



# ANNUAL REPORT

2019 - 2020



# Contact details

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## **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](http://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.

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

## **NSW Police Force Headquarters**

1 Charles Street, Parramatta, NSW 2150  
Postal address: Locked Bag 5102, Parramatta, NSW 2124  
Website: [www.police.nsw.gov.au](http://www.police.nsw.gov.au)  
Customer Assistance Unit: 1800 622 571  
TTY (for hearing or speech impaired): (02) 9211 3776  
Monday to Friday, 8am-4pm (free call)

## **Region offices**

### **Central Metropolitan Region**

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

### **North West Metropolitan Region**

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

### **South West Metropolitan Region**

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

### **Northern Region**

Level 2 & 3, Newcastle Police Station  
Cnr Church and Watt Streets  
Newcastle, NSW 2300  
(02) 4929 0807 – business hours

### **Southern Region**

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

### **Western Region**

Ground floor  
130 Brisbane Street  
Dubbo, NSW 2830  
(02) 6841 1223 – business hours



Monday, 30 November 2020

The Hon. David Elliott MP  
Minister for Police and 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 2020 for tabling in Parliament.

This annual 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](http://www.police.nsw.gov.au).

Yours sincerely,

Michael Fuller APM  
Commissioner of Police



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## Commissioner's foreword

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It is my great privilege to lead the largest police force in the Southern Hemisphere and I couldn't be prouder of its performance in a year that presented unprecedented challenges. Last summer's bushfires and floods were followed by a deadly pandemic that has transformed our way of life. Through these crises, police have stood tall, leading their communities and the government response to safeguard our state.

Beginning in August 2019, bushfires burned through almost 20 million hectares nationwide, killing at least 34 people. In NSW alone, 25 people lost their lives, while more than 2000 properties were destroyed and over 1200 badly damaged. If not for the professionalism, expertise and selflessness of NSW police officers and emergency services workers, that devastation would have been far greater.

More than 3000 police were deployed to bushfire operations, putting their lives on the line to protect people, animals, homes and land. Many were directly involved in the fire fight or the evacuation of thousands from danger zones. Many others performed investigative duties, helped deter opportunistic crime or played a central role in rebuilding their communities.

No sooner had the last of the fires been extinguished than the state was gripped by the COVID-19 pandemic. Once again NSW police were at the forefront of the government's response, enforcing restrictions and overseeing the hotel quarantine operation.

In April, the Marine Area Command conceived and executed the largest and most complex peacetime maritime operation seen in Sydney Harbour, enabling five foreign cruise ships to resupply and leave our waters. Almost 700,000 tonnes of shipping moved through the harbour and more than 1400 foreign nationals transferred between the ships in just over 24 hours.

Most significantly, the national strategy of social distancing and hygiene could not have succeeded without police officers' willingness to put themselves out there in the community and their good judgement in enforcing health orders. As community leaders, police asked millions of people to curtail their usual activities and practices. It's a credit to the standing of police in our society that compliance has been widespread.

Through the crises that 2019-20 presented, the NSW Police Force demonstrated it is well-positioned and equipped to respond to the unexpected while continuing to work with the community to prevent, disrupt and respond to crime. The reporting period began with a realignment of commands and the activation of 450 new permanent police positions, the first allocation of what will be 1500 new positions by 2023. A \$585 million investment by the NSW Government and the largest increase to our strength in more than 30 years, this has provided an historic opportunity to allocate resources to where they'll make the greatest difference.

It has already seen the addition of Child Protection Register and elder abuse prevention officers across the state and specialist officers responding to emerging crime issues, and more resources to combat serious and organised crime in regional areas. Furthermore, upgraded aviation and marine fleets and new training facilities and forensics capabilities are also helping to keep this organisation at the forefront of modern policing.

At the same time, the success of this police force is most reliant on our ability to identify and nurture the talent within our workforce. The past year has seen the development of a new, merit-based promotions process for 2020-21 and beyond. This faster and fairer process will focus on ongoing performance, personal development and on operational capability.

I have no doubt that these improvements to our structure, resourcing and processes have the men and women of the NSW Police Force well placed to respond to whatever challenges 2020-21 may present as we strive to keep crime levels at an all-time low and to deliver a safer and more secure NSW.

A stylized, handwritten signature in black ink, consisting of a large, looped 'M' followed by a smaller, more fluid signature.

Michael Fuller APM  
Commissioner of Police

# Our organisation

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## Our charter

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

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

At the end of the 2019-20, the NSW Police Force had 21,455 employees: 17,348 police officers and 4107 administrative officers. It serves more than eight million people, approximately 32% of Australia's population.

In the 2019-20 financial year, the NSW Government funding contributions to the NSW Police Force were \$3.818 billion including Commonwealth grants and contributions of \$0.0004 billion.

## Our aim and objectives

The NSW Police Force vision is 'a safer NSW' and our mission is to work with the community to reduce violence, crime and fear. The NSW Police Force Statement of Strategic Intent 2019 describes our organisational priorities and outlines how we intend to build safer communities.

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

- **Prevention:** We safeguard and strengthen individuals, communities, assets and infrastructure to deter crime, improve personal safety and build resilience. We intervene early for at-risk individuals and groups to limit escalation, minimise harm and positively influence behaviour. We divert minor offenders and at-risk groups – such as young people and Aboriginal people – to reduce re-offending and avoid unnecessary contact with the criminal justice system.
- **Disruption:** We interrupt criminal behaviour to break criminal networks and bring offenders to justice.
- **Response:** We deliver professional policing services to maintain community confidence.
- **Capability:** We develop capable and resilient people to maximise performance. We build effective systems to future-proof our service delivery. We enhance leadership to build an agile and innovative organisation.

## A culture of ethical and lawful behaviour

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

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

## Our governance structure

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

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

## Members of the Commissioner's Executive Team

**Chair: Commissioner 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.

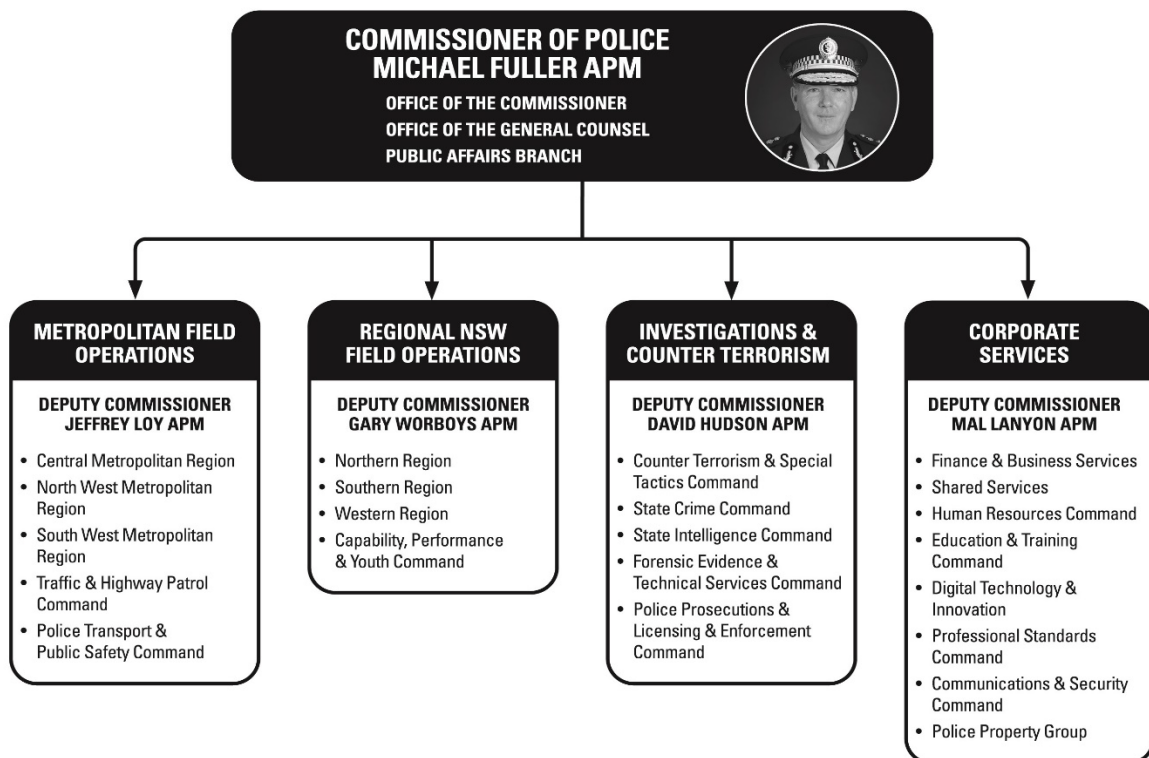
**Deputy Commissioner Metropolitan Field Operations, Jeffrey Loy APM** joined the NSW Police Force in 1982 and was promoted to Deputy Commissioner in May 2017. He has several post graduate qualifications including a Master of Business Administration and was awarded the University of Queensland, Director's 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 & 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 Corporate Services, Malcolm Lanyon APM** joined the NSW Police Force in 1987 and was promoted to Deputy Commissioner in January 2019. He has an Associate Diploma of Criminal Justice and a Bachelor of Social Science. He has completed the Australian & New Zealand School of Government Executive Fellows Program and the Australian Institute of Police Management Police Leadership Strategy.

## NSW Police Force organisational chart, 30 June 2020



## Our police regions

On 30 June 2020 there were 31 police area commands-in three metropolitan regions and 26 police districts in three regional NSW regions, delivering policing services to communities. Specialist commands complement the general duties operational capability, covering land, sea and air operations.



### 1 Central Metropolitan Region

Area	541.23km <sup>2</sup>
Resident population	1,230,241
Number of police officers	2238
Number of administrative staff	177

### 2 South West Metropolitan Region

Area	3,637.93km <sup>2</sup>
Resident population	1,663,112
Number of police officers	2103
Number of administrative staff	176

### 3 North West Metropolitan Region

Area	6,254.98km <sup>2</sup>
Resident population	2,001,091
Number of police officers	2184
Number of administrative staff	184

### 4 Southern Region

Area	199,443.07km <sup>2</sup>
Resident population	1,013,725
Number of police officers	1513
Number of administrative staff	144

### 5 Northern Region

Area	70,114.78km <sup>2</sup>
Resident population	1,675,275
Number of police officers	2191
Number of administrative staff	185

### 6 Western Region

Area	520,382.57km <sup>2</sup>
Resident population	545,539
Number of police officers	1223
Number of administrative staff	147

Note: Population estimates have been derived by taking each region's share of the NSW population. Headcount include the staff within the region command offices. However, the figures above do not include police and administrative staff within the deputy commissioner offices and commands that 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 officer headcount as at 30 June 2020. These figures will vary from month to month and year to year. Police officer headcount across the NSW Police Force has increased from 17,111 in 2018-19 to 17,348 in 2019-20.



# Year in review

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## Metropolitan Field Operations

As Commander of Metropolitan Field Operations, Deputy Commissioner Jeffrey Loy (*left*) is responsible for the three Sydney metropolitan regions, the Police Transport & Public Safety Command and the Traffic & Highway Patrol Command. This represents a contingent of more than 9400 sworn and unsworn officers performing frontline, investigative, specialist and support roles.

Deputy Commissioner Loy established the Police Powers Executive Committee to strengthen practice and policy across the organisation and continues to be the project sponsor of the Integrated Policing Operational System, which will result in major technological enhancements for all police. In response to the COVID-19 pandemic, he stood up the Police Operations Centre and operating systems, including the hotel quarantine process, leading the police response through many challenges.

Metropolitan Field Operations assistant commissioners have led tasks including stronger targeting of Child Protection Register offenders and mid-level crime. Commanders have represented the NSW Police Force in a range of significant corporate sponsorships such as alcohol, domestic and family violence, victims of crime and customer service, and cultural and linguistic diversity.

Deputy Commissioner Loy oversaw the review and refresh of Traffic & Highway Patrol Command resulting in a shift in focus from 'road safety' to 'road policing'. The command provided more than 2570 operational shifts to bushfire deployments and investigated a number of high-profile road fatalities. Approximately 170,000 random drug tests and 4.6 million random breath tests were conducted state-wide. More than 600 charges were laid through Operation Puma, targeting high risk drivers.

South West Metropolitan Region conducted Operation Render Safe, reviewing and conducting probity checks for all licensed firearms holders within the region, with the concept of operations identified as organisational best practice. The region was responsible for half of all child protection prohibition order applications state-wide and targeted knife crime through Operation Sabre, which has seized numerous weapons and resulted in multiple arrests. Operation Sabre continues to be in force. The South West Metropolitan Region Enforcement Squad, together with State Crime Command, responded to 245 Australian Border Force referrals for drugs and weapons.

The North West Metropolitan Region Domestic Violence High Risk Offender Team conducted over 360 events and laid 98 charges for more than 70 offenders through surveillance and apprehended domestic violence order compliance checks. In an operation conducted with Australian Federal Police, 2.5 tonnes of illegal drugs were seized. Officers responded to bushfires, which ravaged 572,500 hectares and caused major loss and damage to homes and other premises. Violent youth crime was targeted with numerous offenders being arrested for offences involving weapons.

Central Metropolitan Region conducted major drug operations exposing several clandestine labs with one seizing 650 kilograms of gamma-butyrolactone (GBL), 1.75 tonnes of butanediol valued at \$7 million, 60 kilograms of powder, and 33 litres of methamphetamine oil valued at over \$3 million. Major crime syndicates were uncovered resulting in numerous criminal organisation warrants. Protest activity relating to a range of local and global issues reached unprecedented levels. One climate change demonstration held in the Domain exceeded 40,000 people. Strike Force Bullewhah resulted in 147 charges for break enter and steal, steal motor vehicle, attempted carjacking, enter enclosed lands, drug, weapon and fraud offences.

The Police Transport & Public Safety Command's Aviation Command identified more than 150 hydroponic houses and assisted in 150 pursuits and 400 search and rescue operations. Procurement of a new helicopter fleet and premises at Bankstown Airport progressed. The Marine Area Command led the largest peacetime marine operation ever seen on Sydney Harbour, assisting in the repatriation of 11 cruise ships including the Ruby Princess during COVID-19 operations. Police dog deployments assisted with 427 search warrants state-wide.

Operation Colossus deployed resources to target crime and anti-social behaviour on the public transport network, resulting in 278 legal actions, 1840 infringements issued, 503 move-on directions, 717 person searches and 119 drug detections. The State Planning Unit provided major logistical, Police Operations Centre and operational support to the Northern Region and Southern Region bushfires and COVID-19 operation, as well as major annual events. The Mounted Unit provided operational assistance to major events and proactive COVID-19 related public safety and enforcement strategies.



## Regional NSW Field Operations

Led by Deputy Commissioner Gary Worboys (*left*), Regional NSW Field Operations was established on 28 May 2017 to cater for the unique challenges involved in policing remote, rural and regional communities across NSW. Capability, Performance & Youth Command was added to the portfolio on 1 July 2019.

Appointed State Emergency Operations Controller on 31 July 2019, Deputy Commissioner Worboys has provided guidance and leadership to the state's responses to bushfires, floods and the COVID-19 pandemic. Emergency management training was delivered to more than 350 senior officers during 2019-20.

The Rural Crime Prevention Team continues to enhance its officers' capability, skills and knowledge to target rural crime, which has seen community confidence increase. Educating and developing the skills of all police officers to deliver a professional investigative response to reported rural crime has been a key objective. The team now has a functioning intelligence capability with additional officers increasing supervision and coverage.

Northern Region had significant bushfire activity affecting its communities with strong responses from the Richmond, Mid North Coast and Manning Great Lakes Police Districts. COVID-19 restrictions were enforced alongside ongoing liquor legislation. Operation Pariac focused on alcohol licensing compliance and Operation Cobra had a marked effect on domestic violence by focusing on apprehended violence order compliance. Significant operational activities included Strike Force Ranson, which resulted in the seizure of 7.5 kilograms of amphetamine, 400 grams of MDMA, 11,600 MDMA pills and firearms, and four people being charged with 16 offences. In another investigation in Byron Bay, two men were charged in relation to 10 kilograms of methamphetamine. Strike Force Lamprey saw nine people with links to the Rebels and Bandidos outlaw motorcycle gangs charged with 356 offences.

Western Region police maintained a strong focus on firearms compliance and enforcement with Operation Armour. Significant drug investigations included Strike Force Warregah, which targeted cocaine supply and Strike Force Macvitie, which targeted the supply of heroin and ice. On 27 May 2020, the resolution for Strike Force Pinnacle – the largest drug supply operation ever conducted in western NSW – and Strike Force Laverick saw 17 people arrested and charged with hundreds of drug and property offences after 16 search warrants were executed in Wellington resulting in nearly \$1 million in cash being seized, and five search warrants were executed in south western Sydney resulting in \$642,625 cash and numerous vehicles being seized.

Southern Region was impacted heavily by the bushfires, floods and COVID-19. The pandemic has required compliance operations targeting returning travellers and security operations at Port Kembla for the maritime industry and the Ruby Princess ship. Southern Region police were the first responders and initial investigators of numerous bushfire related deaths including NSW Rural Fire Services workers at the fire front and those aboard the C-130 firefighting plane that crashed near Cooma. They also provided an operational link between the State Emergency Operations Controller and the evacuation of more than 100,000 people from the South Coast over a 48-hour period. They arrested offenders for looting and worked tirelessly at evacuation and command centres, often while their own homes and families were under threat.

Southern Region sponsored Operation Chrome, teaming up with Traffic & Highway Patrol Command to reduce rural road trauma with strong operational interventions while educating road users. Domestic and family violence continued to be a focus with almost 6000 compliance checks completed during Operation Making Families Safer in April and May 2020. Strike forces in rural areas saw over \$20 million worth of drugs being recovered. Strike Force Kincora resulted in the arrest of 10 organised crime figures in Griffith. Strike Force Terraview across the Murrumbidgee saw multiple offenders arrested for drug supply. Strike Force Croze investigated organised crime syndicates cultivating large commercial crops of cannabis in poly tents. The Regional Enforcement Squad in Southern Region continued its efforts with 805 arrests, 2142 charges, 101 search warrants, 62 firearms prohibition order searches and the seizure of 55 firearms and 63 weapons.

Capability, Performance & Youth Command continued to deliver RISEUP, a youth engagement strategy developed by the Commissioner in partnership with PCYC NSW. RISEUP incorporates job ready programs, mentoring and vocational training for at-risk youth. Thousands of young kids across NSW attend PCYC locations every week, enjoying physical exercise, a laugh and a meal before attending school – something many would not do if not for RISEUP and PCYC. Youth & Crime Prevention Command started trials of youth action meetings in June 2020 in Campbelltown and Coffs Harbour to encourage stronger stakeholder engagement between the NSW Police Force and external agencies.

The Crime Prevention & Support Unit has been building a more robust and integrated response to crime management. The new model concentrates on prevention and disruption, allowing police to cross train and broaden their impact on crime before it happens. The new arrangements will enhance the capability of crime prevention units – both the individuals performing duties and the capability of police districts and police area commands to deliver effective strategies aligned to the Commissioner's Statement of Strategic Intent.

Performance & Program Support Command has rolled out VORTEX, a modern problem-solving activity in which assessments and discussions target specific risks and key issues that may impact police and the communities they serve.



## Investigations & Counter Terrorism

Deputy Commissioner David Hudson (*left*) leads Investigations & Counter Terrorism, which in 2019-20 comprised State Crime Command, Counter Terrorism & Special Tactics Command, Forensic Evidence & Technical Services Command, State Intelligence Command and Police Prosecutions & Licencing Enforcement Command.

State Crime Command established the renewed Missing Persons Register and implemented new systems and procedures to ensure the NSW Police Force consistently delivers better outcomes for families of missing people. Since its inception, reviews conducted by the Missing Persons Registry have led to 57 missing people being located.

Homicide Squad investigations resulted in arrests in relation to a number of high-profile unsolved homicides. Strike Force Reddan led to the conviction of Leonard John Warwick on three counts of murder and offences in relation to the Family Court of Australia attacks between 1980 and 1985.

The Organised Crime Squad continued to tackle international organised crime. The resolution of Strike Force Millstream targeted the supply of more than \$150 million worth of prohibited drugs – mainly MDMA and methylamphetamine (ice) – and a syndicate that had dealt with proceeds of crime worth more than \$54 million.

The Cybercrime Squad established Strike Force Belltree to investigate a criminal syndicate targeting businesses through email scams. To date, the strike force has arrested 14 people involved in scams worth \$4.7 million. Strike Force Vide was set up to investigate the unauthorised access to a company's database and the uploading of more than 170,000 data records to the internet and dark web. This resulted in nearly \$50 million in combined market capital and revenue loss and led to about 130 contract terminations and redundancies.

The Forensic Evidence & Technical Services Command implemented procedures in 2019 for streamlined presumptive testing and sampling of illicit drugs, which strengthened the NSW Police Force's ability to respond to border-controlled substance importation cases. The command also implemented biometric, fingerprint and familial DNA searching and comparison capabilities, which have been instrumental in the early identification of offenders in homicide, sexual assault, robbery and property offence investigations.

The Counter Terrorism & Special Tactics Command conducted a number of investigations to prevent and disrupt terrorist activities and hate-related crimes. Operation Restormel resulted in two juveniles being sentenced to 16 years' imprisonment after their conviction for acts in preparation of a terrorist act and membership of a terrorist organisation. Operation Miamba led to two juveniles being sentenced to 31 years and 15 years after they were found guilty of murdering a service station employee at Queanbeyan. Operation Mikhof led to a man being charged for engaging in the war in Syria as a foreign fighter. Operation Templeogue resulted in two people being charged with acts in preparation of a terrorist act and firearm offences after they had posted white supremacist and anti-Semitic material online.

The Public Order & Riot Squad made a significant contribution to the bushfire emergency response, deploying to numerous regional locations and assisting with evacuations and anti-looting patrols.

State Intelligence Command developed and implemented a number of technological and analytical initiatives which strengthened the NSW Police Force's ability to identify criminal behaviour, detect the formation of criminal syndicates and groups, and measure and monitor crime trends and emerging issues. These initiatives have enabled the NSW Police Force to prevent and disrupt crime and ensure community safety by setting strategies and targets that are appropriate and effective for specific circumstances and environments. The command also provides operational intelligence to police officers relating to serious criminal incidents or events that are unfolding in real time or which have just occurred. Intelligence officers' analysis of specialised data has resulted in the identification of offenders and the solving of investigations into assaults, murders, child abuse, financial fraud and property crimes.

The tracing and interrogation of financial data is a significant focus of intelligence development. In October 2019, the NSW Police Force and the Fintel Alliance conducted a collaborative research probe into the importation of child-like sex dolls. Intelligence development in NSW, South Australia and Queensland led to six arrests for the possession and importation of a child-like sex dolls and child abuse material.

The Police Prosecutions & Licencing Enforcement Command was established in July 2019 to bring together the Police Prosecutions Command, the Security Licencing & Enforcement Directorate and the Firearms Registry. The comprehensive review and transformation of the operations, systems and governance of the NSW Firearms Registry continued in 2020. The ongoing COVID-19 response has been supported through the auditing of hotel security by the Security Licencing & Enforcement Directorate and the provision of legal advice to the Police Operations Centre by Operational Legal Advice Unit.



## Corporate Services

Led by Deputy Commissioner Malcolm Lanyon (*left*) since January 2019, Corporate Services business units enable the delivery of frontline police services. Commands provide capability through IT, education and training, finance and business management, human resource management, payroll and records management, communications support, internal audits, professional standards and police property management.

Human Resources has played a pivotal role in the roll-out of an additional 1500 officers, which will continue over the next four years. The new and improved police promotions system focuses on merit and capability and the finalisation of the Mental Wellbeing Strategy places the NSW Police Force at the forefront of employee welfare. These are significant pieces contributing to the enhancement of the organisation, along with the Strategic Workforce Plan in development. Welfare support was provided to 3185 police employees who were deployed to Operation Bushfires and to 1427 officers deployed at the height of the COVID-19 pandemic hotel allocation.

PoliceLink Command achieved a 96% customer satisfaction rating in the 2019 Customer Satisfaction Survey, handling more than 1.7 million customer contacts, including over 790,000 Triple Zero (000) calls, almost 600,000 calls and contacts to the Police Assistance Line and more than 130,000 calls and contacts to Crime Stoppers. There were more than 2.1 million downloads of the Emergency+ app and over 265,000 followers of the Crime Stoppers Facebook page. The new look NSW Police Force Community Portal was released in April 2020, bringing improved functionality.

PoliceLink experienced a 460% increase in calls to Crime Stoppers throughout April 2020, responding to over 30,000 calls and providing support to the community and police in response to the bushfires and COVID-19, and developed a bushfire reporting form through the Community Portal. Radio Operations Group supported the taking of Triple Zero (000) calls from April 2020, averaging over 40% of calls, and deployed dispatchers during the fire season to support heavily impacted areas on the South Coast.

Police Property Group led the delivery of new police stations at Taree and Wentworthville and the new active armed offender training facility at the NSW Police Academy in Goulburn. Modular police stations were delivered at Karuah, Adelong, Bonalbo, Collarenebri and Tathra, and upgrades or refurbishments were delivered at Tea Gardens, Gosford and Laurieton. Police Property Group also completed more than 200 minor works projects.

Shared Services delivered employee-related expenses of \$3.17 billion in the past financial year and paid suppliers including small businesses \$554 million, excluding credit card expenditure by NSW Police Force employees. Ten internal audits were conducted, including audits covering cyber security, major projects, building organisational capability, operational financial controls, information security management and data analytics.

Education & Training Command has continued to develop high quality learning products that are organisationally relevant and support best practice policing built on educational methodology. Significant effort from the NSW Police Academy, in partnership with Charles Sturt University, has allowed the uninterrupted training of students throughout the pandemic period.

Finance & Business Services drove favourable financial and capital performance in the challenging COVID-19 environment. Fleet Services commenced the connected vehicle proof-of-concept initiative in partnership with Digital Technology & Innovation (DTI). Strategic Procurement maintained level two accreditation, the highest agency level, from the NSW Government Procurement Board and played a significant leadership role in the whole-of-government COVID-19 procurement response.

Professional Standards Command (PSC) has undergone a significant restructure over the past 12 months with the streamlining of various operational and administrative systems, processes and the creation of new units to meet future operating needs of the command and the organisation. PSC has continued to deliver high quality investigative and management services and support to the wider policing community through its investigations, drug and alcohol testing, misconduct prevention and education, complaint services and management support, and ongoing external stakeholder consultation. During a challenging start to 2020, PSC has delivered a range of innovative new services and products to help commands, regions and specialist units improve their professional standards and investigations.

DTI has continued to drive its enterprise approach to modern strategic information and communication technology, enabling capabilities such as the Integrated Policing Operating System, information and analytics, and the integrated connected officer program. DTI has improved MobiPol functionality and rolled out new internal digital platforms including Microsoft Teams and Office 365 and Blue Portal including the Corporate Risk (Enterprise & Warrant) System.

DTI has provided a modern platform for the community to interact with the NSW Police Force via Community Portal 2 and has worked in partnership with a number of high-profile strike force investigations to enable investigators to better manage vast amounts of data. Supporting the front line during the devastating bushfires and COVID-19 pandemic, DTI has provided enhanced remote access to policing systems and the swift deployment of modern, cloud-based platforms to help front-line and specialist commands in a range of operations including hotel quarantine and border closures.

# How we performed

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

Our focus on prevention, disruption, response and capability is outlined in the NSW Police Force Statement of Strategic Intent 2019, which is available on the NSW Police Force website, [www.police.nsw.gov.au](http://www.police.nsw.gov.au).

Revisions to previous year's statistics reflect updated investigations.

## CRIME

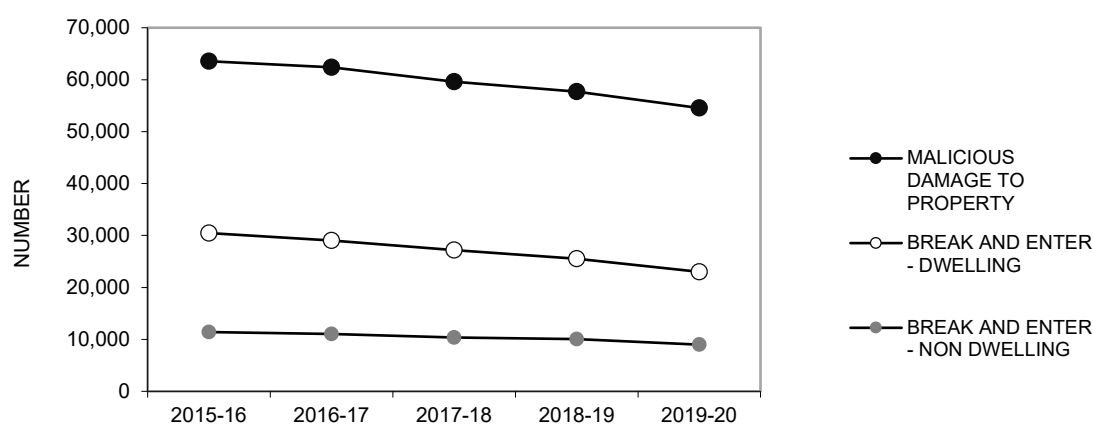
We focus on reducing rates of crime, particularly violent crime. Frontline policing and the targeting of crime hot spots and repeat offenders have contributed to crime levels across all major key indicators falling or remaining stable. Note that recorded crime statistics represent only those matters 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	2015-16	2016-17	2017-18	2018-19	2019-20
Break and enter – dwelling	30,469	29,014	27,185	25,557	23,007
Break and enter – non-dwelling	11,412	11,063	10,392	10,029	8,988
Malicious damage to property	63,552	62,382	59,627	57,685	54,544
Steal from motor vehicle	39,875	40,080	38,344	38,118	33,487
Motor vehicle theft	13,230	13,423	12,947	13,279	12,596
Steal from dwelling	20,936	20,816	19,393	18,829	18,170
Steal from person	5,354	4,705	4,436	3,904	2,912
Steal from retail store	22,827	24,136	24,438	26,130	23,621

Source: NSW Bureau of Crime Statistics & Research

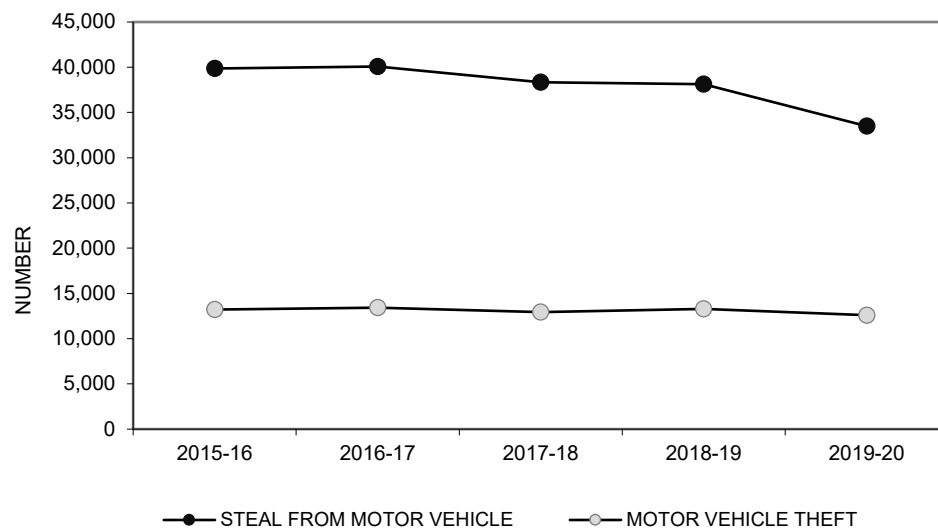
CHART 1: NUMBER OF INCIDENTS RECORDED FOR BREAK AND ENTER, AND PROPERTY DAMAGE



Source: NSW Bureau of Crime Statistics & Research

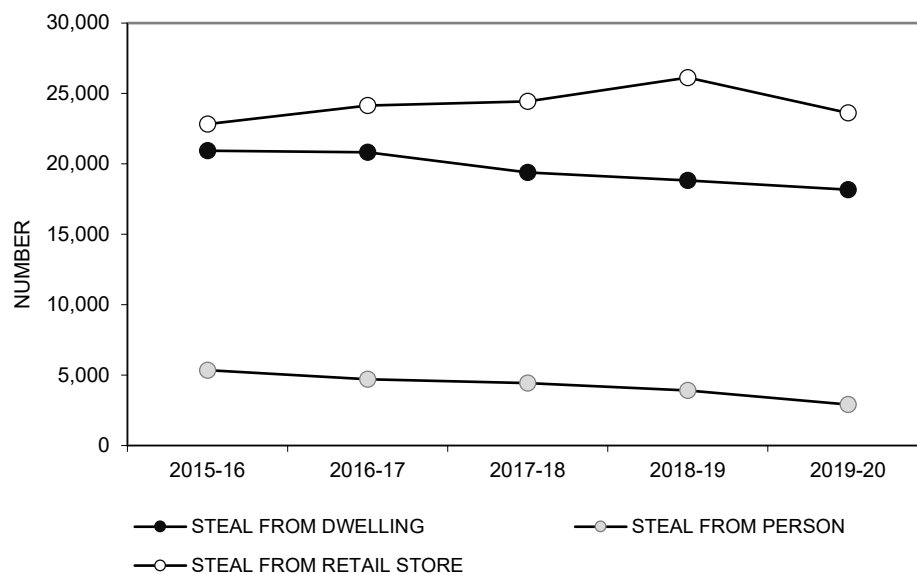


CHART 2: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PROPERTY INVOLVING MOTOR VEHICLES



Source: NSW Bureau of Crime Statistics & Research

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



Source: NSW Bureau of Crime Statistics & Research

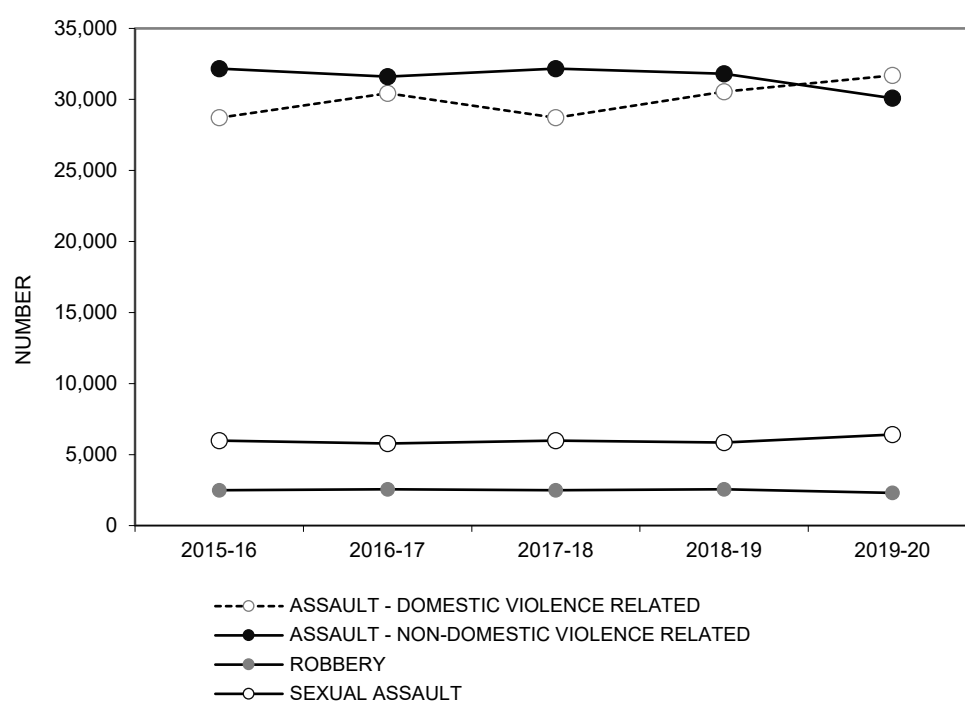
TABLE 2: NUMBER OF INCIDENTS RECORDED FOR CRIMES AGAINST PERSONS

Incident category	2015-16	2016-17	2017-18	2018-19	2019-20
Assault – domestic violence related	28,712	30,434	28,712	30,547	31,692
Assault – non-domestic violence related	32,171	31,614	32,171	31,812	30,086
Robbery	2,486	2,556	2,486	2,553	2,301
Sexual assault	5,989	5,778	5,989	5,857	6,409

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

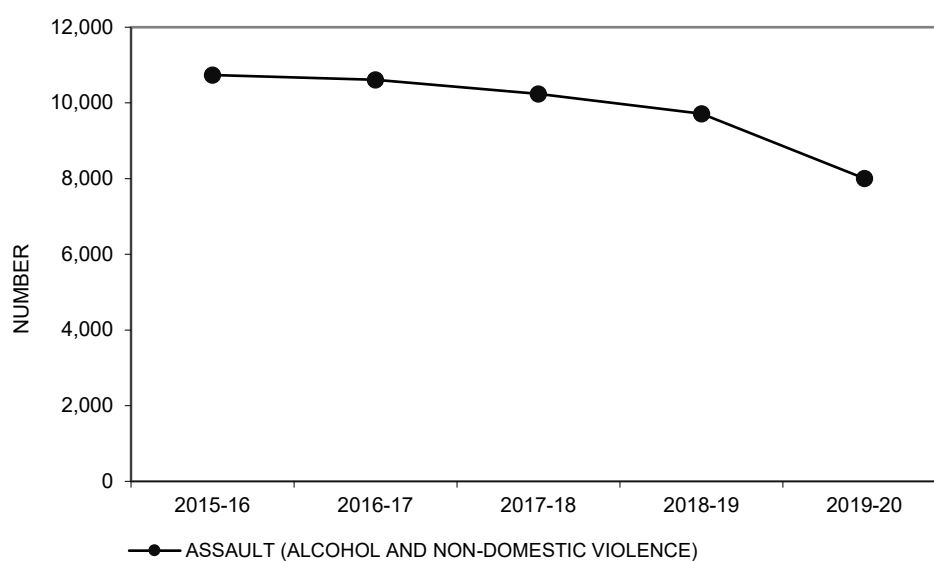
TABLE 3: RECORDED NON-DOMESTIC VIOLENCE ASSAULTS WHERE ALCOHOL WAS A FACTOR

Incident category	2015-16	2016-17	2017-18	2018-19	2019-20
Assault (alcohol and non-domestic violence)	10,737	10,612	10,236	9,715	8,003

Source: NSW Police Force 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 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.

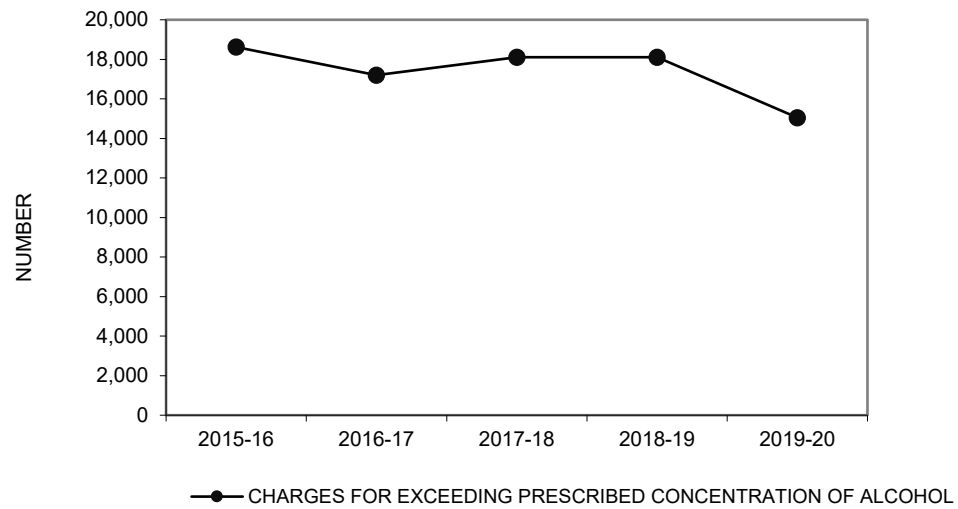
TABLE 4: CHARGES FOR EXCEEDING PRESCRIBED CONCENTRATION OF ALCOHOL, AND NUMBERS OF INJURY CRASHES AND FATAL CRASHES

Incident category	2015-16	2016-17	2017-18	2018-19	2019-20
Exceed prescribed concentration of alcohol	18,620	17,206	18,098	18,110	15,052
Injury crashes	15,829	14,853	13,769	12,395	10,993
Fatal crashes	361	327	355	332	306

Source: NSW Police Force Traffic & Highway Patrol Command

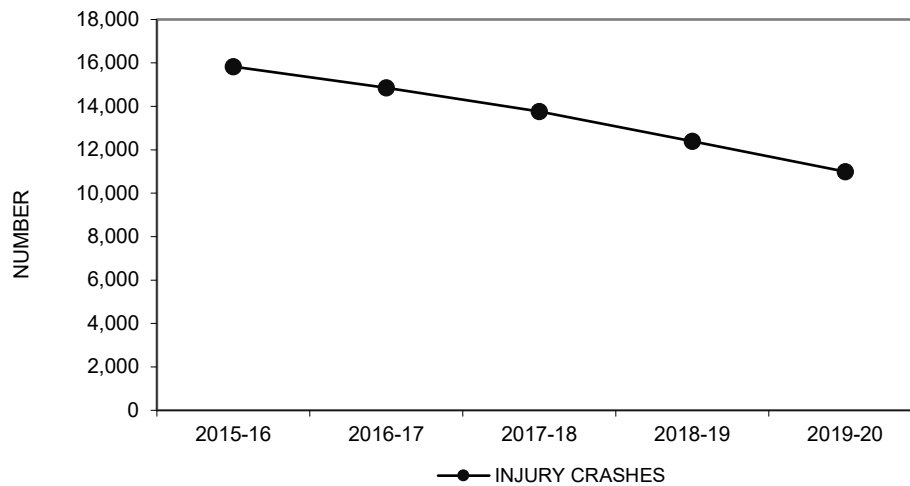
Note: Revisions to previous year's statistics reflect updated investigations.

CHART 6: CHARGES FOR EXCEEDING PRESCRIBED CONCENTRATION OF ALCOHOL



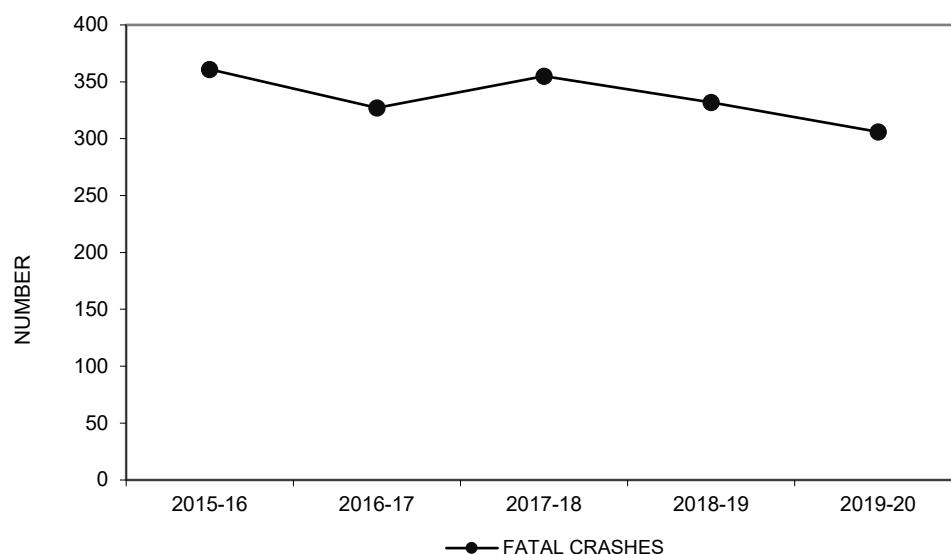
Source: NSW Police Force Traffic & Highway Patrol Command

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

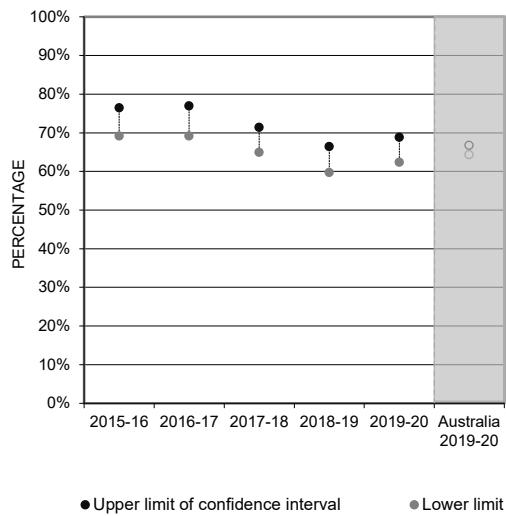
	NSW										Australia	
	2015-16 lower/upper limit %		2016-17 lower/upper limit %		2017-18 lower/upper limit %		2018-19 lower/upper limit %		2019-20 lower/upper limit %		2019-20 lower/upper limit %	
Speeding cars or dangerous drivers	69.1	76.4	69.1	76.9	64.9	71.4	59.7	66.4	62.3	68.8	64.3	66.7
Graffiti or other vandalism	44.2	53.0	41.1	50.9	34.8	41.5	31.6	38.0	32.3	38.5	37.4	39.8
Louts or gangs	23.8	32.0	23.2	31.9	20.2	25.8	19.3	25.4	17.1	22.1	21.7	23.6
Drunken or disorderly behaviour	33.6	42.1	32.3	42.0	32.7	39.2	31.2	37.9	31.2	37.4	31.9	34.3

Source: National Survey of Community Satisfaction with Policing

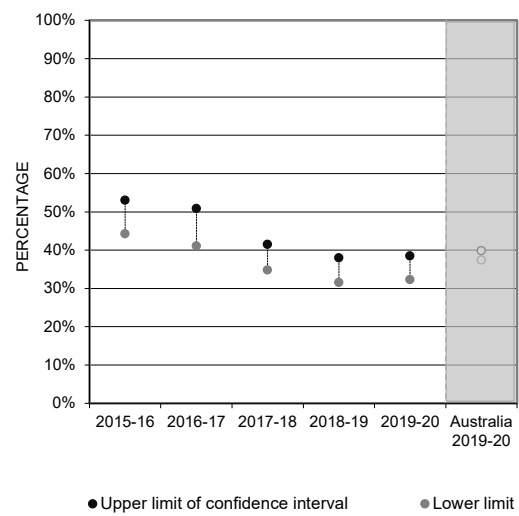
Note: The percentage shown is the sum of respondents who consider the issue to be a 'major problem' and 'somewhat of a problem'. Any survey estimate is subject to sample error – the smaller the sample, the larger the sample error. Rather than report point estimates, results are presented as a range (the 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).



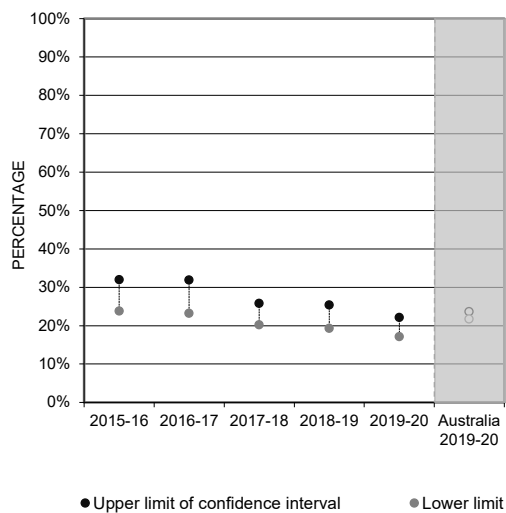
**CHART 9: CONCERN ABOUT SPEEDING CARS OR DANGEROUS AND NOISY DRIVING IN LOCAL NEIGHBOURHOODS, NSW**



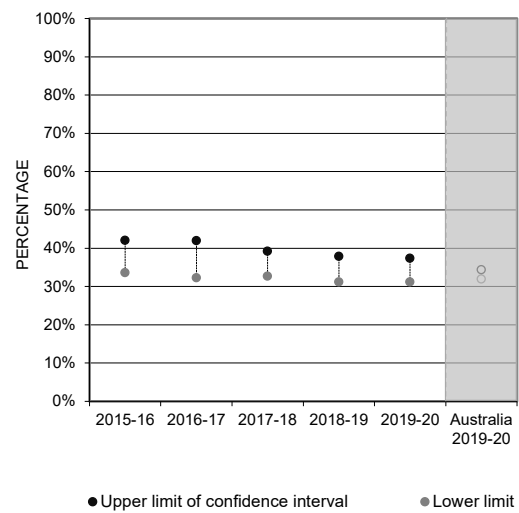
**CHART 10: CONCERN ABOUT GRAFFITI OR OTHER VANDALISM IN LOCAL NEIGHBOURHOODS, NSW**



**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

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	
	2015-16 lower – upper limit %		2016-17 lower – upper limit %		2017-18 lower – upper limit %		2018-19 lower – upper limit %		2019-20 lower – upper limit %		2019-20 lower – upper limit %	
On public transport at night	41.5	54.5	38.8	52.6	45.3	53.9	48.4	57.0	46.0	53.9	45.8	49.1
Jogging/ walking at night	55.9	65.6	49.3	60.2	60.2	67.2	62.8	69.7	59.5	66.3	56.8	59.5

Source: National Survey of Community Satisfaction with Policing

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

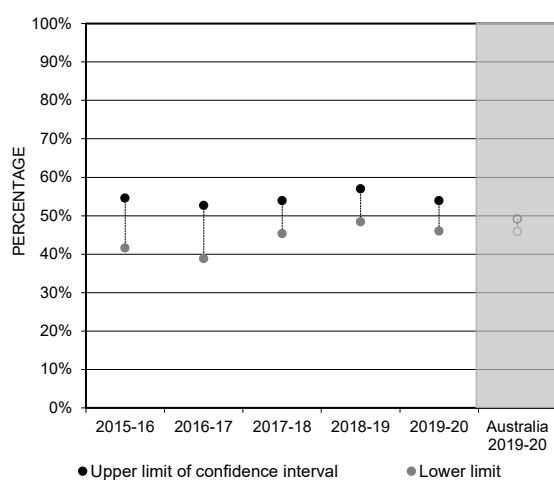
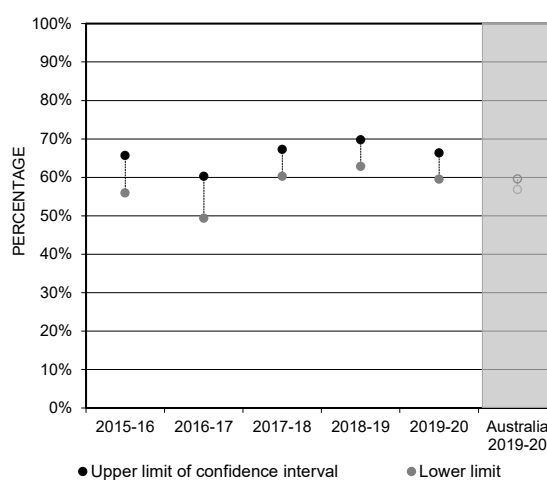


CHART 14: FEELING SAFE WALKING/JOGGING ALONE AT NIGHT, NSW



Source: National Survey of Community Satisfaction with Policing

## 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	
	2015-16 lower – upper limit %		2016-17 lower – upper limit %		2017-18 lower – upper limit %		2018-19 lower – upper limit %		2019-20 lower – upper limit %		2019-20 lower – upper limit %	
Satisfaction with most recent contact with police	83.3	91.1	76.4	86.8	78.8	85.6	79.7	86.3	72.8	80.1	79.0	81.8
Have confidence in police	81.7	89.3	81.4	88.5	81.6	86.9	81.0	86.7	76.3	82.0	80.6	82.7

Source: National Survey of Community Satisfaction with Policing

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

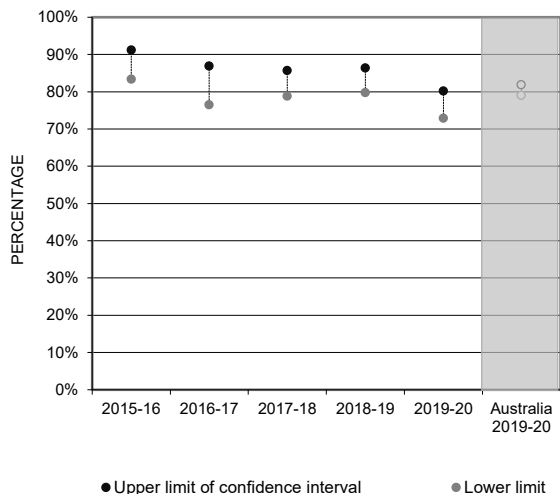
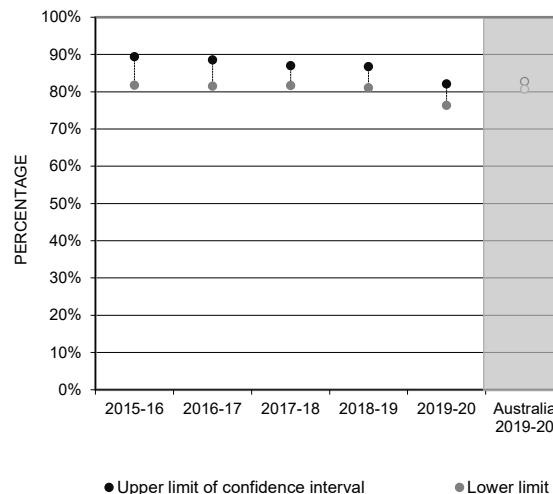


CHART 16: COMMUNITY CONFIDENCE IN POLICE, NSW



Source: National Survey of Community Satisfaction with Policing

## 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<sup>a</sup>

	2015-16	2016-17	2017-18	2018-19	2019-20
Urgent response calls	128,745	125,364	128,411	135,013	147,841
Attended to within target time	78.2%	78.5%	78.7%	77.3%	76.6%

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.

## PEOPLE

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

## Police numbers and distribution

TABLE 9: POLICE NUMBERS, NSW, AS AT 30 JUNE

	2016	2017	2018	2019	2020
Actual	16,627	16,649	16,788	17,111	17,348
Authorised positions	16,692	16,744	16,784	16,845	17,295

Source: NSW Police Force Human Resources Command

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 4.0% for 2019-20, up from 3.6% in 2018-19.

The total number of police officers over the maximum allowed accrued hours of annual leave was 722 (4.2% of all officers), down from 788 in 2018-19 (4.6% of all officers).

The average number of hours lost per employee (sworn and administrative) due to unplanned absences (that is sick leave and workplace injury leave) was 142 hours in 2019-20, up from 137 hours in 2018-19. The average number of sick leave hours per employee was 58 hours during 2019-20, down from 59 hours in 2018-19. The number of hours lost per employee through workplace injury was 84 hours during 2019-20, up from 78 hours in 2018-19.

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.

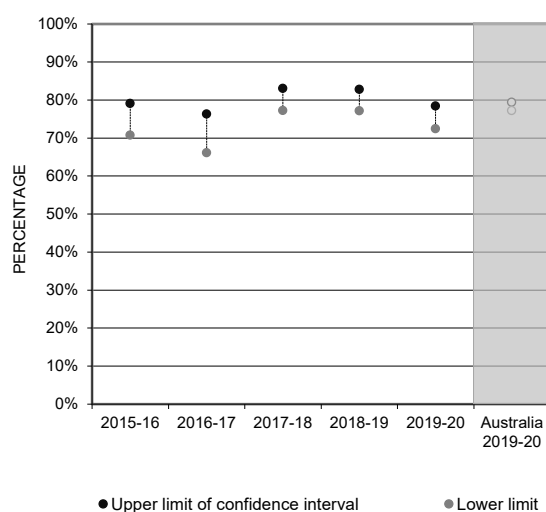
TABLE 10: SATISFACTION WITH SERVICE PROVIDED BY POLICE, NSW

	NSW										Australia	
	2015-16 lower – upper limit %		2016-17 lower – upper limit %		2017-18 lower – upper limit %		2018-19 lower – upper limit %		2019-20 lower – upper limit %		2019-20 lower – upper limit %	
Satisfaction with service provided by police	70.7	79.1	66.1	76.3	77.2	83.0	77.1	82.8	72.4	78.4	77.2	79.4

Source: National Survey of Community Satisfaction with Policing

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 17: SATISFACTION WITH SERVICES PROVIDED BY POLICE, NSW



Source: National Survey of Community Satisfaction with Policing



# Financial summary

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## Major expenses

Total expenses including losses were \$4005 million, of which \$3174 million (79%) were employee-related expenses (ERE). ERE comprised \$2225 million of direct salaries, wages and annual leave entitlements, and \$949 million of other ERE such as superannuation and long service leave expenses, and workers compensation insurance.

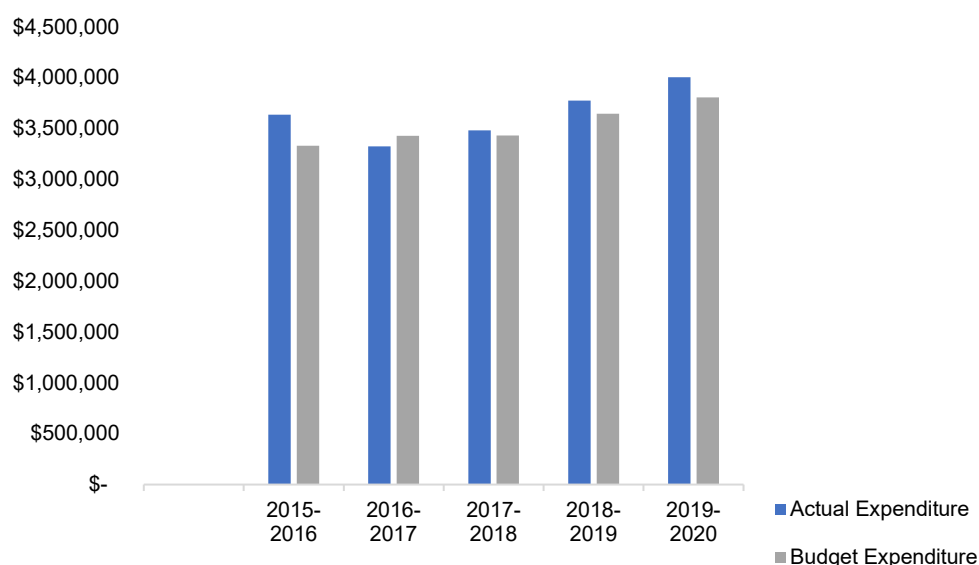
Salaries and wages in 2019-20, inclusive of annual leave, were 5% higher than in 2018-19, reflecting a general pay rise awarded during the year, and an extra 450 police officers from 1 July 2019, the first tranche of the Government's March 2019 election commitment.

## Contributions and revenue

Total contributions and revenue were \$3973 million, about 6% higher than in 2018-19. This contribution consists of recurrent grants, capital grants, Crown acceptance of certain employee-related costs such as superannuation and long service leave expenses, and other revenue. Capital grants were \$192 million.

Revenue from the sale of goods and services was \$75 million, 46% higher than in 2018-19, mainly due to the reclassification of state government agency cost recoveries from grants.

## Actual and budget expenditure (\$'000)

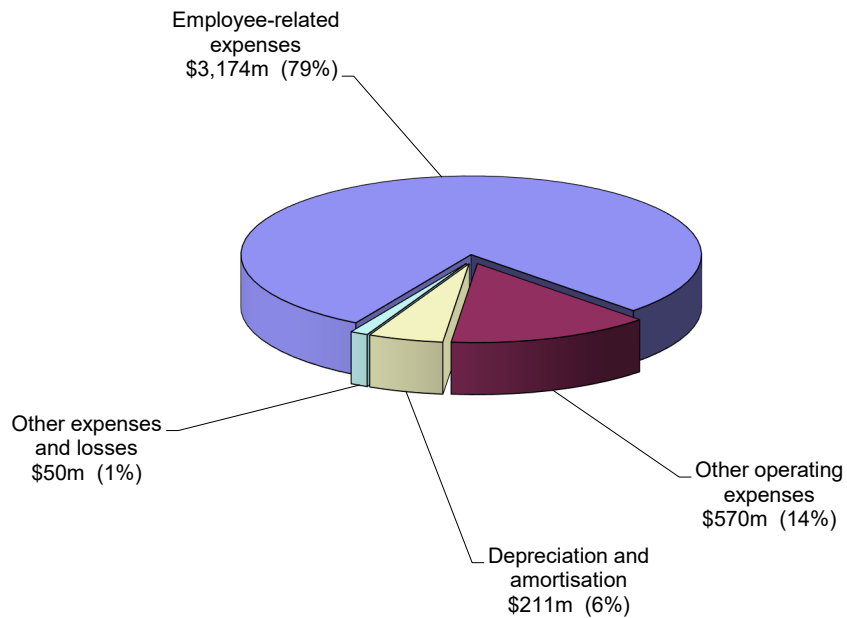


## Fiscal impact of the operating environment

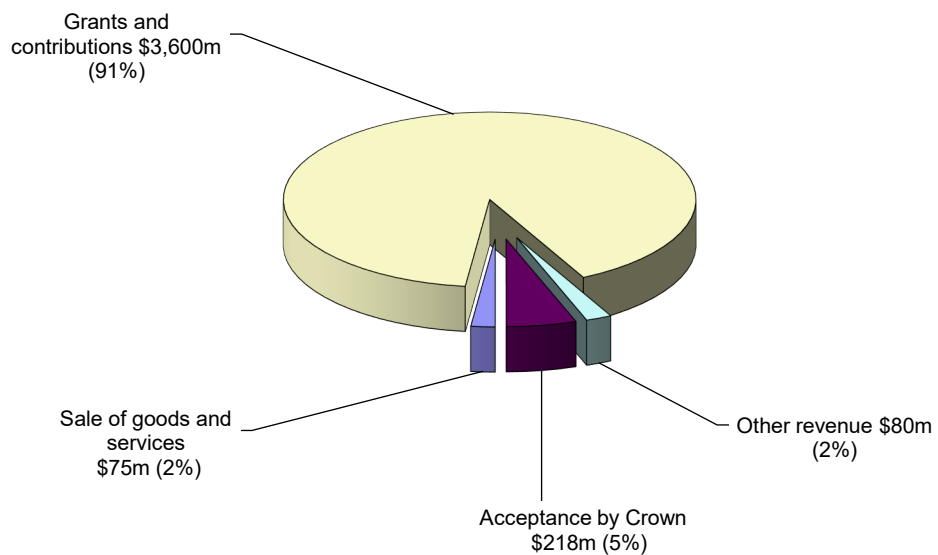
Economic development and changes in the environment are often unpredictable and beyond the control of the NSW Police Force. Events like droughts and emergencies can cause change in a community's circumstances and impact on the NSW Police Force's ability to deliver planned results.

The 2019-20 financial year was significantly impacted by several external events including the NSW Police Force response to the COVID-19 pandemic and a protracted bushfire season requiring police assistance.

**Total expenses and losses: \$4005 million**



**Total contributions and revenue: \$3973 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 Comprehensive Income for the year ended 30 June 2020, the Statement of Financial Position as at 30 June 2020, the Statement of Changes in Equity and the Statement of Cash Flows, for the year then ended, notes comprising a Statement 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 2020, 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 (including Independence Standards)' (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.

## **Other Information**

NSW Police's annual report for the year ended 30 June 2020 includes other information in addition to the financial statements and my Independent Auditor's Report thereon. The Commissioner of NSW Police is responsible for the other information. At the date of this Independent Auditor's Report, the other information I have received comprise the Statement by the Commissioner and the Chief Financial Officer.

My opinion on the financial statements does not cover the other information. Accordingly, I do not express any form of assurance conclusion on the other information.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude there is a material misstatement of the other information, I must report that fact.

I have nothing to report in this regard.

## **Commissioner's Responsibilities 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 is responsible for assessing NSW Police's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting.

## **Auditor's Responsibilities for the Audit of the Financial Statements**

My objectives are to:

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

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

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

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

- that 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.



Lawrissa Chan  
Director, Financial Audit Services

Delegate of the Auditor-General for New South Wales

25 September 2020  
SYDNEY

## START OF AUDITED FINANCIAL REPORTS

### NSW Police Force

Statement by the Commissioner and the Chief Financial Officer for the year ended 30 June 2020

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*, and the *Public Finance and Audit Regulation 2015*, Australian Accounting Standards, and mandatory NSW Treasury accounting publications;
- (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.



Michael Fuller APM  
Commissioner of Police  
25 September 2020



Adam Summons FCA  
Chief Financial Officer  
25 September 2020

# NSW Police Force

## Statement of comprehensive income for the year ended 30 June 2020

	Notes	Actual 2020 \$'000	Budget 2020 \$'000	Actual 2019 \$'000
<b>Expenses excluding losses</b>				
Employee related expenses	2(a)	3,173,966	3,127,239	3,075,416
Operating expenses	2(b)	570,197	431,663	523,812
Depreciation and amortisation	2(c)	211,056	202,044	151,760
Grants and subsidies	2(d)	26,057	25,766	12,298
Finance costs	2(e)	12,263	16,345	5,432
Other expenses	2(f)	1,458	4,127	1,928
<b>Total expenses excluding losses</b>		<b>3,994,997</b>	<b>3,807,184</b>	<b>3,770,646</b>
<b>Revenue</b>				
Sale of goods and services from contracts with customers	3(a)	74,846	38,975	51,350
Grants and contributions	3(b)	3,599,571	3,667,459	3,312,760
Acceptance by the Crown Entity of employee benefits and other liabilities	3(c)	218,760	180,738	285,072
Other income	3(d)	80,099	37,645	89,020
<b>Total revenue</b>		<b>3,973,276</b>	<b>3,924,817</b>	<b>3,738,202</b>
<b>OPERATING RESULT</b>		<b>(21,721)</b>	<b>117,633</b>	<b>(32,444)</b>
Gain / (loss) on disposal	4	(7,990)	(918)	(3,209)
Other gains / (losses)	5	(1,849)	(10)	(1,136)
<b>NET RESULT</b>	25	<b>(31,560)</b>	<b>116,705</b>	<b>(36,789)</b>
<b>Other comprehensive income</b>				
<i>Items that will not be reclassified to net result in subsequent periods</i>				
Changes in revaluation surplus of property, plant and equipment		20,640	3,000	43,096
Changes in the revaluation surplus arising from a change in restoration liability		(256)	(4,300)	(3,133)
<b>Total other comprehensive income</b>		<b>20,384</b>	<b>(1,300)</b>	<b>39,963</b>
<b>TOTAL COMPREHENSIVE INCOME</b>		<b>(11,176)</b>	<b>115,405</b>	<b>3,174</b>

The accompanying notes form part of these financial statements.

# NSW Police Force

## Statement of financial position as at 30 June 2020

	Notes	Actual 2020 \$'000	Budget 2020 \$'000	Actual 2019 \$'000
<b>ASSETS</b>				
<b>Current assets</b>				
Cash and cash equivalents	7	186,674	138,876	231,294
Receivables	8	63,593	97,164	77,888
Contract assets	9	8,510	-	-
		<b>258,777</b>	<b>236,040</b>	<b>309,182</b>
Non-Current assets held for sale	11	550	-	1,864
<b>Total Current Assets</b>		<b>259,327</b>	<b>236,040</b>	<b>311,046</b>
<b>Non-Current Assets</b>				
Receivables	8	6,500	6,100	4,300
Property, Plant and Equipment				
- Land and Buildings	12	1,371,177	1,440,594	1,390,279
- Plant and Equipment	12	389,745	330,953	350,753
		<b>1,760,922</b>	<b>1,771,547</b>	<b>1,741,032</b>
Total Property, Plant and Equipment				
Right-of-use-assets	13	643,569	203,473	-
Intangible assets	14	123,424	204,583	127,322
<b>Total Non-Current Assets</b>		<b>2,534,415</b>	<b>2,185,703</b>	<b>1,872,654</b>
<b>Total Assets</b>		<b>2,793,742</b>	<b>2,421,743</b>	<b>2,183,700</b>
<b>LIABILITIES</b>				
<b>Current Liabilities</b>				
Contract liabilities	9	1,267	-	-
Financial liabilities at fair value	10	644	-	8
Payables	17	114,777	114,221	107,653
Borrowings	18	55,077	54,385	16,397
Provisions	19	577,859	494,358	550,286
Other current liabilities	20	110	5,270	636
<b>Total current liabilities</b>		<b>749,734</b>	<b>668,234</b>	<b>674,980</b>
<b>Non-current liabilities</b>				
Borrowings	18	626,391	238,295	79,857
Provisions	19	68,925	57,630	66,723
Other non-current liabilities	20	-	2,382	1,120
<b>Total non-current liabilities</b>		<b>695,316</b>	<b>298,307</b>	<b>147,700</b>
<b>Total liabilities</b>		<b>1,445,050</b>	<b>966,541</b>	<b>822,680</b>
<b>Net assets</b>		<b>1,348,692</b>	<b>1,455,202</b>	<b>1,361,020</b>
<b>EQUITY</b>				
Reserves		557,515	869,166	586,720
Accumulated funds		791,177	586,036	774,300
<b>Total equity</b>		<b>1,348,692</b>	<b>1,455,202</b>	<b>1,361,020</b>

The accompanying notes form part of these financial statements.



# NSW Police Force

## Statement of changes in equity for the year ended 30 June 2020

	Notes	Accumulated Funds \$'000	Asset Revaluation Surplus \$'000	Total \$'000
<b>Balance at 1 July 2019</b>		774,300	586,720	1,361,020
<b>Restated total equity at 1 July 2019</b>		<b>774,300</b>	<b>586,720</b>	<b>1,361,020</b>
<b>Net result for the year</b>		<b>(31,560)</b>	<b>-</b>	<b>(31,560)</b>
<b>Other comprehensive income:</b>				
Net change in revaluation surplus of property, plant and equipment	12	-	20,640	20,640
Net change in restoration liability		-	(256)	(256)
Other:				
Asset revaluation surplus balance transferred to accumulated funds on Right-of-use-assets		36,637	(36,637)	-
Asset revaluation surplus balance transferred to accumulated funds on disposal of asset		12,952	(12,952)	-
<b>Total other comprehensive income</b>		<b>49,589</b>	<b>(29,205)</b>	<b>20,384</b>
<b>Total comprehensive income for the year</b>		<b>18,029</b>	<b>(29,205)</b>	<b>(11,176)</b>
<b>Transactions with owners in their capacity as owners</b>				
Increase(decrease) in net assets from equity transfers	21	(1,152)	-	(1,152)
<b>Balance at 30 June 2020</b>		<b>791,177</b>	<b>557,515</b>	<b>1,348,692</b>
<b>Balance at 1 July 2018</b>		805,504	568,294	1,373,798
<b>Net result for the year</b>		<b>(36,789)</b>	<b>-</b>	<b>(36,789)</b>
<b>Other comprehensive income</b>				
Net change in revaluation surplus of property, plant and equipment	12	-	43,096	43,096
Net change in restoration liability		-	(3,133)	(3,133)
Other:				
Asset revaluation surplus balance transferred to accumulated funds on disposal of asset		21,537	(21,537)	-
<b>Total other comprehensive income</b>		<b>21,537</b>	<b>18,426</b>	<b>39,963</b>
<b>Total comprehensive income for the year</b>		<b>(15,252)</b>	<b>18,426</b>	<b>3,174</b>
<b>Transactions with owners in their capacity as owners</b>				
Increase / (decrease) in net assets from equity transfers	21	(15,952)	-	(15,952)
<b>Balance at 30 June 2019</b>		<b>774,300</b>	<b>586,720</b>	<b>1,361,020</b>

The accompanying notes form part of these financial statements.

# NSW Police Force

## Statement of cash flows for the year ended 30 June 2020

	Notes	Actual 2020 \$'000	Budget 2020 \$'000	Actual 2019 \$'000
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>				
<b>Payments</b>				
Employee related		(2,918,918)	(2,940,322)	(2,765,455)
Grants and subsidies		(26,057)	(25,766)	(12,298)
Finance costs		(12,138)	(16,345)	(6,794)
Other		(704,125)	(466,846)	(601,650)
<b>Total Payments</b>		<b>(3,661,238)</b>	<b>(3,449,279)</b>	<b>(3,386,197)</b>
<b>Receipts</b>				
Sale of goods and services		81,909	32,675	50,885
Grants and other contributions		3,599,667	3,626,963	3,312,737
Other		189,347	132,924	189,354
<b>Total Receipts</b>		<b>3,870,923</b>	<b>3,792,562</b>	<b>3,552,976</b>
<b>NET CASH FLOWS FROM OPERATING ACTIVITIES</b>	25	<b>209,685</b>	<b>343,283</b>	<b>166,779</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>				
Proceeds from sale of Land and Building and Plant and Equipment	4	767	1,734	91
Proceeds from sale of financial assets	4	-	-	52
Purchases of Land and Building and Plant and Equipment		(178,082)	(215,743)	(149,668)
Purchase of Intangibles		(19,221)	(30,339)	(21,511)
<b>NET CASH FLOWS FROM INVESTING ACTIVITIES</b>		<b>(196,536)</b>	<b>(244,348)</b>	<b>(171,036)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>				
Repayment of borrowings and advances		-	-	(14,726)
Repayment of principal portion of lease liabilities	18	(57,769)	(52,140)	-
<b>NET CASH FLOWS FROM FINANCING ACTIVITIES</b>		<b>(57,769)</b>	<b>(52,140)</b>	<b>(14,726)</b>
<b>NET INCREASE/(DECREASE) IN CASH</b>		<b>(44,620)</b>	<b>46,795</b>	<b>(18,983)</b>
Opening cash and cash equivalents		231,294	92,081	250,277
<b>CLOSING CASH AND CASH EQUIVALENTS</b>	7	<b>186,674</b>	<b>138,876</b>	<b>231,294</b>

The accompanying notes form part of these financial statements.

**1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES****(a) Reporting entity**

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

These financial statements for the year ended 30 June 2020 have been authorised for issue by the Commissioner on 25 September 2020.

**(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* (the Act) and *Public Finance and Audit Regulation 2015*; and
- Treasurer's Directions issued under the Act.

The financial statements have been prepared on an accrual accounting basis using historical costs except for certain non-current assets and financial assets, which are recorded at fair value. The financial statements have been prepared on a going concern basis. For further information refer Note 3(e).

Property, plant and equipment and certain financial assets 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 have made, are disclosed in the relevant notes to the financial statements.

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

**(c) Statement of Compliance**

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

**(d) Administered activities**

NSW Police Force administers, but does not control, certain activities on behalf of the Crown 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 NSW Police Force's own objectives.

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

Transactions and balances relating to the administered activities are not recognised as 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 28 and Note 29.

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

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

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

**1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

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.

**(f) Foreign currency translation**

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

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

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

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

**(g) Comparative information**

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

**(h) Changes in accounting policy, including new or revised Australian Accounting Standards****(i) Effective for the first time in 2019-20**

NSW Police Force applied AASB15 *Revenue from Contracts with Customers*, AASB 1058 *Income of Not-for-Profit Entities*, and AASB 16 *Leases* for the first time. The nature and effect of the changes as a result of adoption of these new accounting standards are described below.

Several other amendments and interpretations apply for the first time in FY2019-20, but do not have an impact on the financial statements of the entity.

**AASB 15 Revenue from Contracts with Customers**

AASB 15 supersedes AASB 111 *Construction Contracts*, AASB 118 *Revenue and related interpretations* and it applies, with limited exceptions, to all revenue arising from contracts with customers. AASB 15 establishes a five-step model to account for revenue arising from contracts with customers and requires that revenue be recognised at an amount that reflects the consideration to which an entity expects to be entitled in exchange for transferring goods or services to a customer.

AASB 15 requires entities to exercise judgement, taking into consideration all the relevant facts and circumstances when applying each step of the model to contracts with their customers. The standard also specifies the accounting for incremental costs of obtaining a contract and the costs directly related to fulfilling a contract. In addition, the standard requires relevant disclosures.

**1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)****(h) Changes in accounting policy, including new or revised Australian Accounting Standards (continued)****(i) Effective for the first time in 2019-20 (continued)**

In accordance with the transition provisions in AASB 15, NSW Police Force has adopted AASB 15 retrospectively with the cumulative effect of initially adopting the standard recognised at the date of initial application, i.e. 1 July 2019. The entity has used the transitional practical expedient permitted by the standard to reflect the aggregate effect of all the modifications that occur before 1 July 2018 when:

- Identifying the satisfied and unsatisfied performance obligations
- Determining the transaction price
- Allocating the transaction price to the satisfied and unsatisfied performance obligations
- The impact of applying the above practical expedients is not expected to significantly affect the financial statements.

The effect of adopting AASB 15 is as follows:

Impact on the Statement of Comprehensive Income decrease: \$1.267 million

		30 June 2020 \$'000	30 June 2020 \$'000 Without adoption of AASB15	30 June 2020 \$'000 Impact of AASB15
	Notes	AASB15		
<b>Revenue</b>				
Sale of goods and services from contracts with customers	3(a)	74,846	43,438	31,408
Grants and contributions	3(b)	9,080	41,755	(32,675)
<b>Operating result</b>		<b>83,926</b>	<b>85,193</b>	<b>(1,267)</b>
<b>Net result</b>		<b>83,926</b>	<b>85,193</b>	<b>(1,267)</b>

Impact on Statement of Financial Position decrease: \$1.267 million

		30 June 2020 \$'000	30 June 2020 \$'000 Without adoption of AASB15	30 June 2020 \$'000 Impact of AASB15
	Notes	AASB15		
<b>Assets</b>				
Contract assets	9	8,510	-	8,510
Receivables	8	63,593	72,103	(8,510)
<b>Liabilities</b>				
Contract liabilities	9	1,267	-	<b>1,267</b>
<b>Total adjustment to equity</b>		<b>70,836</b>	<b>72,103</b>	<b>(1,267)</b>

The adoption of AASB 15 did not have an impact on Other Comprehensive Income and the Statement of Cash Flows for the financial year.

The adjustment to equity represents:

Contract liabilities of \$1.267 million are consideration received in advance from customers in respect of grants, cost recoveries and advance cash receipts for user charges. This would otherwise have been recognised as revenue without the adoption of AASB 15. Revenue is recognised when NSW Police Force satisfies the performance obligations under the relevant agreements.

**1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)****(h) Changes in accounting policy, including new or revised Australian Accounting Standards (continued)****(i) Effective for the first time in 2019-20 (continued)****AASB 1058 Income of Not-for-Profit Entities**

AASB 1058 replaces most of the existing requirements in AASB 1004 *Contributions*. The scope of AASB 1004 is now limited mainly to contributions by owners (including parliamentary appropriations that satisfy the definition of contribution by owners), administrative arrangements and liabilities of government departments assumed by other entities. AASB 1058 applies to income with a donation component, i.e. transactions where the consideration to acquire an asset is significantly less than fair value principally to enable a not-for-profit entity to further its objectives; and volunteer services.

AASB 1058 adopts a residual approach, meaning that entities first apply other applicable Australian Accounting Standards (e.g. AASB 1004, AASB 15, AASB 16, AASB 9, AASB 137) to a transaction before recognising income.

Not-for-profit entities need to determine whether a transaction is/contains a donation (accounted for under AASB 1058) or a contract with customer (accounted for under AASB 15).

AASB 1058 requires recognition of receipt of an asset, after the recognition of any related amounts in accordance with other Australian Accounting Standards, as income:

- When the obligations under the transfer is satisfied, for transfers to enable an entity to acquire or construct a recognisable non-financial asset that will be controlled by the entity.
- Immediately, for all other income within the scope of AASB 1058.

In accordance with the transition provisions in AASB 1058, the entity has adopted AASB 1058 retrospectively with the cumulative effect of initially applying the standard at the date of initial application, i.e. 1 July 2019. The entity has adopted the practical expedient in AASB 1058 whereby existing assets acquired for consideration significantly less than fair value principally to enable the entity to further its objectives, are not restated to their fair value. NSW Police Force were not in receipt of volunteer services that can be reliably measured but would not have been purchased if they had not been donated.

The effect of adopting AASB 1058 is as follows:

Impact on Statement of Comprehensive Income decrease: \$0.028 million

		30 June 2020 \$'000	30 June 2020 \$'000 Without adoption of AASB1058	30 June 2020 \$'000 Impact of AASB1058
	Notes	AASB1058		
<b>Revenue</b>				
Grants and other contributions	3(b)	3,590,491	3,590,519	(28)
<b>Operating result</b>		<b>3,590,491</b>	<b>3,590,519</b>	<b>(28)</b>
<b>Net result</b>		<b>3,590,491</b>	<b>3,590,519</b>	<b>(28)</b>

Impact on Statement of Financial Position decrease: \$0.028 million

		30 June 2020 \$'000	30 June 2020 \$'000 Without adoption of AASB1058	30 June 2020 \$'000 Impact of AASB1058
	Notes	AASB1058		
<b>Liabilities</b>				
Other current liabilities		28	-	28
<b>Total adjustment to equity</b>		<b>(28)</b>	<b>-</b>	<b>(28)</b>

**1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)****(h) Changes in accounting policy, including new or revised Australian Accounting Standards (continued)****(i) Effective for the first time in 2019-20 (continued)**

The adoption of AASB 1058 did not have an impact on Other Comprehensive Income and the Statement of Cash Flows for the financial year.

The adjustment to equity represents:

Other current liabilities of \$0.028 million to acquire or construct non-financial assets to be controlled by NSW Police Force. This would otherwise have been recognised as revenue without the adoption of AASB 1058.

**AASB 16 Leases**

AASB 16 *Leases* supersedes AASB 117 *Leases*, Interpretation 4 *Determining whether an Arrangement contains a Lease*, Interpretation 115 *Operating Leases – Incentives* and Interpretation 127 *Evaluating the Substance of Transactions Involving the Legal Form of Lease*. The standard sets out the principles for the recognition, measurement, presentation and disclosure of leases and requires lessees to recognise most leases on balance sheet.

**Lessor accounting**

Lessor accounting under AASB 16 is substantially unchanged from AASB 117. Lessors will continue to classify leases as either operating or finance leases using similar principles as in AASB 117. Therefore, AASB 16 does not have a significant impact for leases where the entity is the lessor.

**Lessee accounting**

AASB 16 requires the entity to account for all leases under a single on-balance sheet model similar to the accounting for finance leases under AASB 117. As the lessee, the entity recognises a lease liability and right-of-use asset at the inception of the lease. The lease liability is measured at the present value of the future lease payments, discounted using the interest rate implicit in the lease, or the lessee's incremental borrowing rate if the interest rate implicit in the lease cannot be readily determined. The corresponding right-of-use asset is measured at the value of the lease liability adjusted for lease payments before inception, lease incentives, initial direct costs and estimates of costs for dismantling and removing the asset or restoring the site on which it is located.

The entity has adopted the partial retrospective option in AASB 16, where the cumulative effect of initially applying AASB 16 is recognised on 1 July 2019 and the comparatives for the year ended 30 June 2019 are not restated.

In relation to leases that had previously been classified as 'operating leases' under AASB 117, a lease liability is recognised at 1 July 2019 at the present value of the remaining lease payments, discounted using the lessee's incremental borrowing rate at the date of initial application. The weighted average lessee's incremental borrowing rate applied to the lease liabilities on 1 July 2019 was 1.12%.

The corresponding right-of-use asset is initially recorded on transition at an amount equal to the lease liability, adjusted by the amount of any prepaid or accrued lease payments relating to that lease recognised in the statement of financial position as at 30 June 2019. The exception is right-of-use assets that are subject to accelerated depreciation. These assets are measured at their fair value at 1 July 2019.

For leases previously classified as finance leases the entity recognised the carrying amount of the lease asset and lease liability immediately before transition as the carrying amount of the right of use asset and the lease liability at the date of initial application. The measurement principles of AASB 16 are only applied after that date.

NSW Police Force elected to use the practical expedient to expense lease payments for lease contracts that at their commencement date, have a lease term of 12 months or less and do not contain a purchase option (short-term leases), and lease contracts for which the underlying asset is valued at \$10,000 or under when new (low-value assets).

**1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**
**(h) Changes in accounting policy, including new or revised Australian Accounting Standards (continued)**
**(i) Effective for the first time in 2019-20 (continued)**

In applying AASB 16 for the first time, NSW Police Force has used the following practical expedients permitted by the standard:

- Not reassess whether a contract is, or contains, a lease at 1 July 2019, for those contracts previously assessed under AASB 117 and interpretation 4.
- Applying a single discount rate to a portfolio of leases with reasonably similar characteristics
- Relying on its previous assessment on whether leases are onerous immediately before the date of initial application as an alternative to performing an impairment review
- Excluding the initial direct costs from the measurement of the right-of-use asset at the date of initial application
- Using hindsight in determining the lease term where the contract contained options to extend or terminate the lease

The effect of adopting AASB 16 as at 1 July 2019 (increase / (decrease)) is, as follows:

	<b>\$'000</b>
<b>Assets</b>	
Receivables	-
Property, plant and equipment	(71,737)
Right-of-use-assets	184,261
<b>Total assets</b>	<b>112,524</b>
<b>Liabilities</b>	
Borrowings - Finance leases	(96,254)
Borrowings - Lease liabilities	210,238
Other non-current liabilities	(1,460)
<b>Total liabilities</b>	<b>112,524</b>
<b>Equity</b>	
Accumulated funds	-

The lease liabilities as at 1 July 2019 can be reconciled to the operating lease commitments as of 30 June 2019, as follows:

	<b>\$'000</b>
Operating lease commitments as at 30 June 2019 (GST included)	198,091
(Less): GST included in operating lease commitments	(18,008)
Operating lease commitments as at 30 June 2019 (GST excluded)	<b>180,083</b>
Weighted average incremental borrowing rate as at 1 July 2019	1.12%
Discounted operating lease commitments as at 1 July 2019	174,135
Finance leases as at 30 June 2019	96,254
(Less): Radio Towers	(2,300)
(Less): commitments relating to short-term and low value leases	(67,989)
Add/(less): contracts re-assessed as lease contracts	5,472
Add: Lease payments relating to renewal periods not included in operating lease commitments as at 30 June 2019	1,246
Impact of change in discount rates and lease terms	3,420
Lease liabilities as at 1 July 2019	<b>210,238</b>



**1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)****(h) Changes in accounting policy, including new or revised Australian Accounting Standards (continued)****(ii) Issued but not yet effective**

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

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

- AASB 17 *Insurance Contracts*
- AASB 1059 *Service Concession Arrangements: Grantors*
- AASB 2018-5 *Amendments to Australian Accounting Standards -- Deferral of AASB 1059*
- AASB 2018-6 *Amendments to Australian Accounting Standards – Definition of a Business*
- AASB 2018-7 *Amendments to Australian Accounting Standards – Definition of Material*
- AASB 2019-1 *Amendments to Australian Accounting Standards – References to the Conceptual Framework*
- AASB 2019-2 *Amendments to Australian Accounting Standards – Implementation of AASB 1059*
- AASB 2019-3 *Amendments to Australian Accounting Standards – Interest Rate Benchmark Reform*
- AASB 2019-7 *Amendments to Australian Accounting Standards – Disclosure of GFS Measures of Key Fiscal Aggregates and GAAP/GFS Measures of Key Fiscal Aggregates and GAAP/GFS Reconciliations.*
- AASB 2020-1 *Amendments to Australian accounting standards - Classification of Liabilities as Current or Non-current*

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.

Certain new accounting standards and interpretations have been published that are not mandatory for 30 June 2020 reporting periods.

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>2. EXPENSES EXCLUDING LOSSES</b>		
<b>(a) Employee related expenses</b>		
Salaries and wages (including annual leave)	2,224,845	2,123,461
Superannuation - defined benefit plans*	172,397	171,766
Superannuation - defined contribution plans	188,957	178,321
Long service leave	164,262	226,630
Workers' compensation insurance	264,731	218,514
Death and disability self-insurance scheme	4,071	11,893
Payroll tax and fringe benefit tax	152,668	141,623
Voluntary redundancies	2,035	3,208
	<b><u>3,173,966</u></b>	<b><u>3,075,416</u></b>

Employee related expenses excluded from the above are as follows:

(i) Capitalised as intangible assets: \$0.127 million at 30 June 2020 (\$0.78 million in 2018-19).

(ii) Capitalised as property, plant and equipment: \$6.101 million at 30 June 2020 (\$3.091 million in 2018-19).

\* Included in the 'Superannuation - defined benefit plans' is contribution for the Death and Total and Permanent Disability Cover of \$119.360 million (\$114.902 million in 2018-19).

<b>(b) Operating expenses</b>		
Auditor's remuneration - audit of the financial statements	378	369
Operating lease rental expense - minimum lease payments	2,751	65,064
Expenses relating to short-term and low value leases	21,625	-
Variable lease payments, not included in lease liabilities	252	-
TMF Hindsight Adjustment	61,430	-
Insurance	70,144	69,934
Maintenance *	49,776	53,754
Other building expenses	36,763	28,291
Subsistence and transport	27,622	28,413
Motor vehicle, launches and aircraft	50,216	50,961
Fees for services rendered	82,999	86,107
Computer licensing and other	67,918	46,145
Gas and electricity	15,808	17,210
Postal and telephone	22,691	22,773
Stationery, printing and stores	7,664	7,317
Contractors	10,239	10,362
Operation Supplies	20,223	18,263
Police Uniform Supplies	8,462	7,068
Legal Fees	7,161	6,512
Other	6,075	5,269
	<b><u>570,197</u></b>	<b><u>523,812</u></b>

**\*Reconciliation - Total maintenance**

Maintenance expense – contracted labour and other (non-employee related), as above	49,776	53,754
Employee related maintenance expense included in Note 2(a)	10,707	10,005
Total maintenance expenses included in Note 2(a) + 2(b)	<b><u>60,483</u></b>	<b><u>63,759</u></b>

**2. EXPENSES EXCLUDING LOSSES (continued)**
**(b) Operating expenses (continued)**
**Recognition and Measurement**
**Maintenance expense**

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

**Insurance**

The insurance activities of NSW Police Force are 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.

**Lease expense (up to 30 June 2019)**
**Operating leases**

Up to 30 June 2019 Operating lease payments are recognised as an operating expense in the Statement of Comprehensive Income on a straight-line basis over the lease term. An operating lease is a lease other than a finance lease.

**Lease expense (from 1 July 2019)**

From 1 July 2019, NSW Police Force recognises the lease payments associated with the following types leases as an expense on a straight-line basis:

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

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

	2020 \$'000	2019 \$'000
<b>(c) Depreciation and amortisation expenses</b>		
<b>Depreciation - Property, plant and equipment</b>		
Buildings	29,216	44,594
Plant and equipment	90,217	84,963
	<b>119,433</b>	<b>129,557</b>
<b>Depreciation - Right-of-use-assets</b>		
Buildings	46,334	-
Plant and equipment	23,478	-
	<b>69,812</b>	<b>-</b>
<b>Amortisation</b>		
Intangible assets - software	21,811	22,203
	<b>21,811</b>	<b>22,203</b>
	<b>211,056</b>	<b>151,760</b>

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

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>2. EXPENSES EXCLUDING LOSSES (continued)</b>		
<b>(d) Grants and subsidies</b>		
Police and Community Youth Clubs contribution	21,095	11,720
National Facial Recognition - Biometrics project	4,264	-
Police Legacy-Welfare assistance program	500	500
NSW Department of Communities and Justice	173	-
Police Legacy-Child Safety program	20	20
Canberra College Performing Arts Centre - Pro Teen Camp	3	-
Royal Humane Society	2	-
Infrastructure NSW contribution	-	58
	<u><b>26,057</b></u>	<u><b>12,298</b></u>
<b>(e) Finance costs</b>		
Interest expense from lease liabilities	11,935	6,782
Interest expenses - Death and disability claims	203	-
Unwinding of discount rate	125	(1,362)
Interest expenses	-	10
Borrowing interest expenses	-	2
	<u><b>12,263</b></u>	<u><b>5,432</b></u>

**Recognition and measurement**

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

<b>(f) Other expenses</b>		
Witnesses' expenses	1,458	1,928
	<u><b>1,458</b></u>	<u><b>1,928</b></u>

**3. REVENUE**
**Recognition and measurement**

Until 30 June 2019, income is recognised in accordance with AASB 111 *Construction Contracts*, AASB 118 *Revenue and AASB 1004 Contributions*.

From 1 July 2019, income is recognised in accordance with the requirements of AASB 15 *Revenue from Contracts with Customers* or AASB 1058 *Income of Not-for-Profit Entities*, dependent on whether there is a contract with a customer defined by AASB 15 *Revenue from Contracts with Customers*. Comments regarding the accounting policies for the recognition of income are discussed below.

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>(a) Sale of goods and services from contracts with customers</b>		
Transport for NSW - Road safety initiatives and programs*	25,033	-
Sports/Entertainment Events - Supervision	12,736	16,376
Officers on loan	11,647	12,022
National Criminal History Records Check	7,346	5,115
Rents and leases	3,084	3,621
NSW Police Force College operations	1,827	4,584
Minor sales of goods and services	2,079	2,103
Insurance reports	1,924	2,109
Security/Escort charges	2,882	4,026
User charges revenue and cost recoveries	6,288	1,394
	<u><b>74,846</b></u>	<u><b>51,350</b></u>

**3. REVENUE (continued)****(a) Sale of goods and services from contracts with customers (continued)**

\* Transport for NSW and NSW Police Force work in close collaboration to deliver Road Safety Initiatives and programs in accordance with the Road Safety Plan 2021. NSW Police Force have put in place an Enhanced Enforcement Program to augment other traffic operations provided across New South Wales. Transport for NSW provide ancillary funding for these additional operating costs, overtime, shift allowances for Police specifically involved in these programs. NSW Police Force is reimbursed the costs of these programs on a cost recovery basis.

**Recognition and measurement****Until 30 June 2019****Sale of goods**

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

**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).

**From 1 July 2019****Sale of goods**

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

Revenue from these sales is recognised based on the price specified in the contract, and revenue is only recognised to the extent that it is highly probable that a significant reversal will not occur. No element of financing is deemed present as the sales are made with a short credit term. No volume discount or warranty is provided on the sale.

**Rendering of services**

Revenue from rendering of services is recognised when NSW Police Force satisfies the performance obligation by transferring the promised services to a customer.

Services provided by NSW Police Force include supervision at Sports and Entertainment events, National criminal history checks, Officers on loan, Security and escort charges and User charges revenue. For each performance obligation identified in a contract, NSW Police Force evaluates at contract inception whether it satisfies the performance obligation over time or satisfies the performance obligation at a point of time.

Where control of the goods or service is transferred to the customer over time, revenue is recognised over time by measuring the progress towards the completed satisfaction of the performance obligation.

Where NSW Police Force satisfies the performance obligation at a point of time, revenue is recognised when the customer obtains control of the promised goods or service and NSW Police Force satisfies the performance obligation.

The payments are typically due within 30 days from invoice date.

Revenue is measured at the transaction price agreed under the contract. No element of financing is deemed present as payments are due when service is provided.

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

**3. REVENUE (continued)****(a) Sale of goods and services from contracts with customers (continued)**  
**Recognition and measurement (continued)****Lease income**

Lease income from operating leases where the entity is a lessor is recognised in income on a straight-line basis over the lease term. The respective leased assets are included by the lessor entity in the Statement of Financial Position based on their nature.

**Rental income**

Rental income arising from operating leases is accounted for on a straight-line basis over the lease terms.

**(b) Grants and other contributions**

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
Grants without sufficiently specific performance obligations <sup>1</sup>	3,585,531	3,258,164
Other grants with sufficiently specific performance obligations <sup>2</sup>	9,080	53,363
Grants to acquire/construct a recognisable non-financial asset to be controlled by the entity <sup>3</sup>	3,909	1,210
Donations <sup>4</sup>	1,051	23
	<b>3,599,571</b>	<b>3,312,760</b>
<b><sup>1</sup> Grants without sufficiently specific performance obligations</b>		
Recurrent grants from NSW Department of Communities and Justice	3,393,779	3,052,625
Capital grants from NSW Department of Communities and Justice	191,752	205,539
	<b>3,585,531</b>	<b>3,258,164</b>
<b><sup>2</sup> Other grants with sufficiently specific performance obligations</b>		
<b>State Grants and Contributions</b>		
NSW Department of Transport for NSW	-	34,156
State Contingencies Grant COVID-19	2,271	-
NSW Department of Communities and Justice:		
- Domestic and Family Violence	-	7,504
- Their Future Matters	4,507	5,182
- Safer Pathway	655	-
- Criminal Justice Reform (refund to)	(469)	1,097
- National Facial Biometric	-	1,094
NSW Department of Family and Community Services		
- Keep Them Safe Funding	-	219
- Staying home leave violence	169	-
NSW Department of Customer Services - Refund for Digital report	1,218	-
Service NSW - Digital Driver's licence	-	935
Destination NSW - Vivid Sydney	223	-
State Revenues NSW - SDRO Contributions	-	503
Miscellaneous	141	175
	<b>8,715</b>	<b>50,865</b>
<b>Commonwealth Grants and Contributions</b>		
Australian Criminal Intelligence Commission - Crimtrac	-	1,969
Department of Home Affairs:		
- Drill style Exercise	97	-
- Australia-New Zealand Counter-Terrorism Committee	211	-
Miscellaneous	57	529
	<b>365</b>	<b>2,498</b>
	<b>9,080</b>	<b>53,363</b>
<b><sup>3</sup> Grants to acquire/construct a recognisable non-financial asset to be controlled by the entity</b>		
NSW Telecommunications Authority	3,872	-
Other	37	1,210
	<b>3,909</b>	<b>1,210</b>

**3. REVENUE (continued)**

	2020 \$'000	2019 \$'000
<b>(b) Grants and other contributions (continued)</b>		
<sup>4</sup> Donations		
Charles Sturt University and ADPP Contract Management Committee - NSW		
Police Academy Oval, Goulburn	548	-
NSW Ministry of Health - COVID-19	349	-
Other	154	23
	<u>1,051</u>	<u>23</u>

\*The reimbursement of funds from Transport for NSW is disclosed in Note 3(a) Sale of goods and services.

**Recognition and measurement**

Until 30 June 2019

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.

From 1 July 2019

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

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

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

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

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

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

	2020 \$'000	2019 \$'000
<b>(c) Acceptance by the Crown Entity of employee benefits and other liabilities</b>		
The following liabilities and expenses have been assumed by the Crown Entity or other government entities:		
Superannuation - defined benefit plans	51,682	55,421
Long service leave	164,262	226,630
Payroll tax	2,816	3,021
	<u>218,760</u>	<u>285,072</u>

**3. REVENUE (continued)**

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>(d) Other income</b>		
Employee contributions to Death and Disability Scheme	30,475	28,984
Death and disability insurance scheme actuarial adjustment	7,278	-
TMF hindsight rebates	9,801	47,161
Recognition of pre-existing but previously unrecorded assets	3,758	1,391
Refund from insurance	4,416	1,700
Reversal of provision of restoration costs	16,058	5,370
Bad debts recovered	688	720
Motor vehicle rebates	3,499	2,546
GST refunds	2,248	-
Capital donations	548	23
Other	1,330	1,125
<b>Total</b>	<b>80,099</b>	<b>89,020</b>
<b>(e) Deemed appropriations</b>		
Opening balance	-	-
Add: additions of deemed appropriations	3,871,071	3,572,102
Less: expenditure charged against deemed appropriations	(3,916,310)	(3,572,102)
<b>Closing balance</b>	<b>(45,239)</b>	<b>-</b>

NSW Police Force receives grant funding from the NSW Department of Communities and Justice which receives appropriations from the Consolidated Fund. Appropriations for each financial year are set out in the Appropriation Act for that year. Due to COVID-19, the State Budget and related 2020-21 Appropriation Bill has been delayed and is anticipated to be tabled in Parliament in November/December 2020. However, pursuant to section 4.10 of the GSF Act, the Treasurer has authorised Ministers to spend specified amounts from Consolidated Fund. This authorisation is current from 1 July 2020 until the earlier of 31 December 2020 (or another day prescribed by the regulations) or enactment of the 2020-21 annual Appropriations Act.

**4. GAIN / (LOSS) ON DISPOSAL****Gain / (loss) on disposal of land and buildings**

Written down value of assets disposed	(41)	(1,128)
<b>Net gain / (loss) on disposal of land and buildings</b>	<b>(41)</b>	<b>(1,128)</b>

**Gain / (loss) on disposal of plant and equipment**

Proceeds from disposal	148	91
Written down value of assets disposed	(7,784)	(2,224)
<b>Net gain / (loss) on disposal of plant and equipment</b>	<b>(7,636)</b>	<b>(2,133)</b>

**Gain / (loss) on disposal of assets held for sale**

Proceeds from disposal	619	-
Written down value of assets disposed*	(932)	-
<b>Net gain / (loss) on disposal of assets held for sale</b>	<b>(313)</b>	<b>-</b>

**Gain / (loss) on disposal of derivatives held for sale**

Gain / (loss) on disposal of derivatives	-	52
	-	<b>52</b>

**Total gain / (loss) on disposal**

<b>(7,990)</b>	<b>(3,209)</b>
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\* Disposal of assets held for sale includes marine vessel gifted to Marine Rescue NSW.



	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>5. OTHER GAINS / (LOSSES)</b>		
Impairment of receivables	(1,334)	(1,026)
Gain/(loss) on derivatives at fair value through profit and loss	(636)	(110)
Early termination of Right-of-use assets - Land and buildings	114	-
Early termination of Right-of-use assets - Plant and equipment	7	-
	<u><b>(1,849)</b></u>	<u><b>(1,136)</b></u>

**Recognition and measurement**
**Impairment losses on non-financial assets**

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

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

**6. Conditions and Restrictions on Income of Not-for-Profit Entities**

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

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

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>7. CASH AND CASH EQUIVALENTS</b>		
Cash at bank and on hand	186,674	231,294
<b>Total</b>	<u><b>186,674</b></u>	<u><b>231,294</b></u>

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

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

Cash and cash equivalents (per Statement of financial position)	186,674	231,294
Closing cash and cash equivalents (per Statement of cash flows)	<u><b>186,674</b></u>	<u><b>231,294</b></u>

NSW Police Force had the following banking facilities as at 30 June 2020:

- Bank guarantee authority of \$0.5 million (\$0.5 million in 2018-19). 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 2020 (Nil in 2018-19).
- Visa Card facility with Westpac Banking Corporation ended on the 28th November 2019. The transition to Citibank's Visa Card facility commenced on the 29th November 2019. The Visa Card facility of \$7.5 million (\$7.5 million in 2018-19), which is the total of the credit limit for all issued credit cards and purchase cards remains the same as previously.
- Offset accounts facility of \$0.05 million (\$0.05 million in 2018-19). 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 2020 was \$0.04 million (\$0.04 million in 2018-19).

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

**8. CURRENT / NON-CURRENT ASSETS - RECEIVABLES**

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>Current receivables</b>		
Trade receivables from contracts with customers	8,449	-
Sale of goods and services	-	20,372
Other debtors	17,797	20,479
	<u><b>26,246</b></u>	<u><b>40,851</b></u>
Less: Allowance for expected credit losses		
- Trade receivables from contracts with customers	(1,639)	(282)
- Other debtors	(4,240)	(5,671)
	<u><b>(5,879)</b></u>	<u><b>(5,953)</b></u>
GST receivable	10,052	13,518
Prepayments	33,174	29,472
<b>Total Receivables - Current</b>	<u><b>63,593</b></u>	<u><b>77,888</b></u>
<b>Receivables - Non-Current</b>		
Other Debtors	6,500	4,300
<b>Total Receivables - Non-Current</b>	<u><b>6,500</b></u>	<u><b>4,300</b></u>
Movement in the allowance for expected credit losses		
Balance at 1 July	5,953	5,958
Amounts written off during the year	(844)	(267)
Amounts recovered during the year	(1,143)	(1,318)
Increase / (decrease) in allowance recognised in net results	1,913	1,580
<b>Balance at 30 June</b>	<u><b>5,879</b></u>	<u><b>5,953</b></u>

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

**Recognition and measurement**

Receivables, including trade and other receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market.

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

**Subsequent measurement**

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

**Impairment**

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

**9. CONTRACT ASSETS AND LIABILITIES**

	<b>2020</b>	<b>1 July 2019 adjusted for AASB 15</b>
	<b>\$'000</b>	<b>\$'000</b>
Contract assets - current	8,510	-
	<b>8,510</b>	<b>-</b>
Contract liabilities - current	1,267	-
	<b>1,267</b>	<b>-</b>

**Recognition and measurement**

Contract assets relate to NSW Police Force's right to consideration in exchange for goods or services transferred to customers/works completed, but not billed at the reporting date. Contract assets at 30 June 2020 include:

- \$6.155 million (2019: \$9.360 million) cost recoveries from Transport for NSW for services completed, but not billed at the reporting date. Cost recoveries for 2019 were included in Note 8.
- \$1.021 million from NSW Ministry of Health for COVID-19.

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

	<b>2020</b>
	<b>\$'000</b>
Revenue recognised that was included in the contract liability balance (adjusted for AASB 15) at the beginning of the year	-
Revenue recognised from performance obligations satisfied in previous periods	-
Transaction price allocated to remaining performance obligations from contracts with customers	1,267

The Transaction price allocated to the remaining performance obligations relates to recurrent grants with sufficiently specific performance obligations. This is fully expected to be recognised as revenue in the 2020-21 financial year.

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

	2020 \$'000	2019 \$'000
<b>Derivative financial instrument payables</b>		
Forward foreign exchange contracts	(644)	(8)
	<u>(644)</u>	<u>(8)</u>
<b>Net amount receivable/(payable) under derivative financial instruments</b>	<u>(644)</u>	<u>(8)</u>

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

**Recognition and Measurement**

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

**Classification and measurement**

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

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

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

Financial assets and Financial liabilities at fair value through profit or loss include financial assets and financial liabilities held for trading and financial assets and financial liabilities designated upon initial recognition at fair value through profit or loss. Financial assets and financial liabilities at fair value through profit or loss are initially and subsequently measured at fair value. Gains or losses on these assets are recognised in the net result for the year. Financial assets and financial liabilities are classified as 'held-for-trading' if they are acquired for the purpose of selling or repurchasing in the near term. Derivatives are also classified as held-for-trading unless they are designated as effective hedging instruments.

**11. NON-CURRENT ASSETS HELD FOR SALE**

	2020 \$'000	2019 \$'000
<b>Non-current assets held for sale</b>		
Plant and equipment	550	1,864
	<u>550</u>	<u>1,864</u>

Non-current assets held for sale are plant and equipment (marine vessels) which are due for settlement by June 2021. The assets are sold either by an auction, expression of interest or a private treaty.

**Recognition and Measurement**

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 measured at the lower of their carrying amount and fair value less costs of disposal.

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

	Land and Buildings \$'000	Plant and Equipment \$'000	Total \$'000
<b>At 1 July 2019 - fair value</b>			
Gross carrying amount	2,266,396	758,735	3,025,131
Accumulated depreciation and impairment	(904,539)	(486,094)	(1,390,633)
	<b>1,361,857</b>	<b>272,641</b>	<b>1,634,498</b>
Work in progress	28,422	78,112	106,534
<b>Net carrying amount</b>	<b>1,390,279</b>	<b>350,753</b>	<b>1,741,032</b>
<b>At 30 June 2020 - fair value</b>			
Gross carrying amount	2,118,493	807,392	2,925,885
Accumulated depreciation and impairment	(791,943)	(510,574)	(1,302,517)
	<b>1,326,550</b>	<b>296,818</b>	<b>1,623,368</b>
Work in progress	44,627	92,927	137,554
<b>Net Carrying Amount</b>	<b>1,371,177</b>	<b>389,745</b>	<b>1,760,922</b>

**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	Work in Progress \$'000	Total \$'000
<b>Period ended 30 June 2020</b>				
<b>Net carrying amount at start of year</b>	<b>1,361,857</b>	<b>272,641</b>	<b>106,534</b>	<b>1,741,032</b>
Derecognition of finance lease asset on initial application of AASB 16	(71,737)	-	-	(71,737)
<b>Adjusted net carrying amount at beginning of year</b>	<b>1,290,120</b>	<b>272,641</b>	<b>106,534</b>	<b>1,669,295</b>
Purchase of assets	45,355	54,064	98,288	197,707
Transfers from work in progress	15,696	52,880	(67,268)	1,308
Assets held for sale	-	1,314	-	1,314
Disposals	(41)	(8,716)	-	(8,757)
Increase/ (decrease) in net assets from equity transfer	-	(1,152)	-	(1,152)
Net revaluation increments less revaluation decrements	4,636	16,004	-	20,640
Depreciation expense	(29,216)	(90,217)	-	(119,433)
<b>Net carrying amount at end of year</b>	<b>1,326,550</b>	<b>296,818</b>	<b>137,554</b>	<b>1,760,922</b>

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

	Land and Buildings \$'000	Plant and Equipment \$'000	Leased buildings \$'000	Total \$'000
<b>At 1 July 2018 - fair value</b>				
Gross carrying amount	1,970,054	719,767	228,839	2,918,660
Accumulated depreciation and impairment	(742,536)	(435,681)	(140,859)	(1,319,076)
	<b>1,227,518</b>	<b>284,086</b>	<b>87,980</b>	<b>1,599,584</b>
Work in progress	37,858	59,568	-	97,426
<b>Net Carrying Amount</b>	<b>1,265,376</b>	<b>343,654</b>	<b>87,980</b>	<b>1,697,010</b>
<b>At 30 June 2019 - fair value</b>				
Gross carrying amount	2,037,557	758,735	228,839	3,025,131
Accumulated depreciation and impairment	(747,437)	(486,094)	(157,102)	(1,390,633)
	<b>1,290,120</b>	<b>272,641</b>	<b>71,737</b>	<b>1,634,498</b>
	28,422	78,112	-	106,534
<b>Net carrying amount</b>	<b>1,318,542</b>	<b>350,753</b>	<b>71,737</b>	<b>1,741,032</b>

**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	Work in Progress \$'000	Total \$'000
<b>Year ended 30 June 2019</b>				
<b>Net carrying amount at beginning of year</b>	<b>1,315,498</b>	<b>284,086</b>	<b>97,426</b>	<b>1,697,010</b>
Additions	41,273	29,794	86,800	157,867
Transfers from work in progress	33,413	38,063	(77,692)	(6,216)
Assets held for sale	-	(1,864)	-	(1,864)
Disposals	(1,128)	(2,224)	-	(3,352)
Increase/ (decrease) in net assets from equity transfer	(15,232)	(720)	-	(15,952)
Net revaluation increments less revaluation decrements	32,627	10,469	-	43,096
Depreciation expense	(44,594)	(84,963)	-	(129,557)
<b>Net carrying amount at end of year</b>	<b>1,361,857</b>	<b>272,641</b>	<b>106,534</b>	<b>1,741,032</b>

**12. NON-CURRENT ASSETS – PROPERTY, PLANT AND EQUIPMENT (continued)****Recognition and measurement*****Acquisition of property, plant and equipment***

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

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

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

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

***Capitalisation thresholds***

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

***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.

***Restoration costs***

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

***Maintenance costs***

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.

***Depreciation of property, plant and equipment***

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

All material separately identifiable components of assets are recognised and depreciated /amortised over their useful lives. If the asset cannot be separately identified, even though it is an integral part or component of a larger asset, then it is a whole of an asset and is depreciated /amortised over the useful life. Except for buildings and improvements (2018-19: 2 to 70 years), there were no other changes to the depreciation rates compared to prior year.

**12. NON-CURRENT ASSETS – PROPERTY, PLANT AND EQUIPMENT (continued)****Recognition and measurement (continued)*****Depreciation of property, plant and equipment (continued)***

Current depreciation/amortisation rates are as follows:

Category	Asset Category Name	Rate
A	Aircraft/aviation	15%
B	Buildings & improvements	useful life varies 2 to 69 years
C	Computers – not PCs	25%
C 1	Computers – PCs	20%
D	Computer integrated software	10%
E	Furniture & fittings	10%
F	Plant & equipment	10%
F 1	Body worn camera	33%
G	Marine equipment	5%
H	Transport equipment	15%
I	Office equipment	10%
J	Scientific apparatus	15%
K	Radio communications equipment	15%
M	Firearms and dangerous weapons	10%
N	Musical instruments	10%
P	Livestock	12.5%
R	Asset Restoration	Straight line over remaining life
S	Intangible Assets - Software	10%

***Finance Leases******Finance leases acquired by lessees (Under AASB 117 until 30 June 2019)***

Until 30 June 2019, AASB 117 *Leases* (AASB 117) distinguished between finance leases that 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.

Property, plant and equipment at 30 June 2019 includes non-current assets acquired under finance leases only. The assets are recognised at fair value or, if lower, the present value of the minimum lease payments, at the inception of the lease. Property, plant and equipment does not include amounts in respect of operating leases.

Property, plant and equipment acquired under finance leases 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.

***Right-of-Use Assets acquired by lessees (under AASB 16 from 1 July 2019)***

From 1 July 2019, AASB 16 *Leases* (AASB 16) requires a lessee to recognise a right-of-use asset for most leases. NSW Police Force has elected to present right-of-use assets separately in the Statement of Financial Position.

Therefore, at that date property, plant and equipment recognised under leases previously treated as finance leases under AASB 117 are derecognised. The right-of-use assets arising from these leases are recognised and included in the separate line item together with those right-of-use assets arising from leases previously treated as operating leases under AASB 117.

Further information on leases is contained at Note 13.

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*.



**12. NON-CURRENT ASSETS – PROPERTY, PLANT AND EQUIPMENT (continued)****Recognition and measurement (continued)*****Revaluation of property, plant and equipment***

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 15 for further information regarding fair value.

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

Land and buildings are revalued over a three-year cycle. NSW Police Force undertakes this progressive method of revaluation in accordance with Treasury Guidelines and AASB 116 *Property, Plant and Equipment*. The last such revaluation was completed on 30 June 2020 and was based on an independent assessment. The 2020 revaluation is the first year in the current three-year cycle. In 2020, the land and building assets in the Western Region was revalued. To ensure that the land and building assets not included in the 2020 revaluation are held at fair value at 30 June 2020, 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 valuer, engaged by the external property management service provider, to ensure consistency.

Marine equipment and aviation assets are revalued over a three-year cycle. NSW Police Force undertakes this progressive method of revaluation in accordance with Treasury Guidelines and AASB 116 *Property, Plant and Equipment*. The last such revaluation was completed on 30 June 2020 and was based on an independent assessment. The 2020 revaluation is the first year in the current three-year cycle. Valuation is undertaken by accredited valuer, engaged by NSW Police Force.

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

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

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

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

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

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

**12. NON-CURRENT ASSETS – PROPERTY, PLANT AND EQUIPMENT (continued)****Recognition and measurement (continued)*****Impairment of property, plant and equipment***

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

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.

**13. LEASES****NSW Police Force as a Lessee**

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

Extension and termination options are included in a number of property and equipment leases. These terms are used to maximise operational flexibility in terms of managing contracts. The majority of extension and termination options held are exercisable only by NSW Police Force and not by the respective lessor. In determining the lease term, management considers all facts and circumstances that create an economic incentive to exercise an extension option, or not exercise a termination option. Extension options (or periods after termination options) are only included in the lease term if the lease is reasonably certain to be extended (or not terminated). Potential future cash outflows have not been included in the lease liability because it is not reasonably certain that the leases will be extended (or not terminated). The assessment is reviewed if a significant event or a significant change in circumstances occurs which affects this assessment and that is within the control of the lessee. During the current financial year, the financial effect of revising lease terms to reflect the effect of exercising extension and termination options was an increase in recognised lease liabilities and right-of-use assets of \$365.397 million.

From 1 July 2019, AASB 16 *Leases* (AASB 16) requires a lessee to recognise a right-of-use asset and a corresponding lease liability for most leases.

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

**Right-of-use assets under leases**

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

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**13. LEASES (continued)**

	Land and Buildings \$'000	Plant and Equipment \$'000	Total \$'000
<b>Balance at 1 July 2019</b>	157,322	26,939	184,261
Additions	578,124	30,303	608,427
Depreciation expense	(46,334)	(23,478)	(69,812)
Gain on early termination of leases	114	7	121
Early terminations	(78,991)	(437)	(79,428)
<b>Balance at 30 June 2020</b>	<b>610,235</b>	<b>33,334</b>	<b>643,569</b>

NSW Police Force has one concessionary lease asset being a specialised facility used for Equine accommodation and training facility. This is not material for disclosure purposes.

**Lease liabilities**

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

	Total \$'000
<b>Balance at 1 July 2019</b>	210,238
Additions	608,427
Early terminations	(79,428)
Interest expenses	11,935
Payments	(69,704)
<b>Balance at 30 June 2020</b>	<b>681,468</b>

The following amounts were recognised in the statement of comprehensive income for the year ended 30 June 2020 in respect of leases where the entity is the lessee:

	\$'000
Depreciation expense of right-of-use assets	69,812
Interest expense on lease liabilities	(11,935)
Expense relating to short-term and low value leases	21,625
Variable lease payments, not included in the measurement of lease liabilities	252
Early termination of Right-of-use assets - Land and buildings	(114)
Early termination of Right-of-use assets - Plant and equipment	(7)
<b>Total amount recognised in the statement of comprehensive income</b>	<b>79,633</b>

NSW Police Force had total cash outflows for leases of \$57.769 million during the year ended 30 June 2020.

Future minimum lease payments under non-cancellable leases as at 30 June 2020 are as follows:

	Operating Lease \$'000	Finance lease \$'000
Within one year	60,584	-
Later than one year and not later than five years	108,875	-
Later than five years	580,156	-
<b>Total (including GST)</b>	<b>749,615</b>	-
Less: GST recoverable from the Australian Tax Office	(68,147)	-
<b>Total (excluding GST)</b>	<b>681,468</b>	-

**13. LEASES (continued)****Recognition and measurement (under AASB 16 from 1 July 2019)**

NSW Police Force assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

NSW Police Force recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets, except for short-term leases and leases of low-value assets.

**i. Right-of-use assets**

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

- Land and buildings 3 to 25 years
- Motor vehicles and other equipment 2 to 5 years

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

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

**ii. Lease liabilities**

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

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

Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, which is generally the case for the entity's leases, the lessee's incremental borrowing rate is used, being the rate that the entity would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment with similar terms, security and conditions.

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

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

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

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

**13. LEASES (continued)**
**iii. Short-term leases and leases of low-value assets (continued)**

to be low value. Lease payments on short-term leases and leases of low value assets are recognised as expense on a straight-line basis over the lease term.

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

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

**Recognition and measurement (under AASB 117 until 30 June 2019)**

The determination of whether an arrangement is (or contains) a lease is based on the substance of the arrangement at the inception of the lease. The arrangement is, or contains, a lease if fulfilment of the arrangement is dependent on the use of a specific asset or assets and the arrangement conveys a right to use the asset (or assets), even if that asset (or those assets) is not explicitly specified in an arrangement.

Until 30 June 2019, a lease was classified at the inception date as a finance lease or an operating lease. A lease that transferred substantially all the risks and rewards incidental to ownership to the entity was classified as a finance lease.

Where a non-current asset was acquired by means of a finance lease, at the commencement of the lease, the asset was recognised at its fair value or, if lower, at the present value of the minimum lease payments. The corresponding liability was established at the same amount. Lease payments were apportioned between finance charges and reduction of the lease liability so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges were recognised in finance costs in the statement of comprehensive income.

Property, plant and equipment acquired under finance leases was depreciated over the useful life of the asset. However, if there is no reasonable certainty that NSW Police Force will obtain ownership by the end of the lease term, the asset was 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 were recognised as an operating expense in the statement of comprehensive income on a straight-line basis over the lease term.

**14. INTANGIBLE ASSETS**

	<b>Software \$'000</b>
<b>At 1 July 2019</b>	
Cost (gross carrying amount)	281,528
Accumulated amortisation and impairment	<u>(154,206)</u>
<b>Net Carrying Amount</b>	<b><u>127,322</u></b>
<b>At 30 June 2020</b>	
Cost (gross carrying amount)	294,917
Accumulated amortisation and impairment	<u>(171,493)</u>
<b>Net Carrying Amount</b>	<b><u>123,424</u></b>

	<b>Software \$'000</b>	<b>Work in Progress \$'000</b>	<b>Total \$'000</b>
<b>Period ended 30 June 2020</b>			
<b>Net carrying amount at beginning of year</b>	<b>126,813</b>	<b>509</b>	<b>127,322</b>
Additions (from internal development)	12,496	6,725	<b>19,221</b>
Transfers from work in progress	(1,308)	-	<b>(1,308)</b>
Amortisation (recognised in "depreciation and amortisation")	<u>(21,811)</u>	<u>-</u>	<b><u>(21,811)</u></b>
<b>Net carrying amount at end of year</b>	<b><u>116,190</u></b>	<b><u>7,234</u></b>	<b><u>123,424</u></b>

**14. INTANGIBLE ASSETS (continued)**

	<b>Software \$'000</b>
<b>At 1 July 2018</b>	
Cost (gross carrying amount)	254,512
Accumulated amortisation and impairment	<u>(132,714)</u>
<b>Net Carrying Amount</b>	<b><u>121,798</u></b>
<b>At 30 June 2019</b>	
Cost (gross carrying amount)	281,528
Accumulated amortisation and impairment	<u>(154,206)</u>
<b>Net Carrying Amount</b>	<b><u>127,322</u></b>

	<b>Software \$'000</b>	<b>Work in Progress \$'000</b>	<b>Total \$'000</b>
<b>Year ended 30 June 2019</b>			
<b>Net carrying amount at beginning of year</b>	<b>120,519</b>	<b>1,279</b>	<b>121,798</b>
Additions (from internal development)	21,293	218	<b>21,511</b>
Transfers from Work in Progress	7,204	(988)	<b>6,216</b>
Amortisation (recognised in "depreciation and amortisation")	<u>(22,203)</u>	<u>-</u>	<u><b>(22,203)</b></u>
<b>Net carrying amount at end of year</b>	<b><u>126,813</u></b>	<b><u>509</u></b>	<b><u>127,322</u></b>

**Recognition and Measurement**

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

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 NSW Police Force's intangible assets, the assets are carried at cost less any accumulated amortisation and impairment losses.

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 12.)

**15. FAIR VALUE MEASUREMENT OF NON-FINANCIAL ASSETS**
**Fair value measurement and hierarchy**

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

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

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

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

**(a) Fair Value Hierarchy**

<b>Year ended 30 June 2020</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Total fair value</b>
<b>Property, plant and equipment (Note 12)</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Land and buildings	-	-	1,326,550	<b>1,326,550</b>
Marine equipment and aviation assets	-	-	69,728	<b>69,728</b>
			<b>1,396,278</b>	<b>1,396,278</b>
<b>Non-current assets held for sale (Note 11)</b>				
Marine equipment and aviation assets	-	-	550	<b>550</b>
	-	-	<b>1,396,828</b>	<b>1,396,828</b>

There were no transfers between Level 1 or Level 2 during 2020.

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.

<b>Year ended 30 June 2019</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Total fair value</b>
<b>Property, plant and equipment (Note 12)</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Land and buildings	-	-	1,290,120	<b>1,290,120</b>
Leased buildings	-	-	71,737	<b>71,737</b>
Marine equipment and aviation assets	-	-	42,887	<b>42,887</b>
<b>Non-current assets held for sale (Note 11)</b>				
Marine equipment and aviation assets	-	-	1,864	<b>1,864</b>
	-	-	<b>1,406,608</b>	<b>1,406,608</b>

There were no transfers between Level 1 or Level 2 during 2019.

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

**15. FAIR VALUE MEASUREMENT OF NON-FINANCIAL ASSETS (continued)**
**(b) Valuation techniques, input and processes**

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

For the valuation processes refer Note 12.

Class	Valuation Technique	Key inputs
<b>Land and buildings</b>		
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"> <li>- Comparable property sales values</li> <li>- Adjustments for location, topography, construction, age, condition, and size</li> <li>- Adjustments for restrictions or enhancements</li> </ul>
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"> <li>- Estimated construction costs for customisation.</li> <li>- Depreciation rate / useful life.</li> </ul>
<b>Plant and equipment</b>		
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"> <li>- Secondary market data.</li> <li>- Adjustments for engine overhauls or replacements, paint scheme, location, law enforcement equipment, and design modifications.</li> </ul>
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"> <li>- Secondary market data.</li> <li>- Adjustments for engine overhauls or replacements, paint scheme, location, law enforcement equipment, and design modifications.</li> </ul>



**15. FAIR VALUE MEASUREMENT OF NON-FINANCIAL ASSETS (continued)**
**(b) Valuation techniques, input and processes (continued)**

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

**(c) Reconciliation of recurring Level 3 fair value measurements**

<b>As at 30 June 2020</b>	<b>Land and building \$'000</b>	<b>Marine Equipment and Aviation Assets \$'000</b>	<b>Leased buildings \$'000</b>	<b>Assets held for sale</b>	<b>Total Recurring Level 3 Fair Value \$'000</b>
<b>Fair value as at 1 July 2019</b>	1,290,120	42,887	71,737	1,864	1,406,608
Additions	61,051	24,178	-	-	85,229
Assets held for sale	-	1,314	-	(1,314)	-
Revaluation increments/ decrements recognised in other comprehensive income - included in line item 'Net increase / decrease) in property, plant and equipment revaluation surplus'	4,636	10,930	-	-	15,566
Derecognition of finance lease assets on initial application of AASB 16	-	-	(71,737)	-	(71,737)
Disposals written off to profit and loss	(41)	(963)	-	-	(1,004)
Depreciation expense	(29,216)	(8,618)	-	-	(37,834)
<b>Fair value as at 30 June 2020</b>	<b>1,326,550</b>	<b>69,728</b>	<b>-</b>	<b>550</b>	<b>1,396,828</b>

**16. RESTRICTED ASSETS**

Included in the current assets are the following restricted assets:

Death and Disabilities Scheme Monies

	<b>2020 \$'000</b>	<b>2019 \$'000</b>
Death and Disabilities Scheme Monies	8,210	2,553
	<b>8,210</b>	<b>2,553</b>

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 Force'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.

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>17. CURRENT LIABILITIES - PAYABLES</b>		
Accrued salaries, wages and on-costs	28,019	12,863
Payroll tax	12,096	10,756
Fringe benefits tax	1,410	1,355
Pay as you go tax withheld	25,358	24,056
Employee deductions withheld	88	26
Superannuation guarantee charge payable	26	67
Creditors	12,577	26,381
Property related expenses	12,095	8,078
State Contingencies Grant COVID-19	6,720	-
Capital expense accruals	2,840	5,211
Motor vehicle costs	3,114	5,619
Readsoft uncoded expense accruals	21	94
Copyright fees	1,848	1,566
Telephone and communications services	119	384
Goods and services tax accrual	1,041	3,152
DNA Service Fees	1,200	1,001
Printing and stationary	688	844
Information and communication technology expenses	664	234
Legal fees	454	160
Sponsorship - Australian Criminal Intelligence Commission	20	802
Auditor's remuneration - audit of the financial statements	176	185
Various sundry accruals	4,203	4,819
<b>Total</b>	<b>114,777</b>	<b>107,653</b>

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

#### **Recognition and measurement**

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

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

	2020 \$'000	2019 \$'000
<b>18. CURRENT / NON-CURRENT LIABILITIES – BORROWINGS</b>		
<b>Current borrowings</b>		
Finance leases	-	16,397
Lease liability	55,077	-
	<u><b>55,077</b></u>	<u><b>16,397</b></u>
<b>Non-current borrowings</b>		
Finance leases	-	79,857
Lease liability	626,391	-
	<u><b>626,391</b></u>	<u><b>79,857</b></u>
<b>Total Borrowings - Refer Note 13</b>	<u><b>681,468</b></u>	<u><b>96,254</b></u>

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

#### Recognition and measurement

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 as well as through the amortisation process.

Finance lease liabilities are determined in accordance with AASB 117 *Leases* until 30 June 2019. From 1 July 2019, lease liabilities are determined in accordance with AASB 16 *Leases*.

#### Financial guarantees

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

#### Recognition and measurement

Financial guarantee contracts are recognised as a financial liability at the time the guarantee is issued. The liability is initially measured at fair value, being the premium received. Subsequent to initial recognition, NSW Police Force's liability under each guarantee is measured at the higher of the amount initially recognised less cumulative amortisation, and an expected credit loss provision.

NSW Police Force did not provide any financial guarantee contracts for the years ended 30 June 2020 and 30 June 2019.

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

Changes in liabilities arising from financing activities.

	Treasury advances repayable \$'000	Leases \$'000	Total liabilities from financing activities \$'000
1 July 2018	80	110,900	<b>110,980</b>
Cash flows	(80)	(14,646)	<b>(14,726)</b>
30 June 2019	<u>-</u>	<u><b>96,254</b></u>	<u><b>96,254</b></u>
Recognised on adoption of AASB16			
1 July 2019	-	210,238	<b>210,238</b>
Cash flows	-	<b>(57,769)</b>	<b>(57,769)</b>
New leases	-	608,427	<b>608,427</b>
Early terminations	-	(79,428)	<b>(79,428)</b>
30 June 2020	<u>-</u>	<u><b>681,468</b></u>	<u><b>681,468</b></u>

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>19. CURRENT / NON-CURRENT LIABILITIES – PROVISIONS</b>		
<b>Employee benefits and related on costs - Current</b>		
Annual leave *	229,331	216,387
Annual leave on long service leave	67,536	62,011
Non-renewal benefit*	89,430	88,365
Leave loading	2,242	2,116
Workers' compensation on long service leave	10,776	9,900
Superannuation on long service leave	46,339	42,568
Other Oncost on Leave - Superannuation	38,244	34,837
Payroll tax on annual leave liability	17,495	16,724
Payroll tax on long service leave	64,938	59,652
Death and disability self-insurance scheme	4,800	10,200
	<b>571,131</b>	<b>542,760</b>
<b>Other Provisions - Current</b>		
Restoration costs - Current	6,728	7,526
	<b>6,728</b>	<b>7,526</b>
<b>Total</b>	<b>577,859</b>	<b>550,286</b>
 <b>Employee benefits and related on costs - Non-Current</b>		
Annual leave on long service leave	5,873	5,392
Non-renewal benefit	25,633	25,860
Workers' compensation on long service leave	937	861
Superannuation on long service leave - Non-current	4,029	3,702
Payroll tax on long service leave	5,647	5,187
Payroll tax on other leave provisions	1,397	1,409
Death and disability self-insurance scheme	4,000	5,300
	<b>47,516</b>	<b>47,711</b>
<b>Subtotal Employee benefits and related on costs</b>	<b>618,647</b>	<b>590,471</b>
 <b>Other Provisions - Non-Current</b>		
Restoration costs - Non-current	21,409	19,012
	<b>21,409</b>	<b>19,012</b>
<b>Subtotal Other Provisions</b>	<b>28,137</b>	<b>26,538</b>
 <b>Total Current Provisions</b>	<b>577,859</b>	<b>550,286</b>
<b>Total Non-Current Provisions</b>	<b>68,925</b>	<b>66,723</b>
<b>Total Provisions</b>	<b>646,784</b>	<b>617,009</b>
 <b>Aggregate employee benefits and related on-costs</b>		
Provisions - Current	571,131	542,760
Provisions - Non-Current	47,516	47,711
Accrued salaries, wages and on-costs (refer Note 17)	28,019	12,863
	<b>646,666</b>	<b>603,334</b>

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

(i) Annual leave totals \$2.483 million (\$2.638 million in 2018-19)

(ii) Non-renewal benefit totals \$70.235 million (\$70.621 million in 2018-19)

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

	2020 \$'000	2019 \$'000
<b>Movement in provisions - other than employee benefits</b>		
Movements in the restoration provision during the financial year are set out below:		
<b>Restoration Costs</b>		
Carrying amount at the beginning of financial year	26,538	26,398
Additional provisions recognised	17,947	6,915
Amounts used	(415)	(43)
Unused amounts reversed	(16,058)	(5,370)
Unwinding / change in the discount rate	125	(1,362)
Carrying amount at the end of financial year	<u>28,137</u>	<u>26,538</u>

**Recognition and Measurement****Employee benefits and related on-costs****Salaries and wages, annual leave, sick leave and on-costs**

Salaries and wages (including non-monetary benefits), 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.

**Long service leave and superannuation**

The liabilities for long service leave and defined benefit superannuation of NSW Police Force are assumed by the Crown Entity. 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 the present value of expected future payments to be made in respect of services provided up to the reporting date. Consideration is given to certain factors based on actuarial review, including expected future wage and salary levels, experience of employee departures, and periods of service. Expected future payments are discounted using Commonwealth government bond rate at the reporting date.

The superannuation expense for the financial year is determined by using the formulae specified in the Treasurer's Directions. The expense for certain superannuation schemes (i.e. Basic Benefit and 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.

**19. CURRENT / NON-CURRENT LIABILITIES - PROVISIONS (continued)****Recognition and Measurement (continued)*****Employee benefits and related on-costs (continued)******Consequential on-costs***

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

***Other provisions***

Other provisions exist when: NSW Police Force has a present legal or constructive obligation because 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 1.01%, which is the 10-year government bond rate at 20 June 2020, which reflects the current market assessments of the time value of money and the risks specific to the liability.

Other provisions include restoration costs of \$28.137 million (2019: \$26.538 million) which recognises NSW Police Force's obligations to dismantle, remove and restore items of property, plant and equipment on the leased properties to its original condition at the conclusion of the lease. The amount of the provision is the best estimate of the expenditure required to settle the present obligations, discounted to reflect the present value of such expenditures.

***Non-renewal benefit***

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

The Crown Employees (Police Officers -2017) Award, Section 72 Non-Renewal Benefit, was amended to allow Commissioned Police officers to voluntarily access their accrued benefit for a completed term or terms (unconditional benefits) without termination of employment. The benefit is paid at a reduced rate of 80% and the officer agrees to forfeit the remaining 20%. The Commissioned Police officer's benefits for their current contract term (pro rata benefits) cannot be cashed out and are unaffected.

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

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

A shorthand method, based on actuarial report obtained as at 30 June 2018, was applied to calculate the current liability. This calculation is based on the application of a discount factor of 0.94 to total non-renewal benefit liability.

The next actuarial assessment of this liability is due no later than 30 June 2021.

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

***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 2020 is based on data as at 30 June 2020.

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 NSW Police Force from 23 June 2005 until its replacement by the Police Amendment (Death and Disability) Act 2011.

**19. CURRENT / NON-CURRENT LIABILITIES - PROVISIONS (continued)****Recognition and Measurement (continued)****Employee benefits and related on-costs (continued)*****The NSW Police Force Blue Ribbon Super Scheme (continued)***

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 if 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. NSW Police Force (employer) and police officers (employees) make contributions as required by these Awards.

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 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 2020 the estimated recovery exceeded the estimated liability.

The liability has been discounted at an assumed government bond rate of 0.2% with a term of 1.0 years. The largest component of the liabilities is the risk sharing payments to TAL where the insured death and TPD claims experience is above a specified level.

The liability is disclosed in Note 19 as part of 'Current / Non-Current Liabilities – Provisions' and the recovery is disclosed in Note 8 as part of 'Current / Non-Current Assets – Receivables'.



	2020 \$'000	2019 \$'000
<b>20. CURRENT / NON-CURRENT LIABILITIES – OTHER</b>		
<b>Other Liabilities - Current</b>		
Lease incentives	-	370
Liabilities under transfers to acquire or construct non-financial assets to be controlled by NSW Police Force	28	-
Other	82	266
	<u>110</u>	<u>636</u>
<b>Other Liabilities - Non-Current</b>		
Lease incentives	-	1,120
	<u>-</u>	<u>1,120</u>
<b>Total Liabilities - Other</b>	<u>110</u>	<u>1,756</u>
<b>Reconciliation of financial assets and corresponding liabilities arising from transfers to acquire or construct non-financial assets to be controlled by the entity</b>		
	<b>2020 \$'000</b>	
Liabilities arising from transfers to acquire/construct non-financial assets to be controlled by the entity recognised upon initial application of AASB 1058	28	
Add: receipt of cash / receivables during the financial year	-	
Deduct: income recognised during the financial year	-	
Closing balance of liabilities arising from transfers to acquire/construct non-financial assets to be controlled by the entity	<u>28</u>	

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

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

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

#### ***Lease incentives (up to 30 June 2019)***

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.

#### ***Lease incentives (from 1 July 2019)***

Lease incentives relating to operating leases are adjusted against the corresponding Right-of-use assets and depreciated over the term of the lease.

## **21. EQUITY AND RESERVES**

### **Recognition and Measurement**

#### **(i) Revaluation surplus**

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

#### **(ii) Accumulated funds**

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

**21. EQUITY AND RESERVES (continued)****(iii) 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' are designated or required by Accounting Standards to be treated as contributions by owners and recognised as an adjustment to "Accumulated Funds". This treatment is consistent with AASB 1004 *Contributions* and Australian Accounting Interpretation 1038 *Contributions by Owners Made to Wholly Owned Public-Sector Entities*.

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

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

**INCREASE / (DECREASE) IN NET ASSETS FROM EQUITY TRANSFERS**

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>Transfers of property, plant and equipment</b>		
To Property NSW	-	(15,232)
To NSW Telecommunications Authority	(1,152)	(720)
<b>Increase / (Decrease) in Net Assets from Equity Transfers</b>	<b><u>(1,152)</u></b>	<b><u>(15,952)</u></b>

**To Property NSW:**

The Premier's Memorandum 2012-20 (PM12-20) provides that all owned office buildings and other non-operational real property assets that are capable of being divested to a third party without affecting service delivery are to be vested in Property NSW.

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

As of the 1st September 2017, Property NSW assumed full responsibility for managing the NSW Police Force residential property portfolio. The vesting orders were issued in eight phases from May 2017 to June 2019.

There were no vesting orders issued for the year ended 30 June 2020.

The formal process of transitioning the remaining land title certificates to Property NSW is expected to be completed in 2021.

**To NSW Telecommunications Authority:**

The Property and Infrastructure Memorandum, dated 1 February 2018, provides for the integration of various telecommunications networks. The NSW Telecommunications Authority as part of the Critical Communications Enhancement Program (CCEP) program of works is in process of identifying, integrating and rationalising infrastructure of various NSW Government agencies, including NSW Police Force.

**21. EQUITY AND RESERVES (continued)****(iii) Equity transfers (continued)**

The vesting order for phase one of the radio site infrastructure assets was completed in the financial year 2018-19.

The vesting order for phase two and three of the radio site infrastructure assets was completed in the financial year 2019-20.

The formal process of transitioning the remaining radio site infrastructure assets to NSW Telecommunications Authority is expected to continue in 2020.

**(iv) Reserves**

Separate reserve accounts are recognised in the financial statements only if such accounts are required by specific legislation or Australian Accounting Standards.

**22. COMMITMENTS FOR EXPENDITURE****(a) Capital Commitments**

Aggregate capital expenditure contracted for at balance date and not provided for:

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
Within one year	91,432	60,247
Later than one year and not later than five years	-	40,021
Later than five years	-	-
<b>Total (including GST)</b>	<b><u>91,432</u></b>	<b><u>100,268</u></b>

Input tax credits of \$8.312 million (\$9.115 million in 2018-19), expected to be recoverable from the Australian Taxation Office, are included above.

**23. CONTINGENT LIABILITIES AND CONTINGENT ASSETS**

	2020 \$'000	2019 \$'000
<b>(a) Contingent Liabilities</b>		
Contingent liabilities comprise of actual and potential claims and proceedings that arise in the conduct of the NSW Police Force's business. The contingent liabilities are estimates of anticipated legal expenses, legal claim liabilities and associated legal expenses.		
The contingent liabilities exclude:		
- insured liabilities or legal expenses paid from the Attorney General of NSW's 'core' fund, and		
- estimates for settlements, which if the claimant is successful, will be met by NSW Treasury Managed Fund.	<u>2,289</u>	<u>1,366</u>
<b>(b) Contingent Assets</b>		
Before the termination date of the now (Former) lease term, 30 May 2024, the Lessor and the NSW Police Force negotiated the lease for the Parramatta Headquarters for a lease term of 25 years. The negotiated lease commenced on 1 January 2020.		
As part of the conditions of the Former lease term, the Lessor agreed that, on the fifteenth anniversary of the lease (1 June 2019), it will deposit \$6 million (expressed as a nominal amount) in an account in its name. The Lessor on 1 July 2019, deposited \$6 million in a trust account in its name.		
The NSW Police Force may, at any time after the deposit of the funds, request that the Lessor carry out refurbishment work to the premises in accordance with the NSW Police Force's request, up to maximum value of \$6 million plus any interest accrued in the account from 1 June 2019.		
The value of the outstanding refurbishment work to the premises to be carried out by the Lessor as at 30 June 2020 is: \$5.217 million.	<u>5,217</u>	<u>6,000</u>

**24. BUDGET REVIEW**

The budgeted amounts shown represent 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 set out below.

**Net Result:**

The Net Result was adverse to the original budget by \$148 million.

The Net Result included the adverse impact of the following major variances:

- \$82 million adjustment to long service leave expense and associated on-costs primarily due to the impact of the actuarial valuation of the significant reduction in the Commonwealth 10-year bond rate over the year (from 1.32% to 0.87%). Consistent with prior years, NSW Treasury have confirmed that this item is excluded from any assessment of NSW Police Force financial performance.
- \$52 million (net) relating to historical Treasury Managed Fund (TMF) Workers Compensation hindsight adjustments;

**Assets and liabilities:**

Total current assets at 30 June 2020 were \$23 million higher than budget mainly due to:

- An increase in cash in bank by \$48 million, primarily relating to:
  - An increase of \$36 million from the sale of goods and services from contracts with customers;
  - \$52 million capital grant funding unspent and carried into the 2020/21 financial year; and
  - The net payment of TMF Workers' Compensation hindsight adjustment of \$52 million.

Non-current assets increased by \$349 million mainly due to:

- A \$440 million net increase in the right of use assets mainly reflects the extended 25-year lease agreement for the Parramatta Headquarters, which was not included in the original budget. In addition, the transition balance as at 1 July 2019 for right of use assets, was lower than the budgeted balance at the time of developing the original budget; and is
- Partially offset by a net decrease in intangible assets and property, plant and equipment of \$81 million and \$10 million, respectively.

Total liabilities increased by \$479 million mainly attributed to an increase in borrowings of \$388 million due to the new 25- year lease agreement for the Parramatta Headquarters and in employee provisions by \$92 million.

**Cash flows:**

Net cash flows from operating activities decreased by \$134 million due to:

- An increase of \$164 million in other payments mainly due timing differences associated with GST payments \$60 million; favourable movement in current payables \$32 million; stationery, consumables and stores expenses of \$33 million and Information and Communication Technology expenses of \$38 million;
- \$52 million (net) relating to historical TMF Workers Compensation hindsight adjustments;
- \$21 million favourable employee related expenses;
- An increase in sale of goods services mainly due to the reclassification of user pays of \$25 million from the Grants and Contributions; and
- An increase in other receipts of \$81 million mainly due to \$63 million in GST Recoveries and \$7 million in insurance recoveries.

The Net Cost of Services budget control outlined in Treasury Circular NSW TC12/08, rather than actual variations to the original budget, is the principal mechanism used to ensure general government agencies operate broadly consistent with

**24. BUDGET REVIEW (continued)**

the accrual based Budget Result and that agencies are managing the full range of resources under their management. Agency Net Cost of Services limits are set during the Budget process or through approved adjustments during the year. These variations are approved by either the Treasurer (in consultation where necessary with the Expenditure Review Committee of Cabinet) or NSW Treasury under delegation.

NSW Police Force received a range of approved budget variations during the year including additional funding for COVID-19 response and adjustments for the introduction of AASB16 Leases. NSW Treasury confirmed that unbudgeted long service leave adjustments arising from actuarial valuation at year end and variations in Cluster grants received due to the application of the Treasury cash management policy and the roll-over of unspent recurrent and / or capital funding between financial years are excluded from the assessment of agency financial performance.

With the exception of the historical TMF Workers Compensation hindsight payment (net) referred to above, NSW Police Force would have operated within Net Cost of Services limits for the year.

**25. RECONCILIATION OF CASH FLOWS FROM OPERATING ACTIVITIES TO NET RESULT**

Reconciliation of cash flows from operating activities to the net result as reported in the Statement of Comprehensive Income as follows:

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
Net Cash Flows from Operating Activities	209,685	166,779
Depreciation and amortisation	(211,056)	(151,760)
Net gain / (loss) on disposal of property, plant and equipment	(7,677)	(3,261)
Net gain / (loss) on disposal of assets held for sale	(313)	-
Net gain / (loss) on Right-of-use assets - land and buildings	114	-
Net gain / (loss) on Right-of-use assets - plant and equipment	7	-
Net gain / (loss) on derivatives at fair value through profit and loss	(636)	(110)
Non-cash revenue - capital donations	548	23
Non-cash revenue - (Refer Note 3(d))	3,758	1,391
Restoration costs - (Refer Note 19)	17,947	6,915
Net gain / (loss) on disposal of derivatives held for trading	-	52
Increase / (decrease) in receivables	(12,095)	(7,530)
Increase / (decrease) in contract assets	8,510	-
Decrease / (increase) in creditors	(7,125)	(19,271)
Decrease / (increase) in provisions	(29,775)	(33,250)
Decrease / (increase) in other liabilities	186	230
Increase / (decrease) in Capital Works expenditure accruals	(2,371)	3,003
Decrease / (increase) in contract liabilities	(1,267)	-
<b>Net result</b>	<b>(31,560)</b>	<b>(36,789)</b>

**26. NON-CASH FINANCING AND INVESTING ACTIVITIES**

	<b>2020</b>	<b>2019</b>
	<b>\$'000</b>	<b>\$'000</b>
Liabilities and expenses assumed by the Crown Entity:		
Superannuation	(51,682)	(55,421)
Long service leave	(164,262)	(226,630)
Payroll tax on superannuation	(2,816)	(3,021)
	<b>(218,760)</b>	<b>(285,072)</b>

## 27. TRUST FUNDS

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

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

	2020 \$'000	2019 \$'000
<b>Crown Trust Fund Account</b>		
Cash balance at 1 July	35,976	33,556
Add: Receipts	43,624	31,375
Less: Expenditure	(39,527)	(28,955)
<b>Cash balance at 30 June</b>	<b>40,073</b>	<b>35,976</b>

### Recognition and measurement

#### Trust funds

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

	2020 \$'000	2019 \$'000
<b>28. ADMINISTERED ASSETS AND LIABILITIES</b>		
<b>Administered assets<sup>1</sup></b>		
Receivables	51	63
<b>Total Administered Assets</b>	<b>51</b>	<b>63</b>
<b>Administered liabilities<sup>2</sup></b>		
Unearned income due not later than one year	12,673	12,219
Unearned income due later than one year	16,966	17,052
<b>Total Administered Liabilities</b>	<b>29,639</b>	<b>29,271</b>

Note

1. The administered assets comprise of accrued income from Transport for NSW for the month of June 2020.
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.

	2020 \$'000	2019 \$'000
<b>29. ADMINISTERED INCOME</b>		
Firearms Licensing	9,940	9,899
Security industry licensing	11,714	11,227
Fines and forfeitures	2,274	1,405
Receipts under Crimes Act	463	348
Other	46	42
	<b>24,437</b>	<b>22,921</b>

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

### 30. FINANCIAL INSTRUMENTS

NSW Police Force's main risks arising from financial instruments are outlined below, together with NSW Police Force's objectives, policies and processes for measuring and managing risk. These financial instruments arise directly from NSW Police Force's operations or are required to finance NSW Police Force's operations. NSW Police Force does not enter or trade financial instruments, including derivative financial instruments, for speculative purposes. Further quantitative and qualitative disclosures are included throughout 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 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

Class	Note	Category	Carrying amount 2020 \$'000	Carrying amount 2019 \$'000
<b>Financial Assets</b>				
Cash and cash equivalent	7	Amortised cost	186,674	231,294
Receivables <sup>1</sup>	8	Amortised cost	20,287	34,898
Contract assets	9	Amortised cost	8,510	-
<b>Financial liabilities</b>				
Payables <sup>2</sup>	17	Amortised cost	75,128	69,501
Contract liabilities	9	Amortised cost	1,267	-
Borrowings	18	Amortised cost	681,468	96,254
Financial liabilities at fair value	10	Fair value through profit or loss	644	8
Other liabilities	20	Amortised cost	110	1,756

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

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

NSW Police Force determines the classification of its financial assets and liabilities after initial recognition and, when allowed and appropriate, re-evaluates this at each financial year end.

#### (b) De-recognition of financial assets and financial liabilities

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

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

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

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

#### (c) Offsetting financial instruments

Financial assets and financial liabilities are offset and the net amount is reported in the Statement of Financial Position if there is currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, or to realise the net assets and settle the liabilities simultaneously.



**30. FINANCIAL INSTRUMENTS (continued)****(d) Credit risk - Finance risks**

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

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

Credit risk associated with NSW Police Force's financial assets, other than receivables, is managed through the selection of counterparties and establishment of minimum credit rating standards.

NSW Police Force considers a financial asset in default when contractual payments are 90 days past due. However, in certain cases, NSW Police Force may also consider a financial asset to be in default when internal or external information indicates that the entity is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by NSW Police Force.

***Cash***

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.

**Accounting policy for impairment of trade debtors and other financial assets*****Receivables - trade and other debtors***

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.

NSW Police Force applies the AASB 9 *Financial Instruments* simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all trade debtors.

To measure the expected credit losses, trade receivables have been grouped based on shared credit risk characteristics and the days past due.

The expected loss rates are based on historical observed loss rates. The historical loss rates are adjusted to reflect current and forward-looking information on macroeconomic factors affecting the ability of the customers to settle the receivables. NSW Police Force has not identified any macroeconomic factors that may impact the historical loss rates.

Trade debtors are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include, amongst others a failure to make contractual payments for a period of greater than 90 days past due.

Most of NSW Police Force's debtors have a B credit rating.

COVID-19 has resulted in a microeconomic impact of an increase of \$1.555 million in allowance for expected credit losses in relation to trade receivables from contracts with customers.

**30. FINANCIAL INSTRUMENTS (continued)**
**(d) Credit risk - Finance risks (continued)**

The loss allowance for trade debtors as at 30 June 2020 and 30 June 2019 was determined as follows:

<b>Trade Debtors</b>		<b>30 June 2020</b>				
		<b>\$'000</b>				
	<b>Current</b>	<b>&lt;30 days</b>	<b>30-60 days</b>	<b>61-90 days</b>	<b>&gt;91 days</b>	<b>Total</b>
Expected credit loss rate	0%	7%	5%	55%	77%	
Estimated total gross carrying amount at default	-	1,451	1,661	62	1,837	<b>5,011</b>
Expected credit loss	-	98	89	34	1,418	<b>1,639</b>
		<b>30 June 2019</b>				
		<b>\$'000</b>				
	<b>Current</b>	<b>&lt;30 days</b>	<b>30-60 days</b>	<b>61-90 days</b>	<b>&gt;91 days</b>	<b>Total</b>
Expected credit loss rate	0%	1%	1%	4%	14%	
Estimated total gross carrying amount at default	-	1,332	609	207	700	<b>2,848</b>
Expected credit loss	-	13	6	8	255	<b>282</b>
<b>Other debtors</b>		<b>30 June 2020</b>				
		<b>\$'000</b>				
	<b>Current</b>	<b>&lt;30 days</b>	<b>30-60 days</b>	<b>61-90 days</b>	<b>&gt;91 days</b>	<b>Total</b>
Expected credit loss rate	N/A	N/A	N/A	N/A	N/A	
Estimated total gross carrying amount at default	-	189	25	32	4,588	<b>4,834</b>
Expected credit loss	-			11	4,229	<b>4,240</b>
		<b>30 June 2019</b>				
		<b>\$'000</b>				
	<b>Current</b>	<b>&lt;30 days</b>	<b>30-60 days</b>	<b>61-90 days</b>	<b>&gt;91 days</b>	<b>Total</b>
Expected credit loss rate	N/A	N/A	N/A	N/A	N/A	
Estimated total gross carrying amount at default	-	835	56	35	6,049	<b>6,975</b>
Expected credit loss	-	26	-	-	5,645	<b>5,671</b>

Notes: The analysis excludes statutory receivables, prepayments, as these are not within the scope of AASB 7 *Financial Instruments: Disclosures*. Therefore, the 'total' will not reconcile to the receivables total in Note 8.

NSW Police Force is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors as at 30 June 2020.

**30. FINANCIAL INSTRUMENTS (continued)****(e) Liquidity risk - Finance risks**

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

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

During the current and prior years, there were no defaults or breaches on any loans payable. No assets have been pledged as collateral. NSW Police Force's exposure to liquidity risk is deemed insignificant based on prior 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, 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 8.09% (2019 – 9.50%).

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

	Weighted average effective interest rate	Nominal amount \$'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
<b>2020</b>								
Payables <sup>1</sup>	-	75,128	-	-	75,128	75,128	-	-
Contract liabilities	-	1,267	-	-	1,267	1,267	-	-
Borrowings:								
Lease liability	2.42%	681,468	-	681,468	-	55,076	98,977	527,415
Other	-	110	-	-	110	110	-	-
		<b>757,973</b>	-	<b>681,468</b>	<b>76,505</b>	<b>131,581</b>	<b>98,977</b>	<b>527,415</b>
<b>2019</b>								
Payables <sup>1</sup>	-	69,501	-	-	69,501	69,501	-	-
Borrowings:								
Finance Lease	6.61%	96,254	96,254	-	-	16,397	79,857	-
Other:								
Lease	-	1,490	-	-	1,490	370	1,120	-
Incentives	-	266	-	-	266	266	-	-
Other	-	-	-	-	-	-	-	-
		<b>167,511</b>	<b>96,254</b>	-	<b>71,257</b>	<b>86,534</b>	<b>80,977</b>	-

**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.

**30. FINANCIAL INSTRUMENTS (continued)****(f) Market risk - Finance risks**

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

**Foreign exchange rate risk**

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

NSW Police Force has one foreign exchange forward contract outstanding at year end, which relate to the purchase of plant and equipment.

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below for interest rate risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which NSW Police Force operates and the time frame for the assessment (i.e. until the end of the next annual reporting 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 2019-2020. The analysis assumes that all other variables remain constant.

**Interest rate risk**

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

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

		-1%		+1%	
	Carrying amount \$'000	Net result \$'000	Equity \$'000	Net result \$'000	Equity \$'000
<b>2020</b>					
<b>Financial assets:</b>					
Cash and cash equivalents	186,674	(1,867)	(1,867)	1,867	1,867
Receivables	20,287	-	-	-	-
Contract assets	8,510	(85)	(85)	85	85
<b>Financial liabilities:</b>					
Payables	75,128	751	751	(751)	(751)
Contract liabilities	1,267	13	13	(13)	(13)
Borrowings	681,468	6,815	6,815	(6,815)	(6,815)
Other liabilities	110	1	1	(1)	(1)
<b>2019</b>					
<b>Financial assets:</b>					
Cash and cash equivalents	231,294	(2,313)	(2,313)	2,313	2,313
Receivables	34,898	-	-	-	-
Financial assets at fair value	-	-	-	-	-
<b>Financial liabilities</b>					
Payables	69,501	695	695	(695)	(695)
Borrowings	96,254	-	-	-	-
Other liabilities	1,756	18	18	(18)	(18)

**30. FINANCIAL INSTRUMENTS (continued)****(f) Market risk - Finance risks (continued)****Other price risk**

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

**(g) Fair Value Measurement****Fair value compared to carrying amount**

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

Derivative financial instruments are measured at fair value. The carrying amount of derivative financial instruments approximates their fair values, largely due to the short-term maturities of these instruments.

**(h) Fair value recognised in the statement of financial position**

Management assessed that cash and short-term deposits, trade receivables, trade payables, and other current liabilities approximate their fair values, largely due to the short-term maturities of these instruments.

When measuring fair value, the valuation technique used maximises the use of relevant observable inputs and minimises the use of unobservable inputs. Under AASB 13 *Fair Value Measurement*, NSW Police Force categorises, for disclosure purposes, the valuation techniques based on the inputs used in the valuation techniques as follows:

- Level 1 - quoted (unadjusted) prices in active markets for identical assets / liabilities that the entity can access at the measurement date.
- Level 2 – inputs other than quoted prices included within Level 1 that are observable, either directly or indirectly.
- Level 3 – inputs that are not based on observable market data (unobservable inputs). NSW Police Force recognises transfers between levels of the fair value hierarchy at the end of the reporting period during which the change has occurred.

	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Total \$'000
<b>2020</b>				
<b>Financial liabilities at fair value</b>				
Derivative financial instrument	-	644	-	644
	-	<b>644</b>	-	<b>644</b>
<b>2019</b>				
<b>Financial liabilities at fair value</b>				
Derivative financial instrument	-	8	-	8
	-	<b>8</b>	-	<b>8</b>

**31. RELATED PARTY DISCLOSURES**

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

	2020 \$'000	2019 \$'000
Short-term employee benefits	2,424	2,457
Termination benefits	-	11
Other long-term employee benefits	12	223
Total remuneration	<b>2,436</b>	<b>2,691</b>

- (b) During the year, NSW Police Force did not enter into transactions with key management personnel, their close family members and controlled or jointly controlled entities thereof.

- (c) Government - related entities

- (i) Transport for NSW and NSW Police Force work in close collaboration to deliver Road Safety Initiatives and programs in accordance with the Road Safety Plan 2021. NSW Police Force have put in place an Enhanced Enforcement Program to augment other traffic operations provided across New South Wales. Transport for NSW provide ancillary funding for these additional operating costs, overtime, shift allowances for Police specifically involved in these programs. NSW Police Force is reimbursed the costs of these programs on a cost recovery basis. Refer Note 3(b).

Nature of transaction	2020		2019	
	Transaction value \$'000	Net receivable / (payable) \$'000	Transaction value \$'000	Net receivable / (payable) \$'000
Sale of goods and services	25,033	11,163	34,156	15,580
Total sale of goods and services from Transport for NSW	<b>25,033</b>	<b>11,163</b>	<b>34,156</b>	<b>15,580</b>

- (ii) NSW Police Force received grants from NSW Department of Communities and Justice. Refer Note 3(b).

- (iii) Acceptance by the Crown Entity of employee benefits and other liabilities. Refer Note 3(c) and Note 26.

Nature of transaction	2020		2019	
	Transaction value \$'000	Net receivable / (payable) \$'000	Transaction value \$'000	Net receivable / (payable) \$'000
Superannuation - defined benefit plans	51,682	-	55,421	-
Long service leave	164,262	-	226,630	-
Payroll tax	2,816	-	3,021	-
Total assumed by Crown Entity	<b>218,760</b>	<b>-</b>	<b>285,072</b>	<b>-</b>

**31. RELATED PARTY DISCLOSURES (continued)**
**(c) Government - related entities (continued)**

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

Nature of transaction	2020		2019	
	Transaction value \$'000	Net receivable / (payable) \$'000	Transaction value \$'000	Net receivable / (payable) \$'000
Workers' compensation insurance - Refer Note 2(a)	264,731	-	218,514	-
Insurance *	63,728	-	69,611	-
	<b>328,459</b>	<b>-</b>	<b>288,125</b>	<b>-</b>

\* Public liability, motor vehicle and property insurance confirmed by NSW Treasury Managed Fund (TMF). Included in Note 2(b).

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.

Nature of transaction	2020		2019	
	Transaction value \$'000	Net receivable / (payable) \$'000	Transaction value \$'000	Net receivable / (payable) \$'000
TMF hindsight adjustment for fund years 2016-17. Refer Note 2 (b)	(61,430)	-	(14,760)	-
TMF hindsight rebates for fund years 2014-15. Refer Note 3 (d)	9,801	-	47,161	-
	<b>(51,629)</b>	<b>-</b>	<b>32,401</b>	<b>-</b>

**(v) Other transactions**

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

**32. EVENTS AFTER THE REPORTING PERIOD**

At the date of signing, while there were no events subsequent to the reporting period which would have a material effect on the NSW Police Force's financial statements, the expenditure for ongoing NSW Police Force response and recovery operations for the COVID-19 pandemic may materially impact future financial performance and would require additional supplementation from the Crown Entity. This risk would be dependent upon the duration and severity of the COVID-19 pandemic.

**END OF AUDITED FINANCIAL STATEMENTS**

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# APPENDIX 1: NSW Police Force staff

## Movements in wages, salaries and allowances

The *Crown Employees (Police Officers – 2017) Award* provided an increase in salaries and allowances of 2.50% to all non-executive police officers from the first full pay period in July 2019. The *Crown Employees (NSW Police Administrative Officers and Temporary Employees) Award 2009* provided an increase in salaries and allowances of 2.50% to administrative officers from the first full pay period in July 2019. 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

	2015-16	2016-17	2017-18	2018-19	2019-20
Police officers <sup>a</sup>	16,627	16,649	16,788	17,111	17,348
Administrative officers	3,950	4,018	3,937	3,969	4,107
Ministerial officers <sup>b</sup>	0	0	0	0	0
<b>Total</b>	<b>20,577</b>	<b>20,667</b>	<b>20,725</b>	<b>21,080</b>	<b>21,455</b>

Source: NSW Police Force, SAP

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

b. 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

Rank	Internal police		External seconded external funded		External seconded internal funded		Total	
	2018-19	2019-20	2018-19	2019-20	2018-19	2019-20	2018-19	2019-20
Executive officers <sup>a</sup>	19	24	3	1	0	0	22	25
Commissioned officers <sup>b</sup>	814	789	3	3	1	1	818	793
Senior sergeants and sergeants	3,093	3,106	13	8	0	0	3,106	3,106
Senior constables, constables and probationary constables	13,148	13,420	15	11	2	3	13,165	13,424
<b>Total</b>	<b>17,074</b>	<b>17,321</b>	<b>34</b>	<b>23</b>	<b>3</b>	<b>4</b>	<b>17,111</b>	<b>17,348</b>

Source: NSW Police Force, Secondments, Workforce Capability & SAP

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

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

### Senior executives as at 30 June

Public service senior executive salary band	Male 2019	Female 2019	Male 2020	Female 2020
1	27	14	28	16
2	17	5	21	4
3	4	1	4	0
4	1	0	1	0

Source: NSW Police Force, SAP

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

### Average total remuneration package (TRP) of senior executives

Public service senior executive salary band (2019-20 range)	Average TRP 2018-19	Average TRP 2019-20
1 (\$192,600 – \$274,700)	\$227,065	\$236,372
2 (\$274,701 – \$345,550)	\$338,052	\$333,090
3 (\$345,551 – \$487,050)	\$427,339	\$460,000
4 (\$487,051 – \$562,650) <sup>a</sup>	\$548,950	\$649,500

Source: NSW Police Force, SAP

<sup>a</sup> The Commissioner of Police had a special SOORT determination effective from 1 January 2020

## Employee headcount

Command	Police officers	Administrative staff	Total
<b>Central Metropolitan Region</b>	<b>2,238</b>	<b>177</b>	<b>2,415</b>
Region office	102	14	116
Eastern Beaches PAC	207	15	222
Eastern Suburbs PAC	218	17	235
Inner West PAC	240	19	259
Kings Cross PAC	141	10	151
Leichhardt PAC	145	10	155
South Sydney PAC	230	18	248
St George PAC	284	18	302
Surry Hills PAC	148	14	162
Sutherland Shire PAC	253	23	276
Sydney City PAC	270	19	289
<b>North West Metropolitan Region</b>	<b>2,184</b>	<b>184</b>	<b>2,368</b>
Region office	93	17	110
Blacktown PAC	177	13	190
Blue Mountains PAC	116	11	127
Hawkesbury PAC	94	10	104
Ku-ring-gai PAC	128	11	139
Mount Druitt PAC	199	14	213
Nepean PAC	299	20	319
North Shore PAC	247	17	264
Northern Beaches PAC	273	21	294
Parramatta PAC	147	16	163
Quakers Hill PAC	113	8	121
Ryde PAC	191	17	208
The Hills PAC	107	9	116
<b>South West Metropolitan Region</b>	<b>2,103</b>	<b>176</b>	<b>2,279</b>
Region office	104	18	122
Auburn PAC	159	14	173
Bankstown PAC	223	19	242
Burwood PAC	239	19	258
Camden PAC	123	10	133
Campbelltown City PAC	287	22	309
Campsie PAC	147	13	160
Cumberland PAC	256	19	275
Fairfield City PAC	282	22	304
Liverpool City PAC	283	20	303

<b>Northern Region</b>	<b>2,191</b>	<b>185</b>	<b>2,376</b>
Region office	46	17	63
Brisbane Water PD	196	13	209
Coffs-Clarence PD	202	18	220
Hunter Valley PD	180	13	193
Lake Macquarie PD	211	16	227
Manning-Great Lakes PD	122	13	135
Mid North Coast PD	178	16	194
Newcastle City PD	244	17	261
Port Stephens-Hunter PD	235	18	253
Richmond PD	192	16	208
Tuggerah Lakes PD	210	13	223
Tweed-Byron PD	175	15	190
<b>Southern Region</b>	<b>1,513</b>	<b>144</b>	<b>1,657</b>
Region office	41	18	59
Lake Illawarra PD	215	16	231
Monaro PD	119	11	130
Murray River PD	188	19	207
Murrumbidgee PD	117	12	129
Riverina PD	198	16	214
South Coast PD	264	24	288
The Hume PD	176	15	191
Wollongong PD	195	13	208
<b>Western Region</b>	<b>1,223</b>	<b>147</b>	<b>1,370</b>
Region office	31	21	52
Barrier PD	104	16	120
Central West PD	127	21	148
Central North PD	179	20	199
Chifley PD	166	15	181
New England PD	210	19	229
Orana-Mid Western PD	230	24	254
Oxley PD	176	11	187

Note: The table outlines the actual police officer headcount and administrative officer headcount by region, police area command (PAC) and police district (PD) as at 30 June 2020. The table includes the region office, which is made up of the region enforcement squad, high visibility policing unit, operation support group and domestic violence high risk offender team for each respective region. The region headcounts exclude staff within deputy commissioner offices and commands that are centrally managed but deployed through the regions in specialist and corporate roles to provide investigative support, radio communications, call centres, forensic services, complaints and employee management, air and sea policing, specialist surveillance, canine and mounted support, media and public relations, counter terrorism and major crime investigation, police prosecutions, technology support, occupational health and safety, injury management, education and training, human resource support and asset management.

## Police separations

Rank	Retirement		Death		Resignation		Medically unfit <sup>c</sup>		Appointment annulment		Dismissal s80(3) <sup>d</sup>		Removal s181D <sup>e</sup>		Contract termination		Transfer		Total	
	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20
Executive officers <sup>a</sup>	0	0	0	0	0	1	1	2	0	0	0	0	0	0	0	0	0	0	1	3
Commissioned officers <sup>b</sup>	9	9	1	0	3	3	42	54	0	0	0	0	0	0	0	0	1	0	56	66
Senior sergeants and sergeants	18	21	2	3	31	13	77	98	0	0	0	0	0	1	0	0	5	7	133	143
Constables (all)	17	15	8	6	198	193	184	270	0	0	8	8	9	9	0	0	23	15	458	516
<b>Total</b>	<b>44</b>	<b>45</b>	<b>11</b>	<b>9</b>	<b>230</b>	<b>210</b>	<b>304</b>	<b>424</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>29</b>	<b>22</b>	<b>648</b>	<b>728</b>

## Administrative and ministerial officer separations

Category	Retirement		Death		Resignation		Medically unfit <sup>c</sup>		Appointment annulment		Contract termination		Dismissal		Temporary		Transfer		Secondment		Secondment to other govt body		Voluntary redundancy		Total	
	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20
Clerical	44	39	1	5	138	93	14	15	0	2	0	1	1	1	18	18	54	44	0	3	0	0	23	18	297	240
Professional	3	8	1	2	22	21	0	1	0	0	0	0	0	0	1	3	11	12	0	0	0	0	28	4	66	51
Other	6	10	3	1	61	54	4	6	1	1	0	0	1	0	4	5	18	16	0	0	0	0	0	0	99	93
Ministerial	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>53</b>	<b>57</b>	<b>5</b>	<b>8</b>	<b>221</b>	<b>168</b>	<b>18</b>	<b>22</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>23</b>	<b>26</b>	<b>83</b>	<b>72</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>51</b>	<b>22</b>	<b>462</b>	<b>384</b>

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

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

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

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

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

## APPENDIX 2: Equal employment opportunity

### Workforce diversity groups as a percentage of total staff<sup>a</sup>

Workforce diversity group	Benchmark or target	2017	2018	2019	2020
Women	50.0%	34.9%	34.7%	35.1%	35.4%
Aboriginal people and Torres Strait Islanders	3.3%	3.5%	3.7%	4.0%	3.9%
People whose first language spoken as a child was not English <sup>b</sup>	23.2%	8.3%	8.7%	12.0%	12.3%
People with a disability	5.6%	1.0%	0.8%	0.8%	0.8%
People with a disability requiring work-related adjustment	n/a	0.2%	0.2%	0.2%	0.2%

Source: NSW Department of Premier & Cabinet, Public Sector Workforce Profile – Workforce Diversity Report 2020

a: As at 30 June, excluding casual staff.

b. The increase in representation of 'people whose first language spoken as a child was not English' in 2019 is attributed to the increased overall and affirmative response rate compared to the previous years.

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 Census of Population & Housing has been included for people whose first language spoken as a child was not English. The Australian Bureau of Statistics 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. In December 2017, the NSW Government announced the target of doubling the representation of people with a disability in the NSW public sector from an estimated 2.7% to 5.6% by 2027. More information can be found in *Jobs for People with Disability: A plan for the NSW public sector*. The benchmark for 'People with a disability requiring work-related adjustment' was not updated.

### Distribution index<sup>c</sup>

Workforce diversity group	Benchmark or target	2017	2018	2019	2020
Women	100	95	95	95	95
Aboriginal people and Torres Strait Islanders	100	86	86	87	89
People whose first language spoken as a child was not English	100	95	95	91	92
People with a disability	100	101	98	101	102
People with a disability requiring work-related adjustment	100	107	100	98	98

Source: NSW Department of Premier & Cabinet, Public Sector Workforce Profile – Workforce Diversity Report 2020

c: 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

The NSW Police Force is committed to creating a diverse workforce and inclusive workplace where individual differences are valued and respected, and where everyone feels a sense of belonging and connection.

A key priority in 2019-20 was the development of a contemporary inclusion and diversity strategy and respective action plans for each diversity portfolio, including Gender Equality, Aboriginal & Torres Strait Islander, Culturally & Linguistically Diverse, Disability & Accessibility, LGBTIQ, and Multi-Generational.

The three key objectives of the NSW Police Force Inclusion & Diversity Strategy 2020-2023 are: to attract, develop and retain a workforce that represents the community of NSW; to build an inclusive workplace where people thrive and feel a sense of belonging and connection; and to cultivate principles of inclusive leadership.

The NSW Police Force currently has 130 employees from across the state and in a range of business units who provide language assistance to members of the community whose English language skills are limited. Since the launch of revised Community Language Allowance Scheme (CLAS) guidelines, a further 46 employees have undertaken the CLAS examinations with Multicultural NSW to either renew or start the CLAS program.

The NSW Police Force Inclusion & Diversity Council, which provides strategic direction to drive organisational step change, held its inaugural meeting in July 2019. The council is sponsored by the Commissioner of Police, chaired by the Deputy Commissioner Corporate Services, is gender balanced and includes ambassadors and representatives responsible for each of the diversity portfolios.

All police officers and administrative employees completed mandatory LGBTIQ awareness training in the 2019-20 training period.

The Transgender and Gender Diverse Employees Policy Statement was released in July 2019 reflecting the NSW Police Force's commitment to recruit and retain transgender or gender diverse employees, and to support them to affirm their gender in the workplace in a safe, positive and inclusive way.

In March 2020, the NSW Police Force outlined its key benchmarks of continuous improvement in relation to LGBTIQ workplace inclusion in a comprehensive, evidence-based submission to the Australian Workplace Equality Index. The NSW Police Force was again granted silver status and is positioned in the top 20% of all participating organisations for LGBTIQ workplace inclusion.

The NSW Police Force actively participated in the Tailored Talent Program, which aims to match people on the autism spectrum to jobs in the public sector. In April 2020, in consultation with the Public Service Commissioner, recruitment began for a role within the Digital Technology & Innovation Command, which was subsequently filled.

In June 2020, the NSW Police Force Executive endorsed a statement of commitment to support the work that the organisation is undertaking in relation to respectful, inclusive and productive workplace behaviour to develop a capable, engaged and resilient workforce.

The NSW Police Force participated in numerous events and initiatives that promoted diversity during 2019-20 including Wear it Purple Day, Harmony Day, International Men's Day, which acknowledged men who are influencing positive change to embed gender equality principles, practices and values in the organisation, and International Women's Day, which included the presentation of the Commissioner's Perpetual Awards for the Advancement of Women in Policing.

## APPENDIX 3: Disability inclusion action plans

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Under the *NSW Disability Inclusion Act 2014*, the NSW Police Force is not required to develop a disability inclusion action plan. However, the NSW Police Force is committed to providing an accessible and inclusive service to all vulnerable communities including people with disability. The NSW Police Force commitment towards vulnerable communities is articulated through a number of strategies and objectives in the *Ageing, Disability and Homelessness Portfolio Action Plan 2020*.

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

- the recruitment, induction and professional development of aged crime prevention officers (ACPO) to prevent and respond to abuse, neglect and exploitation of older people and people with disability. Six positions started in July 2019 and an additional six positions were to be established by September 2020
- investigation support, community engagement and networking with disability service providers and prevention of abuse, neglect and violence against older people and people with disability by ACPOs within their own commands and by commands within their region
- collaboration with the NSW Ageing & Disability Commission including cross referrals of matters
- maintenance of the cross-agency referral process with the NDIS Quality and Safeguards Commission
- ensuring that resources on policing public health orders in the COVID-19 environment are available in Easy Read
- the development of internal intelligence briefings on the impact of COVID-19 on people with disability
- regional and local implementation of the joint protocol to reduce the contact of people with disability in supported accommodation with the criminal justice system
- the development of a range of training and education products for frontline and specialist police on responding effectively to people on the autism spectrum, people with dementia and people with cognitive impairment
- collaboration with the Justice Advocacy Service, which provides support persons for people with cognitive impairment in contact with the criminal justice system
- the development and dissemination of accessible resources on elder and disability abuse and the role of the ACPOs
- the continued use of Auslan interpreters for victims, witnesses or offenders, and the promotion of Auslan-interpreted resources on the NSW Police Force public website.

The NSW Police Force is also represented on the Disability Royal Commission – NSW Interagency Coordination Group and the Justice Advocacy Service Working Group.

## APPENDIX 4: Multicultural policies

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### Multicultural Polices & Services Plan

The Multicultural Policies and Services Plan 2017-2020 (MPSP) was endorsed by Commissioner Mick Fuller in July 2017. The MPSP complies with the six multicultural principles set out in the *Multicultural NSW Act 2000* and demonstrates the intent of NSW Police Force to service the diverse communities of NSW. The four focus areas required by Multicultural NSW under the NSW Multicultural Policy Framework – planning, service delivery, engagement and leadership – are aligned with the strategic goals of the NSW Police Force – prevention, disruption, response and capability.

Governance of the multicultural portfolio is led by Corporate Sponsor for Cultural Diversity & International Students, Assistant Commissioner Peter Thurtell, who convened quarterly meetings with the six region sponsors and portfolio staff. Despite demands posed by fires, floods and the COVID-19 pandemic, service of multicultural communities continued with intensity. Challenges included understanding emerging crimes under the banner of modern slavery such as underage forced marriage and debt bondage and traditional crimes such as female genital mutilation in order to be able to prevent, disrupt and respond to them effectively. The Commissioner appointed a Corporate Sponsor for Modern Slavery in recognition of the emerging crimes under this umbrella and the need for building officer capability.



## Outcomes achieved

A model to support police districts receiving refugee settlement was active in regional communities including Armidale, Coffs Harbour and Young. While multicultural community liaison officers (MCLO) from metropolitan commands supported regional police districts, a new MCLO was recruited for Coffs Harbour Police District, raising the number of MCLOs allocated to regional NSW to three.

The Commissioner's Police Multicultural Advisory Council (PMAC) met quarterly and provided strategic direction and insight for the development of the Multicultural Policing Strategy 2020-2024. More than 1700 members of multicultural communities, service providers and police staff have provided input for the new organisational multicultural plan.

MCLOs worked closely with local police, communities and multicultural businesses to deliver a wide range of programs and activities as well as victim support. MCLOs responded proactively to cyber scams, blessings scams, road safety, youth leadership and family and domestic violence. Their frontline support for migrant and refugee communities and international students, particularly since the pandemic began, has been tireless. Commands actively supported religious and cultural events like Diwali and Chinese and Vietnamese New Year.

The annual International Students Beach Soccer Tournament was held in September 2019 with 27 teams and students from over 60 countries. The NSW Police Force hosted the Consular Corps in August 2019 with 39 countries represented. A video on water safety in response to the statistics on drownings and near drownings was created following a grant from Study NSW.

Scams and frauds targeting Chinese international students and Chinese nationals required a concerted response. Radio interviews in language, targeted media coverage and fact sheets on the risks of international students being used as money mules were some of the strategies to disrupt, respond to and prevent crimes such as money laundering, authority scams and virtual kidnapping.

The NSW Police Force endorsed the ANZPAA education and training guidelines for anti-racism and cultural diversity in 2019 having provided input into its development. The diversity trainer delivered face-to-face training to more than 500 police officers and sessions for officers from specialist commands such as the Police Transport & Public Safety Command, and facilitated a national dialogue for the judiciary, academics and police on indistinct covert recordings which highlighted the need for guidelines on translating and transcribing covert recordings.

Annual spend on translating and interpreting dropped by 9.6% from the previous year, with fewer face-to-face interpreting sessions due to COVID-19. To ensure multicultural communities received timely and accessible information on COVID-19, communications were translated and disseminated including the State Emergency Operations Controller's letter to every householder at the start of the pandemic, information on fines and breaches, and quarantine information packs for residents and citizens arriving by international flights. Video messages on safely observing significant religious events such as Easter, Passover and Ramadan were streamed with multilingual captions. One such video message was developed in direct response to a request from a religious leader, demonstrating NSW Police Force responsiveness to multicultural communities. Translation and interpreting projects benefitted from a productive partnership with Multicultural NSW, which responded quickly to requests.

As of 30 June 2020, the NSW Police Force included 30 female administrative officers at clerk 9/10 or above who self-declared as culturally and linguistically diverse (CALD), making up 8.4% of all employees at that grade or higher. Sixty female police officers at the rank of sergeant or above self-declared as CALD, making up 1.5% of all employees at sergeant or above. The Inclusion & Diversity Strategy 2020-2023 has specific strategies participation and engagement strategies that will be communicated and promoted to CALD women.

## Strategies and activities planned for 2020-21

In the next year, the Multicultural Policing Strategy 2020-2024 will be implemented and promoted.

Regional settlement support to police districts will include cultural diversity mapping, diversity training for staff, community engagement activities and the deployment of MCLOs.

Several initiatives are planned to enhance capability and response to family and domestic violence in multicultural communities.

Tools to improve the understanding and application of community engagement principles are being created to build on current practice.

The Inclusion & Diversity Strategy 2020-2023 was set to be launched by the Human Resources Command in September 2020. The strategy is internally focused and aims to drive organisational outcomes and benefits to increase diversity in the NSW Police Force workforce, build an inclusive workplace and cultivate principles of inclusive leadership.

## 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 Act). The GIPA Act replaced the *Freedom of Information Act 1989* on 1 July 2010. The total number of valid GIPA Act applications processed this reporting year was 6441.

**Table A: Applications by type of applicant and outcome**

Type of applicant	Access granted in full	Access granted in part	Access refused in full	Info not held	Info already available	Refuse to deal with application	Refuse to confirm/deny whether info is held	Application withdrawn
Media	7	15	11	14	3	4	2	3
Members of Parliament	8	2	0	3	1	1	0	0
Private sector businesses	267	450	197	66	27	9	3	43
Members of the public (via legal representative)	403	1,226	420	268	51	57	8	95
Members of the public (other)	757	1,492	325	237	43	116	14	69
Not for profit organisations or community groups	2	13	4	2	0	1	0	3

**Table B: Applications by type of application and outcome**

Type of application	Access granted in full	Access granted in part	Access refused in full	Info not held	Info already available	Refuse to deal with application	Refuse to confirm/deny whether info is held	Application withdrawn
Personal information applications	1,395	3,144	929	543	117	164	22	208
Access applications (other than personal info applications)	48	52	26	46	7	24	4	5
Access applications that are partly personal info applications and partly other	1	2	2	1	1	0	1	0

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

**Table C: Invalid applications**

	Number of applications
Application does not comply with formal requirements (section 41 of the Act)	209
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	209
Invalid applications that subsequently became valid applications	97

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

	Number of times consideration used
Overriding secrecy laws	21
Cabinet information	0
Executive Council information	0
Contempt	3
Legal professional privilege	14
Excluded information	111
Documents affecting law enforcement and public safety	6
Transport safety	0
Adoption	0
Care and protection of children	17
Ministerial code of conduct	0
Aboriginal and environmental heritage	0

Note: More than one public interest consideration may apply in relation to an access application and, if so, each such consideration is to be recorded but only once per application.

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

	Number of occasions when application not successful
Responsible and effective government	1,534
Law enforcement and security	802
Individual rights, judicial processes and natural justice	3,693
Business interests of agency and other people	41
Environment, culture, economy and general matters	2
Secrecy provisions	98
Exempt documents under interstate freedom of information legislation	17

**Table F: Timeliness**

	Number of applications
Decided within statutory timeframe (20 days plus any extensions)	5,893
Decided within 35 days (by agreement with applicant)	182
Not decided within time (deemed refusal)	366
<b>Total</b>	<b>6,441</b>

**Table G: Applications reviewed under Part 5 of the Act**

Type of review	Decision varied	Decision upheld	Total
Internal review	74	52	126
Review by information commissioner	37	21	58
Internal review following recommendation under section 93 of the Act	17	21	38
Review by NSW Civil & Administrative Tribunal	6	17	23
<b>Total</b>	<b>134</b>	<b>111</b>	<b>245</b>

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

Type of applicant	Number of applications
Access applicants	228
People to whom information the subject of access application relates (see section 54 of the Act)	3

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

Table H refers to applications for review made in the 2019-20 period, not decisions made.

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

Type of transfer	Number of applications
Agency-initiated transfers	86
Applicant-initiated transfers	1

## APPENDIX 6: Injuries and workers compensation claims

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

### Claim frequency rate by mechanism of injury

Mechanism of injury	2015-16	2016-17	2017-18	2018-19	2019-20	Difference 2018-19 and 2019-20
Being hit by moving objects	2.06	2.05	2.31	2.44	2.24	-0.20
Biological factors	1.17	1.12	1.47	1.45	1.16	-0.29
Body stressing	5.52	5.48	5.33	6.44	5.74	-0.70
Chemicals and other substances	0.30	0.32	0.28	0.29	0.34	0.04
Falls, trips and slips of a person	1.75	2.01	2.07	2.19	2.21	0.02
Heat, electricity and other environmental factors	0.12	0.06	0.05	0.07	0.05	-0.02
Hitting objects with a part of the body	0.65	0.82	0.84	0.74	0.84	0.10
Mental stress	2.71	2.70	2.89	3.72	3.78	0.06
Sound and pressure	0.05	0.06	0.08	0.08	0.07	-0.01
Vehicle incidents and other	1.08	1.29	1.49	1.38	1.24	-0.14
<b>Total</b>	<b>15.39</b>	<b>15.92</b>	<b>16.82</b>	<b>18.81</b>	<b>17.69</b>	<b>-1.12</b>

Source: Treasury Managed Fund Data Warehouse, current at 31 July 2020

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 2019 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 and alcohol testing

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

### Program results

Test		Type 2018-19	Positive 2018-19	Type 2019-20	Positive 2019-20
Drug	Random – sworn officers	6,701	2	5,159	2
	Random – students	457	0	369	0
	Targeted	5	1	8*	5
	<b>Subtotal</b>	<b>7,163</b>	<b>3</b>	<b>5,536</b>	<b>7</b>
Alcohol	Random – sworn officers	7,061	0	5,474	1
	Random – students	8,565	16	5,835	1
	Targeted	3	1	8	2
	<b>Subtotal</b>	<b>15,629</b>	<b>17</b>	<b>11,317</b>	<b>4</b>
Other	Targeted steroid	1	0	1	1
	Mandatory testing	53	0	41	0
	Special follow up testing	6	0	4	0
	<b>Subtotal</b>	<b>60</b>	<b>0</b>	<b>46</b>	<b>1</b>
<b>Total</b>		<b>22,852</b>	<b>20</b>	<b>16,899</b>	<b>12</b>

\* Another officer who was re-called to duty refused to undergo the test.

## APPENDIX 8: Privacy and 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 Act 1998* (PPIP Act) and the *Health Records and Information Privacy Act 2002* (HRIP Act) apply to the management of personal and health information and 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 COPS Audit Procedures.

To guide NSW Police Force employees in the management of personal and health information of individuals, we created a privacy code of practice, the *Privacy Management Plan* and the *Employee Health Records – Management & Storage Guidelines*. These documents help us manage 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 21 applications for internal review under section 53 of the PPIP Act. In the same period, there were 12 applications that sought external review by the NSW Civil & Administrative Tribunal under section 55 of the PPIP Act.

## APPENDIX 9: Complaints against police

In April 2018 the NSW Police Force implemented IAPro as its system for recording complaints. This reporting year there were 5584 complaints made against police officers. These complaints contained 10,429 separate allegations.

The NSW Police Force endeavours to resolve complaints in an efficient and timely manner. The corporate standard is to have 70% of complaints completed within set timeframes of 45 days for matters resolved informally and 90 days for matters requiring criminal or non-criminal investigations.

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

### Allegations within complaints made against police officers

Classification	2018-19	2019-20
Customer service	2,212	2,309
Dishonesty	431	401
Drugs/alcohol	91	88
Firearms/prohibited weapons (non-service related)	28	17
Information/telecommunication	312	352
Investigation	1,597	1,798
Judicial/evidence	576	582
No allegation group (not yet entered)	12	4
Other offences (not elsewhere specified)	295	347
Police powers	923	910
Service standards/ethical standards/guidelines	2,262	2,309
Sexual misconduct	76	101
Traffic	165	130
Use of force	892	864
Workplace relations and equity matters	270	217
<b>Total</b>	<b>10,142</b>	<b>10,429</b>

Note: This data is not comparable to data published in previous annual reports due to a change in systems.

## APPENDIX 10: Requests for assistance

In this reporting period the NSW Police Force answered 94% 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 32 seconds per call. The number of contacts received is outlined in the chart below.

### Contacts received

Contact point	2015-16	2016-17	2017-18	2018-19	2019-20
Triple Zero (000) *	742,377	731,410	724,367	732,397	791,549
Police Assistance Line (131 444)	586,999	564,734	561,060	596,129	536,777
Police Assistance Line (digital, Community Portal)	-	-	-	-	59,075
Hold-up alarms	1,843	1,739	1,777	2,015	1,784
Alarms (for alarm companies)	803	685	607	772	674
Crime Stoppers (1800 333 000)	97,198	91,065	88,626	89,236	92,315
Crime Stoppers (digital)	-	-	-	-	39,991
Customer Assistance Unit (1800 622 571)	27,993	29,556	30,750	34,461	33,354
Police Switchboard (9281 0000)	65,919	54,959	47,665	40,538	34,874
Missing Persons Unit after hours (1800 025 091)	239	184	235	128	86
Injury Management Hotline (1800 996 336)	271	308	317	324	322
Child Wellbeing Unit	32,560	34,070	34,055	40,146	34,875
OIA ( <i>commenced January 2017</i> )	-	4,312	7,796	7,366	8,694
Firearms ( <i>commenced November 2018</i> )	-	-	-	38,649	69,313
<b>Total</b>	<b>1,556,202</b>	<b>1,513,022</b>	<b>1,497,255</b>	<b>1,582,161</b>	<b>1,703,683</b>

Source: PoliceLink telephony systems

\* Includes all Triple Zero (000) calls at both PoliceLink Command and Radio Operations Group sites.

Note: These figures do not include phone calls or visits to police stations or interactions with frontline police. Decreases in calls from alarm monitoring companies are a result of changes to procedures between the NSW Police Force and alarm companies, including a direct access service freeing up Triple Zero (000). Digital and voice contacts for the Police Assistance Line and Crime Stoppers have been separated as of 2019-20.



## APPENDIX 11: Significant judicial decisions

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### **New South Wales v Robinson [2019] HCA 46**

Mr Robinson attended a police station upon the request of a police officer in relation to an alleged breach of an apprehended violence order. He was arrested and participated in an interview before being released without charge. He sued for wrongful arrest. In evidence the arresting officer stated that it was necessary to arrest Mr Robinson because of the seriousness of the alleged offence, to prevent a repetition of the offence and to ensure Mr Robinson's appearance at court. The police officer conceded he did not believe at the time of arrest that he had enough evidence to charge Mr Robinson and that whether he would charge him depended on what he might say in his record of interview. The High Court of Australia, by a 4-3 majority, found that the arrest was unlawful. The High Court held that at the time of arrest a police officer must have formed the intention to charge a person.

### **HT v The Queen [2019] HCA 40**

HT was a registered police informant who provided information to police relating a co-accused. An affidavit of assistance was tendered in sentencing proceedings. It was not shown to HT or HT's legal representatives. The sentencing judge took its contents into account. The Crown appealed HT's sentence as manifestly inadequate. The Court of Criminal Appeal allowed the appeal and increased HT's sentence. It also ordered that the affidavit of assistance was not to be provided to HT or HT's counsel as it was protected by public interest immunity. The High Court upheld HT's appeal against the orders of the Court of Criminal Appeal and dismissed the Crown appeal. The High Court found that HT had been denied procedural fairness. The Court held that public interest immunity is an exclusionary doctrine.

### **Cottle v NSW Commissioner of Police [2020] NSWCA 159**

The officer was medically retired from the NSW Police Force in December 2016. He had sought relief from the Industrial Relations Commission of NSW (NSW IRC) claiming the retirement decision was a 'dismissal', and that the dismissal was 'harsh, unreasonable or unjust'. The Commissioner of Police successfully filed a motion that the NSW IRC lacked jurisdiction to hear and determine the application based on the Police Act's 'implied repeal' of certain industrial laws. The Court of Appeal set aside the earlier decision of the Supreme Court finding that there was no jurisdiction for the NSW IRC to hear the alleged unfair dismissal application.

### **Police Association of New South Wales v State of New South Wales [2020] NSWCA 3**

A majority decision in the NSW Court of Appeal overturned an order of the Supreme Court concerning an officer's non-disciplinary transfer, which led to a loss of allowances. The Supreme Court found it was open for the Commissioner of Police to make the order. The majority Court of Appeal decision rejected the 'dominant purpose' test and outlined a number of tests in considering whether a transfer order is 'non-disciplinary' including: if there is no 'coercive correction' or 'serious prejudice'; non-financial disadvantage does not make the order 'non-disciplinary' although it could be a significant factor; and the question of whether a transfer order is 'non-disciplinary' is not determined by the evaluative decision of the Commissioner of the NSW Police Force.

### **Abbas v NSW Commissioner of Police; Hamzy v NSW Commissioner of Police [2019] NSWSC 1841**

Abbas was a solicitor and was charged with serious offences including accessory after the fact to murder. Search warrants were executed on his office and home. Abbas claimed legal professional privilege over all of the seized material and sought orders in the Supreme Court preventing police from accessing documents and electronic devices. Hamzy, a convicted criminal sought to be joined as a plaintiff as he also claimed legal professional privilege over some of the seized material. Justice Bellew found that only nine of the 118 seized items attracted a claim for legal professional privilege and dismissed the balance of Abbas' proceedings. His Honour refused Hamzy's applications and dismissed his claim. Hamzy filed an application for leave to appeal which remains before the court. In *Abbas v NSW Commissioner of Police; Hamzy v NSW Commissioner of Police (No 3)* [2020] NSWSC 403, Justice Bellew ordered Abbas to pay 90% of the Commissioner's costs of the proceedings.

### **Commissioner of Police v Bassi [2020] NSWSC 710**

Bassi was the organiser of a public assembly in Sydney relating to the Black Lives Matter movement and to the death of David Dungay. He had served a notice upon the Commissioner in accordance with section 23 of the *Summary Offences Act 1988*. Following discussions concerning the growing size of the assembly and the public health risks in the COVID-19 environment, an amended notice was prepared. The Commissioner applied to the

Supreme Court to prohibit the assembly. Bassi's cross-summons sought an order under section 26 that the assembly was authorised. The Court found the risk to public health was so exceptional that it outweighed the rights of public assembly and free speech. The Court took into account the public health order in force at the time which prohibited public gatherings of more than 10 people and refused to authorise the assembly.

#### **Raul Bassi v Commissioner of Police [2020] NSWCA 109**

Bassi successfully appealed the Supreme Court's refusal to authorise his public assembly the previous day. The Court unanimously found that the amended notice was not a 'new' notice and that Mr Bassi had therefore complied with the requirements of the Summary Offences Act. The court found that the Commissioner's response to the amended notice did not indicate opposition to the assembly and held that the assembly was authorised.

#### **Commissioner of Police v Supple [2020] NSWSC 727**

The Commissioner successfully applied to the Supreme Court for an order prohibiting the holding of a public assembly in Sydney by Mr Supple of the Refugee Action Coalition. The Court found that the terms of the public health order in force at the time, which prohibited public gatherings of more than 10 people, applied to the proposed assembly, however, that this was not by itself determinative and was merely a relevant factor to be considered. The Court held that the risks to public health and the significant health risk to frontline workers such as police outweighed the rights to public assembly and freedom of speech.

#### **Mann v Commissioner of Police [2020] NSWSC 369**

Mann was charged with a number of domestic-related offences. Her legal representative initially requested the disclosure of the criminal histories of two prosecution witnesses. The prosecution responded indicating there was nothing to disclose. A subpoena was issued on behalf of Mann seeking the production of the criminal histories. The subpoena was objected to by the Commissioner of Police and was ultimately set aside by the Local Court Magistrate for want of legitimate forensic purpose. Mann appealed this decision to the Supreme Court. Justice Adamson found that when criminal histories are called for by a subpoena, the issuing party must still satisfy the Court that they have a legitimate forensic purpose for the documents sought. Importantly, it confirms that when the criminal histories of victims and witnesses are sought, simply stating their histories may go towards character and credit is not sufficient. The issuing party must establish it is 'on the cards' that the criminal histories will materially assist the defence case. If this cannot be shown, the subpoena should be set aside. The Supreme Court dismissed the appeal in favour of the Commissioner of Police.

#### **Edwin Jilalo v Commissioner of Police [2020] FCA 63**

Jilalo was convicted of importing items of child pornography and became a 'registrable person' under the *Child Protection (Offenders Registration) Act 2000*. His details were added to the Child Protection Register. The Commonwealth Criminal Code makes it an offence for such a person to leave Australia without the written permission of the relevant authority. Jilalo sought judicial review in the Federal Court of the Commissioner's decision to refuse him permission to travel because of the risk the applicant posed to the safety of children. In dismissing the application with costs, Justice Robertson held that, while the Commissioner was required to account for the specific risk posed by the applicant, it was also permissible to consider general matters arising from the nature or class of the applicant's offending, including the decision-maker's own experience with offenders of that class. The Court also confirmed that the risk assessment is not confined to an applicant's risk of engaging in child sex tourism but extends to the applicant's risk of engaging in any conduct which might constitute a registrable offence. The Court confirmed the well-established position that the weight to be given to any particular consideration when exercising a broad discretionary power is a matter for the decision-maker, in respect of which the Court will not ordinarily intervene.

#### **Dheeraj Godla v Commissioner of Police, New South Wales Police Force [2020] FCA 489**

Godla was convicted of committing an act of indecency upon a 17-year-old female and became a 'registrable person' under the *Child Protection (Offenders Registration) Act 2000*. His details were added to the Child Protection Register. The Commonwealth Criminal Code makes it an offence for such a person to leave Australia without the written permission of the relevant authority. Godla sought judicial review in the Federal Court of various decisions by the Commissioner. In dismissing the application with costs, Justice Bromwich held that no error was disclosed by the Commissioner having relied, as a key reason for refusing Godla's travel applications, on inadequate information and supporting evidence being provided by Godla about his travel plans and itinerary. The Court also held, in refusing Godla's application for a pseudonym order under Part VAA of the *Federal Court of Australia Act 1976* (Cth), that neither placement on the Child Protection Register nor possible inconvenience or embarrassment to a registrable person, without more, provided a sufficient basis for such an order.

## Holdsworth v Commissioner of Police, New South Wales Police Force [2020] NSWSC 228

Holdsworth sought declaratory relief to the effect that a firearms prohibition order (FPO) made against him in 1986 under the *Firearms and Dangerous Weapons Act 1973* did not constitute an FPO for the purposes of the *Firearms Act 1996*. Holdsworth argued that, on a strict reading of clause 11 of Schedule 3 to the 1996 Act, the transitional provisions in the 1996 Act failed to preserve the operation of the 1986 order. The Supreme Court held that it would be 'incongruous and indeed absurd' for the 1996 Act to render FPOs made under the 1973 Act to no longer be enforceable, having regard to the objects of the 1996 Act and the context in which the 1996 Act was enacted – being the Port Arthur massacre. Mr Holdsworth's application was dismissed and he was ordered to pay the Commissioner's costs.

## APPENDIX 12: Legislative changes

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On 28 October 2019, amendments to Part 3.7 of the *Road Transport Act 2013* commenced. They facilitate the state-wide implementation of digital driver licences.

On 22 November 2019, amendments to various laws contained in the *Justice Legislation Amendment Act (No 2) 2019* commenced, including:

- *Child Protection (Offenders Registration) Act 200* – the onus of proof of reasonable excuse for failure to comply is placed upon the registrable person
- *Crimes Act 1900*, section 93T (6) – a person may commit the offence of participating in a criminal group without being a member of the group
- *Crimes Act 1900*, Part 4 Division 5A – 'trailer' is added to offences relating to the theft of motor vehicles and vessels
- *Crimes Act 1900*, Part 6 (Computer offences) – law enforcement officers who access or modify data, or impair communication, are protected from committing an offence if they do so in order to preserve evidence
- *Housing Act 2001*, section 71(d1) – a person may disclose information to a law enforcement officer in connection with an offence or a missing person
- *Law Enforcement (Powers and Responsibilities) Act 2002* – police can now use a drug dog under section 10 of the *Restricted Premises Act 1943*; notice of stock mustering orders to be given to police; police may now use assistants under the *Restricted Premises Act*
- *Scrap Metal Industry Act 2016*, section 14 – a scrap metal dealer is allowed to buy a motor vehicle if authorised by a police officer in writing
- *Surveillance Devices Act 2007* – a copy of affidavits must be served on the Attorney General; body worn video can now be used for the education and training of students of policing
- *Witness Protection Act 1995* – protected witnesses are now to give evidence by AVL unless the court or other body otherwise orders.

On 6 December 2019, amendments to the *Law Enforcement (Powers and Responsibilities) Act 2002* commenced, allowing police to apply for a Notice to Produce by email.

On 9 December 2019, an Instrument of Appointment was signed by the delegate of the Secretary of the Department of Planning, Industry & Environment. The instrument appoints all NSW police officers as authorised officers for the purposes of issuing penalty notices under the *Biodiversity Conservation Act 2016* and appoints all NSW police officers as authorised officers who may apply for search warrants under section 12.14 of the Act in relation to offences under the Act

On 1 January 2020, amendments to the *Betting and Racing Act 1998* commenced, inserting Division 3 into Part 3 of the Act. The amendments allow the Commissioner of Police to make an exclusion order under section 15B which has the effect of excluding a person from licensed thoroughbred, harness and greyhound racecourses at any time during which there is a race meeting at the racecourse.

On 20 January 2020, amendments to the *Coroners Act 2009* commenced. The definition of 'reportable death' has been amended. It is no longer a reportable death if the person died in circumstances where the person had not been attended by a medical practitioner during the period of six months immediately before the person's death. A new section 88A has been inserted into the Act. It authorises a pathologist to carry out, or to arrange for another person to carry out, a preliminary examination in relation to the remains of a deceased person even if a post-mortem investigation direction has not been given authorising the examination.

## APPENDIX 13: Research and development

### Research projects 2019-20

Name of research	Total life of project cost	Status/date to be completed
Validation and assessment of forensic genetic genealogy for NSW investigations	\$12,862	March 2021
Super recognisers project	\$29,896.71	Completed
Body worn video (phase two)	\$27,358	Completed
Project to assist with Strike Force Maluka homicide trial; assessment of porcine digestion on human teeth	\$4,120	December 2020
Validation of near-infrared powders for enhancement of fingerprints on banknotes	\$3,978	March 2021
The effect of 3D scanning sprays on the recovery of fingerprint and DNA evidence	\$3,000	September 2020
Improved methods for the recovery of DNA from fired cartridge cases	\$14,660	Completed
Assessment of Rapid DNA instruments for use in disaster victim identification incidents	\$5,000	Completed
Assessment of Spermtacker paper for the detection of semen	\$2,100	February 2021

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

## APPENDIX 14: 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 2019-20 the NSW Police Force undertook 3117 pursuits. Of these 1810 were terminated by police while 166 pursuits resulted in collisions. There were no fatalities and 71 injuries arising from pursuits.

The table below lists the reasons for these pursuits.

Reason for police pursuit	2016-17	2017-18	2018-19	2019-20
Traffic	1,378	1,380	1,612	1,636
Criminal	234	272	325	347
Stolen vehicle	375	391	443	458
Not stop RBT	606	676	743	854
Other	1	6	5	6

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. There were 55 pursuits listed as 'Injury Pursuits' with the injured persons being five police officers, 43 'offenders' and 23 'other' people.

## APPENDIX 15: Overseas travel

Purpose	Number of officers	Destination
<b>Operational travel 2019-20</b>		
Investigation	1	Switzerland
Investigation	2	United Kingdom
Investigation	3	Canada
Investigation	2	United States
Investigation	3	New Zealand
Extradition	2	Vanuatu
Extradition	7	United States
Extradition	1	Cambodia
Extradition	6	New Zealand
Extradition	2	Netherlands
Extradition	2	Malaysia
Extradition	2	Macedonia
State protection	2	Germany
State protection	3	Israel, Japan
<b>Non-operational travel 2019-20</b>		
Conference	5	United States
Conference	6	Canada
Conference	17	New Zealand
Conference	6	Singapore
Conference	1	Israel, Jordan
Conference	1	Philippines
Conference	1	Czech Republic, United Kingdom, Germany
Conference	1	Cyprus, Lebanon, United Kingdom, Indonesia
Meeting	2	United Kingdom
Meeting	1	United States
Meeting	1	United Arab Emirates, Jordan, Lebanon, Indonesia
Training	6	New Zealand
Training	4	Singapore
Training	2	United Kingdom
Training	2	Canada
Training	2	Israel
Training	1	New Zealand, Singapore
Training	4	United States
Training	1	United Kingdom, United States, Netherlands

## APPENDIX 16: Consultants

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No consultants costing \$50,000 or greater were engaged.

No consultants costing less than \$50,000 were engaged.

## APPENDIX 17: Public interest disclosures

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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.

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

- The number of officers who made public interest disclosures this reporting year: 10
- The number of public interest disclosures received in total: 11
- The number of public interest disclosures received relating to:
  - (i) corrupt conduct 6
  - (ii) maladministration 4
  - (iii) serious and substantial waste of public money 1
  - (iv) government information contraventions 0
- The number of public interest disclosures finalised: 11

## APPENDIX 18: Creditors payments and credit cards

### Payment of accounts

#### Accounts due or paid within each quarter

Measure	September 2019	December 2019	March 2020	June 2020
<b>All suppliers</b>				
Number of accounts due for payment	80,544	67,089	67,250	70,574
Number of accounts paid on time	75,437	61,213	60,593	63,178
Actual percentage of accounts paid on time (based on number of accounts)	94%	91%	90%	90%
Dollar amount of accounts due for payment ('000)	\$162,146	\$191,943	\$182,081	\$244,161
Dollar amount of accounts paid on time ('000)	\$142,367	\$167,975	\$145,489	\$214,305
Actual percentage of accounts paid on time (based on dollar amount)	88%	88%	80%	88%
Number of payments for interest on overdue accounts	7	7	4	11
Interest paid on overdue accounts ('000)	\$0.074	\$0.030	\$0.017	\$0.040

#### Creditors aged analysis as at 30 June 2020

Quarter	Current (\$'000)	Between 30 and 60 days overdue (\$'000)	Between 60 and 90 days overdue (\$'000)	More than 90 days overdue (\$'000)
<b>All suppliers</b>				
September 2019	9,369	598	437	641
December 2019	4,778	294	275	561
March 2020	9,847	1,185	389	1,529
June 2020	6,200	610	122	442
<b>Small business suppliers</b>				
September 2019	270	-	-	-
December 2019	-	-	-	-
March 2020	18	-	5	-
June 2020	36	-	-	-

Note: The above information is extracted from the Aged Accounts Payable Analysis as at September and December 2019 and March and June 2020. It includes data provided by the NSW Police Force's external property service provider.

## **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 due to delays in processing by NSW Police Force's external property service provider.

## **Initiatives implemented to improve payment performance**

- Vendors are requested to supply bank details for payment by electronic funds transfer 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.
- Phase two of the Faster Payment Terms Policy introduced by the Small Business Commission commenced in December 2019 which requires all payments to registered small businesses be finalised within five days. The NSW Police Force achieved a success rate of 96% in meeting this requirement which exceeds the minimum 80% threshold set down by the policy. The Faster Payment Terms Policy also requires Agencies to consider payment by credit card as the preferred option for low value, high volume payments where possible. The NSW Police Force is adopting this approach.

## **Credit card certification**

The use of approved credit cards for payment of expenses, in accordance with official NSW Police Force business, is subject to the *Government Sector Finance Act 2018*, Treasury Policy Paper 17-09, Treasurer's Directions 19-01 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 2019-20 was in all material respects in accordance with the Premier's Memoranda and Treasurer's Directions.



## APPENDIX 19: Matters arising from 2019-20 audit

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There were no significant matters reported during the 2019-20 audit.

## APPENDIX 20: Property disposals

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There were no properties sold for the year ended 30 June 2020.

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

An Aboriginal land claim was lodged and successfully granted for two properties in Tullibigeal. The properties were subsequently retired from the fixed assets register of NSW Police Force and transferred to the Murrumbidgee Local Aboriginal Land Council. The aggregated net book value of the retired asset is \$0.04 million.

Total net loss on properties for the year ended 30 June 2020 was \$0.04 million.

## APPENDIX 21: Insurance activities

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**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 2019-20 the workers compensation premium was \$264.731 million.

**Public liability:** The public liability insurance policy covers all claims resulting from police activities for which the NSW Police Force is legally liable. For 2019-20 the premium decreased by 2%, primarily due to a decrease in average 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 2019-20 the motor vehicle premium increased by 11%, mainly due to an increase in claims experience.

**Property:** The property insurance policy covers loss or damage to property – other than motor vehicle – owned, used or in the control of the NSW Police Force. For 2019-20 the premium increased by 3% due to an increase in the average cost per claim.

**Miscellaneous:** The miscellaneous insurance policy covers personal accident for volunteers, air travel and personal effects. The total cost of the miscellaneous insurance premium in 2019-20 was \$0.058 million.

## APPENDIX 22: Audits and 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 2019-20 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 core requirements set out in the *Internal Audit & Risk Management Policy for the NSW Public Sector*, specifically:

Core requirements	Compliant, non-compliant, or in transition
<b>Risk management framework</b>	
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
<b>Internal audit function</b>	
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
<b>Audit and risk committee</b>	
3.1 An independent audit and risk committee with appropriate expertise has been established.	Compliant
3.2 The audit and risk committee is an advisory committee providing assistance to the agency head on the agency's governance processes, risk management and control frameworks, and its external accountability obligations.	Compliant
3.3 The audit and risk committee has a charter that is consistent with the content of the 'model charter'.	Compliant

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

- independent chair, Jon Isaacs for a term from 2 January 2018 to 2 January 2023
- independent member, Gerardine Brus for a term from 29 January 2020 to 28 January 2023
- independent member, Lyn Baker for a term from 2 January 2018 to 2 January 2021.

### 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 & Risk Management Policy for the NSW Public Sector*:

Nil.



Michael Fuller APM  
Commissioner of Police

### Internal audits and reviews

Our Corporate Internal Audit 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 10 audits during 2019-20 including:

- Data analytics of key transactional data
- Information security management system – internal ISMS audit – ISO 27001:2013
- Cyber assessment; perimeter controls
- Cyber assessment; WFI controls
- Cyber assessment: remote access
- Major projects planning and delivery
- Building organisational capability
- MobiPol (police mobile technology) management strategy
- Operational financial process
- Conducted electrical weapon section; quality management system.

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 three audit reports that were relevant to the NSW Police Force. These were: the Stronger Communities cluster agencies report, which analyses the results of the financial statement audits of the Stronger Communities cluster for the year ended 30 June 2019; the Internal Controls and Governance report 2019; and the Funding Enhancements for Police Technology report regarding NSW Police Force management of the acquisition of new technology.

The observations raised in each report have been actively considered and incorporated into the NSW Police Force risk management and control culture approach.

In addition, the following external agencies have conducted reviews of aspects of NSW Police Force systems and operations:

- The Law Enforcement Conduct Commission
- The Information and Privacy Commission.

The observations from these external agency reviews have been incorporated into related service improvement plans.

## APPENDIX 23: Cyber security

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I, Michael Fuller APM, Commissioner of Police, am of the opinion that the NSW Police Force has managed cyber security risks in a manner to protect NSW Police Force and it has current plans to enhance this approach to be consistent with the mandatory requirements set out in the NSW Government Cyber Security Policy.

Governance is in place to manage the required uplift of cyber security maturity of the NSW Police Force. Governance is in place to manage the cyber security maturity and initiatives of NSW Police Force.

Risks to the information and systems of the NSW Police Force have been assessed and are managed.

There exists a current cyber incident response plan for the NSW Police Force which has been exercised during the reporting period.

The NSW Police Force has an information security management system (ISMS) in place. The NSW Police Force is pursuing a cyber security transformation program to strengthen its cyber controls.



Michael Fuller APM  
Commissioner of Police

## APPENDIX 24: Asset purchase and protection

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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 management. A physical audit of assets against the fixed assets register is undertaken annually with a certificate provided by each administrative unit to the chief financial officer. These certificates are available to the auditor general during the audit of the NSW Police Force accounts.

## APPENDIX 25: Productivity data

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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 2019.

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 2019 was \$441.80.

Source: Australian Government Productivity Commission *Report on Government Services 2019*, published January 2020, Chapter 6: Police services and attachment tables, table 6A.1.

## APPENDIX 26: Major works in progress

### Major capital works in progress as at 30 June 2020

Project	Due for completion	Cost to 30 June 2020 (\$'000)
<b>Building</b>		
Gosford Police Station	2021	3,429
Police Dog Unit command facilities	2021	340
Police stations – Building Resilience Program	2021	439
Police stations – Facade Remediation Program	2021	378
Police stations – installation of solar panels	2021	337
Queanbeyan Police Station	2021	13,596
Regional Small Police Station Program	2021	12,776
Waverley Police Station	2021	275
Tactical Operations Unit counter terrorism training facility	2021	105
Multipurpose Police Station Program	2023	9,915
Bega Police Station	2023	2,943
Dubbo regional education and training centre	2023	333
Bathurst Police Station major upgrade	2023	41
Bourke Police Station major upgrade	2023	23
Jindabyne Area Police Stations Program	2023	16
Goulburn Police Station	2023	13
Property fit-out and modifications to accommodate an additional 1,500 police	2023	1,862
<b>Information and communications technology</b>		
Community Portal – phase two	2021	4,831
Computerised Operational Policing System – phase three	2021	38,825
Critical Communications Enhancement Program	2021	27,000
Critical Communications Enhancement Program – extension to greater metropolitan area	2021	12,690
Firearms & Licensing Information Management System	2021	6,507
PoliceLink private automatic branch exchange upgrades	2021	972
Critical Communications Enhancement Program – terminal refresh and change management program	2021	4,438
Covert Identities Management System	2021	510
Learning Management System	2021	2,286
SAP structured query language replacement	2021	940
National facial biometric matching capability implementation in NSW	2022	565
Technology Asset Refresh Program – phase four	2022	22,420

Project	Due for completion	Cost to 30 June 2020 (\$'000)
Critical Communications Enhancement Program – ACMA compliance	2022	3,150
Integrated Policing Operational System	2026	1,263
<b>Plant and equipment</b>		
Future light helicopter (PoAir 1, 3 and 4 replacement)	2021	17,462
Marine Vessel Replacement Program	2021	24,004
Mobile command centre replacement	2021	1,608
Police dog transport modules	2022	211
Prisoner transport modules	2022	129
Specialised vehicle replacement	2022	2,106
Road Safety Plan 2021	2023	1,882
Fit-out of vehicles associated with an additional 1,500 police	2023	485

Note: The estimated completion dates reflect the best available information. Taree Police Station and Mount Druitt Police Station have reached practical completion and are not considered as works in progress although they have incurred minor costs after 30 June 2020 as part of financial completion.

## APPENDIX 27: Honours and awards

### NSW POLICE FORCE AWARDS & MEDALS

#### Commissioner's Commendation for Courage

*Awarded to police officers where the risk to life has been less apparent than criteria for the Valour Award but where sufficient courage has been shown under hazardous circumstances.*

Chief Inspector Ashley Mark Holmes

Leading Senior Constable Benjamin David Kelly

Sergeant Paul Rowland Colefax

Senior Constable Michael James Parker

Sergeant Khaliph Fitzmaurice

Senior Constable Carl Stewart Wilson

Sergeant Justin McEvoy

#### 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.*

Superintendent Jonathan Andrew Beard

Inspector Carl John McCormack

Chief Inspector Joseph John Doueihi

Inspector Steven Rothsay Raines

Chief Inspector Bryne Francis Stanley Ruse

Inspector Blake Daniel Reily

Inspector Dale Christopher Atterby (2)

Sergeant Jody Francis Batten

Inspector James Garner

Sergeant John Bongiorno

Inspector Samantha Jane Hackshall Judges

Sergeant Sarah Jane Dunn

Sergeant James Warwick Dyson  
 Sergeant Briana Jane Ellis  
 Sergeant Fabio Francesco Furia  
 Sergeant Christopher David Gladwin  
 Sergeant Darryn Paul Gunn  
 Sergeant Sharna Masters  
 Sergeant Simon Philip Pearce  
 Sergeant Scott Francis Robertson  
 Sergeant Sharon Marie Smithers  
 Sergeant Scott Andrew Veitch  
 Leading Senior Constable Martin James Brogan  
 Leading Senior Constable Rabii Haddad  
 Leading Senior Constable Craig Holmes  
 Leading Senior Constable Joshua Jones  
 Leading Senior Constable Todd Edward Kirk  
 Leading Senior Constable Paul David Miller  
 Leading Senior Constable Wade Raymond Mogg  
 Leading Senior Constable John Michael Porter  
 Leading Senior Constable Kelly Lorraine Scholes

Leading Senior Constable Craig Anthony Skeels  
 Senior Constable Josephine Rosie Allen  
 Senior Constable Ryan David Anderson  
 Senior Constable Roger Andrighetto  
 Senior Constable Domenico Barillaro  
 Senior Constable Daniel John Blair  
 Senior Constable Nicholas Andrew Campbell  
 Senior Constable Alahna Chemuel  
 Senior Constable Nathan Terence Coates  
 Senior Constable Kelly Dale  
 Senior Constable Nathan George Earl  
 Senior Constable Joanna Lee Finch  
 Senior Constable Adam David Guest (2)  
 Senior Constable Ergun Koksall  
 Senior Constable Alexander James Morgan  
 Senior Constable Garth Andrew Murray  
 Senior Constable Gilbert Alex Varlet  
 Constable John Basan  
 Karen Frizelle

### **Commissioner's Certificate of Merit**

*Awarded for outstanding work under hazardous circumstances or outstanding performance of duty.*

Superintendent David Caldwell Darcy	Senior Constable Nicholas George Hamilton
Senior Constable Matthew Peter Bryden	Senior Constable Michael Emanuel Hoogvelt
Senior Constable Ryan James Hall	Senior Constable Ursula Anna Kryj

### **NSW Police Diligent & Ethical Service Medal**

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

Medals: 358

Clasps: 850

### **NSW Police Diligent & Ethical Service Medallion**

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

Medallions: 75

Roundrels: 213

### **Commissioner's Long Service Award**

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

Awards: 106

Pins: 37

## AUSTRALIAN HONOURS & AWARDS

### Australian Police Medal

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

Superintendent Anthony Cooke  
Superintendent David Darcy  
Superintendent Danny Doherty  
Superintendent Stephen Hegarty  
Superintendent Kerrie Lewis  
Superintendent Peter McKenna  
Superintendent Murray Reynolds  
Superintendent Daniel Sullivan  
Superintendent Gavin Wood

Chief Inspector Robert Allison  
Chief Inspector Nicole Bruce  
Chief Inspector Peter Faux  
Chief Inspector John Klepczarek  
Chief Inspector Gregory Thomas  
Sergeant Jeffrey Farmer  
Sergeant Ian Miller  
Sergeant John Rayment

### Public Service Medal

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

Christopher Beatson

John Morahan

### National Medal

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

Medals: 522

Clasps: 134



# Glossary

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**APM** Australian Police Medal  
**CAD** Computer Aided Dispatch  
**COPS** Computerised Operational Policing System  
**DTI** Digital & Technology Innovation Command  
**EDW** Enterprise data warehouse  
**MCLO** Multicultural community liaison officer

**MobiPol** Mobile Policing Program  
**OIA** Operational Information Agency  
**PAC** Police area command  
**PCYC** Police Citizens Youth Clubs  
**PD** Police district  
**PSC** Professional Standards Command

**RBT** Random breath testing  
**s181D** Section of the *Police Act 1990* under which a police officer is removed from the NSW Police Force  
**s80(3)** Section of the *Police Act* under which a probationary police officer may be dismissed from the NSW Police Force  
**SAP** NSW Police Force's electronic finance system

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