

2011-12: ADDITIONAL INFORMATION - VICTORIA POLICE ANNUAL REPORT

- a) **A statement that declarations of private 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.

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

Publication	Date Produced	Availability
<i>Police Life</i>	August 2011 October 2011 December 2011 March 2012 June 2012	10,500 copies produced each edition. Available from all police stations, the Victoria Police Centre and on the internet
<i>Annual Report 2011-12</i>	September 2012	www.police.vic.gov.au

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

In 2011-12, 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 2011-12, the following major external reviews were commenced and/or completed:

Victorian Auditor General's Office (VAGO)

Major Review	Conducted by	Purpose	Completed
Road Safety Camera Program	Victorian Auditor General's Office (VAGO)	This audit examined whether the Victorian road safety camera program is effective. It assessed whether: <ul style="list-style-type: none">• there is a sound rationale for the program;• cameras are sited for road safety outcomes;• the camera system is accurate;• infringements issued from the system are valid; and• public communications about the program are effective.	August 2011
Obsolescence of Frontline ICT: Police and Schools	VAGO	The audit objective was to assess whether obsolescence of ICT equipment and software is managed effectively and efficiently in the public sector.	June 2012
Effectiveness of Justice Strategies in Preventing and Reducing Alcohol-Related Harm	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.	June 2012

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

Ombudsman Victoria

Major Review	Conducted by	Purpose	Completed
SafeStreets Documents - Investigation into Victoria Police's handling of a Freedom of Information Request	Ombudsman Victoria	An investigation into the processes adopted by Victoria Police in its handling of a Freedom of Information request received from Mr Michael McKinnon, the Seven Network's Freedom of Information Editor.	September 2011
Investigation into the Office of Police Integrity's handling of a complaint	Ombudsman Victoria	<p>This report examines whether the Office of Police Integrity (OPI):</p> <ul style="list-style-type: none"> • properly dealt with a complaint made to it; • investigated the complaint on a valid legal basis; • conducted an assessment and investigation into the complaint in good faith; • used information from a whistleblower investigation to initiate an own motion investigation; • can investigate the actions of a Ministerial Officer on leave without pay from Victoria Police; and • used its telecommunications interception powers appropriately. <p>This report also discusses the complexity of the whistleblower legislation in Victoria and the current limitations of oversight arrangements with regard to the use of telecommunication interceptions.</p>	October 2011
Own motion Investigation into ICT enabled projects	Ombudsman Victoria	<p>This investigation was initiated to determine:</p> <ul style="list-style-type: none"> • whether the projects were over-budget and/or delayed and the reasons for this; • whether the ICT systems met the needs for which they were designed and if not, what went wrong; • who should take responsibility for project failures; and • what are the lessons to be learned. 	November 2011

		An objective of the investigation was to make recommendations for the future management of significant ICT enabled projects in government.	
The death of Mr Carl Williams at HM Barwon Prison – investigation into Corrections Victoria	Ombudsman Victoria	An own motion investigation into matters arising from the death of Mr Carl Williams at Barwon Prison on 19 April 2010.	June 2012
Investigation into allegations of detrimental action involving Victoria Police <i>Whistleblowers Protection Act 2001</i>	Ombudsman Victoria	An investigation into a public interest disclosure concerning allegations of detrimental action. The investigation involved: <ul style="list-style-type: none"> • interviewing 18 witnesses • examining documents held by Victoria Police, including email data; • examining material from the Office of Police Integrity which was obtained under summons during a previous investigation; • reviewing relevant policy documents and legislation. 	June 2012

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

Office of Police Integrity

Major Review	Conducted by	Purpose	Completed
Enabling a flexible workforce for policing in Victoria	Office of Police Integrity	This report sets out the findings of a Review undertaken by OPI into Victoria Police work practices. The purpose of the review was to ensure that Victoria Police has a flexible and responsive workforce able to provide ethical and professional policing services to meet the current and future needs and expectations of Victorian communities.	September 2011
Crossing the Line	Office of Police Integrity	This report details the outcome of an OPI investigation concerning the conduct of a member of Victoria Police undertaking secondary employment as a Ministerial Adviser and his relationship with a Deputy Commissioner of Victoria Police.	October 2011

Review of Victoria Police's Operation Barrot	Office of Police Integrity	A review of Operation Barrot, which was established by Victoria Police to investigate emails that have been circulated on the Victoria Police system prior to 18 December 2009, which have been found to contain material which may amount to criminality or serious breaches of discipline and in many instances breach Victoria Police policy.	October 2011
Review of Victoria Police use of 'stop and search' powers	Office of Police Integrity	This report details the findings of a Review of Victoria Police use of 'stop and search' powers associated with the control of weapons.	May 2012
Reporting wrongdoing in the workplace: problems for police	Office of Police Integrity	This report examines the application of the current legislative and policy framework for police reporting police wrongdoing.	June 2012
Victoria Police: recurring themes in the management of high profile investigations	Office of Police Integrity	This report sets out the findings of an OPI review of Victoria Police's management of investigations, in particular, the management of 'high profile' cases – those cases which attract a high level of media attention. The report examined a selection of OPI's investigation holdings, and included face-to-face discussions with a wide range of members of Victoria Police.	June 2012

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

Commissioner for Law Enforcement Data Security (CLEDS)

Major Review	Conducted by	Purpose	Completed
Targeted Compliance Review - Sex Offenders Register	CLEDS	The purpose of this review was to assess the extent to which the Victorian Sex Offenders Register complies with the information security requirements established under the CLEDS Standards for Victoria Police law enforcement data security.	December 2011
Implementation Review of Information Governance	CLEDS	KPMG was engaged to consider the implementation of the review's recommendations and provide a perspective on Victoria Police's progress in strengthening information governance.	December 2011
Review of Implementation of CLEDS Report Recommendations: Education and Training on Law Enforcement Data Security	CLEDS	The Commissioner undertook a detailed review of the degree of compliance by Victoria Police with CLEDS Standard 7 - to ensure that Victoria Police provides information security awareness training to all employees, contractors and consultants, both at induction and appropriately throughout their employment.	February 2012
Interpose Logging and Audit Review	CLEDS	The purpose of the high level review was to identify law enforcement data security risks and non-compliance with the CLEDS Standards.	June 2012

Copies of these reports can be found at: 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)	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	<p>1) Provided 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.</p> <p>2) Identified 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.</p> <p>3) Developed, implemented and evaluated an evidence-based police-driven policy, practice and advocacy system that will allow for the continuous improvement of police responses to incidences of adult sexual assault.</p>
Family Violence Reform: Using Knowledge to Support Integration of Policy and Practice	University of Melbourne and Monash University	The project aimed 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 examined victims, children's perpetrators' and practitioners' experience and decisions and how they work to deliver improved services to the victims.
Flexible Forms of Organisational Management Control Systems and Performance in Organisations Fighting Serious and Organised Crime	Swinburne University of Technology	Investigated 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.
The Effectiveness of Forensic Science in the Criminal Justice System	The University of Tasmania, University of Technology Sydney,	<p>The research aimed 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 the Australian Federal Police will develop an evidence-based best practice model for using forensic science in both the 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>The objectives of this project were: (1) to assess the effectiveness of forensic science in police investigations and court trials, and (2) to identify when, where and how</p>

Major Research and Development	Conducted by	Purpose
		forensic services can add value to police investigations, court trials and justice outcomes while ensuring the efficient use of available resources.
New Police Management: Collaborative Governance in a Policing Organisation	Deakin University, Monash University	The research intended 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
Policing Services and the Mentally Ill: An evidence based good practice model	Monash University	<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. 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.</p> <p>This research aimed 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 included 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>
Developing a Resource Allocation Framework to Support More Effective Police Investigations of Major Crime	Monash University	Developed 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 resources (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).
Exploring the experience of security in the Australian Vietnamese Community: Practical Implications for Policing	Swinburne University	Produced a transferable trust production model and proposals for institutional change and more effective community liaison.
Radicalisation, Counter Radicalisation and De-Radicalisation: Developing a new understanding of terrorism in the Australian context.	Monash University	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.
Understanding and Managing the Occupational Health Impacts on Investigators of Internet Child Exploitation	Griffith University and Deakin University	This project investigated 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.
Intellectual disability, victimisation, challenging behaviour and offending	Monash University	This innovative project was the first long-term follow-up of intellectually disabled clients over a period that has witnessed dramatic changes to the health and criminal

Major Research and Development	Conducted by	Purpose
		justice systems and to the care and treatment of the vulnerable in our community.
Management Control Systems For Effective Information Sharing And Security In Government Organisations	University of Sydney and Swinburne University	<p>The project aimed 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 comprised 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>
From genotype to phenotype: Molecular photofitting for criminal investigations	University of Canberra	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. This project aimed 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.
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 developed a best practice policing framework for policing targeted crimes and incidents.
Managing increasing challenges in motorcycle safety	Monash University	<p>The aims of the study were to:</p> <ol 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.

Title of Officer	Countries Visited	Objectives	Outcomes
1 x Sworn Executive 1 x Unsworn Executive	Wellington, New Zealand	ANZPAA Board Meeting	Meeting attended.
1 x Sworn Executive 1 x Unsworn Member	Auckland, New Zealand	Business meetings with executives from Greenstone TV Productions, producers of the television series 'Highway Patrol' broadcast on Seven Network Australia (CH7) of which Victoria Police feature exclusively. The series production requires the ongoing negotiation of Victoria Police services and requirements, and also involves a very detailed and rigorous approval process of all Victoria Police stories which feature in episodes for broadcast both nationally and internationally.	Discussed stories and episodes proposed to feature within Series 2 & 3 of the production. Discussed publicity requirements by CH7 and opportunities for Victoria Police in promoting the series which target key road safety and awareness messages, including the use of social media. Discussed proposed filming timeframes and negotiated filming opportunities for Series 4, including Victoria Police requirements and logistics.
2 x Sworn Members	Vancouver, Canada	Trials of specialist equipment	Trials were successfully completed.
1 x Sworn Executive 1 x Unsworn Executive	Wellington, New Zealand	ANZPAA Board Meeting	Meeting attended.
1 x Sworn Executive	Manchester, England	Attended the TISPOL European Road Safety conference. Meeting with Manchester Police to discuss research findings resulting from the London Riots for the information of Victoria Police, in planning for any likely similar occurrence.	Conference and meetings attended.
1 x Forensic Executive	Washington, USA	22nd International Symposium on Identification of Human Remains	Attended symposium.
1 x Sworn Member	Christchurch, New Zealand	Australian / New Zealand National Emergency Services Training Officers Conference (NESTOC): The Conference brings together Training Officers from various Emergency Services Organisations (disaster recovery was a strong theme, based on the Christchurch location so close to the recent devastating earthquake).	Attendance assisted in creation and validation of relevant Victoria Police Emergency Management training courses (through the Centre for Incident & Emergency Management) and the role of Deputy State Command Capability Advisor (during activation of the State Police Operation Centre, in response to State Level emergencies requiring activation of a Victoria Police Incident Management Team).

Title of Officer	Countries Visited	Objectives	Outcomes
1 x Unsworn Member	Wellington, New Zealand Auckland, New Zealand	Planning/scoping for 2012 SCPEM [to be held Melbourne].	SCPEM meeting was held in Melbourne on 29 June 2012.
1 x Sworn Executive 1 x Unsworn Executive	Auckland, New Zealand	ANZPAA Board Meeting	Meeting attended.
1 x Unsworn Member 1 x Sworn Member	Auckland, New Zealand	Visited child abuse multidisciplinary centres (MDCs) at 2 locations in Auckland and the Starship Children's Hospital to understand how multidisciplinary response to vulnerable children in Victoria could further be refined. Discussions around how NZ is responding to DNA contamination issues including forensic facilities within the MDCs.	The learning's from NZ were reported back and Victoria Police led a successful BERC bid in which we obtained funding for 3 more MDCs including a flagship Principal Centre designed to mirror/incorporate key features of the Starship model in Auckland particularly regarding the integration of health services into the MDCs for children.
1 x Sworn Executive	Wellington, New Zealand	Participant in the ANZSOG - EMPA Program	Presentation of Work Based Research Project
1 x Sworn Executive	Christchurch, New Zealand	Liaison with NZ Police regarding Christchurch Earthquake	Attended Christchurch earthquake memorial service and received, on behalf of Victoria Police, a plaque presented in appreciation to VicPol for our assistance after the Earthquake in Feb 2011, by the Mayor of Christchurch.
1 x Sworn Executive	Vienna, Austria	56th session of the Commission on Narcotic Drugs.	Meeting attended.
1 x Sworn Executive	Singapore	Attended Advanced Management Programme at INSEAD Business School in Singapore	Programme successfully completed.
2 x Sworn Executives	Wellington, New Zealand	To represent the CCP at the ANZPCF regarding Emergency Management and Cross Border Jurisdictional operations.	Meeting attended.
1 x Forensic Executive	Wellington, New Zealand	Attend the regular (six-monthly) Steering Group meeting for the CWALN (Chemical Warfare Agent Laboratory Network) as the VicPol Forensic representative.	The meeting was successful - discussed a number of administrative, operational and analytical issues related to the ongoing value and performance of the CWALN.
1 x Sworn Member	Auckland, New Zealand	Evaluation of specialist equipment	Trials were successfully completed.
1 x Forensic Executive	Linkoping, Sweden	International DNA Working Group meetings	Meeting Attended.

1 x Sworn Executive	Edmonton, Canada and San Diego, USA	Edmonton - to speak at an International Road Safety Conference and liaise with police regarding sex offender management and human source management. San Diego - liaise with police regarding sex offender management and human source management.	New sex offender management program to be implemented. Changes to human source management to be implemented.
1 x Executive Member	Wellington, New Zealand	Attendance at the Australian and New Zealand General Counsel. To provide conference participants with an overview of Victoria Police's response to a range of issues including operational issues and legislative and statutory requirements.	The meeting provided a number of benefits including: <ul style="list-style-type: none"> • An overview of issues impacting other policing organisations • An opportunity to identify and discuss successful initiatives and reform • The identification and discussion of present and future risks to police • The identification of partnership and learning opportunities between the respective agencies.
2 x Sworn Members	Wellington, New Zealand	Australasian Police Dog Strategy Meeting (Operational Travel)	Meeting attended.
1 x Sworn Executive	Port Moresby, Papua New Guinea	Kokoda Track (Liaison with PNG government)	Kokoda Track was completed. Liaison meetings with PNG also attended.
28 Operational Members	Various Overseas Destinations	Duties directly connected with confidential, ongoing operations.	Provided essential support to investigations and prosecutions.

(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.

Activity	Description	Cost
Victoria Police Recruitment Campaign	Advertising, communication and marketing activities for the recruitment of Protective Services Officers (PSOs) and Police Officers.	\$3.025M
Bushfire Arson Prevention Campaign	Advertising and communication activities undertaken with CrimeStoppers as part of Operation Firesetter and the Fire Ready Campaign	\$250,000 (ex GST)
Royal Melbourne Show	Police display in the Government building	\$13,149

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

Refer to pages 24 and 32-35 in Chapter 4 of the Victoria Police 2011-12 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 24 and 35 in Chapter 4 of the Victoria Police 2011-12 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 assessed and approved 22 applications in 2011-12 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 assessed and approved 24 applications in 2011-12 in accordance with the Victoria Police Manual and Victoria Police research guidelines. In June 2012, 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 2011-12.

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

Refer to Page 64 of the 2011-12 Annual Report for details of consultancies over \$10,000.

In 2011-12, Victoria Police engaged 12 consultancies where the total fees payable were less than \$10,000, with a total expenditure of \$58,857.37 (excluding GST).

The 12 consultancies were as follows:

Consultant/contractor engaged	Services provided	Expenditure committed
PWC	Professional Services – Review of VicPol Blueprint	\$9,500.00
William Desmond Martin	Annual order 2011-2012 for SIG for services of Community Representative. Annual order 2010-2011 for SOCIU	\$7,581.00
Bruce Nadenbousch Consulting	Professional Services - Consulting	\$2,300.00
Jude Laurence	Consulting Services	\$3,000.00
Human Impact Engineering	Professional Services - Consulting	\$3,500.00
Stradis Pty Ltd	Professional services to ACCP	\$4,000.00
Assurance Pty Ltd	Information Security Threat & Risk Assessment	\$5,000.00
Qualitative Focus	Evaluation Consultancy - Fees	\$2,915.00
Chambers Consulting	Consulting services for tax compliance framework sign off to June 2012.	\$7,525.00
Robert Cameron J B	Educational consulting services	\$9,236.37
RixStewart Pty Ltd	Provision of consultancy services to review the final Business Case Model, create sensitivity model and create a summary report with values/key assumptions.	\$1,600.00
Workforce Advantage Pty Ltd	Consultancy services provided to Service Reform Department	\$2,700.00
TOTAL		\$58,857.37