

2013-14: ADDITIONAL INFORMATION - VICTORIA POLICE ANNUAL REPORT

- 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 all relevant officers.

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

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

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

| Publication | Date Produced | How obtained |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <i>Police Life</i> | Winter 2013 Spring 2013 Summer 2014 Autumn 2014 | 10,500 copies produced each edition. Available from all police stations, the Victoria Police Centre and at www.police.vic.gov.au and www.vicpolicenews.com.au |
| <i>Victoria Police Road Safety Strategy 2013-18: Road to Zero</i> | August 2013 | www.police.vic.gov.au |
| <i>Victoria Police Counter Terrorism Framework</i> | November 2013 | www.police.vic.gov.au |
| <i>'Equality is Not the Same...' - Victoria Police Response to Community Consultation and Reviews on Field Contact Policy and Data Collection and Cross Cultural Training</i> | December 2013 | www.police.vic.gov.au |
| <i>Victoria Police Blue Paper: A Vision for Victoria Police in 2025</i> | June 2014 | www.police.vic.gov.au |
| <i>Victoria Police Blueprint 2012-15 (Year 3)</i> | July 2014 | www.police.vic.gov.au |
| <i>Crime Statistics Publication 2013-14</i> | August 2014 | www.police.vic.gov.au |
| <i>Victoria Police Annual Report 2013-14</i> | September 2014 | www.police.vic.gov.au |

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

In 2013-14, Victoria Police applied increases in fees as a result of the new Victoria Police (Fees and Charges) Regulations 2013. These replaced the previous Victoria Police Regulation (Fees and Charges) Regulations 2004. 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 2013-14, the following major external reviews were completed:

| No | Title of Review | Conducted by | Purpose | Release Date |
|----|------------------------------------------------------------------------------------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------------------|--------------|
| 1 | Investigation into 991 infringements issued from the Keilor Park Drive Bridge, Western Ring Road on 30 June 2013 | Road Safety Camera Commission | Investigation into the circumstances surrounding the issuing of the 991 infringement notices detected by the road safety camera | August 2013 |

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| | | | system operating at the Keilor Park Drive Bridge on the Western Ring Road on 30 June 2013 between 12:09pm and 1:22pm. | |
| 2 | Managing Telecommunications Usage and Expenditure | Victorian Auditor-General's Office | To assess the telecommunications management and expenditure control practices of Victoria Police, Department of Human Services and Department of Justice as they relate to fixed line and mobile phones. | September 2013 |
| 3 | Review of Victoria Police Field Contact Policy and Processes | Cultural and Indigenous Research Centre Australia (CIRCA) | To undertake an independent review of Victoria Police's field contact policy and processes. | November 2013 |
| 4 | Learning to Engage: A review of Victoria Police Cross Cultural Training Practices | Victoria University | To undertake a review to develop analysis, benchmarking, findings and recommendations for Victoria Police to consider as it develops the cross-cultural education and training elements of its overall approach to effective policing for communities. | December 2013 |
| 5 | Prisoner Transportation | Victorian Auditor-General's Office | To assess whether the transportation of prisoners in the criminal justice system is effective, efficient and economical. | June 2014 |
| 6 | Recreational Maritime Safety | Victorian Auditor-General's Office | To assess the effectiveness and efficiency of the state's marine safety regulatory framework in minimising safety risks for recreational maritime uses. | June 2014 |

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

| Major Research and Development | Conducted by | Purpose |
|----------------------------------------------------------------------|--------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Victoria Police ARC Linkage Grant Program | | |
| The Effectiveness of Forensic Science in the Criminal Justice System | The University of Tasmania University of Technology, Sydney | The research aims to assess the effectiveness of forensic science in the criminal justice system (in both police investigations and court outcomes). This collaborative research with Victoria Police and 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. |

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| Radicalisation, Counter Radicalisation and De-Radicalisation: Developing a new understanding of terrorism in the Australian context. | Monash University | Scholars from political science and psychology, working with state and federal officers, will measure the relative influence of familial, community, national and international factors in driving radicalisation. |
| Management Control Systems For Effective Information Sharing And Security In Government Organisations | University of Sydney and Swinburne University | The project aims are to determine how: 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 to enhance performance. 2. Inter-organisational MCS and IT can be employed to ensure that appropriate information sharing and securing occurs across Government to Government and Government to Business. |
| From genotype to phenotype: Molecular photofitting for criminal investigations | University of Canberra | 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. |
| 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: (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 (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.

Note:

Revised processes in relation to disclosures of overseas travel have resulted in an increased number of trips being recorded in 2013-14.

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

| TITLE | DESTINATION | OBJECTIVE | OUTCOME |
|--------------------------|------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Executive Director | China | ANZSOG China Reciprocal Program | The visit exposed participants to the substantial infrastructure development commitments in China and the transformation occurring within its public institutions. This was highly beneficial in understanding the way China's development could affect Australia in the short and medium term. |
| Senior Constable | San Antonio, USA | Attend 2013 Motor Vehicle Criminal Interdiction Conference | Information gathering on the latest criminal trends in relation to motor vehicles and learn innovative criminal interdiction concepts. |
| Leading Senior Constable | New Zealand | Attend Dynamic explosives breaching course | Increased capability through skills enhancement. |
| Detective Inspector | Netherlands (Rotterdam) | Study Tour relating to modernisation of international ports and impact on organised crime | Garnered knowledge regarding international crime trends and law enforcement responses that could potentially affect operations. |
| Inspector | Los Angeles | Attend Association of Public Safety Communications Officials (APCO) International Conference | Attended conference as a presenter and director. Networking and information gathering on current issues and trends in public safety communications. |
| Inspector | Auckland, New Zealand | Attendance at Crime Prevention Model Meetings | Observe and discuss with police management the operation and resourcing of the crime prevention model used by NZ Police. |
| Inspector | Auckland, New Zealand | Attendance at Australian Crime and Violence Prevention Awards | Exposure to models of good practice crime and violence prevention practice. |
| VPS6 | Kuala Lumpur, Malaysia | Attendance at the Police Aviation Conference | Presented on 'Methods and Tactics for Law Enforcement Intelligence Surveillance Reconnaissance Operations'. |
| Sergeant | Prince Edward Island, Canada | Invitation to represent Victoria Police at the Stanhope Conference on 'Economics of Policing: Police Education and Learning Summit'. | Presented on 'Achieving Organisational Success through Technology enhanced education and learning'. |
| EO3 (ANZPAA) | France | Attendance at the 17th Interpol International Forensic Science Symposium and attendance at a meeting of the International Forensic Strategic Alliance in conjunction with the Interpol Symposium | Networking with, and learning from experts in all forensic disciplines, including criminalistics, crime scene investigation, law enforcement, training and education and policy development. |

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| Detective Senior Sergeant | Minnesota, USA | Attend International Outlaw Motorcycle Gang (OMCG) Investigators Association Conference | Benefits achieved include current knowledge and intelligence on OMCG culture, methodologies, behaviours and law enforcement techniques, which are being applied operationally and in practitioner training under the Crime and Traffic Connecting on Highways (CATCH) Program and in Southern Metro Region. |
| Assistant Commissioner | Virginia, USA | Attend Leadership in Counter Terrorism Conference | Obtained increased awareness and knowledge of current issues and practices in relation to counter terrorism strategies. |
| Detective Sergeant Inspector | Indonesia (Jakarta) | Participation in the Indonesia Infrastructure Initiative Pilot as a Specialist Police Advisor in the Crash Scene Investigation Pilot. | Greater cultural awareness and understanding, refined diplomacy and negotiation skills, improved leadership and management capabilities and enhanced decision making and critical thinking skills. |
| Inspectors (x3) | Great Britain (Manchester / London) | TAC / Police Enforcement Study Tour | Developed greater awareness to understand the dynamics of a crash and injuries. The application of initiatives identified on this study tour assisted in changing poor/high risk road user behaviours and contributed to actions aimed at reducing road trauma. |
| Senior Sergeant | Vancouver, Canada | Royal Canadian Mounted Police (RCMP) - Operation Pipeline - Highway Criminal Interdiction Instruction Techniques course | The result of this overseas travel built and further developed the working relationship between Victoria Police and the RCMP, resulting in sharing of information in relation to training and criminal interdiction. It also developed skills and provided an increased knowledge base to improve CATCH interdiction training in Victoria Police. |
| Sergeant | Wanganui, New Zealand | Inspection of new Police Vessel | Extensive inspections were conducted, as required by the contract with the manufacturer, to confirm compliance with build specifications. |
| Acting Sergeant | Japan and China | Provide personal protection to the Premier whilst on Trade Mission to Japan and China | Provided personal protection to the Premier whilst on Trade Mission to Japan and China. |
| Sergeant Leading Senior Constable x2 | Singapore | Dive Medical Technician Training for recertification of two squad members conducted by KBA Training in Singapore | Members recertified to ensure compliance with certification requirements and to ensure requisite numbers of Search and Rescue staff are qualified. |
| Senior Constable | Philadelphia/ New York/ Virginia/ Los Angeles, USA | Angela Taylor Scholarship for research & methodologies for utilising training simulator | Implementation of Simulator into Foundation Training. |
| Detective Superintendent | Singapore | Present at the Singapore Police Force 3rd Singapore Symposium on Casino Regulation and Crime | Presentation on infiltration of organised crime on sports betting and game manipulation ventures. |
| Assistant Commissioner | Wellington, New Zealand | Attend the Road Policing and Prevention Manager Conference | Presented on the <i>Victoria Police Road Safety Strategy 2013-18: Road to Zero.</i> |

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| Leading Senior Constable (x3) Senior Constable | Auckland, New Zealand | Attend 2013 International Police Citizens Youth Club (PCYC)/Blue Light Conference | Delivered a presentation on Victoria Police Blue Light activities and gained knowledge to assist in enhancing youth engagement strategies. |
| Senior Sergeant | Yogyakarta, Indonesia | Attend Department of Foreign Affairs and Trade (DFAT) Global Counterterrorism Forum, South-East Asia Working Group | Delivered a presentation to the Global Counter Terrorism Forum, gaining knowledge on global initiatives countering violent extremism. |
| Inspector | Wellington, New Zealand | Attend National Emergency Communications Working Group (NECWG) meeting & Next Generation 000 Workshop | Information collaboration on all aspects of emergency communications, including National protocol for response to alarms. Prompted draft paper on police alarm response with a view to standardise procedures across all states. |
| Sergeant Leading Senior Constable | Wanganui, New Zealand | Attend sea trials and commissioning of new offshore patrol vessel | Extensive inspections conducted with the manufacturer to confirm compliance with build specifications. |
| VPS6 | Las Vegas, USA | Attend Shot Show - meeting with USA based manufacturers of equipment currently under contract to Victoria Police | Relationship management of existing contractors. Market analysis of ballistic vests. New product identification and analysis. |
| VPS6 | Springfield, USA | Contractual discussions to further investigate a new product | Relationship management of existing contractors. Market analysis of ballistic vests. New product identification and analysis. |
| Leading Senior Constable | Las Vegas, USA | Attend Shot Show | Knowledge used to identify providers of suitable replacement firearm and formulate procurement program for replacement. |
| Sergeant Leading Senior Constable | Malaysia | Provide joint specialist Police Training to Malaysia's Tactical Police Group | Build relationships and knowledge exchange of current tactics between Victoria and Malaysia Tactical Police Groups. |
| Director Chief Information Officer | New Zealand | Attend quarterly CrimTrac Chief Information Officers Council meetings | Relationship management and enhance understanding of other jurisdictions criminal records processes through information exchange. |
| VPS4 | Auckland, New Zealand | Attendance at Meetings and Event with Greenstone TV based in New Zealand | Negotiated editorial outcomes for a number of outstanding Series 6 stories/episodes awaiting Victoria Police broadcast approval. Discussed future filming options for 'Wanted' television series. |
| Deputy Commissioner | Amsterdam, New Holland | Attend Pearls in Policing Conference - The Hague | Global think tank where top executives in law enforcement meet to discuss strategic & personnel challenges in their organisation. Theme was 'A new police and new generation'. |
| Chief Commissioner | Israel | Guest of Israel Police Commissioner, Inspector General Yochanan Danino. | Discussed Israel Police's extensive experience in counter terrorism and emergency management. |
| Superintendent | New Zealand | Attend Australia New Zealand Police Prosecutors Commanders' Group Conference | Presented at Australia New Zealand Police Prosecutors Commanders' Group Conference. |

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| Assistant Commissioner (x2) | Turkey | ANZAC Spirit Study Tour 2014 | Relationship building and networking with government and non-government organisations in Turkey. |
| Inspector | China | Attend workshops as part of the UN Decade of Action against Road Trauma | Facilitated workshops on intelligence-led enforcement. |
| Inspector Senior Sergeant | Auckland, New Zealand | Attend the NZ Safe Systems Training Program, conducted by the New Zealand Ministry of Transport | Participation in this program has assisted in the advancement of incorporating Safe Systems Thinking into various Road Policing educational programs. |
| Detective Sergeant | Wellington, New Zealand | Attend two day workshop | Discussed key considerations for designing and implementing the NZ Child Protection Offender Register (CPOR). |
| Detective Superintendent | Bangkok, Thailand | Attend South East Asia's OMCG Conference at the invitation of the Australian Federal Police (AFP) National Anti-Gang Squad | Presented to conference in conjunction with the National Anti-Gang Squad (AFP), Europol, Netherlands, Denmark, USA etc. Following the conference, international agreements on information exchange to prevent travel of known OMCGs into Thailand were formed. |
| VPS6 | London, UK | Training in SPIRA software - a 3D mapping tool for tracking offender methodologies | Received training in SPIRA software to support deployment in Victoria. |
| Senior Sergeant | Vancouver, Canada | Attend Road Safety Conference. | Identified opportunities to enhance our strategic thinking around conference topics and develop strategies to mitigate a number of emerging issues in road safety. |
| Deputy Commissioner | San Francisco | Attend Pearls in Policing Conference | Global think tank where top executives in law enforcement meet to discuss strategic and personnel challenges in their organisation. The theme was 'Sustainable Leadership in a Changing World'. |
| Acting Commander Inspector Sergeant Senior Constable Constable x2 | Kokoda, Papua New Guinea | Participate in the 2014 Kokoda Trek | Continue to build police, youth and community relationships within the Moonee Valley Police Service Area. |
| Commander | Nepal | Attend 17th FBI National Academy Associates Training Conference | The theme of the conference was 'United in Combating Transnational Crimes in the 21st Century.' A series of 22 presentations were delivered on a range of current issues and threats facing law enforcement throughout the Asia Pacific Region. |
| Sergeant | Maastricht, Netherlands and Police Academy, London | International Investigative Interviewing Research Group Annual Conference and Masterclass | Provided an opportunity for Victoria Police to learn about world best practice in interviewing sexual assault suspects. Established networks with international experts in the field which will ensure Victoria Police has access to up-to-date knowledge in this area. |
| Superintendent | France and UK | Attend the Interpol Vehicle Crime Conference | Presented on current environment of organised auto theft in Australia and the impact abroad. Findings have been incorporated into the Taskforce Discover Report. |

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| Detective Senior Sergeant | Thailand | Confidential operational duties | Confidential operational duties. |
| Leading Senior Constable | New Zealand | Confidential operational duties | Confidential operational duties. |
| Senior Sergeant | USA | Confidential operational duties | Confidential operational duties. |
| Superintendent | UK, Netherlands & France | Trident Taskforce visit to London and Europe | Research on waterfront security and investigative governance. |
| Sergeant x2 | Bangkok, Thailand | Confidential operational duties | Confidential operational duties. |
| Leading Senior Constable | Auckland, New Zealand | Confidential operational duties | Confidential operational duties. |
| Inspector | London, UK | Attend the Association of Chief Police Officers Counter Terrorism Commanders Course | Attendance enhanced Victoria Police knowledge and capability in contemporary counter terrorism techniques. |
| Leading Senior Constable x2 | Rotorua, New Zealand | Confidential operational duties | Confidential operational duties. |
| Superintendent | Singapore | Visa Security Summit and Law Enforcement Meeting | Presented on the issues relating to digital currency. Stakeholder engagement was significant, particularly in light of the recent concerns relating to the criminal activity associated with "Tap and Go" contactless technology. |
| VPS5 | Wellington, New Zealand | To study sexual violence and child protection investigation techniques and responses in New Zealand | Gained knowledge of models and principles able to be adopted by Victoria Police. |
| Sergeant (x2) | Helsinki, Finland | Confidential operational duties | Confidential operational duties. |
| VPS6 | Burlington, Canada | Confidential operational duties | Confidential operational duties. |
| Sergeant | Hong Kong, Finland, Singapore | Confidential operational duties | Confidential operational duties. |
| VPS6 | Auckland & Wellington, New Zealand | To observe, assess and develop an understanding of the New Zealand Police Tasking and Co-ordination model and Intelligence Manual of Guidance | Acquired knowledge and evidence of contemporary tasking and co-ordination models in New Zealand. |
| Inspector | Wellington, New Zealand | To look at the Continuous Professional Development Model for Intelligence Practitioners | Acquired knowledge and evidence of contemporary professional development models for intelligence practitioners. |
| Forensic Officer | UK & Ireland | Presenter at the Forensic Science Society & California Association of Criminalistics Joint Autumn Conference (Manchester, UK). Workshop presenter at the Garda Technical Bureau, Dublin, Ireland | The benefits to Victoria Police include maintaining our existing international profile, assisting the international forensic community in dealing with contemporary issues in forensic science, and the forging of new relationships with experts from the UK and Ireland. |

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| Senior Sergeant | Pretoria, South Africa | Attendance at the International Forensic Services Conference | Increased awareness of contemporary practices in relation to forensic science laboratories, criminal record and crime scene management, and quality management. |
| Deputy Commissioner | Ireland and Scotland | Attend meetings with police leaders in relation to counter terrorism and emergency management | Attend the United Kingdom to meet with international police leaders discussing counter terrorism and emergency management issues. |
| Forensic Officer | Brazil | Presented at the XXII Brazilian National Conference on Criminalistics | The benefits to Victoria Police include maintaining our existing international profile, assisting the international forensic community in dealing with contemporary issues in forensic science, and the forging of new relationships with experts from the South American region. |
| Forensic Officer | Auckland, New Zealand | Presented at the National Forensic Medical Officers Meeting | The benefits to Victoria Police include maintaining our existing international profile, assisting the international forensic community in dealing with contemporary issues in forensic science, and the forging of new relationships with experts from New Zealand. |

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).

| Name of Campaign | Campaign Summary | Start/End date | Advertising (Media) Expenditure 2013-14 (excluding GST) | Creative and campaign development Expenditure 2013-14 (excluding GST) | Research and evaluation Expenditure 2013-14 (excluding GST) | Print and collateral Expenditure 2013-14 (excluding GST) | Other Campaign Expenditure 2013-14 (excluding GST) |
|--------------------------|----------------------------------------------------------------------------------|-------------------------------|---------------------------------------------------------|-----------------------------------------------------------------------|-------------------------------------------------------------|----------------------------------------------------------|----------------------------------------------------|
| PSO Recruitment Campaign | Advertising, communication and marketing activities for the recruitment of PSOs. | 08 August 2013 – 30 June 2014 | \$1,500,000 | \$195,000 | \$60,000 | \$10,000 | \$ 120,000 |

Note: Total cost for the campaign = \$2,073,500 including GST)

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

Refer to pages 47-48 in Chapter 4, and Appendix O (Pages 98-100) of the 2013-14 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 pages 47-48 in Chapter 4, and Appendix O (Pages 98-100) of the 2013-14 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. | The RCC received and assessed 35 applications in 2013-14. Eighteen of these applications were approved in the reporting period in accordance with the Victoria Police Manual and Victoria Police research guidelines. The remainder were either not approved, withdrawn or are still under consideration by the Committee. |
| 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 (2007)</i> . | The VPHREC received and assessed 10 applications in 2013-14. Nine of these were approved in the reporting period in accordance with the Victoria Police Manual and Victoria Police research guidelines. One application is still under consideration. In April 2014, 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 2013. |

Refer to pages 11-15 of the 2013-14 Victoria Police Annual Report for details of Victoria Police Executive Command and Governance Committees

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

Details of consultancies valued at \$10,000 or greater

| Consultant | Purpose of Consultancy | Total approved project fee (excluding GST) | Expenditure 2013-14 (excluding GST) | Future expenditure (excluding GST) |
|-------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|---------------------------------------------------|--------------------------------------------|-------------------------------------------|
| Aboriginal Family Violence Prevention & Legal Service | Development of Koori Family Violence protocols | 40,909 | 40,909 | 0 |
| Allan G Houston | Chief Commissioner's corporate advisory group | 60,000 | 19,779 | 40,221 |
| B A Serious Pty Ltd | Operational safety training simulator project feasibility study | 120,000 | 90,000 | 30,000 |
| Beth Hewitt & Associates Pty Ltd | Design and delivery of executive team development session | 22,277 | 11,877 | 10,400 |
| Corporate Scorecard Group | Credit rating and financial assessments on various suppliers | 59,214 | 46,294 | 12,920 |
| Cultural & Indigenous Research Centre Australia | Provision of services for field contact review | 62,087 | 62,087 | 0 |
| Deloitte Touche Tohmatsu Ltd | Consultancy for Automatic Number Plate Recognition Information System - Feasibility study | 115,889 | 97,318 | 18,571 |
| Dr Michelle Iliana Knuckley | Psychiatric assessments | 19,778 | 19,778 | 0 |
| Executive Central Group Pty Ltd | Provision of executive mentoring and coaching for executive officers | 63,000 | 63,000 | 0 |
| Forensic Foundations Pty Ltd | ANZPAA provision of expert evidence training by National Institute of Forensic Science Australia | 14,784 | 14,784 | 0 |
| Global Road Safety Solutions Pty Ltd | Research addressing attitudes and beliefs of police members towards low level speeding and enforcement | 10,718 | 10,718 | 0 |
| HRX Technology Pty Ltd | Provision of support, consulting & development for recruiting services | 40,800 | 24,200 | 16,600 |
| International Centre for Complex Project Management Limited | Strategic review of the 'Policing Information Process and Practice' program | 245,264 | 212,127 | 33,137 |
| Julian Gardner | Oversight of review of the policies on field contacts and cross cultural training | 52,800 | 19,184 | 33,616 |

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| Kanellos Consulting Pty Ltd | Risk assessment for critical incident response team | 38,200 | 38,200 | 0 |
| KPMG | Policing Information Process and Practice business technology strategy | 325,912 | 261,210 | 64,702 |
| MEGT (Australia) Ltd | Strategic workforce plan for Procure to Pay project | 40,000 | 40,000 | 0 |
| Metro Quest Pty Ltd | Chief Commissioner's corporate advisory group | 12,000 | 12,000 | 0 |
| Pearson Assessment & Information | Provision of psychology scoring services for recruiting services | 127,035 | 109,750 | 17,285 |
| Presence of IT Pty Limited | Implementation, testing and technical development of leave provisioning model | 131,800 | 114,800 | 17,000 |
| Price Waterhouse Coopers | Blue Paper strategy development support | 70,560 | 70,560 | 0 |
| SAP Australia Pty Ltd | Review and options for performance management requirements | 43,785 | 43,785 | 0 |
| Simon De Lisle Consulting | Modify and enhance the Information Technology Demand & Capacity strategy | 13,000 | 11,000 | 2,000 |
| SMS Consulting group | IT functional review | 22,200 | 22,200 | 0 |
| Strategic Advisory & Facilitation Services Pty Ltd | Review of Victoria Police Blue Ribbon Foundation governance and strategy | 28,800 | 19,200 | 9,600 |
| Strategies & Solutions Group Pty Ltd | Mentoring and support provided to Executive Officer in new role | 82,000 | 54,584 | 27,416 |
| Sweeney Research Pty Ltd | Post-campaign research for PSO recruitment | 17,300 | 17,300 | 0 |
| The Agenda Group Pty Ltd | Emergency management joint public information committee strategy | 36,000 | 22,000 | 14,000 |
| The Social Research Centre Pty Ltd | Qualitative research and supply of focus group consultations for the Blue Paper | 241,354 | 195,796 | 45,558 |
| The Trustee for G-Link Group Trust | Assist in the evaluation tender responses for the telephone system at the new City West Police Station | 11,770 | 11,770 | 0 |
| University Of Melbourne Commercial Ltd | National training program for Imams & Syrian Religious Counter Narratives project | 115,400 | 115,400 | 0 |
| Vetassess | Review of the academic entry standard and exam for police recruits | 50,000 | 50,000 | 0 |

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| Vincent Francis Hollis Rivers | Review of the National Institute of Forensic Science Directorate of ANZPAA | 80,000 | 20,250 | 59,750 |
| Windsong View Pty Ltd The Sheppard Trust | Consultancy Services for Policing Information Process and Practice Reform Team | 34,500 | 24,400 | 10,100 |
| Workforce Advantage Pty Ltd | Connecting Financial Services Division through collaboration | 57,273 | 42,273 | 15,000 |
| JBSA | Specialist consultancy services mediation | 16,051 | 16,051 | 0 |
| Lander & Rogers | Specialist consultancy services mediation | 445,377 | 445,377 | 0 |
| Grand Total | | 2,967,837 | 2,489,960 | 477,877 |

Details of consultancies under \$10,000

| Consultant | Purpose of Consultancy | Total approved project fee (excluding GST) | Expenditure 2013-14 (excluding GST) | Future expenditure (excluding GST) |
|----------------------------------------------|-----------------------------------------------------------------------------|--------------------------------------------|-------------------------------------|------------------------------------|
| A Enkelman & Associates Pty Ltd | Engineering consultation for police car fleet fit-up | 2,575 | 2,575 | 0 |
| Aerial Consultancy Pty Ltd | ANZPAA consultation for policing for Australian Qualifications Framework | 1,000 | 1,000 | 0 |
| Capability Network Pty Ltd | Investment Logic Map re-accreditation assessment | 341 | 341 | 0 |
| Carfi Psychological & Rehabilitation Service | Consulting Services for research and project development | 1,200 | 1,200 | 0 |
| Chambers Consulting | Tax compliance framework signoff | 7,750 | 3,500 | 4,250 |
| Cut-e Australia | HR consultancy services | 3,000 | 3,000 | 0 |
| David Roy Southwell | Tyre expert witness for fatal collision | 3,000 | 3,000 | 0 |
| Ernst & Young | Provide benchmarking data for IT expenditure | 1,182 | 1,182 | 0 |
| Human Impact Engineering | Opinion by biomechanical expert for fatal collision investigation | 5,425 | 5,425 | 0 |
| Institute of Health and Fitness | Review of nutrition provided to members at Victoria Police Academy | 2,250 | 2,250 | 0 |
| IPP Consulting Pty Ltd | Audit and condition report for security upgrade at Victoria Police Academy | 9,600 | 9,600 | 0 |
| Ipsos Australia Pty Ltd | Qualitative social trend analysis at Victoria Police | 8,800 | 8,800 | 0 |
| Lawry Cohen Consulting Pty Ltd | Media and Corporate Communications Department operational governance review | 4,975 | 4,975 | 0 |

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| Max Jackson Group Pty Ltd | Specialist consultancy services mediation | 4,350 | 4,350 | 0 |
| Meier Business Systems Pty Ltd | Consulting services for fleetsmart application | 7,540 | 7,540 | 0 |
| Novoture Pty Ltd | Workplace health and safety review into government structure at CSOID | 14,000 | 8,150 | 5,850 |
| Project Laneways Pty Ltd | Standard facilitation foundation course | 1,395 | 1,395 | 0 |
| Psychological Assessments Australia | Provision of psychological assessment relating to police recruits | 13,998 | 8,421 | 5,577 |
| Risk to Business Pty Ltd | Specialist consultancy services mediation | 5,140 | 5,140 | 0 |
| RMIT University | Proof of concept work on algorithms for quality assessment of forensic finger prints | 5,000 | 5,000 | 0 |
| Rob Gullan and Associates | Consultancy for student record management system | 6,000 | 6,000 | 0 |
| SGS Australia Pty Ltd | Product safety testing | 2,100 | 2,100 | 0 |
| Songlines Music Aboriginal Corporation | Aboriginal choir for Victoria police NAIDOC function | 660 | 660 | 0 |
| The Art of Business Australia Pty Ltd | Executive coaching services | 10,000 | 10,000 | 0 |
| Trustee for North Consulting Services | Specialist consultancy services mediation | 17,000 | 7,350 | 9,650 |
| University of Melbourne | Future of policing round table with field experts | 6,646 | 6,646 | 0 |
| Values Communication | Media / Communications priority metric for project assessment | 1,350 | 1,350 | 0 |
| Wendy Davies Consulting Pty Ltd | ANZPAA consultation for policing for Australian Qualifications Framework | 1,000 | 1,000 | 0 |
| Grand Total | | 147,277 | 121,950 | 25,327 |

**Total Consultancy
Expenditure 2013-14**

\$2,611,910

Disclaimer : The accuracy of this data cannot be guaranteed due to the way in which data is entered into Oracle Financials (i.e. descriptions are unclear, consultancy charge code is selected as the default mainly due to local delegate's interpretation of consultancies).

Details of Contractors

| Vendor Name | Service Provided | Expenditure |
|-------------------------------------------|-------------------------------------------------------------------------|-------------|
| 370 Degrees Group Ltd | Contractor for training services | 1,800 |
| Adrian Gully | Interpreting Services | 146,629 |
| Ambrock Consulting | Consulting & project management services | 3,643 |
| APlus Apprentice & Trainee Services | Contract and trainee services for subpoena management unit | 31,723 |
| | Contract and trainee services for traffic camera office | 18,726 |
| | Contract and trainee services for Freedom of Information | 30,783 |
| ASG Group Limited | Technical development to Oracle budget load tool | 17,250 |
| Assurex Escrow Pty Limited | Escrow agreement for software | 1,090 |
| Australian Multicultural Foundation Ltd | Community awareness training package | 15,000 |
| Australian Red Cross Society | Victoria Emergency Services Register | 10,395 |
| Australian Wool Testing Authority | Testing for the general duties uniform | 5,854 |
| AutoTest Products Pty Ltd | Service and calibration of light meters | 188 |
| Bentley McGuinness Media Pty Ltd | Media training | 2,727 |
| Bio-Clean Incident Rehabilitation Service | Decontaminate police uniform and equipment | 150 |
| Careerone Pty Ltd | Careers fair exhibition | 8,000 |
| Cebridge Pty Ltd | IT contract services | 40,250 |
| Chandler Macleod Group Ltd | Psychology supervision for Human Resources department | 360 |
| Clare Anderson | Expert witness case for Major Collision Investigation unit | 3,600 |
| Clicks Recruit (Aust) Pty Ltd | IT contractor services | 324,513 |
| Cornerstone Computing Pty Ltd | IT maintenance, support and development | 60,341 |
| Cube Management Solutions Pty Ltd | Integration of catering services | 13,636 |
| D & D Taxation Consulting Pty Ltd | Professional services to review and assist lodgement of 2013 FBT return | 59,990 |
| Datetime Services Pty Ltd | Supply of evidential breath test data capture services | 44,563 |
| Davidson Trahaire Corpsych | Beyond Blue National Workplace Program organisational awareness | 2,400 |
| Deakin University | Occupational Profile project for Critical Incident Response Team | 11,849 |
| Decipha Pty Ltd | Information management services | 9,900 |
| Deloitte Touche Tohmatsu Ltd | Professional accounting services | 18,570 |
| Department of Defence | Accredited test services for major collision investigation group | 455 |

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| Department of Immigration & Citizenship | Confirmation service | 24 |
| Department of Treasury & Finance | IT contract services | 2,830 |
| Dimension Data Australia Pty Ltd | Consulting services for Citrix Systems | 13,263 |
| Douglas Boer | Risk assessment workshop | 1,000 |
| Duke Creative Pty Ltd | Production of Heavy Vehicle National Law e-Learning package | 26,000 |
| Empirica Research Pty Ltd | Public study of Highway Patrol TV series | 78,000 |
| | Online survey for Eyewatch | 28,500 |
| Enex Pty Ltd | IT contract services for hardware testing | 31,400 |
| Erin Tibbits | Sexual Offences and Child Abuse Investigation Team course | 644 |
| Ernst & Young | Professional accounting and audit services | 618,723 |
| Everlearn | eLearning proposal for drug and alcohol | 44,951 |
| Fankhauser & Associates | Facilitation of workshops for Investment Management Standard | 2,800 |
| Gary Edmond | Evidence masterclass | 4,000 |
| Geomatic Technologies Pty Ltd | IT contractor services | 2,083 |
| Global Vision Media | Online module for Mobile Data Network training | 22,500 |
| Gordon E Vickers T/a Quality Support Pty Ltd | Evaluation of cold weather clothing | 5,930 |
| Hays Personnel Services (Aust) Pty Ltd | IT contractor services for Property and Laboratory Management project | 184,239 |
| | IT contractor services for Procure to Pay project | 71,040 |
| | Change management contractor | 73,758 |
| | Employment of contract staff | 187,339 |
| HLB Mann Judd | Chair for Victoria Police Audit and Risk Committee | 21,000 |
| Hoban Recruitment | PSO recruitment campaign | 46,512 |
| | Media contractor relating to bushfire campaign | 6,424 |
| | Employment of marketing contractor for PSO | 60,903 |
| Hudson Global Resources (Aust) Pty Ltd | Career coaching | 5,050 |
| | IT contractor services for Property and Laboratory Management project | 40,848 |
| | Temporary staff member for Freedom of Information | 38,801 |
| | Analysis on ESTA | 53,549 |
| | Employment of contract staff | 57,564 |
| Informatica Australia Pty Ltd | IT contract services | 2,000 |
| Involve Group Pty Ltd | Layout and design of Task Force Discoverer report | 1,925 |
| Islamic Council of Victoria Inc | Community Integration and Support Program | 397,275 |
| Itty Bitty Bert | Contract services for Chef | 7,010 |
| Kiandra IT Pty Ltd | IT contractor services for ANZPAA | 80,285 |

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| Knowledgeone Corporation Pty Ltd | Information management standards and security division supply of Recfind 6 support and maintenance | 6,800 |
| KPMG | Professional services for Systemic Family Violence Reform | 4,097 |
| Kruse Electrical & Alarms | Technician time | 2,345 |
| KWQ Consulting Pty Ltd | Contractor services ANZPAA | 6,000 |
| Landell Corporation Pty Ltd | Probity practitioner advisory services | 1,250 |
| Laurence E Kean | Services of professional drummer | 11,100 |
| M Mulcare Compliance Engineers | Engineering expert services | 17,590 |
| Maxus Australia Pty Ltd | IT contractor services | 4,350 |
| MEGT (Australia) Ltd | HR related services | 17,970 |
| MessageMedia Pty Ltd | Contractor services for email to SMS | 35,374 |
| Midsumma Festival Incorporated | Community engagement stall | 1,000 |
| Millimetre Pty Ltd | Design, artwork and printing of the CLEDS Annual Report for 2012-13 | 10,995 |
| Minds at Work | Professional development workshops | 9,000 |
| Mr James Olds | Expert witness reports for Moorabbin SOCIT | 1,600 |
| Naskam Security Services Pty Ltd | Design for rapid deployment kits | 3,500 |
| NBS Productions Pty Ltd | Assistance with visual communications | 436 |
| Neenann | Facilitation of aboriginal community forum | 1,500 |
| Nicole Richards | Writer for 2012-13 annual report | 3,780 |
| Noel Arnold & Associates Pty Ltd | Cannabis storage assessment | 17,345 |
| Noise Management Services | OH&S assessment | 4,058 |
| North State Security | Security services for Chewton Service Station | 295 |
| Oakton Services | Accounting and internal audit services | 866,980 |
| Park Lane Information Technology | Oracle financial system support | 459,019 |
| | Interpose intelligence and core management system support | 306,013 |
| Preemptive Consulting Pty Ltd | Technical support for Transport Safety Services protective markings | 250 |
| Price Waterhouse Coopers | Provision of IT service integrated delivery program | 1,424,005 |
| Prime Electrical & Data Services Pty Ltd | Provision of telecommunications minor work services | 185 |
| Pro Security Pty Ltd | Contractor security services | 423 |
| Programmed Electrical Technologies | Audio visual maintenance | 18,000 |
| Project Direct Pty Ltd | IT Contractor services | 9,800 |
| PSI Asia Pacific Pty Ltd | Probity practitioner services | 8,370 |
| PTID Environments | Provision of architectural services for Technical Services Unit training facility | 4,970 |
| Randstad Pty Ltd | IT contract and recruitment services | 13,810 |
| | IT contractor services for Property and Laboratory Management project | 169,995 |
| | Media contractor | 1,968 |

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| Red Rock Consulting | IT contract services | 143,438 |
| Resolutions RTK | Executive coaching sessions | 4,512 |
| Richard Sherratt | Modification of the existing quality assurance database in Records Services Division | 2,593 |
| Ross Human Directions Limited | Employment of contract staff for Policing Information Process and Practice project and Blueprint project | 115,584 |
| Sandra Beanham & Associates | Review implications for iProject forward plan | 5,925 |
| SACS Executive Solutions Pty Ltd | Development of a future operational model for Victoria Police | 11,000 |
| SAS Institute Australia | IT contractor services | 45,738 |
| Saxton Speakers Bureau | Road Policing conference speaker | 4,479 |
| Scavita Consulting Pty Ltd | Purchase of Pharmaceutical Drug Research Services | 10,000 |
| Scorpio Software Services | Creation of Business Intelligence reports | 22,720 |
| Shane Bell Photography | Digital photography & images for recruitment | 1,400 |
| Spectre Ballistic Solutions Pty Ltd | Investigation of unintentional discharges of tactical ammunition | 14,000 |
| Supportlink IT Pty Ltd | Provision of an electronic referral management system | 1,216,124 |
| The Access Guru | Provision of Access Database Maintenance contract services. | 6,680 |
| The Distillery Pty Ltd | Support and Licensing for case management software | 429,200 |
| The Trustee for BPC Trust | Road to Zero conference contractor | 3,500 |
| Think Nimble | Police career website updates | 680 |
| Think Productions | Design of 2012-13 annual report and other publications | 12,320 |
| Underground Locating Services Pty Ltd | Locating services for capital projects | 3,200 |
| Uniting Aged Care Victoria | Provision of medical assistance at court | 530 |
| Vetro Design Pty Ltd | Develop logo Road to Zero annual road policing conference | 2,900 |
| Verizon Australia Pty Limited | IT Design and delivery contract services | 74,188 |
| VicLab Pty Ltd | Technical review of clothing specifications | 2,602 |
| Vic Roads | Secondment of contractor for project management support for infrastructure and IT systems | 47,841 |
| Victoria University | Harnessing resilience capital and cross cultural training review | 73,668 |
| WIN Television Vic Pty Ltd | Contractor services for advertising | 4,458 |
| Work Health Systems Pty Ltd | Facilitated conversation / mediation | 2,583 |
| Yorta Yorta Nation Aboriginal Corporation | Welcome to country cultural performance services | 273 |
| Zenithoptimedia Australia Pty Ltd | Contractor services for advertising | 898 |
| Total Contractors | | \$8,809,762 |