedback and experiences. I genuinely believe this will contribute to building a stronger NSW Police Force that is reflective of the community, supports its people to do their best, and attracts new people because it is a great place to work.

The NSW Police Force maintained a strong focus on supporting victims of crime and in particular, victims of silent crimes. Addressing the impact of DV needs a whole government effort and significant community support and the NSW Police Force continues to be a part of the solution by implementing new technology and processes.

New coercive control legislation is having a profound impact on ensuring victims and their families of domestic violence are kept safe and offenders are put before the courts. All police underwent additional training with a focus on identifying a range of behaviours that now constitute an offence under the new legislation.

Our DV offender focused operation, Amarok, continued through the 2024-25 reporting period across the state. These operations saw significant numbers of arrests and charges laid, and included a focus on ADVO, bail and firearms prevention order compliance checks.

Changes in technology and legislation were made to allow officers to serve ADVOs in the field, greatly increasing the efficiency of police responding to DV calls.

As an organisation we remain committed to a victim-first approach for sexual assault. The sexual assault reporting option through the NSW Police Force Community Portal continues to give victims a way to report their sexual assault without having to report to a police station; an experience that many can find overwhelming. Through this reporting option and officers taking a victim-centric and trauma-informed approach, we continued to see more victims come forward to report their experiences.

We continue to work with young people and community partners across the state to tackle youth crime and divert individuals from the criminal justice system.

This year I announced Operation Soteria, targeting the ring leaders of youth crime who are responsible for offences such as aggravated break, enter and steal, stealing motor vehicles and "post-and-boast" offences where children use social media to gain notoriety for their crimes. As part of Soteria, additional police were allocated to conduct high-visibility and surge operations in Northern and Western regions to target offenders and reassure the people of regional NSW we are working with them to reduce the fear their communities are experiencing.

As part of our diversionary strategies, first time offenders were diverted through Youth Action Meetings and other programs run through both Crime Prevention Command and Youth Command, and our community partners. It’s heartbreaking to see such young people committing crimes and it’s my hope through these programs we can divert them into something more meaningful.

The NSW Police Force remained committed to disrupting and preventing serious and organised crime. Significant amounts of drugs, illegal weapons and firearms, and unexplained wealth was seized to greatly disrupt the ability of organised crime networks to operate in our communities.

Both our frontline and specialist police responded to ongoing changes to the criminal landscape. The Drug & Firearms Squad responded to the increased threat of privately made firearms, including 3D printed weapons. The Financial Crimes Squad continued to work with industry experts and our government partners to ensure we remain at the forefront of combatting the threat of scams and fraud from both domestic and international agents.

2024-25 saw 100 years of police radio in NSW, an incredible milestone that recognised the radio operators and technicians who are the backbone of the NSW Police Force. This past year also marked 100 years of road safety in NSW and 50 years since the establishment of what is now known as Traffic & Highway Patrol Command.

In May I announced my retirement after 38 years of service. It has been an honour and privilege to be Commissioner and I am proud of the principled, compassionate and courageous commitment I have seen in the work being done every day by officers on the frontline, specialist resources and our support staff.

I leave knowing the NSW Police Force and the communities we serve are in safe hands.

Karen Webb APM

Commissioner of Police

Our organisation

Our charter

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

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

At the end of 2024-25, the NSW Police Force had 20,395 employees: 15,887 police officers and 4,508 administrative officers. It serves more than eight million people – approximately 33% of Australia's total population.

In the 2024-25 financial year, the NSW Government funding contributions to the NSW Police Force were $5.232 billion.

A culture of ethical and lawful behaviour

Our Ethics & Integrity Framework complies with Part 2 of the *Government Sector Employment Act 2013* which establishes a legal requirement for all employees in public sector agencies to act ethically in the public interest. The NSW Police Force Statement of Values found in section 7 of the *Police Act 1990* and the Code of Conduct & Ethics are consistent with the values and principles found in the Government Sector Employment Act.

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

Our governance structure

The Commissioner has primary responsibility for the day-to-day governance of the organisation and is responsible to the Minister for Police and Counter Terrorism for the overall direction and performance of the NSW Police Force. The Commissioner's Executive Team is the peak decision-making body and its role includes:

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

Members of the Commissioner's Executive Team

Chair: Commissioner Karen Webb APM joined the NSW Police Force in 1987 and was appointed Commissioner of Police in February 2022. She holds a Bachelor of Professional Studies in Policing (The University of New England), Executive Master of Public Administration and an Advanced Diploma of Police Management. She has completed the Australian & New Zealand Police Leadership Strategy and International Action Learning Group Pearls in Policing program.

Deputy Commissioner Metropolitan Field Operations, Peter Thurtell APM joined the NSW Police Force in 1985 and was promoted to Deputy Commissioner in April 2022. He is a registered legal practitioner with the Supreme Court of NSW and has completed the Australian Institute of Police Management Police Leadership Strategy Program.

Deputy Commissioner Regional NSW Field Operations, Paul Pisanos APM joined the NSW Police Force in 1987 and was promoted to Deputy Commissioner in April 2022. He holds a Bachelor of Policing (Charles Sturt University) and a Diploma in Law (University of Sydney). He has completed the Australian Institute of Police Management Applied Management and Executive Leadership.

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

Deputy Commissioner Corporate Services, Dean Smith APM joined the NSW Police Force in 1988 and was promoted to Deputy Commissioner in December 2024. He has been awarded the Australian Police Medal, National Medal, National Police Services Medal, Commissioner's Commendation for Service and Commissioner's Emergency Commendation

Commissioner of Police
Karen Webb APM

- Office of the Commissioner
- Office of the General Counsel

Metropolitan Field Operations

Deputy Commissioner Peter Thurtell APM

- Central Metropolitan Region
- North West Metropolitan Region
- South West Metropolitan Region
- State Operations & Emergency Management Command

Regional NSW Field Operations

Deputy Commissioner Paul Pisanos APM

- Northern Region
- Southern Region
- Western Region
- Capability, Performance & Youth Command
- Traffic & Highway Patrol Command

Investigations & Counter Terrorism

Deputy Commissioner David Hudson APM

- Counter Terrorism & Special Tactics
- State Crime Command
- State Intelligence Command
- Forensics Evidence & Technical Services Command
- Police Prosecutions & Licensing Enforcement Command
- Professionals Standards Command

Corporate Services

Deputy Commissioner Dean Smith APM

- Finance and Business Services
- Health, Safety, & Wellbeing Command
- People & Capability Command
- Technology & Communication Services Command
- Infrastructure & Assets Command
- Public Affairs Branch
- Transformation Office

Our police regions

On 30 June 2025 there were 31 police area commands in three metropolitan regions and 26 police districts in three regional NSW regions, delivering policing services to communities. Specialist commands complement the general duties operational capability, covering land, sea and air operations.

1 - Central Metropolitan Region

Area	541km²
Number of police officers	1,817
Number of administrative staff	184

2 - South West Metropolitan Region

Area	3,637km²
Number of police officers	1,784
Number of administrative staff	186

3 - North West Metropolitan Region

Area	6,254km²
Number of police officers	1,899
Number of administrative staff	193

4 - Southern Region

Area	199,443km²
Number of police officers	1,412
Number of administrative staff	159

5 - Northern Region

Area	70,114km²
Number of police officers	2,004
Number of administrative staff	195

6 - Western Region

Area	520,382km²
Number of police officers	1,121
Number of administrative staff	149

*The figures above do not include staff (police and administrative) who are centrally managed but deployed throughout the regions in specialist and corporate roles to provide investigative support, radio communications, call centres, forensic services, complaints and employee management, air and sea policing, specialist surveillance, canine and mounted support, media and public relations, counter terrorism and major crime investigation, police prosecutions, technology support, occupational health and safety, injury management, education and training, human resource support and asset management. The figures above represent actual police strength as of 30 June 2025. These figures will vary from month to month and year to year. Actual strength across the NSW Police Force has decreased from 16,252 in 2023-24 to 15,887 in 2024-25.

2 Strategy

Aim and objectives

The NSW Police Force vision is 'A Safer NSW' and our mission is to work with the community to reduce violence, crime and fear. The NSW Police Force Our Focus Our Future plan describes our organisational priorities and outlines how we intend to build safer communities.

Our key priorities

The NSW Police Force's Our Focus Our Future plan is centred around five key priorities: Connected Workforce (Organisational Capability), Connected Community, Victim Focus (Silent Crimes), Organised Crime and Next Generation – Youth and First Nations Peoples.

Our service to NSW

Our focus is to continue providing service excellence to the changing needs and expectations of our diverse communities. Services will be delivered using contemporary and collaborative ways of working, supporting an agile organisation that is fit for the future. Recognising the need to stay at the forefront of technological trends to tackle new and emerging technology enabled crime. To embed sustained change, there is a need to understand the impact of environmental trends and how policing services are delivered. We will enhance our ability to respond effectively and apply improvements across training, technology and infrastructure.

Our key result areas

We will achieve results in key areas such as:

Reduce crime: We target offenders, improve legal action rates and enable diversion opportunities.

Maintain public safety: We strive to improve community confidence and perception of safety, and aim to reduce road trauma.

Engage the community: We foster police and community relationships and maintain police professionalism.

Enhance capability: We grow and develop our people and advance our infrastructure, assets and technology.

Evaluate effectiveness: We measure our effectiveness through BOCSAR, community sentiment and state outcomes.

Our approach

We prevent crime, maintain public safety and engage the community through our focus on:

Prevention: We safeguard and strengthen individuals, communities, assets and infrastructure to deter crime, improve personal safety and build resilience. We intervene early for at-risk individuals and groups to limit escalation, minimise harm and positively influence behaviour. We divert minor offenders and at-risk groups – such as young people and Aboriginal people – to reduce re-offending and avoid unnecessary contact with the criminal justice system.

Disruption: We interrupt criminal behaviour to break criminal networks and bring offenders to justice.

Response: We deliver professional policing services to maintain community confidence.

Capability: We develop capable and resilient people to maximise performance. We build effective systems to future-proof our service delivery. We enhance leadership to build an agile and innovative organisation.

Strategic action

OUR APPROACH	OBJECTIVES	ACTIONS
Prevention	**Safeguard** and **strengthen** individuals, communities, assets and infrastructure to deter crime, improve personal safety, and build resilience.	-Conduct intelligence driven high-visibility policing. -Proactively initiate police interactions with individuals, groups and communities at risk of crime. -Work with industries and individuals to ensure compliance with regulations & safer practices. -Rigorously test emergency management and counter terrorism arrangements with partner agencies. -Work with government and non-government agencies to deliver safe large scale major events. -Communicate tailored safety messages (e.g. road safety, reporting crime and suspicious activity, security advice, scams).
	Intervene early for at risk individuals and groups to limit escalation, minimise harm and positively influence behaviour.	-Contribute to whole of government and interagency crime prevention and public safety initiatives and programs. -Enhance partnerships to develop local solutions to community safety issues.
	Divert minor offenders and at-risk groups to reduce reoffending and avoid unnecessary contact with the criminal justice system.	-Appropriately apply police discretion through available court alternatives. -Partnership with government and non-government agencies to deliver alternative pathways.
Disruption	**Disrupt** criminal behaviour to break criminal networks and bring offenders to justice.	-Proactively engage high-risk and recidivist offenders. -Identify, target and disrupt organised crime groups. -Focus intelligence activities on organisational priorities. -Improve road safety through targeted enforcement. -Utilise technology and forensic science capabilities to full effect.
Response	**Deliver** professional policing services to maintain community confidence.	-Protect, support and refer victims to appropriate services. -Deliver respectful and consistent customer service. -Respond swiftly and professionally to all calls for assistance. -Ensure appropriate use of tactical options and police powers. -Undertake thorough investigations, lay appropriate charges and produce high-quality briefs. -Maintain the safety and wellbeing of people in custody and ensure legal rights are protected.

Capability	**Develop capable** and **resilient people** to maximise performance.	-Ensure safe workplaces, safe people, and safe operations. -Facilitate flexible workforce allocation and deployment to meet demand and community need. Support and encourage personal development through education and training opportunities. -Embed misconduct prevention and reinforce ethical behaviour. -Actively contribute to respectful, inclusive and productive workplaces. -Promote and capitalise on workforce diversity. -Increase individual capacity to respond to complex and evolving policing and societal issues. -Enhance staff knowledge, skills and expertise in the use of new policing methodologies.
	Build effective systems to future-proof our service delivery.	-Identify and share information, intelligence, and best-practice. -Streamline and improve organisational processes. -Partner with industry to deliver innovative and integrated information, communications, science and technology. -Progress infrastructure and asset modernisation.
	Enhance leadership to build an agile, innovative organisation.	-Put People First to positively influence culture. -Reinforce accountability and good governance at all levels. -Technology enabled and modernised workforce. -Invest in people and enhance capabilities including communication, change and performance. -Capitalise on a diverse and inclusive workplace.

Corporate Sponsor Program

The Corporate Sponsor Program supports the Commissioner's Executive Team to achieve corporate priorities through portfolio management. The program encompasses strategically significant issues that present sustained risks to both the organisation and the community. Each portfolio has a Strategic Action Plan which demonstrates how the Commissioner's intent will be delivered.

Tier One Portfolios	Tier Two Portfolios
-Aboriginal Engagement -Domestic & Family Violence -Mental Health -Youth	-Road Safety -Custody & Corrections -Alcohol Related Crime -Ageing, Disability & Homelessness -Multiculturalism -Sexuality, Gender Diversity & Intersex -Customer Service -Victims of Crime

3

Operations & performance

Year in review

Metropolitan Field Operations

Deputy Commissioner Peter Thurtell leads Metropolitan Field Operations, overseeing policing across the three Sydney metropolitan regions and the State Operations and Emergency Management Command (formerly the Police Transport & Public Safety Command). His leadership encompasses more than 8,300 staff — sworn and unsworn — engaged in frontline response, investigations and specialist and administrative support roles.

Deputy Commissioner Thurtell serves as the State Emergency Operations Controller, guiding the state's multi-agency response to significant emergencies and disasters.

As Executive Sponsor for Domestic and Family Violence (DFV), he leads and oversees the development of policies and strategies designed to reduce the incidents of DFV and provide greater support to victims and their families. This work is supported by Corporate Sponsor, Assistant Commissioner Peter McKenna and the Domestic and Family Violence Command.

Central Metropolitan Region (CMR) continued to demonstrate a strong emphasis on proactive policing, yielding impressive outcomes which were notably reflected in their proactivity vs reactivity ratio. CMR recorded 89,943 (57.85%) proactive events and 59,694 (42.15%) reactive events. The CMR Region Enforcement Squads achieved a total of 289 arrests. They seized $1.3 million in cash and a total drug value estimated to be worth $50 million. Seizures included 392 kg of cannabis, 260 cannabis plants, 94.6 kg of cocaine, and 37.3 kg of methylamphetamine.

CMR also delivered coordinated responses to 912 protests and demonstrations and managed 984 planned public events, including the Sydney Marathon, Vivid Festival, New Year's Eve celebrations, and Anzac Day commemorations — each requiring significant operational planning and resource deployment to ensure community safety.

North West Metropolitan Region (NWMR) continued with the highly successful Strike Force Sweetenham, targeting aggravated break and enter offences, the theft of luxury high performance vehicles and links to organised crime. During the reporting period, Strike Force Sweetenham was expanded to include resources from CMR and preferred 1,517 charges against 265 offenders. Strike Force Sentinel was established to investigate Chinese Blessing Scams involving international groups that targeted and defrauded elderly victims of cash and jewellery of a value exceeding $3 million. The investigation resulted in the arrest and charge of two offenders, nine arrest warrants issued and a further 33 offenders identified.

The NWMR High Risk Domestic Violence Offender Team continued to target the most serious domestic violence offenders who were actively avoiding arrest. Their efforts resulted in 147 offenders being charged for 506 serious offences.

South West Metropolitan Region (SWMR) led Operation Fort, a coordinated initiative to disrupt organised crime networks and significantly reduce the incidence of firearm and serious violent crime across the region. SWMR seized 1,990 firearms, investigated 3,491 drug detections, seizing a total of 37 kg of amphetamines and 360 kg of gamma-hydroxybutyrate (GHB). Strike Force Camena seized 7.7 tonnes of 1,4 Butanediol, a prohibited drug linked to sexual assaults and overdoses. SWMR conducted 432 search warrants and preferred 15,718 charges for various offences.

Commands across SWMR maintained a focus on firearms prohibition order and apprehended domestic violence order compliance checks to reduce the incidence of domestic violence. Operation Torrente targeted the supply of prohibited drugs that resulted in 65 charges for drug possession and supply. SWMR continued to provide valuable input and represent the NSW Police Force's interests in the development of Western Sydney International Airport set to open in 2026.

State Operations and Emergency Management Command (formerly Police Transport and Public Safety Command) continued to disrupt crime through intelligence-led initiatives. Following the NSW Government's introduction of knife scanning powers in December 2024.

Police Transport Command (PTC) operationalised the legislation under Operation Ares. Between December 2024 and June 2025, over 9,000 individuals were scanned, resulting in the detection of more than 130 knives and unlawful weapons. PTC's Operation Waratah targeted violence and anti-social behaviour on public transport, leading to 1,120 arrests for over 2,100 offences. Operation Generate addressed sexual offending, yielding over 250 charges and a 10% reduction in overall incidents.

Supporting these efforts, the Dog Unit completed over 6,200 deployments, resulting in 300 high-risk arrests, 1,880 drug detections, and over 700 uses of explosive and cadaver detection dogs. The Mounted Unit engaged in over 900 deployments across NSW, supporting public order and community engagement.

Marine Area Command managed 1,740 search and rescue missions and intercepted 2.5 tonnes of cocaine worth $780 million. Aviation Command responded to 7200 requests, which led to 367 arrests, location of 148 missing persons, and the rescue of 54 individuals – including 21 rescued from floodwaters in Taree on a single day in May 2025.

Incident and Emergency Management supported disaster preparedness and response across NSW, particularly Tropical Cyclone Alfred, severe Mid North Coast flooding, and a red ant incursion from Queensland. The Major Events Group coordinated high-profile events including Operation Shelter protests, dignitary visits, major festivals and cultural and sporting events.

Regional NSW Field Operations

Deputy Commissioner Paul Pisanos leads Regional NSW Field Operations, which encompasses Northern, Southern, and Western Regions, Traffic & Highway Patrol Command, and Capability, Performance & Youth Command.

Southern Region contributed significantly to Operation Amarok, an intelligence-led, offender-focused domestic violence operation, over the reporting period. A core focus on prevention and disruption actions involving Southern Region's top tier offenders and their victims resulted in over 123 arrest warrants executed, 406 charges for over 878 offences, with 549 persons charged. Over 10,500 DV offenders were engaged during these operations with over 11,693 ADVO compliance checks conducted and over 1,000 additional ADVOs applied for as a result of detected offences. An additional 25 FPO/WPO's were served due to the risk and threat assessment of DV offenders with 94 FPO searches of various types undertaken as enforcement and engagement actions during these operations. As a result, 114 firearms were seized and 23 other weapons detections recorded, with 170 breach of bail and 237 breach of ADVOs noted.

During 2024-25 the Southern Region Enforcement Squad, Domestic Violence High Risk Offender Team and Operations Support Group conducted several significant operations resulting in the arrest of 1,003 people who were charged with 2,577 offences including 1,228 persons searches, 643 drug detections, with 81 search warrants executed and 88 FPO premises searches. This resulted in the seizure of 18.3kg of cannabis, 4.5kg of methylamphetamine, 2.8kg of cocaine and 2.2L of GHB as well as 117 firearms and 649 firearm parts/ammunition from the community. They also seized tobacco and nicotine products with an estimated value of $24 million and an associated lost excise of more than $20 million.

Western Region saw a reduction in most key crime areas across all police districts compared to the previous financial year. Most notably, was a 26% decrease in break & enter – dwelling, a 20% decrease in steal from motor vehicle, a 17% decrease in stolen vehicles, a 10% decrease in alcohol and non-DV related assaults and a 4% decrease in injury and fatal collisions. On 17 March 2025 Operation Soteria was established to address the continued and ongoing increase in serious violent and recidivist related offences primarily in the Northern and Western regions of NSW. A two-pillar approach was adopted, with an operational arm taking command and control of all investigations by providing a large number of high visibility policing response, and a prevention arm that sought to deter young persons involved criminal activity by diverting identified offenders into suitable youth programs. Since its inception, Western Region has investigated 81 break & enter and 69 stolen vehicle offences; charged 70 individuals with a total of 264 offences and 56 instances of breach of bail, of which 75% were young persons. Working with Youth Command and PCYC, 256 youth engagement visits and 30 school engagement visits were conducted, resulting in over 2,000 young persons being engaged.

Western Region police districts and the Rural Crime Prevention Team has a key focus on prevention of firearm theft and compliance of firearm safe storage. Under Operation Armour II over 8,000 safe storage inspections were conducted, with a 45% decrease in locations without a previous inspection. This effort resulted in a 14% decrease in the number of firearms stolen in comparison to 2023-24. Numerous strike forces were conducted across the region to investigate the supply of prohibited drugs, including SF Bogangate, SF Binnu, and SF Bullshark leading to over 30 people being charged with more than 100 drug supply offences.

Northern Region, continued to demonstrate exceptional efficiency, effectiveness, and agility in addressing high volumes of crime, managing issue-motivated group protests, and leading emergency management responses. In 2024–25, Northern Region recorded the arrest of 20,454 offenders, resulting in 33,730 charges. The Region Enforcement Squads and Domestic Violence High-Risk Offender Teams, supported by Operation Utah, conducted 13 Strike Force operations, leading to 472 arrests, 92 search warrants executed, 33 firearms recovered/seized, 10.65 kg of methylamphetamine, 4.18 kg of MDMA, 114 kg of cannabis, 2,668 cannabis plant and 2.42 kg of cocaine. Additional significant seizures included illicit tobacco, vapes, and other prohibited substances.

Across the region, four dedicated Operation Soteria units led targeted surge operations, investigating 3,125 break and enter and stolen vehicle offences. These efforts resulted in 308 arrests, 95% of whom were juveniles, and 1,253 charges laid. Northern Region, in collaboration with Local Emergency Management Committees, played a pivotal role in coordinating responses to multiple major emergency incidents, including Ex-Tropical Cyclone Alfred, widespread flooding, significant landslips, and major coastal erosion events. In the area of tactical policing, Northern Region led the state with 40 high-risk deployments involving Tactical Operations Regional Support, the Tactical Operations Unit, and negotiators, in addition to 161 Operations Support Group deployments.

During 2024-25, **Traffic and Highway Patrol Command** (THPC) focused on high-impact enforcement and road safety outcomes across Regional NSW. Operation RAID and Operation Crossroads targeted impaired driving and regional trauma. Operation RAID resulted in over 389,000 breath tests, 704 PCA offences, and 17,701 drug tests with a 1:11 positive ratio. Crossroads yielded 155 charges, 3,683 infringements, and increased the policing presence on NSW roads with over 370,000 kilometres travelled during the operation's 44 deployments. The Crash Investigation Unit led complex investigations into multiple fatal collisions including a quadruple fatality on the Newell Highway, a high-speed crash on the Hume Highway, and a multi-vehicle truck rollover at Coolac. These cases involved forensic analysis, offender identification, and serious charges including manslaughter and dangerous driving occasioning death.

THPC also disrupted organised crime through strategic interdiction, seizing over $41 million in illicit drugs, tobacco, vapes, and cash in the state's north alone. Commands across the state contributed to policy development, coronial support, and operational innovation, including the deployment of unmarked vehicles and seasonal taskings in the Snowy Mountains. Operation Nabbed saturated the M5 Motorway with roadside testing, resulting in 66 PCA offences, 44 drug detections, 56 charges and 545 infringements issued. In May 2025, THPC proudly marked the 100-year anniversary of Road Safety in the NSW Police Force and 50-years of the Highway Patrol with a commemorative event on the forecourt of the Sydney Opera House. The celebration featured a convoy of historic and operational vehicles and a recreation of a historic Public Safety Bureau photo from 1940, honouring the legacy of officers past and present.

Capability, Performance and Youth Command launched initiatives to address youth crime in NSW, including participating in Operation Soteria. Through mentoring, school programs, Youth Action Meetings, and patrols, Youth Command connected with 423 young people. Additionally, the "You Should Be a Cop" recruitment program, launched in July 2024, and engaged with over 400 youth. The program aims to expand into 17 PCYC centres in 2025, aiming for 500 applicants. During the reporting period, there were 256 Youth Action Meetings held across the state supporting 1,015 young people and initiating 5,493 tailored actions.

Crime Prevention Command developed the Language+ app in partnership with Multicultural NSW, to enable police to communicate with non-English speakers using over 200 phrases in 29 languages. The LGBTIQ+ Consultative Committee contributed to the Commissioner's Training Directive to improve policing for LGBTQIA+ communities, following the Special Commission of Inquiry into hate crimes. Additionally, the CAD Corrections Prisoner Transport Project launched statewide in February 2025, to capture data on the impact of NSW Police Force conducting prisoner transport duties.

The Domestic and Family Violence Registry was renamed to the Domestic and Family Violence Command (DFVC), reflecting a stronger operational focus on supporting frontline officers. DFVC drove key reforms, including coercive control training, the Constable Development Program, and a streamlined Domestic Violence Safety Assessment Tool. Upgrades were also established to mCOPS and MobiPOL to allow officers to complete DV reports and apply for provisional AVOs in the field, improving efficiency. DFVC also led legislative changes to better protect victims, such as electronic monitoring and expanded ADVO breach offences. The Mental Health Command was established in early 2025 and works with NSW Health and NSW Ambulance to develop a health-led response model for mental health crises. The Mental Health Command provides strategic guidance, oversight and coordination of the NSW Police Force response to managing mental health related incidents in the community.

Investigations and Counter Terrorism

Deputy Commissioner David Hudson leads Investigations & Counter Terrorism, comprising of State Crime Command, Counter Terrorism & Special Tactics Command, Forensic Evidence & Technical Services Command, State Intelligence Command, Police Prosecutions & Licencing Enforcement Command and the Professional Standards Command.

State Crime Command leads the organisational efforts in disrupting and preventing serious and organised crime. During 2024-25 the Raptor Squad carried out 1,629 arrests and laid 3,738 charges along with seizing drugs, firearms, ammunition, prohibited weapons and $3.6 million in cash. The Asset Confiscation Unit facilitated referrals to the NSW Crime Commission resulting in the restraining and freezing of assets in excess of $100 million. The Organised Crime Squad intercepted and seized 1.1 tonnes of cocaine destined for the streets of NSW, preventing more than $5.5 million street deals. The Criminal Groups Squad intensified investigations into organised criminal networks, with a focus on violent offences, successfully dismantling a syndicate responsible for multiple homicides and attempted homicides. The Cybercrime Squad recovered over $3 million misappropriated via comprised business emails, charged a person for unauthorised download of over 8,700 confidential documents from the Department of Communities and Justice Online Registry Website and arrested a person for a series of cyber incidents upon Western Sydney University.

The Drug & Firearms Squad responded to the increased threat of illegally made firearms, including 3D printed weapons. The Financial Crimes Squad, in collaboration with the NSW Crime Commission, successfully dismantled a sophisticated fraud and money laundering operation involving vehicle financing and property loans, restraining approximately $30 million in assets. The Financial Crimes Squad worked with government partners to develop and implement new legislation prohibiting "claim farming" potentially saving close to $1 billion in fraudulent historical abuse claims. The Child Abuse Squad arrested 583 individuals and laid 3,578 charges. The Sex Crimes Squad investigated several abhorrent and violent sexual assault crimes, sextortion of vulnerable teenagers within Australia, Ireland and the United States, and identified a world-wide network of sadistic animal abuse perpetrated by offenders in Europe, North America and Brazil.

Counter Terrorism and Special Tactics Command continued to support other commands and external agencies with strategic intelligence, training and advice to identify, prevent and respond to threats to the public. The Engagement and Hate Crime Unit continues to build and maintain strong relationships with communities impacted by the use of terrorism powers. The High Risk Terrorist Offenders Unit identified offenders with an unacceptable risk of committing a serious terrorism offence and worked with stakeholders in the management of offenders in the community. The Protective Security Group provided security for numerous visiting dignitaries to NSW, including King Charles III. The Armoury delivered 11,834 new 9mm Glocks across NSW Police Force. The Public Order and Riot Squad have supported various PACs and PDs with a range of responses resulting in regional and interstate deployments, including assisting Victoria Police with the management of the Land Forces Australia Conference. The Terrorism Investigations Squad continued to work with partner agencies investigating several high-profile terrorism incidents and have managed Strike Force Pearl, which was established to investigate hate crimes involving significant criminal activity, resulting in 31 persons charged with 207 offences.

Police Prosecutions & Licensing Enforcement Command continue to provide invaluable support to frontline and specialist commands. Operational Legal Services Command supported specialist commands, PACs and PDs with understanding and implementation of new and evolving areas of law including coercive control, hate crime and illicit tobacco and vapes. They also assisted with the facilitation of International Production Orders which allowed the NSW Police Force to access information from US-based providers in order to prevent, detect, investigate and prosecute serious offences.

The Police Prosecutions Command (PPC) worked with NSW Courts and PACs and PDs to operationalise the new centralised Bail Courts. PPC have developed specialised court list practitioners, systems and enhanced technology to enable transition to the new bail processes. The Firearms Registry finalised the Gun Safe Project, marking a significant milestone in the digitisation of firearms regulation and setting a critical foundation for the National Firearms Register. The enhancements provide near real-time information to dealers, clubs and ranges about firearms movements. The Security Licensing & Enforcement Directorate successfully implemented amendments to the scrap metal industry legislation, which required all scrap metal dealers to provide additional information about their registered businesses.

Professional Standards Command (PSC) continued to provide a high level of support to commands on complaint investigation and management. The command also informed and educated employees on conduct, performance and integrity. PSC administered the NSW Police Force's Our Job Our Code awards which formally recognise exemplary employee actions that uphold the NSW Police Force Code of Conduct and Ethics. The command also lead the implementation of the Positive Duty responsibilities under amendments to the *Sex Discrimination Act 1984* (Cth).

Forensic Evidence and Technology Services Command remains the national leader in scientific and digital evidence gathering and analysis. The Identification Services Branch supported criminal investigations with Fingerprint Operations introducing a new search capability generating 400,000 fingerprint leads across 145,600 legacy cases. Within the DNA Management Unit, research and technological advancements in both familial DNA and genetic genealogy led to two significant arrests in historical sexual assault cases. The Ballistics Investigation Section completed testing of the full fleet of new NSW Police Force 9mm Glocks and the Criminal Records Section facilitated two million requests to support national police checking purposes.

The Crime Scene Services Branch completed their transition to digital scene and exhibit examination which enables real-time access to evidence collection, investigative information and a seamless workflow in the collection and analysis of biometric evidence. Through the collection of digital evidence, the State Technical Investigation Branch provided digital forensic evidence and expertise to major investigations including public place shootings, kidnappings, and arson. The specialist skills and technical knowledge employed within the branch enabled investigators and prosecutors to use and clearly articulate evidence in major criminal investigations in the judicial process.

State Intelligence Command provided support across the NSW Police Force through its Strategic Intelligence and Capability, Intelligence Operations, and Covert Services divisions. The command employed operational units to tackle major and transnational organised crime through facial recognition technology, covert deployments and intelligence analysis. Throughout the year, intelligence analysts supported approximately 300 major and serious crime investigations, ranging from homicides and kidnappings to financial crimes and gang conflicts. The Real Time Intelligence Centre played a vital role, providing round-the-clock tactical intelligence and responded to over 2,500 requests for assistance from across the state. Additionally, Intelligence Operations staff contributed to organisational knowledge by producing and delivering intelligence products and training. In early 2025, a new deconfliction team was formally established to coordinate all serious and organised crime investigations, positioning the NSW Police Force as a national leader in this innovative capability. The command also provides expert statistical operations and resources, within the organisation to collect, analyse, and interpret data for decision-making, research and reporting.

Corporate Services

Led by Deputy Commissioner Dean Smith since February 2024, Corporate Services business units provide critical support and corporate functions across the organisation and enable the delivery of all police services. Corporate Services comprises of People and Capability Command, Health, Safety and Wellbeing Command, Finance and Business Services, Infrastructure and Assets Command, Public Affairs Branch, Technology and Communication Services Command and the Transformation Office.

People and Capability Command provides HR and education services to our people, the organisation and community. The command's work and programs are aimed at growing and supporting our workforce. The negotiation of the Police Award 2024 has seen a significant baseline salary increase recognising the work undertaken by police officers. Coupled with the continuation of the Paid Student Police Officer model and targeted recruitment initiatives, this year has seen 710 officers attest through the NSW Police Academy. Regional incentives and the full-time equivalent management model have bolstered retention efforts both within metropolitan and regional locations, with a review and enhancement of NSW Police Force development programs in the pipeline to support retention efforts. The command continues to develop and deliver high quality learning products to ensure officers remain operationally ready with 87% of police officers trained under the Glock 17, and 79% trained in Taser 7 replacement programs (noting exemptions and separations apply).

Health, Safety and Wellbeing Command (HSW) has continued to deliver health and wellbeing services across the NSW Police Force. The command has commenced important evidence-based evaluations of these services through the Phoenix Mental Health Climate Survey, the Wellcheck review and are in the early stages of developing a comprehensive evaluation framework. On 1 October 2024, the NSW Police Force introduced the Enhanced Police Support Scheme (EPSS), replacing the Police Blue Ribbon Insurance Scheme. The EPSS offers improved on and off duty and death coverage for officers along with a streamlined recovery-at-work process. HSW oversaw its implementation and management. The command also launched a digitised Safety Reporting System for identifying and reporting hazards and recording injuries and incidents. This system's data will help identify trends which will assist the command develop injury prevention and mitigation strategies. Additionally, HSW played a key role in the Audit Office's audit of police officers' mental health and wellbeing.

Finance and Business Services provides specialist strategic financial advice and rigorous analysis to support the NSW Police Force executive in delivering organisational priorities. Strategic Procurement drives value by enabling effective procurement and acquisition strategies aligned to operational and strategic needs, while Shared Services underpins organisational performance through the reliable delivery of payroll and payment services. Shared Services also works with the Health, Safety and Wellbeing Command in administering the EPSS to ensure that eligible injured police officers receive timely and accurate support. Over the past year, the directorate has implemented the organisation's fiscal strategy, provided expert advice on finance, procurement, taxation, and governance across major projects and reform initiatives, and played a critical role in investment prioritisation to secure funding for essential infrastructure and strategic platforms.

Infrastructure and Assets Command oversees all properties of the NSW Police Force, both leased and owned. From July 2024, Fleet Services were integrated into Infrastructure and Assets Command. Throughout the year, Fleet Services continued to address supply chain challenges to maintain the ongoing supply of fit for purpose vehicles, including the development and delivery of specialised vehicles to commands. New or refurbished police stations were completed at Blayney, Lithgow, Tuggerah, Coonamble, Dubbo Regional Education and Training Centre, Helensburgh, Goulburn Gymnasium, Goulburn AAO and Skid Pan, Newcastle, Police Dog Unit (Menai) and Parramatta. Additional projects commenced to deliver new facilities in Bega, Port Macquarie, Byron Bay, Singleton, Waverley and Rose Bay, Moama, Goulburn Police Station, and Goulburn Academy (Indoor Firing Range). Significant upgrades and remediation works were delivered at Molong, Eugowra, Glebe, and Potts Hill. The Asset Management Unit has advanced the rollout of the Enterprise Asset Management System, enhancing lifecycle asset management, risk analysis and capability overview across NSW Police Force asset classes. The climate risk officer has implemented the first NSW Police Force Net Zero and Sustainability Strategy, Climate Change Adaptation Strategy, Climate Risk Statements, and emissions profile. As part of the NSW Police Force's net zero implementation plan, a LED lighting replacement program has commenced resulting in kWh and OPEX savings.

The **Public Affairs Branch** provides media and corporate communications support to all commands and business units across the NSW Police Force. Over the past year, the branch delivered extensive support during several significant incidents, including the policing response under Strike Force Pearl, the launch of Operation Soteria targeting youth crime in the western and northern regions, and numerous operations targeting organised crime — most notably Taskforce Falcon. Recruitment and retention within the organisation remained a key focus. The branch played a central role in supporting and delivering the *Our Work Means More* recruitment campaign, which specifically targeted 18–25-year-olds across a range of media and communication platforms. Significant progress was also made in addressing domestic and sexual violence, highlighted by the development of a sexual violence reporting campaign in collaboration with the Sex Crimes Squad. The branch successfully implemented a high-impact police stand at the Royal Easter Show and supported the inaugural Emergency Services Round with the Sydney Roosters. Internally, communications continue to be delivered through the *Police Monthly* magazine and the online *Your News* service, ensuring employees receive timely updates on the latest organisational developments.

Technology and Communication Services Command (TCSC) remained committed to delivering enterprise wide digital, data, ICT and cyber strategies that will enable NSW Police Force operational efficiencies, agility and mobility. TCSC has continued to implement the Policing Technology Program, introducing modernising capabilities that improve police responses to crime and emergencies. It continued to invest in technology that sets the foundations for future digitally mature policing solutions while commencing large projects to strengthen organisational cyber security and network capabilities. TCSC has continued to serve the community with PoliceLink managing 1.7 million customer contacts over the last financial year. Radio Operations Group managed 1.8 million dispatch jobs and coordinated the response of police and emergency services to 13,161 rescue incidents. The Wireless Network Group has successfully managed the first phase of a significant radio network uplift across southern NSW and is well advanced in transitioning metropolitan police commands onto the Public Safety Network

The **Transformation Office** continues to work alongside the Commissioner’s Executive Team to advance the Enterprise Operating Model. Under the Service Delivery Program, it progresses Project AVENTUS by partnering with capability owners to deliver initiatives to reduce front line police demand. Project TELOS aims to define the core role and function of police, with the intent to develop a Service Delivery Model for the organisation. In October 2024, Transformation Office commenced Operation OMNI, an initiative enabling front-line police to suggest ideas for reducing demand and participate directly in organisational improvements to policies and processes.

How we performed

The performance indicators in this section relate to the mission of the NSW Police Force to work with the community to reduce violence, crime, and fear, as set out in the *Police Act 1990*.

The NSW Police Force Our Focus Our Future outlines how our vision of 'A Safer NSW' will be achieved through Prevention, Disruption, Response and Capability.

OUR FOCUS OUR FUTURE – 'A SAFER NSW'

Crime reported per 100,000 population

Indicator	2020-21	2021-22	2022-23	2023-24	2024-25	2024-25 compared to previous year
Stable or falling reported DV assault (involving grievous bodily harm)	4.9	4.4	4.4	4.5	3.8	▼
Stable or falling reported violent crime	1,053.7	983.6	1,099.8	1,136.4	1,163.7	▲
Stable or falling reported property crime*	1,543.8	1,386.1	1,604.8	1,698.6	1,615.7	▼

Source: NSW Bureau of Crime Statistics & Research

* Property crime rates does not include fraud incidents.
NSW BOCSAR data available to 31 March 2025. Rate calculated for 12 months to 31 March each year.

Indicator (%)	2020-21 lower-upper limit		2021-22 lower-upper limit		2022-23 lower-upper limit		2023-24 lower-upper limit		2024-25 lower-upper limit	
People who feel safe walking alone in their neighbourhood at night	62.3	70.3	60.1	68.3	61.1	69.1	54.2	60.1	53.5	58.5

Source: National Survey of Community Satisfaction with Policing

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

Note: Due to a national change in the data collection methodology for the National Survey of Community Satisfaction with Policing (NSCSP) the 2023–24 data is not comparable to current and previous results or between jurisdictions. The new methodology for 2024-25 collection has shifted for all jurisdictions to a mix of online and phone modes using a sample mix combination of mobile Computer Assisted Telephone Interviewing (CATI) and online (through either a probability-based online panel or SMS push-to-web). This change has substantially impacted the NSCSP results as respondents' answers differ between CATI and online.

PREVENTION

Safeguard and strengthen individuals, communities, assets, and infrastructure to deter crime, improve personal safety and build resilience.

Note: Recorded crime statistics represent only those matters reported to police. A change in recorded crime for some categories may reflect changes in the willingness by members of the public to report matters to police.

Violent Crime

Incident category	2020-21	2021-22	2022-23	2023-24	2024-25	2024-25 compared to previous year
Assault – domestic violence related	32,181	32,347	34,610	36,513	38,108	▲
Assault – non-domestic violence related	29,375	28,124	32,391	34,537	34,285	▼
Sexual assault	7,608	8,043	9,655	9,283	11,421	▲
Sexual touching, sexual act and other sexual offences	8,173	7,614	8,438	7,874	8,628	▲
Robbery	1,972	1,715	1,897	1,947	1,902	▼

Source: NSW Bureau of Crime Statistics & Research
NSW BOCSAR data available to 31 March 2025. Data represents 12 months to 31 March each year.

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

Property Crime

Incident category	2020-21	2021-22	2022-23	2023-24	2024-25	2024-25 compared to previous year
Break and enter – dwelling	18,466	17,447	19,010	20,340	18,787	▼
Break and enter – non-dwelling	6,737	7,257	7,563	8,618	8,176	▼
Motor vehicle theft	11,223	10,594	12,857	14,516	15,002	▲
Steal from motor vehicle	26,735	27,468	27,430	28,650	26,086	▼
Steal from retail store	18,974	17,588	24,355	27,420	28,781	▲
Other stealing offences	36,538	34,954	36,334	39,166	37,950	▼
Malicious damage to property	52,726	48,401	49,085	49,430	48,114	▼

Source: NSW Bureau of Crime Statistics & Research
NSW BOCSAR data available to 31 March 2025. Data represents 12 months to 31 March each year.

Note: BOCSAR modified reporting on major offences in late 2021. Fraud has been removed due to unreliability. All other stealing offences not included above (including "Steal from Dwelling" and "Steal from Person") are now grouped in "Other stealing offences".

Community feelings of safety

Indicator (%)	2020-21 lower-upper limit		2021-22 lower-upper limit		2022-23 lower-upper limit		2023-24 lower-upper limit		2024-25 lower -upper limit		Australia 2024-25 lower-upper limit	
People who feel safe on public transport at night (those who use)	49	56.9	47.1	54.5	51.2	58.4	44.2	50.8	42.9	48.6	37.9	40.6

Source: National Survey of Community Satisfaction with Policing

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

Note: Due to a national change in the data collection methodology for the National Survey of Community Satisfaction with Policing (NSCSP) the 2023–24 data is not comparable to current and previous results or between jurisdictions. The new methodology for 2024-25 collection has shifted for all jurisdictions to a mix of online and phone modes using a sample mix combination of mobile Computer Assisted Telephone Interviewing (CATI) and online (through either a probability-based online panel or SMS push-to-web). This change has substantially impacted the NSCSP results as respondents' answers differ between CATI and online.

Divert minor offenders and at-risk groups to reduce reoffending and avoid unnecessary contact with the criminal justice system

Indicator (%)	2020-21	2021-22	2022-23	2023-24	2024-25	2024-25 compared to previous year
Juveniles diverted from court	61.7%	63%	59.2%	48.8%	44.1%	▼
Aboriginal juveniles diverted from court	44.3%	42.9%	40.7%	34.8%	32.6%	▼

Source: NSW Bureau of Crime Statistics & Research Data
NSW BOCSAR data available to 31 March 2025. Data represents 12 months to 31 March each year.

DISRUPTION

Disrupt criminal behaviour to break criminal networks and bring offenders to justice.

Organised crime

Indicator	2020-21	2021-22	2022-23	2023-24	2024-25	2024-25 compared to previous year
Persons charged for serious offences^	72,304	72,233	79,943	82,313	87,362	▲
Drug Supply Court Attendance Notices (CANs)	3,711	3,192	3,098	2,815	2,666	▼

Source: NSW Police Force Computerised Operational Policing System (via the NSW Police Force Enterprise Data Warehouse)

^ Offence type = Strictly Indictable, Table 1, Table 2

Road safety

Indicator	2020-21	2021-22	2022-23	2023-24	2024-25	2024-25 compared to previous year
Injury and/or fatal crashes	12,457	9,703	11,138	11,122	11,199	▲
Fatal crashes	269	265	258	333	342	▲

Source: COMPASS & NSW Police Force Traffic & Highway Patrol Command

Note: Road Toll / Fatal Statistics are reviewed by NSW Police Force Traffic & Highway Patrol Command in conjunction with Transport for NSW to identify incidents that may fall outside the National Criteria for exclusion from the State Road Toll. Exclusion categories, by summary, include: Stabilised Situations; Deliberate Intent Suicide or Murder; Legal Intervention; Accident not attributable to vehicle movement; Outside Road Reserve – Private Property, Parking Area, Footpath or Cycle Path; Road Temporarily Closed; Death outside 30 Days; Natural Causes and Person Not Involved. The Road Toll closure date is set by Transport for NSW and allows time for information required to make determinations to be available in circumstances of protracted investigations (such as Coroners decisions and Postmortem results).

RESPONSE

Deliver professional policing services to maintain community confidence.

Community perception of police professionalism

Indicator (%)	2020-21 lower- upper limit		2021-22 lower- upper limit		2022-23 lower- upper limit		2023-24 lower- upper limit		2024-25 lower- upper limit		Australia 2024-25 lower-upper limit	
Community confidence in police	79.5	84.7	75.7	80.8	74.6	80.0	60.6	66.3	61.8	66.9	63.1	65.5
Satisfaction with most recent contact with police	79.4	86.4	73.3	80.4	71.3	76.8	64.8	74.1	66.0	73.7	69.0	72.3
Agree on statement 'police perform job professionally'	82.1	87	76.9	82.1	77.1	82.2	61.6	67.3	62.1	67.2	66.0	68.4
Agree on statement 'police treat people fairly and equally'	62.4	68.5	58.6	64.6	58.5	64.6	40.9	46.7	43.2	48.4	48.0	50.4
Agree on statement 'police are honest'	64.9	70.8	62.9	68.7	62.4	68.4	44.7	50.6	47.9	53.1	53.2	55.7
Agree on statement 'I trust the police'	77.3	82.8	73.1	78.6	73.3	78.7	59.8	65.6	60.5	65.6	63.9	66.3

Source: National Survey of Community Satisfaction with Policing

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

Note: Due to a national change in the data collection methodology for the National Survey of Community Satisfaction with Policing (NSCSP) the 2023–24 data is not comparable to previous results or between Jurisdictions.

The new methodology for collection has shifted for all jurisdictions to a mix of online and phone modes using a sample mix combination of mobile Computer Assisted Telephone Interviewing (CATI) and online (through either a probability-based online panel or SMS push-to-web). This change has substantially impacted the NSCSP results as respondents' answers differ between CATI and online.

Policing services

Indicator	2020-21	2021-22	2022-23	2023-24	2024-25	2024-25 compared to previous year
Complaints by members of the public regarding police conduct[≠]	4,300	4,933	4,915	5,228	5,248	▲
Urgent response calls[¥]	158,778	157,610	177,647	218,551	249,732	▲
Urgent response calls attended within target time[¥]	75.7%	75%	73.9%	79.8%	79.5%	▼
Successful prosecutions[±]	88.4%	88.8%	87.4%	87.6%	87.3%	▼
Successful prosecutions for serious offences[±]	84.5%	85.6%	83.7%	84.2%	83.7%	▼

≠Source: NSW Police Force IAPro
¥ Source: COMPASS
± Source: NSW Police Force Computerised Operational Policing System – via EDW – Serious offences type = Strictly Indictable, Table 1, Table 2

Note: A complaint may contain more than one allegation

CAPABILITY

Develop capable and resilient people to maximise performance.

Workforce diversity

Indicator (%)	30 June 2021	30 June 2022	30 June 2023	30 June 2024	30 June 2025	30 June 2025 compared to previous year
Women*	35.6%	35.7%	36.1%	36.5%	36.7%	▲
Aboriginal and Torres Strait Islander*	4%	4.1%	4.1%	4.2%	4.3%	▲
People whose first language spoken as a child was not English*	12.3%	12.6%	12.9%	13.5%	13.5%	No change
People with a disability*	0.8%	0.6%	0.6%	0.6%	0.6%	No change

Source: NSW Police Force People & Capability Command

Note: Figures are a percentage of total staff. Excludes contractors.

*Includes paid student police officers.

Flexible workforce

Indicator	30 June 2021	30 June 2022	30 June 2023	30 June 2024	30 June 2025	30 June 2025 compared to previous year
Police officer headcount*	17,727	17,659	17,062	16,252	15,887	▼
Authorised police positions	17,545	17,795	18,346	18,371	18,394	▲
Admin officer headcount*	4,152	3,975	4,067	4,295	4,508	▲
Authorised admin positions	4,161	4,164	4,217	4,265	4,335	▲

Indicator	2020-21	2021-22	2022-23	2023-24	2024-25	2024-25 compared to previous year
Excess annual leave (excl LTS) - number of police officers	463	714	606	658	880	▲
Time lost due to unplanned absences - Average hours lost per staff	148	185	203	212	216	▲
Police officers - staff turnover	814	1,286	1,381	1,484	1,111	▼
Non-police - staff turnover	457	751	666	572	544	▼

Source: NSW Police Force People & Capability Command, & COMPASS

Note: The number of police staff with excess annual leave is staff over the maximum allowed accrued hours of annual leave (excluding staff on long term leave). Unplanned absence refers to hours lost due to sick leave and workplace injury leave for police officers and non-police staff.

'Headcount' is the total number of employees regardless of position type - excluding non-employees such as contractors. 'Authorised positions' is the number of positions allocated by Treasury and funded on a permanent ongoing basis.

*Excludes paid student police officers. As of 30 June 2025, there were 358 paid student police officers.

Leadership diversity

Indicator	June 2022	June 2023	June 2024	June 2025	June 2025 compared to previous year
Women in senior leadership roles (%)	13.8%	17.5%	17.3%	18.2%	▲
Aboriginal and Torres Strait Islander in senior leadership roles (headcount)	3	3	3	3	No change

Source: NSW Police Force People & Capability Command

Note: Prior to the NSW Police Force 2024–25 Annual Report, senior leaders were defined as non-casual staff — both police and non-police — earning at or above a salary threshold that was annually adjusted in accordance with wages policy. This definition aligned with the guidance from the NSW Public Service Commission.
However, at the time of preparing this Annual Report, that definition was no longer in use. To support reporting on leadership diversity, NSW Police Force People & Capability Command developed a revised definition of senior leadership specifically for this report. Under the revised definition, senior leaders are those holding ranks or grades of Senior Executives Band 1 to 4, or the rank of Superintendent.
To enable comparison with statistics from previous years, the figures in the above table have been updated to reflect this new recording methodology.

Property disposals

As part of ongoing construction projects to build new police stations in regional New South Wales, three existing buildings located at Karuah, Cessnock and Bonalbo were demolished. These demolitions formed part of the site preparation works required for the new facilities.

In accordance with AASB116 Property, Plant and Equipment, the buildings were derecognised from the asset register. The carrying amounts of all three buildings were nil at the time of demolition, therefore, no loss on disposal was recognised in the Statement of Comprehensive Income.

Research and development

Research projects 2024-25

Name of research	Total life of project cost	Status/date to be completed
Forensic Investigative Genetic Genealogy (FIGG) – DNA testing studies to provide foundational support to NSW Police Force FIGG capability and outcomes	$32,000	Status: on-going

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

4

Management & accountability

NSW Police Force staff

Movements in wages, salaries and allowances

The *Crown Employees (Police Officers – 2024) Award* provided an increase in salaries and allowances of 4.5% for non-commissioned officers and up to 4.5% for commissioned officers from the first full pay period in July 2024. The *Crown Employees (NSW Police Administrative Officers and Temporary Employees) Award 2009* provided an increase in salaries and allowances of 4% to administrative officers from the first full pay period in July 2024. Other groups such as communications officers and special constables were provided with similar pay increases in compliance with the relevant industrial awards.

Summary of total headcount details as at 30 June 25

	2020-21	2021-22	2022-23	2023-24	2024-25
Police officers[a]	17,727	17,659	17,062	16,252	15,887
Administrative officers	4,152	3,975	4,067	4,295	4,508
Total	21,879	21,634	21,129	20,547	20,395

Source: NSW Police Force - SAP

a. Includes officers on secondment to other public sector agencies.

Strength details (police officers) as at 30 June 25

Rank	Internal police		External seconded external funded		External seconded internal funded		Total	
	2023-24	**2024-25**	**2023-24**	**2024-25**	**2023-24**	**2024-25**	**2023-24**	**2024-25**
Executive officers[a]	25	26	0	2	0	0	25	28
Commissioned officers[b]	837	857	2	2	0	1	839	860
Senior sergeants and sergeants	3,015	3,164	10	9	0	0	3,025	3,173
Senior constables, constables and probationary constables	12,351	11,814	12	12	0	0	12,363	11,826
Total	16,228	15,863	24	23	0	1	16,252	15,887

Source: NSW Police Force - SAP

a. Includes officers at the rank of commissioner, deputy commissioner and assistant commissioner.
b. Includes officers at the rank of superintendent and inspector.

Senior executives as at 30 June 25

Public service senior executive salary band	Male 2024	Female 2024	Male 2025	Female 2025
1	22	19	25	22
2	18	8	19	10
3	4	0	5	0
4	0	1	0	1

Source: NSW Police Force - SAP

* Senior executive salaries are based on the allocated senior executive band.

* Figures above are a headcount of senior executives regardless of position type, excluding contractors. Includes senior executives on long term leave and senior executives occupying temporary capital funded positions.

Average total remuneration package (TRP) of senior executives

Public service senior executive salary band (2024-25 range)	Average TRP 2023-24	Average TRP 2024-25
1 ($201,350 – $287,200)	$247,642	$249,742
2 ($287,201 – $361,300)	$355,327	$358,381
3 ($361,301 - $509,250)	$492,258	$495,090
4 ($509,251 – $588,250)	$679,050	$679,050

Source: NSW Police Force - SAP

Employee headcount as at 30 June 25

Command	Police officers	Administrative staff	Total
Central Metropolitan Region	**1,817**	**184**	**2,001**
Region office	131	19	150
Eastern Beaches PAC	154	14	168
Eastern Suburbs PAC	179	19	198
Inner West PAC	175	18	193
Kings Cross PAC	121	11	132
Leichhardt PAC	122	11	133
South Sydney PAC	181	18	199
St George PAC	217	20	237
Surry Hills PAC	123	11	134
Sutherland Shire PAC	203	21	224
Sydney City PAC	211	22	233
North West Metropolitan Region	**1,899**	**193**	**2,092**
Region office	100	20	120
Blacktown PAC	153	15	168
Blue Mountains PAC	99	11	110
Hawkesbury PAC	102	10	112
Ku-ring-gai PAC	118	13	131
Mount Druitt PAC	166	14	180
Nepean PAC	263	23	286
North Shore PAC	183	18	201
Northern Beaches PAC	209	20	229
Parramatta PAC	124	13	137
Quakers Hill PAC (Riverstone PAC)	109	10	119
Ryde PAC	167	16	183
The Hills PAC	106	10	116
South West Metropolitan Region	**1,784**	**186**	**1,970**
Region office	106	18	124
Auburn PAC	141	15	156
Bankstown PAC	190	22	212
Burwood PAC	193	22	215
Camden PAC	127	11	138
Campbelltown City PAC	242	24	266
Campsie PAC	128	12	140
Cumberland PAC	209	19	228
Fairfield City PAC	221	22	243
Liverpool City PAC	227	21	248

Northern Region	**2,004**	**195**	**2,199**
Region office	60	17	77
Brisbane Water PD	178	15	193
Coffs-Clarence PD	185	17	202
Hunter Valley PD	170	17	187
Lake Macquarie PD	197	16	213
Manning-Great Lakes PD	117	13	130
Mid North Coast PD	169	15	184
Newcastle City PD	221	19	240
Port Stephens-Hunter PD	193	17	210
Richmond PD	173	19	192
Tuggerah Lakes PD	178	14	192
Tweed-Byron PD	163	16	179
Southern Region	**1,412**	**159**	**1,571**
Region office	58	19	77
Lake Illawarra PD	204	18	222
Monaro PD	101	11	112
Murray River PD	181	19	200
Murrumbidgee PD	102	13	115
Riverina PD	176	16	192
South Coast PD	232	31	263
The Hume PD	174	15	189
Wollongong PD	184	17	201
Western Region	**1,121**	**149**	**1,270**
Region office	39	23	62
Barrier PD	89	17	106
Central West PD	118	15	133
Central North PD	174	18	192
Chifley PD	150	15	165
New England PD	182	24	206
Orana-Mid Western PD	204	27	231
Oxley PD	165	10	175

Source: NSW Police Force - SAP

Note: The table outlines the actual police officer headcount and administrative officer headcount by region, police area command (PAC) and police district (PD) as of 30 June 2025. The table includes the region office, which is made up of the region enforcement squad, high visibility policing unit, operation support group and domestic violence high risk offender team for each respective region. The region headcounts exclude staff within deputy commissioner offices and commands that are centrally managed but deployed through the regions in specialist and corporate roles to provide investigative support, radio communications, call centres, forensic services, complaints and employee management, air and sea policing, specialist surveillance, canine and mounted support, media and public relations, counter terrorism and major crime investigation, police prosecutions, technology support, occupational health and safety, injury management, education and training, human resource support and asset management

Police officer separations

Separations		Executive officers[a]	Commissioned officers[b]	Senior sergeants and sergeants	Constables (All)	Total
Retirement	23-24	0	5	7	9	**21**
	24-25	0	4	11	15	**30**
Death	23-24	0	2	4	3	**9**
	24-25	0	1	1	5	**7**
Resignation	23-24	0	14	105	456	**575**
	24-25	0	1	17	212	**230**
Medically unfit[c]	23-24	0	44	159	566	**769**
	24-25	2	38	182	539	**761**
Appointment annulment	23-24	0	0	0	1	**1**
	24-25	0	0	0	0	**0**
Dismissal s80(3)[d]	23-24	0	0	1	9	**10**
	24-25	0	0	0	2	**2**
Removal s181D[e]	23-24	0	0	1	14	**15**
	24-25	0	0	2	6	**8**
Transfer	23-24	0	0	13	71	**84**
	24-25	0	0	7	66	**73**
Total	**23-24**	**0**	**65**	**290**	**1,129**	**1,484**
	24-25	**2**	**44**	**220**	**845**	**1,111**

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

b. Includes officers at the rank of superintendent and inspector.

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

d. Dismissal orders are served on constables appointed on probation. Dismissal orders made under section 80(3) of the Police Act 1990 can be the subject of review by the Industrial Relations Commission. This may result in a variation in the recording of the method of separation from the NSW Police Force.

e. Removal orders are served on confirmed police officers. Removal orders made under section 181D of the Police Act 1990 can be the subject of review by the Industrial Relations Commission. This may result in a variation in the recording of the method of separation from the NSW Police Force. The date of the removal of an officer under section 181D is the date the commissioner signs that order. However, for entitlement calculations the date of service of the order is used.

Administrative officer separations

Separations		Executive officers	Non-executive officers	Total
Retirements	23-24	0	61	**61**
	24-25	0	55	**55**
Death	23-24	0	6	**6**
	24-25	0	3	**3**
Resignation	23-24	4	298	**302**
	24-25	3	306	**309**
Medically unfit[a]	23-24	0	16	**16**
	24-25	0	25	**25**
Appointment annulment	23-24	0	0	**0**
	24-25	0	1	**1**
Contract termination[b]	23-24	3	44	**47**
	24-25	0	33	**33**
Dismissal	23-24	0	5	**5**
	24-25	0	6	**6**
Transfer	23-24	0	119	**119**
	24-25	2	103	**105**
Secondment	23-24	0	2	**2**
	24-25	0	2	**2**
Voluntary redundancy	23-24	0	9	**9**
	24-25	0	2	**2**
Other reason	23-24	1	4	**5**
	24-25	1	2	**3**
Total	**23-24**	**8**	**564**	**572**
	24-25	**6**	**538**	**544**

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

b. Includes temporary term contracts which may not have been renewed at the end of the full term.

Overseas travel

Operational travel 2024-25

Purpose	Number of officers	Destination
Extradition	2	India
Extradition	2	Japan
Extradition	2	New Zealand
Investigations	1	Chile
Investigations	2	Netherlands
Investigations	2	New Zealand
Investigations	1	Panama
Investigations	2	South Korea
Investigations	2	Thailand

Non-operational travel 2024-25

Purpose	Number of officers	Destination
Conference	3	Canada
Conference	2	Canada, United States
Conference	1	Czech Republic
Conference	1	Fiji
Conference	2	Germany, Sweden
Conference	1	Greece
Conference	2	Ireland
Conference	1	Ireland, United Kingdom
Conference	12	New Zealand
Conference*	3	New Zealand
Conference	3	Portugal
Conference*	1	Samoa
Conference*	2	South Korea
Conference	1	Sweden
Conference	1	Switzerland
Conference	1	Taiwan
Conference*	1	Taiwan
Conference	1	The Netherlands
Conference	1	United Arab Emirates

Conference	4	United Kingdom
Conference	20	United States
Course	1	United Kingdom
Funeral	1	New Zealand
Training	2	Belgium, Germany, Netherlands
Training**	1	Canada, Ireland, Portugal, United Kingdom, United States
Training**	1	Canada, United States
Training	1	Canada, United States
Training	4	New Zealand
Training*	4	New Zealand
Training	2	Spain
Training	2	United Kingdom
Training	2	United Kingdom, United States
Training	1	United States
Training*	5	United States

**Nil Cost to NSW Police Force, including self-funded overseas travel*

***Funded via Churchill Fellowship*

Matters arising from the 2024-25 financial audit

There were no significant matters reported during the 2024-25 financial audit.

Consultants

In financial year 2024-25, NSW Police Force incurred $0.599 million in consultant fees.

The details of related contracts are as follows:

1. There was one engagement of consultant costing less than $50,000 as per the following:
   1.1. Mccullough Robertson Lawyers for review of corporate policies costing $24,484 (ex GST).

2. There were two engagements of consultants costing $50,000 or greater as per the following:
   2.1. KH & Co Pty Ltd for organisational Cultural review costing $494,500 (ex GST).
   2.2. KPMG review to implement the Enterprise Operating Model costing $80,300 (ex GST) titled “Project Telos”.

Internal Audit and Risk Management Attestation Statement

The NSW Police Force Audit and Risk Committee consists of an independent chair and two independent members appointed by the Commissioner of Police. The Committee provides independent assistance to the Commissioner by monitoring, reviewing, and providing advice about the NSW Police Force's governance processes, risk management and control frameworks and its external accountability obligations.

The Committee also provides advice to the Commissioner on significant issues identified in audit reports and monitors the outcome of audit recommendations. The Committee ensures the Internal Audit function operates in compliance with the International Professional Practices Framework and the requirements set by the *Internal Audit and Risk Management Policy for the General Government Sector*.

NSW Police Force internal audit and risk management attestation statement for the 2024-25 financial year

I, Peter Thurtell, A/Commissioner of Police, the Accountable Authority, am of the opinion that the NSW Police Force has internal audit and risk management processes in operation that are, excluding the exemptions or transitional arrangements described below, compliant with the seven core requirements set out in the *Internal Audit and Risk Management Policy for the General Government Sector*, specifically:

	Core Requirement	Compliant, Non-compliant, or In transition
	Risk Management Framework	
1.1	The Accountable Authority shall accept ultimate responsibility and accountability for risk management in the agency.	Compliant
1.2	The Accountable Authority shall establish and maintain a risk management framework that is appropriate for the agency. The Accountable Authority shall ensure the framework is consistent with AS ISO 31000:2018.	Compliant
	Internal Audit Function	
2.1	The Accountable Authority shall establish and maintain an internal audit function that is appropriate for the agency and fit for purpose.	Compliant
2.2	The Accountable Authority shall ensure the internal audit function operates consistent with the International Standards for Professional Practice of Internal Auditing.	Compliant
2.3	The Accountable Authority shall ensure the agency has an Internal Audit Charter that is consistent with the content of the 'model charter'.	Compliant
	Audit and Risk Committee	
3.1	The Accountable Authority shall establish and maintain efficient and effective arrangements for independent Audit and Risk Committee oversight to provide advice and guidance to the Accountable Authority on the agency's governance processes, risk management and control frameworks, and its external accountability obligations.	Compliant
3.2	The Accountable Authority shall ensure the Audit and Risk Committee has a Charter that is consistent with the content of the 'model charter'.	Compliant

The chair and members of the NSW Police Force Audit and Risk Committee for the 2024-25 period were:

- Independent Chair, Lyn Baker (2 January 2023 to 2 January 2026)
- Independent Member, Greg Fletcher (2 January 2023 to 2 January 2026)
- Independent Member, Gerardine Brus (29 January 2017 to 2 January 2025)
- Independent Member, Joan Wilcox (31 January 2025 to 30 January 2028)

Peter Thurtell
A/Commissioner of Police
31 July 2025

Government Information (Public Access)

The NSW Police Force InfoLink Command administers and fulfils the NSW Police Force's functions and obligations under the *Government Information (Public Access) Act 2009* (GIPA Act).

During the reporting year, the total number of valid access applications received was 11,163.

The total number of access applications received by the NSW Police Force during the reporting year that were refused either wholly or partly because the application was for disclosure of information referred to in Schedule 1 to the Act was 392: 280 (partly) and 112 (wholly).

Table A: Applications by type of applicant and outcome

Type of applicant	Access granted in full	Access granted in part	Access refused in full	Info not held	Info already available	Refuse to deal with application	Refuse to confirm/ deny whether info is held	Application withdrawn
Media	19	13	9	21	1	3	0	13
Members of Parliament	5	1	1	0	1	0	0	0
Private sector businesses	287	818	79	204	6	0	6	231
Members of the public (via legal representative)	1,132	2,538	255	662	47	46	31	477
Members of the public (other)	714	2,741	297	340	62	43	13	755
Not for profit organisations or community groups	18	58	8	6	3	2	0	18

Table B: Applications by type of application and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Info not held	Info already available	Refuse to deal with application	Refuse to confirm/ deny whether info is held	Application withdrawn
Personal information applications	1,584	3,175	298	607	61	50	15	696
Access applications (other than personal info applications)	195	685	150	134	27	17	16	271
Access applications that are partly personal info applications and partly other	396	2,309	201	492	32	27	19	527

Note: 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

	Number of applications
Application does not comply with formal requirements (section 41 of the Act)	863
Application is 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	863
Invalid applications that subsequently became valid applications	509

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

	Number of times consideration used
Overriding secrecy laws	22
Cabinet information	1
Executive Council information	2
Contempt	4
Legal professional privilege	26
Excluded information	320
Documents affecting law enforcement and public safety	22
Transport safety	0
Adoption	0
Care and protection of children	53
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Privilege Generally	0
High Risk Offenders	0

Note: More than one public interest consideration may apply in relation to an 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 the Act

	Number of occasions when application not successful
Responsible and effective government	4,058
Law enforcement and security	1,774
Individual rights, judicial processes and natural justice	6,301
Business interests of agency and other people	329
Environment, culture, economy and general matters	0
Secrecy provisions	1,297
Exempt documents under interstate freedom of information legislation	0

Table F: Timeliness

	Number of applications
Decided within statutory timeframe (20 days plus any extensions)	9,441
Decided after 35 days (by agreement with applicant)	176
Not decided within time (deemed refusal)	26
Total	**9,643**

Table G: Applications reviewed under Part 5 of the Act

Type of review	Decision varied	Decision upheld	Total
Internal review	110	77	187
Review by Information Commissioner	16	50	66
Internal review following recommendation undersection 93 of the Act	10	1	11
Review by NSW Civil & Administrative Tribunal	4	12	17
Total	**141**	**140**	**281**

Note: 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 beenmade by the Information Commissioner.

Table H: Applications for review under Part 5 of the Act

Type of applicant	Number of applications
Access applicants	290
People to whom information the subject of access application relates (see section 54 of the Act)	0

Table H refers to applications for review made in the 2024-25 period, not decisions made.

Table I: Applications transferred to other agencies under Division 2 of Part 4 of the Act

Type of transfer	Number of applications
Agency-initiated transfers	6
Applicant-initiated transfers	3

Significant judicial decisions

Commissioner of Police v Davies [2025] NSWCATAP 36

In this case, the NSW Civil & Administrative Tribunal (Tribunal) set aside the decision of the Commissioner of Police under the *Firearms Act 1996* to revoke the Applicant's category ABH firearms licence and large calibre pistol permit. Although the Tribunal considered that it was not in the public interest for Mr Davies to hold a licence at the time of the decision, the Tribunal nevertheless remitted the matter for reconsideration by the Commissioner in accordance with recommendations of the Tribunal. The Tribunal's recommendation was that, if Mr Davies completed a course in relation to his obligations under the Act successfully, the category ABH firearms licence and large calibre pistol permit ought to be reinstated.

The Commissioner appealed against this decision, submitting that it was an error of law to set aside the revocation decision in circumstances where the Tribunal had concluded that, at the time of its decision, there remained a risk to the public associated with Mr Davies' knowledge and obligations under the Firearms Act, and that the Tribunal did not have power to set aside the decision and remit it to the Commissioner.

In interpreting the decision of the Tribunal, the Appeal Panel found that the Tribunal was not satisfied that Mr Davies posed virtually no risk to public safety if given access to firearms and was satisfied that it was not in the public interest for Mr Davies to continue to hold the licence or permit. At that point in the decision-making process, the Appeal Panel held, the Tribunal was empowered to make a decision in substitution for the decision set aside, or remit the matter to the Commissioner for reconsideration, but only if there was some residual function to be performed by the Commissioner involving the exercise of the relevant statutory power, such as a condition being satisfied before a decision being made. There was, in this case, no residual function to be performed, and the correct decision was to affirm the Commissioner's decision.

Price v Commissioner of Police [2024] NSWCATAD 372; Commissioner of Police v Price [2025] NSWCATAP 44

On 2 May 2024, a police officer issued a Notice of Suspension with respect to the firearms licence held by Mr Price. The Notice of Suspension did not identify an expiry date for the suspension.

Mr Price applied to the NSW Civil and Administrative Tribunal (Tribunal) for an administrative review of this decision. The Commissioner of Police applied for dismissal of the matter because s. 75(1) of the *Firearms Act 1996* does not grant the Tribunal jurisdiction to review the suspension of a firearms licence (as opposed to, for example, a decision for its revocation). At first instance, the Tribunal refused the dismissal application because it considered that, for a variety of reasons including the absence of a suspension expiry date, the Commissioner had in effect revoked Mr Price's firearms licence on 2 May 2024. The Commissioner appealed this decision to the Appeal Panel.

On appeal, the Appeal Panel overturned the first instance decision and dismissed the matter because the Tribunal did not have jurisdiction to hear it. The Tribunal accepted that the relevant decision made on 2 May 2024 was to suspend Mr Price's firearms licence rather than revoke it. This was because the Notice of Suspension was not and did not purport to be concerned with the revocation of a firearms licence, but rather its suspension. However, the Tribunal did consider that it was an invalid suspension of Mr Price's firearm licence, so the operative decision was a later second decision made to suspend his firearms licence.

The Appeal Panel's decision therefore confirms the decision in Uzelac v Commissioner of Police, NSW Police Service [2004] NSWADT 34 that the Tribunal does not have jurisdiction to review the suspension of a firearms licence.

Jamieson v Attorney General for NSW [2025] NSWSC 92

Stephen Wayne Jamieson is serving a sentence of life imprisonment for the sexual assault and murder of Janine Balding. Mr Jamieson has maintained that he was not present at the time of Ms Balding's death. His appeals to the Court of Criminal Appeal and High Court, and his application to the Supreme Court for an inquiry into his conviction in 2001, have been dismissed.

Mr Jamieson's trial and subsequent appeals and applications pre-dated developments in DNA technology. Since 2 November 2023, the NSW Police Force had Mark Wayne Wells' DNA profile which was obtained from the Queensland Police Service. An issue at trial, and raised in subsequent appeals, was whether Mr Jamieson was misidentified for Mr Wells. Both were known as "Shorty" and were partial to wearing bandanas. Police had recovered a bandana from the crime scene and obtained a partial DNA profile. Mr Jamieson was excluded as a contributor to the DNA on the bandana but it had not been examined against Mr Wells' DNA profile.

These proceedings concerned Mr Jamieson's application for an inquiry into conviction pursuant to s 78(1) of the *Crimes (Appeal and Review) Act 2001*. Mr Jamieson contended that the Court could now be satisfied that the NSW Police Force's failure to examine the partial DNA profile against Mr Wells cast doubt on the conviction and, if the partial DNA was contributed to by Mr Wells, he intended to use that evidence in support of the inquiry if that were permitted to occur.

The Commissioner was the second defendant. With the Attorney General for NSW, the Crown contended that s 97(1A) of the *Crimes (Forensic Procedures) Act 2000* precluded or prevented the NSW Forensic and Analytical Science Service (FASS) from using information obtained from a jurisdiction outside of NSW for the purpose of DNA testing. Accordingly, conduct of the DNA comparison sought by Mr Jamieson was legally impermissible.

His Honour Harrison CJ at CL found that s 97 applies to Mr Wells' DNA profile information held by the Commissioner and the provision does not preclude FASS from using information about the DNA profile obtained from the QPS for the purpose of DNA testing under s 97. His Honour also acknowledged that there was no physical, practical or scientific impediment to conducting the test sought by Mr Jamieson. It was in the public interest that it be undertaken.

Commissioner of Police, NSW Police Force v Hogan [2024] NSWCATAP 77

Mr Hogan, a shearer and primary producer, held a firearms licence since 1995. In April 2022, police found multiple breaches of firearm storage laws at his residence. He was convicted of the offence of "Holder of Category A or B licence not have approved storage". His licence was revoked in February 2023. He sought administrative review of the revocation decision, and the NSW Civil & Administrative Tribunal set aside the decision, allowing him to retain his licence.

The Commissioner of Police appealed to the Appeal Panel. The grounds of the appeal included:

Ground 1 – the Tribunal erred in not giving adequate consideration to the Mr Hogan's safe storage offence (in the context of the Firearms Act requiring the refusal of any application for a licence where the applicant was convicted of a prescribed offence, such as Mr Hogan's offence, within the period of 10 years before the application)

Ground 2 – the Tribunal erred by providing inadequate reasons for permitting Mr Hogan to retain his licence despite becoming subject to a mandatory disqualification event

Ground 3 – the Tribunal erred by failing to follow previous decisions requiring that a licensee demonstrate "special or exceptional circumstances" justifying the retention of a licence where he/she has become subject to a mandatory disqualification event: see Uzelac v Commissioner of Police [2003] NSWADT 226; Parisi v Commissioner of Police [2018] NSWCATAD 155

Relevantly, the Appeal Panel upheld ground 3 and allowed the appeal.

While expressing some hesitation about the "special or exceptional circumstances" formulation employed in previous cases, the Appeal Panel considered that the Firearms Act "calls for some circumstance, or justification" to not treat a relevant conviction as the basis for revocation: at [55]. Further, such justification "would not be present merely because the offence was a first offence or because the person had a history of compliance with the Act", as this would effectively provide every licensee with a single opportunity to breach the conditions of the licence, or the Act, subverting the legislation's protective purpose: also at [55].

Herring v Commissioner of Police [2024] NSWIRComm 23

This case concerned an unsuccessful challenge by a former senior constable, Andrew Herring, of his removal from the NSW Police Force.

Mr Herring was served with an Order under s 181D of the *Police Act 1990* (Police Act) detailing 12 allegations against him, including failure to properly investigate domestic violence complaints, sexual harassment and dishonesty. Mr Herring sought a review of the order in the Industrial Relations Commission of NSW (IRC). He contended the allegations were treated cumulatively and did not justify his removal and that Order was harsh, unreasonable and unjust and sought reinstatement.

The IRC found Mr Herring failed to establish the Commissioner of Police's reasons were flawed or defective in all but one allegation. Importantly, the IRC noted that the totality of the allegations needs to be considered, such that an Order for Removal would still have a reasonable basis even if allegations individually would not come up to the requisite standard.

Mr Herring further asserted his removal was unfair in comparison to actions taken in comparison to other police officers. The IRC confirmed the Commissioner of Police was correct in arguing that a comparison of the way other police officers are dealt with is not relevant when determining whether a termination action is unfair. The IRC stated Mr Herring's argument demonstrated an inability or unwillingness to take responsibility for his conduct.

Keeping with a theme of "totality" as compared to "isolation", in considering Mr Herring's interests, the IRC found his 13 years of service could not be viewed in isolation - his disciplinary history compromised any weight his length of tenure would have afforded his case.

Considering the public interest (which includes maintaining the integrity of the NSW Police Force and eliminating conduct which may bring the NSW Police Force into disrepute), the IRC stated the public interest is served when domestic violence offences are properly investigated and sexual harassment is not tolerated. The IRC found that Mr Herring's conduct was unacceptable and his dishonest and disingenuous responses reflected adversely on his integrity.

PSA v Commissioner of Police [2025] NSWSC 624

A Special Constable, who was a union member and union delegate, was suspended following allegations he had shared confidential information with the union (Public Service Association or PSA) in preparation for award proceedings before the Industrial Relations Commission of NSW (IRC). The Special Constable was subject to a misconduct process.

The PSA brought proceedings against the Commissioner of Police on behalf of their member, which included that during the misconduct process, the NSW Police Force had victimised the Special Constable in contravention of the freedom from victimisation protections under ss 210 and 213 of *Industrial Relations Act 1996* (IR Act).

The NSW Police Force was successful in both the first instance in the IRC and on appeal before the NSW IRC Full Bench. The PSA commenced proceedings in the Supreme Court of NSW, arguing both IRC decisions contained jurisdictional error and the orders should be set aside. The Court dismissed the PSA's appeal with costs, and affirmed the two prior decisions of the IRC did not contain errors of law.

The PSA argued that an employer is presumed to have victimised an employee where a protected matter existed (e.g. union membership) and the employee suffered a detriment in their employment (e.g. dismissal). All the employee need do is assert "a" detriment, and the onus shifts to the employer to rebut the presumption not only for "the" detriment alleged, but *any and all* detriments the employee *may* have suffered, even where not identified by the employee (i.e. the employer must self-identify and rebut).

The Court, agreeing with the NSW Police Force, stated the correct test was that freedom from victimisation is only enlivened where an employee (or their union) establishes the employee has suffered a detriment(s) (i.e. the employee must identify any and all detriments it seeks to allege), the existence of a protected matter and alleges the detriment(s) was/were suffered because of the protected matter. Only then does the onus shift to the employer to demonstrate the protected matter was not a substantial and operative cause of the detriment suffered by the employee.

Since these proceedings, the freedom from victimisation protections in the IR Act have been amended, however, the test outlined by the Court remains current law.

State of New South Wales v Dennis [2025] NSWCA 118 (29 May 2025)

The respondent operated a motor mechanic business. He was arrested and charged with manipulating vehicle tests. All charges were later dismissed. He sued the State in the District Court for false imprisonment in relation to the approximately five hours he spent in custody. The primary judge found that the officer's predominant reason for arresting the respondent was so as to impose bail conditions to prevent him from issuing further defective pink slips.

His Honour held that the arrest did not comply with s 99(1)(b) of the *Law Enforcement (Powers and Responsibilities) Act 2002* (NSW) (LEPRA) and was unlawful because there were alternatives available to the officer short of an arrest which would have met his purpose. Damages were awarded. The Court of Appeal held that s 99(1)(b) of LEPRA requires that the arresting police officer subjectively is satisfied that the arrest is reasonably necessary for one or more of the identified reasons.

Reasonably necessary, connotes, in this context, appropriate and adapted to achieve one or more of the identified reasons. The arresting officer's satisfaction must not be manifestly unreasonable, arbitrary, capricious, irrational, or not bona fide. The existence of alternatives to arrest might in some cases be relevant to assessing that issue. But the provision does not require police officers subjectively to consider alternatives to arrest in every case as a condition of validity. It is not for the courts to substitute their own view as to whether alternatives should have been pursued.

The notion of bail as identified in s 7(1) of the *Bail Act 2013* involves a person being permitted to go free on conditions. The police power to grant bail is found in a combination of ss 9, 11 and 43(2), and those provisions are suggestive of an assumption that the person is in custody (as is s 8(1)(a)). A person not in custody does not need to be released and therefore cannot be conditionally released. As a result, police are only empowered to grant bail with respect to a person in custody.

Robinson v Commissioner of Police [2025] NSWCATAD 104

Mr Robinson joined the NSW Police Force in April 1991. Following a diagnosis of delayed-onset PTSD he was medically discharged and paid compensation for the loss of his career. Although being certified by his own treaters in 2010-11 as permanently unable to be a police officer again, soon after, in 2012 he sought reinstatement as his treaters indicated a full recovery from this permanency.

The NSW Police Force refused reinstatement (on the basis of medical evidence from an independent), which Mr Robinson subsequently challenged in the Industrial Relations Commission of NSW (IRC). The IRC dismissed the application on the basis of medical risks of recurrence, and he unsuccessfully appealed the decision.

After several further attempts to seek to re-join, in January 2020 he applied to join as a new recruit (as opposed to rejoining at rank). When the application was not progressed, he alleged the Commissioner had discriminated against him for disability under the *Anti-Discrimination Act 1977*.

Mr Robinson argued his application was terminated at an earlier stage in the recruitment process than other applicants and this amounted to differential (and discriminatory) treatment. His argument was supported by the initial medical examination suggesting a more recent medical report may be required; however, before this occurred, he received a letter stating his application would not be progressed.

In defending the allegation, the NSW Police Force argued Mr Robinson would not be able to carry out the inherent requirements of the role as his appointment as a police officer would present a significant risk to his own safety and wellbeing and to those around him. It was also argued the application did not need to be progressed due to NSW Police Force's primary duties under the *Work Health and Safety Act 2011*.

The Tribunal found Mr Robinson's application was prematurely declined based on a presumption regarding his previous disability and this amounted to less favourable and differential treatment.

However, the NSW Police Force was successful in its submissions that Mr Robinson was unable to meet the inherent requirements of the position and that the NSW Police Force has a duty to provide, so far as is reasonably practicable, a safe workplace. Medical evidence provided there was a risk he could suffer a relapse and, even if the risk was slight, the potential catastrophic consequences for Mr Robinson, his co-workers and the public were grave and should not be understated.

Mr Robinson's claim was dismissed.

Kershaw v R [2024] NSWCCA 27

The accused was a Central Coast man who got "blind drunk" and got into a fight with another man, who barricaded himself in a room. '000' was called. Police attended and commenced arresting the accused for a domestic violence offence, he immediately assaulted them.

He hit a female police officer in the face, grabbed her around the neck and placed her in a chokehold. He then ripped a clip from her hair, and, while the officer cried out in pain, shouted obscene things to her. He similarly assaulted a male officer who had prised him off the female officer. He was ultimately handcuffed and sedated.

The accused pleaded guilty to some offences. However, he pleaded not guilty to assaulting officers in the execution of their duty. At trial the accused was acquitted and the Judge held that the officer who initially made the arrest had not complied with s 202 or the *Law Enforcement (Powers & Responsibilities) Act 2002* and that made his arrest unlawful. She held that other police who attended and were assaulted did not know of this error by the arresting officer, none of the police were in the execution of their duty when the accused assaulted them. In light of the findings made at trial, the accused sought to withdraw his guilty pleas to the other offences.

The Court of Criminal Appeal held that there were two other ways of looking at what occurred. *First*, the officers were exercising their duty to keep the peace. *Second*, the officers were entitled to form the view that the accused was assaulting their fellow officers, and that he should be arrested for doing so. They were not assisting the original arrest. They were exercising their own power to arrest the plaintiff, lawfully. In those two senses above, the officers were in the execution of their duty, and the accused therefore committed a crime by assaulting them in the execution of that duty. The accused's convictions were affirmed. His sentence was reduced slightly to 3.5 years without parole (down from 4 year at first instance).

State of New South Wales v JR; State of New South Wales v Dickens; State of New South Wales v Jensen [2024] NSWCA 308

Police arrested the three respondents who were taken to Katoomba Police Station where they were detained for the purpose of investigation, subsequently charged later that day with various sexual assault offences and were each refused police bail. One of the respondents, JR, was refused bail in the Children's Court on two subsequent occasions and also in the Supreme Court.

He was held on remand until the conclusion of the respondents' joint trial in July 2017 when a jury found each respondent not guilty of the alleged offences. The respondents brought damages claims against the State of

New South Wales (the State) for false imprisonment and JR also brought claims for malicious prosecution and misfeasance in public office. It was not in dispute that the State was vicariously liable for any tortious actions of officers of the NSW Police Force.

The primary judge found that each respondent was held at the police station for longer than the maximum investigation period at the relevant time: ss 115-117 of the Law Enforcement (Powers and Responsibilities) Act 2002 (LEPRA). The primary judge awarded each respondent damages of $30,000 plus interest. JR's claims of malicious prosecution and misfeasance in public office were also successful and awarded damages of $700,000 plus interest in respect of these torts.

The Court of Appeal set aside the finding JR was maliciously prosecuted, holding that the findings were contrary to either uncontested evidence or compelling inferences. The Court of Appeal also held that each respondent was detained in the Katoomba Police Station for longer than the maximum investigation period which was permitted by LEPRA at the relevant time however held the trial judge erred in failing to apply the correct counterfactual in assessing damages.

An award of nominal damages of $100 is appropriate given that the correct counterfactual is, but for the false imprisonment, the respondents would have been lawfully detained because the police would have commenced the charging procedures for each respondent before the expiration of the investigation period. The Court of Appeal also held that exemplary damages should be awarded because the conduct by the police in detaining the respondents beyond the expiry of the permitted maximum investigation period must be strongly disapproved by the Court. However, the award of exemplary to each respondent should be reduced from $20,000 to $10,000.

Privacy and personal information

The NSW Police Force recognises the importance of protecting the personal information that it collects, holds, uses, and discloses about individuals. It is critical that the community has confidence that the NSW Police Force will handle personal information lawfully and in a way that strikes the right balance between an individual's privacy and the community's safety.

The *Privacy and Personal Information Protection Act 1998* (PPIP Act) and the *Health Records and Information Privacy Act 2002* (HRIP Act) apply to the management of personal and health information and provide members of the community with legally enforceable rights and safeguards relating to how NSW government agencies, including the NSW Police Force, handle their personal and health information. These Acts also provide the NSW Police Force with several exemptions when exchanging personal information with other government agencies or third parties for law enforcement and related purposes.

The NSW Police Force continues to respond to its privacy obligations under the Mandatory Notification of Data Breaches Scheme (MNDB Scheme) in Pt 6A of the PPIP Act. It has in place procedures to manage data breaches, take all reasonable steps to reduce harm caused by an eligible data breach, and to notify affected individuals and the NSW Privacy Commissioner if an eligible breach occurs. The NSW Police Force also conducts post-incident reviews of eligible privacy breaches to identify where improvements can be made to prevent future breaches.

To guide NSW Police Force employees in the management of personal and health information of individuals, the NSW Police Force has a Privacy Code of Practice, a Privacy Management Plan, and the Employee Health records – Management and Storage Guidelines. Updates to the Privacy Management Plan were published during this reporting year to capture information relating to introduction of the police officer support system. The NSW Police Force has also published a Data Breach Policy that is a requirement of the MNDB Scheme to explain to the community how the NSW Police Force will fulfill its responsibilities under the Scheme.

The NSW Police audits access to records held by the Computerised Operational Policing System (COPS) and all staff are required to abide by the COPS Audit Procedures. 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.

During this reporting year, the NSW Police Force received 10 applications for internal review under s 53 of the PPIP Act. In the same period, there were three applications that sought external review by the NSW Civil and Administrative Tribunal under s 55 of the PPIP Act. In addition, the NSW Police Force received one summons seeking judicial review of a decision of the NSW Civil and Administrative Tribunal made under s 55 of the PPIP Act. Between 30 June 2024 and the end of the reporting period, the NSW Police Force notified three eligible breaches under the MNDB Scheme, in accordance with Pt 6A of the PPIP Act.

Legislative Changes

Amendments to the *Crimes Act 1900* and the *Crimes (Domestic and Personal Violence) Act 2007* commenced on 1 July 2024. The amendments create a new offence relating to abusive behaviour towards current and former intimate partners (“coercive control”) and provide a new definition of “domestic abuse”.

Amendments to the *Bail Act 2013* and the *Surveillance Devices Act 2007* commenced on 1 July 2024. These amendments primarily concern bail decisions relating to persons charged with specified domestic violence offences. They insert definitions into the *Bail Act,* create new show cause offences, and allow for the stay of certain bail decisions on appeal. They also remove the requirement to obtain the consent of the Attorney General in relation to tracking device offences in a domestic violence context.

Amendments to the *Liquor Act 2007* commenced on 1 July 2024. They designate Liquor & Gaming NSW as the lead regulator for noise and disturbance complaints associated with licensed venues, revise the disturbance complaints framework and offensive noise provisions of the Act, amend the NSW Police Force’s approach to responding to noise complaints for licensed and unlicensed venues, and empower NSW Police officers to issue improvement notices.

Amendments to the *Music Festivals Act 2019* and *Music Festivals Regulation 2024* commenced on 27 September 2024. These amendments remove the requirement for high-risk or subject music festivals to prepare a Safety Management Plan, replacing it with a requirement to prepare a Health & Medical Plan (HMP). The Commissioner of Police may propose that a music festival organiser submit a law enforcement and safety schedule, which may form part of the HMP or a liquor licence if the festival is held on licensed premises.

Amendments to the *Bail Act 2013* and the *Bail Regulation 2021* commenced on 11 October 2024. They allow for electronic monitoring of persons granted bail in respect of serious domestic violence offences.

Amendments to the *Bail Act 2013, Evidence (Audio and Audio Visual Links) Act 1998, Firearms Act 1996,* and the *Weapons Prohibition Act 1998* commenced on 11 October 2024. These amendments provide that a person granted bail subject to an electronic monitoring condition must remain in custody until a device is fitted, allow variation of bail conditions relating to electronic monitoring, remove the requirement for a physical appearance in certain bail proceedings, and add serious domestic abuse prohibition orders to the apprehended violence order provisions of the Firearms and Weapons Prohibition Acts.

Amendments to the *Explosives Act 2003* and the *Explosives Regulation 2024* commenced on 1 September 2024. These amendments cover licensing and the handling, storage, and transportation of explosives and explosive precursors. From 1 July 2025, explosives stored at a police station must be stored in a secure magazine. Police officers and police explosives technicians are exempt from holding a licence or security clearance for certain purposes. Police officers are empowered to give directions and request the production of a licence or security clearance in certain circumstances.

Amendments to the *Crimes (Domestic and Personal Violence) Act 2007* and the *Registration of Births, Deaths and Marriages Act 1995* commenced on 1 December 2024. Section 8(1)(b1) has been inserted into the *Crimes (Domestic and Personal Violence) Act,* expanding the definition of “stalking” to include monitoring or tracking a person’s activities, communications, or movements — whether by using technology or otherwise, and whether or not it involves contacting or approaching the person.

Section 28(3)(a1) has been inserted into the *Registration of Births, Deaths and Marriages Act*. It allows one parent to apply for a change of a child’s name if that parent has sole parental responsibility under a final parenting order made under the *Family Law Act 1975* (Cth) to make decisions about major long-term issues for the child or the child’s name.

Amendments to the L*aw Enforcement (Powers and Responsibilities) Act 2002* and the *Summary Offences Act 1988* commenced on 9 December 2024. They create new powers for police to use hand-held scanners without a warrant in areas designated by a senior police officer and on public transport vehicles in certain situations. These powers will exist for a three-year trial period. The amendments also increase the maximum penalty for selling knives to children under 16 years of age and create a new offence of selling a knife, without reasonable excuse, to a child aged 16 or 17.

Amendments to various laws contained in the *Equality Legislation Amendment (LGBTIQA+) Act 2024* commenced on 1 December 2024. Acts amended include the *Crimes (Domestic and Personal Violence) Act 2007, Crimes (Sentencing Procedure) Act 1999*, *Drug Misuse and Trafficking Act 1985*, and the *Summary Offences Act 1988*.

Amendments to the *Crimes Act 1900* commenced on 2 December 2024. These amendments increase the maximum penalty for an offence under section 213 (‘Obstructing a railway’). A court dealing with the offence summarily may now impose a fine of up to 200 penalty units ($22,000) as an alternative to, or in addition to, the existing penalty of two years’ imprisonment. The fine is not available if the matter is heard on indictment. Statutory defences have also been introduced for conduct forming part of industrial action, an industrial dispute, or an industrial campaign.

Amendments to the *Witness Protection Act 1995* and the *Surveillance Devices Act 2007* commenced on 2 December 2024. These amendments broaden and clarify the scope and protections of the Witness Protection Program (WPP). Key changes include:

- MOUs may include consent to the recording and monitoring of participants' communications, explicitly enabling the Commissioner to conduct such monitoring.
- The Commissioner may terminate protection and assistance where a participant is sentenced to full-time detention.
- Persons giving evidence in relation to Serious Crime Prevention Orders may be included in the WPP.
- The offence of recording or disclosing information about WPP participants or confidential WPP information is redefined.
- *Witness Protection Act 1995* protections apply specifically to WPP participants, not all witnesses.
- Changes to the operation of non-disclosure certificates to protect WPP participants with new identities during proceedings.
- Exemptions from *Surveillance Devices Act 2007* prohibitions for listening and data surveillance devices used in accordance with the *Witness Protection Act 1995*.

Amendments to the *Crimes (Domestic and Personal Violence) Act 2007* commenced on 3 February 2025. They allow police to serve provisional ADVOs electronically if the person consents and police explain certain matters to them.

Amendments to the *Crimes Act 1914* (Cth) and the *Criminal Code Act 1995* (Cth) commenced on 8 February 2025. These amendments are:

- Strengthen Commonwealth offences relating to advocating violence by reducing the fault element to recklessness, protecting an expanded list of targeted groups, and disapplying the "good faith" defence.
- Amend offences relating to the public display of prohibited hate symbols.
- Create new offences for threatening violence or damage against targeted groups or their property.
- Introduce mandatory minimum sentences for certain terrorism-related offences.
- Increase penalties and introduce mandatory minimums for displaying prohibited Nazi or terrorist symbols and performing the Nazi salute.
- Create mandatory minimum sentences for advocating violence through property damage.

Amendments to the *Crimes Act 1900*, *Crimes (Sentencing Procedure) Act 1999*, and the *Graffiti Control Act 2008* commenced on 2 March 2025. These amendments are:

- Add graffiti to the definition of "public act" in the *Crimes Act*.
- Create an aggravated offence for displaying Nazi symbols near Jewish institutions.
- Provide that hate- or prejudice-motivated conduct will aggravate a sentence.
- Create an aggravated offence for graffitiing a place of worship.

Amendments to the *Crimes (Domestic and Personal Violence) Act 2007* commenced on 31 March 2025. They create new offences for contravening ADVOs with intent to cause harm or fear, with increased penalties. They also clarify the court's powers when dealing with a provisional order on its first return date.

Amendments to Part 9B of the *Police Act 1990* commenced on 27 September 2024 to enable the creation of the Police Officer Support Scheme. Part 9B outlines the provisions of the Scheme including making payments to or in relation to police officers who die or become permanently or temporarily incapacitated for work. Corresponding amendments to the *Police Regulation 2015* commenced on 30 September 2024. Part 6A Police Officer Support Scheme has been inserted to replace the Police Blue Ribbon Insurance Scheme with the Enhanced Police Support Scheme (EPSS). The amendments provide for the framework of the EPSS including the structure, supplementary support benefit arrangements and the role of the Personal Injury Commission.

Amendments to the Crimes Act 1900 and the *Law Enforcement (Powers and Responsibilities) Act 2005* commenced on 2 June 2025. These amendments create new offences for intentionally blocking, impeding, or threatening people accessing or leaving places of worship. They also confer additional powers on police to issue move-on directions in or near places of worship.

NOTE: The validity of some of the amendments has been challenged before the Supreme Court and, as at 23 July 2025, judgment is reserved.

Annual Report costs

The *NSW Police Force 2024-25 Annual Report* was produced by Public Affairs Branch. The total external costs incurred in the production of this report were $0.

The publication can be downloaded from www.police.nsw.gov.au

5 Sustainability

Climate-related financial disclosure

The NSW Police Force is a phase 1 entity for mandatory climate-related financial disclosures as outlined in the NSW Treasury Policy and Guidelines Paper TPG24-33: Reporting framework for climate-related financial disclosures.

This report is the first public climate-related disclosure made by the NSW Police Force and closely adheres to the recommended framework.

The NSW Police Force has based this disclosure on TPG24-33 and has followed the key guiding principles of TPG24-33 in preparation of this disclosure:

Fair presentation - NSW Police Force are providing a relevant, complete, neutral and accurate disclosure sufficient to enable users to understand.

Materiality - NSW Police Force will disclose material information where it can be reasonable expected to affect our prospects.

Consolidated reporting – NSW Police Force will provide one consolidated climate-related financial disclosure.

Connected information - NSW Police Force will provide information to enable an understanding of connections between this disclosure and other information we report.

The NSW Police Force has approached the preparation of this disclosure with regards to:

Organisational context - NSW Police Force has seen collaboration across Finance and Business Services and Infrastructure & Assets Command to deliver this disclosure.

Maturity - NSW Police Force will continue to evolve this disclosure through continued improvement in understanding climate- related risk and applicable quantitative data.

Forward-looking - NSW Police Force will endeavour to implement all processes, protocols, arrangements and other particulars prescribed under this reporting framework. We will disclose any limitations.

Proportionality - NSW Police Force will provide a disclosure proportionate to our size, prominence and climate exposure. We will continue to evolve our expertise over future reports.

Further information on the organisational structure and activities undertaken by the NSW Police Force can be found in this annual report.

Our net zero commitment to the community of NSW

The NSW Police Force aims to become climate resilient and achieve net zero by 2050 whilst maintaining capability and actively uplifting the organisation towards sustainability and regenerative practice in daily operations.

Our climate priorities[1]

Core reporting elements in this disclosure

Governance

Commissioners Executive Team

Audit & Risk Committee

Finance & Performance Committee

Net Zero & Sustainability Committee

Assistant Commissioner Infrastructure and Assets Command

Climate Risk Officer

Strategy

Net Zero by 2050

Sustainable & regenerative daily operations

Risk management

Physical risk

Transition risk

Opportunities & Benefits

Metrics & targets

Grow & develop our people

Advance our infrastructure, assets, & technology

Performance & analysis

Baseline emissions

Scope 1 emissions & analysis

Scope 2 emissions & analysis

Opportunities

[1] *NSW Police Force Net Zero and Sustainability Strategy 2024-25*

Governance

Our governance structure

Oversight | G1

The Commissioners Executive Team (CET) has ultimate oversight of climate-related risks and opportunities (CRROs).

Oversight and reporting of CRROs to CET is provided by the Corporate Risk Management Committee, the Audit and Risk Committee, and the Finance and Performance Committee.

Management of CRROs, outlined in G2, provides contemporary and relevant CRRO data to the oversighting committees.

CET delegates responsibility for assessing and managing the NSW Police Force response to material CRROs to the Infrastructure and Assets Command.

The NSW Police Force has set emissions reduction targets aligned with those in NSW Government legislation, the *Climate Change (Net Zero Future) Act 2023*. CET has endorsed these targets as part of the NSW Police Force Net Zero and Sustainability Strategy, Towards Net Zero.

Management | G2

The Assistant Commissioner of Infrastructure and Assets Command is responsible for the management of CRROs.

The Assistant Commissioner of Infrastructure and Assets Command chairs the Net Zero and Sustainability Committee, a gathering of relevant sustainability stakeholders across the organisation. The committee oversees CCROs, monitors emissions data, outlines and develops climate-related strategy and projects, and reports to both the Finance and Performance Committee and the Corporate Risk Management Committee which in turn report to the Audit and Risk Committee.

CET has endorsed the role of a Climate Risk Officer (CRO). The CRO is embedded at the Inspector level with the NSW Police Force Asset Management Unit, Infrastructure and Assets Command. The CRO has undertaken government and external training. The CRO is responsible for the development of climate-related and adaptation strategy, compliance activities and identifying, monitoring, and reporting on CRROs to the Assistant Commissioner and Net Zero and Sustainability Committee. The CRO maintains responsibility for organisational and external stakeholder engagement to ensure contemporary and forward focused strategy is developed.

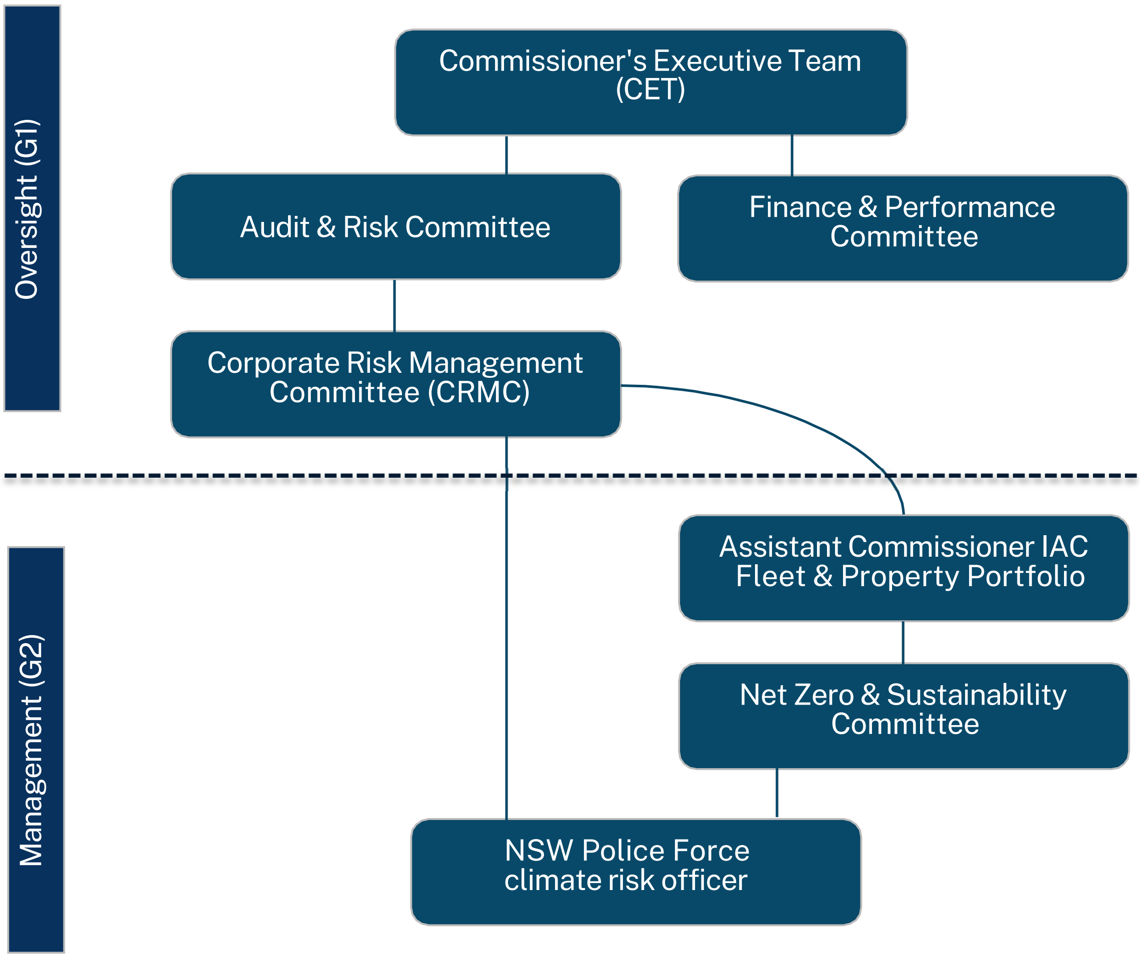
The CRO has undertaken sustainability training including, the Positive Impact Leaders Program developed by the NSW Government in partnership with the Cambridge Institute for Sustainability Leadership, Government Agency Leadership Accelerator, Pathway to Net Zero Emissions, and is a member of the NSW Governments Sustainability and Resilience Community of Practice.

The CRO has undertaken a comprehensive organisational climate risk assessment across all functional areas using the NSW Government's 'Climate Risk Ready NSW Guide' and NSW Police Force Corporate Risk Matrix. This risk assessment was reported for the first time in 2024-25. This risk assessment will be repeated yearly by the CRO.

The CRO uses the NSW Government Net Zero Accelerator to emissions, reduction progress, and opportunities whilst maintaining environmental scanning of climate-related hazards and their impacts on the organization.

The CRO is responsible for documenting and reporting the NSW Police Force CRROs in an easily digestible format, and in 2024 produced the NSW Police Force Climate Change Risk Statements which identified organisational risk and opportunities.

Oversight & management governance structure | G1 & G2

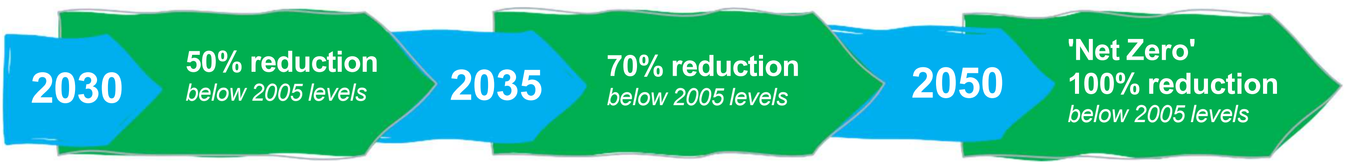


Strategy

Our climate strategy

The NSW Police Force will aim to become climate resilient. We will aim to achieve net zero emissions by 2050 whilst maintaining and enhancing capability, officer, and community safety, and actively uplifting the organisation towards sustainability and regenerative practice in daily operations.

The *NSW Police Force Net Zero and Sustainability Strategy* is aligned with the NSW Government's Climate Change (Net Zero Future) Act 2023. Our emissions reduction strategies and projects reference the legislated reduction targets shown below.



The NSW Police Force emissions reductions strategy is aligned with the NSW Government's Climate Change (Net Zero Future) Act 2023

Net zero & sustainability

Focus areas	Priorities
Greenhouse gas emissions	Act on climate change
Water	Waterwise
Circular economy - waste	Consume responsibly
Clean air	Breathe easy
	Our people

Adaptation

Focus areas	Priorities
Operations	Information
Infrastructure	Risk & opportunity
People	Action
Governance	Embed
	Our people

Climate-related risks & opportunities | S1

The NSW Police Force Climate Change Risk Statements, *identifying risk and opportunity,* version 1, 2024, outlines the climate-related risks and opportunities relevant to our operations (outlined below in S2). The NSW Police Force has undertaken a climate-risk assessment in line with the Climate Risk Ready NSW Guide and hazard impact mapping across four focus areas, operations, infrastructure, people, and governance.

As a result of the processes outlined, the NSW Police Force has determined its climate-risk statements in a hierarchy, commencing with six hazard-based climate risk statements, followed by a global statement on risk drivers and five functional climate risk statements.

Hazard-Based Climate Risk Statements | S2

Heatwave

High energy events

Drought

Climate zone

Sea level, coastal inundation & ocean chemistry

Transition

Heatwave | physical | acute

An increase in heatwaves will cause more impact on NSW Police Force assets, operations, and governance, ultimately affecting the NSW Police Force vision for 'A Safer NSW' and associated key result areas. Further, effects will be experienced in the wellbeing and adaptive capability of NSW Police Force staff and the community we service.

Opportunities

Adaptation of infrastructure will:

- Reduce organisational financial risk
- Create better working environments
- Reduce cost of repairs & increase asset lifespan
- Ensure operational continuity

Adaptation of operations will:

- Enhance protection of the community
- Prevent & reduce risk of officer safety

Current & anticipated effects

The NSW Police Force has not experienced material financial impacts from heatwaves during 2024-25. The NSW Police Force anticipates through data collection and adaptation planning that heatwaves will continue to contribute to bushfires and drought.

Data retrieved for adaptation planning from the NSW Government Climate Risk to Asset tool suggests a nil financial damage risk to infrastructure (under a high emissions scenario SSP3-7.0 2050) for extreme heat and a potential financial damage risk of $0.37 million related to bushfire. Insurance data indicates, during a bushfire, the NSW Police Force is more likely to experience loss of motor vehicles than buildings, with 41 motor vehicle claims during the FY 2019-20 Black Summer Fires totalling $0.20 million (averaging $4,841 per incident).

Financial implications | Likely over the financial short term

Higher costs to deliver services may include increased workers compensation claims and lost productivity, increased demand for electricity (HVAC), increased maintenance costs and asset renewal cycles.

High energy events | physical | acute

An increase in high energy events will cause expeditious direct impacts on NSW Police Force assets, operations, finance, and governance, ultimately affecting the NSW Police Force vision for 'A Safer NSW' and associated key result areas. Further, effects will be experienced in the wellbeing and adaptive capability of NSW Police Force staff and the community we service and will lead to extended community recovery.

Opportunities

Adaptation of infrastructure will:

- Reduce organisational financial risk
- Create better working environments
- Reduce cost of repairs & increase asset lifespan
- Ensure operational continuity

Adaptation of operations will:

- Enhance protection of the community
- Prevent & reduce risk of officer safety

Current & anticipated effects

The NSW Police Force has not experienced material financial impacts from high energy events during 2024-25. The NSW Police Force anticipates through data collection and adaptation planning that high energy events will continue to contribute to flood, storm and rainfall events.

Data retrieved for adaptation planning from the NSW Government Climate Risk to Asset tool suggests a $1.7 million financial damage risk to infrastructure (under a high emissions scenario SSP3-7.0 2050) for riverine flooding and $1.2 million financial damage risk for surface water flooding. Insurance data indicates, during a flooding event, the NSW Police Force is likely to experience isolated damage to both buildings and loss of motor vehicles. In the 2025 mid-north coast floods, Taree Police Station sustained water damage, this has resulted in an insurance claim and no direct financial cost to the NSW Police Force.

Financial implications | Likely over the financial short term

Higher costs to deliver services including workers compensation claims and lost productivity, increased demand for electricity (HVAC), increased maintenance costs and asset renewal cycles.

Drought | physical | chronic

Prolonged drought events will cause more impacts on NSW Police Force assets and operations ultimately affecting the NSW Police Force vision for 'A Safer NSW' and associated key result areas. Further, effects will be experienced in the wellbeing of NSW Police Force staff and the community we service.

Opportunities

Adaptation of infrastructure will:

- Reduce organisational financial risk
- Create better working environments
- Create drought tolerant infrastructure
- Reduce cost of repairs & increase asset lifespan
- Ensure operational continuity

Adaptation of operations will:

- Enhance protection of the community
- Prevent & reduce risk of officer safety

Current & anticipated effects

The NSW Police Force has not experienced any material financial impacts from drought during 2024-25. The NSW Police Force anticipates through data collection and adaptation planning that drought will continue to contribute to adverse impacts on communities, both rural and metropolitan.

Data for drought does not exist in the NSW Government Climate Risk to Asset tool, this suggests nil financial damage risk to infrastructure (although drought conditions can lead to flood related impacts).

The NSW Police Force is more likely to see impacts upon the community due to emotional and financial distress. There is no data to support a quantitative cost in this instance, rather qualitative.

The NSW Police Force has further examined the effects of drought on the organisation and community in its Climate Risk Statements document and Adaptation Planning.

Financial implications | Likely over the financial short term

Higher costs to deliver services including workers compensation claims and lost productivity, Increased maintenance costs and asset renewal cycles.

Climate zone | physical | chronic

Changes to climate zones will cause more impacts on NSW Police Force assets, finance and operations ultimately affecting the NSW Police Force vision for 'A Safer NSW' and associated key result areas.

Opportunities

Adaptation of infrastructure will:

- Create better working environments
- Reduce cost of repairs & increase asset lifespan

Adaptation of operations will:

- Enhance protection of the community
- Prevent & reduce risk of officer safety

Current & anticipated effects

The NSW Police Force has not experienced material financial impacts from climate zone change during 2024-25. The NSW Police Force anticipates through data collection and adaptation planning that climate zone change will continue to contribute to adverse impacts on communities, both rural and metropolitan.

Data for climate zone change does not exist in the NSW Government Climate Risk to Asset tool, this suggests nil financial damage risk to infrastructure.

The NSW Police Force is more likely to see impacts upon the community due to emotional and financial distress. There is no data to support a quantitative cost in this instance, rather there is a qualitative impact.

The NSW Police Force has further examined the effects of climate zone change on the organisation and community in its Climate Risk Statements document and Adaptation Planning.

Financial implications | Rare over the financial medium term

Higher costs to deliver services including workers compensation claims and lost productivity, increased demand for electricity (HVAC), changes to uniform requirements, increased maintenance costs and asset renewal cycles.

Sea level, coastal inundation, and ocean chemistry | physical | chronic

Changes to sea levels, coastal inundation and changes to ocean chemistry will cause more impacts on NSW Police Force assets, finance and operations ultimately affecting the NSW Police Force vision for 'A Safer NSW' and associated key result areas. Further, effects will be experienced in the wellbeing of NSW Police Force staff and the community we service.

Opportunities

Adaptation of infrastructure will:

- Reduce organisational financial risk
- Create better working environments
- Create inundation tolerant infrastructure
- Reduce cost of repairs & increase asset lifespan
- Ensure operational continuity

Adaptation of operations will:

- Enhance protection of the community
- Prevent & reduce risk of officer safety

Current & anticipated effects

The NSW Police Force has not experienced material financial impacts from sea level rise, coastal inundation, and ocean chemistry changes during 2024-25. The NSW Police Force anticipates through data collection and adaptation planning that sea level rise, coastal inundation, and ocean chemistry changes will continue to contribute to adverse impacts on coastal communities and ocean reliant industries.

Data retrieved for adaptation planning from the NSW Government Climate Risk to Asset tool suggests a $0.3 million financial damage risk to infrastructure (under a high emissions scenario SSP3-7.0 2050) for coastal inundation.

The NSW Police Force is more likely to see impacts upon the community due to emotional and financial distress. There is no data to support a quantitative cost in this instance, rather there is a qualitative impact.

The NSW Police Force has further examined the effects of coastal inundation on the organisation and community in its Climate Risk Statements document and Adaptation Planning.

Financial implications | Rare over the financial long term

Lost productivity and increased maintenance costs and asset renewal cycles from inundation.

Transition

Transition in the climate change market, technology, policy and legal will cause more impacts on NSW Police Force assets, finance and operations ultimately affecting the NSW Police Force vision for ‘A Safer NSW’ and associated key result areas. Further, risks exist to the organisation's reputation should transition not be undertaken in an informed, controlled and consistent way.

Opportunities

Transition in market and technology:

- Better organisational outcomes
- Financial benefits and efficiencies
- Community confidence and reputation building
- Enhanced capabilities

Transition in policy and legal:

- Enhanced reputation
- Organisational integrity and insulation
- Operational readiness

Current & anticipated effects

The NSW Police Force has not experienced material financial impacts from transition during 2024-25.

The NSW Police Force is currently experiencing its transition to Net Zero and is in its strategy building phase. It is anticipated as consumer markets, community expectation, policy and legislation changes occur, the NSW Police Force will experience financial costs. Conversely, early strategy development in technology changes suggest positive returns on investment which can enhance our OPEX whilst meeting emissions reduction targets.

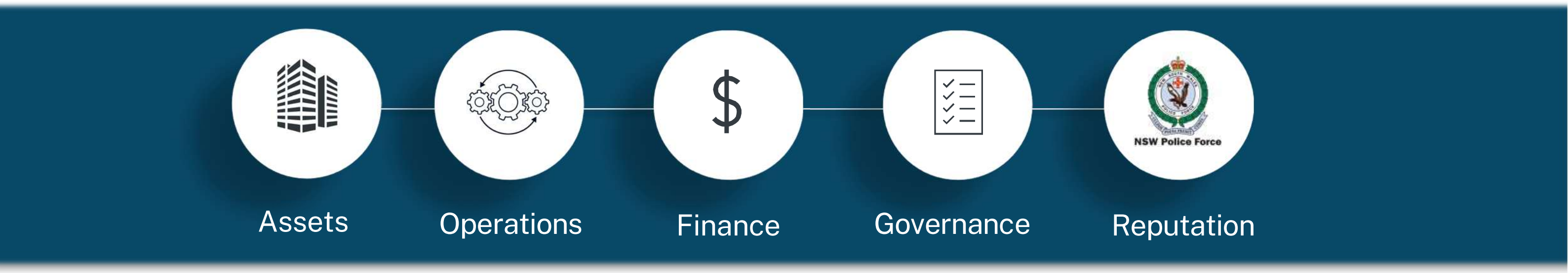
The NSW Police Force maintains active engagement with legislation and policy within its current operational environment anticipating transitional changes and planning for them to reduce financial impacts.

The NSW Police Force will maintain an awareness on operational capability and community expectations as it transitions to net zero operations to ensure capability is enhanced, officer safety is maintained, and community safety is prioritised.

Financial implications | Certain over the financial short term

Cost associated with enhancing climate capability and associated resourcing.
Cost associated with strategy development and implementation.
Cost associated with climate change adaptation to infrastructure.
Higher technology costs dependant on market forces for early adoption.
Reduced costs as return on investment of technology realised.
Reduced maintenance and repair costs resulting from adaptation actions.
Reduced costs from identified efficiencies.
Less exposure to litigation.

Functional Climate Risk Statements | S2



Assets

The NSW Police Force may experience diminished capability in service provision necessary for serving the community, potentially leading to increases in crime, extended recovery from climate-related hazards, reputational damage, and additional costs in safeguarding assets.

Opportunities include fit-for-purpose assets and infrastructure, enhanced capability, enhancement in safety and well- being, staff satisfaction, and retention.

Financial implications over short to long term include the costs associated with asset and infrastructure upgrades.

Operations

The NSW Police Force may experience increased demand for service provision at varying levels of urgency whilst maintaining current service levels, potentially leading to a decrease in operational capability, increases in crime, delayed response to the community and impacts on the wellbeing, adaptive capability and resilience of NSW Police Force staff and the community we service.

Opportunities include fit-for-purpose assets and infrastructure, enhanced capability, enhancement in response to climate-related disasters.

Financial implications over short to long term include the costs associated with asset and infrastructure upgrades, and operational deployment

Finance

The NSW Police Force may experience climate-related financial costs in the areas of operations and assets due to increased demand for service provision and increased urgency in organisation wide adaptation. This may lead to diversion of funding from current and planned capability, potentially leading to a decrease in operational capability, increases in crime, delayed response to the community and impacts on the wellbeing, adaptive capability and resilience of NSW Police Force staff and the community we service.

Opportunities include fit-for-purpose assets and infrastructure, enhanced capability, enhancement in safety and well- being, staff satisfaction, and retention.

Financial implications over short to long term include the costs associated with asset and infrastructure upgrades.

Governance

The NSW Police Force may experience additional complexity in governance activity as transition in the climate change market, technology, policy, and legislation takes place at an ever-increasing pace. Without forward facing innovation and vigilance across emerging technology, markets, policy, and legal requirements the NSW Police Force may be exposed to financial loss, corporate compliance failures, loss of public confidence and potential reputational damage.

Opportunities include enhanced corporate compliance with legislation and policy ensuring reputation preservation and community confidence.

Financial implications over short term include the costs associated with enhancing climate capability.

Reputation

Through inaction or the appearance of inaction on climate related risks, the NSW Police Force may not meet government requirements and public expectations leading to reputational damage. Further, NSW Police Force's operational understanding, preparedness and response to acute risks informs community trust upon which our reputation and legitimacy relies.

Opportunities include reputation preservation and community confidence.

Financial implications over short term include the costs associated with enhancing climate capability.

Time horizons & strategic decision making | S3 & S4

Climate-related time horizons Aligned with NARCliM 1.5 projections	Financial planning time horizons Based on Treasury budget cycle
Short term (near future), present to 2030	Short term (budget year & forward estimates) i.e. FY2025-26 & FY2027-29
Medium term, 2030 to 2050	Medium term, planning years FY2029-30 to FY2031-33
Long term, 2050 to 2079-2100	Long term, planning year FY2034-36

Current & anticipated effects on our business model | S5

The NSW Police Force maintains a global statement on risk drivers. These drivers and the associated functional climate risk statements are intrinsically linked to the Commissioner's vision of 'A Safer NSW', our purpose, key result areas, approach, and service to NSW.

The NSW Police Force has conducted its climate risk assessment in parallel with our operating model.

Benefits and opportunities arising from action on climate change have been determined across all functional areas of the NSW Police Force (see S2 for further information).

Concentration of climate-related risk & opportunity | S6

As outlined earlier in the disclosure, climate-risk has been assessed across five functional areas including assets, operations, finance, governance, and operations.

The NSW Police Force acknowledges climate-related risk is held across its large asset base spanning the state of NSW. Analysis is being undertaken to identify asset-based climate risk (outside of the current contemporary understanding) and climate change adaptation planning is underway.

Strategy | S7

The NSW Police Force has developed a suite of strategies in response to climate-related risk and decarbonisation. Implementation of Net Zero transition and adaptation planning is ongoing and subject to endorsement. Further information will be available to publish 2025-26.

We outline below the strategies developed by the NSW Police Force and their connectivity to the risks and opportunities outlined in this disclosure.

Strategy	Risk Addressed	Opportunity
Net Zero and Sustainability Strategy, *Towards Net Zero*	• Meeting legislated emissions reduction targets. • Planning for a responsible transition to net zero operations.	• Enhanced infrastructure • Reduced costs • Improved community outcomes
Climate Change Adaptation Strategy, *Stronger Foundations*	• Climate change risks to the NSW Police Force operations and functional areas.	• Enhanced infrastructure • Reduced climate-related impacts on the organisations functional areas ensuring continued capability and service to the community.
Net Zero in action 2024-25, Net Zero Implementation Plan	• Implementing Net Zero actions to reduce organisational emissions and not meeting legislated reduction targets.	• Identifying immediate opportunities that require little planning and capital for quick wins. • Creating a base for a long-term implementation plan (2026-36).
Climate Change Risk Statements, *Identifying risk and Opportunity*	• Understanding and documentation of climate-related risks to the NSW Police Force and its operational capability.	• Provides full organisational risk mapping and assessment of climate-related risks overlayed with the operational model. • Identified climate-related opportunities and benefits. • Provides source-data for adaptation planning.
Greenhouse Gas Emissions Profile, *Understanding our emissions*	• Not understanding our operational and organisational boundaries, scope 1,2 and 3 emissions sources, and reduction opportunities.	• Identification of emission sources requiring strategy development. • Executive endorsed source documentation for reporting obligations.
Climate Risk Adaptation Plan, Flood & Coastal Inundation **Climate Risk Adaptation Plan,** Bushfire, Heatwave & Drought	• Lack of understanding about climate-related risks and their impacts on NSW Police Force functional areas.	• Greater understanding of the impacts of climate change on the NSW Police Force through case-studies and data. • Identification of physical and financial risks. • Tangible recommendations for adaptation action.

Financial position, performance & cash flows | S9 - S12

The NSW Police Force has undertaken a review of climate-related risks and opportunities across the functional areas of the organisation aligned with its business model. The organisation continues to experience limited exposure to climate-related risk on a yearly basis, this is evidenced through insurance data. Climate-related risks can cause a financial impact through temporary site and asset movement, personnel deployment, and response to natural disasters in a response capacity. For the reporting year, the NSW Police Force has not experienced any significant financial impacts because of climate-related risks.

As outlined earlier, the NSW Police Force has identified six hazard-based climate risks. Heatwave resulting in bushfire, and high energy events resulting in storm and flood events present the most significant of all the risks to cause a material adjustment within the short-term with adaptation planning underway to mitigate (where possible) some of this risk.

Despite this identified climate-related risk, the NSW Police Force does not expect its financial position to change over the short term, with current planning based on identified opportunities underway. These strategies may change our financial position over the medium and long term with funding sources for strategy implementation currently under investigation. Similarly, the NSW Police Force does not expect its financial performance and cash flows to change over the short term, with medium term and long-term implications to be determined through strategy development and implementation.

Defining a 'material' risk or opportunity

NSW Police Force defines a 'material' risk or opportunity in line with the likelihood-impact thresholds of our risk management policy. This approach is used across the business to assess all types of risk, thoroughly embedding climate risk into our broader risk framework. Risks are evaluated by the combination of their potential impact (financial and reputational) and their likelihood.

	Low	Medium	High
Financial impact thresholds ($)	$ 0.01m to $ 10m	$ 10m to $ 100m	Greater than $100m
Likelihood thresholds (chance of occurrence in a given year)	greater than 70%	less than 20%	less than 1%
Reputational impact thresholds	limited reputational impact	Significant temporary or limited sustained impact	Significant sustained impact

Expected financial impacts of opportunities | qualitative

The NSW Police Force have identified climate-related opportunities and the expected financial impacts (qualitative). These opportunities form part of our Net Zero Implementation Plan. As strategies become realised and implemented, quantitative costs will be identified.

Climate-related opportunity	Expected financial impacts
Elimination of natural gas and LPG from our infrastructure	↑ Increase in maintenance spending ↓ Reduction in costs associated with natural gas & LPG procurement ↓ Opportunity to reduce costs by sourcing electricity from sustainable inputs
Compliance with vehicle emission and fuel economy standards	↓ Reduced fuel consumption ***can*** lead to reduced fuel costs
Developing an electric and hybrid vehicle strategy aligned to officer and community safety	↑ Higher leasing costs ↑ Increased electricity consumption/costs (when not generated by renewables) ↓ Reduction on fuel costs ↓ Reduction in maintenance costs
LED lighting replacement program	↑ Cost of installation ↓ Reduction in electricity consumption/cost ↓ Reduction in maintenance and renewal activities
Continued installation of solar PV	↑ Cost of installation ↑ Cost of maintenance ↓ Reduction in electricity consumption/cost
Exploring partnered solar PV and battery opportunities	↓ Reduction in electricity costs ↓ Reduction in maintenance and renewal liabilities
Exploration of demand response and RERT	↓ Return of savings to OPEX budget
Inspiring internal cultural change.	↓ Reduction of OPEX

Impact on NSW Police Force financial position 2024-25 - Nil financial impact identified

Expected financial impacts of climate risks | qualitative

The NSW Police Force have identified climate-related risks (S2) and the expected financial impacts (qualitative). As we enhance climate capability and data collection, quantitative costs will be identified.

Climate-related risk	Expected financial impacts
Heatwave	⬆ Higher costs to deliver services including workers compensation claims and lost productivity, increased demand for electricity (HVAC), increased maintenance costs and asset renewal cycles.
High-energy events	⬆ Higher costs to deliver services including workers compensation claims and lost productivity, increased demand for electricity (HVAC), increased maintenance costs and asset renewal cycles.
Drought	⬆ Higher costs to deliver services including workers compensation claims and lost productivity, Increased maintenance costs and asset renewal cycles.
Climate zone	⬆ Higher costs to deliver services including workers compensation claims and lost productivity, increased demand for electricity (HVAC), changes to uniform requirements, increased maintenance costs and asset renewal cycles.
Sea level, coastal inundation, and ocean chemistry	⬆ Lost productivity and increased maintenance costs and asset renewal cycles from inundation.
Transition	⬆ Increased costs associated with: • enhancing climate capability and resourcing strategy development and implementation • climate change adaptation to infrastructure. • technology dependant on market forces for early adoption. ⬇ Reduced costs associated with: • return on investment of technology realised • reduced maintenance and repairs resulting from adaptation actions • identified efficiencies • less exposure to litigation

Impact on NSW Police Force financial position 2024-25 - Nil financial impact identified

Risk management

Our climate-related risk management | R1 - R3

Identify, assess, prioritise & monitor climate-related risk | R1

The NSW Police Force has undertaken its climate-related risk assessment in accordance with its Enterprise Risk Management Framework (ERM). In addition, the ERM has been incorporated into the appendix C climate risk assessment tool provided by AdaptNSW, a template provided in conjunction with the Climate Risk Ready NSW Guide.

The NSW Police Force has pooled contemporary operational knowledge from stakeholders across the organisation to determine risks across the four adaptation focus areas, operations, infrastructure, people, and governance. Impact on our vision's Key Result Areas provides the operational context. A risk category has been attributed to the hazard identifier and provides the basis for which the likelihood and consequence have been determined, resulting in a risk rating.

Existing controls and proposed adaptation actions are detailed resulting in a residual risk rating.

This process is primarily qualitative. We continue to identify data and improve data collection to enable the addition of quantitative assessment.

We maintain visibility of climate-related risks, along with other organisational risks.

The climate risk officer maintains contemporary knowledge of climate risk and emerging trends.

Identify, assess, prioritise & monitor climate-related opportunities | R2

The NSW Police Force uses the NSW Governments Net Zero Accelerator Tool to assist in the identification of opportunities, the Sustainability Committee to identify projects, and the climate risk officer to identify, assess, prioritise, and monitor climate related opportunities. Ongoing climate risk assessment informs this process.

Integration to risk management processes | R3

The NSW Police Force has a corporate risk assessment management process, oversighted by the Governance Command. Climate risk is nominated as a risk, locally managed by the Assistant Commissioner Infrastructure and Assets Command, and managed within this register.

Metrics & targets

Metrics & targets | MT1 - MT7 & MT9

NSW Police Force Scope 1 & 2 GHG emissions, 2024-25 | MT1

Scope 1 (2024-25 financial year)
16,897 tCO_2e
↓ 41.3% from baseline (2018-19)

Scope 2 (2024-25 financial year)
45,517 tCO_2e
↓ 26.1% from baseline (2018-19)

Scope 1 & 2 (2024-25 financial year)
62,415 tCO_2e
↓ 30.9% from baseline (2018-19)

Approach to measuring our emissions & targets | MT2 - MT3 – MT4 - MT7 - MT9

The NSW Police Force uses the NSW Government Net Zero Accelerator tool to capture, review and monitor its greenhouse gas emissions. The tool incorporates both the organisational and operational boundaries established in our greenhouse gas emission profile and data for our location-based scope 2 emissions.

The tool provides the metrics used by the NSW Police Force to determine its emission reduction targets and progress against those targets.

All GHG emissions are calculated within the tool. The emission factors in the tool are derived from National Greenhouse Accounts (NGA) Factors, NGER Determination 2008 and IPCC Sixth Assessment Report, Physical Assessment Report. This tool is managed by DCCEEW ensuring data calculation integrity. Emissions accounting and reporting is aligned with greenhouse gas emissions and reporting guidelines (June 2025) (MT2c).

We are not reporting on any additional metrics.

Ongoing monitoring of our emissions is undertaken by the Climate Risk Officer and the NSW Police Force Sustainability Committee.

The NSW Police Force does not use carbon credits and has no plans to use them to achieve its targets.

In accordance with the NSW Government requirements, the NSW Police Force uses the location-based method for reporting scope 2 emissions.

Climate-related targets | MT6

We have aligned our emission targets with those outlined in NSW Government legislation, the Climate Change (Net Zero Future) Act 2023 and other relevant government policies and commitments.

The NSW Police Force is committed to the NSW Governments legislated target of a 50% reduction by 2030, 70% by 2035, and net zero by 2050 from baseline 2018-19. The objective of these targets is a commitment to the community and organisation to mitigate and where possible, adapt, to climate change by taking part in science-based initiatives. This target applies across our functional areas and operations whilst ensuring we maintain and enhance capability, officer, and community safety.

Currently, the NSW Police Force maintains reduction visibility across scope 1 and 2 emissions sources (see scope inclusions in section 5 of this disclosure), with most emission reduction efforts within these scopes. We are building our scope 3 profile for future disclosure and will include this scope in our reduction targets once data is fully realised, although reduction strategies are already in place.

Third party validation has not taken place.

Performance & analysis

Baseline Emissions 2024-25

The NSW Police Force can report its baseline emissions as reducing from 2018-19.

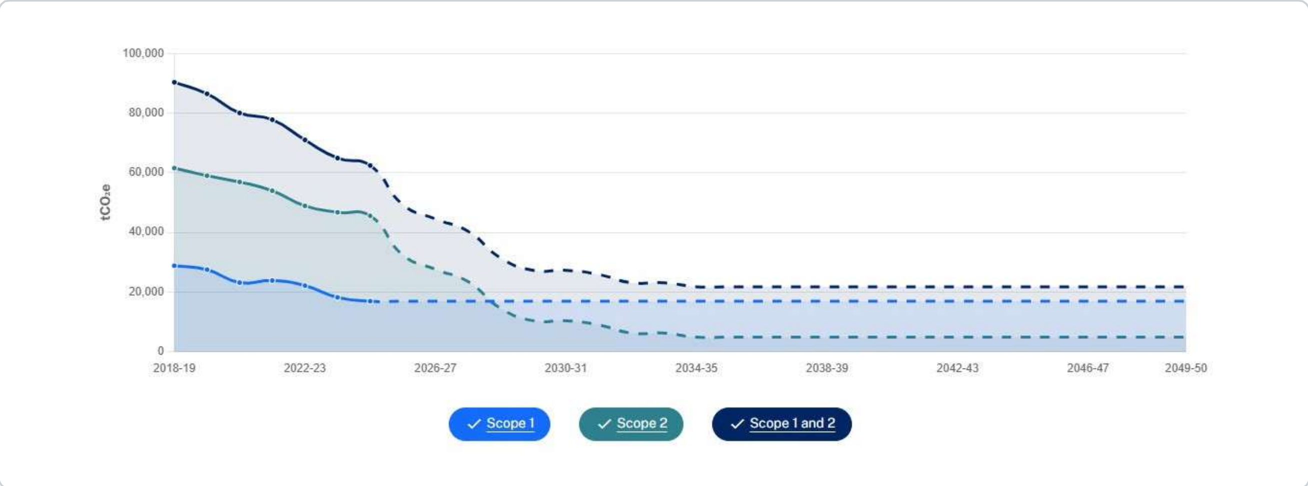


Figure 1: Baseline emissions, Net Zero Accelerator Tool FY2024-25 including required emissions reduction targets

Figure 2: Current Progress of scope 1 & 2 emissions, Net Zero Accelerator Tool FY 2024-25

Scope inclusions

The NSW Police Force measures the following data for Scope 1 and 2 emissions. Work is underway to further identify Scope 3 emissions and data sources for future reporting[2]

Scope 1	Scope 2	Scope 3
Use of natural gas Use of LPG gas Use of Diesel Use of fuels by the fleet (including marine and aviation) Refrigerants (fugitive emissions)	Purchased electricity	Disposal of waste Water usage Fuel Travel Accommodation Stationary Freight Asset & exhibit disposal

[2] *Net Zero Government Operations Policy, section 20.*

Scope 1 Emissions

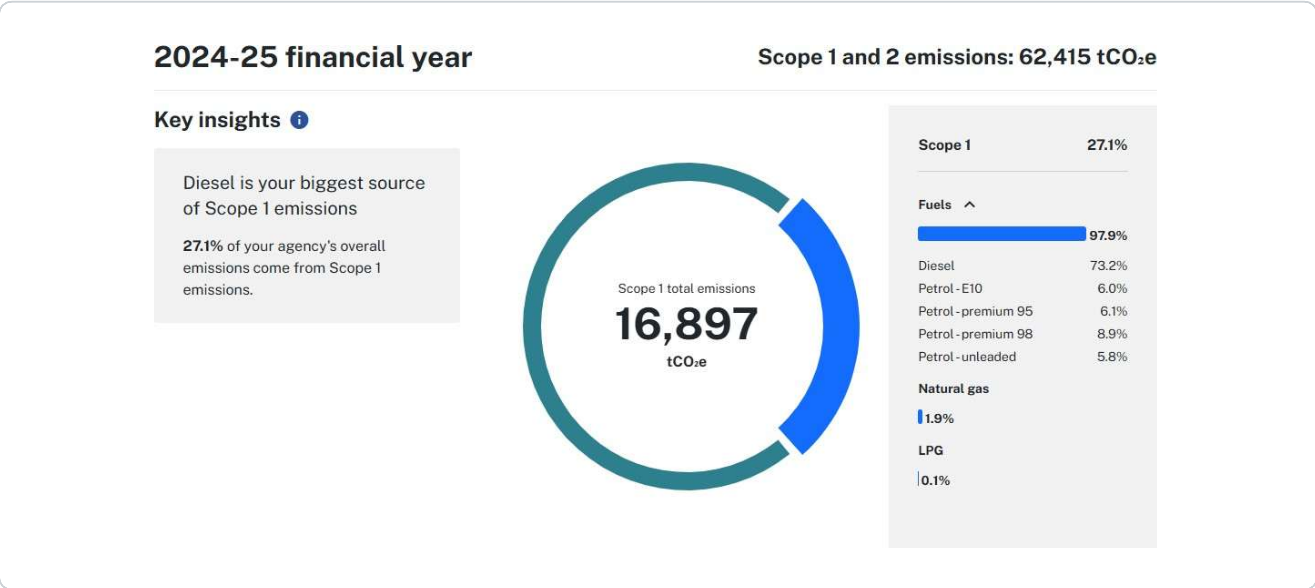


Figure 3: Scope 1 emissions summary, Net Zero Accelerator Tool FY2024-25

Scope 1 Analysis & Trends

In this reporting year, scope 1 emissions dropped by 1,286 tCO2e from the previous financial year, this follows the downward trend from the baseline year 2018-19.

Diesel fuel remains our biggest source of scope 1 emissions accounting for over 73.2% of our total scope 1 emissions. This percentage is slowly reducing over the reporting years. The NSW Police Force maintains a large fleet of response vehicles and is currently working through a transitional strategy for fleet revitalisation.

It is also noted, the NSW Police maintains both a marine and air fleet, both vital to maintaining community safety. Asset revitalisations ensure ongoing emissions reductions.

Currently the NSW Police Force, along with other emergency services, are exempt from sections 16 & 19 of the NSW Governments Net Zero Government Operations Policy targets for electrification of passenger and light commercial vehicles. The NSW Police Force continues to adhere to the Australian New Vehicle Emission Standard (NVES) outlined in the NSW Government Vehicle Operational Guidelines.

Scope 1 Identified Opportunities

Continued elimination of natural gas and LPG from our infrastructure

NZGO | NSW Police Force strategy

Compliance with vehicle emissions and fuel efficiency standards

Regulation

Developing an electric and hybrid vehicle strategy aligned to officer and community safety

NSW Police Force strategy development

Scope 2 Emissions

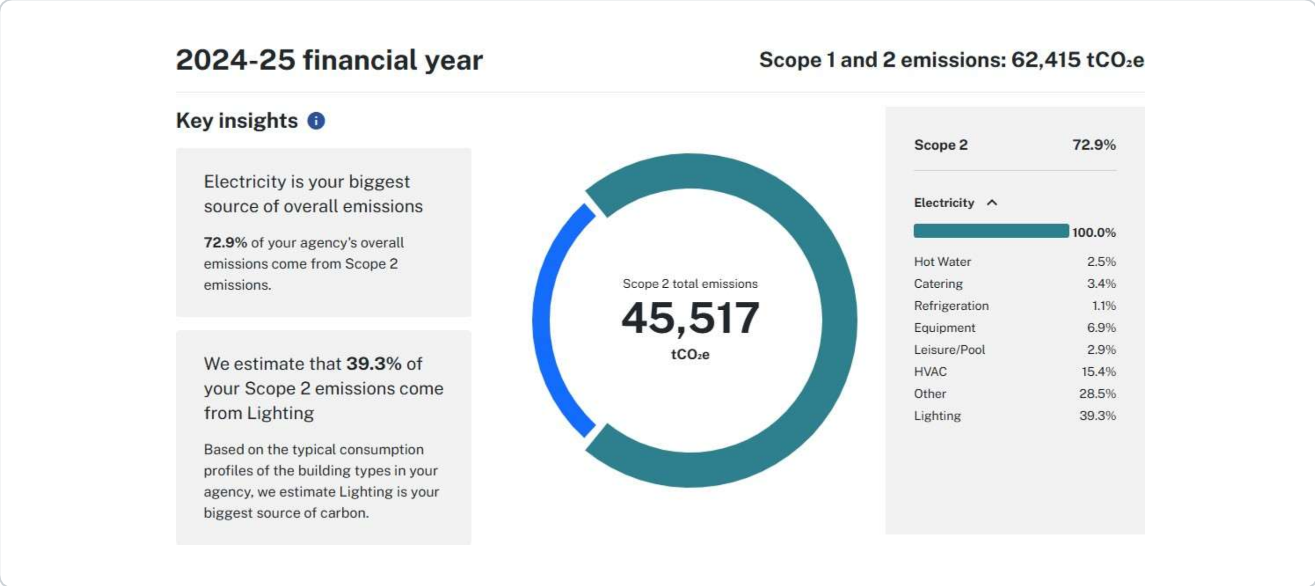


Figure 4: Scope 2 emissions summary, Net Zero Accelerator Tool FY 2024-25

Scope 2 Analysis & Trends

In this reporting year, scope 2 emissions dropped by 2,479 tCO_2e from the previous financial year, this follows the downward trend from the baseline year 2018-19.

Electricity remains our largest source of emissions accounting for 72.9%. This has remained consistent from 2018-19.

Lighting remains our biggest estimated source of scope 2 emissions accounting for over 39.3% of our total scope 2 emissions. The NSW Police Force maintains a large property portfolio where upgrades to lighting and HVAC occur during asset renewal. In FY 2024-25, the NSW Police Force commenced an LED upgrade program completing 4 locations with an estimated annual energy saving of 195Mwh equating to 113.1 tCO_2e. This program will continue through FY 2025-26 adding further emissions reductions.

Scope 2 Identified Opportunities

LED lighting replacement program (currently underway)

NSW Police Force strategy

Continued installation of solar PV

NSW Police Force strategy

Exploring partnered solar PV and battery opportunities

NSW Police Force strategy

Exploration of demand response and RERT

NZGGO | NSW Police Force strategy

Inspiring internal cultural change

NSW Police Force strategy

Work health and safety

The NSW Police Force has no ongoing prosecutions by Safe Work NSW.

Claim frequency rate by mechanism of injury

Mechanism of injury	2020-21	2021-22	2022-23	2023-24	2024-25	Difference 2023-24 and 2024-25
Being hit by moving objects	2.06	2.16	2.09	2.85	2.81	0.04
Biological factors	0.73	4.13	1.38	1.07	0.88	0.19
Body stressing	5.37	5.42	5.93	5.87	6.87	-1.00
Chemicals and other substances	0.50	0.67	0.19	0.33	0.41	-0.08
Falls, trips and slips of a person	2.00	2.01	2.08	2.12	2.14	-0.02
Heat, electricity and other environmental factors	0.13	0.03	0.08	0.06	0.17	-0.10
Hitting objects with a part of the body	0.83	0.67	0.60	0.90	0.77	0.13
Mental stress	4.67	5.30	5.65	5.91	5.12	0.80
Sound and pressure	0.10	0.13	0.15	0.21	0.20	0.02
Vehicle incidents and other	1.38	1.48	1.52	1.67	1.54	0.13
Total	**17.77**	**22.01**	**19.68**	**21.01**	**20.90**	**0.11**

Source: NSW Police Force - SAP

Note 1: Claims include all claims reported to the NSW Police Force insurer by sworn and non-sworn employees covered by the *Workers Compensation Act 1987*. Claims are reported per 100 full time equivalent employees (FTE). Claim numbers are subject to minor revision in subsequent years as details of individual claims are updated. The mechanism of injury categories are based on the Types of Occurrence Classification System Version 3.1.

Note 2: The injury rate for FY 2023–24 presented in the *NSW Police Force 2023–24 Annual Report* was calculated using the number of claims per 100 employee headcount. For consistency and comparability with other years, the figures shown in the table above have been revised to reflect claims per 100 full-time equivalent (FTE) employees — the method used for FYs 2020–21 to 2022–23 and FY 2024–25. This approach ensures a more accurate comparison across all reporting periods.

Disability inclusion action plans

NSW Police Force is committed to delivering informed, equitable and empathetic policing responses to older individuals, people with a disability and those experiencing homelessness.

Under the strategic leadership of the Corporate and Region Sponsors for Ageing, Disability & Homelessness, crime prevention units across the state are actively implementing projects and ongoing initiatives to foster meaningful engagement with vulnerable communities and disability sector stakeholders.

To enhance frontline capabilities, NSW Police Force has partnered with leading service providers such as Justice Advocacy (JAS) to deliver specialised training who are ensuring police are equipped to provide tailored support to people with a cognitive impairment during their interactions with police.

NSW Police Force is focused on building stronger, more collaborative relationships with stakeholders and have been exploring innovative approaches to community engagement to better identify, prevent and disrupt crimes that affect vulnerable people in our community.

NSW Police Force continues to work closely and information share with the Ageing & Disability Commission and other regulatory bodies. Through joint initiatives we are advancing a multi-agency approach to safeguarding those at risk of abuse, neglect and exploitation.

NSW Police Force also actively supports and promotes key awareness events such as the International Day of People with Disability, World Elder Abuse Awareness Day, and the NSW Seniors Expo. These events provide valuable opportunities to connect with communities, raise awareness of available supports, and empower individuals and their advocates with knowledge and resources to prevent harm.

Recognising that access to information and services can be challenging for some, NSW Police Force is committed to identifying and removing barriers by improving communication channels to ensure information is clear, consistent and accessible for all customers with diverse needs.

Internally, the corporate and region sponsors for Ageing, Disability & Homelessness as well as Crime Prevention Units across the state have been active in engaging communities and disability sector stakeholders. Projects and ongoing activities designed to improve accessibility and inclusiveness include:

- Delivering training to all members of Crime Prevention Units with specialist educational resources on issues affecting people with disability. This includes identifying and providing appropriate responses to people with a disability, identifying abuse, identifying and responding to cognitive impairment and interviewing techniques.
- Continued partnership with Justice Advocacy (JAS) to ensure support is provided to people with a cognitive impairment during police interactions.
- Enhancing staff capabilities to prevent, disrupt and respond to abuse, neglect and exploitation of people with disability.
- Supporting the functions of the Ageing & Disability Commission, which responds to reports of abuse of adults with disability and older people, by establishing formal information sharing and referral processes, undertaking concern for welfare checks where needed, investigating alleged criminal conduct and supporting victims.
- Reviewing several corporate policies, procedures and training resources to ensure information related to working with people with disability is contemporary and evidence based.
- Promoting the use of Auslan interpreters for people who are deaf or hard of hearing and Easy Read translated material for people with cognitive impairment.

The *NSW Police Force Diversity, Inclusion & Belonging Strategy* was launched in October 2024 and establishes the NSW Police Force's direction and guiding principles for diversity, inclusion and belonging for the future. Our focus for 2024-25 include:

- The development of the NSW Police Force's first Disability Inclusion Action Plan (DIAP).
- The development of our first Workplace Adjustment Policy.
- Accessible Communications training for key stakeholders involved in the creation and implementation of internal and external policies, communications, social media, web content and training.
- Disability Capability and Confidence training for key stakeholders involved in the end-to-end recruitment process.
- Partnering with the recruitment team (administrative employee recruitment) and hiring managers to target roles for disability employment.
- Partnering with National Disability Recruitment Coordinator (NDRC to promote our vacancies to a national network of Disability Employment Services (DES) providers.

Workforce diversity

Workforce diversity groups as a percentage of total staff[a]

Workforce diversity group	Benchmark or target	2021	2022	2023	2024	2025
Women	50.0%	35.6%	35.7%	36.1%	36.5%	36.7%
Aboriginal people and Torres Strait Islanders	3.3%	4.0%	4.1%	4.1%	4.2%	4.3%
People whose first language spoken as a child was not English	23.2%	12.3%	12.6%	12.9%	13.5%	13.5%
People with a disability	5.6%	0.8%	0.6%	0.6%	0.6%	0.6%
People with a disability requiring work-related adjustment	n/a	0.2%	0.1%	0.1%	0.1%	0.1%

Source: Premier's Department, Public Sector Workforce Profile – Workforce Diversity Report 2025

[a]: Data is at 30 June, excluding casual staff.

Distribution index

Workforce diversity group	Benchmark or target	2021	2022	2023	2024	2025
Women	100	95	95	95	95	95
Aboriginal people and Torres Strait Islanders	100	90	92	92	93	94
People whose first language spoken as a child was not English	100	92	96	96	96	96
People with a disability	100	104	105	106	103	102
People with a disability requiring work-related adjustment	100	102	99	101	101	101

Source: Premier's Department, Public Sector Workforce Profile – Workforce Diversity Report 2025

Note: A Distribution Index score of 100 indicates that the distribution of members of the workforce diversity group across salary bands is equivalent to that of the rest of the workforce. A score less than 100 means that members of the workforce diversity group tend to be more concentrated at lower salary bands than is the case for other staff. The more pronounced this tendency is, the lower the score will be. In some cases, the index may be more than 100, indicating that members of the workforce diversity group tend to be more concentrated at higher salary bands than is the case for other staff.

Modern slavery

Modern Slavery Act 2018 reporting:

Item 1 response [a]

There have been no known issues raised by the Anti-slavery Commissioner during the prior reporting period in relation to NSW Police Force operations.

[a] Statement of the action taken by the agency in relation to any issue raised by the Anti-slavery Commissioner during the financial year then ended concerning the operations of the agency and identified by the Commissioner as being a significant issue.

Item 2 response [b]

NSW Police Force remains fully committed to respecting human rights and reinforcing that it has a zero-tolerance approach to all forms of modern slavery. NSW Police Force has again, through its ongoing focus on this topic, ensured ongoing compliance to the *Public Works and Procurement Act 1912* (NSW) and the *Modern Slavery Act 2018* (NSW) that requires all government agencies to take reasonable steps to ensure that its procurement of goods and services are not the product of modern slavery.

The NSW Police Force Strategic Procurement team has continued to take direction from NSW Treasury, and the Office of the Anti-slavery Commissioner regarding the whole of government response to this operational imperative. Further, as chair of the Stronger Communities Portfolio agency CPO network forum, NSW Police Force representatives have supported the Stronger Communities/Emergency Services portfolio teams in the development of a consistent approach, and sharing of best practice, across the portfolio agencies.

The key deliverables and outcomes during this reporting period include:

- Ongoing reinforcement and levering of the NSW Police Force Modern Slavery Policy Statement, and NSW Police Force Modern Slavery Guidelines, detailed in last year's report.
- Ongoing awareness, communication and training across the NSW Police Force including communication to all procurement process stakeholders and business managers regarding updated Modern Slavery training modules and reinforcement of their obligations and expectations.
- NSW Police Force completed an assessment of the top salient risk category identified in the 2024 assessment, being uniforms/textiles, and has initiated a workplan with our supply chain partners to address our second highest risk, Cleaning Services, to be completed in 2025.
- NSW Police Force completed its first Annual GRS Reporting Submission via the online reporting form, to the Office of the Anti-slavery Commissioner in line with our GRS reporting obligations.

NSW Police Force will continue to work closely with the office of the Anti-slavery Commissioner and NSW Treasury to leverage and share best practice across the procurement community, ensuring that NSW Police Force meets is obligations regarding transactional, annual, and incident reporting within the GRS guidelines.

[b] Statement of steps taken to ensure that goods and services procured by and for the agency during the financial year then ended were not the product of modern slavery within the meaning of the *Modern Slavery Act 2018*.

6

Financial performance

Financial summary

Major expenses

Total expenses including losses were $5,498 million, of which $4,283 million (78%) were employee related expenses (ERE). The ERE expenses comprised $2,464 million direct salaries, wages, and annual leave entitlements, and $1,819 million of other ERE costs such as superannuation and long service leave expenses, workers compensation insurance and other expenses.

The 2024-25 Salaries and wages, inclusive of annual leave, was 3.6% (net $86 million) higher than 2023-24.

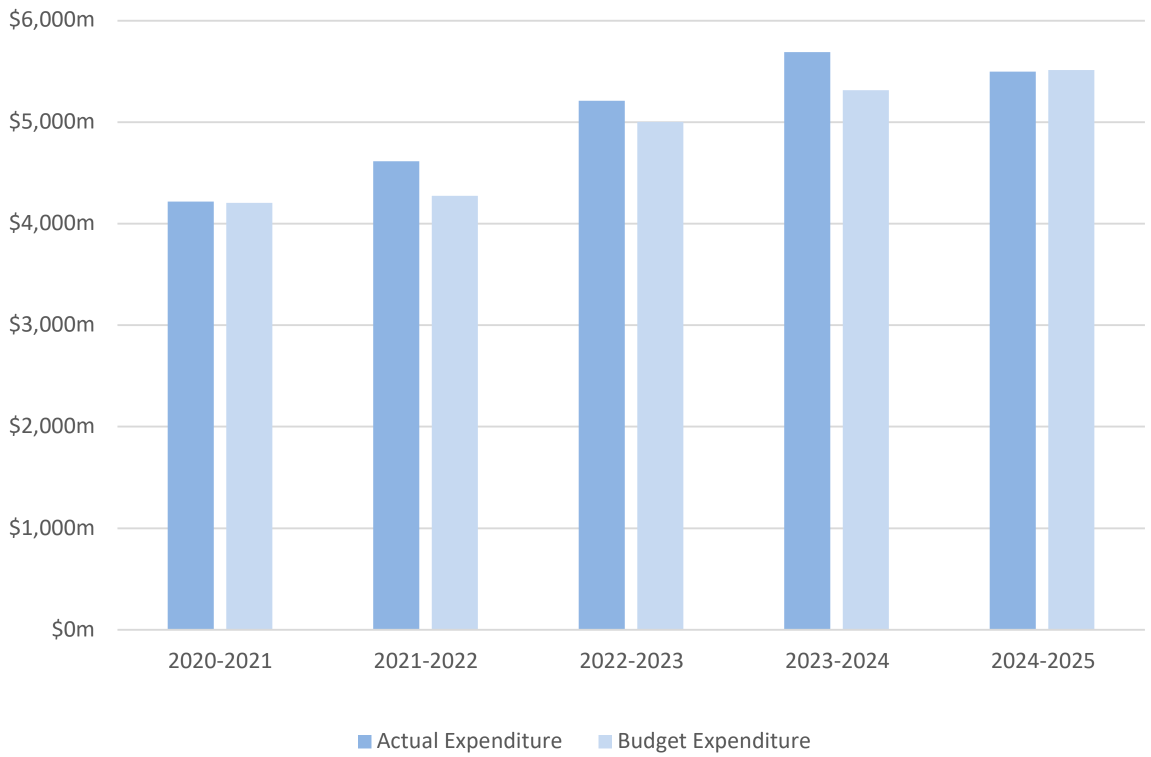
The 2024-25 actual ERE expenses of $4,283 million was below the budget of $4,768 million mainly due to vacant positions.

Contributions and revenue

Total contributions and revenue including gains were $5,541 million, and 6.3% higher than 2023-24. This consists of recurrent grants, capital grants, Crown acceptance of certain employee-related costs such as superannuation, long service leave expenses, and other revenue.

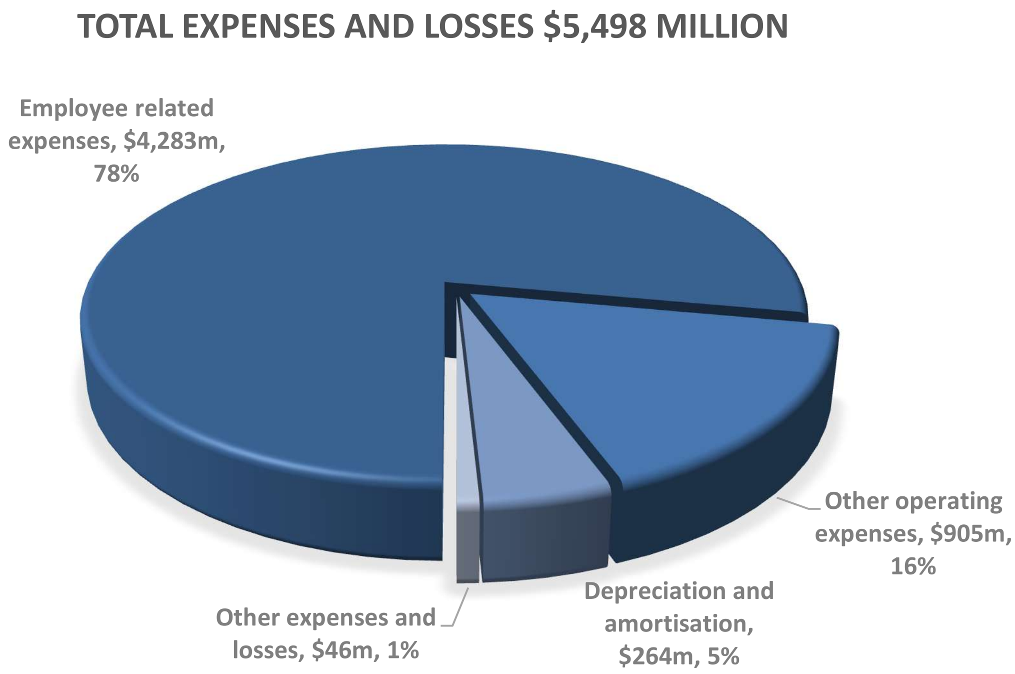
Revenue from the sale of goods and services was $94 million, being 4.2% higher than 2023-24.

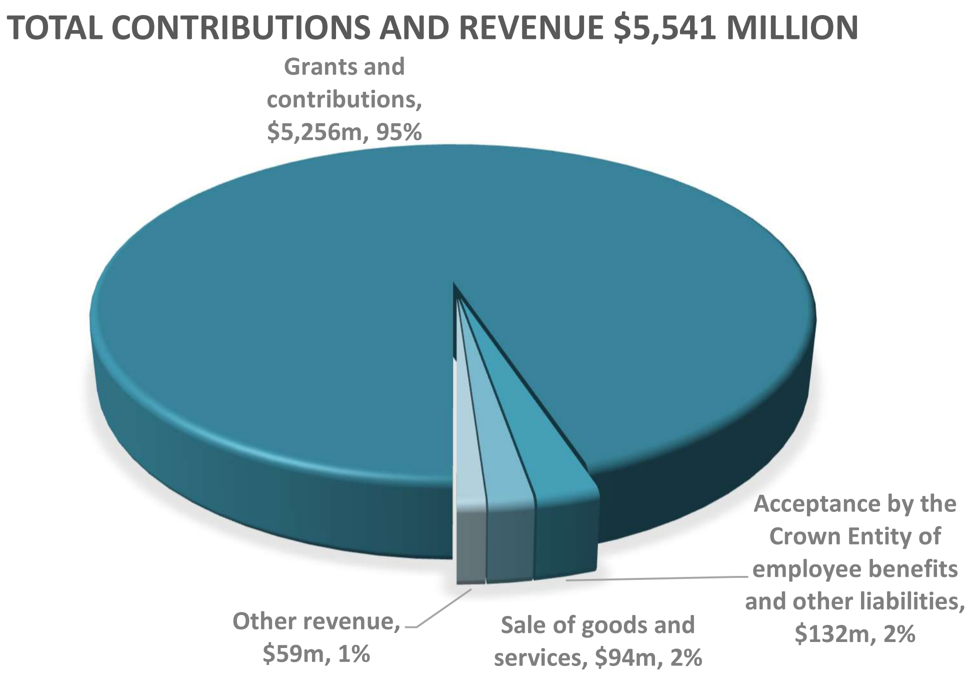
Actual and budget expenditure



Fiscal impact of the operating environment

Economic development and changes in the market conditions are often unpredictable and beyond the control of the NSW Police Force. Events like key economic trends, social/political risks, and the growing adoption of technology can impact on NSW Police Force's ability to deliver planned results.





INDEPENDENT AUDITOR'S REPORT

NSW Police Force

To Members of the New South Wales Parliament

Opinion

I have audited the accompanying financial statements of the NSW Police Force (the NSWPF), which comprise the Statement by the Accountable Authority, the Statement of Comprehensive Income for the year ended 30 June 2025, the Statement of Financial Position as at 30 June 2025, the Statement of Changes in Equity and the Statement of Cash Flows, for the year then ended, and notes to the financial statements, including a Statement of Material Accounting Policy Information, and other explanatory information.

In my opinion, the financial statements:

- have been prepared in accordance with Australian Accounting Standards and the applicable financial reporting requirements of the *Government Sector Finance Act 2018* (GSF Act), the Government Sector Finance Regulation 2024 (GSF Regulation) and the Treasurer's Directions
- presents fairly the NSWPF's financial position, financial performance and cash flows.

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

Basis for Opinion

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

I am independent of the NSWPF in accordance with the requirements of the:

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

Parliament promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by:

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

I have fulfilled my other ethical responsibilities in accordance with APES 110.

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

Acting Commissioner's Responsibilities for the Financial Statements

The Acting Commissioner(A/Commissioner) is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards, the GSF Act, GSF Regulation and Treasurer's Directions. The A/Commissioner's responsibility also includes such internal control as the A/Commissioner determines is necessary to enable the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the A/Commissioner is responsible for assessing the NSWPF's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to:

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

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

A description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at: www.auasb.gov.au/auditors_responsibilities/ar4.pdf. The description forms part of my auditor's report.

The scope of my audit does not include, nor provide assurance:

- that the NSWPF carried out its activities effectively, efficiently and economically
- about the assumptions used in formulating the budget figures disclosed in the financial statements
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented
- about any other information which may have been hyperlinked to/from the financial statements.

Susan Prichard
Director, Financial Audit

Delegate of the Auditor-General for New South Wales

12 September 2025
SYDNEY

NSW Police Force

Statement by the Commissioner and the Chief Financial Officer for the year ended 30 June 2025

Pursuant to section 7.6(4) of the *Government Sector Finance Act 2018* ('the Act'), we state that these financial statements:

a) have been prepared in accordance with the Australian Accounting Standards and the applicable requirements of the Act, the *Government Sector Finance Regulation 2024* and the Treasurer's Directions, and

b) present fairly NSW Police Force's financial position, financial performance and cash flows.

Peter Thurtell APM
A/Commissioner of Police
12 September 2025

Michelle McPherson
Chief Financial Officer
12 September 2025

NSW Police Force
Statement of Comprehensive Income for the year ended 30 June 2025

	Notes	Actual 2025 $'000	Budget 2025 $'000	Actual 2024 $'000
Expenses excluding losses				
Employee related expenses	2(a)	4,283,194	4,768,301	4,499,895
Operating expenses	2(b)	904,802	452,519	891,740
Depreciation and amortisation	2(c)	264,432	256,876	252,175
Grants and subsidies	2(d)	11,190	13,542	9,148
Finance costs	2(e)	22,860	19,668	23,277
Total expenses excluding losses		**5,486,478**	**5,510,906**	**5,676,235**
Revenue				
Sale of goods and services from contracts with customers	3(a)	93,795	66,557	90,037
Grants and Other Contributions	3(b)	5,256,339	5,487,600	4,898,293
Acceptance by the Crown of employee benefits and other liabilities	3(c)	132,160	150,859	165,275
Other income	3(d)	58,421	57,014	59,307
Total revenue		**5,540,715**	**5,762,030**	**5,212,912**
OPERATING RESULT		**54,237**	**251,124**	**(463,323)**
Gains / (losses) on disposal	4	(5,341)	(918)	(9,767)
Other gains / (losses)	5	(6,049)	(10)	(1,225)
NET RESULT	25	**42,847**	**250,196**	**(474,315)**
Other comprehensive income				
Items that will not be reclassified to net result in subsequent periods				
Changes in revaluation surplus of property, plant and equipment	12	**145,443**	**-**	**225,403**
Changes in the revaluation surplus arising from changes in restoration liability		**260**	**-**	**(518)**
Total other comprehensive income		**145,703**	**-**	**224,885**
TOTAL COMPREHENSIVE INCOME		**188,550**	**250,196**	**(249,430)**

The accompanying notes form part of these financial statements.

NSW Police Force

Statement of Financial Position as at 30 June 2025

	Notes	Actual 2025 $'000	Budget 2025 $'000	Actual 2024 $'000
ASSETS				
Current Assets				
Cash and cash equivalents	7	265,107	104,962	224,265
Receivables	8	172,039	116,236	117,424
Contract assets	9	8,499	6,284	7,390
Inventories	10	48	104	42
Financial assets at fair value	11	-	29	-
Total Current Assets		**445,693**	**227,615**	**349,121**
Non-Current Assets				
Receivables	8	600	3,400	600
Property, plant and equipment				
- Land and buildings	12	2,101,424	2,056,723	1,971,587
- Plant and equipment	12	436,224	286,071	387,500
Total property, plant and equipment		**2,537,648**	**2,342,794**	**2,359,087**
Right-of-use assets	13	670,278	713,349	701,577
Intangible assets	14	221,608	367,041	198,430
Total Non-Current Assets		**3,430,134**	**3,426,584**	**3,259,694**
Total Assets		**3,875,827**	**3,654,199**	**3,608,815**
LIABILITIES				
Current Liabilities				
Payables	17	428,546	267,192	463,616
Contract liabilities	9	9,880	9,251	10,561
Financial liabilities at fair value	11	56	-	166
Borrowings	18	39,106	80,995	35,639
Provisions	19	786,564	659,273	742,202
Other current liabilities	20	2,241	4,342	509
Total Current Liabilities		**1,266,393**	**1,021,053**	**1,252,693**
Non-Current Liabilities				
Borrowings	18	742,275	748,792	764,958
Provisions	19	1,008,160	975,801	920,396
Total Non-Current Liabilities		**1,750,435**	**1,724,593**	**1,685,354**
Total Liabilities		**3,016,828**	**2,745,646**	**2,938,047**
Net Assets		**858,999**	**908,553**	**670,768**
EQUITY				
Accumulated funds		(254,631)	(64,734)	(303,843)
Reserves		1,113,630	973,287	974,611
Total Equity		**858,999**	**908,553**	**670,768**

The accompanying notes form part of these financial statements.

NSW Police Force

Statement of Changes in Equity for the year ended 30 June 2025

	Notes	Accumulated Funds $'000	Asset Revaluation Surplus $'000	Total $'000
Balance at 1 July 2024		(303,843)	974,611	670,768
Net result for the year		**42,847**	**-**	**42,847**
Other comprehensive income:				
Net change in revaluation surplus of property, plant and equipment	12	-	145,443	145,443
Net change in restoration liability		-	260	260
Other:				
Other asset revaluation surplus balance transferred to accumulated funds on disposal of assets		6,684	(6,684)	-
Total other comprehensive income		**6,684**	**139,019**	**145,703**
Total comprehensive income for the year		**49,531**	**139,019**	**188,550**
Transactions with owners in their capacity as owners				
Increase / (decrease) in net assets from equity transfers	21	(319)	-	(319)
Balance at 30 June 2025		**(254,631)**	**1,113,630**	**858,999**
Balance at 1 July 2023		163,670	756,528	**920,198**
Net result for the year		**(474,315)**	**-**	**(474,315)**
Other comprehensive income				
Net change in revaluation surplus of property, plant and equipment	12	-	225,403	225,403
Net change in restoration liability		-	(518)	(518)
Other:				
Other asset revaluation surplus balance transferred to accumulated funds on disposal of assets		6,802	(6,802)	-
Total other comprehensive income		**6,802**	**218,083**	224,885
Total comprehensive income for the year		**(467,513)**	**218,083**	**(249,430)**
Balance at 30 June 2024		**(303,843)**	**974,611**	**670,768**

The accompanying notes form part of these financial statements.

NSW Police Force

Statement of Cash Flows for the year ended 30 June 2025

	Notes	Actual 2025 $'000	Budget 2025 $'000	Actual 2024 $'000
CASH FLOWS FROM OPERATING ACTIVITIES				
Payments				
Employee related		(4,024,227)	(4,889,124)	(3,878,261)
Grants and subsidies		(11,190)	(13,542)	(9,148)
Finance costs		(21,522)	(19,668)	(21,441)
Other		(1,247,510)	(445,463)	(979,215)
Total Payments		**(5,304,449)**	**(5,367,797)**	**(4,888,065)**
Receipts				
Sale of goods and services		82,749	64,657	86,825
Grants and other contributions		5,252,654	5,463,182	4,896,303
Other		309,588	80,180	237,602
Total Receipts		**5,644,991**	**5,608,019**	**5,220,730**
NET CASH FLOWS FROM OPERATING ACTIVITIES	25	**340,542**	**240,222**	**332,665**
CASH FLOWS FROM INVESTING ACTIVITIES				
Proceeds from sale of property and plant and equipment	4	573	1,734	2,071
Proceeds from sale of financial assets	4	(3)	-	289
Purchases of property and plant and equipment		(156,481)	(177,841)	(199,150)
Purchases of intangible assets		(53,190)	(117,643)	(56,615)
NET CASH FLOWS FROM INVESTING ACTIVITIES		**(209,101)**	**(293,750)**	**(253,405)**
CASH FLOWS FROM FINANCING ACTIVITIES				
Payment of principal portion of lease liabilities	18	(90,599)	(82,098)	(88,154)
NET CASH FLOWS FROM FINANCING ACTIVITIES		**(90,599)**	**(82,098)**	**(88,154)**
NET INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS		**40,842**	**(135,626)**	**(8,894)**
Opening cash and cash equivalents		224,265	240,588	233,159
CLOSING CASH AND CASH EQUIVALENTS	7	**265,107**	**104,962**	**224,265**

The accompanying notes form part of these financial statements.

1. STATEMENT OF MATERIAL ACCOUNTING POLICY INFORMATION

(a) Reporting entity

NSW Police Force is a NSW government entity and is controlled by the State of New South Wales, which is the ultimate parent. NSW Police Force is a not-for-profit entity (as profit is not its principal objective) and it has no cash generating units.

These financial statements for the year ended 30 June 2025 have been authorised for issue on 12 September 2025 by the Commissioner.

(b) Basis of preparation

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

- applicable Australian Accounting Standards (which include Australian Accounting Interpretations);
- the requirements of the Government Sector Finance Act 2018 (the GSF Act); and
- Treasurer's Directions issued under the GSF Act.

The financial statements have been prepared on a going concern basis. NSW Police Force will receive grants from the Stronger Communities Cluster's principal department, the NSW Department of Communities and Justice, which are funded by an appropriation equivalent to the published Budget from the NSW government via NSW Treasury.

Property, plant and equipment, assets (or disposal groups) held for sale and certain financial assets and liabilities are measured using the fair value basis. Other financial statement items are prepared in accordance with the historical cost convention except where specified otherwise.

Management judgements, key assumptions and estimations made, are disclosed in the relevant notes to the financial statements.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency, which is the entity's presentation and functional currency.

(c) Statement of Compliance

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

(d) Administered activities

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

Transactions and balances relating to the administered activities are not recognised as NSW Police Force's income, expenses, assets and liabilities, but are disclosed in the accompanying schedules as 'Administered Income', 'Administered Assets' and 'Administered Liabilities', refer Note 28 and Note 29.

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

1. STATEMENT OF MATERIAL ACCOUNTING POLICY INFORMATION (continued)

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

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

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

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

(f) Foreign currency translation

Transactions in foreign currencies are recorded using the spot rate at the date the transaction first qualifies for recognition.

Monetary assets and liabilities denominated in foreign currencies are translated at the functional currency spot rates of exchange at the end of the reporting date.

Differences arising on settlement or translation of monetary items are recognised in net result.

Non-monetary items that are measured in terms of historical cost in a foreign currency are translated using the exchange rates at the dates of the initial transactions. Non-monetary items measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value is determined. The gain or loss arising on translation of non-monetary items measured at fair value is treated in line with the recognition of the gain or loss on the change in fair value of the item (i.e., translation differences on items whose fair value gain or loss is recognised in other comprehensive income or net results are also recognised in other comprehensive income or net results, respectively).

(g) Comparative information

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

(h) Changes in accounting policies, including new or revised Australian Accounting Standards

The accounting policies applied in 2024-25 are consistent with those of the previous financial year.

(i) Effective for the first time in 2024-25

New and revised Australian Accounting Standard amendments and interpretations implemented in 2024-25 have been assessed as having no impact on the financial statements of NSW Police Force.

- *AASB 2020-1 Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current*
- *AASB 2022-5 Amendments to Australian Accounting Standards – Lease Liability in a Sale and Leaseback*
- *AASB 2022-6 Amendments to Australian Accounting Standards – Non-current Liabilities with Covenants*
- *AASB 2022-10 Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities*
- *AASB 2023-1 Amendments to Australian Accounting Standards – Supplier Finance Arrangements Mandate agencies not to early adopt any of the new Standards / Interpretations*
- *AASB 2023-3 Amendments to Australian Accounting Standards – Disclosure of Non-current Liabilities with Covenants: Tier 2*
- *AASB 2024-1 Amendments to Australian Accounting Standards – Supplier Finance Arrangements: Tier 2 Disclosures*

1. STATEMENT OF MATERIAL ACCOUNTING POLICY INFORMATION (continued)

(h) Changes in accounting policies, including new or revised Australian Accounting Standards (continued)

(ii) Issued but not yet effective

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

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

- *AASB 17 Insurance Contracts*
- *AASB 2022-9 Amendments to Australian Accounting Standards – Insurance Contracts in the Public Sector*
- *AASB 2023-5 Amendments to Australian Accounting Standards – Lack of Exchangeability*
- *AASB 2024-2 Amendments to Australian Accounting Standards – Classification and Measurement of Financial Instruments*
- *AASB 2024-3 Amendments to Australian Accounting Standards – Annual Improvements Volume 11*
- *AASB 2025-1 Amendments to Australian Accounting Standards – Contracts Referencing Nature-dependent Electricity*
- *AASB 2025-2 Amendments to Australian Accounting Standards – Classification and Measurement of Financial Instruments: Tier 2 Disclosures*
- *AASB 18 Presentation and Disclosure in Financial Statements [for not-for-profit and superannuation entities]*
- *AASB 2014-10 Amendments to Australian Accounting Standards – Sale or Contribution of Assets between Investor and its Associate or Joint Venture*
- *AASB 2024-4b Amendments to Australian Accounting Standards – Effective Date of Amendments to AASB 10 and AASB 128 [deferred AASB 10 and AASB 128 amendments in AASB 2014-10 apply]*

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

(i) Impact of Climate-related matters on Financial Reporting for 2024-25

There is no material impact of climate related matters on the financial information in 2024-25.

2. EXPENSES EXCLUDING LOSSES

(a) Employee related expenses

	2025	2024
	$'000	$'000
Salaries and wages (including annual leave)	2,463,570	2,377,824
Superannuation - defined benefit plans	29,090	32,177
Superannuation - defined contribution plans*	350,908	556,271
Long service leave	105,530	135,018
Workers' compensation insurance - PBRI	820,973	737,184
Death and disability self-insurance scheme**	154,812	440,090
Workers' compensation insurance - EPSS***	192,000	-
Payroll tax and fringe benefit tax	166,093	173,623
Voluntary redundancies	218	47,708
	4,283,194	**4,499,895**

Employee related expenses excluded from the above are as follows:
(i) Capitalised as intangible assets: $8.44 million at 30 June 2025 ($6.91 million in 2023-24).
(ii) Capitalised as property, plant and equipment: $4.36 million at 30 June 2025 ($1.71 million in 2023-24).
* Included in the 'Superannuation – defined contribution plans' is contribution for the Death and Total and Permanent Disability Cover of $69.77 million for the period July to September 2024 ($317.80 million in 2023-24).
**Includes Enhanced Police Support Scheme (EPSS) off duty income protection premium is $22.14 million for the period Oct 2024 to June 2025.

*** Enhanced Police Support Scheme (EPSS)

The NSW Parliament passed the Police Amendment (Police Officer Support Scheme) Bill 2024 on 26 September 2024, commencing 1 October 2024.

On 1 October 2024, the NSW Police Force transitioned from the Police Blue Ribbon Insurance (PBRI) scheme to the Enhanced Police Support scheme (EPSS), also referred to as the Police Officer Support Scheme (POSS) which establishes the framework for NSW Police benefits relating to death, on-duty injury, and off-duty injury.

The EPSS/POSS provides payments to or in relation to police officers who die or become permanently or temporarily incapacitated for work, either because of an on-duty or off-duty injury and is approved by the Minister with the concurrence of the Treasurer (s.199B(1) Police Act 1990). It supplements the workers compensation scheme.

The POSS fund is managed through NSW Self-Insurance Corporation (SICorp) by way of an “Police Additional Payments Fund Scheme”. The scheme established under the NSW Self Insurance Corporation Act 2004 by way of an “Instrument of Establishment”. This instrument covers “liabilities” of the NSW Police Force, including payments made under the new Supplementary Support Benefit Arrangement (Division 3 of the Police Regulation) from the POSS fund.

Clause 4 of the instrument of establishment provides that SICorp will collect contributions from the Police Commissioner ($256.00 million (ex GST) for the 12 months 1 October 2024 to 30 September 2025, with $192.00 million expenses for the 9 months from 1 Oct 2024 to 30 June 2025, and remaining $64.00 million in prepayments (refer Note 8) in connection with the Scheme).The intended basis is the Scheme will be fully funded for its current and anticipated liabilities. The scheme held by SICorp will cover the liabilities of the EPSS.

2. EXPENSES EXCLUDING LOSSES (continued)

(b) Operating expenses

	2025 $'000	2024 $'000
Auditor's remuneration - audit of the financial statements	444	431
Lease rental expense - communication sites	4,244	5,854
Expense relating to short-term and low value assets - refer Note 13	19,504	15,061
Variable lease payments, not included in lease liabilities - refer Note 13	831	868
Agency performance adjustment	210,000	240,244
Insurance	108,129	100,197
Maintenance*	67,365	64,815
Other building expenses	43,577	41,927
Subsistence and transport	35,848	33,315
Motor vehicle, launches and aircraft	64,784	68,206
Fees for services	114,768	113,333
Computer licensing and other	123,353	90,611
Gas and electricity	17,669	15,979
Postal and telephone	22,664	21,602
Stationery, printing and stores	6,493	7,546
Consultants	599	131
Contractors	10,763	12,004
Operation supplies	27,006	27,041
Police uniform supplies	9,476	11,253
Legal fees	10,724	14,250
Witnesses' expenses	1,682	1,673
Other	4,879	5,399
	904,802	**891,740**

	2025 $'000	2024 $'000
**Reconciliation - Total maintenance expenses*		
Maintenance expense – contracted labour and other (non-employee related), as above	67,365	64,815
Employee related maintenance expense included in Note 2(a)	12,869	12,426
Total maintenance expenses included in Note 2(a) + 2(b)	**80,234**	**77,241**

Recognition and Measurement

Maintenance expenses

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

Insurance

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

2. EXPENSES EXCLUDING LOSSES (continued)

(b) Operating expenses (continued)

Lease expense

NSW Police Force recognises the lease payments associated with the following types of leases as an expense on a straight-line basis:

- Leases that meet the definition of short-term. i.e. where the lease term at commencement of the lease is 12 months or less. This excludes leases with a purchase option.
- Leases of assets that are valued at $10,000 or under when new.

Variable lease payments are not included in the measurement of the lease liability (i.e. variable lease payments that do not depend on an index or a rate, initially measured using the index or rate as at the commencement date). These payments are recognised in the year in which the event or condition that triggers those payments occurs.

(c) Depreciation and amortisation expenses

	2025 $'000	2024 $'000
Depreciation - Property, plant and equipment		
Buildings	43,588	37,545
Plant and equipment	95,160	88,228
	138,748	**125,773**
Depreciation - Right-of-use-assets		
Buildings	62,879	62,623
Plant and equipment	39,829	37,955
	102,708	**100,578**
Amortisation		
Intangible assets - software	22,976	25,824
	22,976	**25,824**
	264,432	**252,175**

Refer to Note 12, 13 and 14 for recognition and measurement policies on depreciation and amortisation.

(d) Grants and Subsidies

	2025 $'000	2024 $'000
Police and Community Youth Clubs contribution	10,293	8,666
Department of Communities and Justice - Crime Statistics & Research	-	20
Department of Communities and Justice - Surveillance Devices	443	380
Attorney General's Department - National Driver Licence Facial Recognition	364	-
Police Legacy - Welfare assistance program	90	82
	11,190	**9,148**

(e) Finance costs

	2025 $'000	2024 $'000
Interest expense from lease liabilities - refer Note 13	21,522	21,375
Interest expenses - Death and Disability claims	-	66
Total interest expenses	**21,522**	**21,441**
Unwinding of discount rate - refer Note 19	1,338	1,836
Total	**22,860**	**23,277**

2. EXPENSES EXCLUDING LOSSES (continued)

(e) Finance costs (continued)

Recognition and measurement

Finance costs consist of interest and other costs incurred in connection with the borrowing of funds. Borrowing costs are recognised as expenses in the period in which they are incurred, in accordance with Treasury's Mandate to not-for-profit NSW General Government Sector entities.

3. REVENUE

Recognition and measurement

Income is recognised in accordance with the requirements of AASB 15 *Revenue from Contracts with Customers* or AASB 1058 *Income of Not-for-Profit Entities*, dependent on whether there is a contract with a customer defined by AASB 15 *Revenue from Contracts with Customers*. Comments regarding the accounting policies for the recognition of income are discussed below.

(a) Sale of goods and services from contracts with customers

	2025 $'000	2024 $'000
Sports / Entertainment Events - Supervision	20,277	18,497
Officers on loan	14,432	14,364
National criminal history records check	11,848	10,516
Officers rent contribution	1,476	1,771
Multi licences income	1,104	868
College operations	1,965	1,869
Minor sales of goods and services	3,611	3,189
Insurance reports	2,496	2,265
Security / Escort charges	3,556	4,675
Transport for NSW - Road safety initiatives and programs*	27,424	23,216
User charges revenue and cost recoveries	5,606	8,807
	93,795	**90,037**

*Transport for NSW (Centre for Road Safety) and NSW Police Force work in close collaboration to deliver Road Safety Initiatives and programs in accordance with the NSW Government 2026 Road Safety Action Plan. This partnership focuses on developing and implementing programs (including capital and recurrent work programs), projects, strategies, and campaigns for promoting and improving road safety. NSW Police Force is reimbursed the costs of these programs on a cost recovery basis.

3. REVENUE (continued)

(a) Sale of goods and services from contracts with customers (continued)

Recognition and measurement

Sale of goods
Revenue from sale of goods is recognised as when NSW Police Force satisfies a performance obligation by transferring the promised goods.

Revenue from these sales is recognised based on the price specified in the contract. No element of financing is deemed present as the sales are made with a short credit term. No volume discount or warranty is provided on the sale.

Rendering of services
Revenue from Rendering of services is recognised when NSW Police Force satisfies the performance obligation by transferring the promised services.

Type of Service	Nature of Timing of Satisfaction of Performance Obligation, Including Significant Payment Terms	Revenue Recognition Policies
Sports / Entertainment Events – Supervision	The performance obligations in relation to these services are typically satisfied as the services are delivered to the customers. Output method is used to measure progress towards complete satisfaction of the performance. The payments are typically due within 30 days from invoice date.	Revenue is recognised when the performance obligation is satisfied. The pricing of the services is based on a cost recovery model. No element of financing is deemed present as payments are due when services are provided.
Officers on loan	The performance obligations in relation to this is typically satisfied when officers seconded to various other Government agencies complete their contract. Output method is used to measure progress towards complete satisfaction of the performance. The payments are typically due within 30 days from invoice date.	Revenue is recognised when the performance obligation is satisfied. Transaction price is based on NSW Police Force user charge rate card. No element of financing is deemed present as payments are due when services are provided.

3. REVENUE (continued)

(a) Sale of goods and services from contracts with customers (continued)

Recognition and measurement (continued)

Rendering of services (continued)

Type of Service	Nature of Timing of Satisfaction of Performance Obligation, Including Significant Payment Terms	Revenue Recognition Policies
National criminal history checks Insurance reports	The performance obligations in relation to these services are typically satisfied as the services are delivered to the customers. The payments are typically due at the point of customer making the service request.	Revenue is recognised at a point in time when the customer obtains control of the report. Transaction price is based on NSW Police Force user charge rate card. No element of financing is deemed present as payments are due before services are provided.
Minor sales of goods and services	The performance obligations in relation to these services are typically satisfied as the services are delivered to the customers. Output method is used to measure progress towards complete satisfaction of the performance. The payments are typically due within 30 days from invoice date.	Revenue is recognised when the performance obligation is satisfied. Transaction price is based on NSW Police Force user charge rate card. No element of financing is deemed present as payments are due when services are provided.
Security / Escort charges User charges revenue and cost recoveries	The performance obligations in relation to these services are typically satisfied as the services are delivered to the customers. Output method is used to measure progress towards complete satisfaction of the performance. The payments are typically due within 30 days from invoice date.	Revenue is recognised when the performance obligation is satisfied. Transaction price is based on NSW Police Force user charge rate card. The pricing of the services is based on a cost recovery model. No element of financing is deemed present as payments are due when services are provided.

3. REVENUE (continued)

(a) Sale of goods and services from contracts with customers (continued)

Recognition and measurement (continued)

Rendering of services (continued)

For each performance obligation identified in a contract, NSW Police Force evaluates at contract inception whether it satisfies the performance obligation over time or satisfies the performance obligation at a point in time.

Refer Note 9 for the disclosure of the aggregate amount of the transaction price allocated to performance obligations that are unsatisfied (or partially unsatisfied) at the end of the reporting year, and when NSW Police Force expects to recognise the unsatisfied portion as revenue.

(b) Grants and Other Contributions

	2025 $'000	2024 $'000
Grants without sufficiently specific performance obligations [1]	5,221,550	4,877,884
Other grants with sufficiently specific performance obligations [2]	10,841	11,527
Grants to acquire / construct a recognisable non-financial asset to be controlled by the entity [3]	2,681	6,748
Donations [4]	21,267	2,134
	5,256,339	**4,898,293**

[1] Grants without sufficiently specific performance obligations		
Recurrent grants from NSW Department of Communities and Justice	5,008,208	4,629,848
Capital grants from NSW Department of Communities and Justice	213,342	247,713
	5,221,550	**4,877,561**
NSW Ministry of Health		
- COVID-19 personal protective equipment	-	323
	5,221,550	**4,877,884**

3. REVENUE (continued)

(b) Grants and Other Contributions (continued)

	2025 $'000	2024 $'000
[2] **Other grants with sufficiently specific performance obligations**		
State Grants and Contributions		
NSW Department of Communities and Justice		
- Child Wellbeing	5,097	4,829
- Stay Home Leave Violence	427	403
- Sexual Violence Program	807	709
- Family Law Courts, Infolink	799	827
- Coercive Control Offence – Implementation	405	413
- Minister of Police Discretionary Fund	-	93
- Integrated Cops & Domestic Violence Applicants	200	-
- Walwaay Program - Responsible Gambling	-	20
Regional NSW		
- Youth Action Support	-	13
- Guumali Youth Project	-	4
Premier's Department		
- Bias Crime Capability	311	408
- Regional Emergency Management Officers Training	-	50
Department of Education		
- 1,000 NSW Public Sector Apprentices & Trainees program	224	-
Other	131	50
	8,401	**7,819**
Commonwealth Grants and Contributions		
Department of Home Affairs		
- Drill Style Exercise	172	145
- Australia-New Zealand Counter-Terrorism Committee	733	-
Department of Defence		
- Advanced Negotiator Tactics (ANTAC)	-	1,246
Attorney - General's Department		
- National Cybercrime Capability	1,410	2,227
National Emergency Communications Working Group-Australian / New Zealand	125	42
Other	-	48
	2,440	**3,708**
	10,841	**11,527**

3. REVENUE (continued)

(b) Grants and Other Contributions (continued)

	2025 $'000	2024 $'000
[3] Grants to acquire / construct a recognisable non-financial asset to be controlled by the entity		
Australian Criminal Intelligence Commission	2,191	1,854
NSW Department of Customer Services		
- Digital Restart Fund (including Integrated Connected Officers)	-	3,793
- Cyber Security Transformation Program	-	91
Service NSW - Digital Driver Licence	-	3
Transport for NSW - Centre for Road Safety	490	1,007
	2,681	**6,748**
[4] Donations		
Capital donations*	4,080	1,207
Police Driver Training upgrade	3,718	248
Regional Mental Health Clinician	-	113
Goulburn Academy Conversion & Upgrade	4,692	490
Goulburn Recognise Work upgrade	8,611	-
Other	166	76
	21,267	**2,134**

Recognition and measurement

Income from grants to acquire / construct a non-financial asset is recognised when NSW Police Force satisfies the grant obligation. NSW Police Force satisfies the grant performance obligations over time as the non-financial assets are being constructed. The percentage of cost incurred is used to recognise revenue, because this most closely reflects the progress to completion.

Refer to Note 20 for capital grant liabilities where NSW Police Force did not satisfy its grant obligations by the end of the reporting period.

Revenue from grants with sufficiently specific performance obligations are recognised when NSW Police Force satisfies the performance obligation by transferring the promised goods.

Revenue from these grants is recognised based on the grant amount specified in the funding agreement / funding approval, and revenue is only recognised to the extent that it is highly probable that a significant reversal will not occur. No element of financing is deemed present as funding payments are usually received in advance or shortly after the relevant obligation is satisfied.

Refer to Note 9 for transaction price allocated to the performance obligations that have not been satisfied at the end of the year and when it is expected to be recognised as revenue.

Income from grants without sufficiently specific performance obligations are recognised when the entity obtains control over the granted assets (e.g. cash).

3. REVENUE (continued)

(c) Acceptance by the Crown of employee benefits and other liabilities

	2025 $'000	2024 $'000
The following liabilities and expenses have been assumed by the Crown		
Superannuation - defined benefit plans	25,270	28,693
Long service leave	105,530	135,018
Payroll tax	1,360	1,564
Total	**132,160**	**165,275**

(d) Other income

	2025 $'000	2024 $'000
Employee contributions to Death and Disability Scheme	8,852	33,574
Employee contributions - EPSS	23,863	-
Refund from Insurance	2,627	7,086
Reversal of provision of restoration costs - refer Note 19	9,819	4,234
Bad debts recovered	231	1,322
Motor vehicle rebates	8,627	10,045
Contract recovery	1,149	343
Motor vehicle auctions	140	130
Recognition of pre-existing but previously unrecorded assets	-	53
Other	3,113	2,520
Total	**58,421**	**59,307**

(e) Summary of compliance

The Appropriation Act 2024 (Appropriations Act) (and the subsequent variations, if applicable) appropriates the sum of $23.19 billion to the Attorney General, and Minister for Prevention of Domestic and Sexual Violence out of the Consolidated Fund for the services of Department of Communities and Justice for the year 2024–25. The spending authority of the Minister from the *Appropriations Act* has been delegated or subdelegated to officers of Department of Communities and Justice and entities that it is administratively responsible for, including NSW Police Force.

The lead minister for NSW Police Force, being the Attorney General, is taken to have been given an appropriation out of the Consolidated Fund under the authority section 4.7 of the GSF Act, at the time the Department of Communities and Justice receives or recovers any deemed appropriation money, for an amount equivalent to the money that is received or recovered by the Department of Communities and Justice. These deemed appropriations are taken to have been given for the services of Department of Communities and Justice.

A summary of compliance is disclosed in the financial statements of the Annual Report of Department of Communities and Justice. It has been prepared by aggregating the spending authorities of the Attorney General, and Minister for Prevention of Domestic and Sexual Violence Minister for the services of Department of Communities and Justice. It reflects the status at the point in time this disclosure statement is being made. NSW Police Force’s spending authority and expenditure is included in the summary of compliance.

The delegation/sub-delegations for FY2024-25 and FY2023-24, authorising officers of the NSW Police Force to spend Consolidated Fund money, impose limits on the amounts of individual transactions, but not the overall expenditure of the NSW Police Force. However, as they relate to expenditure in reliance on a sum appropriated by legislation, the delegation/sub-delegations are subject to the overall authority of Department of Communities and Justice to the spend monies under relevant legislation. The individual transaction limits have been properly observed. The information in relation to the aggregate expenditure limit from the Appropriations Act and other sources is disclosed in the summary of compliance table included in the financial statements of the Annual Report of Department of Communities and Justice.

4. GAIN / (LOSS) ON DISPOSAL

	2025 $'000	2024 $'000
Gain / (loss) on disposal of land and buildings		
Proceeds from disposal	-	1,925
Written down value of assets disposed - refer Note 12	-	(8,222)
Net gain / (loss) on disposal of land and buildings	**-**	**(6,297)**
Gain / (loss) on disposal of plant and equipment		
Proceeds from disposal	573	146
Written down value of assets disposed - refer Note 12	(5,911)	(3,905)
Net gain / (loss) on disposal of plant and equipment	**(5,338)**	**(3,759)**
Net gain / (loss) on disposal of derivatives		
Gain / (loss) on disposal of derivatives	(3)	289
Net gain / (loss) on disposal of derivatives	**(3)**	**289**
Total gain / (losses) on disposal	**(5,341)**	**(9,767)**

5. OTHER GAINS / (LOSSES)

	2025 $'000	2024 $'000
Impairment of receivables	(548)	(1,049)
Gain / (loss) on derivatives at fair value through profit and loss	111	(195)
Early termination of right-of-use assets - Plant and equipment	26	19
Intangible assets impairment losses - refer Note 14	(5,638)	-
Total other gains / (losses)	**(6,049)**	**(1,225)**

Recognition and measurement

Impairment losses on non-financial assets

Impairment losses may arise on non-financial assets held by NSW Police Force from time to time. Accounting for impairment losses is dependent upon the individual asset (or group of assets) subject to impairment. Accounting Policies and events giving rise to impairment losses are disclosed in the following notes:

- Property, plant and equipment – Note 12
- Intangible assets – Note 14

6. CONDITIONS AND RESTRICTIONS ON INCOME OF NOT-FOR-PROFIT ENTITIES

Conditional grants and contributions recognised as revenue are subject to specific program objectives. Funds can only be expended on these programs over the nominated year and any balance outstanding may be refundable.

Refer Note 3(b) for recognition and measurement of conditional grants and contributions.

7. CURRENT ASSETS - CASH AND CASH EQUIVALENTS

	2025 $'000	2024 $'000
Cash at bank and on hand	265,107	224,265
Total	**265,107**	**224,265**

For the purposes of the statement of cash flows, cash and cash equivalents includes cash at bank and cash on hand (including permanent and temporary advances).

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

	2025 $'000	2024 $'000
Cash and cash equivalents (per Statement of financial position)	265,107	224,265
Closing cash and cash equivalents (per Statement of cash flows)	**265,107**	**224,265**

NSW Police Force had the following banking facilities as at 30 June 2025:

- The Citibank Visa Card facilities of $5.00 million is the total monthly spending limit for all issued credit and purchase cards as per the sub delegation under the aggregate consolidated limit for all GSF agencies.

- Offset accounts facility of $0.05 million ($0.05 million in 2023-24). This facility allows bank fees incurred during the month to be debited to a temporary debit account, which are then transferred to the NSW Police Force main operating bank account the following month. Total amount of offset accounts facility unused as at 30 June 2025 was $0.04 million ($0.04 million in 2023-24).

Refer Note 30 for details regarding credit risk and market risk arising from financial instruments.

8. CURRENT / NON-CURRENT ASSETS – RECEIVABLES

	2025 $'000	2024 $'000
Current Receivables		
Trade receivables from contracts with customers	21,370	10,942
Other receivables	10,524	26,479
	31,894	**37,421**
Less: Allowance for expected credit losses		
- Trade receivables from contracts with customers	(3,029)	(2,548)
- Other receivables	(1,539)	(1,880)
	(4,568)	**(4,428)**
GST receivable	35,921	40,164
Prepayments*	108,792	44,267
Total Receivables - Current	**172,039**	**117,424**

	2025 $'000	2024 $'000
Receivables - Non-Current		
Other Receivables	600	600
Total Receivables - Non-Current	**600**	**600**
Movement in the allowance for expected credit losses		
Balance at 1 July	4,428	5,292
Amounts written off during the year	(2,215)	(2,489)
Amounts recovered during the year	(604)	(602)
Increase / (decrease) in allowance recognised in net results	2,959	2,227
Balance at 30 June	**4,568**	**4,428**

*Includes from July 2025 to September 2025, 3 months EPSS $64.00 million. Refer to Note 31.

Details regarding credit risk of trade receivables, including financial assets that are either past due or impaired, are disclosed in Note 30.

Recognition and measurement

All "regular way" purchases or sales of financial asset are recognised and derecognised on a trade date basis. Regular way purchases or sales are purchases or sales of financial assets that require delivery of assets within the timeframe established by regulation or convention in the marketplace.

Receivables are initially recognised at fair value plus any directly attributable transaction costs. Trade receivables that do not contain a significant financing component are measured at the transaction price.

Subsequent measurement

NSW Police Force holds receivables with the objective to collect the contractual cash flows and therefore measures them at amortised cost using the effective interest method, less any impairment. Changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process.

Impairment

For trade receivables from contracts with customers, NSW Police Force applies a simplified approach in calculating Expected Credit Losses (ECLs). NSW Police Force recognises a loss allowance based on lifetime ECLs at each reporting date. NSW Police Force has established a provision matrix based on its historical credit loss experience for trade receivables, after considering forward-looking factors specific to the receivable.

9. CONTRACT ASSETS AND LIABILITIES

	2025 $'000	2024 $'000
Contract assets - current	8,499	7,390
	8,499	**7,390**
Contract liabilities - current	9,880	10,561
	9,880	**10,561**

Recognition and measurement

Contract assets relate to NSW Police Force's right to consideration in exchange for goods or services transferred to customers/works completed, but not billed at the reporting date. Contract assets at 30 June 2025 include:

- $7.60 million ($6.70 million in 2023-24) cost recoveries from Transport for NSW for services completed, but not billed at the reporting date.

Contract liabilities relate to consideration received in advance from customers in respect of recurrent state government grants, cost recoveries and advance cash receipts for user charges. Revenue is recognised when NSW Police Force satisfy the performance obligations under the relevant agreements.

	2025 $'000	2024 $'000
Revenue recognised that was included in the contract liability balance at the beginning of the year	10,561	11,252
Revenue recognised from performance obligations satisfied in previous periods	(681)	(691)
Transaction price allocated to remaining performance obligations from contracts with customers	**9,880**	**10,561**

The transaction price allocated to the remaining performance obligations relates to recurrent grants with sufficiently specific performance obligations. These are fully expected to be recognised as revenue in 2024-25 financial year.

10. CURRENT / NON-CURRENT ASSETS – INVENTORIES

	2025 $'000	2024 $'000
Current Assets		
Inventories		
Digital assets	48	42
Total Inventories	**48**	**42**

Recognition and Measurement

NSW Police Force's inventories comprise of digital assets which are consumed by NSW Police Force in the rendering of service for the approved and specific investigations as a government agency. NSW Police Force are prohibited from selling digital assets in the ordinary course of business or acquiring them as an investment.

Digital assets are accounted for as inventories (specifically consumables) and are measured at the lower of net realisable value or cost as on reporting date.

11. CURRENT / NON-CURRENT – FINANCIAL ASSETS / LIABILITIES AT FAIR VALUE

Current Liabilities - Financial liabilities at fair value	2025 $'000	2024 $'000
Derivative financial instrument Payable		
Forward foreign exchange contracts	(56)	(166)
Net amount receivable / (payable) under derivative financial instruments	**(56)**	**(166)**
Total net amount receivable / (payable) under derivatives	**(56)**	**(166)**

Details regarding credit risk and market risk, including financial assets that are either past due or impaired, are disclosed in Note 30.

Recognition and Measurement

All 'regular way' purchases or sales of financial assets are recognised and derecognised on a trade date basis. Regular way purchases or sales are purchases or sales of financial assets that require delivery of assets within the time frame established by regulation or convention in the marketplace.

Classification and measurement

NSW Police Force's financial assets at fair value are classified, at initial recognition, and subsequently measured at fair value through profit or loss.

Transaction costs of financial assets carried at fair value through profit or loss are expensed in net results.

Financial assets and financial liabilities at fair value through profit or loss

Financial assets at fair value through profit or loss include financial assets held for trading, financial assets designated upon initial recognition at fair value through profit or loss, or financial assets mandatorily required to be measured at fair value under AASB 9.

Gains or losses on these assets that are subsequently measured at fair value through profit or loss are recognised in the net result for the year and presented net within other gains / losses.

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

	Land and Buildings $'000	Plant and Equipment $'000	Total $'000
At 1 July 2024 - fair value			
Gross carrying amount	2,924,609	906,347	3,830,956
Accumulated depreciation and impairment	(1,077,698)	(592,752)	(1,670,450)
	1,846,911	**313,595**	**2,160,506**
Work in progress	124,676	73,905	198,581
Net carrying amount	**1,971,587**	**387,500**	**2,359,087**
At 30 June 2025 - fair value			
Gross carrying amount	3,199,522	923,011	4,122,533
Accumulated depreciation and impairment	(1,204,805)	(566,517)	(1,771,322)
	1,994,717	**356,494**	**2,351,211**
Work in progress	106,707	79,730	186,437
Net carrying amount	**2,101,424**	**436,224**	**2,537,648**

Reconciliations

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

	Land and Buildings $'000	Plant and Equipment $'000	Work in Progress $'000	Total $'000
Year ended 30 June 2025				
Net carrying amount at start of year	**1,846,911**	**313,595**	**198,581**	**2,359,087**
Purchase of assets	18,993	41,511	116,194	**176,698**
Transfers from work in progress	76,060	53,676	(128,338)	**1,398**
Disposals	-	(5,911)	-	**(5,911)**
Increase / (decrease) in net assets from equity transfer	-	(319)	-	**(319)**
Net revaluation increments less revaluation decrements	96,341	49,102	-	**145,443**
Depreciation expense - refer Note 2(c)	(43,588)	(95,160)	-	**(138,748)**
Net carrying amount at end of year	**1,994,717**	**356,494**	**186,437**	**2,537,648**

12. NON-CURRENT ASSETS – PROPERTY, PLANT AND EQUIPMENT (continued)

	Land and Buildings $'000	Plant and Equipment $'000	Total $'000
At 1 July 2023 - fair value			
Gross carrying amount	2,484,320	919,215	3,403,535
Accumulated depreciation and impairment	(915,731)	(600,331)	(1,516,062)
	1,568,589	**318,884**	**1,887,473**
Work in progress	139,779	48,885	188,664
Net Carrying Amount	**1,708,368**	**367,769**	**2,076,137**
At 30 June 2024 - fair value			
Gross carrying amount	2,924,609	906,347	3,830,956
Accumulated depreciation and impairment	(1,077,698)	(592,752)	(1,670,450)
	1,846,911	**313,595**	**2,160,506**
Work in progress	124,676	73,905	198,581
Net carrying amount	**1,971,587**	**387,500**	**2,359,087**

Reconciliations

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

	Land and Buildings $'000	Plant and Equipment $'000	Work in Progress $'000	Total $'000
Year ended 30 June 2024				
Net carrying amount at start of year	**1,568,589**	**318,884**	**188,664**	**2,076,137**
Purchase of assets	45,758	32,138	118,763	**196,659**
Transfers from work in progress	66,445	41,189	(108,846)	**(1,212)**
Disposals	(8,222)	(3,905)	-	**(12,127)**
Net revaluation increments less revaluation decrements	211,886	13,517	-	**225,403**
Depreciation expense - refer Note 2(c)	(37,545)	(88,228)	-	**(125,773)**
Net carrying amount at end of year	**1,846,911**	**313,595**	**198,581**	**2,359,087**

12. NON-CURRENT ASSETS – PROPERTY, PLANT AND EQUIPMENT (continued)

Recognition and measurement

Acquisition of property, plant and equipment

Property, plant and equipment are initially measured at cost and subsequently revalued at fair value less accumulated depreciation and impairment. Cost is the amount of cash or cash equivalents paid or the fair value of the other consideration given to acquire the asset at the time of its acquisition or construction or, where applicable, the amount attributed to that asset when initially recognised in accordance with the specific requirements of other Australian Accounting Standards.

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

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

Assets acquired at no cost, or for nominal consideration, are initially recognised at their fair value at the date of acquisition (see also assets transferred as a result of an equity transfer – Note 21.

Capitalisation thresholds

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

Restoration costs

The present value of the expected cost for the restoration or cost of dismantling of an asset after its use is included in the cost of the respective asset if the recognition criteria for a provision are met.

Depreciation of property, plant and equipment

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

All material separately identifiable components of assets are recognised and depreciated / amortised over their useful lives. If the asset cannot be separately identified, even though it is an integral part or component of a larger asset, then it is a whole of an asset and is depreciated / amortised over the useful life. Except for buildings and improvements (2023-24: 2 to 74 years), there were no other changes to the depreciation rates compared to prior year.

12. NON-CURRENT ASSETS – PROPERTY, PLANT AND EQUIPMENT (continued)

Recognition and measurement (continued)

Depreciation of property, plant and equipment (continued)

Current depreciation / amortisation rates are as follows:

Category	Asset Category Name	Rate
A	Aircraft / aviation	15%
B	Buildings & improvements	useful life varies 1 to 72 years
C	Computers – not PCs	25%
C 1	Computers – PCs	20%
D	Computer integrated software	10%
E	Furniture & fittings	10%
F	Plant & equipment	10%
F 1	Body worn camera	33%
G	Marine equipment	5%
H	Transport equipment	15%
I	Office equipment	10%
J	Scientific apparatus	15%
K	Radio communications equipment	15%
M	Firearms and dangerous weapons	10%
N	Musical instruments	10%
P	Livestock	12.5%
R	Asset restoration	Straight line over remaining life
S	Intangible assets -software	10%

Revaluation of property, plant and equipment

NSW Police Force's property portfolio consists of land, police residences, police stations and other operational buildings. Physical non-current assets are valued in accordance with the "*Valuation of Physical Non-Current Assets at Fair Value"* Policy and Guidelines Paper (TPP 21-09) and Treasurer's Direction TD 21-05 *Valuation of Physical Non-Current Assets at Fair Value.* TD 21-05 and TPP 21-09 adopt fair value in accordance with AASB 13 *Fair Value Measurement,* AASB 116 *Property, Plant and Equipment* and AASB 2022-10 *Amendments to AASB 13.*

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

Fair value of residential property, aircraft and vessels is based on a market participants' perspective, using valuation techniques (market approach, cost approach, income approach) that maximise relevant observable inputs and minimise unobservable inputs. Also refer Note 15 for further information regarding fair value.

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

12. NON-CURRENT ASSETS – PROPERTY, PLANT AND EQUIPMENT (continued)

Recognition and measurement (continued)

Revaluation of property, plant and equipment (continued)

Land and buildings are revalued over a three-year cycle. NSW Police Force undertakes this progressive method of revaluation in accordance with Treasury Guidelines and AASB 116 *Property, Plant and Equipment*. The cyclical revaluation was last completed on 30 June 2023 and was based on an independent assessment. In 2022-23, NSW Police Force adopted and applied the valuation indexation factors received from the independent accredited valuer to all land and building assets for revaluation purposes. The 2024-25 revaluation is the second year in the current cycle.

In 2024-25, a comprehensive independent revaluation was completed in March 2025 for Northern and Central Metropolitan Regions.

To ensure that the land and building assets not included in the comprehensive revaluation are held at fair value at 30 June 2025, valuation indexation factors were obtained from an independent accredited valuer. As a result of the material difference between the values recorded and the adjusted values, of the valuation indexation factors obtained, NSW Police Force adopted and applied the valuation indexation factors to all land and building assets in the Southern, Western, South West Metropolitan and North West Metropolitan Regions.

Marine equipment and aviation assets are revalued over a three-year cycle. NSW Police Force undertakes this progressive method of revaluation in accordance with Treasury Guidelines and AASB 116 *Property, Plant and Equipment*.

To ensure that the marine equipment and aviation assets are held at fair value on 30 June 2025, a comprehensive revaluation was undertaken by an accredited valuer in 2024-25.

Non-specialised assets with short useful lives are measured at depreciated historical cost, which for these assets approximates fair value. NSW Police Force has assessed that any difference between fair value and depreciated historical cost is unlikely to be material.

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

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

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

Revaluation increments are recognised in other comprehensive income and credited to the revaluation surplus in equity. However, to the extent that an increment reverses a revaluation decrement in respect of the same class of asset previously recognised as a loss in the net result, the increment is recognised immediately as a gain in the net result.

Revaluation decrements are recognised immediately as a loss in the net result, except to the extent that it offsets an existing revaluation surplus on the same class of assets, the decrement is debited directly to the revaluation surplus.

Impairment of property, plant and equipment

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

12. NON-CURRENT ASSETS - PROPERTY, PLANT AND EQUIPMENT (continued)

Recognition and measurement (continued)

Impairment of property, plant and equipment (continued)

NSW Police Force assesses at each reporting date, whether there is an indication that an asset may be impaired. If any indication exists, or when annual impairment testing for an asset is required, NSW Police Force estimates the asset's recoverable amount. When the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.

As a not-for-profit entity, an impairment loss is recognised in the net result to the extent the impairment loss exceeds the amount in the revaluation surplus for the class of asset.

13. LEASES

NSW Police Force as a Lessee

NSW Police Force leases various properties, equipment and motor vehicles. Lease contracts are typically made for fixed periods of 2 to 25 years but may have extension options. Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions. The lease agreements do not impose any covenants, but leased assets may not be used as security for borrowing purposes. NSW Police Force does not provide residual value guarantees in relation to leases.

Extension and termination options are included in a number of property and equipment leases. These terms are used to maximise operational flexibility in terms of managing contracts. The majority of extension and termination options held are exercisable only by NSW Police Force and not by the respective lessor. In determining the lease term, management considers all facts and circumstances that create an economic incentive to exercise an extension option, or not exercise a termination option. Extension options (or years after termination options) are only included in the lease term if the lease is reasonably certain to be extended (or not terminated). Potential future cash outflows have not been included in the lease liability because it is not reasonably certain that the leases will be extended (or not terminated). The assessment is reviewed if a significant event or a significant change in circumstances occurs which affects this assessment and that is within the control of the lessee. During the current financial year, the financial effect of revising lease terms to reflect the effect of exercising extension and termination options was a decrease in recognised lease liabilities and right-of-use assets of $1.75 million (2023-24: $1.44 million).

AASB 16 *Leases* (AASB 16) requires a lessee to recognise a right-of-use asset and a corresponding lease liability for most leases.

NSW Police Force has elected to recognise payments for short-term leases and low value leases as expenses on a straight-line basis, instead of recognising a right-of-use asset and lease liability. Short-term leases are leases with a lease term of 12 months or less. Low value assets are assets with a fair value of $10,000 or less.

13. LEASES (continued)

Right-of-use assets under leases

The following table presents right-of-use assets that do not meet the definition of investment property.

	Land and Buildings $'000	Plant and Equipment $'000	Total $'000
Balance at 1 July 2024	649,794	51,783	701,577
Additions	33,350	39,159	72,509
Depreciation expense - refer Note 2(c)	(62,879)	(39,829)	(102,708)
Gain on early termination of leases	-	26	26
Early terminations	-	(1,126)	(1,126)
Balance at 30 June 2025	**620,265**	**50,013**	**670,278**

	Land and Buildings $'000	Plant and Equipment $'000	Total $'000
Balance at 1 July 2023	692,113	45,038	737,151
Additions	20,304	45,904	66,208
Capitalised depreciation expense	389	-	389
Depreciation expense - refer Note 2(c)	(63,012)	(37,955)	(100,967)
Gain on early termination of leases	-	19	19
Early terminations	-	(1,223)	(1,223)
Balance at 30 June 2024	**649,794**	**51,783**	**701,577**

NSW Police Force has seven concessionary lease assets including a specialised facility used for Equine accommodation and training facility. These are not material for disclosure purposes.

Lease liabilities

The following table presents liabilities under leases, including leases in respect of investment properties.

	Total $'000
Balance at 1 July 2024	800,597
Additions	72,509
Early terminations	(1,126)
Interest expenses - refer Note 2(e)	21,522
Payments	(112,121)
Balance at 30 June 2025 - refer Note 18	**781,381**

	Total $'000
Balance at 1 July 2023	823,377
Additions	66,597
Early terminations	(1,223)
Interest expenses - refer Note 2(e)	21,375
Payments	(109,529)
Balance at 30 June 2024 - refer Note 18	**800,597**

13. LEASES (continued)

Lease liabilities (continued)
The following amounts were recognised in the statement of comprehensive income during the year in respect of leases where the entity is the lessee:

	2025 $'000	2024 $'000
Depreciation expense of right-of-use assets	102,708	100,578
Interest expense on lease liabilities	21,522	21,375
Expense relating to short-term and low value leases - refer Note 2(b)	19,504	15,061
Variable lease payments, not included in the measurement of lease liabilities	831	868
Early termination of Right-of-use assets - Plant and equipment	(26)	(19)
Total amount recognised in the statement of comprehensive income	**144,539**	**137,863**

NSW Police Force had total cash outflows for leases $90.60 million in 2024-25 ($88.15 million in 2023-24).

Recognition and measurement
NSW Police Force assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a year of time in exchange for consideration.
NSW Police Force recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets, except for short-term leases and leases of low-value assets.

i. Right-of-use assets

NSW Police Force recognises right-of-use assets at the commencement date of the lease (i.e. the date the underlying asset is available for use). Right-of-use assets are initially measured at the amount of initial measurement of the lease liability (refer (ii) below), adjusted by any lease payments made at or before the commencement date and lease incentives, any initial direct costs incurred, and estimated costs of dismantling and removing the asset or restoring the site.
The right-of-use assets are subsequently measured at cost. They are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets, as follows:
- Land and buildings 3 to 25 years
- Motor vehicles and other equipment 2 to 5 years

If ownership of the leased asset transfers to NSW Police Force at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

The right-of-use assets are also subject to impairment. NSW Police Force assesses at each reporting date, whether there is an indication that an asset may be impaired. If any indication exists, or when annual impairment testing for an asset is required, the entity estimates the asset's recoverable amount. When the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount. After an impairment loss has been recognised, it is reversed only if there has been a change in the assumptions used to determine the asset's recoverable amount. The reversal is limited so that the carrying amount of the asset does not exceed its recoverable amount, nor exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised for the asset in prior years. Such reversal is recognised in the net result.

13. LEASES (continued)

Recognition and measurement (continued)

ii. Lease liabilities

At the commencement date of the lease, NSW Police Force recognises lease liabilities measured at the present value of lease payments to be made over the lease term. Lease payments include:

- fixed payments (including in substance fixed payments) less any lease incentives receivable;
- variable lease payments that depend on an index or a rate;
- amounts expected to be paid under residual value guarantees;
- exercise price of purchase options reasonably certain to be exercised by the entity; and
- payments of penalties for terminating the lease, if the lease term reflects the entity exercising the option to terminate.

Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the year in which the event or condition that triggers the payment occurs. The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, which is generally the case for the entity's leases, the lessee's incremental borrowing rate is used, being the rate that the entity would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment with similar terms, security and conditions.

After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

NSW Police Force's lease liabilities are included in borrowings Note 18.

iii. Short-term leases and leases of low-value assets

NSW Police Force applies the short-term lease recognition exemption to its short-term leases of machinery and equipment (those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of office equipment that are considered to be low value. Lease payments on short-term leases and leases of low value assets are recognised as expense on a straight-line basis over the lease term.

iv. Leases that have significantly below-market terms and conditions principally to enable the entity to further its objectives

The initial and subsequent measurement of right-of-use assets under leases at significantly below-market terms and conditions that are entered into principally to enable NSW Police Force further its objectives, is same as normal right-of-use assets measured at cost, subject to impairment.

14. INTANGIBLE ASSETS

	Software $'000
At 1 July 2024	
Cost (gross carrying amount)	460,748
Accumulated amortisation and impairment	(262,318)
Net Carrying Amount	**198,430**
At 30 June 2025	
Cost (gross carrying amount)	470,146
Accumulated amortisation and impairment	(248,538)
Net Carrying Amount	**221,608**

	Software $'000	Work in Progress $'000	Total $'000
Year ended 30 June 2025			
Net carrying amount at beginning of year	**93,896**	**104,534**	**198,430**
Additions (from internal development)	3,934	49,256	**53,190**
Transfers from work in progress	20,868	(22,266)	**(1,398)**
Impairment losses - refer Note 5	(5,638)	-	**(5,638)**
Amortisation - refer Note 2(c)	(22,976)	-	**(22,976)**
Net carrying amount at end of year	**90,084**	**131,524**	**221,608**

	Software $'000
At 1 July 2023	
Cost (gross carrying amount)	405,375
Accumulated amortisation and impairment	(238,948)
Net Carrying Amount	**166,427**
At 30 June 2024	
Cost (gross carrying amount)	460,748
Accumulated amortisation and impairment	(262,318)
Net Carrying Amount	**198,430**

	Software $'000	Work in Progress $'000	Total $'000
Year ended 30 June 2024			
Net carrying amount at beginning of year	**102,685**	**63,742**	**166,427**
Additions (from internal development)	2,241	54,374	**56,615**
Transfers from work in progress	14,794	(13,582)	**1,212**
Amortisation - refer Note 2(c)	(25,824)	-	**(25,824)**
Net carrying amount at end of year	**93,896**	**104,534**	**198,430**

14. INTANGIBLE ASSETS (continued)

Recognition and Measurement
NSW Police Force recognises intangible assets only if it is probable that future economic benefits will flow to NSW Police Force and the cost of the asset can be measured reliably. Intangible assets are measured initially at cost. Where an asset is acquired at no or nominal cost, the cost is its fair value as at the date of acquisition. Following initial recognition, intangible assets are subsequently measured at fair value only if there is an active market. As there is no active market for NSW Police Force's intangible assets, the assets are carried at cost less any accumulated amortisation and impairment losses.

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

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

Intangible assets are tested for impairment where an indicator of impairment exists. As a not-for-profit entity with no cash generating units, impairment under AASB 136 *Impairment of Assets* is unlikely to arise.

15. FAIR VALUE MEASUREMENT OF NON-FINANCIAL ASSETS

Fair value measurement and hierarchy
Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either in the principal market for the asset or liability or in the absence of a principal market, in the most advantageous market for the asset or liability.

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

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

NSW Police Force recognises transfers between levels of the fair value hierarchy at the end of the reporting year during which the change has occurred.

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

(a) Fair Value Hierarchy

Year ended 30 June 2025	Level 1 $'000	Level 2 $'000	Level 3 $'000	Total fair value $'000
Property, plant and equipment (Note 12)				
Land and buildings		-	1,994,717	**1,994,717**
Marine equipment and aviation assets	-	-	112,061	**112,061**
	-	**-**	**2,106,778**	**2,106,778**

There were no transfers between Level 1 or Level 2 during 2024-2025.

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

Year ended 30 June 2024	Level 1 $'000	Level 2 $'000	Level 3 $'000	Total fair value $'000
Property, plant and equipment (Note 12)				
Land and buildings	-	-	1,846,911	**1,846,911**
Marine equipment and aviation assets	-	-	85,836	**85,836**
	-	**-**	**1,932,747**	**1,932,747**

There were no transfers between Level 1 or Level 2 during 2023-2024.

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

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

(b) Valuation techniques, input and processes

For each class of property, plant and equipment, a description of the valuation technique applied, and the inputs used in the fair value measurement is disclosed in the table below.
For the valuation processes refer Note 12.

Class	Valuation Technique	Key inputs
Land and buildings		
Land and residential buildings	Market approach – land is valued based on comparable property sales transactions and where identical properties are not available, adjustments have been made to reflect the following characteristics of the asset: location, topography, construction, age, condition, size, legal / physical restrictions, and enhancements. These assets are classified as Level 3 as the adjustments made to the observable data of comparative properties are considered significant and require judgement to be exercised by the valuer.	- Comparable property sales values. - Adjustments for location, topography, construction, age, condition, and size. - Adjustments for restrictions or enhancements.
Police stations, combined police stations and residences and other specialised buildings (including heritage assets)	Cost approach – specialised buildings are valued based on the current replacement cost of the most appropriate modern equivalent replacement facility having a similar service potential to the existing asset. These assets are classified as Level 3 as the estimated construction costs are considered a significant adjustment to the observable data of comparable properties.	- Estimated construction costs for customisation. - Depreciation rate / useful life.
Plant and equipment		
Aviation assets	Market approach – Aviation assets are valued based on secondary market evidence with allowance made for certain elements of the air fleet including engine overhauls or replacements, paint scheme, location, law enforcement equipment, and design modifications. These assets are classified as Level 3 as the allowance for the above elements are considered a significant adjustment to the observable data of the secondary market transactions.	- Secondary market data. - Adjustments for engine overhauls or replacements, paint scheme, location, law enforcement equipment, and design modifications.
Marine assets	Cost approach – Specialised assets are valued based on the cost to replace the asset with a new asset, an estimate of the residual value and depreciation. Market approach – Non-specialised assets are valued based on secondary market evidence.	- Secondary market data. - Adjustments for engine overhauls or replacements, paint scheme, location, law enforcement equipment, and design modifications.

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

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

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

(c) Reconciliation of recurring Level 3 fair value measurements

Year ended 30 June 2025	Land and buildings $'000	Marine equipment and Aviation assets $'000	Total Recurring Level 3 Fair Value $'000
Fair value as at 1 July 2024	1,846,911	85,836	**1,932,747**
Additions	95,053	6,170	**101,223**
Revaluation increments / decrements recognised in other comprehensive income - included in line item 'changes in revaluation surplus of property, plant and equipment'	96,341	35,491	**131,832**
Disposals	-	(1,105)	**(1,105)**
Depreciation expense	(43,588)	(14,331)	**(57,919)**
Fair value as at 30 June 2025	**1,994,717**	**112,061**	**2,106,778**

Year ended 30 June 2024	Land and buildings $'000	Marine equipment and Aviation assets $'000	Total Recurring Level 3 Fair Value $'000
Fair value as at 1 July 2023	1,568,589	97,581	**1,666,170**
Additions	112,203	2,149	**114,352**
Revaluation increments / decrements recognised in other comprehensive income - included in line item 'changes in revaluation surplus of property, plant and equipment'	211,886	-	**211,886**
Disposals	(8,222)	(54)	**(8,276)**
Depreciation expense	(37,545)	(13,840)	**(51,385)**
Fair value as at 30 June 2024	**1,846,911**	**85,836**	**1,932,747**

16. RESTRICTED ASSETS

	2025 $'000	2024 $'000
Included in the current assets are the following restricted assets:		
Death and Disabilities Scheme Monies	-	65,982
	-	**65,982**

Identification of a restricted cash balance relating to Death and Disabilities Scheme is no longer relevant upon the implementation of the new replacement Enhanced Police Support Scheme (EPSS) which commenced on 1 October 2024.

17. CURRENT LIABILITIES – PAYABLES

	2025 $'000	2024 $'000
Current payables		
Accrued salaries, wages and on-costs - refer Note 19	76,210	60,234
Payroll tax	16,006	17,225
Fringe benefits tax	1,901	1,268
Pay as you go tax withheld	-	816
Employee deductions withheld	49	139
Superannuation guarantee charge	-	38
Creditors	42,536	63,325
Property related expenses	13,005	12,100
Agency performance adjustment	210,000	240,244
Capital expense accruals	20,807	15,354
Motor vehicle & Launch costs	4,284	5,559
Evidence fees	768	535
Contractor expenses	977	461
Readsoft uncoded expense accruals	87	127
Copyright fees	-	44
Telephone and communications services	1,983	1,076
GST accrual	23,960	26,922
DNA service fees	1,271	1,514
Printing and stationery	1,363	971
Information and communication technology expenses	3,112	1,959
Legal fees	-	970
Sponsorship - Police Youth Club community program	1,780	1,168
Auditor's remuneration - audit of the financial statements	80	213
Police Blue Ribbon Insurance	-	8,325
EPSS off duty income protection premium	3,342	-
Sundry accruals	5,025	3,029
Total	**428,546**	**463,616**

Details regarding liquidity risk, including a maturity analysis of the above payables, are disclosed in Note 30.

Recognition and measurement

Payables represent liabilities for goods and services provided to NSW Police Force and other amounts. Short-term payables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial.

Payables are financial liabilities at amortised cost, initially measured at fair value, net of directly attributable transaction costs. These are subsequently measured at amortised cost using the effective interest method. Gains and (losses) are recognised in the net result when the liabilities are derecognised as well as through the amortisation process.

18. CURRENT / NON-CURRENT LIABILITIES – BORROWINGS

	2025 $'000	2024 $'000
Current borrowings		
Lease liability	39,106	35,639
	39,106	**35,639**
Non-current borrowings		
Lease liability	742,275	764,958
	742,275	**764,958**
Total Borrowings - Refer Note 13	**781,381**	**800,597**

Details regarding liquidity risk and market risk, including a maturity analysis of the above borrowings, are disclosed in Note 30.

Recognition and measurement
Borrowing represents interest bearing liabilities mainly raised through lease liabilities.

Financial liabilities at amortised cost
Borrowings classified as financial liabilities at amortised cost are initially measured at fair value, net of directly attributable transaction costs. These are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in net result when the liabilities are derecognised as well as through the amortisation process.

Lease liabilities are determined in accordance with AASB 16 *Leases*.

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

NSW Police Force did not provide any financial guarantee contracts for the year ended 30 June 2025.

18. CURRENT / NON-CURRENT LIABILITIES – BORROWINGS (continued)

Financial guarantees (continued)
Recognition and measurement (continued)

Changes in liabilities arising from financing activities

	Leases $'000	Total liabilities from financing activities $'000
1 July 2023	**823,377**	**823,377**
Cash flows	(88,154)	**(88,154)**
New leases	66,597	**66,597**
Early terminations	(1,223)	**(1,223)**
30 June 2024	**800,597**	**800,597**
1 July 2024	**800,597**	**800,597**
Cash flows	(90,599)	**(90,599)**
New leases	72,509	**72,509**
Early terminations	(1,126)	**(1,126)**
30 June 2025	**781,381**	**781,381**

19. CURRENT / NON-CURRENT LIABILITIES – PROVISIONS

	2025 $'000	2024 $'000
Employee benefits and related on costs - Current		
Annual leave *	275,597	254,290
Annual leave on long service leave	51,506	50,701
Non-renewal benefit **	74,915	69,360
Paid parental leave provision***	16,366	15,513
Leave loading	2,950	2,705
Workers' compensation insurance on long service leave	80,249	78,962
Superannuation on long service leave	51,395	50,571
Other oncost on leave - superannuation	134,322	118,668
Payroll tax on annual leave liability	19,263	17,786
Payroll tax on long service leave	54,749	53,872
Death and disability self-insurance scheme (page 43)	17,259	19,000
	778,571	**731,428**
Other Provisions - Current		
Restoration costs - current	7,993	10,774
	7,993	**10,774**
Total	**786,564**	**742,202**

19. CURRENT / NON-CURRENT LIABILITIES – PROVISIONS (continued)

	2025 $'000	2024 $'000
Employee benefits and related on costs - Non-Current		
Annual leave on long service leave	5,723	5,633
Non-renewal benefit	23,810	21,997
Paid parental leave provision	317	427
Workers' compensation insurance on long service leave	8,917	8,774
Superannuation on long service leave - non-current	5,710	5,619
Payroll tax on long service leave	6,084	5,985
Payroll tax on other leave provisions	1,298	1,199
Death and disability self-insurance scheme (page 43)	913,740	832,100
	965,599	**881,734**
Subtotal Employee benefits and related on costs	**1,744,170**	**1,613,162**
Other Provisions - Non-Current		
Restoration costs - non-current	42,561	38,662
	42,561	**38,662**
Subtotal Other Provisions	**50,554**	**49,436**
Total Current Provisions	**786,564**	**742,202**
Total Non-Current Provisions	**1,008,160**	**920,396**
Total Provisions	**1,794,724**	**1,662,598**
Aggregate employee benefits and related on-costs		
Provisions	1,744,170	1,613,162
Accrued salaries, wages and on-costs - refer Note 17	76,210	60,234
	1,820,380	**1,673,396**

* Current employee benefits expected to be settled more than 12 months after the reporting dates are as follows:
Annual leave totals $35.80 million ($20.24 million in 2023-24)
**Non-renewal benefit totals $56.16 million ($51.41 million in 2023-24).
***Applies to ongoing or temporary employees with continuous 40 weeks of service and have responsibility for care associated with the birth, adoption, altruistic surrogacy, or permanent out-of-home care placement of a child and have reserved the leave.

Movement in provisions (other than employee benefits)

Movements in the restoration provision during the financial year are set out below:

	2025 $'000	2024 $'000
Restoration Costs		
Carrying amount at the beginning of financial year	49,436	44,612
Additional provisions recognised	10,426	7,485
Amounts used	(827)	(263)
Unused amounts reversed - refer Note 3(d)	(9,819)	(4,234)
Unwinding / change in the discount rate - refer Note 2(e)	1,338	1,836
Carrying amount at the end of period	**50,554**	**49,436**

19. CURRENT / NON-CURRENT LIABILITIES – PROVISIONS (continued)

Recognition and Measurement

Employee benefits and related on-costs

Salaries and wages, annual leave, sick leave and on-costs

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

Annual leave is not expected to be settled wholly before twelve months after the end of the annual reporting year in which the employees render the related service. As such, it is required to be measured at present value in accordance with AASB 119 *Employee Benefits* (although short-hand methods are permitted).

Actuarial advice obtained by Treasury has confirmed that using the nominal annual leave balance plus the annual leave entitlements accrued while taking annual leave (calculated using 7.69% of the nominal value of annual leave for unsworn employees and 11.54% for sworn employees, respectively) can be used to approximate the present value of the annual leave liability. NSW Police Force has assessed the actuarial advice based on the entity's circumstances and has determined that the effect of discounting is immaterial to annual leave. All annual leave is classified as a current liability even where the entity does not expect to settle the liability within 12 months as the entity does not have an unconditional right to defer settlement.

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

Long service leave and superannuation

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

Long service leave is measured at the present value of expected future payments to be made in respect of services provided up to the reporting date. Consideration is given to certain factors based on actuarial review, including expected future wage and salary levels, experience of employee departures, and years of service. Expected future payments are discounted using Commonwealth government bond rate at the reporting date.

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

Consequential on-costs

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

Other provisions

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

If the effect of the time value of money is material, provisions are discounted at 3.54%, which is the 10-year government bond rate at review date, which reflects the current market assessments of the time value of money and the risks specific to the liability.

Other provisions include restoration costs of $50.55 million (2023-24: $49.44 million) which recognises NSW Police Force's obligations to dismantle, remove and restore items of property, plant and equipment on the leased properties to its original condition at the conclusion of the lease. The amount of the provision is the best estimate of the expenditure required to settle the present obligations, discounted to reflect the present value of such expenditures.

19. CURRENT / NON-CURRENT LIABILITIES - PROVISIONS (continued)

Recognition and Measurement (continued)

Employee benefits and related on-costs (continued)

Non-renewal benefit

Commissioned Police officers employed under fixed term appointment contracts are entitled to the payment of non-renewal benefits, equal to 12.5% of the accumulated salary earnings for each completed term of appointment.

The Crown Employees (Police Officers - 2024) Award, Section 72 Non-Renewal Benefit allows Commissioned Police officers to voluntarily access their accrued benefit for a completed term or terms (unconditional benefits) without termination of employment. The benefit is paid at a reduced rate of 80% and the officer agrees to forfeit the remaining 20%. The Commissioned Police officer's benefits for their current contract term (pro rata benefits) cannot be cashed out and are unaffected.

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

The non-renewal benefit liability is measured at present value in accordance with AASB 119 *Employee Benefits*. The valuation of NSW Police Force non-renewal benefit liability as at reporting date is based on data as at 30 June 2025.

The next actuarial assessment of this liability is currently due no later than 30 June 2027.

The liability is disclosed in Note 19 as part of 'Current / Non-Current Liabilities – Provisions'.

The NSW Police Force Police Blue Ribbon Insurance

NSW Police Force Police Blue Ribbon Insurance Scheme (PBRI)

The PBRI scheme ceased on 30 September 2024. From 1 October 2024, the NSW Police Force has introduced a new scheme for injured police officers, known as the Enhanced Police Support Scheme (EPSS) refer to Note 2 (a). The EPSS has replaced the current PBRI and now provides benefits for NSW police officers and ensures support in times of illness and injury.

Under the former PBRI scheme, the Police Act 1990 required that an approved death and disability insurance policy was taken out on behalf of police officers. Aware Super was a trustee of the policies on behalf of NSW Police Force.

PBRI Scheme - Premium Adjustment Mechanism (Risk Share)

The PBRI Contract between the Trustee and TAL included a Premium Adjustment Mechanism (risk share) component, where admitted claims for injuries in a coverage year are higher than agreed thresholds, the Trustee would be required to pay a risk share amount to TAL. NSW Police Force has an agreement with the Trustee (Aware Super) to reimburse these payments. Alternatively, if claims are lower than the thresholds, a rebate would be received by NSW Police Force.

Although the PBRI scheme has ceased, officers may make claims under the PBRI relating to injuries received prior to the scheme closure on 30 Sept 2024.

There are two separate components to the NSW Police Force risk share, Income Protection and Death / Total Permanent Disability (TPD).

Any risk share payment will comprise two distinct components, an income protection risk share payment, and a Death / TPD risk share payment.

In accordance with AASB 119 *Employee Benefits and* AASB137 *Provisions*, *Contingent Liabilities and Contingent Assets*, NSW Police Force has recognised the anticipated liabilities provisions relating to the risk share thresholds for the October 2021, 2022, and 2023 contracts. The obligation arises upon execution of the relevant contracts for each year where past claims admitted history indicate a possibility that admitted claims will breach the threshold. This can be reliably estimated based on an actuarial assessment by an independent actuary. The liability is regularly assessed and updated based on relevant actual and expected future claims.

19. CURRENT / NON-CURRENT LIABILITIES - PROVISIONS (continued)

Recognition and Measurement (continued)
Employee benefits and related on-costs (continued)
The NSW Police Force Blue Ribbon Insurance (continued)

The overall valuation of liabilities associated with each risk share contract is based on anticipated claims costs that will be incurred in future associated with injuries that were incurred in the period October 2021 to October 2024. The first risk share payment is due 2026-27 financial year.

Assessment of the risk share liabilities has assumed the growth rate in the number of claims across all three policies, between 22% to 29%. This growth rate has been applied to mitigate the risk that more claims than expected occur either due to longer delays in reporting than expected, increased incidents or greater awareness of entitlement to benefits.

NSW Police Force cannot recognise future Consolidated Fund as revenue in the 30 June 2025 year under the AASB 1058 Income of Not-for-Profit Entities. The standard stipulates that the revenue recognition of the consolidated funds occurs upon receipt in the future years commencing 2026-27 financial year.

As a result of AASB 1058 compliance, a timing difference in recognising the risk liabilities and the consolidated fund revenue is temporarily presenting significant negative accumulated funds in Equity.

20. CURRENT / NON-CURRENT LIABILITIES – OTHER

	2025 $'000	2024 $'000
Other Liabilities - Current		
Liabilities under transfers to acquire or construct non-financial assets to be controlled by NSW Police Force	1,706	398
Other	535	111
Total Liabilities - Other	**2,241**	**509**

Reconciliation of financial assets and corresponding liabilities arising from transfers to acquire or construct non-financial assets to be controlled by the entity

	2025 $'000	2024 $'000
Opening balance of liabilities arising from transfers to acquire or construct non-financial assets to be controlled by the entity	398	4,284
Add: receipt of cash during the financial year	1,308	-
Deduct: income recognised during the financial year	-	(3,886)
Closing balance of liabilities arising from transfers to acquire / construct non-financial assets to be controlled by the entity	**1,706**	**398**

Refer to Note 3(b) for a description of NSW Police Force's grant obligations received to acquire or construct non-financial assets to be controlled by the entity.

NSW Police Force expects to recognise as revenue any liability for unsatisfied obligations as at the end of the reporting year in the next financial year, as the related assets are constructed or acquired.

Details regarding credit risk, liquidity risk and market risk, including credit risk, liquidity risk and market risk, including in Note 30.

21. EQUITY AND RESERVES

Recognition and Measurement

(i) Revaluation surplus

The revaluation surplus is used to record increments and decrements on the revaluation of non-current assets. This accords with NSW Police Force's policy on the revaluation of property, plant and equipment is discussed in Note 12.

(ii) Accumulated funds

The deficit of $304.00 million has improved from 2023-24 to a deficit of $255.00 million as at 2024-25. This position remains influenced by the result of the PBRI impact from 2023-24. It is anticipated this will continue to be diminished year on year. In accordance with Australian Accounting Standards, NSW Police Force cannot recognise future Consolidated Fund revenue until it is received. This is a timing issue only (refer note 2(a) and note 19).

(iii) Equity transfers

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

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

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

INCREASE / (DECREASE) IN NET ASSETS FROM EQUITY TRANSFERS

	2025 $'000	2024 $'000
Transfers of property, plant and equipment		
To NSW Telecommunications Authority	(319)	-
Subtotal	(319)	-
Increase / (Decrease) in Net Assets from Equity Transfers	**(319)**	**-**

21. EQUITY AND RESERVES (continued)

Recognition and Measurement (continued)

(iii) Equity transfers (continued)

To NSW Telecommunications Authority:

The Property and Infrastructure Memorandum, dated 1 February 2018, provides for the integration of various telecommunications networks. The NSW Telecommunications Authority as part of the Critical Communications Enhancement Program (CCEP) program of works is in process of identifying, integrating and rationalising infrastructure of various NSW Government agencies, including NSW Police Force.

Radio site infrastructure assets vesting order phase:	Completed in financial year	Total equity transfer
1	30 June 2019	$0.720 million
2 and 3	30 June 2020	$1.152 million
4	30 June 2021	$0.213 million
5	30 June 2022	$1.976 million
6 and 7	30 June 2023	$1.026 million
8	30 June 2025	$0.319 million

(iv) Reserves

Separate reserve accounts are recognised in the financial statements only if such accounts are required by specific legislation or Australian Accounting Standards.

22. COMMITMENTS FOR EXPENDITURE

	2025 $'000	2024 $'000
Capital Commitments		
Aggregate capital expenditure contracted for at balance date and not provided for:		
Within one year	73,080	44,545
Later than one year and not later than five years	10,947	6,317
Later than five years	-	-
Total (including GST)	**84,027**	**50,862**

Input tax credits of $7.64 million ($4.62 million in 2023-24) is expected to be recoverable from the Australian Taxation Office, are included above.

23. CONTINGENT LIABILITIES AND CONTINGENT ASSETS

(a) Contingent Liabilities

	2025 $'000	2024 $'000
Contingent liabilities comprise of actual and potential claims and proceedings that arise in the conduct of the NSW Police Force's business. The contingent liabilities are estimates of anticipated legal expenses, legal claim liabilities and associated legal expenses. The contingent liabilities exclude: - insured liabilities or legal expenses paid from the Attorney General of NSW's 'core' fund, and - estimates for settlements, which if the claimant is successful, will be met by NSW Treasury Managed Fund.	821	1,457

(b) Contingent Assets

	2025 $'000	2024 $'000
The scheduled termination date of the former lease was 30 May 2024. The lessor and the NSW Police Force negotiated a new lease for the Parramatta Headquarters for a lease term of 25 years prior to the termination date. The negotiated lease commenced on 1 January 2020. As part of the conditions of the former lease term, the lessor agreed that, on the fifteenth anniversary of the lease (1 June 2019), it will deposit $6.00 million (expressed as a nominal amount) in an account in its name. The lessor on 1 July 2019, deposited $6.00 million in a trust account in its name. The NSW Police Force may, at any time after the deposit of the funds, request that the lessor carry out refurbishment work to the premises in accordance with the NSW Police Force's request, up to maximum value of $6.00 million plus any interest accrued in the account from 1 June 2019. The value of the outstanding refurbishment work to the premises to be carried out by the lessor as at 30 June 2025 is zero.	-	1,879

24. BUDGET REVIEW

The budgeted amounts shown represent the original budgeted financial statements presented to Parliament in respect of the reporting period.

Subsequent government approved amendments to the original budget are not reflected in the original budgeted amounts.

Major variances between the original budgeted amounts and the actual amounts disclosed in the primary financial statements are set out below.

Net Result:
The Net Result was adverse to the original budget by $207.35 million. This result included $210.00 million historical adjustment to workers compensation premiums. Excluding this adjustment, net result was $2.65 million favourable to original budget.

Assets and liabilities:
Current Assets were $218.08 million higher than budget. This included:

- $64.00 million prepayment relating to Enhanced Police Support Scheme (EPSS), and
- $160.15 million cash balance above original budget, mainly due to:
    - $63.35 million lower cash payments, reflecting net under expenditure in employee related and other operating expenses,
    - $36.97 million higher cash receipts (including Cluster Grant Revenue, Sales of Goods and Services, and GST refunds). This represents an insignificant variance compared to the budgeted $5.61 billion.
    - $84.65 million lower capital investment.

Non-current assets were $3.55 million higher than $3.43 billion original budget. This is an insignificant variance.

Current liabilities were $245.34 million higher than the original budget primarily due to $231.00 million historical adjustment to workers compensation premiums payable in 2025-26 (including $210.00 million expense, and $21.00 million GST).

Non-current liabilities $25.84 million higher than $1.72 billion original budget. This is an insignificant variance.

Cash flows:
Net cashflows from investing activities were $84.65 million lower than budget, mainly due to the rephasing of the capital program corresponding to a decline in investment activities.

The Net Cost of Services Budget control outlined in Treasury Circular TPG 24-35 Budget Control Framework, rather than actual variations to the original budget, is the principal mechanism to assess agency financial performance and is used to ensure general government agencies operate broadly consistent with the accrual-based budget result and that agencies are managing the full range of resources under their management.

Agency Net Cost of Services limits are set during the budget process or through approved adjustments during the year. These variations are approved by either the Treasurer (in consultation where necessary with the Expenditure Review Committee of Cabinet) or NSW Treasury under delegation.

NSW Police Force received a range of approved budget variations during the year including additional budget for Police Blue Ribbon Insurance Premiums and expenses associated with workers compensation premiums.

NSW Treasury confirmed that unbudgeted long service leave adjustments arising from actuarial valuation at year end and variations in Cluster grants received due to the application of the Treasury cash management policy and the roll-over of unspent recurrent and / or capital funding between financial years are excluded from the assessment of agency financial performance.

25. RECONCILIATION OF CASH FLOWS FROM OPERATING ACTIVITIES TO NET RESULT

Reconciliation of cash flows from operating activities to the net result as reported in the Statement of Comprehensive Income as follows:

	2025 $'000	2024 $'000
Net Cash Flows from Operating Activities	340,542	332,665
Depreciation and amortisation	(264,432)	(252,175)
Net gain / (loss) on disposal of property, plant and equipment	(5,338)	(10,056)
Intangible assets impairment losses	(5,638)	-
Net gain / (loss) on Right-of-use assets - plant and equipment	26	19
Net gain / (loss) on derivatives at fair value through profit and loss	111	(195)
Non-cash revenue - capital donations - refer Note 3(b)	4,080	1,207
Recognition of pre-existing but previously unrecorded assets	-	53
Restoration costs - refer Note 19	10,426	7,485
Net gain / (loss) on disposal of derivatives held for trading	(3)	289
Increase / (decrease) in receivables	54,615	4,988
Increase / (decrease) in contract assets	1,109	1,106
Increase / (decrease) in inventory	6	(62)
Decrease / (increase) in creditors	35,070	(78,229)
Decrease / (increase) in provisions	(132,127)	(474,824)
Decrease / (increase) in other liabilities	(1,732)	3,830
Increase / (decrease) in capital works expenditure accruals	5,451	(11,107)
Decrease / (increase) in contract liabilities	681	691
Net result	**42,847**	**(474,315)**

26. NON-CASH FINANCING AND INVESTING ACTIVITIES

	2025 $'000	2024 $'000
Liabilities and expenses assumed by the Crown:		
Superannuation	(25,270)	(28,693)
Long service leave	(105,530)	(135,018)
Payroll tax on superannuation	(1,360)	(1,564)
	(132,160)	**(165,275)**

27. TRUST FUNDS

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

The following is a summary of the transactions in the trust account:

	2025 $'000	2024 $'000
Crown Trust Fund Account		
Cash balance at 1 July	59,196	64,634
Add: Receipts	41,710	46,568
Less: Expenditure	(47,958)	(52,006)
Cash balance at reporting date	**52,948**	**59,196**

Recognition and measurement
Trust funds

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

28. ADMINISTERED ASSETS AND LIABILITIES

Administered assets	2025 $'000	2024 $'000
Administered assets		
Receivables[1]	57	64
Digital assets[2]	13,092	6,954
Total Administered Assets	**13,149**	**7,018**
Administered liabilities		
Unearned income due not later than one year[3]	13,916	14,374
Unearned income due later than one year[3]	18,440	18,709
Total Administered Liabilities	**32,356**	**33,083**

Confiscated assets under the relevant legislations are not controlled by the NSW Police Force and hence are not recognised in the financial statements.

Note
1. The administered assets comprise of accrued income from Transport for NSW for the year ended June 2025.
2. The administered assets comprise of lawfully seized digital assets as exhibits on behalf of the Crown. It enables NSW Police Force to further its objectives as a government department and fulfil its responsible and custodial role for the administration of the transfer process being consistent with the legislation. NSW Police Force receives seized digital assets for no cash and does not have any obligations towards the transferor as part of the transfer, therefore, seized digital assets are measured at fair value as on reporting date.
3. The administered liabilities comprise multi-years firearms and security industry licence payments in advance for a maximum year of up to 5 years. The fees collected are amortised based on the term of the licence.

29. ADMINISTERED INCOME

	2025 $'000	2024 $'000
Firearms licensing	12,050	11,462
Security industry licensing	13,705	12,046
Fines and forfeitures	5,762	2,113
Receipts under Crimes Act	652	1,487
Digital assets	13,092	6,954
Other	1	16
	45,262	**34,078**

Note
The administered income is not recognised in the annual financial statements as they are not controlled by NSW Police Force. Income is administered on behalf of the Crown and not retained by NSW Police Force.

30. FINANCIAL INSTRUMENTS

NSW Police Force's main risks arising from financial instruments are outlined below, together with NSW Police Force's objectives, policies and processes for measuring and managing risk. These financial instruments arise directly from NSW Police Force's operations or are required to finance NSW Police Force's operations. NSW Police Force does not enter or trade financial instruments, including derivative financial instruments, for speculative purposes. Further quantitative and qualitative disclosures are included throughout these financial statements.

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

(a) Financial instrument categories

Class	Note	Category	Carrying amount 2025 $'000	Carrying amount 2024 $'000
Financial Assets				
Cash and cash equivalents	7	Amortised cost	265,107	224,265
Receivables [1]	8	Amortised cost	26,926	32,693
Contract assets [2]	9	Amortised cost	8,499	7,390
Financial Liabilities				
Payables [3]	17	Amortised cost	409,001	442,960
Borrowings	18	Amortised cost	781,381	800,597
Financial liabilities at fair value	11	Fair value through profit or loss	56	166

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

[2] While contract assets are also not financial assets, they are explicitly included in the scope of AASB 7 for the purpose of credit risk disclosures.

[3] Excludes statutory payables and unearned revenue and lease liabilities (not within scope of AASB 7).

NSW Police Force determines the classification of its financial assets and liabilities after initial recognition and, when allowed and appropriate, re-evaluates this at each financial year end.

(b) De-recognition of financial assets and financial liabilities

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

- where substantially all the risks and rewards have been transferred; or
- where NSW Police Force has neither transferred nor retained substantially all the risks and reward, but has transferred control.

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

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

(c) Offsetting financial instruments

Financial assets and financial liabilities are offset and the net amount is reported in the Statement of Financial Position if there is currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, or to realise the assets and settle the liabilities simultaneously.

30. FINANCIAL INSTRUMENTS (continued)

(d) Credit risk - Finance risks

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

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

Credit risk associated with NSW Police Force's financial assets, other than receivables, is managed through the selection of counterparties and establishment of minimum credit rating standards.

NSW Police Force considers a financial asset in default when contractual payments are 90 days past due. However, in certain cases, NSW Police Force may also consider a financial asset to be in default when internal or external information indicates that the entity is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by NSW Police Force.

Cash and cash equivalents

Cash comprises cash on hand and bank balances within the NSW Treasury Banking System, Jones Lang Lasalle NSW Pty Ltd Trust Account and Spotless Facility Services Trust account.

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

Accounting policy for impairment of trade receivables and other financial assets

Receivables - trade and other receivables
Collectability of trade debtors is reviewed on an ongoing basis. Procedures as established are followed to recover outstanding amounts, including letters of demand.

NSW Police Force applies the AASB 9 *Financial Instruments* simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all trade debtors.

To measure the expected credit losses, trade receivables have been grouped based on shared credit risk characteristics and the days past due.

The expected loss rates are based on historical observed loss rates. The historical loss rates are adjusted to reflect current and forward-looking information on macroeconomic factors affecting the ability of the customers to settle the receivables. NSW Police Force has not identified any macroeconomic factors that may impact the historical loss rates.

Trade receivables are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include, amongst others, a failure to make contractual payments for a period of greater than 180 days past due.

Most of NSW Police Force's debtors have a B credit rating.

30. FINANCIAL INSTRUMENTS (continued)

(d) Credit risk - Finance risks (continued)

The loss allowance for trade debtors as at 30 June 2025 and 30 June 2024 was determined as follows:

Trade Receivables

30 June 2025
$'000

	Current	<30 days	30-60 days	61-90 days	>91 days	Total
Expected credit loss rate	-	47%	100%	100%	100%	
Estimated total gross carrying amount at default	-	5,344	286	67	168	**5,865**
Expected credit loss	-	2,508	286	67	168	**3,029**

30 June 2024
$'000

	Current	<30 days	30-60 days	61-90 days	>91 days	Total
Expected credit loss rate	-	48%	100%	100%	100%	
Estimated total gross carrying amount at default	-	3,816	263	125	344	**4,548**
Expected credit loss	-	1,815	263	125	345	**2,548**

Other Receivables

30 June 2025
$'000

	Current	<30 days	30-60 days	61-90 days	>91 days	Total
Expected credit loss rate	N/A	N/A	N/A	N/A	N/A	
Estimated total gross carrying amount at default	-	348	172	18	1,521	**2,059**
Expected credit loss	-	-	-	18	1,521	**1,539**

30 June 2024
$'000

	Current	<30 days	30-60 days	61-90 days	>91 days	Total
Expected credit loss rate	N/A	N/A	N/A	N/A	N/A	
Estimated total gross carrying amount at default	-	546	20	37	1,843	**2,446**
Expected credit loss	-	-	-	37	1,843	**1,880**

Notes: The analysis excludes statutory receivables, prepayments, as these are not within the scope of AASB 7 *Financial Instruments: Disclosures*. Therefore, the 'total' will not reconcile to the receivables total in Note 8.

NSW Police Force is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors as at 30 June 2025.

30. FINANCIAL INSTRUMENTS (continued)

(e) Liquidity risk - Finance risks

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

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

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

Liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owning to suppliers (which are unsecured) are settled in accordance with the policy set out in NSW TPG25-04 *Payment of Accounts*. For small business suppliers, where terms are not specified, payment is made not later than 30 days from date of receipt of a correctly rendered invoice. For other suppliers, if trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. For small business suppliers, where payment is not made within the specified time, simple interest must be paid automatically unless an existing contract specifies otherwise. For payments to other suppliers, the Head of an authority (or a person appointed by the Head of an authority) may automatically pay the supplier simple interest. The rate of interest applied during the year was 12.17% (2024 –12.34%).

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

			Interest rate exposure			Maturity dates		
	Weighted average effective interest rate	**Nominal amount $'000**	**Fixed interest rate $'000**	**Variable interest rate $'000**	**Non-interest bearing $'000**	**< 1 year $'000**	**1 -5 years $'000**	**> 5 years $'000**
2025								
Payables [1]	-	409,001	-	-	409,001	409,001	-	-
Borrowings:								
Lease liability	2.75%	966,387	-	966,387	-	59,847	221,301	685,239
		1,375,388	**-**	**966,387**	**409,001**	**468,848**	**221,301**	**685,239**
2024								
Payables [1]	-	442,960	-	-	442,960	442,960	-	-
Borrowings:								
Lease liability	2.67%	1,001,154	-	1,001,154	-	55,609	212,131	733,414
		1,444,114	**-**	**1,001,154**	**442,960**	**498,569**	**212,131**	**733,414**

Notes
1. Payables exclude statutory payables and unearned revenue (Not within scope of AASB7).
2. The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities and therefore will not reconcile to the statement of financial position.

30. FINANCIAL INSTRUMENTS (continued)

(f) Market risk - Finance risks

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

Foreign exchange rate risk

NSW Police Force has a Foreign Exchange Risk Policy which applies to purchases in foreign currency greater than $500,000. The objective of this policy is to minimise the exposure of foreign currency risk to meet the budget forecast. NSW Police Force has minimal exposure to market risk or foreign currency risk.

NSW Police Force has four foreign exchange forward contracts outstanding at period end, which relates to the purchase of plant and equipment.

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below for interest rate risk and other price risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which NSW Police Force operates and the time frame for the assessment (i.e. until the end of the next annual reporting year). The sensitivity analysis is based on risk exposures in existence at the statement of financial position date. The analysis is performed on the same basis for 2024-25. The analysis assumes that all other variables remain constant.

30. FINANCIAL INSTRUMENTS (continued)

(f) Market risk - Finance risks (continued)

Interest rate risk (continued)

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

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

		-1%		+1%	
	Carrying amount $'000	**Net result $'000**	**Equity $'000**	**Net result $'000**	**Equity $'000**
2025					
Financial assets:					
Cash and cash equivalents	265,107	(2,651)	(2,651)	2,651	2,651
Receivables	26,926	-	-	-	-
Contract assets	8,499	(85)	(85)	85	85
Financial liabilities:					
Payables	409,001	4,090	4,090	(4,090)	(4,090)
Borrowings	781,381	7,814	7,814	(7,814)	(7,814)
Financial liability at fair value	56	1	1	(1)	(1)
2024					
Financial assets:					
Cash and cash equivalents	224,265	(2,243)	(2,243)	2,243	2,243
Receivables	32,693	-	-	-	-
Contract assets	7,390	(74)	(74)	74	74
Financial liabilities					
Payables	442,960	4,430	4,430	(4,430)	(4,430)
Borrowings	800,597	8,006	8,006	(8,006)	(8,006)
Financial liability at fair value	166	2	2	(2)	(2)

Other price risk

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

(g) Fair Value Measurement

Fair value compared to carrying amount

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either in the principal market for the asset or liability or in the absence of a principal market, in the most advantageous market for the asset or liability.

Derivative financial instruments are measured at fair value. The carrying amount of derivative financial instruments approximates their fair values, largely due to the short-term maturities of these instruments.

30. FINANCIAL INSTRUMENTS (continued)

(h) Fair value recognised in the Statement of Financial Position

Management assessed that cash and short-term deposits, trade receivables, trade payables, and other current liabilities approximate their fair values, largely due to the short-term maturities of these instruments.

When measuring fair value, the valuation technique used maximises the use of relevant observable inputs and minimises the use of unobservable inputs. Under AASB 13 *Fair Value Measurement*, NSW Police Force categorises, for disclosure purposes, the valuation techniques based on the inputs used in the valuation techniques as follows:

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

NSW Police Force recognises transfers between levels of the fair value hierarchy at the end of the reporting year during which the change has occurred.

	Level 1 $'000	Level 2 $'000	Level 3 $'000	Total $'000
2025				
Financial liabilities at fair value				
Derivative financial instrument	-	56	-	56
	-	**56**	**-**	**56**
2024				
Financial liabilities at fair value				
Derivative financial instrument	-	166	-	166
	-	**166**	**-**	**166**

31. RELATED PARTY DISCLOSURES

(a) NSW Police Force's key management personnel compensation are as follows:

	2025 $'000	2024 $'000
Salaries	2,586	2,876
Other long-term employee benefits	23	-
Total remuneration	**2,609**	**2,876**

The NSW Police Force key management personnel are limited to that of the Commissioner's Executive Team (CET). The CET comprises of the following:

i. The Commissioner
ii. Acting Commissioner and Deputy Commissioner, Metropolitan Field Operations
iii. Deputy Commissioner, Investigations and Counter Terrorism
iv. Deputy Commissioner, Regional NSW Field Operations
v. Deputy Commissioner, Corporate Services

The Minister's salary is paid by the NSW Legislature and therefore is not included in the above amounts.

These transactions exclude Long Service Leave, Defined Benefit Superannuation assumed by the Crown and Non-renewal benefits earned prior to KMP appointment.

(b) During the year, NSW Police Force did not enter into transactions with key management personnel, their close family members and controlled or jointly controlled entities thereof.

(c) Government - related entities

(i) Transport for NSW and NSW Police Force work in close collaboration to deliver Road Safety Initiatives and programs in accordance with the NSW Government 2026 Road Safety Action Plan. NSW Police Force have put in place an Enhanced Enforcement Program to augment other traffic operations provided across New South Wales. Transport for NSW provide ancillary funding for these additional operating costs, overtime, shift allowances for police specifically involved in these programs. NSW Police Force is reimbursed the costs of these programs on a cost recovery basis.

	2025		2024	
Nature of transaction	**Transaction value $'000**	**Net receivable / (payable) $'000**	**Transaction value $'000**	**Net receivable / (payable) $'000**
Sale of goods and services - refer Note 3(a)	27,424	6,909	23,216	8,037
Total sale of goods and services from Transport for NSW	**27,424**	**6,909**	**23,216**	**8,037**

(ii) NSW Police Force received grants from NSW Department of Communities and Justice. Refer Note 3(b).

31. RELATED PARTY DISCLOSURES (continued)

(c) Government - related entities (continued)

(iii) Acceptance by the Crown of employee benefits and other liabilities. Refer Note 3(c) and Note 26.

	2025		2024	
Nature of transaction	**Transaction value $'000**	**Net receivable / (payable) $'000**	**Transaction value $'000**	**Net receivable / (payable) $'000**
Superannuation - defined benefit plans	25,270	-	28,693	-
Long service leave	105,530	-	135,018	-
Payroll tax	1,360	-	1,564	-
Total assumed by the Crown	**132,160**	**-**	**165,275**	**-**

(iv) The insurance activities of NSW Police Force are conducted through NSW Treasury Managed Fund (TMF) Scheme of self-insurance of Government entities.

	2025		2024	
Nature of transaction	**Transaction value $'000**	**Net receivable / (payable) $'000**	**Transaction value $'000**	**Net receivable / (payable) $'000**
Workers' compensation insurance - Refer Note 2(a)	820,973	-	737,184	-
Workers' compensation insurance-EPSS-Refer Note 2(a)	192,000	64,000	-	-
Insurance *	102,171	-	94,625	-
	1,115,144	**64,000**	**831,809**	**-**

*Public liability, motor vehicle and property insurance confirmed by TMF. Included in Note 2(b).

	2025		2024	
Nature of transaction	**Transaction value $'000**	**Net receivable / (payable) $'000**	**Transaction value $'000**	**Net receivable / (payable) $'000**
Agency Performance Adjustment for fund years 2023-24 and 2024-25 - Refer Note 2(b)	210,000	(231,000)	240,244	(264,268)
	210,000	**(231,000)**	**240,244**	**(264,268)**

TMF uses a discretionary performance adjustment to encourage agencies to improve their claims performance. From FY 20-21 this is known as the agency performance adjustment (APA). Expected claims costs and the agency's contribution are established at the start of a fund year. This is then re-assessed as actual claims experience develops at 6 months, 18 months and 2.5 years after the start of the fund year. The APA is the difference between the initial contribution paid and the latest re-assessed amount. If the re-assessed amount is lower than the initial contribution the agency receives the difference as a refund from iCare, otherwise the agency makes a payment to iCare.

31. RELATED PARTY DISCLOSURES (continued)

(c) Government - related entities (continued)

(v) COVID-19 personal protective equipment and cost recoveries for the administration of the third-party contract for NSW Ministry of Health.

Nature of transaction	2025 Transaction value $'000	2025 Net receivable / (payable) $'000	2024 Transaction value $'000	2024 Net receivable / (payable) $'000
COVID-19 protective equipment - Refer Note 3(b)	-	-	323	-
Total	**-**	**-**	**323**	**-**

(vi) Other transactions
The NSW Police Force received other grant funding from various NSW Government agencies which are not considered material.

32. EVENTS AFTER THE REPORTING YEAR

Nil.

END OF AUDITED FINANCIAL STATEMENTS

Insurance activities

Workers compensation: The workers compensation insurance policy covers workplace-related injuries for all unsworn staff, and all sworn officers recruited after 1 April 1988. For 2024-25 the workers compensation premium was $820.973 million.

Public liability: The public liability insurance policy covers all claims resulting from police activities for which the NSW Police Force is legally liable. The 2024-25 public liability premium was $73.195 million.

Motor vehicle: The motor vehicle insurance policy covers damage to any vehicle used by NSW Police Force for authorised police operations and activities. For 2024-25 the TMF motor vehicle premium was $23.639 million, and the 2024-25 CTP was $5.783 million.

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 2024-25 the property premium was $5.177 million.

Miscellaneous: The miscellaneous insurance policy includes personal accident for volunteers, air travel, personal effects, and miscellaneous costs. For 2024-25 the miscellaneous insurance cost was $0.160 million.

Productivity data

The Australian Government Productivity Commission *Report on Government Services* provides an annual overview of the justice sector, presenting both contextual information and high-level performance information concerning the police forces of each state. The latest available data is for the year ended 30 June 2024.

This report includes a table showing the recurrent expenditure – including user cost of capital, less revenue from own sources and payroll tax – per person in the population on police services in each state.

The recurrent expenditure per person on NSW police services for the year ended 30 June 2024 was $640.15.

Source: Australian Government Productivity Commission Report on Government Services 2025, published Feb 2025, Chapter 6: Police services and attachment tables, table 6A.1.

Compliance index

Heading	Compliance requirement	Source of requirement	Completed	Page reference
Acknowledgement of country	Acknowledgement of country	TPG25-10a	Yes	3
Letter of submission	Letter to responsible Minister	TPG25-10a	Yes	6
Overview	Purpose and vision	TPG25-10a	Yes	10
	Legislation of establishment	TPG25-10a	Yes	10
	Aims and objectives	TPG25-10a	Yes	14
	Management and structure	TPG25-10a	Yes	11
	High-level description of functions and services	TPG25-10a	Yes	14
	Controlled entities and subsidiaries	TPG25-10a	N/A	
	Combined annual reporting information	TPG25-10a	N/A	
	Application for extension of time of submission	TPG25-10a	N/A	
	Agency exemption	TPG25-10a	N/A	
Strategy	Strategic outcomes	TPG25-10a	Yes	15-16
	Current and future strategic plans	TPG25-10a	Yes	15-16
	Systems and process to measure outcomes	TPG25-10a	Yes	14
	Resource allocation to implement strategic plans	TPG25-10a	Yes	15-16
Operations and performance	Key products and services	TPG25-10a	Yes	18-25
	Service delivery models	TPG25-10a	Yes	14, 18-25

	Narrative summary of significant programs and operations	TPG25-10a	Yes	18-25
	Performance metrics regarding target outcomes	TPG25-10a	Yes	26-31
	Use of technology	TPG25-10a	N/A	
	Approach to innovation	TPG25-10a	Yes	32
	Economic or other factors affecting achievement of operational objectives	TPG25-10a	N/A	
	Infrastructure program	TPG25-10a	Yes	152-153
	Events arising at the end of the annual reporting period	TPG25-10a	Yes	41
	Implementation of price determination	TPG25-10a	N/A	
Management and accountability	Numbers and renumeration of senior executives	TPG25-10a	Yes	35
	Minister appointed board or committee	TPG25-10a	N/A	
	Organisational chart	TPG25-10a	Yes	11
	People	TPG25-10a	Yes	34-39
	Consultants	TPG25-10a	Yes	41
	International travel	TPG25-10a	Yes	40-41
	Requirements arising from employment arrangements	TPG25-10a	N/A	
	Legislation administered by the agency	TPG25-10a	Yes	18-25
	Changes to legislation/significant legal decisions	TPG25-10a	Yes	46-53
	PIPP Act requirements	TPG25-10a	Yes	50
	GIPA Act requirements	TPG25-10a	Yes	43-45

	Risk management and insurance activities	TPG25-10a	Yes	145
	Internal audit and risk management policy attestation	TPG25-10a	Yes	42
Sustainability	Climate-related financial disclosure	TPG25-10a	Yes	56-73
	Disability inclusion action plans	TPG25-10a	Yes	75
	Modern Slavery Act 2018 requirements	TPG25-10a	Yes	77
	Work health and safety	TPG25-10a	Yes	74
	Workforce diversity	TPG25-10a	Yes	76
Financial performance	Summary and analysis of financial performance	TPG25-10a	Yes	79-80
	Annual GSF financial statements	TPG25-10a	Yes	84-144
	Controlled entities	TPG25-10a	N/A	
	Audit report	TPG25-10a	Yes	81-82
	Start and finish of audited information	TPG25-10a	Yes	83, 144
	Cost and benefits associated with machinery of government changes	TPG25-10a	N/A	

7 Appendices

Multicultural policies

Multicultural Policing Strategy 2021-25

The Multicultural Policing Strategy 2021-25 sets out how NSW Police Force is planning for and responding to the needs of diverse communities across NSW. It was developed in accordance with the key principles enshrined in the *Multicultural NSW Act 2000* and is aligned with the NSW Police Force Statement of Strategic Intent.

Multiculturalism Strategic Action Plan 2024-25

Approved by the Commissioner's Executive Team (CET) in November 2024, the plan builds on the Multicultural Policing Strategy and sets out an array of action items to support multicultural communities, along with risks and opportunities for the portfolio. Focus areas include developing partnerships and policies; strengthening the MCLO program; promoting social cohesion; monitoring and sharing data on emerging trends; and driving recruitment, training and leadership programs to support the needs of culturally and religiously diverse employees. Delivery of the plan is led by the Corporate Sponsor for Multiculturalism, with oversight by CET.

Multicultural Policies and Services Program

The NSW Government Multicultural Policies and Services Program (MPSP) allows agencies to embed multicultural planning within their core business operations. It stipulates that all agencies must prepare a multicultural plan and report publicly on its progress through their own annual reporting processes. As a designated agency, NSW Police Force has additional planning and reporting responsibilities under the MPSP because of the critical services it provides.

Multicultural outcomes achieved

MCLO Program

Multicultural Community Liaison Officers (MCLOs) support police by building and maintaining productive relationships with our diverse communities. This includes providing expert advice on multicultural matters, delivering community education presentations and conducting stakeholder engagement work.

819 engagement activities were undertaken by MCLOs in 2024-25. Key items included:

- In September 2024, the annual Consulate Morning Tea was held at Sydney City PAC. Hosted by the Commander in collaboration with MCLOs, the community engagement and networking event attracted almost 100 dignitaries and other staff from consulates across Sydney.
- A MCLO assisted with repatriation flights for citizens returning to Australia from war-affected Lebanon in October 2024. This involved the provision of language and service liaison support for over 2700 arrivals at Sydney Airport.
- Operation Shelter recommenced in December 2024, with the MCLO Coordinator required to provide daily intel to NSW Police Force executive on local community responses to international conflicts abroad. MCLOs also provided operational support including the collation of community sentiment, collaboration with Engagement and Hate Crime Unit, planning community meetings, and attending weekly protests.
- In April 2025, eight MCLOs held a stall at the Department of Communities and Justice Community Engagement Conference. Titled 'Building a better tomorrow, together', the conference provided a platform to showcase best practice work for engaging with multicultural communities on topics including policy design, addressing domestic and family violence, and developing culturally responsive programs.
- In June 2025, MCLOs led the delivery of a Crime Prevention Summit at Fairfield PAC. The event attracted over 120 community, faith and business leaders, who gathered to hear NSW Police Force presentations on community safety and emerging crime trends.

- MCLO Gandhi Sindyan was awarded the Irene Jurgens Award at the 2024 Police Officer of the Year Awards 2024. The award was presented to Gandhi in recognition of the extensive support he provided throughout Operation Shelter, which was pivotal in maintaining strong community relationships during a challenging period.

- In July 2024, MCLO Asriana Rio was successful in her application for a Churchill Fellowship. This prestigious grant allowed Asriana to travel to the USA and Canada to study police multicultural community engagement strategies. The many insights obtained on this trip were later shared with MCLOs statewide.

- The Corporate Sponsor for Multiculturalism, MCLO Program Coordinator and Senior Policy and Project Officer participated in three presentations at the Police Academy. The presentations were designed to teach students about the importance of culturally responsive policing and accessing appropriate resources as needed.

PMAC

The Police Multicultural Advisory Council (PMAC) was formed in 1996 to advise NSW Police Force on issues that impact multicultural communities and operational policing. These include geopolitical developments, social cohesion, crime prevention initiatives, settlement/migration trends, racial/religious discrimination, and community sentiments. PMAC has 18 external members that represent a range of communities and organisations. The council meets quarterly and is co-chaired by the Corporate Sponsor for Multiculturalism and a sitting member of the PMAC.

Four PMAC meetings were held over 2024-25. These meetings involved standing item discussions of community sentiment as standing items, along with presentations on topics including modern slavery, knife scanning and coercive control laws, refugee settlement, anti-terrorism, social cohesion, and the Language+ App.

Language+ App

On 25 March 2025, the Language+ App was made available to over 12,000 police MobiPOLs statewide. Developed by Multicultural NSW and NSW Police Force, Language+ is a practical tool that helps police to communicate with non-English speakers, creating safer and more inclusive communities for everyone.

The app provides police with quick access to pre-recorded audio and text of over 200 frequently used phrases that have been translated by certified interpreters into 31 different community languages. It also includes easy access to a 24/7 Multicultural NSW phone line for on-demand interpreting, ensuring two-way language support for officers at all times.

On 2 April 2025, the release of Language+ was promoted by the Corporate Sponsor for Multiculturalism, the Minister for Police and Counter-terrorism, the Minister for Multiculturalism, and a PMAC member at a media event held at the Sydney Police Centre. A total of 12 media outlets, including ABC, SBS and multicultural community news organisations, published articles promoting the app.

Community Engagement

NSW Police Force undertakes ongoing engagement with multicultural communities through a range of activities such as consultation events, education sessions, and crime awareness campaigns.

4318 engagement activities relating to the Multiculturalism portfolio were undertaken in 2024-25. Key items included:

- The Corporate Sponsor for Multiculturalism held three forums to listen to the voices of leaders from our Middle Eastern communities.

- NSW Police Force representatives regularly attended interagency meetings including the Joint Partnership Working Group, Multicultural Advisory Forum and the Humanitarian Settlement Program Network.

- The Corporate Sponsor for Multiculturalism and staff from Crime Prevention Command and Inclusion and Diversity attended the Premier’s Harmony Dinner on 12 March 2025. This annual event celebrates the significant contributions made by multicultural leaders across the state.

Resources

- Resources developed to support the release of Language+ included a presentation and short promotional video; an update of the Language Services intranet page with a new fact sheet, user guides and how to videos; a *Police Monthly* article; and the creation of the #LANGUAGES mailbox for ongoing support.
- To help promote Refugee Week 2025, Crime Prevention Command created an information pack that includes a refugee data snapshot, links to useful resources, and guidance on working with refugees in the field. This was distributed to MCLOs, Crime Prevention Officers and Commanders statewide.
- Crime Prevention Command collaborated with St George Council and St George PAC to develop flyers and billboard displays (in English and simplified Chinese) to raise awareness of blessing scams.
- Crime Prevention Command developed flyers (in English and simplified Chinese) to warn communities about authority scams. These were distributed to MCLOs, Crime Prevention Officers and Youth Officers statewide.

Community Relations Report 2024

The report, published by Multicultural NSW in April 2025, reflected positive community sentiments on several NSW Police Force initiatives including the policing of pro-Palestinian rallies ('relations between police and protest organisers were respectful and contributed more broadly to strengthened relations between police and Arab and Muslim communities').

It also highlighted the development of a faith leader statement following the Wakeley incident in support of police. The statement was shared with more than 50,000 social media followers, 4,500 community and government organisations, 240 religious leaders and published by almost 30 media outlets.

Engagement and Hate Crime Unit

Key multicultural engagement activities undertaken by Engagement and Hate Crime Unit in 2024-25 included:

- Delivered 59 hate crime awareness presentations to community groups, government agencies and police commands.
- Developed and implemented the Hate Crime Awareness module on PETE. 19,073 NSW Police Force employees completed the module as a Commissioner's Training Directive.
- Engaged with African, Pacific Islander, Indian and Chinese communities to discuss hate crime awareness, geopolitical issues and crime prevention initiatives.
- Attended at numerous Iftars during Eid, including events hosted by the Lebanese Muslim Association, Australian National Imams Council, United Muslims of Australia and the Egyptian Consulate-General.
- Engaged with consulates, including the Consulate Generals of India and Pakistan on political tensions between the two countries and impacts to social cohesion in NSW.
- Met with the President of the Shia National Network of Australia regarding numerous hate crime related matters at Mosques and attended at community events during Muharram.
- Ongoing engagement with places of worship throughout NSW to share information on hate crimes and support the reporting of relevant incidents to NSW Police Force.
- Visited Albury to speak with the community about a recent protest by the National Socialist Network. This included engagement with community leaders and local police to raise awareness of hate crimes.

- Delivered hate crime awareness presentations in schools, as endorsed by the Department of Education and Youth Command.
- Facilitated two 12-week hate crime short courses in partnership with the University of Technology Sydney and Professor Dr Phillip Birch. Over 150 students (from NSW Police Force, interstate police jurisdictions, the London Metropolitan Police and the Royal Canadian Mounted Police) successfully completed the course.
- Held a Hate Crime Forum in collaboration with UTS Crime and Security Science Research Group.
- Conducted ongoing analysis of hate crime trends affecting all communities.
- Developed and posted hate crime awareness videos on NSW Police Force social media platforms, including Tiktok, Facebook, Instagram and YouTube.

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 misuse of non-prescribed steroids, 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.

Test		Type 2023-24	Positive 2023-24	Type 2024-25	Positive 2024-25
Drug	Random – sworn officers	6,064	4	5,771	3
	Random – students	117	0	159	1
	Targeted	*19	5	**6	3
	Subtotal	**6,200**	**9**	**5,936**	**7**
Alcohol	Random – sworn officers	6,531	2	6,226	0
	Random – students	2,051	2	2,167	1
	Targeted	2	1	0	0
	Subtotal	**8,584**	**5**	**8,393**	**1**
Other	Targeted steroid	2	1	4	2
	Mandatory testing	52	0	121	0
	Special follow up testing	3	0	4	0
	Subtotal	**57**	**1**	**129**	**2**
Total		**14,841**	**15**	**14,458**	**10**

* Four of these officers 2023-24 refused to undergo a targeted drug test when directed to do so

** Two of these officers 2024-25 refused to undergo a targeted drug test when directed to do so

Requests for assistance

In this reporting period the NSW Police Force answered 91% 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 in an average of five minutes and 27 seconds per call. The number of contacts received is outlined in the chart below.

Contacts received

Contact point	2020-21	2021-22	2022-23	2023-24	2024-25
Triple Zero (000) *	794,834	751,132	757,258	842,411	895,148
Police Assistance Line (131 444)	495,268	420,950	289,731	297,317	430,814
Police Assistance Line (digital, Community Portal)	60,251	84,945	160,057	157,993	169,564
Hold-up alarms	1,818	1,736	2,269	2,332	2,275
Alarms (for alarm companies)	807	554	533	508	410
Crime Stoppers (1800 333 000)	79,975	159,157	66,887	49,984	40,592
Crime Stoppers (digital)	45,534	161,505	44,597	52,932	54,216
Customer Assistance Unit (1800 622 571)	27,031	20,241	18,538	20,614	29,330
Police Switchboard (9281 0000)	27,313	24,883	24,501	16,340	-
Missing Persons Unit after hours (1800 025 091)	57	27	11	23	26
Injury Management Hotline (1800 996 336)	420	317	207	682	697
Child Wellbeing Unit	43,498	45,732	52,212	54,417	55,373
Firearms (Voice)	70,358	58617	57,314	67,843	64,923
Firearms (digital)	17,208	16,989	12,488	3,807	4,178
Total	**1,664,372**	**1,746,779**	**1,486,603**	**1,567,203**	**1,747,546**

Source: PoliceLink telephony systems

* Includes all Triple Zero (000) calls at both PoliceLink Command and Radio Operations Group sites.

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

Note: Increase in Crime Stoppers Digital reporting in 2021-22 period due to COVID 19 reports to NSW Police Force.

Note: The Police Switchboard was decommissioned in May 24.

Major works in progress

The table below lists NSW Police Force's major capital works in progress as of 30 June 2025.

Project	Estimated financial year of completion	Life to date 30/06/25 cost $'000
Building		
Multipurpose Police Station Program	2026	103,482
Bega Police Station	2026	20,334
Goulburn Academy Gym and Recreation Centre	2026	5,316
Moama Police Station	2026	4,192
Potts Hill Facility refurbishment	2026	2,961
Upgrade police facilities at Helensburgh	2026	2,712
Flood related works - Molong and Eugowra Police Stations	2026	2,103
Metro Active Armed Offender facilities - Fitout	2026	1,909
Contact Centre facilities mechanical and electrical upgrades	2026	1,407
Singleton Police Station	2026	1,229
Revesby Police Station	2026	173
Balmain Marine Area Command cladding	2026	150
Upgrade to the Goulburn Police Academy	2027	51,291
Goulburn Police Station	2027	7,071
Upgrades and refurbishments at Waverley and Rose Bay Police Stations	2027	2,431
Bourke Police Station major upgrade	2027	1,588
Replacement of police floating wharf at Balmain	2027	590
Newcastle Police Station Facade	2027	98
Regional Police Station Program	2028	1,596
Information and communication technology		
Technology Asset Replacement Program - Phase 5	2026	41,732
Law Enforcement Monitoring Facility	2026	23,382
Critical Police Radio Network infrastructure in Southern Region	2026	14,843
Digital Evidence First Responder Program - Phase 3: Digital Evidence Cloud	2026	2,794

Digital Drivers Licence - Phase 2	2026	838
NSW Police Pulse Program	2026	321
Integrated Connected Officer	2027	60,823
Integrated Biometric Platform	2027	5,008
Human Source Management System	2027	733
Strategic hosting data centre migration	2028	4,215
National Firearms Register	2028	1,021
Policing Technology Program (formerly Integrated Policing Operations System)	2029	143,802
Plant and equipment		
Fit-out of vehicles associated with an additional 1,500 police	2026	7,327
Prisoner transport modules	2026	3,168
Road Safety Plan 2021	2026	1,997
Marine Vessel Replacement Program - Phase 2	2027	10,309
Specialised Vehicle Replacement Program - Phase 2	2027	3,113
Utility vehicle prisoner transport modules	2028	3,074

Notes: In addition to the projects listed above, the *Goulburn Academy Critical Incident Response Training (CIRT) Upgrade* and *Blayney Police Station* projects reached practical completion during the 2024–25 financial year. These projects have not been reported as works in progress, as only minor financial adjustments are anticipated to be finalised in 2025–26.

Asset purchase and protection

The purchase of assets is undertaken in accordance with financial delegation and the allocated budget and is recorded in the fixed assets register. For each asset, a description, serial number, cost and location by cost centre is 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 management. 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. The certificates are made available to the Auditor General during the audit of the NSW Police Force financial statements.

Complaints against police

In April 2018, the NSW Police Force implemented IAPro as its system for recording complaints. This reporting year there were 8,548 complaints made against police officers. These complaints contained 14,676 separate allegations.

The NSW Police Force aims to resolve complaints in an efficient and timely manner. The corporate standard is to have 70% of complaints completed within set timeframes of 28 days for matters resolved through enhanced resolutions, 45 days for informal resolutions, 90 days for matters requiring criminal or non-criminal investigations and 150 days for complex investigations.

We continue to focus on the release of complaint information in accordance with procedural fairness and government policy. Our management processes emphasises remedial approaches to managing the conduct of police officers where appropriate.

Allegations within complaints made against police officers

Classification	2020-21	2021-22	2022-23	2023-24	2024-25
Customer service	2,229	2,416	2,511	2,754	3,296
Dishonesty	381	425	437	423	466
Drugs/alcohol	109	88	111	107	69
Firearms/prohibited weapons (non-service related)	32	21	23	35	14
Information/telecommunication	390	314	387	320	364
Investigation	1,890	1,621	2,162	2,227	2,804
Judicial/evidence	458	446	559	559	691
Misuse of social media	0	20	36	35	26
No allegation group (not yet entered)	15	2	0	0	0
Other offences (not elsewhere specified)	336	394	337	394	337
Police powers	901	1,060	1,034	1,274	1,304
Respectful workplace behaviours	456	461	407	364	369
Service standards/ethical standards/guidelines	2,596	2,852	2,681	2,699	3,404
Sexual misconduct	82	91	122	111	89
Traffic	141	167	228	174	220
Use of force	886	1,007	1,024	1,040	1,223
Total	**10,902**	**11,385**	**12,059**	**12,516**	**14,676**

Police pursuits

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

In 2024-25, the NSW Police Force undertook 5,029 pursuits. Of these, 2727 were terminated by police while 468 pursuits resulted in collisions. There were three fatalities and 36 injuries arising from pursuits.

The table below lists the reasons for these pursuits.

Reason for police pursuit	2020-21	2021-22	2022-23	2023-24	2024-25
Traffic	1443	1729	1817	2073	2650
Criminal	320	377	398	418	562
Stolen vehicle	522	735	966	985	891
Not stop RBT	774	928	940	1008	1242
Other	5	14	15	21	15

Source: NSW Police Force Traffic & Highway Patrol Command

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

Intentional tort claims

The NSW Police Force receives civil claims by way of Statement of Claim or Letter of Demand for assault, battery, unlawful imprisonment, malicious prosecution, breach of statutory duty, conversion, intimidation, injurious falsehood, collateral abuse of process, negligence, trespass and misfeasance in public office, claims of negligence brought by those officers who are eligible to sue at Common Law rather than through Workers Compensation and claims of historical sexual assault including claims that involve PCYC.

The NSW Police Force's systems only record payments for the whole claim and does not break down claims into individual torts or categories. Some of the claims include allegations against other government departments where liability is proportioned between the agencies.

In Financial Year 2024-25 the NSW Police Force received 478 claims.

As of 30 June 2025, the total amount paid for claims (including damages and costs) for claims commenced in any financial year but paid in Financial Year 2024-25 was $40.256 million.

As of 30 June 2025, the total amount of defence costs spent for intentional tort claims commenced in any financial year but paid in financial year 2024–25 was $17.926 million.

Knife crime wanding

The following tables contain information prescribed by s.45P *Law Enforcement (Powers and Responsibilities) Act 2022.*

Declared operations

Location/Date	Total persons scanned[a]	Person searches linked to item detected[b]	All person searches linked to operation	Strip searches linked to item detected	All strip searches linked to operation	All weapons found linked to operation	Charges (under 45N) lined to operation	All charges linked to operation
Central railway station - 12/12/2024	382	4	8	1	1	9	0	6
Liverpool public transport station (Railway station, commuter car park and bus interchange) - 13/12/2024	261	3	10	0	0	4	1	6
Liverpool Westfield Shopping Centre - 13/12/2024	158	0	3	0	0	3	1	4
Parramatta railway and bus interchange – 19/12/2024	(Not Recorded)	0	15	0	1	4	0	5
Wollongong public transport station (Railway station, commuter car park and bus interchange) – 19/12/2024	203	0	5	0	0	8	0	7
Crown Street Mall shopping precinct, Wollongong – 19/12/2024	363	0	3	0	0	1	1	2
Westpoint Shopping Centre, Blacktown – 20/12/2024	75	0	0	0	0	0	0	0
Blacktown railway station – 20/12/2024	360	4	5	0	0	6	0	4
Mount Druitt railway station, Dawson Mall and Westfield Mount Druitt – 9/1/2025	85	0	1	0	0	0	0	0
Parramatta Westfield Shopping Centre and Parramatta railway & bus interchange – 16/1/2025	(Not Recorded)	0	5	0	0	2	0	2
Newcastle transport interchange – 24/1/2025	37	0	0	0	0	0	0	0
Marketown Shopping Centre, Newcastle – 24/1/2025	36	0	0	0	0	0	0	0
Campbelltown railway station - 30/1/2025	263	3	3	0	0	1	0	1
Campbelltown CBD shopping precinct – 30/1/2025	(Not Recorded)	0	0	0	0	1	0	1
Macarthur railway station – 30/1/2025	85	1	1	0	0	1	0	1
Macarthur Square shopping complex – 30/1/2025	127	1	1	0	0	1	0	0
ARES Dubbo Knife Scanning Operation – 8/2/2025	(Not Recorded)	0	3	0	0	1	0	3
Wagga Wagga CBD shopping precinct – 13/2/2025	(Not Recorded)	0	0	0	0	3	0	3

Wagga Wagga public transport station – 13/2/2025	(Not Recorded)	0	3	0	0	5	0	2
Coffs Harbour railway station – 13/2/2025	(Not Recorded)	0	0	0	0	0	0	0
Park Beach Plaza, Coffs Harbour including surrounding bus stops and retail outlets – 13/2/2025	121	0	0	0	0	0	0	0
Harbour Drive retail strip, Coffs Harbour – 13/2/2025	(Not Recorded)	2	4	0	1	2	1	2
Wagga Wagga CBD shopping precinct – 14/2/2025	(Not Recorded)	0	0	0	0	0	0	0
Wagga Wagga public transport station – 14/2/2025	(Not Recorded)	0	0	0	0	0	0	0
Blacktown transport interchange, related carparks and Westpoint retail – 20/2/2025	91	0	15	0	0	2	0	5
Nowra CBD shopping precinct – 27/2/2025	228	2	4	0	0	4	1	6
Bomaderry public transport station including Bomaderry shops directly opposite railway station – 27/2/2025	95	0	1	0	0	1	0	0
Nowra CBD shopping precinct – 28/2/2025	230	0	7	0	0	1	0	4
Bomaderry public transport station including Bomaderry shops directly opposite railway station – 28/2/2025	114	0	2	0	0	1	0	1
Albury CBD – 6/3/2025	116	1	3	0	0	3	0	6
Gosford – 6/3/2025	131	0	2	0	0	2	0	0
Tuggerah – 6/3/2025	(Not Recorded)	0	0	0	0	0	0	0
Albury CBD – 7/3/2025	1	0	0	0	0	0	0	0
Lavington shopping precinct including Lavington Square – 7/3/2025	113	0	0	0	0	3	0	3
Westfield Shopping Centre, Bondi railway station, Bondi bus interchange – 21/3/2025	(Not Recorded)	0	3	0	0	2	0	3
Hurstville public transport station – 21/3/2025	95	1	5	0	0	1	0	3
Bankstown CBD shopping precinct – 27/3/2025	1	1	2	0	0	3	0	1
Bankstown public transport station – 27/3/2025	1	0	3	0	0	1	0	0
Parramatta Westfield Shopping Centre and Parramatta railway & bus interchange – 27/3/2025	10	1	15	0	0	2	0	5
Tweed Mall Shopping Centre, Tweed Heads – 3/4/2025	204	0	0	0	0	0	0	0
Tweed City Shopping Centre, Tweed Heads – 3/4/2024	180	0	0	0	0	2	0	1

Cabramatta CBD and transport station – 3/4/2025	85	0	8	0	0	0	0	1
Fairfield CBD and transport station – 3/4/2025	115	0	6	0	0	2	1	2
Bathurst CBD – 4/4/2025	79	0	9	0	0	0	0	3
Blacktown railway station, bus interchange and Westpoint shopping complex – 10/4/2025	292	0	14	0	0	2	2	4
Hurstville CBD shopping precinct and public transport station – 10/4/2025	409	1	2	0	0	1	0	1
Miranda CBD shopping precinct and public transport station – 10/4/2025	373	1	6	0	0	0	1	4
Mount Druitt Westfield and Mount Druitt railway station and bus interchange – 11/4/2025	445	0	6	0	0	1	0	3
Sutherland CBD shopping precinct and public transport station – 11/4/2025	1	0	3	0	0	1	0	2
Cronulla CBD shopping precinct – 11/4/2025	1	0	0	0	0	0	0	0
Wolli Creek public transport station – 11/4/2025	1	0	1	0	0	2	0	2
Kogarah CBD shopping precinct and transport station – 11/4/2025	1	0	1	0	0	0	0	0
Dapto CBD shopping precinct and transport station – 11/4/2025	1	2	2	0	0	2	0	0
Shellharbour shopping precinct – 11/4/2025	1	1	3	0	0	1	0	2
Shellharbour Junction transport station – 11/4/2025	1	0	0	0	0	0	0	0
Lidcombe railway station – 18/4/2025	(Not Recorded)	0	1	0	0	0	0	1
Strathfield railway station – 19/4/2025	(Not Recorded)	0	4	0	0	2	0	3
Central railway station – 21/4/2025	243	0	13	0	1	3	0	5
Redfern railway station – 22/4/2025	239	0	4	0	0	7	0	4
Woy Woy railway station and surrounding precinct – 23/4/2025	132	1	1	0	0	3	0	1
Blacktown railway station, bus interchange and Westpoint shopping complex – 1/5/2025	263	1	5	0	0	2	0	0
Central railway station – 2/5/2025	95	0	4	0	0	1	0	0
Sydney CBD, shopping precinct, and transport hubs – 3/5/2025	64	2	4	0	0	2	0	1
Burwood railway station, Burwood Plaza and Burwood Westfields – 8/5/2025	80	0	0	0	0	0	0	0
HomeCo. Roselands – 8/5/2025	50	0	1	0	0	0	0	0

Glenfield CBD shopping precinct and transport station – 9/5/2025	142	0	1	0	0	2	0	2
Liverpool transport station – 9/5/2025	52	0	0	0	0	0	0	0
Katoomba St, Katoomba – 10/5/2025	93	1	1	0	0	1	0	1
Mount Druitt Westfield and Mount Druitt railway station and bus interchange – 15/5/2025	234	1	2	0	0	1	1	1
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 22/5/2025	1	0	8	0	0	1	0	5
Hornsby railway station and bus interchange, Hornsby Westfields and CBD – 22/5/2025	251	1	10	0	0	4	0	6
Queanbeyan CBD shopping precinct and transport station – 23/5/2025	67	0	1	0	0	2	0	1
Westfield Bondi Junction Shopping Centre, Bondi Junction railway station/interchange and surrounds – 26/5/2025	582	0	1	0	0	0	0	0
Lismore Shopping Square – 27/5/2025	10	0	0	0	0	0	0	0
Lismore CBD precinct – 27/5/2025	50	0	0	0	0	0	0	0
Goonellabah Shopping Centre – 27/5/2025	1	0	0	0	0	0	0	0
Lismore CBD precinct – 28/5/2025	17	0	0	0	0	0	0	0
Lismore Shopping Square – 28/5/2025	1	0	0	0	0	0	0	0
Goonellabah Shopping Centre – 28/5/2025	1	0	0	0	0	0	0	0
Goulburn CBD shopping precinct – 28/5/2025	44	0	0	0	0	0	0	0
Griffith CBD shopping centre and transport station – 29/5/2025	1	0	0	0	0	0	0	0
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 29/5/2025	320	0	0	0	0	2	0	1
Griffith CBD shopping and transport station – 30/5/2025	24	0	0	0	0	0	0	0
Albury CBD – 30/5/2025	98	0	1	0	0	3	0	5
Dubbo CBD and showground – 30/5/2025	1	0	0	0	0	0	0	0
Dubbo CBD and showground – 31/5/2025	40	0	0	0	0	0	0	1
Bathurst CBD – 3/6/2025	23	0	6	0	0	0	0	0
Campbelltown Mall Shopping Centre, Campbelltown CBD inclusive of Queen Street and Campbelltown railway station – 4/6/2025	103	0	2	0	0	5	0	3
Rouse Hill public transport station – 5/6/2025	92	0	7	0	0	0	0	1

Woy Woy railway and bus interchange and Deepwater Plaza – 6/6/2025	50	0	1	0	0	0	0	0
Gosford railway station – 6/6/2025	45	0	4	0	0	0	0	1
Summer Street Orange and surrounding shopping precinct – 12/6/2025	259	2	4	0	0	5	0	3
Mount Druitt railway station and bus interchange/Dawson Mall and Mount Druitt Westfields – 12/6/2025	53	0	0	0	0	0	0	0
Blacktown transport interchange, related carparks and Westpoint – 12/6/2025	18	0	1	0	0	1	0	1
Wollongong CBD and transport station – 19/6/2025	1	2	8	0	0	3	0	4
Dapto CBD shopping precinct and transport station – 19/6/2025	48	0	3	0	0	0	0	1
Stockland Wetherill Park shopping centre and Prairiewood T-way – 19/6/2025	90	0	6	0	0	1	0	0
Wagga Wagga CBD – 19/6/2025	53	0	2	0	0	6	0	1
Tumut – 19/6/2025	7	0	0	0	0	0	0	0
Lidcombe railway station and bus interchange – 25/6/2025	1	0	5	0	0	1	0	0
Merrylands railway station – 26/6/2025	37	0	0	0	0	0	0	0
Mount Druitt Westfield and Mount Druitt railway station and bus interchange – 26/6/2025	160	1	8	0	0	4	0	2
Blacktown railway station, bus interchange and Westpoint shopping complex – 26/6/2025	(Not Recorded)	0	0	0	0	0	0	0
Sydenham transport station – 27/6/2025	172	0	2	0	0	1	0	0
Wolli Creek transport station – 27/6/2025	158	1	6	0	0	5	0	3
Blacktown railway station, bus interchange and Westpoint shopping complex – 27/6/2025	190	0	4	0	0	3	0	1
Mount Druitt Westfields and Mount Druitt railway station and bus interchange – 27/6/2025	541	0	2	0	0	0	0	1
Blacktown railway station, bus interchange and Westpoint shopping complex – 28/6/2025	143	0	2	0	0	0	0	0
- Mount Druitt Westfield and Mount Druitt railway station and bus interchange – 28/6/2025	151	1	2	0	0	1	0	2
George Street, Haymarket, Town Hall, Wynyard, Central station, Circular Quay and surrounds – 28/6/2025	300	0	7	0	0	6	0	4

Blacktown railway station, bus interchange and Westpoint Shopping Centre – 29/6/2025	182	0	0	0	0	0	0	0
Mount Druitt Westfield and Mount Druitt railway station and bus interchange – 29/6/2025	210	0	2	0	0	1	0	0
Blacktown railway station, bus interchange and Westpoint Shopping Centre – 30/6/2025	148	0	14	0	0	0	0	4
Mount Druitt Westfield and Mount Druitt railway station and bus interchange – 30/6/2025	183	0	2	0	0	0	0	0
(UNASSIGNED)	837	9	88	0	2	22	3	41
Total	**13,422**	**52**	**443**	**1**	**6**	**193**	**13**	**222**

Source: NSW Police Force Statistical Services, State Intelligence Command

[a] *In May 2025, with the rollout of knife crime wanding operations statewide, the methodology for recording incidents changed.*

[b] *Person searches are only counted if the involved person was also named in a Powers - Person Scanning > Unlawful Item Detected By Scanner incident within the same event.*

Note:· Assigning data to a specific declaration operation requires an incident to have the corresponding KCAD number recorded in the location field. If an incident meets the criteria but is missing a KCAD number, then this will instead be recorded under "(UNASSIGNED)", as it is not possible to determine which operation this relates to.

Note: In May 2025, with the rollout of knife crime wanding operations statewide, the methodology for tagging incidents changed to improve accuracy. Incidents are deemed relevant and included in the data if they meet the following three criteria:

1. They are tagged with 'Operation Ares 2024' or 'Operation Ares 2025'

2. A relevant KCAD reference number (used to denote declared locations) is recorded anywhere within the event.

3. A Powers - Person Scanning incident is recorded anywhere in the event.

Note: In August 2025 a technical error relating to KCAD recording was recently corrected – meaning NSW Police Force can now account for individual KCAD (declaration) numbers at the incident level (where this was previously linked at the event level).

Note: All data included in this report utilises the new methodology. The way that person scanning incidents are structured in COPS means that a scan is only recorded as its own incident when an item is detected. If no item is detected but the interaction still leads to a search or other police action, these scans are not recorded as their own incident. This means it is not possible to give a definitive figure on the number of incidents or charges that were linked to a scan. The amended methodology allows for a count of incidents and charges that are “linked to declared operation”. With this, an assumption can be made that because these were linked to a declared operation, they likely involved a scan.

Breakdown of type of weapons found linked to operation

Declared operation	Weapon type	Number of objects
Central railway station including adjacent light rail – 12/12/2024	Knife	3
Central railway station including adjacent light rail – 12/12/2024	Other sharp/cutting instrument	2
Central railway station including adjacent light rail – 12/12/2024	Sling shot	2
Central railway station including adjacent light rail – 12/12/2024	Taser	2
Liverpool public transport station (Railway station, commuter car park and bus interchange) – 13/12/2024	Multi tool pocket knife	1
Liverpool public transport station (Railway station, commuter car park and bus interchange) – 13/12/2024	Other sharp/cutting instrument	2
Liverpool public transport station (Railway station, commuter car park and bus interchange) – 13/12/2024	Razor blade	1
Liverpool Westfield Shopping Centre – 13/12/2024	Firework	1
Liverpool Westfield Shopping Centre – 13/12/2024	Knife	1
Liverpool Westfield Shopping Centre – 13/12/2024	Other sharp/cutting instrument	1
Parramatta railway and bus interchange – 19/12/2024	Knife	3
Parramatta railway and bus interchange – 19/12/2024	Scissors	1
Wollongong Public transport station (Railway station, commuter car park and bus interchange) – 19/12/2024	Knife	5
Wollongong Public transport station (Railway station, commuter car park and bus interchange) – 19/12/2024	Multi tool pocket knife	3
Crown Street Mall shopping precinct, Wollongong – 19/12/2024	Knife	1
Blacktown railway station – 20/12/2024	Knife	5
Blacktown railway station – 20/12/2024	Knuckle dusters	1
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 16/1/2025	Knuckle dusters	1
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 16/1/2025	Other sharp/cutting instrument	1
Campbelltown railway station – 30/1/2025	Knife	1
Campbelltown CBD shopping precinct – 30/1/2025	Steel	1
Macarthur railway station – 30/1/2025	Knife	1
Macarthur Square shopping complex – 30/1/2025	Multi tool pocket knife	1
ARES Dubbo Knife Scanning Operation – 8/2/2025	Knife	1
Wagga Wagga CBD shopping precinct – 13/2/2025	Knife	1
Wagga Wagga CBD shopping precinct – 13/2/2025	Multi tool pocket knife	1
Wagga Wagga CBD shopping precinct – 13/2/2025	Other sharp/cutting instrument	1
Wagga Wagga public transport station – 13/2/2025	Knife	2
Wagga Wagga public transport station – 13/2/2025	Multi tool pocket knife	2
Wagga Wagga public transport station – 13/2/2025	Razor blade	1
Harbour Drive retail strip, Coffs Harbour – 13/2/2025	Knife	2
Blacktown transport interchange, related carparks and Westpoint shopping complex – 20/2/2025	Knife	2
Nowra CBD shopping precinct – 27/2/2025	Knife	3
Nowra CBD shopping precinct – 27/2/2025	Machete	1
Bomaderry public transport station including Bomaderry shops directly opposite railway station – 27/2/2025	Knife	1
Nowra CBD shopping precinct – 28/2/2025	Knife	1
Bomaderry public transport station including Bomaderry shops directly opposite railway station – 28/2/2025	Knife	1
Albury CBD – 6/3/2025	Knife	2
Albury CBD – 6/3/2025	Razor blade	1
Gosford – 6/3/2025	Knife	1

Gosford – 6/3/2025	Other sharp/cutting instrument	1
Lavington shopping precinct including Lavington Square – 7/3/2025	Knife	3
Westfield Shopping Centre, Bondi railway station, Bondi bus interchange – 21/3/2025	Knife	2
Hurstville public transport station – 21/3/2025	Multi tool pocket knife	1
Bankstown CBD shopping precinct – 27/3/2025	Knife	3
Bankstown public transport station – 27/3/2025	Knife	1
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 27/3/2025	Knife	1
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 27/3/2025	Knuckle dusters	1
City Shopping Centre, Tweed Heads – 3/4/2025	Knife	2
Fairfield CBD and transport station – 3/4/2025	Knife	2
Blacktown railway station, bus interchange and Westpoint shopping complex – 10/4/2025	Concealed blade-other device	1
Blacktown railway station, bus interchange and Westpoint shopping complex – 10/4/2025	Knife	1
Hurstville CBD shopping precinct and public transport station – 10/4/2025	Multi tool pocket knife	1
Mount Druitt Westfield and Mount Druitt railway station and bus interchange – 11/4/2025	Laser pointer > 1 milliwatt	1
Sutherland CBD shopping precinct and public transport station – 11/4/2025	Pistol	1
Wolli Creek public transport station – 11/4/2025	Knife	2
Dapto CBD shopping precinct and transport station – 11/4/2025	Knife	2
Shellharbour shopping precinct – 11/4/2025	Knife	1
Strathfield railway station – 19/4/2025	Knife	2
Central railway station – 21/4/2025	Multi tool pocket knife	1
Central railway station – 21/4/2025	Other prohibited article	1
Central railway station – 21/4/2025	Other sharp/cutting instrument	1
Redfern railway station – 22/4/2025	Flick knife	1
Redfern railway station – 22/4/2025	Multi tool pocket knife	1
Redfern railway station – 22/4/2025	Other sharp/cutting instrument	4
Redfern railway station – 22/4/2025	Scissors	1
Woy Woy railway station Deepwater Plaza and surrounds – 23/4/2025	Knife	3
Blacktown railway station, bus interchange and Westpoint shopping complex – 1/5/2025	Knife	2
Central railway station – 2/5/2025	Knife	1
Sydney CBD, shopping precinct, and transport hubs – 3/5/2025	Knife	1
Sydney CBD, shopping precinct, and transport hubs – 3/5/2025	Other prohibited article	1
Glenfield CBD shopping precinct and transport station – 9/5/2025	Knife	2
Katoomba St, Katoomba – 10/5/2025	Knife	1
Mount Druitt Westfield and Mount Druitt railway station and bus interchange – 15/5/2025	Knife	1
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 22/5/2025	Knife	1
Hornsby railway station and bus interchange, Hornsby Westfields and CBD – 22/5/2025	Knife	1
Hornsby railway station and bus interchange, Hornsby Westfields and CBD – 22/5/2025	Multi tool pocket knife	2
Hornsby railway station and bus interchange, Hornsby Westfields and CBD – 22/5/2025	Sheath knife	1
Queanbeyan CBD shopping precinct and transport station – 23/5/2025	Knife	2

Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 29/5/2025	Knife	1
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 29/5/2025	Multi tool pocket knife	1
Albury CBD – 30/5/2025	Knife	3
Campbelltown Mall shopping centre, Campbelltown CBD inclusive of Queen Street and Campbelltown railway station – 4/6/2025	Flick knife	1
Campbelltown Mall shopping centre, Campbelltown CBD inclusive of Queen Street and Campbelltown railway station – 4/6/2025	Knife	1
Campbelltown Mall shopping centre, Campbelltown CBD inclusive of Queen Street and Campbelltown railway station – 4/6/2025	Multi tool pocket knife	1
Campbelltown Mall shopping centre, Campbelltown CBD inclusive of Queen Street and Campbelltown railway station – 4/6/2025	Other sharp/cutting instrument	2
Summer Street, Orange and the surrounding shopping precinct – 12/6/2025	Knife	4
Summer Street, Orange and the surrounding shopping precinct – 12/6/2025	Multi tool pocket knife	1
Blacktown transport interchange, related carparks and Westpoint shopping complex – 12/6/2025	Scissors	1
Wollongong CBD and transport station – 19/6/2025	Knife	2
Wollongong CBD and transport station – 19/6/2025	Multi tool pocket knife	1
Stockland Wetherill Park shopping centre and Prairiewood T-way – 19/6/2025	Knife	1
Wagga Wagga CBD – 19/6/2025	Axe	1
Wagga Wagga CBD – 19/6/2025	Knife	4
Wagga Wagga CBD – 19/6/2025	Multi tool pocket knife	1
Lidcombe railway station and bus interchange – 25/6/2025	Knife	1
Mount Druitt Westfield and Mount Druitt railway station and bus interchange – 26/6/2025	Knife	4
Sydenham transport station – 27/6/2025	Other sharp/cutting instrument	1
Wolli Creek transport station – 27/6/2025	Knife	4
Wolli Creek transport station – 27/6/2025	Other prohibited article	1
Blacktown railway station, bus interchange and Westpoint shopping complex – 27/6/2025	Knife	3
Mount Druitt Westfield and Mount Druitt railway station and bus interchange – 28/6/2025	Knife	1
George Street, Haymarket, Town Hall, Wynyard, Central Station, Circular Quay and surrounds – 28/6/2025	Knife	6
Mount Druitt Westfield and Mount Druitt railway station and bus interchange – 29/6/2025	Knife	1
UNASSIGNED	Axe	1
UNASSIGNED	Cut-throat razor	1
UNASSIGNED	Knife	9
UNASSIGNED	Knuckle dusters	1
UNASSIGNED	Multi tool pocket knife	5
UNASSIGNED	Other sharp/cutting instrument	4
UNASSIGNED	Razor blade	1
Total		**193**

Note:· Assigning data to a specific declaration operation requires an incident to have the corresponding KCAD number recorded in the location field. If an incident meets the criteria but is missing a KCAD number, then this will instead be recorded under "(UNASSIGNED)", as it is not possible to determine which operation this relates to.

Breakdown of type of offences linked to charges linked to operation

Declared operation	Law part title	Number of charges
Central railway station including adjacent light rail – 12/12/2024	Bring etc prohibited drug/plant into place of detention	1
Central railway station including adjacent light rail – 12/12/2024	Custody of knife in public place - first offence-T1	4
Central railway station including adjacent light rail – 12/12/2024	Goods in personal custody suspected being stolen (not m/v)	1
Central railway station including adjacent light rail – 12/12/2024	Possess or use a prohibited weapon without permit-T2	4
Central railway station including adjacent light rail – 12/12/2024	Possess prohibited drug	2
Central railway station including adjacent light rail – 12/12/2024	Possession of equipment for administering prohibited drugs	1
Liverpool public transport station (Railway station, commuter car park and bus interchange) – 13/12/2024	Assault police officer in execution of duty w/o abh-T2	1
Liverpool public transport station (Railway station, commuter car park and bus interchange) – 13/12/2024	Custody of knife in public place - first offence-T1	2
Liverpool public transport station (Railway station, commuter car park and bus interchange) – 13/12/2024	Fail/refuse to comply with police officer in designated area	1
Liverpool public transport station (Railway station, commuter car park and bus interchange) – 13/12/2024	Possess prohibited drug	1
Liverpool public transport station (Railway station, commuter car park and bus interchange) – 13/12/2024	Possess/attempt to, prescribed restricted substance	1
Liverpool Westfield Shopping Centre – 13/12/2024	Custody of knife in public place - subsequent offence-T1	1
Liverpool Westfield Shopping Centre – 13/12/2024	Detention application - arrest	1
Liverpool Westfield Shopping Centre – 13/12/2024	Enter inclosed land not presc premises w/o lawful excuse	1
Liverpool Westfield Shopping Centre – 13/12/2024	Fail/refuse to comply with police officer in designated area	1
Liverpool Westfield Shopping Centre – 13/12/2024	Handle explosive/precursor without authorising licence	1
Liverpool Westfield Shopping Centre – 13/12/2024	Possess prohibited drug	1
Parramatta railway and bus interchange – 19/12/2024	Custody of knife in public place - first offence-T1	1
Parramatta railway and bus interchange – 19/12/2024	Custody of knife in public place - subsequent offence-T1	1
Parramatta railway and bus interchange – 19/12/2024	Goods in personal custody suspected being stolen (not m/v)	2
Parramatta railway and bus interchange – 19/12/2024	Have custody of an offensive implement in a public place	1
Parramatta railway and bus interchange – 19/12/2024	Possess prohibited drug	1
Parramatta railway and bus interchange – 19/12/2024	State incorrect name or address to an authorised officer	1
Parramatta railway and bus interchange – 19/12/2024	Travel or attempt to travel without valid ticket - minor	1
Wollongong public transport station (Railway station, commuter car park and bus interchange) – 19/12/2024	Custody of knife in public place - first offence-T1	5
Wollongong public transport station (Railway station, commuter car park and bus interchange) – 19/12/2024	Custody of knife in public place - subsequent offence-T1	1
Wollongong public transport station (Railway station, commuter car park and bus interchange) – 19/12/2024	Possess prohibited drug	1
Wollongong public transport station (Railway station, commuter car park and bus interchange) – 19/12/2024	Possession of equipment for administering prohibited drugs	1
Wollongong public transport station (Railway station, commuter car park and bus interchange) – 19/12/2024	Travel or attempt travel without valid ticket - adult	1

Crown Street Mall shopping precinct, Wollongong – 19/12/2024	Custody of knife in public place - first offence-T1	1
Crown Street Mall shopping precinct, Wollongong – 19/12/2024	Fail/refuse to comply with police officer in designated area	1
Blacktown railway station – 20/12/2024	Custody of knife in public place - first offence-T1	2
Blacktown railway station – 20/12/2024	Possess or use a prohibited weapon without permit-T2	1
Blacktown railway station – 20/12/2024	Possess prohibited drug	3
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 16/1/2025	Detention application - arrest	1
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 16/1/2025	Possess prohibited drug	2
Campbelltown railway station – 30/1/2025	Possess prohibited drug	1
Campbelltown CBD shopping precinct – 30/1/2025	Behave in offensive manner in/near public place/school	1
Campbelltown CBD shopping precinct – 30/1/2025	Have custody of an offensive implement in a public place	1
Campbelltown CBD shopping precinct – 30/1/2025	Intimidate police officer in execution of duty w/o abh-T2	1
Campbelltown CBD shopping precinct – 30/1/2025	Possess or use a prohibited weapon without permit-T2	1
Macarthur railway station – 30/1/2025	Custody of knife in public place - first offence-T1	1
ARES Dubbo Knife Scanning Operation – 8/2/2025	Custody of knife in public place - first offence-T1	1
ARES Dubbo Knife Scanning Operation – 8/2/2025	Possess prohibited drug	2
Wagga Wagga CBD shopping precinct – 13/2/2025	Custody of knife in public place - first offence-T1	3
Wagga Wagga public transport station – 13/2/2025	Custody of knife in public place - first offence-T1	1
Wagga Wagga public transport station – 13/2/2025	Custody of knife in public place - subsequent offence-T1	1
Wagga Wagga public transport station – 13/2/2025	Smoke in or on public passenger vehicle, train, public area	1
Harbour Drive retail strip, Coffs Harbour – 13/2/2025	Custody of knife in public place - first offence-T1	1
Harbour Drive retail strip, Coffs Harbour – 13/2/2025	Custody of knife in public place - subsequent offence-T1	1
Harbour Drive retail strip, Coffs Harbour – 13/2/2025	Fail/refuse to comply with police officer in designated area	1
Harbour Drive retail strip, Coffs Harbour – 13/2/2025	Hinder or resist police officer in the execution of duty	1
Blacktown transport interchange, related carparks and Westpoint shopping complex – 20/2/2025	Custody of knife in public place - first offence-T1	1
Blacktown transport interchange, related carparks and Westpoint shopping complex – 20/2/2025	Possess prohibited drug	4
Blacktown transport interchange, related carparks and Westpoint shopping complex – 20/2/2025	Possess/attempt to, prescribed restricted substance	1
Nowra CBD shopping precinct – 27/2/2025	Custody of knife in public place - first offence-T1	2
Nowra CBD shopping precinct – 27/2/2025	Custody of knife in public place - subsequent offence-T1	2
Nowra CBD shopping precinct – 27/2/2025	Fail/refuse to comply with police officer in designated area	1
Nowra CBD shopping precinct – 27/2/2025	Hinder or resist police officer in the execution of duty	1
Nowra CBD shopping precinct – 27/2/2025	Possess prohibited drug	1

Nowra CBD shopping precinct – 27/2/2025	Shoplifting-T2	1
Nowra CBD shopping precinct – 27/2/2025	Use offensive language in/near public place/school	1
Nowra CBD shopping precinct – 28/2/2025	Custody of knife in public place - first offence-T1	1
Nowra CBD shopping precinct – 28/2/2025	Custody of knife in public place - subsequent offence-T1	1
Nowra CBD shopping precinct – 28/2/2025	Goods in personal custody suspected being stolen (not m/v)	1
Nowra CBD shopping precinct – 28/2/2025	Possess prohibited drug	2
Bomaderry public transport station including Bomaderry shops directly opposite railway station – 28/2/2025	Custody of knife in public place - first offence-T1	1
Albury CBD – 6/3/2025	Custody of knife in public place - first offence-T1	2
Albury CBD – 6/3/2025	Deal with property proceeds of crime < $100000 & < $5000-T2	1
Albury CBD – 6/3/2025	Detention application - arrest	1
Albury CBD – 6/3/2025	Detention application notice after breach etc	1
Albury CBD – 6/3/2025	Goods in personal custody suspected being stolen (not m/v)	2
Albury CBD – 6/3/2025	Possess prohibited drug	3
Albury CBD – 6/3/2025	Supply prohibited drug >indictable & <commercial quantity-T1	1
2025-03-07 (09:00-21:00) - KCAD00001054 - Lavington shopping precinct including Lavington Square – 7/3/2025	Custody of knife in public place - first offence-T1	3
Westfield Shopping Centre, Bondi Railway Station, Bondi Bus Interchange	Custody of knife in public place - first offence-T1	2
Westfield Shopping Centre, Bondi railway station, Bondi bus interchange – 21/3/2025	Possess prohibited drug	1
Hurstville public transport station – 21/3/2025	Custody of knife in public place - first offence-T1	1
Hurstville public transport station – 21/3/2025	Possess housebreaking implements-T2	1
Hurstville public transport station – 21/3/2025	Possess prohibited drug	2
Hurstville public transport station – 21/3/2025	Possession of equipment for administering prohibited drugs	1
Hurstville public transport station – 21/3/2025	Travel or attempt travel without valid ticket - adult	1
Bankstown CBD shopping precinct – 27/3/2025	Enter vehicle or boat without consent of owner/occupier	1
Bankstown CBD shopping precinct – 27/3/2025	Take & drive conveyance w/o consent of owner-T2	1
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 27/3/2025	Affray-T1	1
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 27/3/2025	Attempt stalk/intimidate intend fear of harm (personal)-T2	1
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 27/3/2025	Goods in personal custody suspected being stolen (not m/v)	3
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 27/3/2025	Possess prohibited drug	1
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 27/3/2025	Possess/attempt to, prescribed restricted substance	1
Tweed City Shopping Centre, Tweed Heads – 3/4/2025	Custody of knife in public place - first offence-T1	1
Cabramatta CBD and transport station – 3/4/2025	Possess/attempt to, prescribed restricted substance	1

Fairfield CBD and transport station – 3/4/2025	Custody of knife in public place - first offence-T1	1
Fairfield CBD and transport station – 3/4/2025	Detention application - arrest	1
Fairfield CBD and transport station – 3/4/2025	Fail/refuse to comply with police officer in designated area	1
Bathurst CBD – 4/4/2025.	Detention application - arrest	1
Bathurst CBD – 4/4/2025.	Possess prohibited drug	3
Blacktown railway station, bus interchange and Westpoint shopping complex – 10/4/2025	Custody of knife in public place - first offence-T1	1
Blacktown railway station, bus interchange and Westpoint shopping complex – 10/4/2025	Detention application - arrest	1
Blacktown railway station, bus interchange and Westpoint shopping complex – 10/4/2025	Fail/refuse to comply with police officer in designated area	2
Blacktown railway station, bus interchange and Westpoint shopping complex – 10/4/2025	Hinder or resist police officer in the execution of duty	1
Hurstville CBD shopping precinct and public transport station – 10/4/2025	Custody of knife in public place - first offence-T1	1
Hurstville CBD shopping precinct and public transport station – 10/4/2025	Possess prohibited drug	1
Miranda CBD shopping precinct and public transport station – 10/4/2025	Detention application notice after breach etc	1
Miranda CBD shopping precinct and public transport station – 10/4/2025	Fail/refuse to comply with police officer in designated area	1
Miranda CBD shopping precinct and public transport station – 10/4/2025	Hinder or resist police officer in the execution of duty	1
Miranda CBD shopping precinct and public transport station – 10/4/2025	Possess prohibited drug	2
Miranda CBD shopping precinct and public transport station – 10/4/2025	Shoplifting value <=$2000-T2	1
Mount Druitt Westfield and Mount Druitt railway station and bus interchange – 11/4/2025	Possess or use a prohibited weapon without permit-T2	1
Mount Druitt Westfield and Mount Druitt railway station and bus interchange – 11/4/2025	Possess prohibited drug	2
Sutherland CBD shopping precinct and public transport station – 11/4/2025	Acquire etc pistol part - subject to prohibition order-T2	1
Sutherland CBD shopping precinct and public transport station – 11/4/2025	Acquire firearm part without authority to do so-T2	1
Sutherland CBD shopping precinct and public transport station – 11/4/2025	Possess prohibited drug	2
Wolli Creek public transport station – 11/4/2025	Custody of knife in public place - subsequent offence-T1	2
Wolli Creek public transport station – 11/4/2025	Possession of equipment for administering prohibited drugs	1
Shellharbour shopping precinct – 11/4/2025	Custody of knife in public place - first offence-T1	1
Shellharbour shopping precinct – 11/4/2025	Possess prohibited drug	2
Lidcombe railway station – 18/4/2025	Variation application notice after breach etc	1
Strathfield railway station – 19/4/2025	Custody of knife in public place - first offence-T1	2
Strathfield railway station – 19/4/2025	Goods in personal custody suspected being stolen (not m/v)	1
Central railway station – 21/4/2025	Detention application - arrest	1
Central railway station – 21/4/2025	Have custody of an offensive implement in a public place	1
Central railway station – 21/4/2025	Possess prohibited drug	3
Central railway station – 21/4/2025	Possession of equipment for administering prohibited drugs	1

Redfern railway station – 22/4/2025	Behave in offensive manner in/near public place/school	1
Redfern railway station – 22/4/2025	Custody of knife in public place - first offence-T1	2
Redfern railway station – 22/4/2025	Enter/leave restricted area not process ticket - adult	2
Redfern railway station – 22/4/2025	Goods in personal custody suspected being stolen (not m/v)	1
Redfern railway station – 22/4/2025	Hinder or resist police officer in the execution of duty	1
Redfern railway station – 22/4/2025	Possess housebreaking implements-T2	1
Redfern railway station – 22/4/2025	Possess prohibited drug	1
Redfern railway station – 22/4/2025	State incorrect name or address to an authorised officer	1
Woy Woy railway station, Deepwater Plaza and surrounds – 23/4/2025	Custody of knife in public place - first offence-T1	1
Sydney CBD, shopping precinct, and transport hubs – 3/5/2025	Have custody of an offensive implement in a public place	1
Glenfield CBD shopping precinct and transport station – 9/5/2025	Custody of knife in public place - first offence-T1	2
Glenfield CBD shopping precinct and transport station – 9/5/2025	Possess prohibited drug	1
Katoomba St, Katoomba – 10/5/2025	Custody of knife in public place - first offence-T1	2
Mount Druitt Westfield and Mount Druitt railway station and bus interchange – 15/5/2025	Fail/refuse to comply with police officer in designated area	1
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 22/5/2025	Custody of knife in public place - subsequent offence-T1	1
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 22/5/2025	Detention application - arrest	1
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 22/5/2025	Goods in personal custody suspected being stolen (not m/v)	1
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 22/5/2025	Possess counterfeit money (not excepted counterfeit coin)	1
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 22/5/2025	Possess prohibited drug	1
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 22/5/2025	Shoplifting-T2	3
Hornsby railway station and bus interchange, Hornsby Westfields and CBD – 22/5/2025	Contravene prohibition/restriction in AVO (Domestic)	1
Hornsby railway station and bus interchange, Hornsby Westfields and CBD – 22/5/2025	Custody of knife in public place - first offence-T1	2
Hornsby railway station and bus interchange, Hornsby Westfields and CBD – 22/5/2025	Custody of knife in public place - subsequent offence-T1	1
Hornsby railway station and bus interchange, Hornsby Westfields and CBD – 22/5/2025	Goods in personal custody suspected being stolen (not m/v)	1
Hornsby railway station and bus interchange, Hornsby Westfields and CBD – 22/5/2025	Possess prohibited drug	2
Hornsby railway station and bus interchange, Hornsby Westfields and CBD – 22/5/2025	Travel or attempt travel without valid ticket - adult	1
Hornsby railway station and bus interchange, Hornsby Westfields and CBD – 22/5/2025	Use offensive language in/near public place/school	1
Queanbeyan CBD shopping precinct and transport station – 23/5/2025	Possess prohibited drug	1
Parramatta Westfield Shopping Centre and Parramatta railway and bus interchange – 29/5/2025	Custody of knife in public place - first offence-T1	1
Albury CBD – 30/5/2025	Custody of knife in public place - first offence-T1	2

Albury CBD – 30/5/2025	Harass police officer in execution of duty w/o abh-T2	1
Albury CBD – 30/5/2025	Possess prohibited drug	3
Dubbo CBD and showground – 31/5/2025	Affray-T1	1
Campbelltown Mall shopping centre, Campbelltown CBD inclusive of Queen Street and Campbelltown railway station – 4/6/2025	Custody of knife in public place - first offence-T1	3
Campbelltown Mall shopping centre, Campbelltown CBD inclusive of Queen Street and Campbelltown railway station – 4/6/2025	Possess/attempt to, prescribed restricted substance	1
Rouse Hill Public transport station – 5/6/2025	Possess prohibited drug	1
Gosford railway station – 6/6/2025	Possess prohibited drug	1
Gosford railway station – 6/6/2025	Possess prohibited plant <=small quantity-T2	1
Summer Street, Orange and the surrounding shopping precinct – 12/6/2025	Custody of knife in public place - subsequent offence-T1	2
Summer Street, Orange and the surrounding shopping precinct – 12/6/2025	Possess prohibited drug	3
Blacktown transport interchange, related carparks and Westpoint shopping complex – 12/6/2025	Behave in offensive manner in/near public place/school	1
Blacktown transport interchange, related carparks and Westpoint shopping complex – 12/6/2025	Custody of knife in public place - subsequent offence-T1	1
Wollongong CBD and transport station – 19/6/2025	Custody of knife in public place - first offence-T1	3
Wollongong CBD and transport station – 19/6/2025	Custody of knife in public place - subsequent offence-T1	2
Wollongong CBD and transport station – 19/6/2025	Possess prohibited drug	5
Wollongong CBD and transport station – 19/6/2025	Possession of equipment for administering prohibited drugs	1
Wollongong CBD and transport station – 19/6/2025	Shoplifting value <=$2000-T2	1
Dapto CBD shopping precinct and transport station – 19/6/2025	Possess prohibited drug	1
Wagga Wagga CBD – 19/6/2025	Custody of knife in public place - first offence-T1	1
Wagga Wagga CBD – 19/6/2025	Goods in personal custody suspected being stolen (not m/v)	1
Wagga Wagga CBD – 19/6/2025	Possess housebreaking implements-T2	1
Mount Druitt Westfield and Mount Druitt railway station and bus interchange – 26/6/2025	Custody of knife in public place - first offence-T1	2
Mount Druitt Westfield and Mount Druitt railway station and bus interchange – 26/6/2025	Possess prohibited drug	1
Mount Druitt Westfield and Mount Druitt railway station and bus interchange – 26/6/2025	Possess/attempt to, prescribed restricted substance	1
Mount Druitt Westfield and Mount Druitt railway station and bus interchange – 26/6/2025	Recklessly deal with proceeds of crime <=$5000-T2	1
Mount Druitt Westfield and Mount Druitt railway station and bus interchange – 26/6/2025	Supply prohibited drug >small & <=indictable quantity-T1	1
Wolli Creek transport station – 27/6/2025	Behave offensive manner in/on public passenger vehicle etc	1
Wolli Creek transport station – 27/6/2025	Custody of knife in public place - first offence-T1	1
Wolli Creek transport station – 27/6/2025	Possess or use a prohibited weapon without permit-T2	1
Wolli Creek transport station – 27/6/2025	Possess prohibited drug	1
Wolli Creek transport station – 27/6/2025	Travel or attempt travel without valid ticket - adult	1
Blacktown railway station, bus interchange and Westpoint shopping complex – 27/6/2025	Goods in personal custody suspected being stolen (not m/v)	1

Mount Druitt Westfields and Mount Druitt railway station and bus interchange – 27/6/2025	Contravene prohibition/restriction in AVO (Personal)	1
Mount Druitt Westfields and Mount Druitt railway station and bus interchange – 27/6/2025	Custody of knife in public place - first offence-T1	1
Mount Druitt Westfields and Mount Druitt railway station and bus interchange – 27/6/2025	Possess prohibited drug	1
George Street, Haymarket, Town Hall, Wynyard, Central Station, Circular Quay and surrounds – 28/6/2025	Assault police officer in execution of duty w/o abh-T2	1
George Street, Haymarket, Town Hall, Wynyard, Central Station, Circular Quay and surrounds – 28/6/2025	Custody of knife in public place - first offence-T1	2
George Street, Haymarket, Town Hall, Wynyard, Central Station, Circular Quay and surrounds – 28/6/2025	Custody of knife in public place - subsequent offence-T1	1
George Street, Haymarket, Town Hall, Wynyard, Central Station, Circular Quay and surrounds – 28/6/2025	Hinder or resist police officer in the execution of duty	1
George Street, Haymarket, Town Hall, Wynyard, Central Station, Circular Quay and surrounds – 28/6/2025	Possess prohibited drug	1
George Street, Haymarket, Town Hall, Wynyard, Central Station, Circular Quay and surrounds – 28/6/2025	Supply prohibited drug >indictable & <commercial quantity-T1	1
2025-06-30 (13:00-01:00) - KCAD00001237 - Blacktown railway station, bus interchange and Westpoint shopping complex – 30/6/2025	Detention application notice after breach etc	1
2025-06-30 (13:00-01:00) - KCAD00001237 - Blacktown railway station, bus interchange and Westpoint shopping complex – 30/6/2025	Shoplifting value <=$2000-T2	3
UNASSIGNED	Assault police officer in execution of duty cause abh-T1	1
UNASSIGNED	Assault police officer in execution of duty w/o abh-T2	3
UNASSIGNED	Break & Enter house etc steal value <= $60,000-T1	1
UNASSIGNED	Custody of knife in public place - first offence-T1	8
UNASSIGNED	Custody of knife in public place - subsequent offence-T1	2
UNASSIGNED	Deal with property proceeds of crime < $100000 & < $5000-T2	1
UNASSIGNED	Detention application - arrest	5
UNASSIGNED	Detention application notice after breach etc	1
UNASSIGNED	Drive motor vehicle during disqualification period - 1st off	1
UNASSIGNED	Fail/refuse to comply with police officer in designated area	3
UNASSIGNED	Goods in personal custody suspected being stolen (not m/v)	6
UNASSIGNED	Have custody of an offensive implement in a public place	2
UNASSIGNED	Hinder or resist police officer in the execution of duty	3
UNASSIGNED	Intimidate police officer in execution of duty w/o abh-T2	1
UNASSIGNED	Not police officer/special constable wear etc police uniform	1
UNASSIGNED	Possess housebreaking implements-T2	1
UNASSIGNED	Possess prohibited drug	14
UNASSIGNED	Possess/attempt to, prescribed restricted substance	1
UNASSIGNED	Possession of equipment for administering prohibited drugs	2

UNASSIGNED	Refuse/fail to comply with direction under Part 14	1
UNASSIGNED	Shoplifting value <=$2000-T2	2
UNASSIGNED	Shoplifting-T2	1
UNASSIGNED	Supply prohibited drug >small & <=indictable quantity-T1	1
UNASSIGNED	Travel or attempt travel without valid ticket - adult	1
UNASSIGNED	Use unregistered registrable Class A motor vehicle on road	1
UNASSIGNED	Variation application notice after breach etc	3
Total		**337**

Note: the total number of charges will not match the total 'all charges linked to operation' from the Declared operations table on page 155 as this would be comparing a count of charges vs offences). A charge can be made up of multiple offences.

Note:· Assigning data to a specific declaration operation requires an incident to have the corresponding KCAD number recorded in the location field. If an incident meets the criteria but is missing a KCAD number, then this will instead be recorded under "(UNASSIGNED)", as it is not possible to determine which operation this relates to.

Honours and awards

NSW POLICE FORCE AWARDS & MEDALS

Commissioner's Valour Award

Awarded to police officers for exceptional bravery in a life-threatening situation with a clear, significant risk to life.

Leading Senior Constable Christopher Guinery

Senior Constable Aidan Hoffman

Senior Constable Emma Cole

Constable Brett Mitchell

Constable Christopher Vinter

Probationary Constable Daniel Allen

Commissioner's Commendation - Courage

Awarded to police officers where the risk to life has been less apparent than criteria for the Valour Award but where sufficient courage has been shown under hazardous circumstances.

The late Sergeant Peter Stone

Leading Senior Constable Michael Stepanian

Senior Constable Alan Alphonso

Senior Constable Glen Wymark

Senior Constable Robert Wilson

Senior Constable Matthew Brownlee

Constable Evangelos Nuner
Constable Luke Haynes
Mr Joseph Carfi

Commissioner's Commendation - Service

Awarded to recognise outstanding service.

Deputy Commissioner David Hudson, APM
Deputy Commissioner Peter Thurtell, APM
Deputy Commissioner Paul Pisanos, APM
Deputy Commissioner Dean Smith, APM
Assistant Commissioner Mark Murdoch, APM
Assistant Commissioner Mark Walton, APM
Assistant Commissioner Michael Fitzgerald, APM
Chief Superintendent Christine McDonald
Chief Superintendent Michael Sheehy, APM
Detective Superintendent Darren Bennett
Detective Superintendent Daniel Doherty, APM
Detective Superintendent Albert Joseph
Superintendent John Stapleton
Superintendent Donna McCarthy, APM
Detective Chief Inspector Bernhard Janssen, APM
Detective Chief Inspector Wayne Walpole
Detective Inspector Darren Sly
Detective Inspector David Gawel
Detective Chief Inspector Jason Dickinson
Inspector Eugene Steek
Inspector Mark Hayes
Inspector Adam Pearce
Detective Sergeant Justin Hallett
Detective Sergeant Nicholas Walker
Detective Sergeant Stephen Hunt
Detective Senior Constable Peter Kazzi
Detective Senior Constable Luke McAneny
Detective Senior Constable Benjamin Whitehouse
Detective Senior Constable Anthony Moore
Detective Senior Constable Jon Oldfield
Detective Senior Constable Stephen Seymour
Senior Constable Matthew Foley
Senior Constable Jonathan Wright
Special Constable Grant Byrom
Ms Natalie Marsic, PSM
Ms Nicole Miller
Ms Sarah Wooster
Ms Kim Miller
Mr Robert Hutchison
Ms Alison Wallace

Commissioner's Commendation - Community Service

Awarded to recognise outstanding Community service.

Assistant Commissioner Michael Fitzgerald, APM
Assistant Commissioner Gavin Wood, APM
Chief Inspector Scott Russell
Inspector Perri Hayes
Senior Constable Ann Sidlo

Commissioner's Emergency Commendation

Awarded to employees of the NSW Police Force, recognising outstanding and extraordinary commitment to duty and professionalism during natural disasters and emergency deployments.

Medals: 16

Clasps: 740

Commissioner's Unit Citation

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

Deputy Commissioner David Hudson, APM
Assistant Commissioner Mark Murdoch, APM
Detective Superintendent Albert Joseph
Detective Superintendent Darren Bennett
Superintendent John Stapleton
Superintendent Danielle Emerton
Superintendent Andrew Garner
Detective Chief Inspector David Adney, APM
Detective Chief Inspector Grant Raper
Detective Chief Inspector Grant Elder
Chief Inspector Linda Penteado
Chief Inspector Daniel Wiggins
Chief Inspector Helen Halcro
Chief Inspector David Miller
Chief Inspector Brett Smith
Chief Inspector Brenton Charlton
Detective Inspector Mardi Forsyth
Detective Inspector Shane Richards
Detective Inspector Thomas Howes
Detective Inspector Jonathan Healy
Detective Inspector Darren Sly
Detective Inspector David Gawel
Inspector Josephine lmmarrata
Inspector Charles Agius
Inspector Paul Paxton
Inspector Kevin Day
Inspector James Dyson
Inspector Callum Patton
Inspector Morgan Cook
Inspector Scott Robertson
Detective Senior Sergeant Cheyne Burgess
Detective Senior Sergeant Glen Robison
Detective Sergeant Stephen Hudson
Detective Sergeant Carl Dorrough
Detective Sergeant Grant Prosser
Detective Sergeant John Cosgrove
Detective Senior Sergeant Hugh Brandon
Senior Sergeant Bradley Graham
Senior Sergeant Glenn Parkin
Senior Sergeant Cameron Macraild
Senior Sergeant Craig Woods
Senior Sergeant Justin Waters
Senior Sergeant Adam Attuell
Senior Sergeant Brett Ferrari
Senior Sergeant Bradley Robinson
Detective Sergeant Darren Strik
Detective Sergeant Nicholas Kenny
Detective Sergeant Thomas Staciwa
Detective Sergeant Justin Hallett
Detective Sergeant Brett Mason
Detective Sergeant Kristy Jennar
Detective Sergeant Dane Healey
Detective Sergeant Mitchell Bosworth
Detective Sergeant Fabio Furia
Detective Sergeant Paul Mangan
Detective Sergeant Peter Thomas
Detective Sergeant James Meyer
Detective Sergeant Samuel Brennan
Detective Sergeant Aaron Phillips
Detective Sergeant Luke David Campton
Detective Sergeant Michael Flanagan
Detective Sergeant Nicholas Walker
Detective Sergeant Mark Galvin
Detective Sergeant Darius Halim
Detective Sergeant Scott Danswan
Detective Sergeant George George
Detective Sergeant Aleksandar Vujacic
Detective Sergeant Hugh Michaelson
Detective Sergeant Michael McGuirk
Detective Sergeant Christophe Person
Detective Sergeant Andrew Vaughan
Detective Sergeant Andrew Ross
Detective Sergeant Adam Goodhew
Detective Sergeant Jay Tonkin
Detective Sergeant Michael O'Brien
Detective Sergeant Mina Grace
Detective Sergeant Matthew Schenke
Detective Sergeant Mitchell West
Sergeant Andrew John Geraghty
Sergeant Christopher Edward Turville

Sergeant Aidan Brian Hodge
Sergeant Blake David Ferguson
Sergeant Peter Michael
Sergeant Dallas Atkinson
Sergeant Paul Gauci
Sergeant Arthur Vlachos
Sergeant Levi Summerfield
Sergeant Andrew Bonora
Sergeant Adrian Citraro
Sergeant Sharon Gocher
Sergeant Jane Josephs
Sergeant Donna Dalliwall
Sergeant Lauren Jarman
Sergeant Paul Miller
Sergeant Helen Frame
Sergeant Rene Van Hoven
Sergeant Matthew Wallace
Sergeant Adam Bateman
Sergeant Adam Proudfoot
Sergeant Martin Brogan
Sergeant Dayne Brown
Sergeant Melissa Brown
Sergeant Craig Skeels
Sergeant Wade Mogg
Sergeant Michael Hood
Sergeant Andrew Sharpe
Sergeant Brett Taylor
Sergeant Steven Jaeschke
Sergeant Andrew Wilson
Sergeant Bradley Snell
Sergeant Tye Gardner
Sergeant Kelli Woodley
Sergeant Andrew Cashmere
Sergeant Andrew Pieper
Sergeant Mathew Leetham
Sergeant Roger Millar
Sergeant Jessica Syne
Sergeant Simon Popovic
Sergeant Gary Ward
Sergeant Nicholas Brunyee
Sergeant Erin Munro
Sergeant Grant Dunn
Sergeant Rhys Varley
Sergeant Jason Immens
Sergeant Tan Ilgaz
Sergeant Stephen Waddington
Sergeant Matthew Bailey
Sergeant Katherine Weissel
Sergeant Benjamin Pilsworth
Sergeant Rodney Spencer
Sergeant Matthew Schibeci
Sergeant David Giblett
Sergeant Michael Todd
Sergeant Owen Barnes
Sergeant Andrew McIntosh
Sergeant Nancy Warren
Sergeant Dean La Greca
Sergeant Daniel Dring
Sergeant Mitchell Owen
Sergeant Shane Ranee
Sergeant Manu Morrison
Sergeant Kristy Milligan
Sergeant Ryan Ford
Sergeant Daniel Hewett
Sergeant Peter Mullans
Leading Senior Constable Andrew Nelmes
Leading Senior Constable Michael De Ceglie
Leading Senior Constable Peter Cleary
Leading Senior Constable Joshua Bonnici
Leading Senior Constable Christopher Guinery
Leading Senior Constable David Dykes
Leading Senior Constable Luke Keir
Detective Senior Constable David Little
Detective Senior Constable Brett Hill
Detective Senior Constable Aaron Bennett
Detective Senior Constable Brydie Cameron
Detective Senior Constable Wesley Clough
Detective Senior Constable Veronica Stevens
Detective Senior Constable Jason Quick
Detective Senior Constable Anthony Burnet
Detective Senior Constable Abdulla Omar
Detective Senior Constable Duncan Thompson
Detective Senior Constable Kutlu Gurbuz
Detective Senior Constable Matthew Alam
Detective Senior Constable Asher Daly
Detective Senior Constable Benjamin Sega
Detective Senior Constable Mitchell Doubleday
Detective Senior Constable Christopher Vea

Detective Senior Constable Bradley Ives
Detective Senior Constable Mark Delaney
Detective Senior Constable Peter Haywood
Detective Senor Constable Leonard Chang
Detective Senior Constable Jakob Vassallo
Detective Senior Constable Briana Lee
Detective Senior Constable Leigh Hadley
Detective Senior Constable Amy Robertson
Detective Senior Constable Mieke Williams
Detective Senior Constable Justin Saunders
Detective Senior Constable Annemarie Buckland
Detective Senior Constable Brett Matthews
Detective Senior Constable Benjamin Whitehouse
Detective Senior Constable Ashlee Stuart
Detective Senior Constable Peter Kazzi
Detective Senior Constable Dylan Manga
Detective Senior Constable Stephen Hodge
Detective Senior Constable Jelena Christanga
Detective Senior Constable Glen Sullivan
Detective Senior Constable Nicole Follington
Detective Senior Constable James Bale
Detective Senior Constable Terren Cheung
Detective Senior Constable Lee Gorman
Detective Senior Constable James Bale
Detective Senior Constable Kristie McGee
Detective Senior Constable Roger Andrighetto
Detective Senior Constable Kristel Mathews
Detective Senior Constable Shahzad Jamal
Detective Senior Constable Petros Simitsopoulos
Detective Senior Constable Sheridan Cato
Detective Senior Constable Kayla Brown
Detective Senior Constable Michael Bown
Detective Senior Constable Leo Blazevic
Detective Senior Constable Michael Carter
Detective Senior Constable Nathan McLean
Detective Senior Constable Ari Jean Barr
Detective Senior Constable Howard Perng
Detective Senior Constable Brendon Coppola
Detective Senior Constable James Hall
Detective Senior Constable Kyle Sonter
Detective Senior Constable Ashleigh Bates
Detective Senior Constable John Abdel-Sayed
Detective Senior Constable Michael Rodgers
Detective Senior Constable Musa Adalis
Detective Senior Constable Stephen Fitzgerald
Detective Senior Constable Fiona Paulo
Detective Senior Constable Jordan Woods
Detective Senior Constable Maddison Warner
Detective Senior Constable Jamie Rizzeri
Detective Senior Constable Anthony McNulty
Detective Senior Constable Kiran Sharma
Detective Senior Constable Brent Valleau
Detective Senior Constable Andre Poggian
Detective Senior Constable Aaron Richardson
Detective Senior Constable Bradley Atkins
Detective Senior Constable Kieran Glenzendorf
Detective Senior Constable Matthew Fitzgerald
Detective Senior Constable Daniel Fielding
Detective Senior Constable Susan Fox
Detective Senior Constable Kathleen Francis
Detective Senior Constable Anita Watson
Detective Senior Constable Kristijan Korman
Detective Senior Constable Gareth Michael
Detective Senior Constable Matthew Blackburn
Detective Senior Constable Danielle Kirchen
Detective Senior Constable Glen Pritchard
Detective Senior Constable James Dinnerville
Detective Senior Constable Dastan Kordy
Senior Constable Craig Connery
Senior Constable Narayan Holden
Senior Constable Tristan Susi
Senior Constable Elliott Housego
Senior Constable Jeremy Roufogalis
Senior Constable Timothy Waite
Senior Constable Michelle Borg
Senior Constable Kosta Giotis
Senior Constable Michael Harte
Senior Constable Carson Hamilton
Senior Constable Plawit Evans
Senior Constable Thomas Smith
Senior Constable Luke Buckingham
Senior Constable Neil Mardling
Senior Constable Nathan Branch
Senior Constable Joshua Mendyk
Senior Constable Daniel Sendelbeck
Senior Constable Ryan Nagle
Senior Constable Kate Attenborough
Senior Constable Matthew Kearns

Senior Constable Angus Dumbrell
Senior Constable Michael Fadeli
Senior Constable Jason Touma
Senior Constable Bradley Barbara
Senior Constable Darine Jarrar
Senior Constable David Gillan
Senior Constable Daniel McAlister
Senior Constable Michael Stoten
Senior Constable Jason Baker
Senior Constable Lauren Gardiner
Senior Constable Scott Barnsley
Senior Constable Garry Frost
Senior Constable Theo Papadopoulos
Senior Constable Samuel Pascoe
Senior Constable James Davidson
Senior Constable Edward Forbes
Senior Constable Ashley Wilkie
Senior Constable Tyler Blackwell
Senior Constable Nathan Bradd
Senior Constable Matthew Hartcher
Senior Constable Christopher Murphy
Senior Constable John Cowling
Senior Constable Ricardo Retamal
Senior Constable Murray Place
Senior Constable Scott Ezzy
Senior Constable Brett McGlynn
Senior Constable Simon Shaw
Senior Constable Adam Cliff
Senior Constable Daniel Grace
Senior Constable Cameron Turner
Senior Constable Michelle Prestage
Senior Constable Shane Sanger
Senior Constable Mathew Stewart
Senior Constable Emma Cole
Senior Constable Aidan Hoffman
Senior Constable Michael Kovacs
Senior Constable Mark Brabrook
Senior Constable Paul Jones
Senior Constable Lee Gorman
Senior Constable Andrew Cooke
Senior Constable Andrew Van De Brug
Senior Constable Paul Best
Senior Constable Todd Mathers
Senior Constable James Cager
Senior Constable Belinda Pont
Senior Constable Shaun Skehan
Senior Constable Ian Simmons
Senior Constable Jacky Suen
Senior Constable John Abdel-Sayed
Senior Constable Joshua Windley
Senior Constable George Nguyen
Senior Constable Sara Connery
Senior Constable Dougal Brown
Senior Constable Brett Marks
Senior Constable Amanda Khoury
Senior Constable Bella Di Giulio
Senior Constable Winnie Vogue
Senior Constable Tyler Farac
Senior Constable Cameron Nye
Senior Constable Mathew Dixon
Senior Constable Aaron Gunn
Senior Constable Julian Hicks
Senior Constable Brett Stiff
Senior Constable Simon Burke
Senior Constable James Dennis
Senior Constable Alexandra Kent
Senior Constable Shane Lindsay
Senior Constable Nathan Brown
Senior Constable Mark Peresson
Senior Constable Michael Jervis
Senior Constable Christopher Warn
Senior Constable Peter Wood
Senior Constable Brett Taylor
Senior Constable John Porter
Senior Constable Luke Buxton
Senior Constable Kevin Bloomfield
Senior Constable Mathew Biro
Senior Constable Erick Sorgese
Detective Constable Tanya Montuori
Constable Michael Turner
Constable Taylah Parker
Constable Rebekah Costello
Constable David Malak
Constable James Calderbank
Constable Christopher Vinter
Constable Brett Mitchell
Constable Jayden Magennis
Constable Leigh Jamieson

Constable Aaron Mondon
Constable Todd Slaughter
Constable Carter Breeze-Backers
Constable Hayden Spittle
Constable Celeste Elliott
Constable Adam Ghani
Constable Andrew Lamparelli
Constable Ryan Napper
Constable Jordan Clout
Constable Luke Thompson
Probationary Constable Aitor Delgado
Probationary Constable Daniel Allen
Mr Adrian Leong
Mr Christopher Anderson
Ms Jessica Bunting
Ms Sarah Adair
Ms Melissa Caruana
Ms Hayley Cunningham
Ms Joanne Sofrenic
Ms Alexandra Cowan
Ms Kaitlin Ball
Mr Michael Whyte
Ms Rebecca Zane
Mr Elton Potgieter
Mr Matthew Bolton
Ms Zoe Nelson
Mr Joel Waszczuk
Mr Cristiaan Brown

Commissioner's Certificate of Merit

Awarded for outstanding work under hazardous circumstances or outstanding performance of duty.

Detective Sergeant Matthew O'hehir
Sergeant John Dickens
Sergeant Ian Robinson
Sergeant Matthew McCarthy
Leading Senior Constable Richard Brown
Detective Senior Constable Todd Pascoe
Senior Constable Benjamin Cook
Senior Constable Jodie Bodell
Senior Constable Andrew Nixon
Probationary Constable Matthew Phillips
Mr Geoffrey Walsh
Mr Adam Coggan
Ms Kiera Cusbert
Mr Siosaia Taumoepeau
Mrs Carolyn Walsh
Mr Alex Walsh
Ms Paige Power

Commissioner's Certificate of Appreciation

Awarded where recognition for their support to the objectives of the NSW Police Force is deserved.

Mr Nick Politis, AM
Mr Joe Kelly
Mr Paul Grzanka
Mr Ryan Chant
Mr Anthony Brooks
Mr Brad Humphry
Ms Kylie-Ann Haynes
Mr Glen Hawke
Mr David Gallop
Ms Kerry Mather
Ms Laura Dein
Mr Johnny Noafol
Mr Keely Hardiman
Shannon Hewitt
Mr Jordan Laing
Mr Simon Fordham
Mr Neil Dressmann
Mr Liam Alexander
Mr Lucian Wiseman
Mr John Given, OAM
Mr Peter Price, AM

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.

Medals: 570

Clasps: 1704

NSW Police Diligent & Ethical Service Medallion

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

Medallions: 81

Roundels: 266

NSW Police Diligent & Ethical Service Medal – Special Constable (Sworn)

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.

Medals: 63

Clasps: 46

Commissioner's Long Service Award

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

Awards: 183

AUSTRALIAN HONOURS & AWARDS

Australian Police Medal

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

Detective Superintendent Matthew Craft
Superintendent Shane Cribb
Superintendent Paul Dunstan
Detective Chief Inspector Craig James
Detective Chief Inspector Sotirios Courcoulos
Chief Inspector Andrew Bullock
Chief Inspector Peter Jenkins
Detective Inspector Mardi Forsyth
Detective Inspector Joseph Maree
Inspector Helen McWilliam
Inspector Charles Agius
Inspector Andrew Brady
Senior Sergeant Brook Russell
Detective Sergeant Craig Ryan
Detective Sergeant Ellen Quinn
Sergeant Sean McDowell
Sergeant Matthew Cavanagh

National Emergency Medal

Awarded to persons who rendered sustained or significant service during nationally significant emergencies in Australia.

Bushfires 2019-20 clasp: 189

TC Debbie 2017 clasp: 1

National Police Service Medal

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

Medals: 562

National Medal

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

Medals: 424

Clasps: 303

Bravery Medal

The late Senior Constable Kelly Ann Foster

Group Bravery Citation

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

One member of the Tactical Operations Unit, Negotiation Unit, Rescue and Bomb Disposal, Dog Unit and Highway Patrol

NSW STATE AWARDS

NSW Premier's Bushfire Emergency Citation

Awarded for emergency service provided in the 2019-20 Bushfire Emergency response in NSW.

Citations: 71

Glossary

ADVO Apprehended Domestic Violence Order

AFP Australian Federal Police

ANZCTC Australia-New Zealand Counter-Terrorism Committee

APM Australian Police Medal

BOCSAR NSW Bureau of Crime Statistics & Research

CAD Computer Aided Dispatch

CAN Court Attendance Notice

CATI Computer Assisted Telephone Interviewing

CIRT Critical incident response training

CMR Central Metropolitan Region

COMPASS Command Performance Accountability System

COPS Computerised Operational Policing System

CPO Crime Prevention Officer

DFV Domestic & Family Violence

DVHROT Domestic Violence High Risk Offender Team

DSC Detective Senior Constable

EDDI Early Drug Diversion Initiative

EDW Enterprise Data Warehouse

EM Emergency Management

EOM Enterprise Operating Model

EPSS Enhanced Police Support Scheme

ERE Employee related expenses

FETS Forensics Evidence and Technical Services Command

FPO Firearm Prohibition Order

GHB Gamma-hydroxybutyrate

GIPA Government Information (Public Access)

HRIP Act Health Records and Information Privacy Act 2002

HVP High-Visibility Policing

IRC Industrial Relations Commission

LEPRA Law Enforcement (Powers and Responsibilities) Act 2002

LSC Leading Senior Constable

MAC Marine Area Command

MCLO Multicultural Community Liaison Officer

mCOPS Mobile Computerised Operational Policing System

MNDB Scheme Mandatory Notification of Data Breach Scheme

MobiPOL Mobile Policing Program

NCAT NSW Civil and Administrative Tribunal

NSCSP National Survey of Community Satisfaction with Policing

NWMR North West Metropolitan Region

OCN Organised Crime Networks

OSG Operations Support Group

PAC Police Area Command

PALM Pacific Australia Labour Mobility Scheme

PCA Prescribed Concentration of Alcohol

PCYC Police Citizens Youth Club

PD Police District

PETE Police Education Training Environment

PIPP Act Privacy and Personal Information Protection Act 1998

PMAC Police Multicultural Advisory Council

PTC Police Transport Command

PULSE Suite of health, safety and wellbeing initiatives

RBT Random Breath Testing

RCPT Rural Crime Prevention Team

RES Region Enforcement Squad

s181D Section of the Police Act 1990 under which a police officer is removed from the NSW Police Force

s80(3) Section of the Police Act 1990 under which a probationary police officer may be dismissed from the NSW Police Force

SAP Systems, Applications & Products

SC Senior Constable

SE Senior Executive

SF Strike Force

SOORT The Statutory and Other Offices Renumeration Tribunal

SWMR South West Metropolitan Region

THPC Traffic & Highway Patrol Command

TORS Tactical Operations Regional Support

TOU Tactical Operations Unit

TRP Total Renumeration Package

VA Valour Award

WPO Weapons Prohibition Order

YLO Youth Liaison Officer

Index

Contact details

NSW Police Force Headquarters

1 Charles Street, Parramatta, NSW 2150
Postal address: Locked Bag 5102, Parramatta, NSW 2124
Website: www.police.nsw.gov.au
Customer Assistance Unit: 1800 622 571
Monday to Friday, 8am-4pm (free call)
TTY (for hearing or speech impaired): (02) 9211 3776

Region offices

Central Metropolitan Region

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

North West Metropolitan Region

Level 10
2-10 Wentworth Street
Parramatta, NSW 2150
(02) 9407 3099

South West Metropolitan Region

Suite 202, Level 2
1 Moore Street
Liverpool, NSW 2170
(02) 8738 2699

Northern Region

Level 3, Newcastle Police Station
Cnr Church and Watt Streets
Newcastle, NSW 2300
(02) 4929 0807

Southern Region

Level 5
77 Market Street
Wollongong, NSW 2500
(02) 4223 0851

Western Region

Ground floor
130 Brisbane Street
Dubbo, NSW 2830
(02) 6841 1223

Emergency: Police, Fire, Ambulance – Triple Zero (000)
Use only for emergencies or life-threatening situations, 24 hours.

Police Assistance Line – 131 444
Use for non-emergencies and general enquiries. If you are a victim of crime, other than life threatening or time critical emergency situations, contact the Police Assistance Line, 24 hours.

Crime Stoppers – 1800 333 000; nsw.crimestoppers.com.au
Use to 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, 24 hours. You don't have to give your name. The information will be passed immediately to relevant investigators.

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

NSW Police Force