

2012-13: ADDITIONAL INFORMATION - VICTORIA POLICE ANNUAL REPORT

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

Declarations of private 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.**

Details of any shares held by senior officers or held beneficially in a statutory authority or subsidiary are held.

Senior officers in Victoria Police hold shares in the following companies:

SDG	Telstra
ANZ	Toll Holdings
BHP Billiton	Treasury Wine Estates
CBA	Wesfarmers
David Jones	Westpac
ISONEA Pty Ltd	NIB Health Insurance
NAB	Origin Energy
Sydney Airport	

- (c) **Details of publications produced by the entity about the entity, and how these can be obtained.**

Publication	Date Produced	Availability
Police Life	Winter 2012 Spring 2012 Summer 2013 Autumn 2013	10,500 copies produced each edition. Available from all police stations, the Victoria Police Centre and at www.vicpolicenews.com.au
<i>Victoria Police Blueprint 2012-15</i>	July 2013	www.police.vic.gov.au
Annual Report 2012-13	September 2013	www.police.vic.gov.au
<i>Victoria Police Road Safety Strategy 2013-18</i>	August 2013	www.police.vic.gov.au
Crime Statistics	August 2013	www.police.vic.gov.au

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

In 2012-13, 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

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

In 2012-13, the following major external reviews were completed:

Victorian Auditor General's office (VAGO)

Major Review	Conducted by	Purpose	Completed
<i>Prison Capacity Planning</i>	Victorian Auditor Generals Office (VAGO)	This review aimed to assess the effectiveness of prison capacity planning, specifically whether prison demand was being forecast effectively, and whether prison capacity was being effectively planned for. The review examined the prison capacity planning functions of Corrections Victoria and the use of Victoria Police's cells to manage periods of short-term high demand.	<i>November 2012</i>
<i>Management of Unplanned Leave in Emergency Services</i>	VAGO	This review assessed whether Ambulance Victoria, Metropolitan Fire and Emergency Services Board and Victoria Police were effectively and efficiently managing unplanned leave.	<i>March 2013</i>
<i>Effectiveness of Justice Strategies in Preventing and Reducing Alcohol-Related Harm</i>	VAGO	The audit assessed the effectiveness of the Department of Justice, Victoria Police and the Victorian Commission for Gambling and Liquor Regulation in preventing and reducing the impact of alcohol-related harm on the community. Alcohol-related harm costs Victoria an estimated \$4.3 billion per year.	<i>July 2012</i>

Copies of these reports can be found at: www.audit.vic.gov.au

Commissioner for Law Enforcement Data Security (CLEDS)

Major Review	Conducted by	Purpose	Completed
<i>Review of Implementation of CLEDS Report Recommendations - Electronic Data Storage Devices</i>	CLEDS	This review was designed to assess Victoria Police's progress in implementing the recommendations made in the 2008 Commissioner for Law Enforcement Data Security (CLEDS) review. Those recommendations did not attempt to cover the broad range of security issues associated with the proliferation of personal digital devices that has occurred over the last few years.	<i>October 2012</i>
<i>Compliance Review - The Victoria Police Licensing and Registration System</i>	CLEDS	A high-level compliance review of the Victoria Police Licensing and Registration System (LARS) in order to identify areas of information security risk and non-compliance with CLEDS standards.	<i>November 2012</i>

Copies of these reports can be found at: www.cleds.vic.gov.au

Ombudsman Victoria (OMBV)

Major Review	Conducted by	Purpose	Completed
<i>Investigation into an alleged corrupt association</i>	OMBV	Investigation into alleged corruption association pertaining to information received in relation to the death of Carl Williams	<i>October 2012</i>
<i>Investigation into allegations of improper conduct involving Victoria Police</i>	OMBV	Investigation into whistleblower allegation against Mr Simon Overland.	<i>October 2012</i>

Copies of these reports can be found at: www.ombudsman.vic.gov.au

Office of Police Integrity (OPI)

Major Review	Conducted by	Purpose	Completed
<i>Compliance Audit of Section 95 of the Drugs, Poisons and Controlled Substances Act 1981</i>	OPI	Compliance inspection pursuant to section 95 of the <i>Drugs, Poisons and Controlled Substances Act 1981</i> .	<i>December 2012</i>
<i>Policing people who appear to be mentally ill</i>	OPI	This report sets out the findings of a review into the way Victoria Police responds to people who appear to have a mental illness.	<i>November 2012</i>

Copies of these reports can be found at: www.opi.vic.gov.au

Victorian Equal Opportunity and Human Rights Commission (VEOHRC)

Major Review	Conducted by	Purpose	Completed
<i>Rights on the road - the experiences of older Victorian drivers</i>	VEOHRC	Research to gather information on the extent to which older drivers experience unfair or discriminatory treatment when it comes to decisions about their drivers' licence.	<i>November 2012</i>

(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)	ARC Centre of Excellence in Policing and Security (CEPS)	Victoria Police was engaged as an industry partner across six research projects.
Victoria Police ARC Linkage Grant Program		
Policing Just Outcomes: Police Response to Adult Sexual Assault	Edith Cowan, University of Tasmania	The project aims to: <ol style="list-style-type: none"> 1) provide a comprehensive 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; and 3) 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.
Family Violence Reform: Using Knowledge to Support Integration of Policy and Practice	University of Melbourne and Monash University	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.
The Effectiveness of Forensic Science in the Criminal Justice System	The University of Tasmania, University of Technology Sydney,	<p>The objectives of this project are:</p> <ol style="list-style-type: none"> (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>The research aims to assess the effectiveness of forensic science in the criminal justice system (in both police investigations and court outcomes).</p> <p>This collaborative research with Victoria Police and the Australian Federal Police will develop an evidence-based best practice model for using forensic science in both the</p>

Major Research and Development	Conducted by	Purpose
		<p>reactive and proactive investigation of serious and volume crime.</p> <p>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>Radicalisation, Counter Radicalisation and De-Radicalisation: Developing a new understanding of terrorism in the Australian context.</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 radicalisation.</p>
<p>Understanding and Managing the Occupational Health Impacts on Investigators of Internet Child Exploitation</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>Intellectual disability, victimisation, challenging behaviour and offending</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 and to the care and treatment of the vulnerable in our community.</p>
<p>Management Control Systems For Effective Information Sharing And Security In Government Organisations</p>	<p>University of Sydney and Swinburne University</p>	<p>The project aims are to determine how:</p> <ol style="list-style-type: none"> 1. Management Control Systems (MCS) and Information Technology (IT) can be employed to ensure that appropriate information sharing and securing occurs within a government organisation such that its performance is enhanced. 2. Inter-organisational MCS and IT can be employed to ensure that appropriate information sharing and securing occurs across Government to Government (G2G) and Government to Business (G2B) relationships and that relationship performance is enhanced. <p>The approach comprises both cross-sectional and longitudinal research. It utilises semi-structured interviews, survey, in-depth observation and action-research comprising changes to MCS including IT-enabled controls. The same approach will be applied at each of the industry partner organisations.</p>
<p>From genotype to phenotype: Molecular photofitting for criminal investigations</p>	<p>University of Canberra</p>	<p>This project aims to interrogate the "silent witness" of DNA evidence for the phenotypic traits of the donor, such as eye and hair colour, fingerprint patterns, stature, handedness, baldness, freckling, colour blindness and myopia.</p> <p>There is potentially a wealth of incriminating information encoded in the DNA of biological evidence (blood, semen, saliva, etc). DNA profiling has been traditionally used to associate a suspect with biological evidence, but often there is no suspect or a very large number of potential suspects.</p>

Major Research and Development	Conducted by	Purpose
Targeted Crime: Policing Social Inclusion	Monash University	This project will undertake a criminological study of the policing of targeted incidents and crime, that is, incidents and crimes motivated by bias, prejudice or hatred towards members of particular groups, communities and individuals. It will develop a best practice policing framework for policing targeted crimes and incidents.
Managing increasing challenges in motorcycle safety	Monash University	The aims of the study are to: <ul style="list-style-type: none"> (1) identify risk factors for serious motorcycle crashes, particularly rider (including travel speed) and road infrastructure factors; (2) quantify the association between these factors and consequent serious injury; (3) estimate the prevalence of motorcycle risk factor exposure in Victoria; and (4) provide recommendations for strategies and countermeasures to reduce the number and severity of motorcycle crashes

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

PERSONNEL	DESTINATION	OBJECTIVE	OUTCOME
Sworn member x 1	Wellington, New Zealand	The purpose of the visit was to attend the Australian & New Zealand School of Government (ANZSOG) Annual Conference. The theme of the Conference was to explain and discuss building organisational capability together with building community reliance and organisational capacity to deal with disaster recovery. Also met with Wellington NZ Police Command to examine best practice in service demand management and crime reduction strategies.	The Conference included case studies and presentations on managing response to the flood disasters in Queensland and also the response and recovery following the earthquake disaster in Auckland New Zealand.
VPS member x 1	The Hague, Netherlands	Attendance at the European Academy of Forensic Science (EAFS) symposium. This was a specialist forensic science symposium with a broad range of topics covered over all forensic disciplines.	EAFS Seminar attended. Visited the Netherlands Forensic Institute to gain an insight into their approach to Forensic Modernisation as a research opportunity.

			Met with representatives from the UK Home Office to discuss approaches to Disaster Management (focussed predominantly on Chemical warfare agent release).
Sworn member x 1	Wellington, New Zealand	Attendance at the Australasian Road Safety Research, Policing and Education Conference to present current research and best practice in road safety, particularly in those areas identified as national road safety priorities, directions and trends, to showcase innovation, progress and new directions in road safety policy, planning, research, practice and evaluation, and bring together road safety stakeholders and decision makers from Australia, New Zealand and the world to facilitate collaboration and information sharing	Conference attended and findings/learning's were relayed and, if applicable, implemented into the organisation.
Sworn member x 2	Delhi, India	Extradition Order supporting confidential operational duties.	This is the first successful extradition from India. The accused is currently in custody awaiting trial.
Sworn member x 1	Wellington, New Zealand	ANZSOG Executive Management of Public Administration refresher (conference) which was primarily focused on emergency management.	Conference attended and findings/learning's were relayed and, if applicable, implemented into the organisation
Sworn Executive member x 1	Paris, France	Sorbonne ICSS Sport Integrity Symposium 2012	Purpose of the Symposium was to discuss match fixing and other forms of fraudulent manipulation threatening the fundamentals of sport. The Symposium provided the opportunity for industry stakeholders (government & public) to exchange knowledge and experiences, to enable the development of tangible solutions to the emerging problems.
Sworn Executive member x 1, Sworn member x 1	Turkey	ANZAC Spirit Study Tour 2013 & Australia – Turkey Dialogue	Attend the annual ANZAC Spirit Study Tour with the Australian Intercultural Society and participate in the inaugural Australia –Turkey

			dialogue discussing Peace in the Wider Middle East and Australia – Turkey Embracing Cultural Diversity.
Sworn member x 2	Fayetteville, USA	Attended the Annual Special Agent Training (ASAT) course held in Maxton North Carolina. The training was delivered by a private contractor on behalf of the US Army. The core training that was relative to VICPOL CIRT was the Close Personal Protection, Firearm training and driving components.	Qualified at the ASAT course. The members received realistic high end training driven by a The members have returned to VICPOL and enhanced unit course management packages and continuation training with the inclusion of numerous safety and driving tactics not previously held within the organisation.
VPS member x 1	London, UK	Transport 20 fired cartridge cases to Consolite Forensics and to examine them for fingerprints using their Cartridge Electrostatic Recovery and Analysis (CERA) machine. This is a new fingerprint recovery technology which is not available in Australia. The exhibits related to a number of unsolved homicide investigations in Victoria. As well as examining the fired cartridge cases for fingerprints, I also made an assessment of the equipment for suitability and possible use in Australia.	Whilst the theory behind this equipment is sound, I was not successful in developing any fingerprints on any of the fired cartridge cases and believe the work and research we are currently performing at the Victoria Police Forensic Services Centre exceeds the capabilities of this equipment.
Sworn members x 2	Dallas, USA	Extradition Order supporting confidential operational duties.	Extradited accused during confidential operational duties.
Sworn member x 1	Wellington, New Zealand	Attendance at Australia New Zealand School of Government (ANZSOG) seminar at the Victoria University. This was the final session of a work-based research project sponsored by the Dept of Prime Minister & Cabinet, as part of the Executive Masters Public Administration (EMPA) program cohort.	The research project was successfully presented to relevant stakeholders. There were also other EMPA research projects presented to the cohort.

Sworn member x 1	Denver, USA	Attendance at the Association for the Treatment of Sexual Abusers Conference. Attendance at the University of Colorado to liaise on new program initiatives on youth violence prevention and youth justice.	Conference attended. A proposal for youth justice reform submitted to Victoria Police Executive Command.
Sworn member x 1	New Zealand	Attendance at a workshop with the NZ government on their legislative proposal to implement a New Zealand Sex Offender Registry.	Workshop attended
VPS members x 3	Wellington, New Zealand	Attendance at the Senior Managers Australia & New Zealand Forensic Laboratories (SMANZFL) Annual Meeting.	Annual Meeting attended. The SMANZFL group endorsed the development and delivery of a context and cognitive factors workshop, focussed on forensic caseworkers, for Australasian delivery.
VPS member x 1	Philadelphia, USA	Course - Strategic Thinking and Management for Competitive Advantage Course	Course completed.
VPS member x 1	Las Vegas, USA	Attendance at the Shot Show - the largest commercial gathering of manufacturers of military and law enforcement uniform & equipment in the world.	Met several USA based contractors & manufacturers of Victoria Police issue firearms, ammunition, ballistic vests & OC product and to discuss issues, future forecasting and business opportunities. The trip presented opportunities for me to see the latest products on the market, the developments in technology and discuss future directions concerning product development and whether these were appropriate for Victoria Police use.
Sworn member x 1	Boston, USA	An Officer was awarded the National Australasian Policing Scholarship as a result of academic studies undertaken at the Australian Institute of Police Management. The recipient attended Harvard University's John F Kennedy School of Government to undertake the prestigious 'Senior Executives in State and	As this award is in recognition of academic achievement in policing service nationally, the recipient was provided personal development focussed on executive education skills and leadership in government. The scholarship is sponsored by Telstra and AIPM and is intended to support up and coming leaders of

		Local Government' program with 62 participants from around the world.	Australasia's policing services.
VPS member x 1	Wellington, New Zealand	Meeting with NZ Police Department to discuss their policing excellence program.	Identified synergies with Victoria Police's Policing Information Process and Practice Reform Program.
VPS member x 1	Singapore	Attendance at the International Conference on Terrorist Rehabilitation and Community Resilience. The conference covered new issues and developments relating to terrorist rehabilitation, and strengthening the global Muslim community's resilience to the influence of terrorist ideology and propaganda.	Participant increased knowledge in this field and information as been fed into current research projects. In addition, the conference provided a crucial network as it brought together about 20 distinguished local and foreign speakers and 300-400 participants.
Sworn member x 1	Wellington, New Zealand	Confidential operational duties for Operation Volante	Confidential operational duties for Operation Volante – current and ongoing investigation.
Sworn member x 1	Wellington, New Zealand	Attendance at the Royal New Zealand Police College in Wellington to present to their Serious Crime Investigators Course on the Victoria Police Investigative Response to the Victorian Black Saturday Bushfires of 2009.	The presentation was extremely well received with fantastic feedback obtained. The experiences and learnings from the Victoria Police's Investigative Response to the Black Saturday Bushfires were shared and enhanced the experience for the members attending the Serious Crime Investigation Course.
Sworn member x 1	Auckland, New Zealand	Attendance at the Chemical Diversion Investigator's Seminar conducted by the United States Drug Enforcement Administration (DEA)	The outcome of the seminar was liaison with law enforcement agencies from Australia, New Zealand and the USA and discussion on chemical diversion trends and investigative procedures around the prevention and interruption of methylamphetamine manufacture across those countries and South East Asia.
Sworn Executive member x 1	Wellington, New Zealand	Attendance at the ANZ Counter Terrorism Committee conference - Confidential Operational Duties.	Attended the ANZ Counter Terrorism Committee conference - Confidential Operational Duties.

Sworn member x 1	Wellington, New Zealand	Two presentations at New Zealand Illicit Drug & Organised Crime Forum. The presentations were on OMCGs impact on the Victorian amphetamine stimulus type market & on the inception of the Purana Task Force.	New Zealand are world leaders in the introduction of legislation relating to illicit drugs and organised crime. Details shared on how New Zealand LEA are combatting the synthetic cannabinoids markets with the introduction of new legislation encompassing all types of synthetic drugs.
Sworn member x 1 Sworn Executive member x 1	New Zealand	Strategic review discussions regarding major cultural change and service reform initiatives undertaken within NZ police force that have had successful outcomes.	Consultancy on major cultural change and service reform practices that may be applied to Victoria Police.

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

Details of government advertising expenditure (campaigns with a media spend of \$150,000 or greater).

PSO Recruitment Campaign (Total \$2.7m)

Name of Campaign	Campaign Summary	Start/End date	Advertising (Media) Expenditure 2012-13 (ex GST)	Creative and campaign development Expenditure 2012-13 (ex.GST)	Research and evaluation Expenditure 2012-13 (ex.GST)	Print and collateral Expenditure 2012-13 (ex.GST)	Other Campaign Expenditure 2012-13 (ex.GST)
PSO Recruitment Campaign	Advertising, communication and marketing activities for the recruitment of PSOs.	20 January 2012 - 5 April 2013	\$1,960,064	\$438,973	\$129,958	N/A	\$132,786

This disclosure is effective from the current reporting period (2012-13).

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

Refer to pages 45-47 in Chapter 3 of the Victoria Police 2012-13 Annual Report.

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

Refer to pages 45-47 in Chapter 3 of the Victoria Police 2012-13 Annual Report.

(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)	The RCC is 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 received and assessed 27 applications in 2012-13. Twenty one of these applications were approved in the reporting period in accordance with the Victoria Police Manual and Victoria Police research guidelines.
Victoria Police Human Research Ethics Committee (VPHREC).	The 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 received and assessed 16 applications in 2012-13. Ten of these were approved in the reporting period in accordance with the Victoria Police Manual and Victoria Police research guidelines. In March 2013, 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 2012.
Victoria Police Human Rights Steering Committee	<p>The committee is chaired by Deputy Commissioner Tim Cartwright, with representation from senior officers from Regional, Legal and Corporate Services.</p> <p>Whilst the Terms of Reference are being finalised, the focus of the committee will include re-establishing the momentum and good practices created by the Communities of Practice, creating a forum for analysis, discussion and resolution on critical risks and issues, particularly with reference to implementation and operationalising of legalisation, policy and practice advice so as to ensure our service delivery is grounded in good human rights practice.</p>	This Committee is also acting as the Steering Committee for the implementation settlement agreement arising from the Daniel Haile-Michael and others case against Victoria Police. This function will also see the attendance of an additional community representative on the Committee to support the review program required by the settlement terms.

Refer to pages 17 and 18 of the 2012-13 Annual Report for details of Victoria Police Executive Command and Governance Committees

- (l) Details of all consultancies including:
- consultants engaged;
 - services provided; and
 - expenditure committed to for each engagement

Details of Individual Consultancies over \$10,000						
Consultant	Purpose of Consultancy	Start Date	End Date	Total Approved Project Fee (excluding GST)	Expenditure 2012-13 (excluding GST)	Future Expenditure (excluding GST)
KPMG ¹	Assessment of the effectiveness of the senior management structure governance arrangements in Victoria Police	8/03/2012	12/06/2012	81,818	85,000	0
The Agenda Group	Review of the Emergency Management Joint Public Information Committee	6/05/2013	9/08/2013	14,000	10,000	4,000
Victoria University	Harnessing resilience capital – an investigation of resilience and cultural diversity in countering violent extremism	26/09/2012	31/12/2013	195,500	50,000	145,000
Peter Stone ²	Expert advice for the installation and testing of microwave video link system	5/03/2012	14/01/2014	150,681	51,832	37,448
Inner Circle Consulting	Strategic advisor for the PIPP reform project	18/02/2013	30/06/2014	509,091	494,125	14,966

Lyn Walker and Associates	Review of the Victoria Police Multicultural, Emerging Communities and Indigenous Community Engagement Strategies	13/03/2013	30/08/2013	200,000	200,000	0
Deloitte Access Economics	Victorian Early Intervention Pilot Program evaluation	17/12/2012	3/05/2013	135,120	126,671	0
Ernst & Young	Procurement transformation and strategy roadmap	3/09/2012	23/10/2012	90,000	90,455	0
Ernst & Young	Finance function review	3/12/2012	31/01/2013	88,636	90,572	0
Cube Management Solutions	Vehicle impoundment business process review	2/08/2012	7/01/2013	88,485	88,485	0
CPT Global Ltd	LEAP sustainability review	19/03/2013	10/05/2013	83,636	83,636	0
C&M Associates Limited	Review of Witness Protection Program	2/07/2012	31/12/2012	82,909	72,687	0
Hoban Recruitment	Specialist advice on the PSO recruitment advertising campaign	21/10/2012	3/04/2013	50,844	50,834	0
Landell Corporation Pty Ltd	PIPP Reform Project Phase 2 Business Case – Project Cost Validation and Cost Benefit Analysis	7/11/2012	17/12/2012	39,090	38,210	0

Ernst & Young	Finance organisational model design	1/02/2013	24/04/2013	30,654	30,654	0
RixStewart Pty Ltd	Benefits assessment of the deployment of MACPAC (MDN And CAD Patrol Activity Collation) application	19/03/2013	13/06/2013	18,040	18,040	0
Scientist At Large	Review of Chemical Warfare Agent Laboratory Network (CWALN)	25/06/2012	24/07/2012	15,000	15,000	0
Monash University	Paper on potential suicide by Police incidents	18/04/2012	31/12/2012	20,000	15,000	0
M.N. Comrie	Systems review of an Intelligence and Covert Support Command business unit	15/03/2012	30/07/2013	10,000	10,000	0

Details of consultancies under \$10,000

In 2012-13, Victoria Police engaged seven (7) consultancies where the total fees payable were less than \$10,000 with a total expenditure of \$30,592.04 (excluding GST). The seven consultancies were as follows:

Consultant	Purpose of Consultancy	Start Date	End Date	Total Approved Project Fee (excluding GST)	Expenditure 2012-13 (excluding GST)	Future Expenditure (excluding GST)
Cube Management Solutions	Social impact study of Vehicle Impoundment Cost Recovery Model 1	19/04/2013	22/05/2013	10,000	8,400	0
The University of Melbourne	Semi-Automatic Pistol load unload evaluation	20/05/2012	1/05/2013	7,509	7,509	0
Max Houck	Forensic Services Department draft Forensic Operations Organisational Review (FOOR) operational concept models	No PO.	7/06/2013	5,000	5,000	0
Human Capital Management Solutions Pty Ltd	Professional Consulting for the PSO Recruitment Campaign	21/11/2012	21/11/2012	2,500	2,500	0
IPP Consulting Pty Ltd	Security risk assessment of 119-193 Wellington St, Collingwood	22/12/2010	13/06/2013	11,600	2,400	0
RixStewart Pty Ltd	Regional Mobile Radio upgrade, enhance BERC proposal to secure BERC funding	14/09/2012	09/06/2013	unknown	2,210	0
Catalyst.Net Ltd	Design of Moodle platform for VicPol online learning hub.	No PO	31/10/2012	2,573	2,573	0

Contractors

Consultant/Contractor Engaged	Service Provided	Expenditure	Number of contractors/contract staff
A Enkelman & Associates Pty Ltd.	Engineering inspections and assessments for vehicles	\$7,375	1
Aboriginal Family Violence Prevention & Legal Service	Koori Family Violence Police Protocol Project	\$35,455	1
ACER Australian Council For Education Research Ltd	Wellbeing questionnaire and reasoning assessment	\$1,123	1
Allan G Houston	Services to the Corporate Advisory Group	\$20,414	1
Ambrock Consulting	Consulting and Project Management Services on the Procure 2 Pay Invoice Automation Solution Project	\$25,188	1
APlus Apprentice and Trainee Services	Contract and trainee services for the Subpoena Management Unit.	\$63,553	1
ASG Group Limited	Follow up on issues arising from the reporting project.	\$33,325	1
Assurance Pty Ltd	Good for Enterprise Solution Threat and Risk Assessment	\$10,855	1
Assurex Escrow Pty Limited	Escrow Agreement for Software	\$990	1
Australian Bureau Of Statistics	Information Services	\$364	1
Australian Multicultural Foundation Ltd	Community Awareness Training Package	\$41,000	1
Australian Wool Testing Authority	Provision of NATA Testing for the General Duties Uniform	\$4,922	1
Barengi Gadjin Land Council	Aboriginal Dancers for cultural performance	\$655	1
Barwon Centre Against Sexual Assault Inc	People @ work Temp - acquired by Barwon CASA	\$9,299	1
Beth Hewitt & Associates Pty Ltd	Organisational Psychologist Services	\$7,875	1
BMM Australia Pty Ltd	Expert witness	\$900	1
CA (Pacific) Pty Ltd	IT Contractor Services	\$7,600	1
Capital Special Vehicles Pty Ltd	Vehicle engineering inspection and certification	\$550	1
Chambers Consulting	Consulting services for tax compliance framework	\$7,520	1
Chart Group	Training Services	\$5,000	1
Chisholm Institute of TAFE	Accreditation of Specialised Training Program for Protective Service Officers	\$22,500	1
Christopher Bunworth	Role play acting for a training video	\$250	1
CHW Consulting Pty Ltd	Inspection for water police vessels	\$1,600	1
Cirk	Risk Management Program review for the office of CLEDS	\$1,600	1
Clicks Recruit (Aust) Pty Ltd	Information Management Contract Services	\$49,829	1
Clicks Recruit (Aust) Pty Ltd	IT Service Delivery for contractor services	\$145,539	1
Clicks Recruit (Aust) Pty Ltd	IT Project & Application Management - LCAR project	\$45,717	1
Clicks Recruit (Aust) Pty Ltd	IT Project & Application Management - LCAR project	\$184,368	1
Clicks Recruit (Aust) Pty Ltd	IT Project & Application Management	\$266,413	1
Clicks Recruit (Aust) Pty Ltd	IT Project & Application Management	\$139,013	1
Clicks Recruit (Aust) Pty Ltd	IT Contract Services	\$79,580	1
Clicks Recruit (Aust) Pty Ltd	IT Contracted Service Delivery	\$49,925	1
Clicks Recruit (Aust) Pty Ltd	Contractor Services	\$205,461	1
Constructive Thinking	Payment for Bass Coast Leadership Development, Coaching for Victoria Police, Eastern Region.	\$692	1
CONVERGENCE E-BUSINESS SOLUTIONS PTY LIMITED	Services for CLEDS standards and social media issues	\$41,650	1
CONVERGENCE E-BUSINESS SOLUTIONS PTY LIMITED Total	Review of Crimtrac Bill and Intergovernmental Agreement	\$10,725	1
Cornerstone Computing Pty Ltd	IT Maintenance, support and development	\$89,149	1

Corporate Scorecard Group	Various Financial Performance Assessment Reports for procurement processes	\$5,836	1
D & D Taxation Consulting	Assistance in preparation of 2012 FBT return	\$29,532	1
Dale De Silva	Edits to social media policy - animation delivery of files	\$850	1
Dana Stockton	Police uniform measurement short video	\$2,500	1
David Moore	HR Contract work	\$1,800	1
Deakin University	Research Project Funding for Critical Incident Response Team	\$6,000	1
Deloitte Touche Tohmatsu Ltd	Business Analyst contract services	\$146,576	1
Dilignet Unit Trust	Contractor for Technology Refresh program - operating environment for servers, desktops & laptops	\$92,390	1
Dowling Consulting	Cost Benefit Analysis For General Duties Uniform Project	\$27,600	1
Ecosphere	Facilitation of a problem definition workshop for the PIPP Reform Program	\$5,600	1
Edward Ogden Pty Ltd	Professional custodial health services - sessional work for Victoria Police, School of Road Policing	\$500	1
Emotional Intelligence Worldwide Pty Ltd	Contract services for HRD	\$6,483	1
Eventful Management Conferences & Events	Mastering Business Analytics event	\$7,785	1
Executive Central Group Pty Ltd	Executive Coaching & Mentoring services to Victoria Police	\$57,750	1
Fankhauser & Associates	Engaging Consultant - 3 x 2 hour workshops	\$8,400	1
Fashion Forecast Services	Uniform analysis - Nugget Gold and Salute Colour Samples	\$480	1
Felicity Stalph	Provision of Graphic Design services for Crime Capability Development Group	\$1,449	1
FITNESS MAINTENANCE PTY. LTD.	Technician Time	\$14	1
Focal Point Training Services	Entrance Examination Review services.	\$9,800	1
Franks Engineering	Vehicle engineering inspection	\$480	1
Funnelback Pty Ltd	Compliance Auditor Service for specified police websites	\$6,167	1
FYB PTY LTD	ANZPAA - System upgrade	\$10,860	1
FYB PTY LTD	Service Desk Membership for ANZPAA	\$4,800	1
Geoffrey Wright	DVD production and post production services	\$4,998	1
Geomatic Technologies Pty Ltd	Spatial web services - Provision of spatial validation	\$81,537	1
Gippsland Lakes Community Health	Cultural Dance Performance	\$455	1
Global Intelligence Solutions Group	Facial Mapping Report.	\$7,523	1
Global Vision Media	Instructional Design and Training Development	\$46,635	1
Gordon E Vickers T/a Quality Support Pty Ltd	Technical Expert for Winter Clothing Tender.	\$9,492	1
Gunaikurnai Land & Waters Aboriginal Corporation	Payment for 'Welcome to Country' cultural performance	\$450	1
Hardcat Pty Ltd	Software support, maintenance and data migration	\$20,900	1
Hays Personnel Services (Aust) Pty Ltd	Professional Service	\$3,368	1
Hays Personnel Services (Aust) Pty Ltd	Hays Temp for Financial Management	\$78,444	1
Hays Personnel Services (Aust) Pty Ltd	IT Contractor Services	\$121,591	1
Hays Personnel Services (Aust) Pty Ltd	IT Contractor Services for P2P project	\$223,680	1
Hays Personnel Services (Aust) Pty Ltd	IT Contractor Services for PALM project	\$62,798	1
Hays Personnel Services (Aust) Pty Ltd	IT Contractor Services	\$114,112	1
Hays Personnel Services (Aust) Pty Ltd	IT Contractor Services	\$22,364	1

Hays Personnel Services (Aust) Pty Ltd	IT Contractor Services	\$21,872	1
Hays Personnel Services (Aust) Pty Ltd	IT Contractor Services	\$7,601	1
Hays Personnel Services (Aust) Pty Ltd	IT Contractor Services	\$7,053	1
Hays Personnel Services (Aust) Pty Ltd	IT Contractor Services for PALM project	\$32,067	1
Hays Personnel Services (Aust) Pty Ltd	IT Contractor Services	\$3,478	1
Hays Personnel Services (Aust) Pty Ltd	IT Contractor Services	\$139,324	1
Hays Personnel Services (Aust) Pty Ltd	Employment of contract staff	\$248,891	1
Hays Personnel Services (Aust) Pty Ltd	Employment of contract staff	\$9,932	1
Hays Personnel Services (Aust) Pty Ltd	Engagement of contractor	\$82,710	1
Hays Personnel Services (Aust) Pty Ltd	Staffing Services engagement. Continuous Improvement Model for Foundation Training	\$46,119	1
Henk Van Der Graaff	Coaching services	\$585	1
Hoban Recruitment	Implementation of the PSO Recruitment Campaign and aptitude tests	\$147,702	1
HRX Technology Pty Ltd	Change Management Support and security audit for Springboard Recruitment system	\$22,732	1
Hudson Global Resources (Aust) Pty Ltd	IT Contractor Services for PALM project	\$3,139	1
Hudson Global Resources (Aust) Pty Ltd	Analysis of call taking and dispatching data	\$66,763	1
Hudson Global Resources (Aust) Pty Ltd	Contract employees for Recruitment Services	\$11,651	1
Hudson Global Resources (Aust) Pty Ltd	Outplacement Services for Jobsearch Skills	\$2,727	1
Hudson Global Resources (Aust) Pty Ltd	Outplacement Services	\$8,000	1
Hudson Global Resources (Aust) Pty Ltd	Temporary Staff Members for Freedom of Information.	\$44,896	1
Hudson Global Resources (Aust) Pty Ltd	Contract Staff Member	\$6,793	1
Idassurance Pty Ltd	ANZPAA Financial Audit 2011/12	\$12,500	1
IPP Consulting Pty Ltd	State Police Operations Centre CCTV Upgrade - Concept Design Phase	\$10,110	1
IRIDIUM CONSULTING PTY LTD	Contractor for custodial risk management	\$63,636	1
Islamic Council of Victoria Inc	Community Integration and Support Program (CISP)	\$423,413	1
Johann Bilsborough	Biomechanical & Physiological Testing	\$2,200	1
JUDE LAURENCE	Probationary Constable Role Competency Analysis	\$16,000	1
Julie Baker-Smith & Associates	Investigation Services	\$17,891	1
Kanellos Consulting Pty Ltd	Conductive Energy Device risk assessment and workshops	\$43,850	1
Kiandra IT Pty Ltd	IT contractor and cabling services for ANZPAA	\$107,124	1
Kiandra IT Pty Ltd	Enhancements to Victoria Police's Prosecutions Information Management System (PROIMS)	\$66,520	1
KLM Group Ltd	Provide audio/visual maintenance	\$18,000	1
Knowledgeone Corporation Pty Ltd	Document management system support	\$1,098	1
KPMG	Facilitate workshop on Social Media and Law Enforcement	\$6,000	1
KPMG	Diagnostic of the current state HRD	\$21,900	1
KPMG	Development of an Information Management structure and roadmap for the office of CLEDS	\$44,546	1
KPMG	Contractors for I&IT	\$22,000	1
KWQ Consulting Pty Ltd	ANZPAA - Contract Services	\$1,500	1

Landell Corporation Pty Ltd	Probity practitioner for the language services tender	\$7,469	1
Law Image Services (VIC) Pty Ltd	Document imaging, scanning, converting, optical character recognition services	\$8,270	1
Littlehorn Pty Ltd	Acreditation for Investment Logic Map facilitation	\$340	1
Lynken Counsellors	Actuarial Services	\$2,614	1
M Mulcare Compliance Engineers	Radio network and speed measurement device services	\$11,354	1
MEGT (Australia) Ltd	HR related services and workshop facilitation	\$46,817	1
Meldan (VIC) Pty Ltd	Computer Services - Download footage for Crime Squad	\$318	1
MessageMedia Pty Ltd	PCSMS Service	\$32,186	1
Metro Quest Pty Ltd	Services to Executive Command Corporate Advisory Group	\$2,000	1
Millimetre	Design, Artwork and Printing of the CLEDS Annual Reports for 2011-12 and 2012-13	\$11,975	1
Minds at Work	Professional Development Workshops	\$3,000	1
Mingara Australasia Pty Ltd	Develop a Victoria Police Hazard Profile, analysis and performance reports on MMR network	\$144,306	1
MSS Security	Provision of Security Service for the Office of the Chief Examiner	\$24,224	1
Naomi Duncan Consulting	Business and Strategic Plan for Student Safety Project	\$8,000	1
Narijiic W Day-Burns	Dhunghalla Cultural Dance Performance	\$700	1
Netsolutions Australia Pty Ltd	Juniper Care CorePlus Support	\$535	1
Oakton Services Pty Ltd	Probity services for procurements and contracts	\$6,500	1
O'Connor Marsden & Associates Pty Ltd	Probity Advisor for General duties uniform project	\$2,768	1
O-Line Video Productions	Video for emergency management exercise	\$500	1
Open Text Pty Ltd	Professional Services for the implementation of corporate Fax Server	\$5,000	1
Orygen Research Centre	Development of Content for an online training session	\$11,168	1
Paradigm One Pty Ltd	BPO for development costs	\$684	1
Park Lane Information Technology	Oracle Financial system support	\$755,977	1
Pearson Assesment & Information	MMPI Psychological assessment: materials and scoring services	\$68,519	1
Peddle Thorp Interiors	Pre Documentation Phase for tender of building	\$9,220	1
Peter Clothier	Community Service Representative - SID (SOCIU)	\$5,415	1
Peter Collins & Associates Pty Ltd	Services to Victoria Police leadership team	\$1,000	1
Pitcher Partners Consulting Pty Ltd	Provision of Probity Advisory services for PRIM office	\$2,195	1
Possibility To Reality Pty Ltd	Executive Career Development Coaching Program	\$5,618	1
Price Waterhouse Coopers	Design, build and support of infrastructure for IT Services Contract team	\$15,397	1
Prime Electrical & Data Services Pty Ltd	Provision of Telecommunications minor work services	\$19,700	1
Probity Investigation Consultants Pty Ltd	Quarterly Financial and Probity Reports on provider of major supply contract	\$3,000	1
PSI Asia Pacific Pty Ltd	Probity auditor services	\$8,783	1
Psychological Assessments Australia	Psychological assessments and advice	\$3,911	1
Qualitative Focus	Analysis and Writing, Transcription of Data, Analysis and Report Writing	\$7,000	1
Randstad Pty Ltd	IT Contract and Recruitment Services	\$243,071	1
Readsoft Pty Ltd	Provision of Invoice Automation Services to Victoria Police	\$133,000	1
Red Rock Consulting	DBA Support Services - for Oracle Demantra and Advanced Supply Chain Planner.	\$8,250	1
Regent Personnel Pty Ltd	Lead BA/Change for P2P Project	\$45,384	1

Resolutions RTK	Executive coaching sessions	\$680	1
Richard Hosking Productions Pty Ltd	Production of 2000 DVDs as per contract obligation	\$4,545	1
Richard Sherratt	IT development and support of records database	\$12,800	1
Risk to Business Pty Ltd	Mediation Services	\$2,625	1
RixStewart Pty Ltd	Radio and telecommunications and mobile data network business case development	\$119,984	1
RMIT University	Colour testing of material for uniform items	\$16,972	1
RMIT University	Proof of concept work on algorithms for quality assessment of forensic ridge patterns	\$5,000	1
RMIT University	Hire of Security Guard for Policing Operation	\$131	1
Rofin Australia Pty Ltd	IT services for PIPP and I FACE	\$61,400	1
Rumbalara Aboriginal Co-Operative (Shepparton ACJP)	Cultural Performance by Chrissy James	\$227	1
SACS Executive Solutions Pty Ltd	Psychometric assessments	\$14,150	1
SANDRA BEANHAM & ASSOCIATES	Contractor and i-Project work	\$20,384	1
SAS Institute Australia	Metadata Security Model Implementation	\$54,449	1
Scavita Consulting Pty Ltd	Purchase of Pharmaceutical Drug Research Services	\$10,000	1
Sensor Dynamics Pty Ltd	IT Contractor support including development of a single sign on process for Vic Pol	\$28,834	1
Service Interim	Uniform review project - consultation, assessment and recommendations	\$10,500	1
Simon De Lisle Consulting	Graphs for IT Demand and Capacity tool - professional services	\$3,000	1
SMS Consulting Group Pty Ltd	Professional IT service definition to support enterprise business functions such as finance and HR.	\$81,355	1
Socom Pty Ltd	PR Services for PSO Recruitment Campaign 2012/13	\$30,000	1
STILLER HUGHES GROUP PTY LTD	Leadership impact training	\$21,866	1
STRATEGIES AND SOLUTIONS	Support to the Corporate Advisory Group and PIPP project	\$21,393	1
Sweeney Research Pty Ltd	Focus groups, research and analysis for the PSO ad campaign	\$45,580	1
Swinburne University of Technology	Management Control Systems & Information Management in Government.	\$40,000	1
Synergistiq Pty Ltd	Evaluation of Nexus Pilot Project - Phase 2	\$30,095	1
Tank Art	Fee for Cool Heads Program Logo and mural for Shepparton Police Station	\$1,600	1
THE ACCESS GURU	Development of Access database for custodial health services	\$3,920	1
The Distillery	Software Enhancements for Special Projects Unit and Sexual Offenders Register	\$92,500	1
The People Development Group Pty Ltd	Consulting services -Talkforce	\$11,000	1
The Social Larder PTY LTD	Digital Services and Web Conferencing	\$1,200	1
The University of Melbourne Total	Professional services performed in relation to IRG Workshops	\$39,600	1
Trusted Impact Pty Ltd	Fee for assistance with Victoria Police Site Inspections - Lilydale Police Station -	\$12,731	1
University Of Melbourne Commercial Ltd	National Training Program for Imams	\$99,000	1
UXC Consulting	To provide assistance in the Victoria Police Business Case for P25 Mobile Radio Terminals	\$12,870	1
Veda Advantage BIS Ltd	Provision of 1 x Domestic Contractor Report	\$517	1
Verizon Australia Pty Limited	IT Design and delivery contract services	\$144,480	1

Vetassess	Administration of Comparison Reasoning Tests	\$1,636	1
Vetro Design Pty Ltd	Changes to Health & Safety Matters Intranet banner & poster template	\$450	1
Victoria University	Harnessing Resilience Capital	\$50,000	1
William Desmond Martin	BPO: Community Representative- SID (SOCIU)	\$5,120	1
Winda-Mara Aboriginal Corporation	Winda Mara Dancers Cultural Performance	\$455	1
Windsong View Pty Ltd The Sheppard Trust	Employee assistance services	\$8,150	1
Wormald Fire & Safety Services	Supply new emergency exit and Site plans	\$1,682	1
Yorta Yorta Nation Aboriginal Corporation	Yorta Yorta Nation Aboriginal Corporation - Welcome to Country cultural performance services	\$273	1
		TOTAL = \$7,431,617	