

## 2010-11 Additional Annual Report Information: Victoria Police

- a) **A statement that declarations of private interests have been duly completed by all relevant officers.**

Declarations of Pecuniary Interests have been duly completed by all relevant officers

- (b) **Details of shares held by senior officers as nominee or held beneficially in a statutory authority or subsidiary.**

No shares are held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary.

- (c) **Details of publications produced by the entity about the entity and the places where they can be obtained.**

Publication	Date Produced	Availability
<i>The Way Ahead Strategic Plan 2008-13</i>	July 2008	<a href="http://www.police.vic.gov.au">www.police.vic.gov.au</a>
<i>Business Plan 2011-12</i>	July 2011	<a href="http://www.police.vic.gov.au">www.police.vic.gov.au</a>
<i>Annual Report 2010-11</i>	September 2011	<a href="http://www.police.vic.gov.au">www.police.vic.gov.au</a>

- (d) **Details of changes in prices, fees, charges, rates and levies charged by the entity.**

In 2010-11, Victoria Police applied no increases in fees and charges, beyond that required by government indexation policies. A full listing of current fees and charges is available from [www.police.vic.gov.au](http://www.police.vic.gov.au).

- (e) **Details of any major external reviews carried out on the entity.**

In 2010-11 the following major external reviews were commenced and/or completed:

### Victorian Auditor General's Office (VAGO)

Major Review	Conducted by	Purpose	Completed
Audit of Construction of Police Stations and Courthouses	Victorian Auditor General's Office (VAGO)	This audit examined the planning for, and acquisition of, courthouses and police stations. It assessed whether: <ul style="list-style-type: none"> <li>the strategic asset management framework applied to investment planning was robust</li> <li>asset acquisition planning was based on sound rationale, criteria and guidelines</li> <li>project construction and procurement was managed effectively.</li> </ul>	February 2011

A copy of this report can be found at: [www.audit.vic.gov.au](http://www.audit.vic.gov.au)

### Ombudsman Victoria

Major Review	Conducted by	Purpose	Completed
Investigation into the failure of agencies to manage registered Sex Offenders	Ombudsman Victoria	Investigation into an anonymous disclosure of a failure to inform DHS of registered sex offenders who were living with, or had unsupervised contact with children.	February 2011
Investigation into an allegation about Victoria Police Crime Statistics	Ombudsman Victoria	Investigation into a complaint from a whistleblower that Victoria Police crime statistics released on 28 October 2010 had been manipulated for political purposes and the data was misleading.	June 2011

Copies of these reports can be found at: [www.ombudsman.vic.gov.au](http://www.ombudsman.vic.gov.au)

### Office of Police Integrity

Major Review	Conducted by	Purpose	Completed
Managing conflict of interest in Victoria Police	Office of Police Integrity	Use of case studies based on OPI investigations to highlight a persistent failure by some within Victoria Police to properly identify and appropriately deal with conflict of interest.	October 2010
Report of investigation into Victoria Police crime records and Statistical Reporting	Office of Police Integrity	Investigation into a report that some police misuse the recording procedures on cleared crime to make it appear that more crime has been successfully solved than is actually the case.	May 2011
Review of the investigative process following a death associated with police contact.	Office of Police Integrity	The review examined Victoria Police policies and processes for investigating deaths associated with police contact. It also examined the relevant legislative framework for conducting investigations into deaths associated with police contact	June 2011
Improving Victoria police discipline and complaint handling systems: A progress report.	Office of Police Integrity	The report reviews the implementation by Victoria Police of recommendations made by the Office of Police Integrity for changes to the Victoria Police discipline system	June 2011

Copies of these reports can be found at: [www.opi.vic.gov.au](http://www.opi.vic.gov.au)

### Commissioner for Law Enforcement Data Security (CLEDS)

Major Review	Conducted by	Purpose	Completed
The Victoria Police case management and intelligence management system	CLEDS	Review of the use and operation of Victoria Police case management and intel systems	August 2010
The Victoria Police Statistical Analysis System (SAS)	CLEDS	Review of the use and performance of Victoria Police SAS databases.	September 2010
Review of implementation of CLEDS Report Recommendations – remote and mobile access	CLEDS	Progress update on status of CLEDS recommendations re. remote and mobile access	March 2011
Review of implementation of CLEDS Report Recommendations – security classified law enforcement data	CLEDS	Progress update of CLEDS recommendations re. security classified law enforcement data	June 2011

Copies of these reports can be found at: [www.cleds.vic.gov.au](http://www.cleds.vic.gov.au)

#### (f) Details of any major research and development activities undertaken by the entity.

Major Research and Development	Conducted by	Purpose
	ARC Centre of Excellence in Policing and Security (CEPS)	Victoria Police was engaged as an industry partner across six research projects
<b>Victoria Police's ARC Linkage Grant Program</b>		
<b>Policing Just Outcomes: Police Response to Adult Sexual Assault</b>	Edith Cowan, University of Tasmania	<p>Aims to:</p> <p>1) provide a thick description and understanding of the incidence, nature and dynamics of adult sexual assault in Victoria, the police responses to it, and the outcomes that these responses generate: 2) identify and understand the factors and dilemmas that influence the decisions made by adult victims of sexual assault on whether or not to report the offence/s to police: 3) to develop, implement and evaluate an evidence-based police-driven policy, practice and advocacy system that will allow for the continuous improvement of police responses to incidents of adult sexual assault.</p>

<p><b>Family Violence Reform: Using Knowledge to Support Integration of Policy and Practice</b></p>	<p>University of Melbourne and Monash University</p>	<p>The project aims to provide an account of the development and effectiveness of family violence services during the reform process including police, government and non government organisations. It will examine victims, children's perpetrators' and practitioners' experience and decisions and how they work to deliver improved services to the victims</p>
<p><b>Flexible Forms of Organisational Management Control Systems and Performance in Organisations Fighting Serious and Organised Crime</b></p>	<p>Swinburne University of Technology</p>	<p>To investigate how organisations combating serious and organised crime (SOC) can configure their structure and management control systems to achieve flexibility and control. These outcomes are needed if they are to respond effectively to the increasingly fluid, flexible and networked nature of SOC.</p>
<p><b>The Effectiveness of Forensic Science in the Criminal Justice System</b></p>	<p>The University of Tasmania, University of Technology Sydney,</p>	<p>The research aims to assess the effectiveness of forensic science in the criminal justice system (in both police investigations and court outcomes). This collaborative research with Victoria Police and AFP will develop an evidence-based best practice model for using forensic science in both the reactive and proactive investigation of serious and volume crime. This research is significant in that, for the first time in Australia, an attempt will be made to establish the value of forensic science thereby assisting in the achievement of intelligence-led policing and improving court outcomes that will serve to safeguard Australia from crime.</p> <p>The objectives of this project are (1) to assess the effectiveness of forensic science in police investigations and court trials, and (2) to identify when, where and how forensic services can add value to police investigations, court trials and justice outcomes while ensuring the efficient use of available resources.</p>
<p><b>New Police Management: Collaborative Governance in a Policing Organisation</b></p>	<p>Deakin University, Monash University</p>	<p>The research intends to provide a new theoretically based intersection between public sector management and police studies. The project is designed to help Victoria Police to continue to improve its responsiveness to its various constituencies</p>

<p><b>Policing Services and the Mentally Ill: An evidence based good practice model</b></p>	<p>Monash University</p>	<p>A best practice model of identification and intervention will be developed to assist police and mental health in the delivery of an integrated approach for those with mental illnesses</p> <p>The project will explore the police-mental health interface, incorporating different methodological approaches ranging from assessing officers' knowledge and practices to exploring the relationship between mental illness and offending. This research aims to generate the knowledge and evidence to inform policing policy and practice in the area of mental illness. It will inform any recommended changes in law, policies, data gathering systems and protocols. The outcome will include a comprehensive model and set of guidelines for police contact with the mentally ill. This research will contribute significantly towards Australia becoming a world leader in the field of police services and mental health alliances.</p>
<p><b>The Measuring and Prediction of Police Interviewing Performance and the Dissemination of Good Practice Through a Distributive Workplace Learning System.</b></p>	<p>Deakin University</p>	<p>The research aims to determine the precipitating factors and cognitive processes that initiate poor police interview practice and to develop a standardized measure of individual interviewer's behaviour, leading to a system for its effective integration into a workplace distributive learning system throughout policing.</p>
<p><b>Exploring the experience of security in the Australian Vietnamese Community: Practical Implications for Policing</b></p>	<p>Swinburne University</p>	<p>To produce a transferable trust production model and proposals for institutional change and more effective community liaison.</p>
<p><b>The police role in victim and witness support: researching a best practice model for Victoria</b></p>	<p>Monash University</p>	<p>To produce an effective victim and witness services model for Victoria Police.</p>

<p><b>Developing a Resource Allocation Framework to Support More Effective Police Investigations of Major Crime</b></p>	<p>Monash University</p>	<p>To develop an evidence base in the form of a resource allocation framework for Victoria Police that will improve judgments about resource allocations. The framework will help to reveal opportunity costs and the impact of alternative resource allocations on investigative outcomes (e.g. prosecutions), given the investigations resource (detective time, forensic services and covert surveillance) necessary to satisfactory pursue outstanding lines of enquiry (i.e. following the leads generated from crime scenes, witnesses and victims).</p>
<p><b>Radicalisation, Counter Radicalisation and De-Radicalisation: Developing a new understanding of terrorism in the Australian context.</b></p>	<p>Monash University</p>	<p>This proposal constitutes Australia's first cross disciplinary study of Islamic extremism. Scholars from political science and psychology, working with state and federal officers, will measure and relative influence of familial, community, national and international factors in driving radicalization.</p>
<p><b>Understanding and Managing the Occupational Health Impacts on Investigators of Internet Child Exploitation</b></p>	<p>Griffith University and Deakin University</p>	<p>This project will investigate the behavioural, social and health related impacts on investigators and will produce knowledge that will guide best practice standards for their selection, ongoing monitoring and management.</p>
<p><b>Intellectual disability, victimisation, challenging behaviour and offending</b></p>	<p>Monash University</p>	<p>This innovative project will be the first long-term follow-up of intellectually disabled clients over a period that has witnessed dramatic changes to the health and criminal justice systems ad to care the treatment of the vulnerable in our community.</p>

**(g) Details of overseas visits undertaken including a summary of the objectives and outcomes of each visit.**

<b>Title of Officer</b>	<b>Countries Visited</b>	<b>Objectives</b>	<b>Outcomes</b>
115 Sworn Members	New Zealand	Provide operational support and assistance to New Zealand Police in the aftermath of the Christchurch Earthquake which occurred on Tuesday 22 February 2011.	Provided effective and valued assistance to New Zealand authorities and the Christchurch community in aftermath of earthquake.
27 Operational members	Various Overseas Destinations	Duties directly connected with confidential, ongoing operations.	Provided essential support to investigations and prosecutions.
Executive	Oslo, Norway	To attend and present at the 19th International Council on Alcohol, Drugs and Traffic Safety Conference, 22 to 26 August 2010.	Made two presentations, one on the alternative matrices (oral fluid) for drug analysis and the other on the deterrent value of random breath and drug testing. Obtained the latest research information relevant to the field of alcohol, drugs and road safety.
Sworn Member	Albany, New York, USA	International Homicide Investigation Conference	Sharing of ideas, skills development and improved service delivery around Homicide investigations.
Sworn Member	Auckland, New Zealand	Asia-Pacific Coroners Society Conference (22-25 November 2010 )	Attendee from Police Coronial Support Unit able to enhance knowledge and learnings specific to the coronial jurisdiction. It also provides valuable networking opportunities to meet and discuss relevant issues with people performing the role of Coronial Assistant in other Coronial systems.
Sworn Member	Wellington, New Zealand	Attended the annual SMANZFL (Senior Manager of Australian and New Zealand Forensic Laboratories) Specialist Advisory Group (Electronic Evidence) conference as the Digital Imaging representative for Victoria Police.	Provided an update to SMANZFL on Victoria Police's status in relation to digital imaging guidelines, processes and policies. Led to Victoria Police participation in several ongoing projects originating from the meeting/conference relating to a national guideline/standard for Interactive Crime Scene

<b>Title of Officer</b>	<b>Countries Visited</b>	<b>Objectives</b>	<b>Outcomes</b>
			Recording.
Group Manager, Environmental Sustainability	Wellington, New Zealand	Annual meeting of the Environment Institute of Australia and New Zealand	The conference provided a range of sessions on contemporary environmental issues and challenges. These conferences provide delegates the opportunity to network and exchange ideas with like-minded professionals from around Australia and New Zealand.
Sworn Executive	United States and Canada	To attend US Motor Vehicle Criminal Interdiction, Intelligence Networking and Training Conference as a key note speaker, meet with United States and Royal Canadian Mounted Police Interdiction management and teams, observe interdiction teams in the field.	One of the key outcomes of the conference was to further develop and enhance the Victoria Police CATCH (Crime and Traffic Connecting on Highways) program through increasing our knowledge of current trends in smuggling together with the skills and knowledge being used across the US and Canada to interrupt criminal activity during roadside stops.
Sworn Executive	Philadelphia, USA	Represent National jurisdictions at the Police Executive Research Forum to review National Guidelines for use of Electronic control Weapons (Tasers)	The conference focussed heavily on mitigating risks to the following areas of concern regarding use of tasers: Excessive Use of Force (unjustified use), Mission Creep (over reliance), Increasing civil litigation and costs awarded, Tasers linked to deaths in custody.  A paper was disseminated to all national police commissioners and the learnings from the conference were also presented to all jurisdictions at the National Taser Conference conducted in Queensland November 2010.
Sworn Member	Dundee, Scotland	International Investigative Interviewing Research Group (iIRG) Conference. Victim, witness and suspect interviewing.	Presentation of technical paper to the Conference and updating of contemporary research and practice, internationally, re- Investigative Interviewing.



Title of Officer	Countries Visited	Objectives	Outcomes
Principal Medical Advisor	Oslo, Norway and London, England	<p>Oslo - Attended a meeting of the International Council on Alcohol Drugs and Traffic Safety (ICADTS). Delivered two papers to the meeting.</p> <p>London - meetings with other with senior medical staff engaged in custodial medicine field, together with series of site visits to custodial facilities,</p>	<p>The International Council on Alcohol Drugs and Traffic Safety (ICADTS) is the peak international body for research, policy analysis and development of countermeasures involving the toxicology of drugs causing impairment and the risks to traffic. This is one of the most important events in the world to learn about drugs, their effects on road safety and the effectiveness of various countermeasures.</p> <p>Two papers were successfully delivered to the meeting.</p> <p>The conference gave an insight into DRUID (Driving under the Influence of Drugs, Alcohol and Medicines) which brings together the most experienced organisations and researchers throughout Europe. Gained new insights to the real degree of impairment caused by psychoactive drugs and their actual impact on road safety</p> <p>In the UK the 'custody area' includes several functions that are conducted quite differently in Victoria.</p> <p>Visit provided valuable insights into the operations of alternative custodial medicine delivery modes.</p>
Forensic Officer	San Antonio, Texas	Attendance at the 21st International Symposium on Human Identification (ISHI)	Attendance at the ISHI meeting provided a continuing program of education, exposure to current developments in relation to forensic DNA analysis and DNA profile interpretation best practice, and other associated issues currently confronting the forensic biology community worldwide.

<b>Title of Officer</b>	<b>Countries Visited</b>	<b>Objectives</b>	<b>Outcomes</b>
1 x Senior Executive 2 x Sworn Senior Executives	Dili, East Timor	Visited Victoria Police members in Dili who are working on secondment to AFP with RAMSI	Visit allowed assessment of the working environment and the operational aspect of the duties being undertaken. Also facilitated check on welfare and assessment of requirements for reintegration back into Victoria Police duties.
1 x Sworn Officer 1 x Sworn Executive	Singapore	To assess the operational capability of Singapore Police, observe tactics and equipment and receive presentations on Singapore Police management of public order and riot issues.	Provided a clearer understanding of the relative effectiveness of different approaches to public order management.
2 x Sworn Executives	Wellington, New Zealand	Participate in Australian & New Zealand Schools of Government - Executive Masters in Public Administration Program	New Zealand Course Topic - Developing Public Policy and Programs successfully completed by both attendees.
1 x Sworn Member	Toronto and Vancouver, Canada and Washington DC, USA	Visiting Fellowship with the Royal Canadian Mounted Police and to engage in research fieldwork.	Extensive interviews conducted with community representatives which will be fed into Australian Research Council Linkage project currently being co-sponsored by Victoria Police.
2 x Senior Executive	Honduras, Solomon Islands	Visited Victoria Police members who are working on secondment to AFP with International Deployment Group	Visit allowed assessment of the working environment and the operational aspect of the duties being undertaken. Also facilitated check on welfare and assessment of requirements for reintegration back into Victoria Police duties.
1 x Senior Executive 1x Senior Manager	Israel, United Kingdom & Belgium	To review the Rostering/Resource Management applications & processes that are in use	
Sworn Executive	Manila, Philippines	Attendance at international refresher training program for senior sworn members.	Received updated information regarding a range of operational issues specific to the policing environment. Enhancement of networking opportunities with colleagues from other jurisdictions.

<b>Title of Officer</b>	<b>Countries Visited</b>	<b>Objectives</b>	<b>Outcomes</b>
Sworn Executive	Kuala Lumpur, Malaysia	Attendance at international refresher training program for senior sworn members.	Received updated information regarding a range of operational issues specific to the policing environment. Enhancement of networking opportunities with colleagues from other jurisdictions.
Executive and Contractor	United Kingdom – Manchester, Belfast & South Wales (Cardiff) Canada – Toronto & Ottawa	Attend Niche User Conference. Site visits to review implementation methodology, issues, risks and lessons learnt with respect the Niche Records Management System for the LINK Project.	Detailed information used in the Suspension Review of the LINK Project and final report provided by KPMG around costs and timelines to complete the LINK Project. The LINK project was subsequently cancelled.
Forensic Officer	Auckland, New Zealand	Conference - Clandestine Laboratory Investigating Chemists	Facilitated networking with other Australian and international clandestine laboratory chemists, Enhanced awareness of the variety of clandestine laboratories investigated on an international level and awareness of emerging clandestine laboratory methods of manufacture on an international level.
Forensics Executive	Lyon, France	16th International Forensic Science Symposium, Interpol HQ, 6-8 October 2010 Attended the symposium and represented the Senior Managers Australian New Zealand Forensic Science Laboratories and to be an observer at the International Forensic Strategic Alliance meeting (4 October 2010).	To obtain information relating to current trends and issues confronting the scientific disciplines in contemporary forensic science laboratories including obtaining briefings on advancements over the past three years.
Forensics Executive	Brussels, Belgium	To attend and participate in the European DNA working group and related meetings (6-8 April 2011) as both a Victoria Police and Australian representative.	Obtained the latest scientific data relating to trends in DNA profiling methodology and casework outcomes including recent research and development progress.  Many innovations were identified for potential implementation at Victoria Police Forensic Services Department and Australia wide.

<b>Title of Officer</b>	<b>Countries Visited</b>	<b>Objectives</b>	<b>Outcomes</b>
Sworn Member	Taipei, Taiwan	Attend Ministry of Justice, Investigation Bureau Seminar on Transnational Crime Investigation	Several relationships with various Asian police forces established. Improved understanding of transnational crime affecting South East Asia and Australia.
3 x Senior Executive	Wellington, New Zealand	Australian New Zealand Policing Forum	Opportunities to exchange information and enhance cooperation and understanding between different Australasian jurisdictions.
Senior Executive	Wellington, New Zealand	To deliver a presentation to the Australasian Institute of Police Management Board of Control Meeting	Enhanced understanding of Board of Control requirements, together with endorsement of the curriculum approach presented

**(h) Details of major promotional, public relations and marketing activities undertaken by the entity to develop community awareness of the entity and the services it provides.**

No major campaigns undertaken in the reporting period. Other activities are detailed on [www.police.vic.gov.au](http://www.police.vic.gov.au)

**(i) Details of assessment and measures undertaken to improve the occupational health and safety of employees.**

Please refer to pages 29 – 32 of the Annual Report 2010-11.

**(j) General statement on industrial relations within the entity and details of any time lost through industrial accidents and disputes.**

Both the Victoria Police Sworn EB and the VPS EB were being renegotiated in the first six months of 2011. Protected Industrial Action was being undertaken in relation to the Sworn EB. No time was lost due to industrial accidents and disputes.

**(k) List of major committees sponsored by the entity, the purpose of each committee and the extent to which the purposes have been achieved.**

Committee	Purpose	Extent to which purposes have been achieved
Victoria Police Research Coordinating Committee (RCC)	An internal committee tasked with the assessment of research proposals from external researchers seeking to conduct research involving police personnel, data or other resources.	The RCC assessed and approved 23 applications in 2010-11 in accordance with the Victoria Police Manual and Victoria Police research guidelines.]
Victoria Police Human Research Ethics Committee (VPHREC).	Is responsible for the ethical review of research for Victoria Police and has been nationally accredited with the National Health and Medical Research Council (NHMRC) since 9 March 2010. The VPHREC Secretariat is responsible for coordination of ethical oversight of research for Victoria Police including liaison with researchers in accordance with Victoria Police research guidelines and the <i>National Statement on Ethical Conduct in Human Research</i> (2007).	The VPHREC assessed and approved 42 applications in 2010-11 in accordance with the Victoria Police Manual and Victoria Police research guidelines. In June 2011, Victoria Police satisfied the mandatory requirement of accredited HREC institutions by submitting an annual report to the NHMRC outlining the workings of the VPHREC in 2010-11.