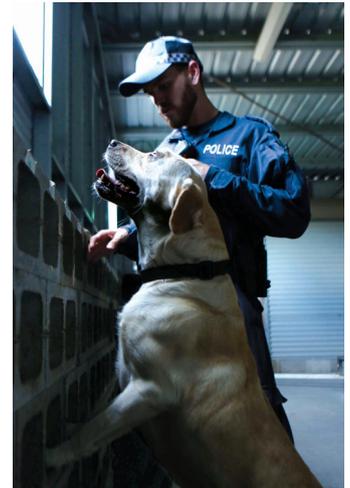




NSW Police Force

ANNUAL REPORT

2016-17





Tuesday, 31 October 2017

The Hon Troy Grant MP
Minister for Police, and Minister for Emergency Services
Parliament House
Sydney NSW 2000

Dear Minister,

I am pleased to submit the NSW Police Force Annual Report for the year ended 30 June 2017 for tabling in Parliament.

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

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

Yours sincerely,

A handwritten signature in black ink, appearing to be 'M Fuller'.

Michael Fuller APM
Commissioner of Police

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

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

ISSN: 1832-3472 © NSW Police Force 2017. This work is copyright. It may be reproduced in whole or in part for study or training purposes, subject to the inclusion of an acknowledgement of the source. It may not be reproduced for commercial usage or sale. Reproduction for purposes other than those indicated above requires written permission from the Director, Public Affairs Branch, NSW Police Force.

Table of contents

Commissioner's foreword	04
Our organisation	05
Year in review	08
How we performed	11
Financial summary	24
Independent auditor's report	26
Audited financial statements	28
APPENDIX 1: NSW Police Force staff	83
APPENDIX 2: Equal employment opportunity	86
APPENDIX 3: Disability plans	87
APPENDIX 4: Multicultural policies	88
APPENDIX 5: Government information & public access	90
APPENDIX 6: Injuries & workers compensation claims	93
APPENDIX 7: Staff drug & alcohol testing	94
APPENDIX 8: Privacy & personal information	95
APPENDIX 9: Complaints against police	95
APPENDIX 10: Requests for assistance	97
APPENDIX 11: Significant judicial decisions	97
APPENDIX 12: Legislative changes	103
APPENDIX 13: Annual report production costs	105
APPENDIX 14: Research & development	105
APPENDIX 15: Police pursuits	106
APPENDIX 16: Consultants	106
APPENDIX 17: Overseas travel	107
APPENDIX 18: Public interest disclosures	109
APPENDIX 19: Creditors payments & credit cards	110
APPENDIX 20: Matters arising from 2016-17 audit	111
APPENDIX 21: Insurance activities	112
APPENDIX 22: Property disposals	112
APPENDIX 23: Audits and reviews	113
APPENDIX 24: Digital information security	115
APPENDIX 25: Asset purchase & protection	116
APPENDIX 26: Productivity data	116
APPENDIX 27: Major works in progress	116
APPENDIX 28: Honours & awards	118
Statutory compliance index	123
Glossary	123
Contact details	124

Commissioner's foreword



*Commissioner Michael Fuller APM
at the 2017 Anzac Day commemorations*

It was a great honour to be named the 22nd Commissioner of the NSW Police Force in April this year. It is a privilege to lead the more than 20,000 members of NSW Police Force dedicated to making the community of NSW safer.

Since I was appointed I have focused on the task of reshaping this organisation for the future. The creation of five deputy commissioner positions has provided the backbone of that ongoing change.

Recognising that regional NSW needs a different model of service delivery to ensure the same access to police services that communities in the metropolitan areas receive, we established the position of Deputy Commissioner, Regional NSW Field Operations, as well as Deputy Commissioner, Metropolitan Field Operations.

We have also created two new specialist operational commands led by the Deputy Commissioner, Investigations & Counter Terrorism, and the Deputy Commissioner, Specialist Support.

The position of Deputy Commissioner, Corporate Services will continue to provide the high level administrative support services required by frontline police.

At the core of these changes is the principle of putting the community at the forefront of everything we do, and moving resources to where they are needed to drive down crime. These changes will continue in the coming year and I will ensure that all stakeholders, most importantly the community, are closely consulted.

Notwithstanding the changes being made to the structure of the NSW Police Force, the business of protecting the community and reducing violence, crime and the fear of crime will always come first.

With this in mind, we are leveraging our continued investment in technology to make sure police are better equipped to deal with any situation, and we are delivering contemporary training, including the rollout of active armed offender training.

The NSW Police Force continues to be one of the world's leading law enforcement agencies and, along with our government and non-government partners, we have contributed to continuing reductions in crime rates.

I would like to acknowledge former Commissioner Andrew Scipione AO, APM who retired on 2 April 2017. Commissioner Scipione served the community of NSW and the NSW Police Force for almost 37 years, with over nine years of distinguished service as Commissioner of Police.

As we move into a new reporting year, I look forward to engaging with and consulting communities across the state as we work together to ensure a peaceful and safe NSW.

A handwritten signature in black ink, appearing to be 'M Fuller', written in a cursive style.

Michael Fuller 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.

Today, the NSW Police Force has 20,667 employees: 16,649 police officers and 4,018 civilian staff.

In the 2016-17 financial year, the NSW Government funding contributions to the NSW Police Force were \$3.356 billion.

Our aim and objectives

The NSW Police Force envisions a safe and secure New South Wales with police and the community working together to reduce violence, crime and fear.

We serve more than 7.8 million people (approximately 32% of Australia's total population).

We respond to crime, emergencies and other calls for assistance by land, air and sea. We investigate crime, detect and prosecute offenders. We patrol identified crime hot spots, provide a police presence at public events and contribute to the security of critical infrastructure. We patrol roads, waterways and public transport corridors, and investigate major traffic crashes.

NSW Police Force organisational chart



Our organisation (continued)

Our police regions

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



1 Central Metropolitan Region

Area	541.23km ²
Resident population*	1,219,405
Number of police officers	2,166
Number of administrative staff	188

2 South West Metropolitan Region

Area	3,637.93km ²
Resident population*	1,498,677
Number of police officers	1,968
Number of administrative staff	180

3 North West Metropolitan Region

Area	6,254.98km ²
Resident population*	1,914,557
Number of police officers	2,018
Number of administrative staff	189

4 Southern Region

Area	199,443.07km ²
Resident population*	990,997
Number of police officers	1,426
Number of administrative staff	151

5 Northern Region

Area	70,114.78km ²
Resident population*	1,632,487
Number of police officers	2,086
Number of administrative staff	189

6 Western Region

Area	520,382.57km ²
Resident population*	541,667
Number of police officers	1,152
Number of administrative staff	153

* Region population estimates have been derived by taking each region's share of the NSW population. The figures above do not include staff (police and administrative) who are centrally managed but deployed throughout the regions in specialist and corporate roles to provide investigative support, radio communications, call centres, forensic services, complaints and employee management, air and sea policing, specialist surveillance, canine and mounted support, media and public relations, counter terrorism and major crime investigation, police prosecutions, technology support, occupational health and safety, injury management, education and training, human resource support and asset management. The figures above represent actual police strength as at 30 June 2017. These figures will vary from month to month and year to year. Actual strength across the NSW Police Force has increased from 16,627 in 2015-16 to 16,649 in 2016-17.

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 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
- managing organisational reform
- achieving NSW government priorities
- ensuring compliance with external and internal controls and processes
- monitoring and measuring corporate performance against *NSW Police Force Corporate Plan 2016-18* targets and expectations
- setting budgets and monitoring financial performance
- reporting to government.

Members of the Commissioner's Executive Team

Chair: Commissioner of Police

Members: Deputy Commissioner Metropolitan Field Operations, Deputy Commissioner Regional NSW Field Operations, Deputy Commissioner Investigations & Counter Terrorism, Deputy Commissioner Specialist Support, Deputy Commissioner Corporate Services

Associate members: Representatives from Metropolitan Field Operations, Regional NSW Field Operations, Investigations & Counter Terrorism, Specialist Support and Corporate Services on rotation for six months

Ex-officio member: Director, Public Affairs Branch

Commissioner Michael Fuller APM joined the NSW Police Force in 1987 and was appointed Commissioner of Police in April 2017. He holds a Graduate Diploma of Executive Leadership (Australian Institute of Police Management) and a Diploma of Applied Policing (Charles Sturt University) and a number of diplomas and certificates in leadership and management.

Deputy Commissioner Metropolitan Field Operations, Jeffrey Loy APM joined the NSW Police Force in 1982 and was promoted to Deputy Commissioner in May 2017. He has several post graduate qualifications including a Master of Business Administration (MBA) from the University of Queensland and was awarded the University of Queensland, Director's Leadership Award for 2008.

Deputy Commissioner Regional NSW Field Operations, Gary Worboys APM joined the NSW Police Force in 1982 and was promoted to Deputy Commissioner in May 2017. His qualifications include a Master in Public Policy and Administration.

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

Acting Deputy Commissioner Corporate Services, Peter Gallagher APM joined the NSW Police Force in 1976 and was Acting Deputy Commissioner Corporate Services on 30 June 2017. He holds a number of post-graduate qualifications, including a Master of Arts (Terrorism, Safety and Security) and a Master of Leadership and Management (Policing).

A culture of ethical and lawful behaviour

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

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



*Deputy Commissioner
Jeffrey Loy APM*

Metropolitan Field Operations

As part of the NSW Police Force's re-engineering process, Metropolitan Field Operations was formed on 28 May 2017 and is led by Deputy Commissioner Jeffrey Loy, who was promoted at the same time. Metropolitan Field Operations comprises the NSW Police Force's three metropolitan regions and about 6,150 sworn and 560 unsworn officers. The frontline of the Force, they provide public visibility through proactive and responsive community-based policing and conduct operations to target mid-level and serious crime.

Deputy Commissioner Loy was tasked with the consolidation of local area commands and has set out a strategic plan to achieve a range of enhancements and efficiencies including improved response times, greater capability for proactive policing and the targeting and investigation of mid-level crime, development opportunities for police across the constable and sergeant ranks, and increased compliance. This will occur by placing policing resources according to demand and opportunity, recognising major growth areas, and in doing so provide a model of frontline policing that will deliver into the future. This is a significant body of work that continues in the 2017-18 financial year.

Among Central Metropolitan Region's most high profile operations was Strike Force Cliftonville, which saw Redfern Region Enforcement Squad (RES) investigators seize nearly 90kg of ice, with a street value of almost \$45 million, and \$1.4 million in cash in July 2016. Four men were charged with supply prohibited drug large commercial quantity. Redfern RES also delivered strong results with Strike Force Grassy, targeting the cultivation and distribution of cannabis across Sydney. Investigators conducted 23 search warrants, seized and destroyed 2,408 plants and made 20 arrests over the past year.

North West Metropolitan Region's Operation Countdown continued to target property related crime in Sydney's north-west. One of its recent arrests led to the recovery of \$80,000 worth of property, mainly tradespersons' tools.

South West Metropolitan Region officers planned and managed the policing response to major events within the Sydney Olympic Park precinct, including the Royal Easter Show, the NRL grand final and State of Origin matches and soccer matches featuring English clubs, as well as regular sports matches, concerts and festivals. On occasions, multiple venues were in use bringing more than 140,000 people to the precinct.

As Corporate Sponsor for Cultural Diversity, Deputy Commissioner Loy has overseen the implementation of plain English apprehended domestic violence orders to improve victims' and offenders' understanding of the process, increase victim safety and reduce breaches. With the influx of refugees into metropolitan communities, extensive work has occurred with peak settlement services to minimise contact by new arrivals with the justice system.



*Deputy Commissioner
Gary Worboys APM*

Regional NSW Field Operations

Regional NSW Field Operations was formed on 28 May 2017 with the promotion of Deputy Commissioner Gary Worboys as part of the re-engineering process in recognition of the unique challenges involved in policing remote, rural and regional communities. It comprises the NSW Police Force's three non-metropolitan regions.

Southern Region commands ran several successful large drug investigations using funds from the Recovered Assets Pool. The Hume LAC's Strike Force Trinculo targeted drug suppliers with links to outlaw motorcycle gangs (OMCG), arresting 52 people for more than 600 offences. The Lake Illawarra and Wollongong LAC strike forces Worra and Blume identified 75 targets, seized over 7kg of ice, cocaine and MDMA, and charged several offenders with supplying large commercial quantities of illicit drugs.

Northern Region officers from Tweed/Byron LAC worked alongside Homicide Squad detectives and Queensland police in Strike Force Faringdon after the burnt body of a woman was found in Dulguigan in August 2016. Officers interviewed a large number of people, reviewed CCTV footage and examined exhibits, resulting three offenders being charged with murder.

During extreme weather conditions in January 2017, Northern Region's Central Hunter LAC was subject to three deliberately lit bushfires. Fires at two locations burned out of control for hours, causing mass evacuations of surrounding residential and industrial areas. Police arrested two offenders including a retained firefighter.

Western Region hosts numerous large scale events including the two-week Tamworth Country Music Festival, which saw 250 police deployed over two weeks, and the Bathurst 1000 touring car race, which saw more than 250 police deployed over its five days, policing crowds of up to 207,000 people. Western Region investigations included Strike Force Byatt, which saw a man sentenced in July 2016 to 35 years' gaol for the shooting murder of

an environment officer, and Strike Force Kalkadoon, which saw infamous fugitives Gino and Mark Stocco captured and sentenced in March 2017. Ice suppliers and distributors were targeted by Orana LAC's Strike Force Eurong, which saw 13 offenders charged with 54 offences, and Barwon LAC's Strike Force Sassafras, which saw four offenders charged with 26 charges.

Darling River LAC rural crime initiative Operation High Ground involved 386 proactive patrols of rural back roads in the past year, targeting hot spots for stock theft, illegal hunting, trespass and other illegal activity. There has been a subsequent marked improvement in the confidence of the rural community to report crime.



*Deputy Commissioner
David Hudson APM*

Investigations & Counter Terrorism

Under Deputy Commissioner David Hudson, Investigations & Counter Terrorism was established on 1 May 2017 when it comprised State Crime Command, Counter Terrorism & Special Tactics, Special Services Group and Forensic Services Group.

The Child Abuse Squad's Strike Force Darley examined Go Pro footage seized by Police Transport Command officers to identify seven men present during or directly involved in the aggravated sexual assault of a 16-year-old girl in western Sydney. Four of the men pleaded guilty in June 2017 while the other three were subsequently convicted.

An investigation by the Sex Crimes Squad's Strike Force Longfield into the female genital mutilation on two girls under 10 was finalised in May 2017 when a solicitor and community leader pleaded guilty to acting with intent to pervert the course of justice. The children's mother, a religious leader and the circumciser had previously been convicted.

The Fraud & Cybercrime Squad's Strike Force Ravens examined hundreds of insurance claims to establish the involvement of organised crime in fraudulent CTP claims, leading to 16 people being charged with over 160 offences in relation to combined fraud of \$13.7 million. The ongoing investigation saved the CTP scheme about \$220 million in the first four months of 2017. The Homicide Squad's Strike Force Norburn investigation into the 2009 murders of five members of the Lin family in North Epping ended in February with a life sentence being handed down by the Supreme Court after three aborted trials.

The Property Crime Squad led Strike Force Jardine, which dismantled a criminal syndicate that was stealing, dismantling and exporting Toyota vehicles. Five people were arrested with four receiving custodial sentences and \$800,000 worth of motor vehicles were recovered. The Robbery & Serious Crime Squad's Strike Force Soren used extensive electronic and physical surveillance and source recruitment throughout a 20-month investigation into a series of armed robberies in the Coffs/Clarence and Mid North Coast LACs.

The Drugs Squad's Strike Force Okesi smashed a cocaine importation ring on Christmas Day 2016, after a two-year joint investigation into a commercial fishing operation that has seen 1107kg of cocaine seized. The arrest phase saw 14 search warrants executed and 13 men charged. The Firearms Squad's Strike Force Eddenville was formed the day after 50 firearms and a large quantity of ammunition were stolen from a storage company in Newcastle in December. Search warrants located 33 firearms and four offenders were charged.

The Gangs Squad's Strike Force Raptor launched Strike Force Ingot to target the Rebels OMCG's Burwood chapter. Joint investigations with the Homicide and Drug squads have seen the criminal group disbanded with 48 suspects being charged on 74 occasions with 336 offences including murder, attempted murder, public place shootings, commercial drug supply, commercial fraud, kidnapping and firearms supply.

The Middle Eastern Organised Crime Squad's Strike Force Kentgrove used targeted, overt policing and suppression strategies, including the use of firearms prohibition orders and compliance monitoring, to respond to an escalation in violence between crime networks operating in south west Sydney. Interstate law enforcement agencies, the Australian Taxation Office, Fair Trading and State Debt Recovery Office were involved. Twenty offenders have been arrested on 66 charges, and officers have seized firearms, explosives, drugs and cash.

The Organised Crime Squad's Strike Force Fairlawn concluded in 2016 after four years having uncovered an international drug importation, distribution, money laundering and illegal gaming syndicate. The Organised Crime Squad launched a joint operation with the NSW Crime Commission and the FBI spanning Australia, the United States and Mexico, resulting in 33 arrests and the seizure of 160kg of cocaine.

Forensic Services Group (FSG) supported reforms to drug exhibit management, delivering seven sites across NSW for sub-sampling of illicit drugs, lowering costs, freeing police time and reducing risks to officer safety. FSG also delivered 69 narcotic identification devices to frontline, specialist and investigative police.

Specialist Support

Under the leadership of Deputy Commissioner Catherine Burn, Specialist Support commands contribute technical expertise to police operations, provide communications and legal support, and promote safety on our roads, public transport and at public events.



*Deputy Commissioner
Catherine Burn APM*

A range of legislative and procedural reforms are contributing to swifter, fairer and more efficient court outcomes. Prosecution services have moved to a practice management model, working with local area commands to achieve specific crime reduction objectives. Improved screening of briefs of evidence and the use of audio visual links to adduce evidence in court have seen thousands of police shifts returned to the front line and many civilian witnesses spared attending court, without compromising the rate of convictions.

Work has continued with our surface transport partners to refine the intelligence-driven deployment model, increasing the police presence on public transport and providing a safer environment for commuters in metropolitan and regional areas. Sexual and indecent assaults have been a specific focus.

This year saw our corporate Facebook page register over one million 'likes', part of a social media strategy that has extended the reach of our public safety messaging. Traditional and new media have been used for campaigns supporting the commercial explosives amnesty, national firearms amnesty and cold case investigations.

Preparatory work began in support of the police radio network. Radio terminals within the Greater Metropolitan area are being upgraded and digitisation is underway of the Western Region, which will allow for encryption and improve the quality of radio transmissions.

Roadside drug testing was expanded with a record 101,458 tests completed, while 2016-17 saw the deployment of improved vehicle technology to detect driving offences and dome cams to help manage incidents, as well as targeted enforcement campaigns and intelligence-based deployments of highway patrol police.

The Domestic Violence Safety Assessment Tool was implemented as an improved means by which police can assess and respond to the risk of domestic violence victimisation.

The Firearms Amnesty and the Explosives Amnesty removed potentially dangerous items from circulation. They supplemented sustained investigative efforts to identify and respond to terrorism threats. The NSW Police Force has continued to refine its training and tactics to bring terrorism suspects before the courts.



*Acting Deputy
Commissioner
Peter Gallagher APM*

Corporate Services

Corporate Services commands provide information technology, education and training, finance and business management, human resource management, health and welfare and civil legal support. Assistant Commissioner Peter Gallagher was the Acting Deputy Commissioner Corporate Services on 30 June 2017.

Education & Training Command produced 516 probationary constables with practical training enhanced by upgrades to the scenario village, which now includes a train station, train and bus interchange. Probationer and practitioner development has been enhanced with online training. By the end of 2017, active armed offender training will have been delivered to all eligible police in NSW. The management and distribution of new multi-threat body armour to operational police will better protect them from bladed weapons and has enhanced operational safety.

A memorandum of understanding was signed with the Police Association of NSW regarding the ongoing application and use of the Workforce Optimisation Solution for Policing, which has been used in conjunction with other workload and staffing analyses to advise and inform workforce allocation decisions and to assist with positive resolution of industrial matters.

The Workforce Improvement Program (WIP) continued to deliver substantial benefits to all employees. The Your Health Check initiative has assessed the physiological health of more than 11,000 employees with about 2,500 being referred to their doctor. Of those responding to follow-up, over 40% had implemented health improvement plans resulting in lower cholesterol and weight measurements.

Reconnect, a WIP initiative designed to improve employees' psychological health, was independently reviewed by Dr Simon Rosenbaum and Associate Professor Samuel Harvey from the University of NSW who found it had delivered substantial and significant improvements in participants' symptoms of PTSD and significant improvement in their DASS (depression anxiety stress scales). Fitness Passport saw 1,696 employees and 4,432 family members join to obtain discounted use of gyms and pools around the state. In December 2016, the Respectful Workplace Behaviours campaign was launched with a policy statement and guidelines, the Workplace Equity Investigators Guide, posters and video messages about the importance of respectful and inclusive workplaces. The campaign continued in 2017 and has included mandatory online training for all employees.

MobiPOL continued to increase capabilities and develop apps for police in the field. It has deployed 2,050 Samsung Note 4 and Note 5 mobile phones, while 550 devices funded by the Centre for Road Safety were distributed to highway patrol officers. By June 2017, 504,252 infringement notices had been issued by MobiPOL devices for traffic, parking, public transport and marine offences and, following the introduction of legislation in November 2016, nearly 20,000 infringement notices had been issued by email.

How we performed

The mission of the NSW Police Force, as set out in the *Police Act 1990*, is to work with the community to reduce violence, crime and fear. Our *Corporate Plan 2016-18* connects the guiding principles of the *Directions in Australia New Zealand Policing 2012-15* and the priorities of *NSW 2021* to our command business plans and senior officer performance agreements.

The performance indicators presented in this section are drawn from the *NSW Police Force Corporate Plan 2016-18*, which establishes six key performance areas for all of the NSW Police Force's performance plans and reports (crime, public safety, community and partners, people, systems and leadership). A copy of the plan is available on the NSW Police Force website, www.police.nsw.gov.au, or by searching for 'NSW Police Force Corporate Plan'. Revisions to previous year's statistics reflect updated investigations.

CRIME

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

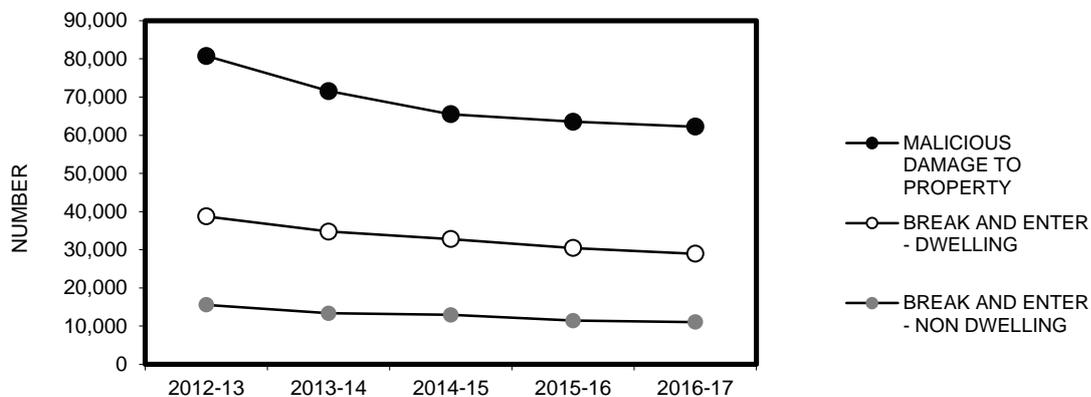
Note that recorded crime statistics represent only those matters reported to police. A change in recorded crime may reflect changes in the propensity to report to police.

TABLE1: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PROPERTY

Incident category	2012-13	2013-14	2014-15	2015-16	2016-17
Break and enter – dwelling	38,749	34,746	32,795	30,469	28,969
Break and enter – non-dwelling	15,571	13,345	12,927	11,412	11,040
Malicious damage to property	80,763	71,589	65,521	63,552	62,262
Steal from motor vehicle	45,600	43,255	42,302	39,875	40,070
Motor vehicle theft	16,983	15,061	15,099	13,230	13,416
Steal from dwelling	21,637	21,968	22,374	20,936	20,786
Steal from person	7,680	6,571	5,936	5,354	4,705
Steal from retail store	22,159	20,745	21,386	22,827	24,053

Source: NSW Bureau of Crime Statistics & Research

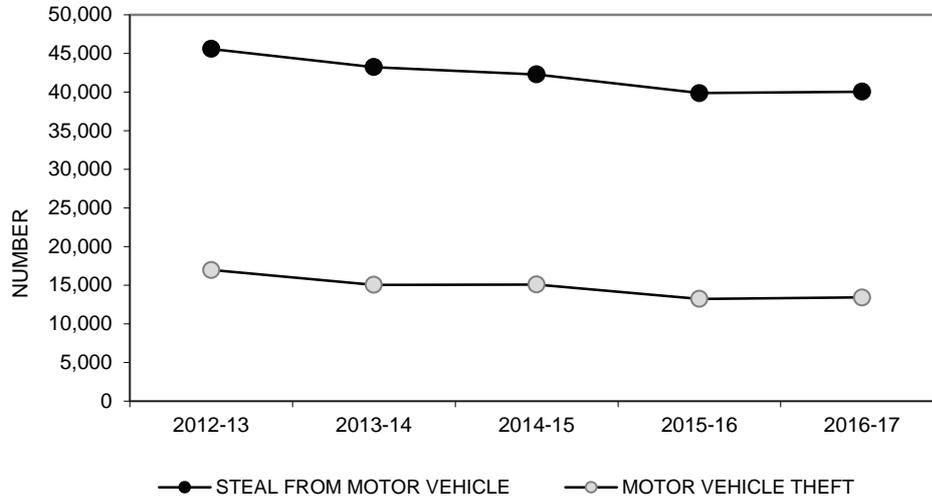
CHART 1: NUMBER OF INCIDENTS RECORDED FOR BREAK AND ENTER, AND PROPERTY DAMAGE



Source: NSW Bureau of Crime Statistics & Research

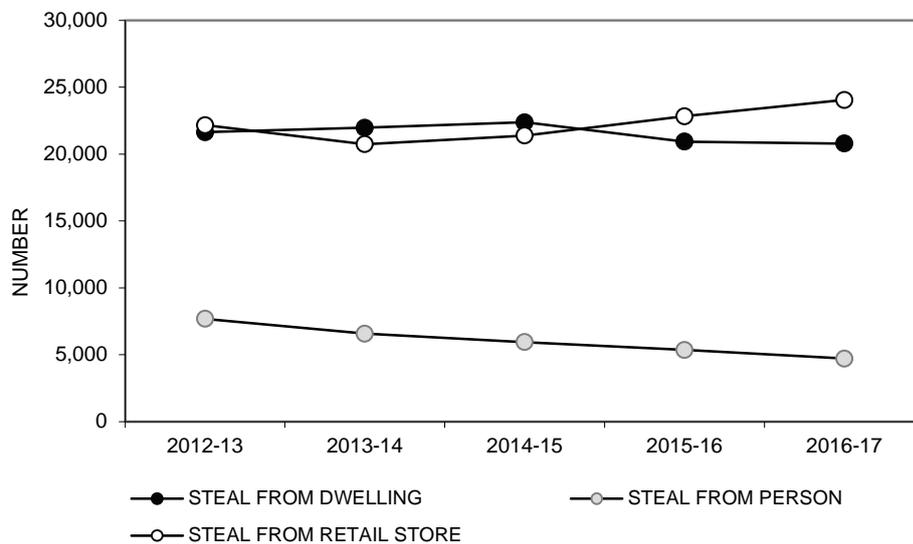
How we performed (continued)

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



Source: NSW Bureau of Crime Statistics & Research

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



Source: NSW Bureau of Crime Statistics & Research

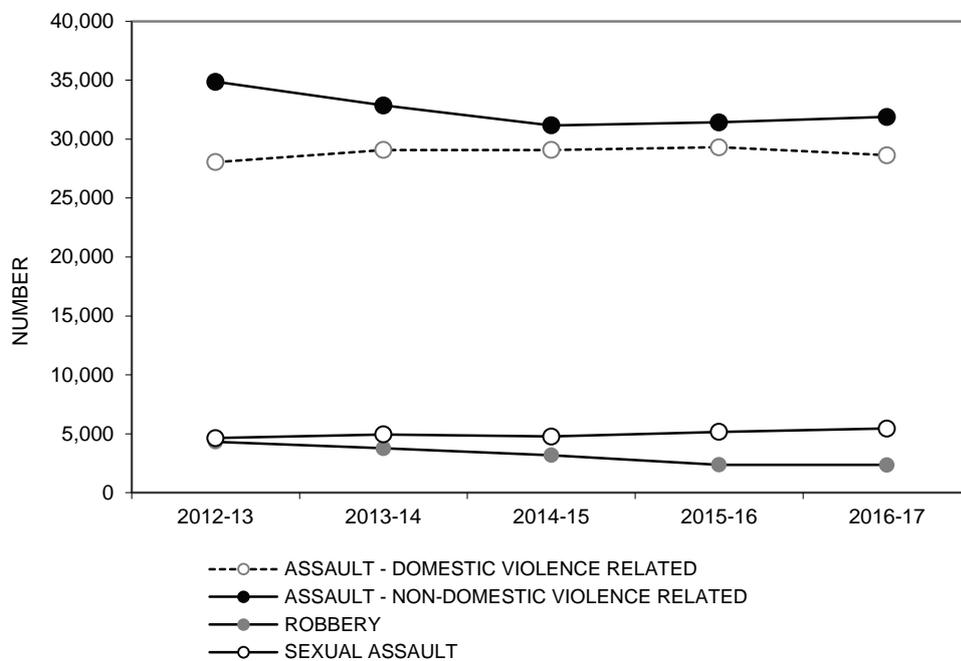
TABLE 2: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PERSONS

Incident category	2012-13	2013-14	2014-15	2015-16	2016-17
Assault – domestic violence related	28,044	29,075	29,084	29,305	28,639
Assault – non-domestic violence related	34,866	32,858	31,163	31,425	31,885
Robbery	4,325	3,767	3,190	2,375	2,359
Sexual assault	4,632	4,942	4,765	5,159	5,449

Source: NSW Bureau of Crime Statistics & Research

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

CHART 4: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PERSONS



Source: NSW Bureau of Crime Statistics & Research

How we performed (continued)

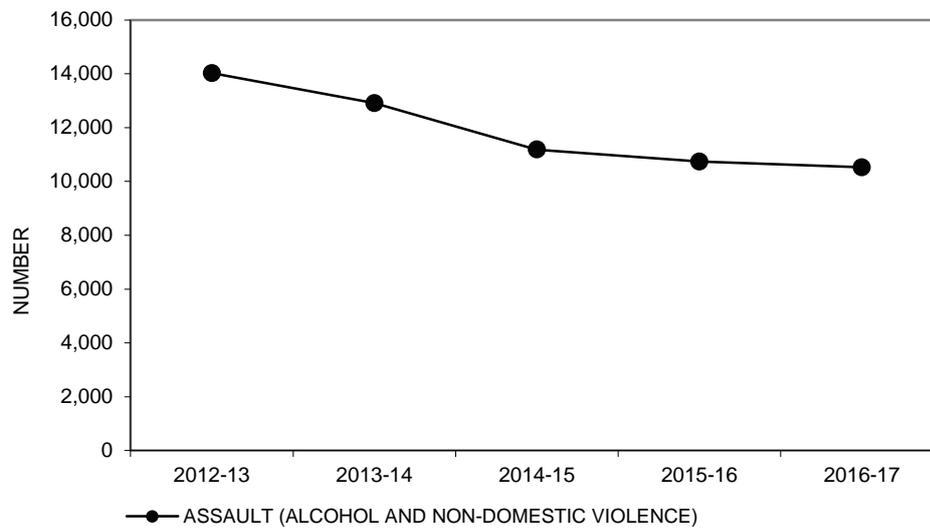
TABLE 3: RECORDED NON-DOMESTIC VIOLENCE ASSAULTS WHERE ALCOHOL WAS A FACTOR

Incident category	2012-13	2013-14	2014-15	2015-16	2016-17
Assault (alcohol and non-domestic violence)	14,023	12,911	11,185	10,737	10,524

Source: NSW Police Force's Computerised Operational Policing System

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

CHART 5: RECORDED NON-DOMESTIC VIOLENCE ASSAULTS WHERE ALCOHOL WAS A FACTOR



Source: NSW Police Force's Computerised Operational Policing System

PUBLIC SAFETY

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

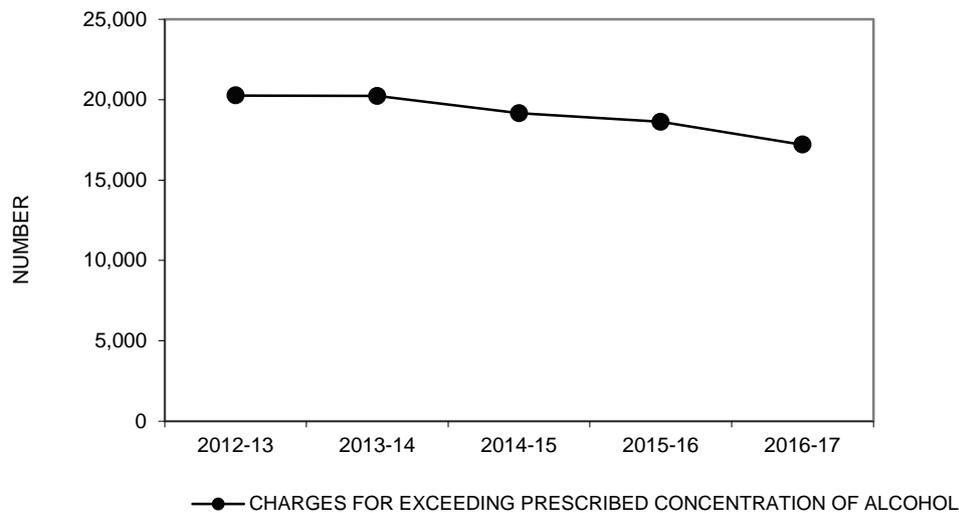
TABLE 4: CHARGES FOR EXCEEDING PRESCRIBED CONCENTRATION OF ALCOHOL, AND NUMBERS OF INJURY CRASHES AND FATAL CRASHES

Incident category	2012-13	2013-14	2014-15	2015-16	2016-17
Exceed prescribed concentration of alcohol	20,268	20,230	19,161	18,620	17,206
Injury crashes	16,033	15,677	15,447	15,819	14,618
Fatal crashes	319	320	277	362	335

Source: NSW Police Force Traffic & Highway Patrol Command

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

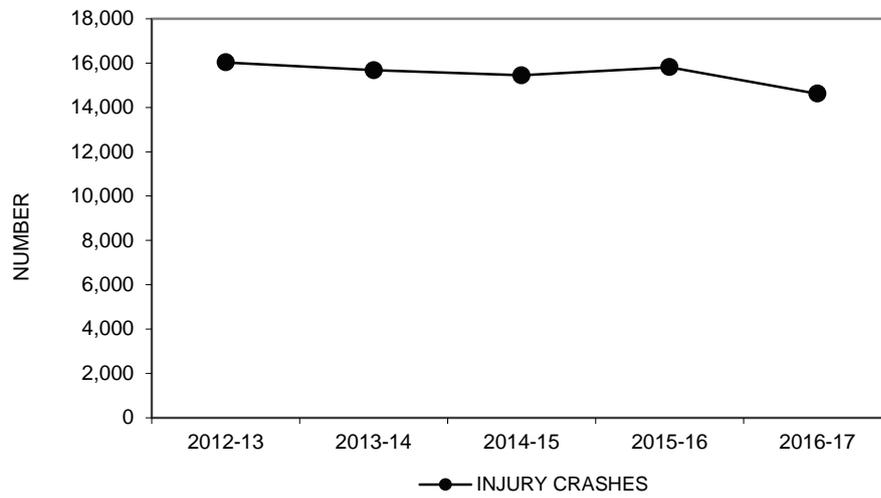
CHART 6: CHARGES FOR EXCEEDING PRESCRIBED CONCENTRATION OF ALCOHOL



Source: NSW Police Force Traffic & Highway Patrol Command

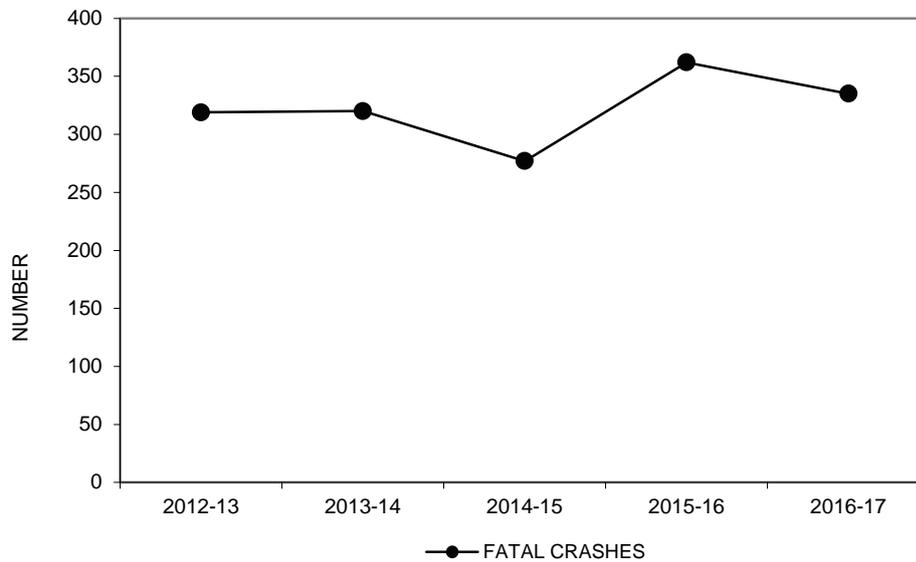
How we performed (continued)

CHART 7: INJURY CRASHES



Source: NSW Police Force Traffic & Highway Patrol Command

CHART 8: FATAL CRASHES



Source: NSW Police Force Traffic & Highway Patrol Command

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

	NSW										Australia	
	2012-13 Lower - Upper Limit %		2013-14 Lower - Upper Limit %		2014-15 Lower - Upper Limit %		2015-16 Lower - Upper Limit %		2016-17 Lower - Upper Limit %		2016-17 Lower - Upper Limit %	
Speeding cars or dangerous drivers	54.0	61.2	55.4	62.9	58.4	66.4	69.1	76.4	69.1	76.9	68.1	71.3
Graffiti or other vandalism	40.8	48.0	40.4	48.1	39.6	47.8	44.2	53.0	41.1	50.9	41.5	45.2
Louts or gangs	23.1	29.4	22.2	28.9	19.0	26.4	23.8	32.0	23.2	31.9	23.9	27.2
Drunken or disorderly behaviour	36.5	43.6	33.9	41.6	29.5	37.4	33.6	42.1	32.3	42.0	31.9	35.5

Source: National Survey of Community Satisfaction with Policing (NSCSP) 2016-17

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

How we performed (continued)

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

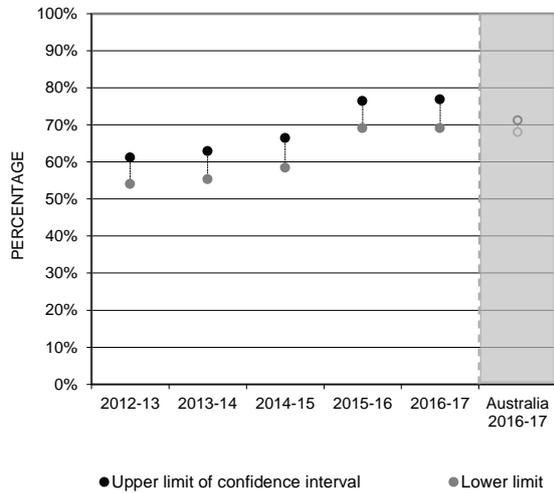


CHART 10: CONCERN ABOUT GRAFFITI OR OTHER VANDALISM IN LOCAL NEIGHBOURHOODS, NSW

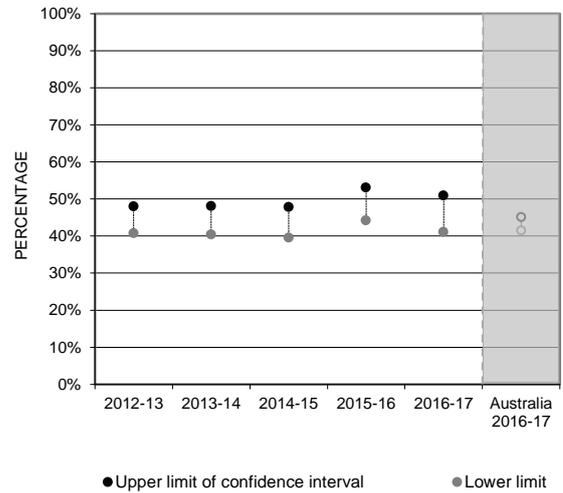


CHART 11: CONCERN ABOUT LOUDES OR GANGS IN LOCAL NEIGHBOURHOODS, NSW

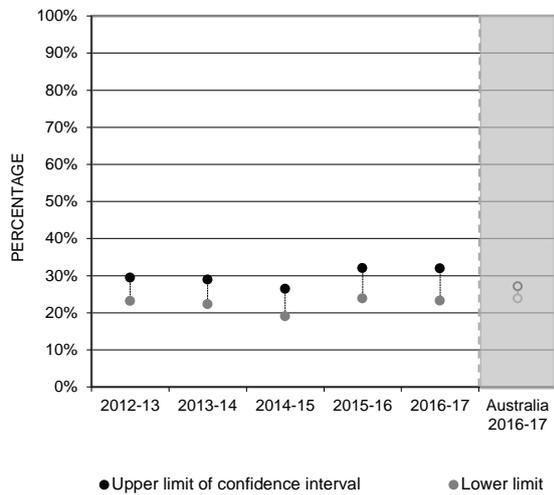
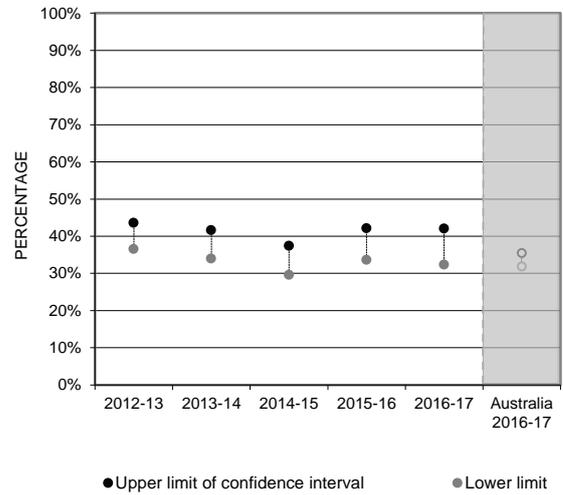


CHART 12: CONCERN ABOUT DRUNKEN OR DISORDERLY BEHAVIOUR IN LOCAL NEIGHBOURHOODS, NSW



Source: National Survey of Community Satisfaction with Policing (NSCSP) 2016-17

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

TABLE 6: FEELINGS OF SAFETY, NSW

	NSW										Australia	
	2012-13 Lower - Upper Limit %		2013-14 Lower - Upper Limit %		2014-15 Lower - Upper Limit %		2015-16 Lower - Upper Limit %		2016-17 Lower - Upper Limit %		2016-17 Lower - Upper Limit %	
On public transport alone at night	40.8	49.8	40.7	51.3	43.0	54.5	41.5	54.5	38.8	52.6	42.2	47.8
Jogging/walking alone at night	53.9	62.0	57.4	65.6	56.8	65.6	55.9	65.6	49.3	60.2	52.8	57.0

Source: National Survey of Community Satisfaction with Policing (NSCSP) 2016-17

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

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

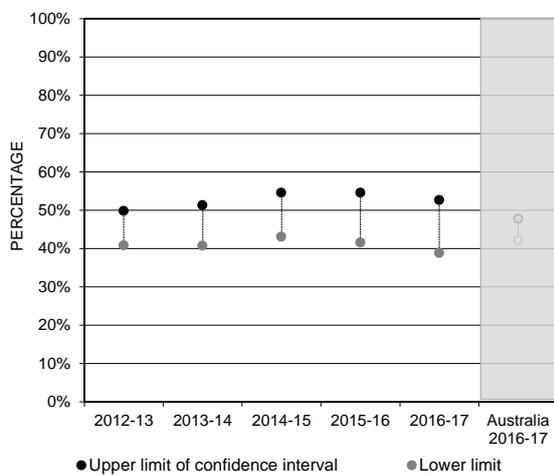
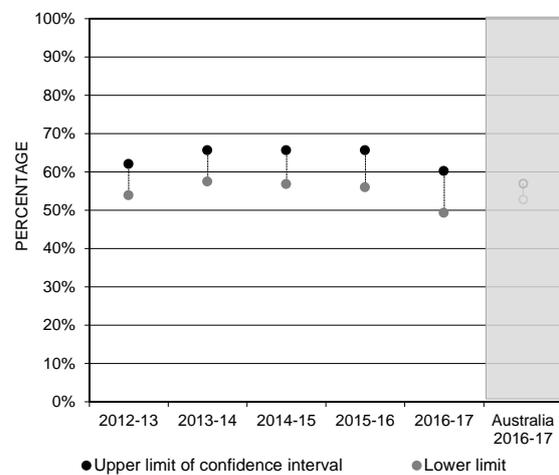


CHART 14: FEELING SAFE WALKING/JOGGING ALONE AT NIGHT, NSW



Source: National Survey of Community Satisfaction with Policing (NSCSP) 2016-17

How we performed (continued)

COMMUNITY AND PARTNERS

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

TABLE 7: COMMUNITY CONFIDENCE IN POLICE

	NSW										Australia	
	2012-13 Lower - Upper Limit %		2013-14 Lower - Upper Limit %		2014-15 Lower - Upper Limit %		2015-16 Lower - Upper Limit %		2016-17 Lower - Upper Limit %		2016-17 Lower - Upper Limit %	
Satisfaction with most recent contact with police	78.9	87.6	79.8	89.0	87.2	93.0	83.3	91.1	76.4	86.8	81.6	85.6
Have confidence in police	80.7	87.0	84.3	90.0	89.3	93.7	81.7	89.3	81.4	88.5	84.2	86.9

Source: National Survey of Community Satisfaction with Policing (NSCSP) 2016-17

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

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

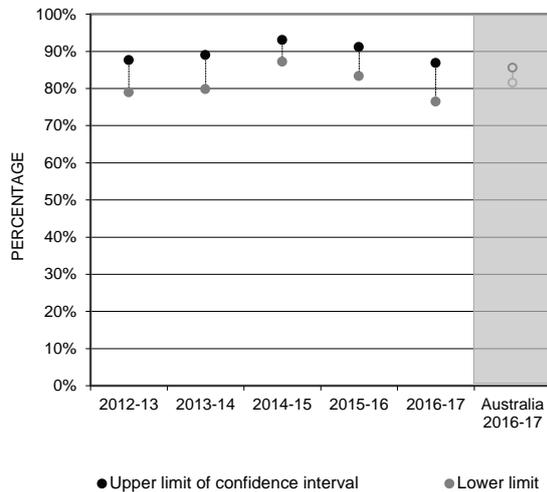
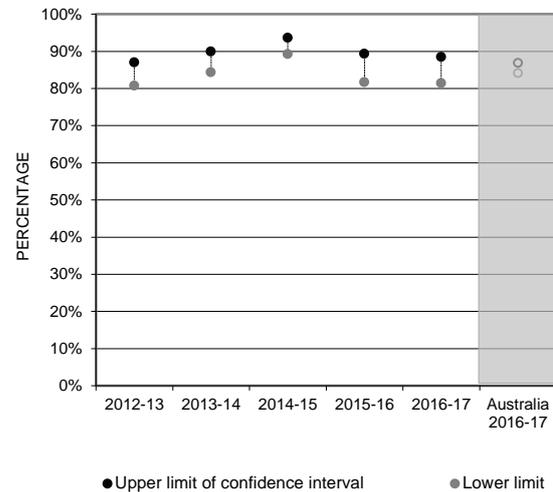


CHART 16: COMMUNITY CONFIDENCE IN POLICE, NSW



Source: National Survey of Community Satisfaction with Policing (NSCSP) 2016-17

Response times

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

TABLE 8: URGENT RESPONSE CALLS^a

	2012-13	2013-14	2014-15	2015-16	2016-17
Urgent response calls	121,666	121,493	122,322	131,972	128,266
Percentage attended to within target time	79.8%	80.8%	78.7%	77.7%	78.1%

Source: NSW Police Force EDW/CAD

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

Complaint trends

TABLE 9: NSW POLICE FORCE CUSTOMER SERVICE COMPLAINTS^a

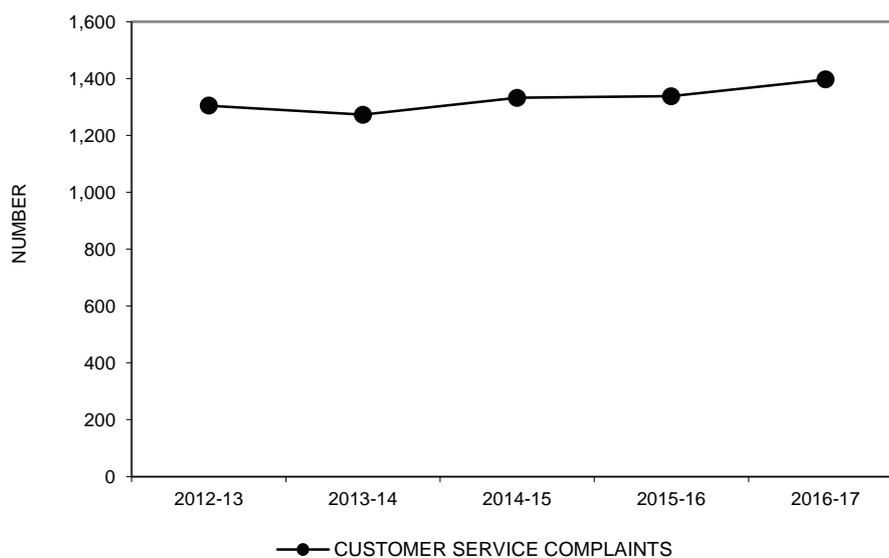
	2012-13	2013-14	2014-15	2015-16	2016-17
Customer service complaints	1,305	1,273	1,332	1,338	1,397

Source: NSW Police Force, Professional Standards Command

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

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

CHART 17: NSW POLICE FORCE CUSTOMER SERVICE COMPLAINTS^a



Source: NSW Police Force, Professional Standards Command

How we performed (continued)

PEOPLE

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

Police numbers and distribution

TABLE 10: POLICE NUMBERS, NSW, AS AT 30 JUNE

	2013	2014	2015	2016	2017
Actual	16,371	16,466	16,693	16,627	16,649
Authorised positions	16,176	16,355	16,565	16,692	16,744

Source: NSW Police Force, Human Resources

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

Leave and turnover

Police officer turnover was 3.1% for 2016-17, up from 2.7% for 2015-16.

The total number of police officers over the maximum allowed accrued hours of annual leave was 1,407 (8.5% of all officers), up from 1,308 in 2015-16 (7.9%).

The average number of hours lost per employee (sworn and administrative) due to unplanned absences (that is sick leave and workplace injury leave) was 111 hours in 2016-17, up from 101 hours in 2015-16.

The average number of sick leave hours per employee was 57 hours during 2016-17, up slightly from 56 hours in 2015-16.

The number of hours lost per employee through workplace injury was 54 hours during 2016-17, up from 45 hours in 2015-16.

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

SATISFACTION WITH POLICE

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

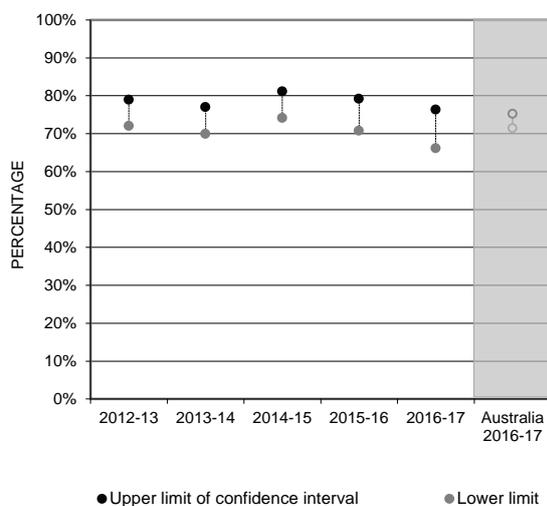
TABLE 11: SATISFACTION WITH SERVICES PROVIDED BY POLICE, NSW

	NSW										Australia	
	2012-13 Lower - Upper Limit %		2013-14 Lower - Upper Limit %		2014-15 Lower - Upper Limit %		2015-16 Lower - Upper Limit %		2016-17 Lower - Upper Limit %		2016-17 Lower - Upper Limit %	
Satisfaction with services provided by police	72.0	78.9	69.9	76.9	74.1	81.1	70.7	79.1	66.1	76.3	71.5	75.3

Source: National Survey of Community Satisfaction with Policing (NSCSP) 2016-17

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

CHART 18: SATISFACTION WITH SERVICES PROVIDED BY POLICE, NSW



Source: National Survey of Community Satisfaction with Policing (NSCSP) 2016-17

Financial Summary

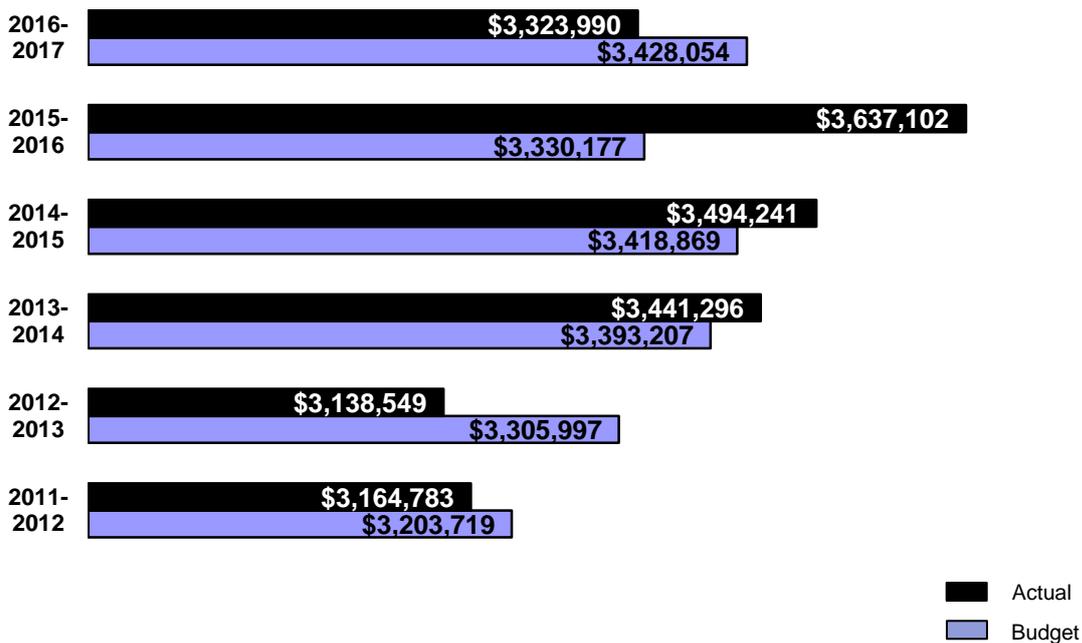
Major expenses

Total expenses including losses were \$3,324.0 million. About 80.9% of this amount represented employee related expenses (\$2,689.2 million), with \$1,980.7 million spent on salaries, wages and annual leave entitlements. Employee related expenses decreased 11% from 2015-16. This consists of salaries, wages and annual leave entitlements, Crown acceptance of certain employee related costs such as superannuation and long service leave expenses, workers' compensation insurance and other expenses. Maintenance of property, plant and equipment totalled \$40.1 million.

Contributions and revenue

Total contributions and revenue were \$3,590.8 million, about 3.4% higher than 2015-16. This contribution consists of recurrent grants, capital grants, Crown acceptance of certain employee related costs such as superannuation, long service leave expenses, and other revenue. Capital grants were \$168.6 million. Revenue from the sale of goods and services was \$41.4 million, about 4.3% higher than 2015-16.

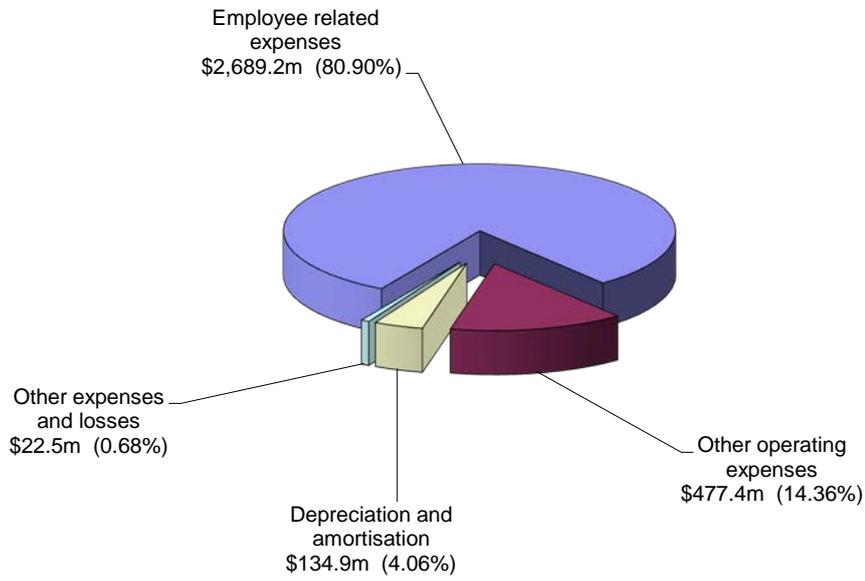
Actual and budget expenditure (\$'000)



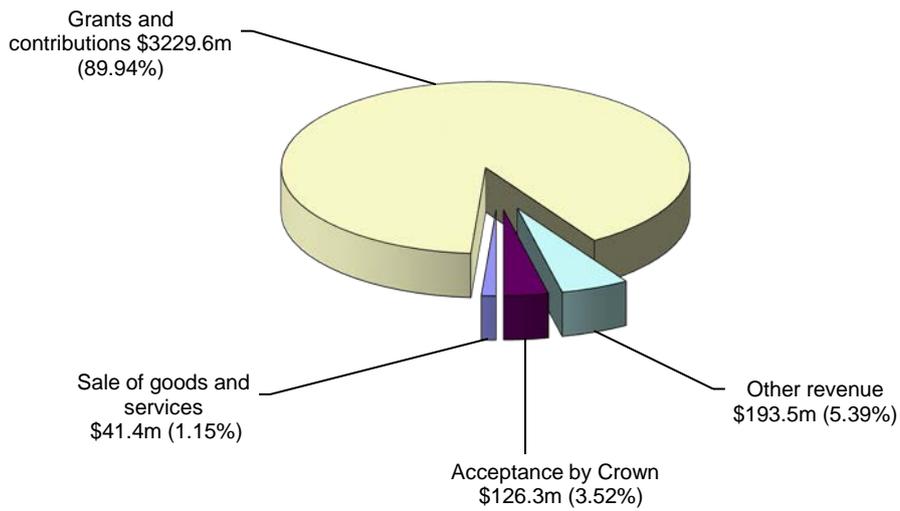
Fiscal impact of the operating environment

Economic development and changes in the environment are often unpredictable and beyond the control of the NSW Police Force. Events like droughts and emergencies can cause change in a community's circumstances and impact on NSW Police Force's ability to deliver planned results. In 2016-17, there were no events which affected the delivery of policing services.

Total expenses and losses \$3,324.0 million



Total contributions and revenue \$3,590.8 million





INDEPENDENT AUDITOR'S REPORT

NSW Police Force

To Members of the New South Wales Parliament

Opinion

I have audited the accompanying financial statements of NSW Police Force (NSW Police), which comprise the statement of financial position as at 30 June 2017, the statement of comprehensive income, statement of changes in equity, statement of cash flows, for the year ended, notes comprising a summary of significant accounting policies and other explanatory information.

In my opinion the financial statements:

- give a true and fair view of the financial position of NSW Police as at 30 June 2017, and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 45E of the *Public Finance and Audit Act 1983* (PF&A Act) and the Public Finance and Audit Regulation 2015.

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

Basis for Opinion

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

I am independent of NSW Police 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' (APES 110).

I have fulfilled my other ethical responsibilities in accordance with 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 believe the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Commissioner's Responsibility for the Financial Statements

The Commissioner is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards and the PF&A Act, and for such internal control as the Commissioner determines is necessary to enable the preparation 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 Commissioner must assess NSW Police's ability to continue as a going concern except where NSW Police's operations will cease as a result of an administrative restructure. The assessment must disclose, as applicable, matters related to going concern and the appropriateness of using the going concern basis of accounting.

Auditor's Responsibility for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error
- 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.

My opinion does not provide assurance:

- that NSW Police 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.



Renee Meimaroglou
Director, Financial Audit Services

30 August 2017
SYDNEY

START OF AUDITED FINANCIAL STATEMENTS

NSW Police Force for the year ended 30 June 2017

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

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



M J Fuller
Commissioner of Police
Dated: 25th August 2017



A Hughes
Director, Finance and Business Services
Dated: 25th August 2017

NSW Police Force

Statement of comprehensive income for the year ended 30 June 2017

		Actual 2017 \$'000	Budget 2017 \$'000	Actual 2016 \$'000
	Notes			
Expenses excluding losses				
Employee related expenses	2(a)	2,689,151	2,728,180	3,012,723
Operating expenses	2(b)	477,386	427,466	470,291
Depreciation and amortisation	2(c)	134,938	158,243	131,978
Grants and subsidies	2(d)	5,615	99,703	7,484
Finance costs	2(e)	9,419	10,701	9,714
Other expenses	2(f)	1,999	2,833	2,045
Total Expenses excluding losses		3,318,508	3,427,126	3,634,235
Revenue				
Sale of goods and services	3(a)	41,406	35,734	39,741
Investment revenue	3(b)	-	-	34
Grants and other contributions	3(c)	3,229,623	3,270,003	3,127,964
Acceptance by the Crown Entity of employee benefits and other liabilities	3(d)	126,258	167,886	235,650
Other income	3(e)	193,502	28,931	69,042
Total Revenue		3,590,789	3,502,554	3,472,431
Gain / (loss) on disposal	4	(3,623)	(918)	(2,746)
Other gains / (losses)	5	(1,859)	(10)	(121)
Net result	22	266,799	74,500	(164,671)
Other comprehensive income				
<i>Items that will not be reclassified to net result in subsequent periods</i>				
Changes in revaluation surplus of property, plant and equipment		3,199	-	28,453
Changes in the revaluation surplus arising from a change in restoration liability		(475)	-	(3,358)
Total other comprehensive income		2,724	-	25,095
TOTAL COMPREHENSIVE INCOME		269,523	74,500	(139,576)

The accompanying notes form part of these financial statements.

NSW Police Force
Statement of financial position as at 30 June 2017

	Notes	Actual 2017 \$'000	Budget 2017 \$'000	Actual 2016 \$'000
ASSETS				
Current assets				
Cash and cash equivalents	7	173,838	64,230	44,652
Receivables	8	81,590	65,901	117,153
Non-current assets held for sale	9	-	511	820
Total Current Assets		255,428	130,642	162,625
Non-Current Assets				
Receivables	8	14,100	500	8,200
Property, Plant and Equipment				
- Land and Buildings	10	1,334,672	1,361,701	1,334,553
- Plant and Equipment	10	311,717	339,414	298,557
Total Property, Plant and Equipment		1,646,389	1,701,115	1,633,110
Intangible assets	11	111,876	76,469	101,500
Total Non-Current Assets		1,772,365	1,778,084	1,742,810
Total Assets		2,027,793	1,908,726	1,905,435
LIABILITIES				
Current Liabilities				
Payables	14	89,348	79,372	205,295
Borrowings	15	13,170	11,667	11,661
Provisions	16	504,090	458,158	499,505
Other current liabilities	17	545	1,197	470
Total Current Liabilities		607,153	550,394	716,931
Non-Current Liabilities				
Borrowings	15	110,980	110,979	124,151
Provisions	16	67,892	72,517	75,214
Other non-current liabilities	17	1,935	71	2,104
Total Non-Current Liabilities		180,807	183,567	201,469
Total Liabilities		787,960	733,961	918,400
Net Assets		1,239,833	1,174,765	987,035
EQUITY				
Reserves		521,201	521,795	517,302
Accumulated funds		718,632	652,970	469,733
Total Equity		1,239,833	1,174,765	987,035

The accompanying notes form part of these financial statements.

NSW Police Force

Statement of changes in equity for the year ended 30 June 2017

	Notes	Accumulated Funds \$'000	Asset Revaluation Surplus \$'000	Total \$'000
Balance at 1 July 2016		<u>469,733</u>	<u>517,302</u>	<u>987,035</u>
Net result for the year		<u>266,799</u>	<u>-</u>	<u>266,799</u>
Other comprehensive income:				
Net change in revaluation surplus of property, plant and equipment	10	-	3,199	3,199
Net change in restoration liability		-	(475)	(475)
Other:				
Asset revaluation surplus balance transferred to accumulated funds on disposal of asset		1,175	(1,175)	-
Total other comprehensive income		<u>1,175</u>	<u>1,549</u>	<u>2,724</u>
Total comprehensive income for the year		<u>267,974</u>	<u>1,549</u>	<u>269,523</u>
Transactions with owners in their capacity as owners				
Increase(decrease) in net assets from equity transfers	18	(16,725)	-	(16,725)
Balance as at 30 June 2017		<u>720,982</u>	<u>518,851</u>	<u>1,239,833</u>
Balance at 1 July 2015		<u>634,546</u>	<u>494,371</u>	<u>1,128,917</u>
Net result for the year		<u>(164,671)</u>	<u>-</u>	<u>(164,671)</u>
Other comprehensive income:				
Net change in revaluation surplus of property, plant and equipment	10	-	28,453	28,453
Net change in restoration liability		-	(3,358)	(3,358)
Other:				
Asset revaluation surplus balance transferred to accumulated funds on disposal of asset		2,164	(2,164)	-
Total other comprehensive income		<u>2,164</u>	<u>22,931</u>	<u>25,095</u>
Total comprehensive income for the year		<u>(162,507)</u>	<u>22,931</u>	<u>(139,576)</u>
Transactions with owners in their capacity as owners				
Increase/(decrease) in net assets from equity transfers	18	(2,306)	-	(2,306)
Balance as at 30 June 2016		<u>469,733</u>	<u>517,302</u>	<u>987,035</u>

The accompanying notes form part of these financial statements.

NSW Police Force
Statement of cash flows for the year ended 30 June 2017

	Notes	Actual 2017 \$'000	Budget 2017 \$'000	Actual 2016 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES				
Payments				
Employee related		(2,550,425)	(2,515,584)	(2,590,035)
Grants and subsidies		(5,615)	(99,703)	(188,187)
Finance costs		(8,483)	(10,701)	(9,212)
Other		(739,816)	(497,535)	(443,774)
Total Payments		(3,304,339)	(3,123,523)	(3,231,208)
Receipts				
Sale of goods and services		66,327	38,157	12,163
Interest received		-	-	1,875
Grants and other contributions		3,229,206	3,269,593	3,125,512
Other		318,583	96,682	177,480
Total Receipts		3,614,116	3,404,432	3,317,030
NET CASH FLOWS FROM OPERATING ACTIVITIES	22	309,777	280,909	85,822
CASH FLOWS FROM INVESTING ACTIVITIES				
Proceeds from sale of Land and Building and Plant and Equipment	4	608	1,425	3,117
Purchases of Land and Building and Plant and Equipment		(136,020)	(217,877)	(118,710)
Purchase of Intangibles		(33,518)	-	(19,740)
NET CASH FLOWS FROM INVESTING ACTIVITIES		(168,930)	(216,452)	(135,333)
CASH FLOWS FROM FINANCING ACTIVITIES				
Repayment of borrowings and advances		(11,661)	(23,261)	(10,245)
NET CASH FLOWS FROM FINANCING ACTIVITIES		(11,661)	(23,261)	(10,245)
NET INCREASE/(DECREASE) IN CASH		129,186	41,196	(59,756)
Opening cash and cash equivalents		44,652	23,034	104,408
CLOSING CASH AND CASH EQUIVALENTS	7	173,838	64,230	44,652

The accompanying notes form part of these financial statements.

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(a) Reporting entity

The NSW Police Force, is a NSW government entity and is controlled by the State of New South Wales, which is the ultimate parent. The 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 2017 have been authorised for issue by the Commissioner on 25th August 2017.

(b) Basis of preparation

The financial statements have been prepared as general purpose financial statements in accordance with:

- applicable Australian Accounting Standards (which include Australian Accounting Interpretations);
- the requirements of the *Public Finance and Audit Act 1983* and *Public Finance and Audit Regulation 2015*; and
- Financial Reporting Directions mandated by the Treasurer.

The financial statements have been prepared on an accrual accounting basis using historical costs except for certain non-current assets, which are recorded at fair value. The financial statements have been prepared on a going concern basis. The NSW Police Force will receive grants from the Department of Justice for the next financial year which will be funded by an appropriation equivalent to the published budget from the NSW Government via NSW Treasury.

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

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

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

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

(c) Statement of Compliance

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

(d) Administered activities

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

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

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

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

Borrowing costs 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 agencies.

(f) Insurance

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

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

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

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

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

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

(h) Income recognition

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

(i) Grants and other contributions

Income from grants (other than contribution by owners) is recognised when NSW Police Force obtains control over the contribution. NSW Police Force is deemed to have assumed control when the grant is received or receivable. Contributions are recognised at their fair value. Contributions of services are recognised when and only when a fair value of those services can be reliably determined and the services would be purchased if not donated.

(ii) Sale of goods

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

(iii) Rendering of services

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

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**(iv) Investment revenue**

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

(i) Assets**(i) Acquisition of assets**

Assets 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.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and revenues at their fair value at acquisition date (see also assets transferred as a result of an equity transfer – Note 1(l) (v) and Note 18).

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

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

(ii) Capitalisation thresholds

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

(iii) Revaluation of property, plant and equipment

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

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

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

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

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**(i) Assets (continued)****(iii) Revaluation of property, plant and equipment (continued)**

Land and buildings are revalued over a three-year cycle. The NSW Police Force undertakes this progressive method of revaluation in accordance with Treasury Guidelines and AASB 116 *Property, Plant and Equipment*. The last such revaluation was completed on 31 March 2017 and was based on an independent assessment. The 2017 revaluation is the second in the current three-year cycle. In 2017, the land and building assets in the Western Region were revalued. To ensure that the land and building assets not included in the 2017 revaluation are held at fair value at 30 June 2017, valuation factors were obtained from accredited valuers. There was no material difference between the values recorded and the adjusted values had the valuation factors been applied. All land and building revaluations, and the valuation factors are undertaken by accredited valuers, engaged by the external property management service provider, to ensure consistency.

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

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

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

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

Revaluation increments are 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.

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

(iv) Impairment of property, plant and equipment

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

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, 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.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(i) Assets (continued)

(v) Depreciation and amortisation of property, plant and equipment

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

All material separately identifiable components of assets are recognised and depreciated /amortised over their useful lives. If the asset cannot be separately identified, even though it is an integral part or component of a larger asset, then it is considered to be a whole of an asset and is depreciated /amortised over the useful life. With the exception of buildings and improvements (2015-16: 3 to 57 years), there were no other changes to the depreciation rates compared to prior year.

Current depreciation/amortisation rates are as follows:

Category	Asset Category Name	Rate
A	Aircraft/aviation	15%
B	Buildings & improvements	useful life varies 2 to 54 years
C	Computers – not PC's	25%
C 1	Computers – PC's	20%
D	Computer integrated software	10%
E	Furniture & fittings	10%
F	Plant & equipment	10%
F 1	Body worn camera	33%
G	Marine equipment	5%
H	Transport equipment	15%
I	Office equipment	10%
J	Scientific apparatus	15%
K	Radio communications equipment	15%
M	Firearms and dangerous weapons	10%
N	Musical instruments	10%
P	Livestock	12.5%
Q	Leased buildings	lease term per asset

(vi) Major inspection costs

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

(vii) Restoration costs

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

(viii) Maintenance

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

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(i) Assets (continued)

(ix) Leases

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

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

Property, plant and equipment acquired under finance lease are depreciated over the asset's useful life. However if there is no reasonable certainty that the lessee entity will obtain ownership at the end of the lease term, the asset is depreciated over the shorter of the estimated useful life of the asset and the lease term.

An operating lease is a lease other than a finance lease. Operating lease payments are recognised as an operating expense in the Statement of Comprehensive Income on a straight-line basis over the lease term.

(x) Intangible assets

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

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

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

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

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

(xi) Loans and receivables

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

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

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(i) Assets (continued)

(xii) Impairment of financial assets

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

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

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

(xiii) De-recognition of financial assets and financial liabilities

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

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

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

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

(xiv) Non-current assets held for sale

The NSW Police Force has certain non-current assets classified as held for sale, where their carrying amount will be recovered principally through a sale transaction, not through continuing use. Non-current assets held for sale are recognised at the lower of carrying amount and fair value less costs of disposal. These assets are not depreciated while they are classified as held for sale. The non-current assets held for sale is set out in Note 9.

(xv) Other assets

Other assets are recognised on a historic cost basis.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**(j) Liabilities****(i) Payables**

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

(ii) Borrowings

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

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

(iii) Financial guarantees

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

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

The NSW Police Force did not provide any financial guarantee contracts in the years ended 30 June 2017 and 30 June 2016.

(iv) Employee benefits and other provisions**(a) Salaries and wages, annual leave, sick leave and on-costs**

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

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

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**(j) Liabilities (continued)****(iv) Employee benefits and other provisions (continued)****(b) Long service leave and superannuation**

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

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

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

(c) Consequential on-costs

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

(d) Other provisions

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

If the effect of the time value of money is material, provisions are discounted at 2.42%, which is the 10 year government bond rate at 20 June 2017, which reflects the current market assessments of the time value of money and the risks specific to the liability.

(e) Non-renewal benefit

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

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

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

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**(j) Liabilities (continued)****(iv) Employee benefits and other provisions (continued)****(e) Non-renewal benefit (continued)**

A shorthand method, based on actuarial report obtained as at 30 June 2015, was applied to calculate the current liability. This calculation is based on the application of a discount factor of 0.86 to total non-renewal benefit liability.

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

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

(f) The NSW Police Force Blue Ribbon Super Scheme

The valuation of NSW Police Force's self-insured liabilities under the NSW Police Death and Disability Award Insurance scheme as at 30 June 2017 is based on data as at 30 June 2017.

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

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

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

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

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

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

As at 30 June 2017 the estimated recovery exceeded the estimated liability.

The liability has been discounted at an assumed government bond rate of 1.6% with a term of 1.4 years. The largest component of the liabilities is the 2011 Act income protection benefits and the majority have a maximum payment period of five or seven years for claims depending upon the injury date.

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

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

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

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

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

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

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

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

(ii) Accumulated funds

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

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

(iv) Equity transfers

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

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**(l) Equity and reserves (continued)****(iv) Equity transfers (continued)**

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.

(m) Trust funds

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

(n) Budgeted amounts

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

(o) Service group statements allocation methodology

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

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

(p) Comparative information

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

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**(q) Changes in accounting policy, including new or revised Australian Accounting Standards****(i) Effective for the first time in 2016-17**

The accounting policies applied in 2016-17 are consistent with those of the previous financial year except as a result of the following new or revised Australian Accounting Standards that have been applied for the first time in 2016-17:

- AASB 124 *Related Party Disclosure*.

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

- AASB 124 *Related Party Disclosure*. AASB 124 contains definitions of related parties as key management personnel (KMP) and other related parties. Treasury Circular 16-12 *Related party disclosures* requires the state government agencies to disclose related parties transactions, nature of the transactions and outstanding balance as at the reporting date. Refer Note 28.

(ii) Issued but not yet effective

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

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

- AASB 9 *Financial Instruments*
- AASB 15, AASB 2014-5 and AASB 2015-8 regarding *Revenue from Contracts with Customers*
- AASB 16 *Leases*
- AASB 1058 *Income of Not-for profit Entities*
- AASB 2016-2 *Amendments to Australian Accounting Standards – Disclosure Initiative: Amendments to AASB 107*
- AASB 2016-3 *Amendments to Australian Accounting Standards Clarification to AASB 15*
- AASB 2016-4 *Amendments to Australian Accounting Standards – Recoverable Amount of Non-Cash-Generating Specialised Assets of Not-for-Profit Entities*
- AASB 2016-6 *Amendments to Australian Accounting Standards – Applying AASB 9 Financial Instruments with AASB 4 Insurance Contracts*
- AASB 2016-7 *Amendments to Australian Accounting Standards – Deferral of AASB 15 for Not-for-Profit Entities*
- AASB 2016-8 *Amendments to Australian Accounting Standards – Australian Implementation Guidance for Not-for-Profit Entities*
- AASB 2017-1 *Amendments to Australian Accounting Standards – Transfer of investment Property, Annual Improvements 2014-2016 Cycle and Other Amendments*
- AASB 2017-2 *Amendments to Australian Accounting Standards – Further Annual Improvements 2014-2016 Cycle*

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

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

	2017 \$'000	2016 \$'000
2. EXPENSES EXCLUDING LOSSES		
(a) Employee related expenses		
Salaries and wages (including annual leave)	1,980,727	1,981,149
Superannuation - defined benefit plans*	173,599	187,974
Superannuation - defined contribution plans	163,898	162,566
Long service leave	60,257	170,025
Workers' compensation insurance	173,586	367,679
Death and disability self-insurance scheme	3,838	4,753
Payroll tax and fringe benefit tax	132,649	138,577
Voluntary redundancies	597	-
	<u>2,689,151</u>	<u>3,012,723</u>

Employee related expenses excluded from the above are as follows:

(i) Capitalised as intangible assets \$0.008 million at 30 June 2017 (\$0.130million in 2015-16).

(ii) Capitalised as property, plant and equipment \$1.536 million at 30 June 2017(\$0.635 million in 2015-16).

* Included in the 'Superannuation - defined benefit plans' is contribution for the Death and Total and Permanent Disability Cover of \$109.431million (\$122.141million in 2015-16).

(b) Operating expenses		
Auditor's remuneration - audit of the financial statements	360	360
Operating lease rental expense - minimum lease payments	67,792	69,156
Insurance	68,984	69,727
Maintenance *	40,056	38,335
Other building expenses	30,929	28,257
Subsistence and transport	25,689	23,656
Motor vehicle, launches and aircraft	45,276	43,517
Fees for services rendered	86,544	89,776
Computer licensing and other	30,994	28,106
Gas and electricity	13,331	13,095
Postal and telephone	21,347	23,019
Stationery, printing and stores	7,227	8,007
Contractors	9,606	8,886
Operation Supplies	17,076	15,437
Police Uniform Supplies	6,742	5,921
Other	5,433	5,036
	<u>477,386</u>	<u>470,291</u>

**Reconciliation - Total maintenance*

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

Employee related maintenance expense included in Note 2(a)

Total maintenance expenses included in Note 2(a) + 2(b)

40,056	38,335
<u>9,267</u>	<u>8,756</u>
<u>49,323</u>	<u>47,091</u>

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

	2017 \$'000	2016 \$'000
2. EXPENSES EXCLUDING LOSSES (continued)		
(c) Depreciation and amortisation expense		
Depreciation		
Buildings	40,353	41,582
Plant and equipment	72,371	69,526
	<u>112,724</u>	<u>111,108</u>
Amortisation:		
Intangible assets - software	22,214	20,870
	<u>22,214</u>	<u>20,870</u>
	<u>134,938</u>	<u>131,978</u>
(d) Grants and subsidies		
Police and Community Youth Clubs contribution	5,093	6,974
Police Legacy-Child Safety program	20	10
Police Legacy-Welfare assistance program	502	500
	<u>5,615</u>	<u>7,484</u>
(e) Finance costs		
Finance lease interest charge	8,469	9,192
Borrowing interest expenses	14	20
Unwinding of discount rate	936	502
	<u>9,419</u>	<u>9,714</u>
(f) Other expenses		
Witnesses' expenses	1,999	2,045
	<u>1,999</u>	<u>2,045</u>
3. REVENUE		
(a) Sale of goods and services		
Rents and leases - other	3,441	3,674
NSW Police Force College operations	1,997	2,425
Officers on loan	9,130	7,997
Insurance reports	2,316	2,468
Sports/Entertainment Events - Supervision	13,784	12,672
National Criminal History Records Check	4,412	5,273
Refund of escort expenses	2,936	2,358
Minor sales of goods and services	3,390	2,874
	<u>41,406</u>	<u>39,741</u>
(b) Investment revenue		
Interest - Other	-	34
	<u>-</u>	<u>34</u>

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

	2017 \$'000	2016 \$'000
3. REVENUE (continued)		
(c) Grants and other contributions		
State Grants and Contributions		
Recurrent grants from NSW Department of Justice	3,023,852	2,921,439
Capital grants from NSW Department of Justice	168,553	169,425
NSW Centre for Road Safety - Road Trauma Program*	24,688	23,095
NSW Centre for Road Safety-capital programs	1,915	4,575
NSW Centre for Road Safety-various programs	1,514	-
NSW Finance, Services and Innovation- Strike Force Ravens	536	-
NSW Ministry of Health - Alcohol and Drug Programs	-	129
NSW Ministry of Health - Cannabis Caution Scheme	-	147
NSW Ministry of Health -Management and Policy	-	518
NSW Centre for Road Safety - High Visibility Markings	-	550
NSW Ministry of Health- Police high risk offender	1,955	-
NSW Department of Family and Community Services - Domestic Violence	722	657
NSW Department of Family and Community Services - Staying Home	232	161
NSW Department of Justice - Life/Youth On Track	182	48
NSW Department of Justice - Domestic and Family Violence	1,955	-
Charles Sturt University -ADPP Scenario Village Upgrade Project	-	1,557
Miscellaneous	968	1,022
	3,227,072	3,123,323
Commonwealth Grants and Contributions		
Crimtrac	2,093	1,836
Operation Polaris	-	2,556
Counter Terrorism - Drill Style program	160	154
Miscellaneous	298	95
	2,551	4,641
	3,229,623	3,127,964
Conditional grants and contributions recognised as revenue in the current year, not fully spent with expected expenditure to occur in:		
2017-18	6,235	
	6,235	
Unconditional grants and contributions recognised as revenue in the current year, not fully spent with expected expenditure to occur in:		
2017-18	4,739	
	4,739	
Grants and contributions recognised as revenue in previous years, that were expended in the current year:		
2005-06	6	
2006-07	41	
2007-08	28	
2009-10	29	
2012-13	36	
2013-14	219	
2014-15	4,302	
2015-16	4,235	
	8,896	

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

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

	2017 \$'000	2016 \$'000
3. REVENUE (continued)		
(d) Acceptance by the Crown Entity of employee benefits and other liabilities		
The following liabilities and / or expenses have been assumed by the Crown Entity or other government agencies:		
Superannuation - defined benefit plans	62,589	62,074
Long service leave	60,256	170,025
Payroll tax	3,413	3,551
	<u>126,258</u>	<u>235,650</u>
(e) Other income		
Employee contributions to Death and Disability Scheme	26,403	26,220
Death and disability insurance scheme actuarial adjustment	27,289	-
TMF hindsight rebates	127,945	32,775
Recognition of pre-existing but previously unrecorded assets	2,703	-
Refund from insurance	2,260	1,823
Reversal of provision of restoration costs	2,372	4,124
Bad debts recovered	67	98
Motor vehicle rebates	2,744	2,104
Copyright rebates	-	16
Other	1,719	1,882
	<u>193,502</u>	<u>69,042</u>
4. GAIN / (LOSS) ON DISPOSAL		
Gain / (loss) on disposal of land and buildings		
Proceeds from disposal	-	2,031
Written down value of assets disposed	(365)	(3,298)
Net gain / (loss) on disposal of land and buildings	<u>(365)</u>	<u>(1,267)</u>
Gain / (loss) on disposal of plant and equipment		
Proceeds from disposal	386	820
Written down value of assets disposed	(2,795)	(2,340)
Net gain / (loss) on disposal of plant and equipment	<u>(2,409)</u>	<u>(1,520)</u>
Gain / (loss) on disposal of Software Intangibles		
Written down value of assets disposed	(928)	(7)
Net gain / (loss) on disposal of Software Intangibles	<u>(928)</u>	<u>(7)</u>
Gain / (loss) on disposal of assets held for sale		
Proceeds from disposal	222	266
Written down value of assets disposed	(143)	(218)
Net gain / (loss) on disposal of assets held for sale	<u>79</u>	<u>48</u>
Total gain / (loss) on disposal	<u>(3,623)</u>	<u>(2,746)</u>
5. OTHER GAINS / (LOSSES)		
Impairment of receivables	(1,859)	(121)
	<u>(1,859)</u>	<u>(121)</u>

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

6. SERVICE GROUP STATEMENTS FOR THE YEAR ENDED 30 JUNE 2017

EXPENSES & INCOME	Service Group 39.1 ¹		Service Group 39.2 ¹		Service Group 39.3 ¹		Service Group 39.4 ¹		Not Attributable ²		Total	
	2017 \$'000	2016 \$'000	2017 \$'000	2016 \$'000	2017 \$'000	2016 \$'000	2017 \$'000	2016 \$'000	2017 \$'000	2016 \$'000	2017 \$'000	2016 \$'000
Expenses excluding losses												
Employee related expenses	1,357,913	1,528,007	851,195	952,606	300,080	329,611	179,963	202,499	-	-	2,689,151	3,012,723
Operating expenses	241,644	237,927	151,547	150,146	52,154	50,301	32,041	31,917	-	-	477,386	470,291
Depreciation and amortisation	86,296	80,219	36,490	39,692	5,781	5,414	6,371	6,653	-	-	134,938	131,978
Grants and subsidies	2,815	3,750	1,766	2,366	661	865	373	503	-	-	5,615	7,484
Finance costs	4,722	4,867	2,962	3,071	1,109	1,123	626	653	-	-	9,419	9,714
Other expenses	1,002	1,025	629	647	-	236	133	137	-	-	1,999	2,045
Total expenses excluding losses	1,694,392	1,855,795	1,044,589	1,148,528	360,020	387,550	219,507	242,362	-	-	3,318,508	3,634,235
Revenue												
Sale of goods and services	20,759	19,912	13,020	12,566	4,874	4,592	2,753	2,671	-	-	41,406	39,741
Investment revenue	-	17	-	11	-	4	-	2	-	-	-	34
Grants and other contributions	6,282	7,018	3,940	4,428	26,162	24,714	834	942	3,192,405	3,090,862	3,229,623	3,127,964
Acceptance by the Crown Entity of employee benefits and other liabilities	63,303	118,070	39,700	74,510	14,861	27,231	8,394	15,839	-	-	126,258	235,650
Other income	160,814	50,946	20,614	11,467	7,716	4,191	4,358	2,438	-	-	193,502	69,042
Total revenue	251,158	195,963	77,274	102,982	53,613	60,732	16,339	21,892	3,192,405	3,090,862	3,590,789	3,472,431
Gain / (loss) on disposal	(1,817)	(1,376)	(1,139)	(868)	(426)	(317)	(241)	(185)	-	-	(3,623)	(2,746)
Other gains / (losses)	(931)	(61)	(585)	(38)	(219)	(14)	(124)	(8)	-	-	(1,859)	(121)
Net result	(1,445,982)	(1,661,269)	(969,039)	(1,046,452)	(307,052)	(327,149)	(203,533)	(220,663)	3,192,405	3,090,862	266,799	(164,671)
Other comprehensive income												
Changes in revaluation surplus of property, plant and equipment	2,046	17,294	865	8,557	137	1,168	151	1,434	-	-	3,199	28,453
Changes in revaluation surplus arising from a change in restoration liability	(305)	(2,041)	(128)	(1,010)	(20)	(138)	(22)	(169)	-	-	(475)	(3,358)
Total other comprehensive income	1,741	15,253	737	7,547	117	1,030	129	1,265	-	-	2,724	25,095
TOTAL COMPREHENSIVE INCOME	(1,444,241)	(1,646,016)	(968,302)	(1,038,905)	(306,935)	(326,119)	(203,404)	(219,398)	3,192,405	3,090,862	269,523	(139,576)

1. The names and purposes of each service group are summarised below.

2. Grants received from the Department of Justice are made on an entity basis and not to individual service groups. Consequently, grants from the Department of Justice are included in the 'Not Attributable' column.

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

6. SERVICE GROUP STATEMENTS FOR THE YEAR ENDED 30 JUNE 2017 (continued)

ASSETS & LIABILITIES	Service Group 39.1 ¹		Service Group 39.2 ¹		Service Group 39.3 ¹		Service Group 39.4 ¹		Not Attributable ²		Total	
	2017 \$'000	2016 \$'000	2017 \$'000	2016 \$'000	2017 \$'000	2016 \$'000	2017 \$'000	2016 \$'000	2017 \$'000	2016 \$'000	2017 \$'000	2016 \$'000
Current Assets												
Cash and cash equivalents	-	60,021	-	-	-	-	-	-	-	-	-	-
Receivables	40,408	498	17,086	29,698	21,113	22,456	2,983	4,978	173,838	44,652	173,838	44,652
Non-current assets held for sale	-	-	-	247	-	34	-	41	-	-	-	-
Total current assets	40,408	60,519	17,086	29,945	21,113	22,490	2,983	5,019	173,838	44,652	173,838	162,625
Non-current Assets												
Receivables	7,069	4,108	4,434	2,593	1,660	948	937	551	-	-	14,100	8,200
Property, plant and equipment	1,052,910	992,635	445,212	491,147	70,534	66,998	77,733	82,330	-	-	1,646,389	1,633,110
Intangibles	71,548	61,695	30,253	30,525	4,793	4,163	5,282	5,117	-	-	111,876	101,500
Total non-current assets	1,131,527	1,058,438	479,899	524,265	76,987	72,109	83,952	87,998	-	-	1,772,365	1,742,810
Total Assets	1,171,935	1,118,957	496,985	554,210	98,100	94,599	86,935	93,017	173,838	44,652	2,027,793	1,905,435
Current liabilities												
Payables	44,797	102,860	28,095	64,912	10,516	23,724	5,940	13,799	-	-	89,348	205,295
Borrowings	6,472	5,733	6,455	5,715	155	135	88	78	-	-	13,170	11,661
Provisions	252,742	250,272	158,504	157,938	59,332	57,722	33,512	33,573	-	-	504,090	499,505
Other current liabilities	273	235	172	149	64	54	36	32	-	-	545	470
Total current liabilities	304,284	359,100	193,226	228,714	70,067	81,635	39,576	47,482	-	-	607,153	716,931
Non-current liabilities												
Borrowings	54,540	61,035	54,396	60,847	1,306	1,435	738	834	-	-	110,980	124,151
Provisions	34,040	37,685	21,348	23,782	7,991	8,692	4,513	5,055	-	-	67,892	75,214
Other non-current liabilities	970	1,055	608	665	228	243	129	141	-	-	1,935	2,104
Total non-current liabilities	89,550	99,775	76,352	85,294	9,525	10,370	5,380	6,030	-	-	180,807	201,469
Total Liabilities	393,834	458,875	269,578	314,008	79,592	92,005	44,956	53,512	-	-	787,960	918,400
NET ASSETS	778,101	660,082	227,407	240,202	18,508	2,594	41,979	39,505	173,838	44,652	1,239,833	987,035

1. The names and purposes of each service group are summarised below.

2. Grants received from the Department of Justice are made on an entity basis and not to individual service groups. Consequently, grants from the Department of Justice are included in the 'Not Attributable' column.

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

6. SERVICE GROUP STATEMENTS FOR THE YEAR ENDED 30 JUNE 2017 (continued)

ADMINISTERED EXPENSES & INCOME	Service Group 39.1 ¹		Service Group 39.2 ¹		Service Group 39.3 ¹		Service Group 39.4 ¹		Not Attributable ²		Total	
	2017 \$'000	2016 \$'000	2017 \$'000	2016 \$'000	2017 \$'000	2016 \$'000	2017 \$'000	2016 \$'000	2017 \$'000	2016 \$'000	2017 \$'000	2016 \$'000
Administered Expenses	-	-	-	-	-	-	-	-	-	-	-	-
Administered Income	-	-	-	-	-	-	-	-	-	-	-	-
Transfer receipts	-	-	-	-	-	-	-	-	-	-	-	-
Consolidated Fund	-	-	-	-	-	-	-	-	-	-	-	-
Taxes, fees and fines	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	21,882	34	21,016
Total Administered Income	-	-	-	-	-	-	-	-	-	21,882	34	21,016
Administered Income less Expenses	-	-	-	-	-	-	-	-	-	21,916	21,052	21,052

1. The names and purposes of each service group are summarised below.

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

Administered assets and liabilities are disclosed in Note 25.

6. SERVICE GROUP STATEMENTS FOR THE YEAR ENDED 30 JUNE 2017 (continued)

Service group descriptions

Service group 39.1 – Community Support

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

Service group 39.2 – Criminal Investigation

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

Service group 39.3 – Traffic and Commuter Services

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

Service group 39.4 – Judicial Support

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

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

	2017 \$'000	2016 \$'000
7. CASH AND CASH EQUIVALENTS		
Cash at bank and on hand	<u>173,838</u>	<u>44,652</u>
For the purposes of the statement of cash flows, cash and cash equivalents include cash on hand (including permanent and temporary advances), and cash at bank.		
Cash and cash equivalent assets recognised in the statement of financial position are reconciled at the end of the financial year to the statement of cash flows as follows:		
Cash and cash equivalents (per statement of financial position)	<u>173,838</u>	<u>44,652</u>
Closing cash and cash equivalents (per statement of cash flows)	<u>173,838</u>	<u>44,652</u>

NSW Police Force had the following banking facilities as at 30 June 2017:

- Bank guarantee authority of \$0.5 million (\$0.5million in 2015-16). This authority enables NSW Police Force to provide bank guarantees to its suppliers on a need basis. There were no bank guarantees issued as at 30 June 2017 (Nil in 2015-16).
- MasterCard facility of \$7.5 million (\$7.5 million in 2015-16), which is the total of the credit limit for all issued credit cards and purchase cards. Total amount of credit unused as at 30 June 2017 was \$2.0million (\$2.1million in 2015-16).
- Offset accounts facility of \$0.05 million (\$0.05 million in 2015-16). 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 2017 was \$0.04million (\$ 0.04 million in 2015-16).

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

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

	2017 \$'000	2016 \$'000
8. CURRENT / NON-CURRENT ASSETS - RECEIVABLES		
Receivables - Current		
Sale of goods and services	12,386	37,350
Less: Allowance for impairment	<u>(353)</u>	<u>(338)</u>
	12,033	37,012
Other debtors	32,796	38,230
Less: Allowance for impairment	<u>(5,421)</u>	<u>(3,724)</u>
	27,375	34,506
GST receivable	11,303	18,436
Prepayments	<u>30,879</u>	<u>27,199</u>
Total Receivables - Current	81,590	117,153
Receivables - Non-Current		
Other Debtors *	<u>14,100</u>	<u>8,200</u>
Total Receivables - Non-Current	14,100	8,200
Movement in the allowance for impairment - Trade debtors		
Balance at 1 July	338	246
Amounts written off during the year	(55)	(4)
Amounts recovered during the year	(60)	(41)
Increase / (decrease) in allowance recognised in profit or loss	<u>130</u>	<u>137</u>
Balance at 30 June	353	338
Movement in the allowance for impairment - Others debtors		
Balance at 1 July	3,724	3,818
Amounts written off during the year	(35)	(26)
Amounts recovered during the year	(972)	(1,132)
Increase / (decrease) in allowance recognised in profit or loss	<u>2,704</u>	<u>1,064</u>
Balance at 30 June	5,421	3,724

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

* Refer Note 1 (j) (iv)(f)

9. NON-CURRENT ASSETS HELD FOR SALE

Assets held for sale

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

Land and buildings not sold were appropriately reclassified to the respective asset classes.

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

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

	Land and Buildings \$'000	Plant and Equipment \$'000	Total \$'000
At 1 July 2016 - fair value			
Gross carrying amount	2,194,962	732,812	2,927,774
Accumulated depreciation and impairment	<u>(902,646)</u>	<u>(488,994)</u>	<u>(1,391,640)</u>
	1,292,316	243,818	1,536,134
Work in progress	<u>42,237</u>	<u>54,739</u>	<u>96,976</u>
Net Carrying Amount	<u>1,334,553</u>	<u>298,557</u>	<u>1,633,110</u>
At 30 June 2017 - fair value			
Gross carrying amount	2,196,238	669,888	2,866,126
Accumulated depreciation and impairment	<u>(934,619)</u>	<u>(405,307)</u>	<u>(1,339,926)</u>
	1,261,619	264,581	1,526,200
Work in progress	<u>73,053</u>	<u>47,136</u>	<u>120,189</u>
Net Carrying Amount	<u>1,334,672</u>	<u>311,717</u>	<u>1,646,389</u>

Reconciliations

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

	Land and Buildings \$'000	Plant and Equipment \$'000	Leased Buildings \$'000	Work in Progress \$'000	Total \$'000
Year ended 30 June 2017					
Net carrying amount at beginning of year	1,222,017	243,818	70,299	96,976	1,633,110
Additions	10,962	52,582	-	90,020	153,564
Transfers from work in progress	18,374	36,881	-	(66,807)	(11,552)
Assets held for sale	677	-	-	-	677
Disposals	(365)	(2,795)	-	-	(3,160)
Increase/ (decrease) in net assets from equity transfer	(17,278)	553	-	-	(16,725)
Net revaluation increment less revaluation decrements	(2,714)	5,913	-	-	3,199
Depreciation expense	<u>(30,874)</u>	<u>(72,371)</u>	<u>(9,479)</u>	<u>-</u>	<u>(112,724)</u>
Net carrying amount at end of year	<u>1,200,799</u>	<u>264,581</u>	<u>60,820</u>	<u>120,189</u>	<u>1,646,389</u>

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

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

	Land and Buildings \$'000	Plant and Equipment \$'000	Total \$'000
At 1 July 2015 - fair value			
Gross carrying amount	2,095,474	729,626	2,825,100
Accumulated depreciation and impairment	(867,356)	(476,478)	(1,343,834)
Work in progress	72,397	45,105	117,502
Net Carrying Amount	1,300,515	298,253	1,598,768
At 30 June 2016 - fair value			
Gross carrying amount	2,194,962	732,812	2,927,774
Accumulated depreciation and impairment	(902,646)	(488,994)	(1,391,640)
Work in progress	1,292,316	243,818	1,536,134
Work in progress	42,237	54,739	96,976
Net Carrying Amount	1,334,553	298,557	1,633,110

Reconciliations

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

	Land and Buildings \$'000	Plant and Equipment \$'000	Leased Buildings \$'000	Work in Progress \$'000	Total \$'000
Year ended 30 June 2016					
Net carrying amount at beginning of year	1,148,340	253,148	79,778	117,502	1,598,768
Additions	35,766	28,417	-	69,509	133,692
Transfers from work in progress	51,723	29,869	-	(90,035)	(8,443)
Assets held for sale	(308)	-	-	-	(308)
Disposals	(3,298)	(2,340)	-	-	(5,638)
Increase/ (decrease) in net assets from equity transfer	-	(2,306)	-	-	(2,306)
Net revaluation increment less revaluation decrements	21,897	6,556	-	-	28,453
Depreciation expense	(32,103)	(69,526)	(9,479)	-	(111,108)
Net carrying amount at end of year	1,222,017	243,818	70,299	96,976	1,633,110

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

11. INTANGIBLE ASSETS

	Software \$'000
At 1 July 2016	
Cost (gross carrying amount)	274,855
Accumulated amortisation and impairment	<u>(173,355)</u>
Net Carrying Amount	<u>101,500</u>

At 30 June 2017	
Cost (gross carrying amount)	231,112
Accumulated amortisation and impairment	<u>(119,236)</u>
Net Carrying Amount	<u>111,876</u>

	Software \$'000	Work in Progress \$'000	Total \$'000
Year ended 30 June 2017			
Net carrying amount at beginning of year	100,950	550	101,500
Additions (from internal development)	21,415	551	21,966
Transfers from work in progress	12,101	(549)	11,552
Disposals	(928)	-	(928)
Amortisation (recognised in "depreciation and amortisation")	<u>(22,214)</u>	<u>-</u>	<u>(22,214)</u>
Net carrying amount at end of year	<u>111,324</u>	<u>552</u>	<u>111,876</u>

	Software \$'000
At 1 July 2015	
Cost (gross carrying amount)	258,753
Accumulated amortisation and impairment	<u>(156,117)</u>
Net Carrying Amount	<u>102,636</u>

At 30 June 2016	
Cost (gross carrying amount)	274,855
Accumulated amortisation and impairment	<u>(173,355)</u>
Net Carrying Amount	<u>101,500</u>

	Software \$'000	Work in Progress \$'000	Total \$'000
Year ended 30 June 2016			
Net carrying amount at beginning of year	101,806	830	102,636
Additions (from internal development)	10,833	230	11,063
Additions (purchases)	-	234	234
Transfers from work in progress	9,187	(744)	8,443
Disposals	(6)	-	(6)
Amortisation (recognised in "depreciation and amortisation")	<u>(20,870)</u>	<u>-</u>	<u>(20,870)</u>
Net carrying amount at end of year	<u>100,950</u>	<u>550</u>	<u>101,500</u>

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

12. FAIR VALUE MEASUREMENT OF NON-FINANCIAL ASSETS

(a) Fair Value Hierarchy

	Level 1	Level 2	Level 3	Total Fair Value
2017	\$'000	\$'000	\$'000	\$'000
Property, plant and equipment (Note 10)				
Land and buildings	-	-	1,200,799	1,200,799
Marine equipment and aviation assets	-	-	35,666	35,666
	-	-	1,236,465	1,236,465
	-	-	1,236,465	1,236,465

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

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

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

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

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

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

(b) Valuation techniques, input and processes

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

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

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

REMAINDER OF PAGE LEFT BLANK INTENTIONALLY

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

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

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

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

2017	2016
\$'000	\$'000

13. RESTRICTED ASSETS

Included in the current assets are the following restricted assets:

Death and Disabilities Scheme Monies	7,510	3,164
	7,510	3,164

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

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

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

NSW Police Force**Notes to the financial statements for the year ended 30 June 2017**

	2017 \$'000	2016 \$'000
14. CURRENT LIABILITIES - PAYABLES		
Accrued salaries, wages and on-costs	10,003	2,733
Payroll Tax	14,521	13,816
Fringe Benefits Tax	1,547	1,490
Pay As You Go Tax withheld	22,022	21,117
Employee deductions withheld	82	33
Superannuation Guarantee Charge Payable	45	22
Creditors	14,486	11,688
Unearned revenue	1,305	3
Motor vehicle costs	3,521	4,244
Petrol interface	1,473	1,304
Forensic Services Group	1,646	4,041
Education Services	372	496
Business Technology Services	662	1,086
State Crime Command	467	698
Auditor's remuneration - audit of the financial statements	237	220
Specialist Operations	1,342	840
Copyright fee for NSW Government print copying	1,138	1,092
Property related costs	6,658	6,344
Miscellaneous sponsorship	-	55
GST accruals	1,915	12,948
Uncoded expense accruals	76	597
Capital expense accruals	1,716	1,490
TMF fund year 2010-11 hindsight adjustment	-	115,503
Various sundry accruals	4,114	3,435
	89,348	205,295

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

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

	2017 (\$'000)	2016 (\$'000)
15. CURRENT / NON-CURRENT LIABILITIES – BORROWINGS		
Current		
Finance leases (see Note 19(c))	13,014	11,511
Treasury advances payable	<u>156</u>	<u>150</u>
	<u>13,170</u>	<u>11,661</u>
Non current		
Finance leases (see Note 19(c))	110,900	123,914
Treasury advances payable	<u>80</u>	<u>237</u>
	<u>110,980</u>	<u>124,151</u>

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

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

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

	2017 \$'000	2016 \$'000
16. CURRENT / NON-CURRENT LIABILITIES –PROVISIONS		
Employee benefits and related on costs - Current		
Annual leave *	215,806	213,497
Annual leave on long service leave	45,509	45,098
Non-renewal benefit*	89,975	84,493
Leave loading	2,110	2,056
Workers' compensation on long service leave	7,985	7,923
Superannuation on long service leave	30,345	30,109
Other Oncost on Leave - Superannuation	34,542	33,406
Payroll tax on annual leave liability	11,761	11,636
Payroll tax on long service leave	47,654	47,282
Payroll tax on other leave provisions	5,019	4,717
Death and disability self-insurance scheme [#]	10,800	16,100
	501,506	496,317
Other Provisions - Current		
Restoration costs - Current	2,584	3,188
	2,584	3,188
	504,090	499,505
Employee benefits and related on costs - Non-Current		
Annual leave on long service leave	3,957	3,922
Non-renewal benefit	24,393	25,747
Workers' compensation on long service leave	695	689
Superannuation on long service leave - Non-current	2,639	2,618
Payroll tax on long service leave	4,144	4,112
Payroll tax on other leave provisions	1,329	1,403
Death and disability self-insurance scheme [#]	8,500	15,200
	45,657	53,691
Subtotal Employee benefits and related on costs	547,163	550,008
Other Provisions - Non-Current		
Restoration costs - Non-current	22,235	21,523
	22,235	21,523
Subtotal Other Provisions	24,819	24,711
Total Current Provisions	504,090	499,505
Total Non-Current Provisions	67,892	75,214
Total Provisions	571,982	574,719
Aggregate employee benefits and related on-costs		
Provisions - Current	501,506	496,317
Provisions - Non-Current	45,657	53,691
Accrued salaries, wages and on-costs (refer Note 14)	10,003	2,733
	557,166	552,741

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

(i) Annual leave totals \$2.623 million (\$8.783 million in 2015-16)

(ii) Non-renewal benefit totals \$81.230 million (\$78.054 million in 2015-16)

[#] Refer Note 1 (j) (iv) (f)

NSW Police Force**Notes to the financial statements for the year ended 30 June 2017**

	2017 \$'000	2016 \$'000
16. CURRENT / NON-CURRENT LIABILITIES - PROVISIONS (continued)		
Movement in provisions (other than employee benefits)		
Movements in the restoration provision during the financial year are set out below:		
Restoration Costs		
Carrying amount at the beginning of financial year	24,711	19,604
Additional provisions recognised	3,538	9,602
Amounts used	(1,993)	(873)
Unused amounts reversed	(2,372)	(4,124)
Unwinding / change in the discount rate	935	502
Carrying amount at the end of financial year	<u>24,819</u>	<u>24,711</u>
17. CURRENT / NON-CURRENT LIABILITIES - OTHER		
Other Liabilities - Current		
Lease incentives	490	409
Other	55	61
	<u>545</u>	<u>470</u>
Other Liabilities - Non-Current		
Lease incentives	1,935	2,104
	<u>1,935</u>	<u>2,104</u>
Total Liabilities - Other	<u>2,480</u>	<u>2,574</u>

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

	2017 \$'000	2016 \$'000
18. INCREASE / (DECREASE) IN NET ASSETS FROM EQUITY TRANSFERS		
Transfers (to) / from of property, plant and equipment		
To Property NSW	(17,278)	-
From Department of Justice	553	-
NSW Ministry of Health	-	(2,306)
Increase / (decrease) in net assets from equity transfers	<u>(16,725)</u>	<u>(2,306)</u>

Contribution by or distribution to owners

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

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

NSW Police Force and Property NSW have been collaborating on the vesting and transition strategy for the NSW Police Force residential asset portfolio and the appropriate operating model for provision of accommodation services by Property NSW.

NSW Police Force have undertaken a review of its residential property portfolio and have in May 2017, transferred the first tranche to Property NSW. The residential property portfolio transfer is anticipated to be completed by the end of the calendar year 2017.

The AVL (Audio Visual Link) is a NSW Police Force and Department of Justice project. The increase use of AVL facilities across all Justice Cluster agencies, is to reduce costs and increase productivity.

The equipment is intended to be used primarily for giving evidence to a court, and prisoners appearing for the first time at court for bail applications. The AVL devices may be used for a variety of purposes, such as meetings, conferences, training sessions or simple video-phone calls.

	2017 \$'000	2016 \$'000
19. COMMITMENTS FOR EXPENDITURE		
(a) Capital Commitments		
Aggregate capital expenditure contracted for at balance date and not provided for:		
Not later than one year	36,313	45,496
Later than one year and not later than five years	-	1,197
Later than five years	-	-
Total (including GST)	<u>36,313</u>	<u>46,693</u>

Input tax credits of \$3.760 million (\$4.245 million in 2015-16), expected to be recoverable from the Australian Taxation Office, are included above.

(b) Operating Lease Commitments

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

Not later than one year	71,394	73,448
Later than one year and not later than 5 years	134,685	135,164
Later than five years	36,701	42,720
Total (including GST)	<u>242,780</u>	<u>251,332</u>

Input tax credits of \$22.062 million (\$22.807 million in 2015-16), expected to be recoverable from the Australian Taxation Office, are included above.

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

Building leases vary between 1 - 8 years, and are generally subject to either CPI, fixed or market rental review at regular intervals.

Radio site leases vary from 1 - 32 years, and are generally subject to either CPI and or an escalation from 3% to 5% annually.

Motor vehicle fleet leases vary from 1 month to 5 years, and are subject to a fixed interest rate during the lease term.

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

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

	2017 \$'000	2016 \$'000
19. COMMITMENTS FOR EXPENDITURE (continued)		
(c) Finance lease commitments		
Minimum lease payment commitments in relation to finance leases		
Not later than one year	20,548	19,854
Later than one year and not later than 5 years	89,642	86,611
Later than five years	43,268	66,848
Minimum lease payments	153,458	173,313
Less: future finance charges	29,544	37,888
Present value of minimum lease payments	123,914	135,425
The present value of finance lease commitments is as follows:		
Not later than one year	13,014	11,511
Later than one year and not later than 5 years	69,771	62,385
Later than five years	41,129	61,529
	123,914	135,425
Classified as:		
Current (Note 15)	13,014	11,511
Non-current (Note 15)	110,900	123,914
	123,914	135,425

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

NSW Police Force**Notes to the financial statements for the year ended 30 June 2017**

	2017 \$'000	2016 \$'000
20. CONTINGENT LIABILITIES AND CONTINGENT ASSETS		
(a) Contingent Liabilities		
Contingent liabilities comprise civil matter claims that have been made against the NSW Police Force. The contingent liabilities are estimates from the NSW Police Force's legal advisers. The prospects of success or otherwise of each claim will become certain only when all the evidence is available, which usually is just before hearing. The vast majority of settlements, if the claimant is successful, will be met by NSW Treasury Managed Fund.	<u>81,844</u>	<u>107,080</u>
(b) Contingent Assets		
The NSW Police Force entered into a lease for the NSW Police Force Headquarters at Parramatta. As part of the conditions of the lease term, the Lessor agrees that, on the fifteenth anniversary of the lease (1 June 2019), it will deposit \$6 million (expressed as a nominal amount) in an account in its name. The NSW Police Force may, at any time after the deposit of the funds until 31 May 2024, request that the Lessor carry out refurbishment work to the premises in accordance with the NSW Police Force's request, up to maximum value of \$6 million plus any interest accrued in the account from 1 June 2019.	<u>6,000</u>	<u>6,000</u>

21. BUDGET REVIEW**Net result:**

The actual net result was favourable to budget by \$192 million.

This result was mainly due to the following factors:

- An increase in other income of \$164 million, comprising of Treasury Managed Fund (TMF) Worker's Compensation hindsight adjustment for the 2011-12 and 2013-14 fund years of \$128 million, death and disability insurance scheme actuarial adjustment of \$25 million and other revenue of \$11 million;
- Increases in a range of other operating expenses totalling \$49 million, including property rentals, consumables and stores, and service fees;
- A \$23 million favourable variance in depreciation charges resulting from changes to the capital program;
- A decrease in employee benefits accepted by the Crown Entity of \$42 million;
- A decrease in grants and contributions of \$40 million mainly due to capital grants of \$47 million offset by other grants received \$7 million; and
- An offsetting decrease in revenues for the Crown Entity expenses listed above of \$42 million.

Assets and liabilities:

Total current assets increased by \$125 million over budget mainly due to the following factors:

- An increase in cash and cash equivalents of \$110 million;
- Increase in net receivables of \$7 million, and permanent and partial disability self insurance gross recoveries of \$8 million.

Non-current assets decreased by \$6 million over budget mainly due to the following factors:

- A \$55 million decrease in property, plant and equipment assets;
- Offset by an increase in intangible assets of \$35 million; and
- An increase in non-current permanent and partial disability self insurance gross recoveries of \$14 million.

Total liabilities increased by \$54 million compared to budget mainly due to the following factors:

- A net increase in employee provisions by \$41 million;
- An increase in payables of \$10 million comprising of employee related expenses of \$8 million; and
- A net increase of \$3 million in other current liabilities.

Cash flows:

Net cash flows from operating activities increased by \$29 million compared to the budget. This is mainly due to:

- An increase in TMF Worker's Compensation hindsight adjustment for the fund years 2011-12 and 2013-14 of \$128 million to budget; offset by a decrease in the grants and subsidies budget of \$94 million which relates to the TMF Workers' Compensation hindsight adjustments for fund years from 2010-11 to 2012-13;
- An increase of \$25 million in permanent and partial disability self insurance gross recoveries favourable to budget;
- An increase in GST refund of \$38 million compared to budget;
- An increase of \$12 million in services provided by officers on loan, other users charges, insurance claims and miscellaneous income;
- Offset by an increase in employee related expenses net \$34 million to budget; and
- A reduction in grants and contributions of \$46 million mainly due to capital grant to budget.

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

	2017 \$'000	2016 \$'000
22. RECONCILIATION OF CASH FLOWS FROM OPERATING ACTIVITIES TO NET RESULT		
Net cash inflow from operating activities	309,777	85,822
Depreciation and amortisation	(134,938)	(131,978)
Increase / (decrease) in receivables	(29,663)	17,713
Decrease / (increase) in creditors	115,949	(94,771)
Decrease / (increase) in provisions	6,274	(47,529)
Decrease / (increase) in other liabilities	94	(1,080)
Increase / (decrease) in Capital Works expenditure accruals	226	298
Net gain / (loss) on sale of plant and equipment	(3,623)	(2,746)
Non-cash revenue - net	2,703	9,600
Net result	266,799	(164,671)

23. NON-CASH FINANCING AND INVESTING ACTIVITIES

Liabilities and expenses assumed by the Crown Entity:

Superannuation	(62,589)	(62,074)
Long service leave	(60,256)	(170,025)
Payroll tax on superannuation	(3,413)	(3,551)
	(126,258)	(235,650)

24. TRUST FUNDS

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

The following is a summary of the transactions in the trust account:

Crown Trust Fund Account

Cash balance at 1 July	41,014	33,122
Add: Receipts	27,883	26,881
Less: Expenditure	(25,793)	(18,989)
Cash balance at 30 June	43,104	41,014

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

	2017 \$'000	2016 \$'000
25. ADMINISTERED ASSETS AND LIABILITIES		
Administered Assets¹		
Receivables	569	539
Total Administered Assets	569	539
Administered Liabilities²		
Unearned income due not later than one year	11,773	11,693
Unearned income due later than one year	14,683	15,456
Total Administered Liabilities	26,456	27,149

Note

1. The administered assets comprise of accrued income from Roads and Maritime Services for month of June 2017.
2. The administered liabilities comprise multi-years firearms and security industry licence payments in advance for a maximum period of up to 5 years. The fees collected are amortised based on the term of the licence.

26. ADMINISTERED INCOME

Firearms licensing	9,304	9,161
Security industry licensing	10,828	10,346
Fines and forfeitures	1,367	1,174
Receipts under Crimes Act	383	335
Other	34	36
	21,916	21,052

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

27. FINANCIAL INSTRUMENTS

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

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

(a) Financial instrument categories

	Note	Category	Carrying Amount 2017 \$'000	Carrying Amount 2016 \$'000
Financial Assets				
Cash and cash equivalent	7	N/A	173,838	44,652
Receivables ¹	8	Loans and receivables measured at amortised cost	39,408	71,518
Financial Liabilities				
Payables ²	14	Financial liabilities measured at amortised cost	49,908	168,847
Borrowings	15	Financial liabilities measured at amortised cost	124,150	135,812
Other liabilities	17	Financial liabilities measured at amortised cost	2,480	2,574

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

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

(b) Credit risk

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

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

Cash

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

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

27. FINANCIAL INSTRUMENTS (continued)

(b) Credit risk (continued)

Receivables - trade and other debtors

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

The NSW Police Force is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors. Based on past experience, debtors that are not past due (\$22.968 million 2016-17 and \$47.959 million in 2015-16) and debts that are past due but not considered impaired (\$4.740 million in 2016-17 and \$9.059 million in 2015-16) in accordance with NSW Police Forces' policy together represent 88% of the total debtors.

Trade Debtors	Total ^{1,2}	Past due but not impaired ^{1,2}	Considered impaired ^{1,2}
	\$'000	\$'000	\$'000
2017			
< 3 months overdue	1,825	1,825	-
3 months - 6 months overdue	199	199	-
> 6 months overdue	717	364	353
2016			
< 3 months overdue	3,614	3,614	-
3 months - 6 months overdue	1,966	1,966	-
> 6 months overdue	469	131	338

Other debtors	Total ^{1,2}	Past due but not impaired ^{1,2}	Considered impaired ^{1,2}
	\$'000	\$'000	\$'000
2017			
< 3 months overdue	1,781	1,781	-
3 months - 6 months overdue	44	44	-
> 6 months overdue	5,948	527	5,421
2016			
< 3 months overdue	(81)	(81)	-
3 months - 6 months overdue	1,960	1,960	-
> 6 months overdue	5,193	1,469	3,724

Notes:

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

27. FINANCIAL INSTRUMENTS (continued)

(c) Liquidity risk

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

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

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

Liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in NSW TC 11/12 *Payment of Accounts*. For small business suppliers, where terms are not specified, payment is made not later than 30 days from date of receipt of a correctly rendered invoice. For other suppliers, if trade terms not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. For small business suppliers, where payment is not made within the specified time period, simple interest must be paid automatically unless an existing contract specifies otherwise. For payments to other suppliers, the Head of an authority (or a person appointed by the Head of an authority) may automatically pay the supplier simple interest. The rate of interest applied during the year was 9.78% (2016 – 10.28%).

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

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

	Weighted average effective interest rate	Nominal Amount ² \$'000	Interest Rate Exposure			Maturity Dates		
			Fixed Interest Rate \$'000	Variable Interest Rate \$'000	Non-interest bearing \$'000	< 1 year \$'000	1 -5 years \$'000	> 5 years \$'000
2017								
<i>Payables</i> ¹	-	49,908	-	-	49,908	49,908	-	-
<i>Borrowings:</i>								
Finance Lease	6.61%	153,458	153,458	-	-	20,548	89,642	43,268
Treasury Advances Repayable	4.08%	236	236	-	-	156	80	-
<i>Other:</i>								
Lease Incentives	-	2,425	-	-	2,425	490	1,935	-
Other	-	55	-	-	55	55	-	-
		206,082	153,694	-	52,388	71,157	91,657	43,268
2016								
<i>Payables</i> ¹	-	168,847	-	-	168,847	168,847	-	-
<i>Borrowings:</i>								
Finance Lease	6.61%	173,313	173,313	-	-	19,854	86,611	66,848
Treasury Advances Repayable	4.08%	387	387	-	-	150	237	-
<i>Other:</i>								
Lease Incentives	-	2,513	-	-	2,513	409	2,104	-
Other	-	61	-	-	61	61	-	-
		345,122	173,700	-	171,421	189,321	88,952	66,848

Notes

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

(d) Market risk

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

Foreign exchange rate risk

The NSW Police Force has a Foreign Exchange Risk Policy which applies to purchases in foreign currency greater than \$250,000. The objective of this policy is to minimise the exposure of foreign currency risk to meet the budget forecast. The NSW Police Force has minimal exposure to market risk or foreign currency risk.

The NSW Police Force has three foreign exchange forward contracts outstanding at year end, which relate to the purchase of the police helicopter.

27. FINANCIAL INSTRUMENTS (continued)

(d) Market risk (continued)

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below for interest rate risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which the NSW Police Force operates and the time frame for the assessment (i.e. until the end of the next annual reporting period). The sensitivity analysis is based on risk exposures in existence at the statement of financial position date. The analysis is performed on the same basis for 2015-16. The analysis assumes that all other variables remain constant.

Interest rate risk

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

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

		-1%		+1%	
	Carrying amount \$'000	Net result \$'000	Equity \$'000	Net result \$'000	Equity \$'000
2017					
Financial assets:					
Cash and cash equivalents	173,838	(1,738)	(1,738)	1,738	1,738
Receivables	39,408	-	-	-	-
Financial liabilities:					
Payables	49,908	499	499	(499)	(499)
Borrowings	124,150	-	-	-	-
Other liabilities	2,480	25	25	(25)	(25)
2016					
Financial assets:					
Cash and cash equivalents	44,652	(447)	(447)	447	447
Receivables	71,518	-	-	-	-
Financial liabilities					
Payables	168,847	1,688	1,688	(1,688)	(1,688)
Borrowings	135,812	-	-	-	-
Other liabilities	2,574	26	26	(26)	(26)

Other price risk

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

27. FINANCIAL INSTRUMENTS (continued)

(e) Fair Value Measurement

(i) Fair value compared to carrying amount

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

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

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

REMAINDER OF PAGE LEFT BLANK INTENTIONALLY

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

28. RELATED PARTY DISCLOSURES

(a) The NSW Police Force's key management personnel compensation are as follows:

	2017 \$'000
Short-term employee benefits	1,399
Other long-term employee benefits	569
Total remuneration	<u>1,968</u>

(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) NSW Centre for Road Safety(CfRS) and NSW Police Force have put in place an Enhancement Enforcement Program to augment traffic enforcement services where CfRS provide ancillary funds for additional activity through overtime and rostered days for police overtime. NSW Police Force is reimbursed costs incurred through this program. Refer Note 3(c).

	Transaction value \$'000	Net receivable / (payable) \$'000
Sale of goods	24,688	6,441
Total grants received from CfRS	<u>24,688</u>	<u>6,441</u>

(ii) NSW Police Force received grants from Department of Justice. Refer Note 3(c).

(iii) Long service leave and defined benefit superannuation assumed by Crown Entity. Refer Note 3(d) and Note (23).

	Transaction value \$'000	Net receivable / (payable) \$'000
Superannuation - defined benefit plans	62,589	-
Long service leave	60,256	-
Payroll tax	3,413	-
Total long service leave, superannuation, payroll tax assumed by Crown Entity	<u>126,258</u>	<u>-</u>

NSW Police Force

Notes to the financial statements for the year ended 30 June 2017

28. RELATED PARTY DISCLOSURES (continued)

(c) Government -related entities (continued)

(iv) The insurance activities of the NSW Police Force are conducted through NSW Treasury Managed Fund (TMF) Scheme of self-insurance of Government entities.

	Transaction value \$'000	Net receivable \$'000
Worker's compensation insurance -refer Note 2(a)	173,586	-
Insurance - refer Note 2(b)	62,732	-
	<u>236,318</u>	<u>-</u>

The TMF applies a hindsight adjustment, calculated at three years (Interim) and five years (Final), based on actual claims experience. NSW Police Force receives or pays the difference between the annual and hindsight premiums.

	Transaction value \$'000	Net receivable \$'000
TMF hindsight rebates for fund years 2011-12 and 2013-14. Refer Note 3 (e)	127,945	-
	<u>127,945</u>	<u>-</u>

(v) Other transactions

The NSW Police Force received grant funding from other NSW Government agencies which are not considered material. Refer Note 3 (c).

29. EVENTS AFTER THE REPORTING PERIOD

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

END OF AUDITED FINANCIAL STATEMENTS

Appendices

APPENDIX 1: NSW Police Force staff	83
APPENDIX 2: Equal employment opportunity	86
APPENDIX 3: Disability plans	87
APPENDIX 4: Multicultural policies	88
APPENDIX 5: Government information & public access	90
APPENDIX 6: Injuries and workers compensation claims	93
APPENDIX 7: Staff drug & alcohol testing	94
APPENDIX 8: Privacy & personal information	95
APPENDIX 9: Complaints against police	95
APPENDIX 10: Requests for assistance	97
APPENDIX 11: Significant judicial decisions	97
APPENDIX 12: Legislative changes	103
APPENDIX 13: Annual report production costs	105
APPENDIX 14: Research & development	105
APPENDIX 15: Police pursuits	106
APPENDIX 16: Consultants	106
APPENDIX 17: Overseas travel	107
APPENDIX 18: Public interest disclosures	109
APPENDIX 19: Creditors payments & credit cards	110
APPENDIX 20: Matters arising from 2016-17 audit	111
APPENDIX 21: Insurance activities	112
APPENDIX 22: Property disposals	112
APPENDIX 23: Audits and reviews	113
APPENDIX 24: Digital information security	115
APPENDIX 25: Asset purchase & protection	116
APPENDIX 26: Productivity data	116
APPENDIX 27: Major works in progress	116
APPENDIX 28: Honours & awards	118

APPENDIX 1: NSW Police Force staff

Movements in wages, salaries and allowances

The Crown Employees (Police Officers 2014) Award provided an increase in salaries and allowances of 2.50% to all non-executive police officers from 1 July 2016.

The Crown Employees (NSW Police Administrative Officers & Temporary Employees) Award 2009 provided an increase in salaries and allowances of 2.50% to administrative officers from 1 July 2016.

Other groups such as medical officers and special constables were provided with similar pay increases in compliance with the relevant industrial awards.

Summary of total strength details as at 30 June 2017

Employee	2012-13	2013-14	2014-15	2015-16	2016-17
Police officers*	16,371	16,467	16,693	16,627	16,649
Administrative officers	3,721	3,656	3,936	3,950	4,018
Ministerial officers**	194	206	0	0	0
TOTAL	20,286	20,329	20,629	20,577	20,667

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

Strength details (police officers) as at 30 June 2017

Rank	Internal police		External seconded external funded		External seconded internal funded		TOTAL	
	2015-16	2016-17	2015-16	2016-17	2015-16	2016-17	2015-16	2016-17
Executive officers*	20	18	0	0	0	0	20	18
Commissioned officers#	899	901	2	3	1	0	902	904
Snr Sgt & Sgt	3,084	3,117	10	12	2	2	3,096	3,131
Snr Cst, Cst & Prb Cst	12,598	12,582	8	10	3	4	12,609	12,596
TOTAL	16,601	16,618	20	25	6	6	16,627	16,649

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

APPENDIX 1: NSW Police Force staff (continued)

Police senior executive service (PSES) officers

PSES	No of officers June 2013		No of officers June 2014		No of officers June 2015		No of officers June 2016		No of officers June 2017	
	Male	Female								
Above 6	3	1	3	1	3	1	2	1	4	1
Level 6	0	0	0	0	0	0	0	0	0	0
Level 5	17	2	19	3	18	3	18	4	15	3
Level 4	1	1	1	1	1	0	1	0	1	0
Level 3	0	2	0	2	0	1	1	1	1	1
Level 2	0	0	0	0	0	0	0	0	0	0
Level 1	0	0	0	0	0	0	0	0	0	0
TOTAL	21	6	23	7	22	5	22	6	21	5

Source: NSW Police Force, SAP

The average remuneration of senior executives

Band	Range	Average Remuneration 2016-17
Remuneration Level 8	\$452,251 - \$522,500	\$508,519
Remuneration Level 7	\$360,601 - \$452,250	\$406,743
Remuneration Level 6	\$320,901 - \$360,600	-
Remuneration Level 5	\$278,151 - \$320,900	\$315,493
Remuneration Level 4	\$255,051 - \$278,150	\$272,946
Remuneration Level 3	\$224,601 - \$255,050	\$237,519
Remuneration Level 2	\$209,401 - \$224,600	-
Remuneration Level 1	\$178,850 - \$209,400	-

Source: NSW Police Force, SAP

Police separations 2016-17

Rank	Retire		Death		Resign		Medically unfit**		Appointment annulment		Dismissed S80(3) ^{tt}		Removed S181D ^t		Contract terminated		Transfer		TOTAL		
	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	
Executive officers*	0	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	2
Commissioned officers#	6	5	0	1	1	1	29	34	0	0	0	0	0	0	0	0	0	1	36	42	
Senior sergeant and sergeant	15	11	1	1	17	15	56	67	0	0	0	1	3	1	0	0	3	4	95	100	
Constables (all)	14	15	2	3	151	205	107	114	0	0	8	8	16	4	0	11	15	309	364		
TOTAL	35	32	3	5	169	221	193	216	0	0	8	9	19	5	0	14	20	441	508		

Administrative and ministerial officer separations 2016-17

Category	Retire		Death		Resign		Medically unfit**		Appointment annulment		Contract terminated		Dismissed		Temporary		Transfer		Secondment to other govt body		Voluntary redundancy		TOTAL		
	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	15-16	16-17	
Clerical	39	42	2	0	87	104	11	10	0	0	0	0	1	4	8	14	29	34	0	0	0	0	4	177	212
Professional	12	7	1	0	21	12	2	1	1	0	0	0	0	0	1	0	5	5	0	0	0	0	2	44	27
Other	17	8	1	1	61	56	4	2	0	1	0	0	5	9	1	0	5	9	0	0	0	0	0	93	77
Ministerial	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	68	57	4	1	169	172	17	13	1	1	0	5	4	10	14	39	48	0	0	0	0	6	314	316	

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

Includes officers at the rank of superintendent and inspector.

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

tt 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.

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

APPENDIX 2: Equal employment opportunity

Trends in equal employment opportunity (EEO) target groups

Percentage of total staff^{1, 2}

EEO target group	Benchmark or target	2015	2016	2017
Women	50%	34.6%	34.8%	34.9%
Aboriginal people and Torres Strait Islanders	2.6%	3.1%	3.4%	3.5%
People whose first language spoken as a child was not English	19.0%	8.7%	8.9%	8.3%
People with a disability	N/A	0.9%	0.9%	1.0%
People with a disability requiring work-related adjustment	1.5%	0.2%	0.2%	0.2%

Source: NSW Department of Premier & Cabinet, Public Sector Workforce Profile 2017

1. Staff numbers are as at 30 June 2017

2. Excludes casual staff

Note: The benchmark of 50% for representation of women across the sector is intended to reflect the gender composition of the NSW community.

The NSW Public Sector Aboriginal Employment Strategy 2014-17 introduced an aspirational target of 1.8% by 2021 for each of the sector's salary bands. If the aspirational target of 1.8% is achieved in salary bands not currently at or above 1.8%, the cumulative representation of Aboriginal employees in the sector is expected to reach 3.3%.

A benchmark from the Australian Bureau of Statistics (ABS) Census of Population & Housing has been included for people whose first language spoken as a child was not English. The ABS Census does not provide information about first language, but does provide information about country of birth. The benchmark of 23.2% is the percentage of the NSW general population born in a country where English is not the predominant language.

Work is underway to improve the reporting of disability information in the sector to enable comparisons with population data. For this reason, no benchmark has been provided for People with a disability or for People with a disability requiring work-related adjustment.

Distribution index³

EEO target group	Benchmark or target	2015	2016	2017
Women	100	94	94	95
Aboriginal people and Torres Strait Islanders	100	89	86	86
People whose first language spoken as a child was not English	100	95	95	95
People with a disability	100	102	102	101
People with a disability requiring work-related adjustment	100	104	104	107

Source: NSW Department of Premier & Cabinet, Public Sector Workforce Profile 2017

3: 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. The distribution index is not calculated when the number of employees in the workforce diversity group is less than 20 or when the number of other employees is less than 20.

Workforce diversity strategies

Through the implementation of diversity and inclusion strategies – including equal employment opportunities – the NSW Police Force continues to build a safe, healthy and respectful workplace culture.

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

- delivery of the Respectful & Inclusive Workplaces campaign, which included:
 - the development and implementation of the Respectful Workplace Behaviours Policy Statement and Respectful Workplace Behaviours Guidelines
 - the development and implementation of the Workplace Equity Guide for Investigators addressing bullying, discrimination and harassment, including sexual harassment
 - the review and updating of the Workplace Relations & Equity Unit intranet to include campaign material, tools and resources accessible to commanders, managers and employees
 - the production of a number of video messages from all respective corporate sponsors (Aboriginal Issues, Cultural Diversity, Women in Policing, Vulnerable Communities and Sexuality & Gender Diversity) promoting expected workplace behaviours
 - the delivery of face-to-face workshops and awareness raising sessions on respectful workplace behaviours
 - starting the development of the Respectful Workplace Behaviours online training module for all staff to complete in the 2017/2018 training year
- continued participation in the White Ribbon Workplace Accreditation process which resulted in the NSW Police Force being accredited as a White Ribbon Workplace in March 2017
- continued implementation of strategies under the Women in Policing Strategic Plan 2015-2018 and the Culturally & Linguistically Diverse Workforce Strategic Plan 2016-2018
- continued support of women in the talent pipeline – 49 women participated in the My Mentor program and 20 women participated in the Embed program
- continued support of Spokeswomen's Network initiatives which included delivery of local level development days and the annual senior women's dinner
- participation in Public Service Commission working groups on organisational culture, diversity and inclusion and positive and productive workplaces
- participation in the Public Sector Refugee Employment Careers Day to explore recruitment opportunities for refugees in the NSW Police Force
- participation in International Women's Day, International Day for People with Disability, and Harmony Day.

APPENDIX 3: Disability plans

Under the *NSW Disability Inclusion Act 2014* the NSW Police Force is not required to develop a disability inclusion plan. However, it should be noted that the NSW Police Force is committed to providing an accessible and inclusive service to all of the vulnerable communities including people with disability.

The NSW Police Force is a key stakeholder in the development of the Disability Justice Strategy. This strategy encompasses the whole Justice Cluster and will provide directions and actions for the agencies within the Justice Cluster.

The corporate and region sponsors for vulnerable communities have been active in engaging communities and disability sector stakeholders. Projects and activities designed to improve accessibility and inclusiveness, include:

- participation in a research project with University of Sydney Centre for Disability Research & Policy on bias motivated crimes against people with disability
- signing a joint protocol to reduce the contact of people with disability in supported accommodation with the criminal justice system
- endorsing the script and facilitating the provision of a police location and filming for a DVD explaining apprehended violence orders to people with intellectual disability, produced by the Intellectual Disability Rights Service
- capacity building for frontline police officers to respond to offences of denying or charging a fee for the entry of guide dogs or assistance animals.
- the delivery of training by international expert and former registered intermediary Mary Woodward on communicating with vulnerable people, including those with cognitive impairment to the Detectives Education Program

APPENDIX 3: Disability plans (continued)

- working proactively with the NSW Ombudsman and other key stakeholders to improve the broader criminal justice response to people with cognitive impairment
- reviewing and updating online training module for police on victims of crime, including content on vulnerable victims
- making plain English apprehended violence orders available in 32 community languages, text and audio formats, Auslan video and in Easy Read
- conducting consultations with people with disability to inform the NSW Police Force Community Engagement Framework.

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

- the Best Practice Working Group on Part 3C of the Ombudsman Act
- Justice Cluster National Disability Insurance Scheme transition planning
- the Joint Protocol Statewide Steering Committee
- the Justice Disability Advisory Council.

APPENDIX 4: Multicultural policies

Multicultural Policies & Services Plan 2017–2020

In consultation with Multicultural NSW, the NSW Police Force operated under the former *Multicultural Policies & Services Plan (MPSP) 2011–2014* until a new plan was in place. *The Multicultural Policies & Services Program Progress Report 2013–16* was submitted to Multicultural NSW in February 2017 and tabled in Parliament.

The NSW Police Force Multicultural Policies & Services Plan 2017–2020 was endorsed by the Commissioner in July 2017 and takes into account the diversity of the community in which the NSW Police Force operates with a particular focus on how this diversity impacts core business. The MPSP complies with the NSW Principles of Multiculturalism as required by Multicultural NSW and the *Principles of Multiculturalism Act 2000*.

Under the MPSP 2017–2020 it is expected that MPSP strategies will be embedded in LAC business plans. Local multicultural community liaison officers (MCLO) continue to support police in building strong community relations, helping with victim support information, community engagement activities and crime prevention projects.

In alignment with the Multicultural NSW MPSP Framework, the MPSP 2017–2020 contains four focus areas – planning; service delivery; engagement; and leadership – and nine key outcomes – evidence driving planning; strong plans to deliver services; targeted programs to prevent and reduce crime and the fear of crime; mainstream services delivered for everyone; people from culturally and linguistically diverse (CALD) backgrounds are aware of policing services, programs and functions; collaboration with diverse communities; understanding the needs of people from diverse backgrounds; demonstrated leadership in culturally inclusive practices; and increased recognition of the value of cultural diversity.

MPSP outcomes achieved

Targeted programs to prevent and reduce crime and the fear of crime included an education program about plain English apprehended violence orders and the provision of bias crimes operational support.

Mainstream services delivered for everyone included the launch of a crime prevention series of fact sheets and video clips, hosting the Policing & Refugee Forum in September 2016, hosting screenings of the film *Constance on the Edge* in June 2017 to mark Refugee Week, and the distribution organisation-wide of an information sheet on refugees, asylum seekers and migrants.

To help make people from CALD backgrounds aware of policing services, programs and functions, the NSW Police Force participated in the Interpreters & Police Symposium, delivered a professional development day to promote the effective use of interpreters, distributed Next of Kin promotional material to CALD communities, and delivered information on policing services to newly arrived refugee and humanitarian entrants.

Collaboration with diverse communities included taking part in cricket and beach soccer tournaments for international students, and the International Students Annual Safety & Wellbeing Forum For Service Providers in October 2016. New MCLOs were recruited for Fairfield and Liverpool LACs.

To improve understanding of the needs of people from diverse backgrounds, the inaugural statewide Coffee with a Cop event was launched with 74 LACs hosting 83 simultaneous community engagement events that saw an estimated 10,000 community members participate. Community consultations were conducted to develop the NSW Police Force Community Engagement Framework. Police also participated in a planning and consultation exercise with the Elder Abuse Helpline & Resource Unit to better understand the needs of CALD older people.

MPSP reporting themes

Improving outcomes for women: NSW police play a lead role in protecting victims of family and domestic violence. In this reporting period, police successfully applied for apprehended domestic violence orders (ADVO) for 28,267 women, representing 70% of all ADVO applications.

An example of successful police-led initiatives that aim to improve outcomes for women is a Ryde LAC program to encourage women to report domestic violence to police. Ryde LAC coordinated visits to the local court for 30 women from Korean backgrounds to help them understand the Australian court process, including interactions with police, Legal Aid, victim support services and the Women's Domestic Violence Court Advocacy Service.

Community engagement programs: In July 2016, Professor Karl Roberts was commissioned to review two community engagement programs in the Redfern LAC – Clean Slate Without Prejudice and Never Going Back. The review found the programs appeared to be making a positive contribution to: preventing and reducing personal and property crime; increasing community confidence in police; and enhancing resilience of communities and 'at risk' groups.

The review made 21 recommendations which will be explored and applied with the introduction of the NSW Police Force Community Engagement Framework.

Strategies and activities planned for 2017–18

The launch of the MPSP 2017–2020 will see the development of guides and tools to help LACs and business units integrate multicultural strategies into LAC business plans including the redevelopment of a new Command Performance Accountability System (COMPASS) template for cultural and linguistic diversity.

Work with the Workplace Relations Equity Unit continues on implementing key strategies in the *CALD Workforce Strategic Plan 2016–18*.

The development of a language services framework, policy and standard operating procedures will: optimise the language skills of CALD staff; provide skills-based training to staff on the use of interpreters; ensure interpreters and translators are used in all communication relied on as evidence in an investigation; and improve access to interpreters in regional and remote areas through the Translating & Interpreting Service and audio visual links.

Police contribute to inter-agency strategies on humanitarian resettlement, working with Settlement Services International and other refugee services to make sure resettlement efforts are supported and accurate information is provided to refugees and humanitarian entrants about policing.

Work to ensure the safe and secure management of CALD people in custody will include updating lists of custody support people to include people from CALD backgrounds and disseminating custody training for CALD support people to LACs.

The NSW Police Force will work to ensure that information on complaints and compliments about the Force is accessible to CALD communities.

APPENDIX 5: Government information & public access

The NSW Police Force External Information Access Unit administers and fulfils the NSW Police Force's obligations under the *Government Information (Public Access) Act 2009* (GIPA). The GIPA Act replaced the *Freedom of Information Act 1989* on 1 July 2010. The total number of valid GIPA Act applications received and processed this reporting year was 6,063.

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

	Access granted in full	Access granted in part	Access refused in full	Info not held	Info already available	Refuse to deal with application	Refuse to confirm/deny whether info is held	Application withdrawn
Media	10	18	10	17	5	5	0	3
Members of Parliament	7	5	4	3	0	0	0	0
Private sector businesses ^b	166	366	156	99	13	4	3	13
Members of the public (via legal representative) ^b	314	1,558	565	334	53	17	5	35
Members of the public (other) ^b	490	1,009	267	232	25	19	9	30
Not for profit organisations or community groups ^b	0	3	3	1	0	0	0	0

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

	Access granted in full	Access granted in part	Access refused in full	Info not held	Info already available	Refuse to deal with application	Refuse to confirm/deny whether info is held	Application withdrawn
Personal information applications ^b	942	2,830	955	652	92	39	17	76
Access applications (other than personal info applications)	43	124	47	33	4	6	0	5
Access applications that are partly personal info applications and partly other	2	5	3	1	0	0	0	0

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

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

Table C: Invalid applications

Reason for Invalidity	Number of applications
Application does not comply with formal requirements (section 41 of the Act)	260
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	260
Invalid applications that subsequently became valid applications	6

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	656
Law enforcement and security	421
Individual rights, judicial processes and natural justice	3,673
Business interests of agency and other persons	16
Environment, culture, economy and general matters	0
Secrecy provisions	10
Exempt documents under interstate Freedom of Information legislation	1

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

	Number of times consideration used ^{cd}
Overriding secrecy laws	9
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	16
Excluded information	103
Documents affecting law enforcement and public safety	6
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial Code of Conduct	0
Aboriginal and environmental heritage	0

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

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

APPENDIX 5: Government information & public access (continued)

Table F: Timeliness^{ef}

	Number of applications
Decided within statutory timeframe (20 days plus any extensions)	5,120
Decided within 35 days (by agreement with applicant)	429
Not decided within time (deemed refusal)	514
TOTAL	6,063

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

	Decision varied	Decision upheld	Total
Internal review	80	12	92
Review by Information Commissioner ^g	32	26	58
Internal review following recommendation under section 93 of the Act	15	1	16
Review by NSW Civil and Administrative Tribunal (NCAT)	0*	2	2
TOTAL	127	41	168

*17 NCAT matters dismissed

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

	Number of applications
Applications by access applicants ^g	166
Applications for persons to whom information the subject of access application relates (see section 54 of the Act)	2

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

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

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

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

	Number of applications
Agency-initiated transfers	6
Applicant-initiated transfers	1

APPENDIX 6: Injuries & workers compensation claims

The NSW Police Force is currently subject to a deed with SafeWork NSW resulting from a prosecution.

Claim frequency rate by mechanism of injury

Mechanism of injury	2012-13	2013-14	2014-15	2015-16	2016-17	Difference 15-16 and 16-17
Being hit by moving objects	3.71	3.00	2.15	2.03	2.01	-0.02
Biological factors	1.15	1.26	1.47	1.18	1.18	0.00
Body stressing	3.88	4.58	5.56	5.52	5.47	-0.05
Chemicals and other substances	0.35	0.33	0.44	0.30	0.32	0.02
Falls, trips and slips of a person	2.10	2.11	1.51	1.73	2.01	0.27
Heat, electricity and other environmental factors	0.09	0.08	0.07	0.12	0.07	-0.05
Hitting objects with a part of the body	1.09	1.14	0.68	0.65	0.81	0.16
Mental stress	2.26	2.30	2.57	2.67	2.65	-0.02
Sound and pressure	0.05	0.05	0.05	0.05	0.06	0.01
Vehicle incidents and other	1.26	1.16	0.77	1.09	1.35	0.25
TOTAL	15.94	16.03	15.27	15.34	15.92	0.58

Source: Treasury Managed Fund Data Warehouse current at 31 July 2017

Note: Claims include all claims reported to the NSW Police Force insurer by sworn and non-sworn employees covered by the *Workers Compensation Act 1987*. Claims are reported per 100 full time equivalent employees (FTE). These FTE figures were obtained from the December 2016 wage declaration. Claim numbers are subject to minor revision in subsequent years as details of individual claims are updated. The mechanism of injury categories are based on the Types of Occurrence Classification System Version 3.1.

APPENDIX 7: Staff drug & alcohol testing

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

Testing in 2016-17 included:

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

Program results	2015-16		2016-17	
	Type	Positive	Type	Positive
DRUG				
Random – sworn officers	5,262	1	5,620	4
Random – students	140	0	125	0
Targeted	13	3	14	9
SUBTOTAL	5,415	4	5,759	13
ALCOHOL				
Random – sworn officers	10,083	2	11,522	8
Random – students	1,849	2	2,194	3
Targeted	6	4	7	4
SUBTOTAL	11,938	8	13,723	15
OTHER				
Targeted steroid	1	0	3	0
Mandatory testing	51	0	32	0
Special Follow Up Testing	1	0	2	0
SUBTOTAL	53	0	37	0
TOTAL TESTS	17,406	12	19,519	28

APPENDIX 8: Privacy & personal information

We recognise the importance of the protection and privacy of personal information. The NSW Police Force collects, holds, uses and discloses personal and health information about individuals on a daily basis.

The *Privacy and Personal Information Protection (PPIP) Act 1998* and the *Health Records and Information Privacy Act 2002 (HRIP)* apply to the management of personal and health information and provides members of the community with legally enforceable rights and safeguards about how government agencies, including the NSW Police Force, deal with their personal and health information.

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

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

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

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

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

APPENDIX 9: Complaints against police

We seek to improve our services as a result of complaints and consumer suggestions. There was a 10% decrease in the number of complaints against police officers received, and a 14% decrease in the number of issues identified within these complaints this reporting year.

The NSW Police Force endeavours to resolve complaints quickly and efficiently. We have streamlined our complaints system and introduced informal processes to help resolve minor matters quickly.

This reporting year 53% of complaints against police officers were declined. Of those that were investigated, 78% were resolved in a less formal process. The corporate standard is to have 70% of complaints resolved within set timeframes of 45 days (for minor matters) and 90 days (for serious investigations). This reporting period the NSW Police Force completed 49% of matters within the corporate standard.

We continue to focus on the release of complaint information in accordance with procedural fairness and government policy and our management systems emphasise remedial approaches to managing the conduct of police officers.

APPENDIX 9: Complaints against Police (continued)

Issues raised in complaints received

Category	2012-13	2013-14	2014-15	2015-16	2016-17	Difference 2015-16 and 2016-17
Academic misconduct	25	24	22	46	26	-43.5%
Arrest	141	117	144	103	80	-22.3%
Corruption/misuse of office	403	365	387	357	213	-40.3%
Custody	152	155	121	127	89	-29.9%
Customer service related	1,580	1,603	1,524	1,595	1,670	4.7%
DNA evidence and sampling	2	3	2	2	1	-50.0%
Drugs (other than searches or evidence matters)	107	100	94	92	113	22.8%
Evidence	170	202	149	151	170	12.6%
Failure to observe service standards	58	44	59	62	81	30.6%
False complaint	8	7	11	9	12	33.3%
Harassment and discrimination	427	350	329	345	258	-25.2%
Investigations	1,187	1,135	1,113	1,260	1,274	1.1%
Local management issues	1,824	1,765	1,462	1,814	1,346	-25.8%
Misconduct	201	166	160	154	220	42.9%
Misuse of information and information systems	419	383	303	382	373	-2.4%
Other criminal act or omission (not specified elsewhere)	364	415	433	505	323	-36.0%
Property and exhibits	246	215	235	233	205	-12.0%
Prosecution	292	240	298	229	239	4.4%
Searching	123	131	168	148	132	-10.8%
Service delivery	1,040	808	752	674	203	-69.9%
Theft/misappropriation	33	32	27	29	31	6.9%
Traffic offences	93	107	84	88	90	2.3%
Unreasonable use of force (including assault)	554	519	478	395	482	22.0%
Untruthfulness/lying/dishonesty	247	189	161	191	110	-42.4%
Use of service resources	60	75	62	59	60	1.7%
TOTAL	9,756	9,150	8,578	9,050	7,801	-13.8%

Note: In 2016-17 there were 4,409 complaints made against police officers. These contained 7,801 separate issues or allegations, 16.7% of which were sustained. These statistics are based on data extracted from c@ts.i at 21 August 2017 and include complaints from both NSW Police Force staff and members of the community.

APPENDIX 10: Requests for assistance

In this reporting period the NSW Police Force answered 93% of Triple Zero (000) calls within 10 seconds with an average answer time of five seconds. Calls to the Police Assistance Line (131 444) were answered in an average of 28 seconds per call. The number of contacts received is outlined in the chart below.

Contact point	2012-13	2013-14	2014-15	2015-16	2016-17
Triple Zero (000)	772,710	744,371	748,530	742,377	731,410
Police Assistance Line (131 444)	601,502	593,287	591,983	586,999	564,734
Hold-up alarms	2,518	2,026	1,858	1,843	1,739
Alarms (for alarm companies)	1,037	828	806	803	685
Crime Stoppers (1800 333 000)	64,679	69,709	84,281	97,198	91,065
Customer Assistance Unit (1800 622 571)	24,220	25,112	25,609	27,993	29,556
Police Switchboard (9281 0000)	90,213	79,205	73,780	65,919	54,959
Missing Persons Unit after hours (1800 025 091)	207	220	221	239	184
Injury Management Hotline (1800 996 336)	212	285	252	271	308
Child Wellbeing Unit	33,241	33,296	31,735	32,560	34,070
OIA (<i>commenced January 2017</i>)	-	-	-	-	4,312
TOTAL	1,590,539	1,548,339	1,559,055	1,556,202	1,513,022

Source: PoliceLink telephony systems

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

APPENDIX 11: Significant judicial decisions

Inquest into the deaths arising from the Lindt Cafe Siege

Inquest held by the State Coroner in relation to the deaths of an Islamic State inspired terrorist and two of the people he held hostage in a siege at a Martin Place cafe on 15 and 16 December 2014 when Tactical Operations Unit officers conducted an emergency action to bring the siege to an end. The State Coroner made findings in relation to a broad range of issues connected with the police operation and countering terrorism, as well as 45 recommendations, 30 of which were directed to the NSW Police Force.

CTU v NSWPF [2017] NSWCATAD 204

The NSW Police Force disclosed the applicant's criminal record, which included a conviction for fraud offences, to a prospective employer in a national criminal history check. Thereafter, the NSW Police Force declined the applicant's request to amend his criminal record on the basis that the 2005 conviction was a 'spent' conviction for the purposes of the *Criminal Records Act 1991*. The Tribunal found that the processing by the NSW Police Force of routine criminal history checks is an administrative function so the NSW Police Force was bound by the information protection principles. The Tribunal also found the applicant's conviction was not spent. Therefore, the NSW Police Force did not contravene an information protection principle.

APPENDIX 11: Significant judicial decisions (continued)

David Luke Cottrell v NSW Police [2017] NSW IRComm 1030

The NSW Industrial Relations Commissioner (IRC) upheld the removal of an officer for disclosing motor vehicle accident locations (NSW Police Force confidential information) to a tow truck driver and failing to report an improper association with the tow truck driver. While the applicant denied that he received money for disclosing this information, the NSW IRC noted inconsistencies in the applicant's evidence and found the applicant obtained a financial benefit for disclosing the confidential information.

Tredinnick v Commissioner of Police [2016] NSW IRComm 14

The appellant was granted leave to appeal the first instance decision upholding his removal from the NSW Police Force following a positive drug test. The Full Bench found that, unlike proceedings brought pursuant to Part 6 Ch 2 of the *Industrial Relations Act 1996*, the respondent does not bear the onus of proof to establish the applicant was guilty of misconduct. Rather, the burden falls on the applicant to establish that the removal was harsh, unreasonable or unjust. The respondent then has the evidentiary burden to meet the applicant's case. While the appellant denied he deliberately ingested cannabis, he neither challenged the validity of the drug testing process nor the veracity of the drug analysis certificate. The Full Bench found the respondent had met the shifting evidentiary burden and the appeal was dismissed.

McDonald v Commissioner of Police (No 3) [2016] NSW IRComm 1049

The Full Bench held that the Commissioner of Police can only dismiss a police officer in accordance with Part 9 of the *Police Act 1990* and, therefore, cannot constructively dismiss a police officer. The Full Bench confirmed that the NSW IRC has no jurisdiction to hear an application brought under s84 of the *Industrial Relations Act 1996* by a former NSW police officer whose resignation was validly effected under s72(2) of *Police Act 1990* in circumstances where the former police officer alleges constructive dismissal.

Torres v Commissioner of Police [2017] NSW IRComm 1001

The NSW IRC found the applicant had sexually harassed and bullied his colleagues, including talking about sexual acts and other inappropriate and offensive comments in the presence of junior staff, and that this misconduct was extremely serious. The NSW IRC rejected the proposition that the applicant's conduct was part of workplace culture. Despite the special constable's long and distinguished career, the NSW IRC found the dismissal not harsh, unreasonable or unjust.

Morris v Commissioner of Police [2016] NSW IRComm 1034

The NSW IRC found that the removal of a police officer for drug use, failing to report criminal activities and police misconduct, failing to avoid a conflict of interest and for being evasive and less than fully frank to the Police Integrity Commission (PIC) was harsh and unreasonable. While the NSW IRC upheld two 'conflict of interest' and 'failure to report criminal activity' findings, these findings were not considered sufficiently serious to warrant removal given the police officer was more junior than the other officers involved. The NSW IRC was not convinced that the police officer was evasive to PIC or that the evidence enabled a finding that the police officer had consumed a 'hash cookie' or knew another officer was consuming drugs. The NSW IRC ordered that the applicant be reinstated (without back pay) at the rank and increment he was at the time of removal.

Konopka v Commissioner of Police [2017] NSWIRComm 1014

The NSW IRC found that material seized during a search warrant can be used during disciplinary proceedings. Further, the NSW IRC found that, since the child abuse material seized during the search warrant was crucial to the respondent's reasons for removing the applicant, excluding the child abuse evidence from the unfair dismissal proceedings would frustrate the NSW IRC's legislative obligation to consider the Commissioner of Police's reasons for removal. Excluding this evidence would also make it difficult for the applicant to satisfy his burden that his removal was harsh, unreasonable or unjust. Furthermore, the NSW IRC held that, since the applicant had not objected to the use of the material during the disciplinary process which led to the removal order, the applicant effectively consented to its use for that purpose. Finally, the NSW IRC also rejected the application for an order excluding opinion evidence of police witnesses on the basis that they weren't expert witnesses and an order suppressing the publication of the applicant's name.

Moutia Elzahed & Anors v Commonwealth of Australia and State of NSW [2016] NSWDC 353 and [2017] NSWDC 160

The plaintiff and her husband, convicted terrorist Hamdi Alqudsi and her sons sued the NSW Police Force and the Commonwealth for assault, trespass, wrongful arrest and false imprisonment in relation to a search warrant executed on their home. The plaintiff refused to give evidence in circumstances where the judge required that to be done with her face uncovered. Mr Alqudsi withdrew his claim. The plaintiff and her sons lost their claims with the judge finding any use of force was reasonable. The plaintiff was ordered to pay costs.

SNSW v Wayne Randall [2017] NSWCA 88

The plaintiff claimed damages for assault, trespass and false imprisonment arising from his intervening when officers were searching for a group of men. When officers asked the plaintiff to move on he threw a punch at one of the officers. The plaintiff was arrested and charged with failing to comply with a direction, hindering and assaulting one of the officers. The plaintiff was convicted of hindering and fined \$600. The District Court found in favour of the plaintiff and awarded \$34,500 in damages due to the unnecessariness of arrest and having not been informed of the reason. The Court of Appeal judges agreed that there were a number of errors in the judgment on principle in relation to s99 and s201 and errors in the assessment and award of damages, which would ordinarily provide more than adequate grounds to grant leave to appeal. Leave to appeal was refused on the basis that the result would be a new trial and the additional costs or re-litigating all issues would be disproportionate to the amount at stake.

Benn v State of NSW [2016] NSWCA 314

The plaintiff claimed he was assaulted by police when an officer deployed a Taser. He had been drinking and was on a public road. He had threatened to kill his girlfriend and made threats to officers. Police attempted to negotiate for more than 30 minutes to no avail. When the plaintiff sought to move away, a Taser was deployed and he was subdued. The assault claim initially was heard in the Local Court, where NSW was successful. The Magistrate held that no assault occurred, where the Taser was 'the least worst option' available and was reasonably necessary force. The plaintiff appealed first to a single Supreme Court justice and lost. He further appealed to the Court of Appeal, which dismissed the appeal with costs. The court held that there was no error in the finding that the Taser was reasonable force in the circumstances.

State of NSW v Robinson [2016] NSWCA 334

Police arrested the plaintiff on suspicion of breach of an AVO after he made threats to the victim on Facebook using an alias. The plaintiff initially denied knowing the alias, but confirmed it was him. The plaintiff sought damages for wrongful arrest in the District Court. Judge Curtis found in favour of the plaintiff and held that an arrest was not necessary, being a last resort. The State appealed that decision as being in error. The Court of Appeal allowed the appeal with costs, and found that the arrest was necessary to prevent a repetition of an offence, namely a breach of an interim AVO. The court further observed that verbal or social media harassment was not to be lightly dismissed and that a breach of an AVO is a serious offence.

Barram v State of NSW (unreported)

The plaintiff sought damages for wrongful arrest/false imprisonment and trespass. He was arrested on suspicion of assault of his ex de facto partner who suffered facial injury and sought help from a neighbour. Police arrived, observed and interviewed the victim, and decided upon arrest. They were let in to the plaintiff's house. He was observed to be intoxicated. An arrest was made. The court accepted that a reasonable suspicion existed of a serious offence (assault) and that the arrest was necessary under s99 of LEPRA, including for witness protection and to prevent continuation or repetition of an offence. Police further acted under s10 of LEPRA (enter premises to arrest or detain) so that no trespass occurred. The court awarded indemnity costs in favour of the State based upon a favourable offer of compromise served by the State.

Hughes v The Queen [2017] HCA 20

The defendant was charged with a number of child sex-related offences. The prosecution called evidence of tendency between a number of the offences to which the defence objected. The objection was founded in the significant differences in the offending conduct. The Crown relied on the similar nature of the conduct being that the accused was disinhibited regarding committing sexual acts with or towards children to the extent that he would do them in the presence of other adults. According to the Act, tendency evidence must hold a significant probative value. The High Court found that this will be determined with respect to whether the tendency evidence will make more likely, to a significant extent, the facts that make up the elements of the offence charged. The acts relied on for tendency do not have to hold any specific level of 'similarity'. The purpose expressed by the

APPENDIX 11: Significant judicial decisions (continued)

prosecution in the tendency notice which needs to be assessed with regard to whether the tendency evidence will have a significant probative value. If the purpose expressed is too general, then it will only be 'merely probative', or put simply, 'relevant'. It must be 'significantly probative'. The notice should be drafted with the two part test in mind, namely, 'There is likely to be a high degree of probative value where (i) the evidence, by itself or together with other evidence, strongly supports proof of a tendency, and (ii) the tendency strongly supports the proof of a fact that makes up the offence charged.'

RP v The Queen [2016] HCA 53

RP was charged as a child, with child sex offences. He was 12 years and three months of age at the time of the offending. The court discussed the requirement of *doli incapax* to be rebutted by the prosecution to the criminal standard. The trial judge found the appellant was of 'very low intelligence' and possessed a lesser appreciation of the seriousness of his conduct. The prosecution did not adduce any evidence apart from the circumstances of the offences to establish that, despite these deficits, the appellant's development was such that he understood the moral wrongness of his acts. The requirement in terms of proof is that the child knew the conduct was 'seriously wrong' or 'gravely wrong'. No matter how obviously wrong the act or acts constituting the offence may be, the prosecution must point to evidence from which an inference can be drawn beyond reasonable doubt that the child's development is such that he or she knew that it was morally wrong to engage in the conduct.

R v Forti [2016] NSWCCA 127

The offender pleaded guilty to three counts of supplying ecstasy under s25 of the Drug Misuse and Trafficking Act. The court held that in the absence of exceptional circumstances, a full-time custodial sentence ought to be imposed whenever an offender has been substantially involved in the supply of drugs. A plea of guilty, remorse, an intention not to re-offend and proven rehabilitation in relation to an offender's drug use are not matters of mitigation constituting exceptional reasons for departing from the general principle unless the aggregate of the circumstances points to the case being one of real difference from the general run of cases.

Director of Public Prosecutions v Best [2016] NSWSC 261

The defendant attended Blacktown Police Station and made a deliberate threat to a station officer about another serving police officer at that station. He was charged with intimidating police, however, it was dismissed at the Local Court. Mr Best submitted it could only be intimidation if he had directed his remarks to the detective in person. On appeal, it was found the plain meaning of intimidation was misused by the magistrate, and that in the modern day, threats can come via indirect means, such as emails addressed to third parties, but are valid once directed at a particular officer.

Director of Public Prosecutions v Evans [2017] NSWSC 33

Mr Evans was charged with assaulting and resisting a police officer in the execution of his duty. The police officer attempted to pull defendant away from burning building after requesting him to move, so firefighters could hose the building down. The police officer asserted Evans punched him multiple times; Evans denied any contact with police officer. Evans was found not guilty by virtue of self-defence, however, this was not raised by Evans; it was raised by the Magistrate. Under s418(2)(c) of the Crimes Act the question was whether Evans was protecting property from unlawful, taking destruction, damage or interference. There was no evidence the fire was unlawful, so self-defence (protection of property) could not be raised. The police officer was found to be acting in accordance with duties as he was not threatening the property of the defendant.

Forster v Director of Public Prosecutions [2017] NSWSC 458

The case against Mr Forster was based on four separate instances of alleged consorting which, taken together, were said to amount to habitual consorting contrary to s93X of the Crimes Act. Three instances consisted of 'engaging in conversation' with one other person in the daytime on the main streets of Inverell. Each conversation was with a different man, in each case someone Forster had known for some time. The content of the conversations was not established; the case rested on the fact that conversation had occurred. The fourth incident was on a night when Forster was 'out having a drink' with a group that included the same three men. The court held that even if each of the encounters amounted to consorting, they scarcely established a habit. The first three encounters occurred within the space of 24 hours. The fourth was almost a month later. The Magistrate accepted the possibility that each conversation on the street began as a chance encounter. The court held that to

approach the section on the basis that the bare proof of a number of conversations meeting the minimum requirement of s93X(2) necessarily establishes the offence was wrong.

NSW Police v Carrall [2016] NSWLC 4

The defendant was apprehended for the offence of driving with an illicit drug present in his blood (s111 of the *Road Transport Act 2013*) on 26 May 2015 and 23 June 2015. He pleaded not guilty to the June offence on the basis of an honest and reasonable mistake of fact. It was alleged that Senior Constable Foster said to him, "If you had waited a week you would have been fine to drive." The court held that honest and reasonable mistake of fact is available for prescribed illicit drug detection matters. The matter was sent to the Office of the Director of Public Prosecutions for consideration for appeal and declined. The defence is now regularly used.

Selby v R [2017] NSWCCA 40 (15 March 2017)

The victim was threatened on two occasions in May and October. The evidence established the applicant had intimidated the victim on a second occasion. The error focused on the jury being directed that it could use that evidence to find that the applicant was the man who had demanded money from the same victim on the first occasion. There must be a strong similarity between two different acts and the circumstances in which they occur that a jury would be satisfied that the person who did one act or set of acts must have done the others. The improbability of two or more events occurring by chance, or coincidentally, may lead to a conclusion that an accused person committed the act that is the subject of the charge.

Nguyen v R [2017] NSWCCA 4 (2 February 2017)

The applicant was convicted of four counts of supplying methylamphetamine (ice). At trial, the prosecution relied upon evidence of intercepted telephone messages. A police officer who had listened to the intercepted messages and to a record of interview by the applicant gave evidence that the applicant was the female voice in each of the intercepted messages. The applicant's main ground of appeal focused on the admissibility of this evidence. The court held the evidence of the officer was admissible under s79 Evidence Act as an *ad hoc* expert. The amount of time the officer invested in repeatedly listening to the calls and the applicant's police interview was impractical for the jury to replicate.

R v Chen [2016] NSWDC 405 (17 November 2016)

The victim was providing sexual benefits to the offender who was seeking to assist her financially. The victim, who didn't live with the offender, told the offender she didn't want to see him anymore. After an argument the victim slapped the offender's face. The offender struck the victim on the head numerous times with a heavy wooden piece of timber causing extensive facial injuries. The court held that provocation is available as a partial defence to murder and if successful will result in a verdict of manslaughter and that extreme provocation has the tendency to reduce the objective gravity of the other offences. The extent of the provocation was objectively small and the offender's reaction to it was excessive so, rather than it being a mitigating factor, it likely increases the objective gravity. As such the court determined the claim of provocation was cancelled by the excessive reaction.

Moukhallaletti v Director of Public Prosecutions (NSW) [2016] NSWCCA 314 (16 December 2016)

On 11 November 2016, Kristen Moukhallaletti was refused by Bellew J in the Supreme Court. On 16 November 2016 she made a further release application to the NSWCCA. The applicant was charged with two sets of offences. The NSWCCA held that the show cause requirement is a matter to be determined by consideration of all of the evidence or information the bail authority considers credible or trustworthy in the circumstances and not just by a consideration of those matters exhaustively listed in s18 of the Bail Act required for the unacceptable risk assessment. However, it may well be that matters that are relevant to the unacceptable risk test will also be relevant to the show cause test.

Bignill v DPP [2016] NSWCA 13

Mr Bignill was driving a vehicle at about 9am on Saturday 19 April 2014. At 9.36am the applicant submitted to a random breath test which delivered a result of .054. A blood sample taken at 10.36am produced a result of 0.049. The NSWCA held there is no statutory basis for preferring the results of a blood analysis to that of a breath analysis. Once either a breath or blood analysis is tendered showing an alcohol concentration over the statutory limit, the offence under s110 of the Act is established. The tender of such evidence produces a rebuttable presumption. The onus cast upon a defendant by clause 31(3) of Schedule 3 of the Act isn't satisfied merely by tendering the result of a test that provides a reading below the statutory limit. The defendant must prove the concentration of alcohol was below the statutory limit when they were required to submit to a breath test.

APPENDIX 11: Significant judicial decisions (continued)

DPP (NSW) v Zaiter [2016] NSWCCA 247

Mr Zaiter was charged with knowingly taking part in the supply of a large commercial quantity of cocaine and knowingly dealing with the proceeds of crime between 2 May and 16 October 2015. The broad allegation was that he was involved in the supply of just over 2.6kg of a prohibited drug and dealt with \$142,000 in cash which is alleged to have been the proceeds of drug supply activity. He was granted bail by the Supreme Court on 13 October 2016 and the Crown filed a detention application shortly after. The court held that every bail application presents its own unique factual matrix and that a decision by a single judge of the Supreme Court regarding, for example, delay as a decisive factor in determining whether cause has been shown under s16A of the Bail Act is no more than the view taken by that particular judge in the circumstances of the particular case at hand.

IL v The Queen [2017] HCA 27 (09 August 2017)

The appellant was tried in the Supreme Court of NSW with manufacturing a large commercial quantity of methylamphetamine and with murder or, alternatively, manslaughter. The Crown alleged the appellant had participated with the deceased in a joint criminal enterprise to manufacture a large commercial quantity of methylamphetamine and was guilty of 'felony' or 'constructive' murder or manslaughter because the act that caused the death was committed in the course of the joint criminal enterprise. The act causing death was the lighting of a gas ring burner in a small and inadequately ventilated bathroom, which caused a fire. The Crown couldn't exclude the possibility that the deceased had lit the gas ring burner himself. Three justices allowed the appeal on the basis that s18(1) of the Crimes Act is not engaged if a person kills himself or herself. Two justices allowed the appeal on the basis that it is not open to attribute criminal liability to one participant in a joint criminal enterprise for an act committed by another participant in the course of carrying out that enterprise unless the act is, or is part of, the *actus reus* of a crime. Assuming the deceased lit the gas ring burner, that act was not the *actus reus* of the crime of murder or manslaughter.

Bayley v The Queen [2016] VSCA 160

The applicant was convicted of multiple offences against GH that allegedly occurred in 2000 including rape, common assault, threatening to kill and false imprisonment. In 2012 GH saw a photo of the applicant on Facebook in connection with the Jill Meagher matter. Three months later she was asked to take part in a police photo board identification process where she said, "It definitely looks like number four." The court held the risk of the displacement effect is exacerbated by Facebook and other social media. Potential witnesses are free to peruse photos on Facebook without police supervision before attempting a formal identification process.

Director of Public Prosecutions v Wallman [2017] NSWSC 40

After the defendant breached his bail conditions and displayed signs of mental illness, the Deputy Registrar made an order under s33(1D) of the Forensic Provisions Act that he be detained in a mental health facility. He was assessed as being not mentally ill by a medical officer, but mentally disordered and presumably detained under the Mental Health Act. At a later mention, a magistrate made an order in chambers in the absence of the parties under s33(1)(a) of the Forensic Provisions Act that the defendant be detained in a mental health facility for assessment by way of dealing with the original charges. When the Director of Public Prosecutions applied for the charges to be relisted, the magistrate held that the matter was finalised on account of his order under s33(1)(a). The Supreme Court held that the Magistrate did not have power to make the order in the circumstances and that the matter should not have been dealt with in chambers without a hearing which denied procedural fairness.

APPENDIX 12: Legislative changes

On 1 July 2016 the *Bail Regulation 2014* was amended to clarify that a prosecutor is required to make a detention application in writing and in the approved form only where it is practicable to do so.

On 1 July 2016 Schedules 1 to 9 of the Poisons Standard – referred to in section 52D of the *Therapeutic Goods Act 1989* (Cth) – were adopted as the Poisons List referred to in section 8 of the *Poisons and Therapeutic Goods Act 1966* (NSW).

On 1 September 2016 the *Law Enforcement (Powers and Responsibilities) Act 2002* was amended to clarify and simplify police powers across a broad range of areas including personal searches, crime scenes and safeguards relating to investigations and questioning.

On 1 September 2016 the *Local Court Act 2007*, *District Court Act 1973*, *Supreme Court Act 1970*, *Land and Environment Court Act 1979* and *Coroners Act 2009* were amended to include an offence of disrespectful behaviour in court.

On 8 September 2016 the *Crimes Act 1900* was amended to create two levels of the offence of dealing with property suspected of being the proceeds of crime.

On 8 September 2016 the *Confiscation of Proceeds of Crime Act 1989* was amended to allow the forfeiture of property in substitution for the property that was used in or in connection with a serious criminal offence where the property used is not available for forfeiture.

On 7 October 2016 the *Marine Safety Act 1998* was amended to give police the power to seize a recreational vessel in certain circumstances, including when the vessel has been operated in a menacing manner.

On 25 October 2016 the *Bail Act 2013* was amended to allow prosecutors to apply to a court or authorised justice for the grant of bail with the imposition of conditions – conditional bail.

On 25 October 2016 the *Crimes Act 1900* was amended to increase the statutory limitation period for the offence of unauthorised access to or modification of restricted data held in a computer (section 308H) from six months to 12 months from the date on which the offence is alleged to have been committed.

On 25 October 2016 the *Crimes (Sentencing Procedure) Act 1999* was amended to clarify that the Local Court may impose an aggregate sentence of up to five years' imprisonment and to provide that a court may set a non-parole period for an aggregate sentence that exceeds six months' imprisonment, even in cases where the individual sentences that would otherwise have been imposed amount to imprisonment for six months or less.

On 25 October 2016 the *Criminal Procedure Act 1986* was amended to provide that in proceedings for a prescribed sexual offence, the complainant's evidence is, unless the court orders otherwise, to be heard in a closed court, regardless of whether the evidence is given in person, via closed-circuit television or by the playing of an audio visual or an audio recording of the complainant.

On 25 October 2016 the *Children (Criminal Proceedings) Act 1987* was amended to remove the restriction against the Children's Court hearing joint committal proceedings involving a child defendant and an adult co-accused where the adult co-accused is more than three years older than the child defendant.

On 1 November 2016 the *Law Enforcement (Powers and Responsibilities) Act 2002* was amended to include additional search and seizure powers relating to things used to interfere with the conduct of a business or undertaking. The amendments extend to anything that is intended to be used to lock on or secure a person to any plant, equipment or structure.

On 1 November 2016 the *Law Enforcement (Powers and Responsibilities) Act 2002* was amended to remove some of the limitations on police powers to give directions during public demonstrations, protests, processions or organised assemblies in certain circumstances.

On 11 November 2016 the *Criminal Procedure Act 1986* was amended to add a number of break and enter in company type offences to Table 1 of Schedule 1, allowing those offences to be dealt with summarily in certain circumstances.

On 11 November 2016 the *Fines Act 1996* was amended to allow police officers to issue penalty notices by email or SMS if the recipient of the penalty notice consents to receiving the penalty notice in that manner.

On 25 November 2016 the *Crimes (Serious Crime Prevention Orders) Act 2016* commenced, giving the Supreme Court and District Court the power to make a serious crime prevention order to prevent, restrict or disrupt the involvement of a person in serious crime related activities.

On 1 December 2016 the *Road Rules 2014* were amended to prohibit P2 licence holders from using a mobile phone while driving a vehicle – regardless of whether or not the mobile phone is held by the driver.

APPENDIX 12: Legislative changes (continued)

On 3 December 2016 the *Crimes (Domestic and Personal Violence) Act 2007* was amended to introduce the plain English apprehended violence order scheme, to expand the list of personal violence offences and to expand the definition of 'domestic violence offence' and 'domestic relationship'.

On 6 December 2016 the *Bail Act 2013* was amended to include additional offences for which bail must be refused unless there are exceptional circumstances, to include additional risk assessment considerations – such as those relating to terrorism – and to make some additions to the list of show cause offences.

On 7 December 2016 the *Police Regulation 2015* was amended to enable the Commissioner of Police to grant the Commissioner's Valour Award, or a silver bar to that award, to special constables as well as to police officers.

On 16 December 2016 the *Surveillance Devices Regulation 2014* was amended to extend the circumstances in which information obtained from the use of body worn video equipment can be used, communicated or published.

On 16 December 2016 the *Liquor Regulation 2008* was amended to increase the maximum number of patrons permitted on a premises with a small bar licence, to extend the hours of certain take-away liquor premises and to extend the hours of certain small bars in freeze precincts.

On 16 December 2016 the *Scrap Metal Industry Act 2016*, which provides for the regulation of scrap metal dealers, commenced in part to permit dealers to register their scrap metal businesses. The balance of the Act, containing conduct requirements, commenced on 1 March 2017.

On 1 January 2017 *Government Sector Employment Legislation Amendment Act 2016* commenced, amending the *Government Sector Employment Act 2013* and the *Police Act 1990* in relation to all senior executive and administrative officer employment conditions – but not other sworn police officers. The Act contains staggered commencement dates and Schedule 3, concerning NSW Police Force regulations, rules and transitional provisions, commences on 31 October 2017.

On 1 January 2017 the *Poppy Industry Act 2016* commenced, creating a legislative framework for the establishment and regulation of an alkaloid poppy industry for therapeutic and scientific purposes. The Secretary of the Department of Primary Industries is responsible for administering licences under the Act and is required to refer licence applications – and empowered to refer certain other matters – to the Commissioner of Police to investigate and provide a report.

On 1 January 2017 the *Drug Misuse and Trafficking Act 1985* was amended to introduce simpler and more efficient procedures for the handling and destruction of drug exhibits.

On 16 January 2017 the *Liquor Regulation 2008* was amended to relax the existing 'lock out' and 'last drinks' restrictions in relation to live entertainment venues in the Kings Cross and Sydney CBD Entertainment precincts.

On 10 March 2017 the *Explosives Regulation 2013* was amended to introduce a temporary Explosives Amnesty which commenced on 15 March 2017 to conclude on 14 September 2017.

On 17 March 2017 the *Child Protection (Offenders Prohibition Orders) Regulation 2013* was amended to recognise certain Victorian and South Australian orders as corresponding prohibition orders for the purposes of the *Child Protection (Offenders Prohibition Orders) Act 2004*.

On 24 March 2017 the *Drug Misuse and Trafficking Regulation 2011* was amended to ensure that the new provisions of the *Drug Misuse and Trafficking Act 1985*, relating to the destruction of substances in police custody, apply despite any previous order for their retention.

On 31 March 2017 amendments to the *Law Enforcement (Powers and Responsibilities) Act 2002* commenced to allow senior police officers to make public safety orders to prohibit a specified person or class of persons from attending a public event or from entering or being present at certain premises during a specified period.

On 25 April 2017 the following regulations of the Australian Capital Territory (ACT) were amended to recognise the respective NSW Acts as 'corresponding laws': the *Crimes (Controlled Operations) Regulation 2017* (ACT) recognises the *Law Enforcement (Controlled Operations) Act 1997* (NSW); the *Crimes (Assumed Identities) Regulation 2017* (ACT) recognises the *Law Enforcement and National Security (Assumed Identities) Act 2010* (NSW); and the *Crimes (Surveillance Devices) Regulation 2017* (ACT) recognises the *Surveillance Devices Act 2007* (NSW).

On 9 May 2017 amendments to the *Security Industry Act 1997* commenced to enable the Commissioner of Police to have regard to any criminal intelligence or other criminal information in relation to the applicant in determining whether the grant or renewal of a licence would be contrary to the public interest. This extends existing powers in relation to determinations as to whether an applicant is 'fit and proper' to hold a licence. Related amendments ensure such information is protected from disclosure, including in administrative review proceedings. The amendments enhance enforcement powers by inserting provisions relating to requirements to furnish records and information to police and other enforcement officers, and to answer questions.

On 1 June 2017 the *Liquor Amendment (Special Licence Conditions) Regulation 2017* commenced, substituting the list of licensed premises subject to special licence conditions under Schedule 4 to the *Liquor Act 2007*.

On 2 June 2017 various amendments to the *Passenger Transport Regulation 2007* commenced, which support Opal-only ticketing on public transport.

On 22 June 2017 amendments to the *Terrorism (Police Powers) Act 2002* commenced to enable the Commissioner of Police to declare an incident to which police officers are responding to be a terrorist act requiring planned and coordinated police action, and thereby authorise the use of force – including lethal force – that is reasonably necessary to defend any person threatened by the terrorist act or to prevent or terminate their unlawful deprivation of liberty. The amendments seek to clarify the use of force as recommended by the Coroner in his findings in the Lindt Cafe siege Inquest.

On 23 June 2017 the *Surveillance Devices Regulation 2014* was amended to recognise the ACT's *Crimes (Surveillance Devices) Act 2010* as a 'corresponding law' under NSW's *Surveillance Devices Act 2007*.

APPENDIX 13: Annual report production costs

The 2016–17 NSW Police Force Annual Report was produced by the Public Affairs Branch. The total production cost was \$1,500 (exclusive of GST). The Annual Report is available on the NSW Police Force website, www.police.nsw.gov.au.

APPENDIX 14: Research & development

Name of research	Total life of project cost	Status/date to be completed
Blood pressure and fatigue links to shift work in police officers	\$5,000	December 2017
Drug detection dog odour analysis project, phase one	\$19,900	June 2018
Psychosocial drivers of NSW police wellbeing, commitment, resilience and retention	\$180,000	December 2018
Evaluation of active armed offender training	\$25,677	December 2017
Evaluation of body worn video camera implementation	\$28,000	December 2017
Strategies to enhance Indigenous recruitment and retention of probationary constables in the NSW Police Force	\$20,103	June 2018
Academic review of Strikeforce Parrabell	\$55,000	December 2017
Consultation on the NSW Police Force community engagement framework	\$63,268	Completed
Redfern Program Evaluation Project (review of Clean Slate Without Prejudice and Never Going Back)	\$10,950	Completed
Evaluation of the Take the Lead training program, groups three and four	\$9,860	Completed

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

APPENDIX 15: Police pursuits

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

In 2016-17 the NSW Police Force undertook 2,472 pursuits. Of these 603 were terminated by police while 243 pursuits resulted in collisions. There were two fatalities and 43 injuries arising from pursuits.

The table below lists the reasons for these pursuits.

Reason for police pursuit	2015-16	2016-17
Traffic	1,258	1,378
Criminal	232	234
Stolen vehicle	305	375
Not stop RBT	514	606
Other	1	1

Source: NSW Police Force Traffic & Highway Patrol Command

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

APPENDIX 16: Consultants

Engagements costing \$50,000 or greater: Nil

Engagements costing less than \$50,000: Nil

APPENDIX 17: Overseas travel

Operational travel 2016-17

Name	Purpose	Country
Two officers	Investigative inquiries	Vietnam
One officer	Investigative inquiries	United States
Two officers	Extradition	United Kingdom
Two officers	Investigative inquiries	Malaysia
Two officers	Court attendance	New Zealand
Two officers	Investigative inquiries	United Arab Emirates
Two officers	Investigative inquiries	Lord Howe Island
One officer	Court attendance	Indonesia
Two officers	Extradition	Tonga
Two officers	Investigative inquiries	United Kingdom
Two officers	Investigative inquiries	Thailand
Two officers	Investigative inquiries	United States
Two officers	Investigative inquiries	Indonesia
Two officers	Investigative inquiries	Thailand
Three officers	Investigative inquiries	India
Two officers	Investigative inquiries	United States
One officer	Investigative inquiries	Panama, Columbia, Spain
One officer	Investigative inquiries	United States
One officer	Investigative inquiries	Fiji
Two officers	Investigative inquiries	South Africa
Two officers	Investigative inquiries	The Netherlands
One officer	Investigative inquiries	Thailand
Two officers	Investigative inquiries	Thailand
Two officers	Investigative inquiries	United Arab Emirates, The Netherlands
One officer	Investigative inquiries	Vietnam
One officer	Investigative inquiries	Vietnam, The Netherlands, Panama
Three officers	Investigative inquiries	The Netherlands
Two officers	Investigative inquiries	New Zealand
Two officers	Investigative inquiries	United Arab Emirates
Two officers	Investigative inquiries	United Kingdom
Two officers	Pilot training	United States
Two officers	Pilot training	United States
Three officers	Aircraft maintenance training	United States

APPENDIX 17: Overseas travel (continued)

Non-operational travel 2016-17

Name	Purpose	Country
Superintendent Darren Spooner and Inspector Christopher Hickey	Research equipment	United States
Domenic Raneri	Conference	Germany
Detective Sergeant Jamie Gavan and Detective Senior Constable Vincent McGrath	Conference	United States
Senior Constable Andrew Piper	Michael O'Brien Scholarship	United Kingdom, France, Belgium, Netherlands, Germany
Superintendent Mark Sweeney and Inspector Francine Poole	Conference	New Zealand
Detective Chief Inspector Bernhard Janssen and Detective Inspector Peter Faux	Conference	New Zealand
Detective Sergeant Bruce Groenewegen and Anthony Macken	Conference	United States
Detective Chief Inspector Darren Beeche and Senior Constable Nathan Trueman	Conference	United States
Detective Superintendent Mark Wright	Study tour	Canada, United States
Detective Superintendent Darren Bennett	Training	United States
Chief Inspector Joseph McNulty and Sergeant David Carlin	Trade fair	Germany
Luke Bradley and Senior Constable Songran Yang	Conference	Taiwan
Detective Sergeant Adam Nissen, Sergeant Andrew Wilson and Senior Constable Andrew Patterson	Training	Cyprus, Israel
Inspector Brett Smith, Sergeant Scott Robertson and Lucas van der Walt	Research equipment	United Kingdom, United States
Domenic Raneri	Conference	New Zealand
Detective Chief Inspector Andrew Slattery and Detective Senior Constable Nicole Reid	Agency visit	United Kingdom
Superintendent Matthew Appleton	Training	India
Detective Superintendent Deborah Wallace and Detective Chief Inspector David Adney	Conference	New Zealand
Dr Sarah Yule and Kim Oar	Conference	New Zealand
Detective Sergeant Marc Scholtes	Training	New Zealand
Superintendent Mark Hiron	Conference	United States
Chief Superintendent John Stapleton and Chief Inspector Craig McNee	Agency visit	Belgium, France
Detective Superintendent Arthur Katsogiannis and Detective Senior Constable Welas Wirawan	Agency visit	Israel, Singapore
Sergeant Cameron Henshaw	Conference	New Zealand
Deputy Commissioner Catherine Burn	Conference	United States
Deborah Marks and Natalie White	Training	United States
Superintendent Stephen Egginton	Training	India
Assistant Commissioner Mark Jenkins	Conference	United States

Name	Purpose	Country
Chief Inspector Joseph McNulty and Sergeant David Carlin	Agency visit	Philippines, Singapore
Detective Senior Constable Alison Fahey	Law Enforcement Torch Run	Austria
Inspector Sheridan Waldau	Agency visit	New Zealand
Deputy Commissioner David Hudson	Agency visit	United Kingdom
Superintendent Mark Wright	Training	New Zealand
Superintendent Anthony Ferguson	Agency visit	Hong Kong
Dr Robert Fearn	Conference	The Netherlands
Adrian Leong	Conference	Canada, United States
Leading Senior Constable Guy Writer and Senior Constable Plawit Wanpratumjinda	Training	New Zealand
Assistant Commissioner Mark Jenkins	Meeting	New Zealand
Assistant Commissioner Mark Murdoch	Research and agency visits	Lebanon, Israel, France, United Kingdom, United States
Detective Superintendent Murray Reynolds	Conference	New Zealand
Detective Superintendent Mark Wright	Training	Maldives
Detective Sergeant Richard Long	Conference	The Netherlands
Commissioner Michael Fuller	Conference	Canada
Deputy Commissioner David Hudson	Conference	Cambodia
Chief Inspector Peter Hinds	Agency visit	Sri Lanka

APPENDIX 18: Public interest disclosures

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

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

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

- The number of officers who made public interest disclosures this reporting year: 2
- The number of public interest disclosures received in total: 2
- The number of public interest disclosures received relating to:
 - (i) corrupt conduct 2
 - (ii) maladministration 0
 - (iii) serious and substantial waste of public money 0
 - (iv) government information contraventions 0
- The number of public interest disclosures finalised: 1

APPENDIX 19: Creditors payments & credit cards

Payment of accounts

1(a) Accounts due or paid within each quarter

Measure	September 2016	December 2016	March 2017	June 2017
All suppliers				
Number of accounts due for payment	47,158	41,591	43,850	74,761
Number of accounts paid on time	40,670	36,486	34,461	66,308
Actual percentage of accounts paid on time (based on number of accounts)	86%	88%	79%	89%
Dollar amount of accounts due for payment ('000)	\$149,111	\$106,373	\$136,039	\$201,948
Dollar amount of accounts paid on time ('000)	\$119,801	\$86,859	\$89,017	\$167,094
Actual percentage of accounts paid on time (based on dollar amount)	80%	82%	65%	83%
Number of payments for interest on overdue accounts	54	146	85	66
Interest paid on overdue accounts	\$270.00	\$211.00	\$1,788.00	\$250.00

1(b) Creditors aged analysis as at 30 June 2017

Quarter	Current \$'000	Between 30 and 60 days overdue \$'000	Between 60 and 90 days overdue \$'000	More than 90 days overdue \$'000
All suppliers				
September	6,708	615	356	257
December	3,573	412	275	441
March	16,561	560	288	387
June	11,056	257	201	513
Small business suppliers				
September	53	-	-	-
December	1	-	-	-
March	10	-	-	-
June	-	-	-	-

The above information is extracted from the Aged Accounts Payable Analysis as at September and December 2016 and March and June 2017. It includes data provided by the NSW Police Force's external property service provider.

2 Commentary

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

- The fundamental reasons for delay are the finalisation by business units in the processing function and disputes in connection with the correct rendering of valid tax invoices by suppliers, which includes discrepancies between orders, goods received and invoices.
- Penalty interest paid on overdue accounts was mainly due to delays in processing by NSW Police Force's external property service provider. The property service provider undertook a system migration which commenced in December 2016 to final completion in March 2017. In addition, utility invoices were sent to incorrect addresses which delayed payments to the suppliers and led to interest paid on overdue accounts.

2(b) Initiatives implemented to improve payment performance

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

Credit card certification

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

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

The use of credit cards within the NSW Police Force for the period 2016-17 was satisfactory and has been in accordance with the Premier's Memoranda and Treasurer's Directions.

APPENDIX 20: Matters arising from 2016-17 audit

There were no significant matters reported during the 2016-17 audit.

APPENDIX 21: Insurance activities

Workers compensation: The workers compensation insurance policy covers workplace related injuries for all unsworn staff and all sworn officers recruited after 1 April 1988. For 2016-17, the workers compensation premium decreased by 7.2%. This was due to a decrease in claims experience.

Public liability: The public liability insurance policy covers all claims resulting from police activities for which the NSW Police Force is legally liable. For 2016-17, the premium increased by 0.1%. The premium increase was due to a slight increase in claim costs.

Motor vehicle: The motor vehicle insurance policy covers damage to any vehicle used by NSW Police Force for authorised police operations and activities. For 2016-17, the motor vehicle premium decreased by 12.1%. The premium decrease was mainly due to a decrease in benchmark rates used in the premium calculation.

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 2016-17, the premium increased by 6.7%. The premium increase was due to an increase in declared asset values and claims costs.

Miscellaneous: The miscellaneous insurance policy covers personal accident for volunteers, air travel and personal effects. The 2016-17 premium increased by 25.3% which was due to an increase in claims costs and overseas travel.

APPENDIX 22: Property Disposals

In 2016-17 the NSW Police Force sold two properties for a total of \$0.22 million net.

Site	Proceeds (\$ million)
138 Market Street, Balranald	0.13
16 Third Street, Quandialla	0.09

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

There were six buildings demolished and sites cleared to make way for two new police stations, with a combined value of \$0.364 million.

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

All properties disposed of were no longer suitable or were surplus to NSW Police Force requirements. All proceeds were retained and used to support the NSW Police Force's capital expenditure program.

All properties disposed of in 2016-17 were sold in accordance with government policy. Documents relating to property disposal may be accessed under the *Government Information (Public Access) Act 2009*.

NSW Police Force and Property NSW (another NSW Government entity) have collaborated on the development of a business model under which Property NSW will take over ownership and control of NSW Police Force employee housing stock. Property NSW will provide accommodation as a service to NSW Police Force for its employees. All NSW Police Force owned housing stock will be vested to Property NSW ownership. NSW Police Force transferred the first tranche of properties with combined value of \$17.279 million to Property NSW.

APPENDIX 23: Audits & reviews

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

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

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

NSW Police Force Internal Audit and Risk Management Attestation Statement for the 2016-17 Financial Year

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

Core Requirements

For each requirement, please specify whether compliant, non-compliant, or in transition

Risk Management Framework

- | | | |
|-----|---|-----------|
| 1.1 | The agency head is ultimately responsible and accountable for risk management in the agency. | Compliant |
| 1.2 | A risk management framework that is appropriate to the agency has been established and maintained and the framework is consistent with AS/NZS ISO 31000:2009. | Compliant |

Internal Audit Function

- | | | |
|-----|---|-----------|
| 2.1 | An internal audit function has been established and maintained. | Compliant |
| 2.2 | The operation of the internal audit function is consistent with the International Standards for the Professional Practice of Internal Auditing. | Compliant |
| 2.3 | The agency has an internal audit charter that is consistent with the content of the 'model charter'. | Compliant |

Audit and Risk Committee

- | | | |
|-----|--|-------------------------|
| 3.1 | An independent audit and risk committee with appropriate expertise has been established. | Compliant; transitional |
| 3.2 | the audit and risk committee is an advisory committee providing assistance to the agency head on the agency's governance processes, risk management and control frameworks, and its external accountability obligations. | Compliant |
| 3.3 | The audit and risk committee has a charter that is consistent with the content of the 'model charter'. | Compliant |

APPENDIX 23: Audit & reviews (continued)

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

- independent chair, Arthur Butler for a term from 1 January 2014 to 31 March 2018
- independent member, Gerardine Brus for a term from 31 January 2017 to 30 January 2020
- independent member, Jon Isaacs for a term from 31 January 2016 to 30 January 2019
- non-independent member, Deputy Commissioner David Hudson, Corporate Services, for a term from 1 November 2012 to 30 January 2017.

Departures from Core Requirements

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

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

Departure

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

In Transition

Core Requirement 3.1

During the year the Audit & Risk Committee reconstituted the committee to contain only independent members – that is, obtain all members from the panel of Pre-qualification Scheme: Audit & Risk Committee independent chairs and members. The non-independent member was replaced.

These processes, including the practicable alternative measures [being] implemented, demonstrate that the NSW Police Force has established and maintained frameworks, including systems, processes and procedures for appropriately managing audit and risk within the NSW Police Force.



Michael Fuller APM
Commissioner of Police

Internal audits and reviews

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

The unit completed four audits during 2016-17 including:

- data analytics of key transactional data
- information security management system – internal ISMS audit – ISO 27001:2013
- ISO 9001: 2015 audit of NSW Police Force Taser laboratory certification
- contract management for outsourced services.

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

External audits and reviews

During the year the Audit Office of NSW issued two performance audit reports that were relevant to the NSW Police Force. These were: *Preventing and Managing Worker Injuries* and *Agency Compliance with the GIPA Act*.

Preventing and Managing Worker Injuries was a follow-up of a previous Audit Office of NSW performance audit. The current audit focused on strengthening NSW Police Force proactive wellbeing and mental health management practices. The report noted improvements made by the NSW Police Force and raised the following recommendations:

- Evaluation of the effectiveness of the Workforce Improvement Program initiatives before broader adoption
- Assist local area commanders embed leadership and welfare management skills training
- Enhance the focus on doctor information sessions in supporting diagnosis and return to work practices
- Improve return to work options through task availability and management focus
- Continue to focus on containing scheme costs.

These recommendations were accepted by the NSW Police Force and action plans are in place to implement them during 2017. Implementation of these recommendations is monitored by the Risk Management & Audit Committee.

The *Agency Compliance with the GIPA Act* performance report covered a number of NSW Government agencies and raised a series of observations and recommendations. The report and its recommendations were assessed and reviewed by NSW Police Force management and the Risk Management & Audit Committee. No changes to NSW Police Force GIPA Act compliance procedures were identified as necessary.

APPENDIX 24: Digital information security

I, Michael Fuller, consider the NSW Police Force has had an Information Security Management System in place in 2016-17 that has met the core requirements of the *Digital Information Security Policy for the NSW Public Sector*. I consider the security controls in place to mitigate identified risks to the digital information and digital information systems of the NSW Police Force are adequate for the foreseeable future.

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

The NSW Police Force has maintained compliance with *ISO 27001 Information technology - Security techniques - Information security management systems - Requirements* and independently reviewed by SAI Global Certification Services Pty Ltd during the 2016-17 financial year.



Michael Fuller APM
Commissioner of Police

APPENDIX 25: Asset purchase & protection

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

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

APPENDIX 26: Productivity data

The Australian Government Productivity Commission Report on Government Services provides an annual overview of the justice sector, presenting both contextual information and high-level performance information concerning the Police Forces of each state. The latest available data is for the year ended 30 June 2016.

This report includes a table showing the recurrent expenditure (including user cost of capital, less revenue from own sources and payroll tax) per person on police services in each state.

The recurrent expenditure per person on NSW police services for the year ended 30 June 2016 was \$451. This represents an increase of 1.6% on the 30 June 2015 expenditure per person of \$444.

Source: Australian Government Productivity Commission Report on Government Services 2017. Volume C Page 1 of Table 6.A.10

APPENDIX 27: Major works in progress

Project	Due for completion	Cost to 30/06/17 \$'000
Building		
Bay & Basin Police Station	2018	47
Coffs Harbour Police Station	2017	19,976
Deniliquin Police Station	2017	11,405
Gunnedah Police Station	2018	1,051
Hazardous Materials Management Program	2018	67,065
Mount Druitt Police Station	2019	374
Police Dog Unit command facilities	2019	10
Southern Highlands Police Station	2018	4,253
Security Upgrade Program	2017	8,135
Tweed Heads Police Station	2017	24,520
Walgett Police Station	2017	15,216

Project	Due for completion	Cost to 30/06/17 \$'000
Information and communications technology		
Computerised Operational Policing System – phase three	2018	29,868
Critical Communications Enhancement Program	2019	3,544
Firearms & Licensing Information Management System	2018	2,206
Mainframe Upgrade	2018	1,160
Mobile Automatic Number Plate Recognition System (MANPR)	2018	5,788
Policing for Tomorrow (Mobility)	2019	22,212
Risk management compliance	2018	193
Simulated Operations Unit	2018	1,106
Specialist telecommunications system	2018	1,780
Technology Asset Refresh Program – phase three	2018	34,012
Voice infrastructure migration and data network upgrade	2018	20,478
Plant and equipment		
Armoured vehicle replacement	2017	515
Fit-out for additional police officers' vehicles	2018	2,014
Greater Metro Area terminal refresh	2018	13,982
Integrated light armoured vests	2019	3,607
Marine Vessel Replacement Program	2021	34
Polair 2 and 6 replacement	2018	9,422
Polair 8	2017	8,567
Police dog transport modules	2020	19
Prisoner transport vehicles	2018	1,206
Tactical Operations Unit – weapons replacement	2017	141

Note: This appendix lists major capital works in progress managed by the NSW Police Force and the actual cost of those works from project inception to 30 June 2017. Completion dates are estimates as published in the 2017-18 Infrastructure Statement and may be subject to change.

APPENDIX 28: Honours & awards

Commissioner's Valour Award

Awarded to police officers for exceptional bravery in a life threatening situation with a clear and significant risk to life.

Snr Cst Luke Thomas Warburton	Snr Cst Timothy Craig Thumpston
Snr Cst Timothy James Duffy	Cst Karen Elizabeth Lowden
Snr Cst David Dykes	Snr Sp Cst William Maurice Atkinson
Snr Cst Brad Lee Greenwood	Sp Cst 1st Class Nathan Peter Tasker

Commissioner's Commendation – Courage

Awarded to police officers where the risk of life has been courageous under hazardous circumstances.

Insp Mark Leslie Smith	Snr Cst James Stuart McMillan
Det Snr Sgt Andrew Brian Layhe	Snr Cst Shane Christopher Pitt
Det Sgt Gary Charles Lowe	Snr Cst Mark Sydney Reynolds
Snr Sgt Paul Thomas Smith	Snr Cst Todd Steven Seydler
Sgt Dale Christopher Atterby	Snr Cst Mark Woodroffe
Sgt Gregory John Donaldson	Snr Cst Matthew Craig Zeibots
Sgt Troy Handley	Cst Lindsay John Elphick
Sgt Mark Justin McCulkin	Cst Alesandar Gallina
Sgt Elise Teeling	Cst Aaron Rhys Gaskell
L/Snr Cst Craig Holmes	Cst Jason Paul Immens
L/Snr Cst Matthew Bruce Warwick	Cst Christopher Michael Kelly
Det Snr Cst Gregory Matthew Camilleri	Cst Mathew Stephen Long
Det Snr Cst Mary Kathleen Crumlin	Cst Kevin John Mageean
Snr Cst Luke Robert Bakey	Cst Lisa Myers
Snr Cst Luke Douglas Buxton	Cst Matthew Graeme Phillis
Snr Cst Benjamin Joshua Byrnes	Cst John Michael Porter
Snr Cst Brett Andrew Ferrari	Cst Natalie Janet South
Snr Cst Julian Edward Hicks	Cst Matthew Lee Steele
Snr Cst Anthony Michael Hopley	Madeleine Pulver
Snr Cst Nicholas Glenn Leonard	Scott Pitt
Snr Cst Ashley Robert May	

Commissioner's Commendation – Service

Awarded to recognise outstanding service.

His Excellency General The Honourable David Hurley AC, DSC (Ret'd)	
Commissioner Greg Mullins AFSM	Snr Cst Bruce Miles Whitwell
Deputy Commissioner Catherine Judith Burn	Cst Nathan John O'Connor
Deputy Commissioner David William Hudson	Cst Alyce Kate Russell
Assistant Commissioner Denis John Clifford	Sp Cst Leanne Dalton
Assistant Commissioner Michael John Corboy	Sp Cst 1st Class Richard Andrew Lewer
Assistant Commissioner Jeffrey Allen Loy	Sp Cst 1st Class Benjamin James Orr
Ch Supt Adam Robb Whyte	John Given
Supt Doreen Esme Cruickshank	Raymond Morris Hadley OAM
Supt Brett Reginald Greentree	Robyn Rewa Harawira
Supt Mark Francis Sweeney	Linda Hurley
Ch Insp Leith Gardiner Kennedy	Alan Belford Jones AO
Ch Insp Kelvin Phillip Peter McKneight	Dr Michael Anthony Raymond AM
Sgt Geoffrey Graham Richardson	Zdenka Vaughan
Det Snr Cst Raymond Ferjallah Malkoun	Neville Worrell
Snr Cst Rahsan Keles	

Commissioner's Community Service Commendation

Awarded to sworn or unsworn staff who, as representatives of the NSW Police Force, raise more than \$50,000 for a community cause or a not for profit organisation or raise a significant awareness of community issues over a period of five years or more.

Assistant Commissioner Michael John Corboy

Commissioner's Community Service Citation

Awarded to sworn or unsworn staff who as representatives of NSW Police Force, are appointed in an unpaid volunteer position for five years or more consecutive years and have demonstrated an outstanding level of service.

Assistant Commissioner Mark Oswell Jenkins	Snr Sgt Paul Thomas Bousfield
Supt Anthony James McWhirter (Ret'd)	Snr Sgt Benjamin James MacFarlane
Ch Insp Stephen James Blair	Sgt Mark Anthony Burgess
Ch Insp Stephen Bruce Hudson	

APPENDIX 28: Honours & awards (continued)

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.

Assistant Commissioner Mark John Murdoch	Det Snr Cst Mary Kathleen Crumlin
Det Supt Anthony John Cooke	Det Snr Cst Adam Alexander Daniel Evans
Det Supt Luke Gerard Moore	Det Snr Cst Mark Tomislav Nestorovic
Det Supt Allan John Sicard	Det Snr Cst Benjamin Paul Walsh
Supt Darryl Wayne Tuck	L/Snr Cst Dayne Peter Brown
Ch Insp Catherine Joan Cole	L/Snr Cst Craig Holmes
Ch Insp Christopher Bede Hickey	L/Snr Cst Joshua David Kasun
Det Insp David Raymond Goddard	L/Snr Cst Matthew Bruce Warwick
Det Insp David Geoffrey Moss	L/Snr Cst Paul Andrew Whitehead
Det Insp Ian Michael Rotsey	Snr Cst Luke Robert Bakey
Insp Mark Leslie Smith	Snr Cst Luke Douglas Buxton
Det Snr Sgt Andrew Brian Layhe	Snr Cst Brett Andrew Ferrari
Snr Sgt Paul Thomas Bousfield	Snr Cst Laura Jane Hallett
Snr Sgt Paul Thomas Smith	Snr Cst Julian Edward Hicks
Det Sgt Glenn Kenneth Chalker	Snr Cst Ashley Robert May
Det Sgt Gary Charles Lowe	Snr Cst Mark Sydney Reynolds
Det Sgt Andrew Paul Marks	Snr Cst Todd Steven Seydler
Sgt Raymond Constable	Snr Cst Mark Woodroffe
Sgt Dale Christopher Atterby	Snr Cst Matthew Craig Zeibots
Sgt John Samuel Byrom	Cst Aaron Rhys Gaskell
Sgt Andrew James Garner	Cst Adam David Guest
Sgt Ty Peter Hayes	Cst Jason Paul Immens
Sgt Brook Russell	Cst Karen Elizabeth Lowden
Sgt Elise Teeling	Cst John Michael Porter
Sgt Rene van Hoven	Cst Natalie Janet South
Det Snr Cst Lee Kevin Brown	Cst Dean Walter Turner
Det Snr Cst Gregory Matthew Camilleri	Amanda Jane Duncan
Det Snr Cst Darren Michael Cooper	Major Michael Sloman (ADF)

Commissioner's Certificate of Merit

Awarded to sworn or unsworn staff for outstanding work under hazardous circumstances or for outstanding performance of duty.

L/Snr Cst Michelle Prior	Ambulance officer Andrew Spasic
Cst Graham Shearley	Allen Andrews
Ambulance officer Michael Fifield	Barry Jennings

Commissioner's Certificate of Appreciation

Awarded to sworn and unsworn New South Wales Police Force employee where recognition for work is deserved.

Insp Paul Sullivan
Graham Gibbs
Robyn Harawira

John Frederick Threlfo
June Young OAM

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.

1243 – NSW Police Medals

1383 – Clasps to the NSW Police Medal

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

NSW Police Diligent & Ethical Service Medallion

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

371 – Medallions

361 – Roundels

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

Commissioner's Long Service Award

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

514 – Lapel pins and certificates

AUSTRALIAN HONOURS & AWARDS

Australian Police Medal

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

Ch Supt Donna Elizabeth Adney
Det Supt Peter Glenn Thurtell
Supt Anthony Paul Crandell
Supt Gregory Michael Martin
Supt Mark Andrew Wright
Det Ch Insp David Alfred Adney
Det Ch Insp Wayne David Humphrey
Det Ch Insp David Laidlaw
Det Ch Insp Kevin Anthony McNeil

Ch Insp Tracy Maree Chapman
Ch Insp David Ian Forbes
Ch Insp Anthony Mark Reneker
Ch Insp Christopher Andrew Smith
Ch Insp Kim Rene Sorenson
Insp Donna-Marie Faul
Sgt Paul Gerard Dilley
Snr Cst Paul Stephen Jones

APPENDIX 28: Honours & awards (continued)

Public Service Medal

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

Diane Elphinstone

Robyn Gloria Foster

National Police Service Medal

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

1368 – National Police Service Medals

277 – National Police Service Medals (retrospectively awarded)

National Medal

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

801 – National Medal

315 – 1st Clasp to the National Medal

112 – 2nd Clasp to the National Medal

6 – 3rd Clasp to the National Medal

OTHER HONOURS & AWARDS TO MEMBERS OF THE NSW POLICE FORCE

NSW Police Award (Royal Life Saving NSW)

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

Insp Darren Brown

Snr Cst Judith Crawford

Sgt Scott Blach

Snr Cst Andrew Liashenko

Sgt Matthew Lehmann

Snr Cst Anthony Lynes

Sgt Ian Marshall

Snr Cst Michael Pellegrini

Sgt Phillip John Mounce-Stephens

Snr Cst Rodney Sutcliffe

Sgt Rowan Webber

Snr Cst Christopher Vallis

Det Snr Cst Cole James Shanahan

Snr Cst Mark Weisback

Former Det Snr Cst Michael Brooks

Snr Cst David Xavier

L/Snr Cst Denise Craig

Cst Hayley Bennett

Snr Cst Mitchell John Christie

Cst Lauren Gai Carney

Snr Cst Susan Ann Coleman

Cst Thomas Alexander Martin

Snr Cst Chris Cox

Cst Kay Press

Royal Humane Society Awards (NSW)

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

Snr Cst Darren Stinton

Snr Cst Rolf Vogelsang

Statutory compliance index

- Access, 124
- Activities, 8-23, 116-117
- Aims and objectives, 5
- Agreements with Multicultural NSW, 88
- Annual Report production costs, 105
- Audited financial statements, 28-81
- Consumer response, 95-96
- Charter, 5
- Consultants, 106
- Credit card certification, 111
- Disability plans, 87-88
- Drug and alcohol testing, 94
- Economic and other factors, 24
- Financial Summary, 24-25
- Funds granted to non-government community organisations, 47
- Government Information (Public Access) Act 2009*, 90-92
- Human resources, 83-87
- Independent auditor's report, 26
- Internal Audit & Risk Management Policy*, 113-114
- Internet address, 2, 105, 124
- Land disposal, 112
- Legal change, 97-105
- Letter of submission to the Minister, 2
- Major works in progress, 116-117
- Management and activities, 8-23, 114-117,
- Management and structure, 5-7
- Matters arising, 111
- Multicultural policies and services program, 88-89
- Payment of accounts, 110
- Performance, 11-23
- Privacy and personal information, 95
- Productivity data, 116
- Promotion, 107-109
- Public Interest Disclosures Act 1994*, 109
- Police pursuits, 106
- Report of operations, 5-10, 24-25, 97-105, 124
- Research and development, 105
- Risk management and insurance activities, 112-115
- Senior executives, 84
- Summary review of operations, 8-10, 24-25
- Steroids tests, 94
- Time for payment of accounts, 110
- Work health and safety, 93
- Workforce diversity, 86-87

Glossary

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

Emergency: Police, Fire, Ambulance Triple Zero (000)

Use only for emergencies or life threatening situations, 24 hours.

Police Assistance Line 131 444

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; www.nsw.crimestoppers.com.au

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.

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 – 24 hours (free call)
For deaf and hearing impaired: (TTY) (02) 9211 3776 – 24 hours

Region offices

Central Metropolitan

Level 7, Sydney Police Centre
151-241 Goulburn Street
Surry Hills NSW 2010
(02) 9265 4920 – business hours

North West Metropolitan

Level 10
2-10 Wentworth Street
Parramatta NSW 2150
(02) 9407 3099 – business hours

South West Metropolitan

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

Northern

Level 2 & 3
Cnr Church and Watt Streets
Newcastle NSW 2300
(02) 4929 0688 – business hours

Southern

Level 5
77 Market Street
Wollongong NSW 2500
(02) 4223 0851 – business hours

Western

Level 2
143 Brisbane Street
Dubbo NSW 2830
(02) 6883 1704 – business hours

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