



VICTORIA POLICE

# ANNUAL REPORT

2014-2015

## ADDITIONAL INFORMATION



## 2014-15 VICTORIA POLICE ANNUAL REPORT ADDITIONAL INFORMATION

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

Declarations of pecuniary interests have been duly completed by Executive Officers, Commanders and Senior Technical Specialists.

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

According to the declarations of pecuniary interests, no such interests are held by senior officers.

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

The following publications were produced by Victoria Police in 2014-15:

PUBLICATION	PRODUCED	HOW OBTAINED
<i>Police Life</i>	Winter 2014 Spring 2014 Summer 2015 Autumn 2015	10,000 copies produced each edition. Available from police stations and the Victoria Police Centre. <a href="http://www.police.vic.gov.au/policelife">www.police.vic.gov.au/policelife</a> <a href="http://www.vicpolicenews.com.au">www.vicpolicenews.com.au</a>
<i>Victoria Police Blueprint 2012-15 (Year 3)</i>	July 2014	<a href="http://www.police.vic.gov.au">www.police.vic.gov.au</a>
<i>Victoria Police Annual Procurement Plan 2014-15</i>	July 2014	<a href="http://www.police.vic.gov.au">www.police.vic.gov.au</a>
<i>Victoria Police Crime Statistics Publication 2013-14</i>	August 2014	<a href="http://www.police.vic.gov.au">www.police.vic.gov.au</a>
<i>Victoria Police Annual Report 2013-14</i>	September 2014	<a href="http://www.police.vic.gov.au">www.police.vic.gov.au</a>
<i>Victoria Police Safer Country Roads Plan 2014-2018</i>	September 2014	<a href="http://www.police.vic.gov.au">www.police.vic.gov.au</a>
<i>Task Force Discover Report</i>	September 2014	<a href="http://www.police.vic.gov.au">www.police.vic.gov.au</a>
<i>Policing Alcohol Harm in Victoria 2014-2024</i>	December 2014	<a href="http://www.police.vic.gov.au">www.police.vic.gov.au</a>
<i>Equality Is Not The Same – Year 1 Report</i>	December 2014	<a href="http://www.police.vic.gov.au">www.police.vic.gov.au</a>
<i>Cultural, Community and Diversity Education Strategy 2015</i>	April 2015	<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 2014-15, Victoria Police applied increases in fees as a result of the *Victoria Police (Fees and Charges) Regulations 2014*. These replaced the previous *Victoria Police (Fees and Charges) Regulations 2013*. 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 2014-15, the following major external reviews were completed:

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

NO.	MAJOR REVIEW	PURPOSE	RELEASE DATE
1	Responses to 2012–13 Performance Audit Recommendations	To determine the extent of agency response to, and monitoring of, VAGO performance audit recommendations, focusing on recommendations from the 2012–13 audits.	February 2015
2	Emergency Service Response Times	To assess how accountable emergency service organisations, Department of Health and Human Services (DHHS) and Department of Justice & Regulation (DJR) are for their response time performance.	March 2015
3	Digital Dashboard: Status Review of ICT Projects and Initiatives	To examine whether Victorian public sector agencies and entities are appropriately planning, managing and implementing selected ICT projects in terms of time, cost, benefits realisation and governance.	April 2015

##### Independent Broad-based Anti-Corruption Commission (IBAC)

NO.	MAJOR REVIEW	PURPOSE	RELEASE DATE
1	Inquiry into Victoria Police Human Source Management	To examine the conduct of Victoria Police in relation to the management of human sources, and in particular the issue of whether or not such management has complied with appropriate ethical and legal obligations.	February 2015

##### Commissioner for Privacy and Data Protection (CPDP)

NO.	MAJOR REVIEW	PURPOSE	RELEASE DATE
1	Victoria Police - Security Incident Review	To determine if Victoria Police policies and procedures are consistent with Standard 32 (Security Incident Management) of the Standards for Law Enforcement Data Security, if the incidents were effectively managed; if Victoria Police improved incident handling procedures as result of each subsequent incident, consistent with Standard 33 (Security Incident Management)	April 2015

## Victorian Equal Opportunity & Human Rights Commission (VEOHRC)

NO.	MAJOR REVIEW	PURPOSE	RELEASE DATE
1	Beyond Doubt – The Experiences of People with Disabilities Reporting Crime	This review sought to examine whether police services in Victoria are delivered on an equal basis for people with disabilities who are victims of crime, compared to those without disability.	July 2014

### Report by His Honour David Jones QC

NO.	MAJOR REVIEW	PURPOSE	RELEASE DATE
1	Unlawful Releases from Custody by Corrections Victoria	Following the identification of two unlawful releases by Corrections Victoria in May 2014, the Secretary, DJR commissioned an independent review to determine the causes of these two unlawful releases.	October 2014

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

MAJOR RESEARCH AND DEVELOPMENT	CONDUCTED BY	PURPOSE
Targeted Crime: Policing Social Inclusion	Monash University	<p>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.</p> <p>The project will develop a best practice policing framework for policing targeted crimes and incidents.</p>
Managing Increasing Challenges in Motorcycle Safety	Monash University	<p>The aims of the study are to:</p> <ol style="list-style-type: none"> <li>(1) identify risk factors for serious motorcycle crashes, particularly rider (including travel speed) and road infrastructure factors</li> <li>(2) quantify the association between these factors and consequent serious injury</li> <li>(3) estimate the prevalence of motorcycle risk factor exposure in Victoria</li> <li>(4) provide recommendations for strategies and countermeasures to reduce the number and severity of motorcycle crashes.</li> </ol>

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

Note:

Further process improvements in relation to disclosures of overseas travel have resulted in an increased number of trips being recorded in 2014-15.

The details below do not include operational travel in relation to transfer of witnesses.

The following trips were funded internally by Victoria Police:

TITLE OF OFFICER	DESTINATION/S	OBJECTIVES	OUTCOMES
VPS6 VPS5	Hong Kong	Information sharing between the Sporting Integrity Intelligence Unit and the Hong Kong Jockey Club (HJKC).	Exchanged information, ideas and methodology regarding: <ul style="list-style-type: none"> <li>the templates and methods used by the HKJC to monitor illegal gambling sites such as IBCbet and SBObet.</li> <li>the investigative and detection methods employed to address corruption within their racing industry.</li> <li>intelligence and information exchange (where possible) on match-fixing in soccer and tennis with a representative from the company Sportradar.</li> </ul>
Assistant Commissioner	London, United Kingdom	Attendance as a presenter and participant in the Safer Cities Conference.	<ul style="list-style-type: none"> <li>Attended as a participant and presenter at the Safer Cities Conference- an event involving Ministers, Mayors, Directors of Public Safety, Police and Fire Commissioners from across the globe.</li> <li>Discussed challenges and success shaping public safety in the urban environment.</li> </ul>
Detective Senior Sergeant	Cape Town, South Africa	Attend Crime Stoppers International Conference.	<ul style="list-style-type: none"> <li>Attended as Recipient of "Co-ordinator of the Year Service Award".</li> <li>The agenda for the conference themed around 'whistleblowers' and presented an opportunity to use Crime Stoppers in the sporting integrity area.</li> <li>The conference also presented opportunity to share knowledge and identify best practice approaches for improvements and networking.</li> </ul>

TITLE OF OFFICER	DESTINATION/S	OBJECTIVES	OUTCOMES
Inspector	Wellington, New Zealand	Attend 2nd International Symposium on Drugs and Driving.	<ul style="list-style-type: none"> <li>Examined the complexity of the drug driving issue.</li> <li>Assessed new research and evidence to help inform road safety interventions.</li> <li>Achieved consensus on the core components and key elements of an effective drugs and driving program.</li> <li>A symposium report was produced to provide a framework to support policymakers in the development and implementation of a comprehensive, evidence-informed response to the drugs and driving problem.</li> <li>The report outlines a series of actions across six broad areas: Monitoring and Surveillance; Legislation and Policy; Detection, Deterrence and Enforcement; Adjudication and Sanctions; Health Interventions and Treatment; and Public Awareness, Health Promotion and Prevention.</li> </ul>
VPS6	Las Vegas, USA	<ul style="list-style-type: none"> <li>Attend the manufacturing bases of manufacturers of protective equipment.</li> <li>Attend the 2015 Shot Show.</li> </ul>	<ul style="list-style-type: none"> <li>Strengthened commercial relationships with key existing equipment contract providers and identified product options and latest technologies in operational safety equipment.</li> <li>Negotiated access to new operational equipment, and processes or data to support decisions on operational longevity for equipment in use by Victoria Police.</li> </ul>
Acting Inspector	Manila, Philippines	Formed part of a Leadership and Mentoring Program (LMP) aimed at enhancing relationships with policing agencies in Manila to support Non-governmental Child Protection Groups.	<ul style="list-style-type: none"> <li>Supported objectives of LMP and related actions for mentor and mentee.</li> <li>Enhanced relations for the Bahay Tuluyan Organisation in support of child protection in Manila.</li> <li>Provided insight into treatment ideals around child protection within Victoria Police.</li> </ul>
Detective Leading Senior Constable	Wellington, New Zealand	Attend Royal New Zealand Police College (RNZPC) Motorcycle Collision Reconstruction Course.	<ul style="list-style-type: none"> <li>Attended two training courses into complex reconstruction of motor vehicle collisions involving pedestrians, bicycles and motorcycles.</li> <li>Training allowed formal qualification to provide expert evidence in court at these types of collisions.</li> </ul>

TITLE OF OFFICER	DESTINATION/S	OBJECTIVES	OUTCOMES
Sergeant  Leading Senior Constable	Washington, USA	To attend the 2015 Corp Ten Conference - a three day training conference focusing on end user familiarity with GPS Tracking software.	<ul style="list-style-type: none"> <li>• Attended training course presented by Corp Ten.</li> <li>• Provided attendees with current training in the configuration and use of GPS Tracking software.</li> <li>• Enabled members to develop and maintain working relationships with international members of the surveillance community</li> <li>• The software will be used during Vic Pol investigations.</li> </ul>
Inspector  Senior Sergeant	Wellington, New Zealand	Travel to New Zealand to learn techniques/ skills from an external consultant, previously employed by Victoria Police, to enable rollout of the Frontline Practice Initiative (FLPI).	<ul style="list-style-type: none"> <li>• Learned to develop and apply social network mapping as part of the FLPI project.</li> <li>• The FLPI evaluation is currently being finalised and will be sent to Executive Command to determine rollout options across Victoria Police.</li> </ul>
Detective Superintendent	London, United Kingdom	To attend the International Counter Terrorism (CT) Congress, visit various Counter Terrorism Units and attend the ANZAC Day Service at Australia House.	<ul style="list-style-type: none"> <li>• Attended CT Congress.</li> <li>• Liaised with external providers and international law enforcement agencies on CT operations and methodologies.</li> <li>• Met with London City police, MetPolice (SO15) and Manchester CT Unit regarding the off shore travellers to join ISIL, lone wolf attackers and other CT related initiatives.</li> <li>• Received validation of current practices and obtaining of new practices.</li> </ul>
Superintendent  Senior Sergeant	Arizona and Michigan, USA	Site visits to shortlisted tenderers for an Options Training Simulator to be developed for the new Operational Safety and Tactics Training Facility.	<ul style="list-style-type: none"> <li>• Short listed tenders provided demonstration of tendered products against mandatory and highly desirable specifications</li> <li>• Enabled tender evaluation sub-committee to make recommendations to tender evaluation team for procurement of the Craigieburn Tactical Options Training Simulator.</li> </ul>
Assistant Commissioner  Detective Superintendent	Ontario, Canada	Attend the Leadership in Counter Terrorism (LinCT) Program.	<ul style="list-style-type: none"> <li>• Incorporated high level content from both operational and strategic areas, utilising a blend of adult learning methodologies including "master classes", case studies of major operations, theoretical presentations, panel discussions and reflection.</li> <li>• Further developed capacity to operate effectively in global counter terrorism operations.</li> </ul>



TITLE OF OFFICER	DESTINATION/S	OBJECTIVES	OUTCOMES
Detective Senior Sergeant	Toronto, Canada	Attend and lecture at the Canadian Outlaw Motorcycle Gangs (OMCG) Expert Witness Workshop, and to share criminal intelligence with 300 OMCG investigators from throughout Canada.	<ul style="list-style-type: none"> <li>Presented lecture on Victoria Police's current activities and initiatives in the OMCG space.</li> <li>Obtained and shared intelligence and knowledge from a range of OMCG investigators from across Canada.</li> </ul>
Deputy Commissioner	Paris, France and London, United Kingdom	To obtain briefings and liaise with French police and government officials regarding recent terrorist incidents/threats/ response (as directed by the Prime Minister), followed by attendance at a Counter Terrorism (CT) conference in London regarding recent events around the world, and associated responses and strategies around countering violent extremism.	<ul style="list-style-type: none"> <li>Met with French police and government officials to discuss responses to recent incidents and threats.</li> <li>CT conference provided knowledge and intelligence on various other agencies' CT response and capabilities.</li> </ul>
Leading Senior Constable  Senior Constable	Singapore	To qualify members as Dive Medical Technicians as required by the Australian Diver Accreditation Scheme.	Both members obtained qualification (which lasts 2 years).

The following trips were funded by external parties:

TITLE OF OFFICER	DESTINATION/S	OBJECTIVES	OUTCOMES
Inspector	Washington, USA	Attend the World Police & Fire Games Federation Board Meeting.	<ul style="list-style-type: none"> <li>Reviewed all operational plans for the planning and conduct of the 2015 World Police &amp; Fire Games.</li> <li>Reviewed future host cities plans - Montreal 2017 and Chengdu 2019.</li> </ul>
Detective Inspector	Garmisch, Germany	To brief and run an interactive exercise on Operation Neath - a multi-agency, multi-jurisdictional trans-national counter terrorism investigation.	<ul style="list-style-type: none"> <li>Presented a two day workshop at the George C Marshall Institute of Security Studies to attendees from 32 countries.</li> <li>Interaction with senior law enforcement officials from these countries.</li> <li>Increased awareness, knowledge and capability in other agencies covert technology and techniques for use in counter-terrorism criminal investigations both for disruption and diversion.</li> </ul>
PSO Senior Supervisor  PSO x5	Fromelles, France	Deployment of Senior Supervisor and five Shrine Guards to participate in a ceremony commemorating the 98th anniversary of the Battle of Fromelles.	<ul style="list-style-type: none"> <li>Recognition of fallen Victoria Police members on the Somme.</li> <li>Worldwide favourable TV and print media.</li> <li>Appreciation of Australian French History for attending members.</li> <li>Relationships formed between Protective Services Unit, various Mayors and Defence Force Attaché to Australian Embassy in Paris and other local dignitaries including township communities.</li> </ul>
Detective Senior Constable	Maryland, USA	Attend FBI Violent Crimes Against Children International Task Force (VCACITF) training.  Training will enhance the capacity and capability of Task Force Astraea to combat child exploitation.	<ul style="list-style-type: none"> <li>Attained membership of the VCACITF (must attend this training to be included on Task Force)</li> <li>Increased knowledge of on-line child sexual assault investigations and now form part of a larger international network which is essential for on-line child sexual assault investigations.</li> <li>Received training on Peer-2-Peer software (ICACCOPS) which monitors users sharing child abuse material on-line.</li> </ul>
Inspector	Georgia, USA	Attendance at the Federal Law Enforcement Training Centre for the National Counter Terrorism Summit.	<ul style="list-style-type: none"> <li>Presented on Australian Countering Violent Extremism and Counter Terrorism Community Engagement strategies.</li> <li>Learnings from the workshop informed the development of a research paper for future consideration by attending organisations.</li> </ul>

TITLE OF OFFICER	DESTINATION/S	OBJECTIVES	OUTCOMES
Senior Sergeant	Bangkok, Thailand	<ul style="list-style-type: none"> <li>Present at the International Human Trafficking Workshop.</li> <li>Initial objective was to present the “Look a Little Deeper” Information and Awareness Package to the students at the International Law Enforcement Academy.</li> </ul>	<ul style="list-style-type: none"> <li>Facilitated sessions.</li> <li>Increased knowledge on how other jurisdictions are addressing this crime type.</li> <li>Showcased Victoria Police’s response to Human Trafficking.</li> <li>Interest was shown by other agencies in our package and the Australian Federal Police (AFP) have taken out a licence for this package to deliver it to all other State and Territory Police Forces and overseas.</li> </ul>
Superintendent x2	Hyderabad, India	Visiting Fellow to India Police Service as part of mid-career training programs.	<ul style="list-style-type: none"> <li>Attended briefings and training programs.</li> </ul>
Acting Senior Sergeant	Amsterdam, Netherlands	Attendance at the International Law Enforcement and Public Health Conference.	<ul style="list-style-type: none"> <li>Attended conference to give conference paper “NPACER – A functioning working model of collaboration between Mental Health, Police and Public Hospital Emergency Departments” regarding the initiatives and outcomes of NPACER, as initiated by Victoria Police North West Metro Region Divisions 4 and 5.</li> <li>Attended Amsterdam Police and Department of Health regarding processes of dealing with mental health, including the ‘Psycholance’- specialised ambulance transport for psychiatric patients in the Amsterdam region.</li> <li>Identified that Vic Pol initiatives and processes were more streamlined when benchmarked against international jurisdictions.</li> <li>Established positive international relationships with health and police departments in the Netherlands and United Kingdom.</li> </ul>

TITLE OF OFFICER	DESTINATION/S	OBJECTIVES	OUTCOMES
Forensic Officer	Orlando, USA	Attend critical issues meeting of the Scientific Working Group Gunshot Residue (SWGGSR).	<ul style="list-style-type: none"> <li>Reviewed American Society for Testing and Materials (ASTM) internationally accepted method for the analysis of gunshot residues using scanning electron microscopy with X-ray spectroscopy and submitted final draft to the ASTM Committee on Forensic Sciences.</li> <li>Discussed the introduction of the National Institute of Standards and Technology (NIST) Organisation of Scientific Area Committees (OSAC) and strategic interface with SWGGSR.</li> <li>Invited to participate with OSAC-GSR sub-committee on the development of Standard Guidelines for GSR Training as an associate member.</li> <li>Participation in SWGGSR and OSAC-GSR ensures that VPFSD GSR practitioners contribute to the development of international standards.</li> </ul>
Chief Forensic Scientist	Salt Lake City, USA	Attend the United States Association of Forensic Document Examiners Symposium.	<ul style="list-style-type: none"> <li>Presented a workshop 'Context and Cognitive Factors in Forensic Decision Making Processes'.</li> <li>Maintained professional standing in the forensic science community.</li> <li>Allowed the Forensic Services Department to show its strong leadership and commitment to international standards in Forensic Science.</li> </ul>
Chief Forensic Scientist	Wellington, New Zealand	Attend the National Meeting of Forensic Medical Officers.	<ul style="list-style-type: none"> <li>Presented a workshop 'Context and Cognitive Factors in Forensic Decision Making Processes'.</li> <li>Maintained professional standing in the forensic science community.</li> <li>Allowed the Forensic Services Department to show its strong leadership and commitment to international standards in Forensic Science.</li> </ul>
Senior Police Medical Officer	Kuala Lumpur, Malaysia	<ul style="list-style-type: none"> <li>Attend 1-day round table discussion on Police Leadership in public health.</li> <li>Attend Custodial Health and HIV conference.</li> </ul>	<ul style="list-style-type: none"> <li>Attended and contributed to discussion outlining Victoria Police's work in the public health space.</li> <li>Attended conference – learnings applied to the workplace.</li> </ul>

TITLE OF OFFICER	DESTINATION/S	OBJECTIVES	OUTCOMES
Forensic Officer	Oklahoma, USA	Attend a meeting of the Organisation of Scientific Area Committee Physics and Pattern Evidence Sub-Committee.	<ul style="list-style-type: none"> <li>Invited as international expert on physics/pattern evidence.</li> <li>Discussed development of discipline specific standards as an ongoing project.</li> </ul>
Sergeant	Wellington, New Zealand	Representing Victoria Police at seminar hosted by New Zealand Government focused on Family Violence reform.	<ul style="list-style-type: none"> <li>Attended seminar and provided insight into family violence prosecutions from the perspective of Victoria Police.</li> <li>Seminar was a scoping exercise hosted by the New Zealand Government aimed at assisting them with family violence reform.</li> </ul>
Forensic Officer	Lucerne, Switzerland	Attend meetings and participate in PhD Examinations at the Universite de Lausanne.	<ul style="list-style-type: none"> <li>Capacity building with University of Lausanne academics in the Department of Forensic Sciences.</li> <li>Successful PhD examination and recommendation for award.</li> <li>Provided assistance with an additional PhD project around issues with forensic pattern evidence.</li> </ul>
Forensic Officer	Madrid, Spain	Guest speaker at the Human Identification Solutions meeting conducted by Life Technologies.	<ul style="list-style-type: none"> <li>Attended meeting as guest speaker.</li> <li>Maintained professional standing in the forensic science community.</li> <li>Allowed the Forensic Services Department to show its strong leadership and commitment to international standards in Forensic Science.</li> </ul>
Forensic Officer	Singapore	Conduct a training course at the Health Sciences Authority and to review their training program as part of membership of the Authority's Illicit Drug Testing International Expert Committee.	<ul style="list-style-type: none"> <li>Conducted a review of Health Sciences Authority Singapore Illicit Drugs Laboratory's Cannabis examination training and procedures.</li> <li>Provided training to Forensic chemists from Singapore, Malaysia, Thailand and Brunei.</li> <li>Contributed to the Forensic Services Department profile in the international forensic science community.</li> <li>Enhanced regional cooperation and collaboration in education and training of forensic practitioners.</li> </ul>
Forensic Officer	Vienna, Austria	Invited to attend United Nations Office on Drugs and Crime (UNODC) International Forensic Expert Meeting.	<ul style="list-style-type: none"> <li>Contributed to the Forensic Services Department profile in the international forensic science community.</li> <li>Enhanced regional cooperation and collaboration in education and training of forensic practitioners.</li> </ul>

TITLE OF OFFICER	DESTINATION/S	OBJECTIVES	OUTCOMES
Senior Sergeant	Beijing, China	Represent Australia at meetings with Chinese officials to discuss Victoria Police's Countering Violent Extremism (CVE) activities and initiatives.	<ul style="list-style-type: none"> <li>Attended various meetings and discussed Victoria Police current issues and activities in the CVE space.</li> <li>Established networks with Chinese agencies in the CVE space.</li> </ul>
Superintendent  Leading Senior Constable	Ottawa, Canada	<ul style="list-style-type: none"> <li>Travel to Ottawa, Canada for CAPEX, conducted under the auspices of Australia-New Zealand Counter-Terrorism Committee (ANZCTC) CBRN Capability.</li> <li>Two additional days for consultation with Ottawa Police and the Royal Canadian Mounted Police (RCMP).</li> </ul>	<p>Attended at Ottawa Police and RCMP Emergency Response teams to investigate:</p> <ul style="list-style-type: none"> <li>their use of tactical dogs</li> <li>the interoperability between services</li> <li>their validation of fitness standards</li> <li>their strategic plan for the delivery of counter terrorism response.</li> </ul> <p>This information will be used to inform various projects within Victoria Police.</p>
Superintendent  Inspector  Acting Senior Sergeant  Sergeant  Acting Sergeant  Leading Senior Constable	Ottawa, Canada	Attend Capability Exercise 2015 (CAPEX) Chemical, Biological, Radiological and Nuclear (CBRN) Soldier Systems Centre (SSC) Exercise.	<ul style="list-style-type: none"> <li>Victoria Police's participation in the CBRN Counter-Terrorism Quadrilateral Group (Quad) – Technical Response Group (TRG) at CAPEX allowed the opportunity to participate, learn and better contribute towards a national standard for training and capability development in responding to CBRN incidents.</li> <li>Victoria Police's CBRN capabilities regarding command, detection, protection, investigation, decontamination and communication were tested, compared and further developed.</li> </ul>

TITLE OF OFFICER	DESTINATION/S	OBJECTIVES	OUTCOMES
Director	Washington DC, USA	<ul style="list-style-type: none"> <li>Attend International Forensic Strategic Alliance as Australian Representative and report on behalf of the Senior Managers Australian and New Zealand Forensic Laboratories (SMANZFL).</li> <li>Attend American Society of Crime Laboratory Directors Conference: Represented SMANZFL and IFSA</li> <li>Attend International Standards Organisation PC 272 Committee on Forensic Science Standards Development</li> </ul>	<ul style="list-style-type: none"> <li>Presentation delivered to IFSA on current status of forensic science in Australia, including outputs of Specialist Advisory Groups.</li> <li>Briefings received from the five international forensic networks, the UNODC on the status of forensic science globally.</li> <li>Presentation to the ASCLD on the role of IFSA and its International focus.</li> <li>Provided presentation to VPFSD Leadership Group on outcomes of visit.</li> <li>Provided presentation to SMANZFL Executive on outcomes of visit.</li> <li>Presentation to SMANZFL planned for November 2015 in Perth, Western Australia.</li> </ul>
Director	The Hague, Netherlands	Attended the International Criminal Court, Scientific Advisory Board (SAB) as a representative of the International Forensic Strategic Alliance and member of the SAB.	<ul style="list-style-type: none"> <li>Met with AFP forensic investigation team re MH17, briefed on current status, process and practice.</li> <li>Tour of Netherlands Forensic Institute, largest integrated forensic capability in the world.</li> <li>Represented IFSA and provided specialist advice to International Criminal Court as a member of the Scientific Advisory Board in respect of development of Forensic Guidelines to support ICC investigations.</li> <li>Briefings provided to VPFSD Leadership Group and SMANZFL Executive.</li> </ul>
Superintendent	Edmonton, Canada	Attend the 7th International Conference on Urban Traffic Safety.	<ul style="list-style-type: none"> <li>Invited to present at the 7th International Conference on Urban Traffic Safety.</li> <li>Conducted a Concurrent Session on Policing for Road and Community Safety, as well as a Post-Conference Workshop on Law Enforcement: Current Challenges and Strategies.</li> <li>Presentations were very well received with positive feedback received from conference organisers, attendees and Dr Bruce Corben (Australian Road Safety expert).</li> </ul>

TITLE OF OFFICER	DESTINATION/S	OBJECTIVES	OUTCOMES
Superintendent	Manila, Philippines	Involvement in the Global Road Safety Partnerships (GRSP) annual Asia Pacific regional seminar/workshop.	Participated as a facilitator, plenary presenter and guest panel speaker.
Detective Inspector Senior Sergeant	Manila, Philippines	Provide Counter Terrorism and Serious and Organised Crime Investigations Training to Philippines Law Enforcement Agencies.	<ul style="list-style-type: none"> <li>• Attended as a subject matter expert.</li> <li>• Delivered investigative interview training to the Philippines National Police at a 5 day course.</li> <li>• The course exceeded expectations initiating much needed change in communication skills, interviewing vulnerable witnesses and the avoidance of force, closed questioning etc. to elicit evidence.</li> </ul>
Superintendent	Various locations around UK and USA	Study Trip as a recipient of the 2014 Churchill Fellowship award.	<ul style="list-style-type: none"> <li>• Studied emerging and innovative crime prevention practices related to rural crime.</li> <li>• Visited a variety of policing jurisdictions, universities and industry experts to understand best practice methodologies.</li> </ul>
Inspector	Washington DC, USA	Attend the 2015 World Police And Fire Games and Federation Board meetings in capacity as a Director of the World Police and Fire Games Federation.	<ul style="list-style-type: none"> <li>• Performed role of Director of the World Police &amp; Fire Games Federation.</li> <li>• Provided oversight of all operational and functional plans prior to, and throughout the delivery of the 2015 Games.</li> <li>• Reviewed plans for the Montreal 2017 and Chengdu 2019 Games.</li> <li>• Selected Host for 2021 Games (Rotterdam).</li> </ul>



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

Victoria Police did not undertake any major promotional, public relations or marketing activities in 2014-15.

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

Refer to page 69 in Chapter 7, and Appendix D (pages 88-90) of the 2014-15 Victoria Police Annual Report.

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

Refer to Appendix D (pages 88-90) of the 2014-15 Victoria Police 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.	<ul style="list-style-type: none"> <li>The RCC received and assessed 27 applications in 2014-15.</li> <li>22 applications were approved in the reporting period in accordance with the Victoria Police Manual and Victoria Police research guidelines.</li> <li>The remainder were either not approved, withdrawn or are still under consideration by the RCC as at 30 June 2015.</li> </ul>
Victoria Police Human Research Ethics Committee (VPHREC)	<p>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.</p> <p>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)</p>	<ul style="list-style-type: none"> <li>The VPHREC received and assessed nine applications in 2014-15.</li> <li>Seven of these were approved in the reporting period in accordance with the Victoria Police Manual and Victoria Police research guidelines. Two applications were still under consideration as at 30 June 2015.</li> <li>In April 2015, 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 2014.</li> </ul>

Refer to Appendix E (pages 91-92) of the 2014-15 Victoria Police Annual Report for details of Victoria Police Executive Command and Corporate Governance Committees.

- l) Details of all consultancies and contractors including:
- Consultants/contractors engaged;
  - services provided; and
  - expenditure committed to for each engagement
- i) Details of consultancies valued at \$10,000 or greater

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EXCLUDING GST)	EXPENDITURE 2014-15 (EXCLUDING GST)	FUTURE EXPENDITURE (EXCLUDING GST)
Allan G Houston	Corporate Advisory Group Member	25,434	25,434	0
Australian Multicultural Foundation Ltd	Community consultations for a research project	27,729	27,729	0
B A Serious Pty Ltd	Feasibility study - OST simulator Project	60,000	60,000	0
Capgemini Australia Pty Ltd	Enterprise Mobility Solution Design - Mobility Solution Designer	278,997	253,635	25,362
Catalyst IT Australia Pty Ltd	Strategic eLearning Consulting body of work	42,000	42,000	0
Clear Horizon Consulting Pty Ltd	Koori Family Violence Police Protocols Project Evaluation	20,040	20,040	0
Empirica Research Pty Ltd	Eyewatch and Victoria Police Facebook Research	15,000	15,000	0
Empirica Research Pty Ltd	Community Research into the understanding of Sex Offender Registration.	59,091	59,091	0
Ernst and Young	Consulting Services to Systems Analysis and Governance Division	159,000	140,000	19,000
Gartner Australasia Pty Ltd	Advice on IT services and middleware software	85,950	85,950	0
Henderson Logistics	Consultation and Report for Police Stores efficiency improvements	23,901	23,901	0
Iridium Recruitment Pty Ltd	Development of media and communication services	29,532	29,532	0

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EXCLUDING GST)	EXPENDITURE 2014-15 (EXCLUDING GST)	FUTURE EXPENDITURE (EXCLUDING GST)
Kanellos Consulting Pty Ltd	OH&S Risk Assessments for CED Project	10,500	10,500	0
Jacobs Group (Australia) Pty Ltd	Temporary Training Facility Options Analysis Report	17,600	17,600	0
KPMG	Consultancy Services for the 2015 Sworn Enterprise Bargaining (EB) Project	394,586	322,843	71,743
KPMG	PIPP Reform Program Business Technology Strategy	364,402	93,172	271,230
Landell Corporation Pty Ltd	Consultancy Services for the Radio and Telecommunication Review	21,818	21,818	0
Metro Quest	OHS Refresh Program	16,500	16,500	0
Michelle Boswell	Capacity and capability building for E-crime	28,962	28,962	0
Mingara Australasia Pty Ltd	Specialist Telecommunications Consultant	141,655	128,052	13,603
Price Waterhouse Coopers	Strategic partner for the Policing Information Process and Practice (PIPP) Reform Program	1,812,014	287,337	1,524,676
Price Waterhouse Coopers	Consultancy and advisory services on aerospace project	200,000	225,092	0
Price Waterhouse Coopers	Specialist Communications advice	40,800	40,800	0
RixStewart Pty Ltd	Market research and specification development for PIPP Strategic Partner	30,663	30,663	0
SAS Institute Australia	Consultancy services for Installation and Data Migration Assessment	257,587	257,587	0
SAS Institute Australia	Consultancy services for development of Statistical Analysis System (SAS) Corporate Statistics Warehouse and Reporting	224,153	44,850	0

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EXCLUDING GST)	EXPENDITURE 2014-15 (EXCLUDING GST)	FUTURE EXPENDITURE (EXCLUDING GST)
Simon Casey	Provision of risk advice related to the use of semi-automatic pistols with tactical lights	18,000	18,000	0
Stonebridge Systems Pty Ltd	Capability and Capacity Review for media and communications services	15,175	15,175	0
Swinburne University of Technology	Research: Violence in police custody project	48,224	48,224	0
Victorian Equal Opportunity & Human Rights Commission	Addressing sex discrimination and sexual harassment, including predatory behaviour in Victoria Police	836,364	384,422	451,942
Workforce Advantage Pty Ltd	Training needs analysis for financial resources	100,000	45,000	55,000
Workforce Advantage Pty Ltd	Organisational review for Forensic modernisation	17,375	17,375	0
<b>Total consultancies \$10,000 or greater</b>		<b>5,423,051</b>	<b>2,836,284</b>	<b>2,432,556</b>

ii) **Details of consultancies under \$10,000**

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EXCLUDING GST)	EXPENDITURE \$ 2014-15 (EXCLUDING GST)	FUTURE EXPENDITURE \$ (EXCLUDING GST)
Aditel	Initial Assessment, Research and Report	5,040	5,040	0
A J Dever Pty Ltd	Legal Opinion for Registration Division	5,386	5,386	0
Australian Centre for Post Traumatic Mental Health	Development of a trauma informed early intervention mental health support service	5,700	5,700	0
Brash Consulting Pty Ltd	Behavioural assessment and Coaching	4,200	4,200	0
Complexity Solutions Pty Ltd	Corporate Advisory Group	2,679	2,679	0

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EXCLUDING GST)	EXPENDITURE \$ 2014-15 (EXCLUDING GST)	FUTURE EXPENDITURE \$ (EXCLUDING GST)
EY Sweeney Research Pty Ltd	Analysis of research data in Relation to Women in Policing	4,000	4,000	0
Gordon Eric Vickers	Quality Audit on Cold Weather Gear	4,654	4,654	0
Kevin Scott Consultancy	Professional advice and guidance on organisational strategy development and improvement	1,200	1,200	0
Metro Quest	OHS refresh program	9,000	9,000	0
Novoture Pty Ltd	Health and Wellbeing Review	5,850	5,850	0
Pathfinders Downunder Pty Ltd	Negotiation and communication mentoring and development	1,500	1,500	0
Peacemaker ADR	Mediation Services for Chemistry Division	7,293	7,293	0
Peter Edward Dein	Advice on internal investigation processes	6,351	6,351	0
Project Direct Pty Ltd	Probity advice to the IT Services Project	7,000	7,000	0
Strategic Advisory & Facilitation Services Pty Ltd	Review of Victoria Police Blue Ribbon Foundation Governance and Strategy	9,600	9,600	0
RixStewart Pty Ltd	Market research and specification development for PIPP Strategic Partner	6,670	6,670	0
Strategies & Solutions Group Pty Ltd	Services for the Corporate Advisory Group	6,402	6,402	0
Vincent Francis Hollis Rivers	Review of the National Institute of Forensic Science Directorate of ANZPAA	4,500	4,500	0
<b>Total consultancies under \$10,000</b>		<b>97,025</b>	<b>97,025</b>	<b>0</b>
<b>TOTAL – ALL CONSULTANCIES 2014-15</b>			<b>2,933,309</b>	

**Disclaimer:** Every effort has been made to identify and disclose all consultancy services that have been assessed as meeting the definition of consultancy as per Financial Reporting Direction 22F and the related guidance note.

### iii) Details of Contractors

VENDOR NAME	SERVICE PROVIDED	EXPENDITURE (\$)
Act Today Pty Ltd	Information Technology Services	2,700
A J Mountford & Associates Pty Ltd	Professional Development	1,450
APlus Apprentice & Trainee Services	Professional Development	74,486
Aski / Business Case Solutions	Business Advisory	4,350
Aspin Pty Ltd	Professional Development	4,200
Assurance Pty Ltd	Information Technology Services	35,200
bcSmallBiz Consulting	Business Advisory	23,650
Beth Hewitt & Associates Pty Ltd	Professional Development	11,000
Big Goals	Business Advisory	79,595
BMT Design & Technology Pty Ltd	Business Advisory	27,404
Burrows Consultants Pty Ltd	Project Services	10,500
Chambers Consulting	Accounting/Audit/Financial Services	7,000
Clicks Recruit (Aust) Pty Ltd	Information Technology Resources	468,752
Corporate Scorecard Group	Business Advisory	1,297
Cube Group Management Consulting Pty Ltd	Project Services	94,250
D & D Taxation Consulting Pty Ltd	Accounting/Audit/Financial Services	15,158
Deakin University	Business Advisory	1,968
eCreators Pty Ltd	Business Advisory	30,080
Ernst & Young	Accounting/Audit/Financial Services	426,400
Fuji Xerox Australia Pty Ltd	Project Services	80,640
Hays Personnel Services (Aust) Pty Ltd	Human Resource Services	556,101
Hoban Recruitment	Human Resource Services	8,799
HRX Technology Pty Ltd	Information Technology Services	43,180
Hudson Global Resources (Aust) Pty Ltd	Human Resource Services	304,152
Human Synergistics Australia Pty Ltd	Professional Development	2,323
ILD Consulting Pty Ltd	Information Technology Services	7,020
Internet Development Australia	Information Technology Services	1,761
IPP Consulting Pty Ltd	Business Advisory	51,500
Kiandra IT Pty Ltd	Information Technology Services	62,393
Kirsten Anne John	Market Research/Stakeholder Engagement	8,460
KPMG	Business Advisory	90,182
LD Assurance Pty Ltd	Accounting/Audit/Financial Services	13,800
Martin McKenzie Murray	Administration/Editorial	1,100
Nicole Richards	Administration/Editorial	2,950
Novoture Pty Ltd	Professional Development	5,850

VENDOR NAME	SERVICE PROVIDED	EXPENDITURE (\$)
Oakton Services Pty Ltd	Accounting/Audit/Financial Services	168,748
Park Lane Information Technology	Information Technology Services	621,924
Presence of It Pty Ltd	Information Technology Services	8,400
Price Waterhouse Coopers	Project Services	1,533,727
Randstad Pty Ltd	Human Resource Services	398,547
Red Rock Consulting	Information Technology Services	15,000
Richard Sherratt	Information Technology Services	2,283
Ross Human Directions Limited	Human Resource Services	76,320
Skilled Group Limited	Human Resource Services	18,968
Systemix	Professional Development	4,950
Tactical And Specialist K-9	Human Resource Services	2,940
Tandem Partners Pty Ltd	Human Resource Services	54,600
The Access Guru	Information Technology Services	2,060
The Social Research Centre Pty Ltd	Market Research/Stakeholder Engagement	224,998
The Trustee for Partnering For Success Trust	Business Advisory/Facilitation Services	8,575
The Thread Consulting	Project Services	33,600
Think Productions	Administration/Editorial	12,620
University Of Melbourne Commercial Ltd	Market Research/Stakeholder Engagement	214,000
Veda Advantage Information Services and Solutions Limited	Business Advisory	2,121
Virtual Graffiti Australia Pty Ltd	Information Technology Services	1,250
Windsong View Pty Ltd The Sheppard Trust	Business Advisory	6,673
Windsong View Pty Ltd The Sheppard Trust	Professional Development	2,000
Windsong View Pty Ltd The Sheppard Trust	Project Services	2,000
WPC Group	Human Resource Services	5,814
X2 Design Pty Ltd	Information Technology Services	7,405
<b>TOTAL CONTRACTORS – 2014-15</b>		<b>5,989,174</b>