



VICTORIA POLICE

ANNUAL REPORT 2017-2018

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 all Executive Officers.

B. DETAILS OF SHARES HELD BY A SENIOR OFFICER AS NOMINEE OR HELD BENEFICIALLY IN A STATUTORY AUTHORITY OR SUBSIDIARY.

According to the declarations of pecuniary interests, no such interests are held by Executive Officers.

C. DETAILS OF PUBLICATIONS PRODUCED BY THE ENTITY ABOUT THE ENTITY AND HOW THESE CAN BE OBTAINED.

The following publications were produced by the organisation during 2017-18:

PUBLICATION	PRODUCED	HOW OBTAINED
Police Life	Winter 2017 Spring 2017 Summer 2018 Autumn 2018	10,000 copies produced each edition. Available from police stations and the Victoria Police Centre. www.police.vic.gov.au/policelife and www.vicpolicenews.com.au
Gender Equality Strategy and Action Plan	June 2017	www.police.vic.gov.au
Victoria Police Capability Plan 2016-2025: Annual Plan 2017-18	July 2017	www.police.vic.gov.au
Victoria Police Capability Plan 2016-2025: Capability Framework	August 2017	www.police.vic.gov.au
Victoria Police Annual Report	October 2017	www.police.vic.gov.au
Victoria Police Mental Health Strategy and Wellbeing Action Plan 2017-2020	November 2017	www.police.vic.gov.au
Policing Harm, Upholding the Right: the Victoria Police strategy for Family Violence, Sexual Offences and Child Abuse 2018-2023	December 2017	www.police.vic.gov.au

D. DETAILS OF CHANGES IN PRICES, FEES, CHARGES, RATES AND LEVIES CHARGED BY THE ENTITY.

In 2017-18, in line with government policy, Victoria Police has applied automatic indexation to the relevant fees and charges. 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 2017-18 the following major external reviews were completed:

Independent Broad-based Anti-corruption Commission (IBAC)

NO.	REVIEW	PURPOSE	RELEASE DATE
2018-IBAC-01	Audit of Victoria Police Oversight of Serious Incidents	To determine how effectively Victoria Police oversees serious incidents involving its officers	March 2018
2018-IBAC-02	Audit of complaints investigated by Professional Standards Command, Victoria Police	To determine how effectively Victoria Police handles complaints against police officers	June 2018

Victorian Auditor-General's Office (VAGO)

NO.	REVIEW	PURPOSE	RELEASE DATE
2017-VAGO-03	Final management letter - Part A and B Year ended 30 June 2017	The purpose of this management letter, referred to as Final management letter - Part A, is to bring to attention matters arising from the final phase of the financial report audit of Victoria Police for the year ended 30 June 2017. The purpose of this management letter, referred to as Final management letter - Part B, is to bring to our attention matters arising from our review of the information technology control environment as part of the financial report audit of Victoria Police for the year ended 30 June 2017.	October 2017
2017-VAGO-04	ICT Disaster Recovery Planning	In this audit, VAGO examined disaster recovery at Victoria Police and four departments that provide essential government services—the Department of Economic Development, Jobs, Transport and Resources (DEDJTR), the Department of Environment, Land, Water and Planning (DELWP), the Department of Health and Human Services (DHHS) and the Department of Justice and Regulation (DJR). To determine whether departments' and Victoria Police's ICT systems and data supporting critical business functions can be appropriately recovered in the event of a disaster.	November 2017

Office of the Victorian Information Commissioner

NO.	REVIEW	PURPOSE	RELEASE DATE
	Nil		

Coroners Court of Victoria (CCOV)

NO.	REVIEW	PURPOSE	RELEASE DATE
	Nil		

Other agencies

NO.	REVIEW	PURPOSE	RELEASE DATE
	Nil		

F. DETAILS OF MAJOR RESEARCH AND DEVELOPMENT ACTIVITIES UNDERTAKEN BY THE ENTITY.

MAJOR RESEARCH AND DEVELOPMENT	CONDUCTED BY	PURPOSE
Australian Facility for Taphonomic Experimental Research	In conjunction with University of Technology Sydney & partners	A unique Australian research facility dedicated to studying the physical, chemical, and biological processes of human decomposition has been established. Ongoing research programs will assist police and forensic services to improve their procedures for searching, locating, recovering and identifying missing persons, victims of homicide, and victims of disaster on both a national and international scale.
Improving the communication of forensic science evidence to courts (ARC Linkage Project LP160100008)	In conjunction with Australian Research Council (ARC), University of New South Wales & partners	To improve the efficacy of the communication of forensic science evidence and develop an evidence-base from which informed decisions can be made regarding the best methods for effective and appropriate communication, for both pre-trial and trial decision making.
Next-generation latent fingerprint detection using functional nanomaterials (ARC linkage Project LP160100351)	In conjunction with Australian Research Council (ARC), University of Technology Sydney & partners	To deliver significantly improved detection limits for fingerprints that currently remain undetected with current techniques through novel fingerprint detection and enhancement methods based on silicon oxide nanoparticles.
Rapid CYBERNOSE [®] detection of illicit drugs and precursor chemicals (ARC linkage Project LP160100376)	In conjunction with Australian Research Council (ARC), University of Technology Sydney & partners	To develop a novel biosensor prototype that can rapidly identify volatile traces of illicit drugs and precursor chemicals in concealed environments. The biosensor will be based on CYBERNOSE [®] technology. This technology employs sensors, using the highly sophisticated and sensitive olfactory receptors of microscopic nematode worms, linked to an optoelectronic detector.

Understanding issues relating to DNA transfer to assist addressing activity-level questions	Victoria Police Forensic Services Department & collaborators including Deakin University, La Trobe University, University of Technology Sydney, University College London, Netherlands Forensic Institute, Forensic Science Ireland, National Forensic Centum (Sweden)	To gain a greater understanding of the factors involved in the transfer, persistence, prevalence and recovery of DNA on objects and persons, allowing an informed discussion and evaluation of crime scene related DNA profiles.
Development of an Asia Pacific ancestry informative panel for forensic intelligence purposes	Victoria Police Forensic Services Department & partners including University of Canberra, University of Santiago de Compostela (Spain), Innsbruck Medical University (Austria), Thermo Fisher Scientific	To develop a DNA sequencing forensic intelligence tool applicable to Australia and Asia Pacific region.
Calibration of forensic expert opinions	Victoria Police Forensic Services Department & partners including University of New South Wales and Canberra Institute of Technology	To validate the cognitive forensic sciences, and calibrate expert opinion to enhance the accuracy and reliability of forensic science evidence across multiple disciplines, including footwear impressions, blood pattern analysis, DNA profiling and document examination.

Note: In the 2017-18 reporting period, 12 peer-reviewed scientific publications were authored/co-authored by staff from the Forensic Services Division on a wide range of topics in forensic science. For a full list of publications please contact Victoria Police via www.police.vic.gov.au.

G. DETAILS OF OVERSEAS VISITS UNDERTAKEN INCLUDING A SUMMARY OF THE OBJECTIVES AND OUTCOMES OF EACH VISIT.

For security purposes, the details below do not include police operational travel.

The following trips were funded internally by Victoria Police:

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Senior Sergeant 1 x Leading Senior Constable	FLORIDA, USA	Attend the National Technical Investigators Association's (NATIA) to gain further knowledge, develop skills and promote fellowship between law enforcement and intelligence professionals from around the world. NATIA brings together subject matter experts from around the world to discuss global advanced covert technical solutions to assist in the development of solutions for the local crime environment.	Identified a number of new and innovative covert equipment and device solution/options for Victoria Police. Identified new/updated covert training methodologies specific to Technical Surveillance.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x FO 5	MARYLAND, USA	Attend an event run by the National Institute of Standards and Technology (NIST), International Symposium on Forensic Science Error Management.	The Symposium increased knowledge to improve Forensic Service Department responses and provide opportunity to foster collaborations and networks with international leaders.
2 x VPS 3	USA	Attend training for one week at Smith and Wesson to advance current five year armourer skills to that of a Master Armourer.	Gained professional development and increased skill levels to facilitate the maintenance of the Victoria Police armoury.
1 x VPS 4	WASHINGTON DC, NEW YORK, USA	Increase learning from the Leadership in Counter Terrorism Alumni Association (LinCT-AA) in preparation for the International Counter Terrorism Forum December 2017.	Gained information and insight to facilitate Victoria Police's LinCT-AA International Counter terrorism Forum. Additional networking opportunities with International Partners and strengthened partnerships with LinCT-AA.
1 x Assistant Commissioner	SWITZERLAND, UK, USA	Jurisdictional research regarding other agencies approach to drug law reform.	Measured effectiveness of laws, procedures and regulations to inform the Inquiry into Drug Law Reform.
1 x Superintendent	WELLINGTON, NEW ZEALAND	Attend the Australasia Neighbourhood Watch board meeting.	Strengthened Victoria Police's Community Safety Statement commitment to Neighbourhood Watch Australia.
1 x VPS 6	WYOMING, MISSOURI, USA	To complete a level four Crash Analysis Course at the Royal New Zealand Police College.	Met with suppliers directly to efficiently review products.
1 x VPS 6	CAPE TOWN, SOUTH AFRICA	Attend the International Association of Auto Theft Investigators (IAATI) Training Seminar. This seminar will cover vehicle identification and technology, cloning, investigative techniques and trends, vehicle theft and hijacking, cross border vehicle crime, tracking of vehicles, risk mitigation, fraud, corruption, systems and data as well as other related topics.	Assessed and addressed new intelligence, technology, responses and emerging trends in vehicle crime with experts from international jurisdictions. Detailed report disseminated to command and departments to develop capability to combat vehicle crime.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1x Assistant Commissioner*	BANFF, CANADA	Partial funding through the Global Road Safety Partners and World Health. Invitation to appear as the key speaker at Edmonton's '8th International Conference on Urban Traffic Safety'. The conference emphasises best practices in Global Traffic Safety through innovation and collaboration. Canada is looking to legalise marijuana and are seeking the advice of subject matter experts on drug driving and road side testing.	Successfully presented on world's best practice in relation to impaired driving. The outcomes of the travel resulted in sharing expertise in relation to drink driving and relationship building with our international road safety partners.
1 x Detective Senior Constable	WELLINGTON, NEW ZEALAND	Complete a level 4 Crash Analysis Course at the Royal New Zealand Police College.	Increased the capacity of the Collision Reconstruction and Mechanical Investigation Unit.
1 x Executive Director 1 x FO 4	TORONTO, CANADA	Attend the International Association of Forensic Science Conference (IAFS), 'Inter-Professional Collaboration in Forensic Science'. The conference will provide professional and personal development and an opportunity to discuss and communicate the ANZ forensic science landscape.	Professional development in gathering business improvement ideas for FSG projects and developments in fingerprint science.
1 x FO 3	SEOUL, SOUTH KOREA	Attend and present at the 27th Congress of the International Society of Forensics Genetics (ISFG) as a regional leader in Massively Parallel Sequencing (MPS).	Invited speaker in the ISFG MPS workshop and congress presenter on the development of an Asia Pacific ancestry informative panel, which Victoria Police Forensic Services Department is the project lead.
1 x Assistant Commissioner 1 x Detective Superintendent	NEW YORK and WASHINGTON DC, USA	Participant in Leadership in Counter Terrorism Alumni Association(LinCT) 2017 Global 2 Program, conducted by the Australian Institute of Police Management. The program, which focuses on providing leadership, intelligence and counter-terrorism expertise to senior law enforcement officials will strengthen skills and provide a strategic global appreciation of events and intelligence as well as provide the ability to contribute locally to the global counter terrorism effort.	Provided strategic global trends and intelligence to increase Victoria Police's counter terrorism capability.
1 x A/FO 4*	REDONDO BEACH, CALIFORNIA, USA	Attend the annual meeting as the Vice President of the International Association of Bloodstain Pattern Analysis (BPA) for Region 6 (Australia, NZ, Pacific Rim and South Africa). This is an opportunity to contribute to international developments in the discipline and to further develop and maintain strong commitments to international standards in Forensic Science.	The Symposium and meeting increased knowledge with regard to the discipline of BPA and provide opportunity to foster collaborations and networks with international leaders.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Senior Constable 1 x Constable 1 ST	TORONTO, CANADA	Complete the Toronto Police Service Public Order Course.	The research, training and development undertaken have formed the basis of enhancing Victoria Police's public order response capability and capacity.
1 x FO 5	PHOENIX, USA	Attend the 27th Annual Technical Seminar - Clandestine Laboratory Investigating Chemists. Attendance will enable further knowledge in clan lab chemist area and discuss ways to ensure that Victoria Police can manage all chemical hazards located by law enforcement.	Improved capability to respond and deliver to future challenges relating to Clandestine Laboratory investigators and chemists. Minimise the OHS risk to Victoria Police Employees.
1 x Detective Inspector* 1 x Senior Sergeant*	AMSTERDAM, NETHERLANDS; WEST MIDLANDS, UNITED KINGDOM	Partially funded visit to meet the Dutch National Police (DNP) which are regarded as one of the most progressive and innovative Technical Surveillance Units in the world. Plus attend the West Midlands Police Technical Forum this will assist with technological innovation.	Learnings, information exchange and staff exchange program assists Victoria Police Surveillance services to develop capability and mature as leaders in technical surveillance. Addresses Lindt Café siege inquest recommendations.
1 x Superintendent 1 x VPS 6 1 x Senior Sergeant	SINGAPORE	Visit training facilities in preparation for the new Victoria Police Specialist Training Facility.	Strengthening of Victoria Police relationship with Singapore police. Assessed specialist training facilities to assist with conceptual stages of design for the construction of a new specialist training facility.
2 x Senior Sergeant 5 x Sergeant 19 x Senior Constable	SINGAPORE	Undertake SOG training to continue to enhance community safety.	Enhanced training competencies to ensure community safety.
1 x A/Senior Sergeant*	DUBROVNIK, CROATIA	Attend the Interpol Firearm Forensic Symposium as an accredited Australasian Forensic Field Sciences Accreditation Board (AFFSAB) expert.	Developed an Intelligence Led Model for the examination of firearm that has been piloted and produced drastically reduced turnaround times and improved service delivery.
1 x FO 4	BLEC, SLOVENIA; THE HAGUE, NETHERLANDS	Invited to attend and participate in the 11th Expert Working Group of the European Network of Forensic Science Institutes (ENFHEX) conference in the member's capacity as Associate Member.	Successful information exchange creating potential to develop Victoria Police's expertise in the field of handwriting examination Strengthening of Victoria Police relationship with European Forensic community.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Chief Commissioner 1 x Commander 1 x Executive Advisor	QUEENSTOWN, NZ	Attend the bi-annual Police Commissioners Forum hosted by New Zealand Police.	A number of issues of national importance to the policing jurisdictions were discussed amongst the Commissioners and actions on certain issues were progressed, as appropriate.
1 x Detective Senior Sergeant 1 x Detective Sergeant	LONDON, SLOVENIA, HUNGARY	Invitation to present at the European Police College (CEPOL) Cocaine Smuggling Course and visit the UK boarder force, UK National Crime Authority (NCA).	Presented to course and received current information about the global smuggling trends, methodologies and targeting opportunities. Forged strong network of relationships with other law enforcement agency participants. Met with UK Customs and NCA. Discussed trends, methodologies & targeting opportunities. An Outcomes report was submitted to Command.
1 x Detective Senior Sergeant 1 x Detective Senior Constable 1 x Senior Sergeant	ATLANTA, GEORGIA, USA	Attend international education conference held by the International Association of Forensic & Security Metrology to assist with increasing knowledge of 3D Laser Scanners.	Gained knowledge on the current best practices of other jurisdictions in the use of 3D Laser scanners and technology for crime scenes, particularly collision related scenes. Benefits include: <ul style="list-style-type: none"> • utilise full potential of current technology investment. • improve Victoria Police's capability to clear scenes quicker. • minimise economic costs to the community due to road closures.
1 x Detective Superintendent	TAIPEI, TAIWAN	Attend the 3rd Taiwan International Symposium on Regional Security & Transnational Crime. The symposium covers various crime themes including the nexus between transnational crime and terrorism, regional security linked to cybercrime and the complexities linked to the digital age where mutual legal assistance is required.	The conference enabled a strong forming of national and international relationships. Presentations covered cybercrime and regional security and how that can be overcome through regional relationships. This has already been witnessed through recent cyber events in Victoria.
1 x Inspector	TEXAS and LOS ANGELES, USA	Attend the ALERT Active Shooter Integrated Response Conference and visit the Los Angeles Police Department. The conference was an opportunity to examine alternative methods in active shooter preparedness.	Utilise the knowledge exchanged; coupled with research to develop police only and integrated rescue team responses for active shooter and hostile events by Victoria Police and Emergency Services Agencies.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Superintendent*	WELLINGTON, NEW ZEALAND	Partially funded by Australia and New Zealand School of Government (ANZSOG) to represent Victoria Police for the Executive Master of Public Administration (EMPA) ANZSOG.	Successful completion of the Executive Masters Public.
1 x Senior Psychologist*	AUCKLAND, NEW ZEALAND	Attend and present at the Australia New Zealand Association for the Treatment of Sexual Abusers conference. The theme for the conference is forging a new era in responding to and preventing sexual abuse.	Presented in a workshop context Victoria Police's SHARP Dynamic sexual risk protocol. Networked with colleagues to facilitate the establishment of inter-jurisdictional research and support successful implementation of the tool to prevent sexual offending.
1 x Senior Constable 11 x Constable	SINGAPORE	Undertake pilot training not available in Australia.	Completed aircraft simulator training to address the requirement for pilots to undergo regular flight checks that involve emergency actions.
1 x Assistant Commissioner	NEW YORK CITY, USA	Attend the Leadership in Counter Terrorism Alumni Association (LinCT) Alumni Board Meeting in New York, USA.	As Board member of the 'five eyes' LinCT alumni, facilitated and delivered the New York alumni conference leading to substantial capability lift in regard to CT situational awareness.
1 x FO 3*	INNSBRUK, AUSTRIA	Travel to the Institute of Legal Medical University as the Project Manager in the Asia Pacific DNA Intelligence panel project.	Attended at a project meeting/workshop and participated in education and training to enhance skills required for data analysis, interpretation and reporting of DNA-based forensic intelligence.
1 x Senior Sergeant	TULLIALLAN, SCOTLAND	Attend the International Counter Terrorist Negotiators Course (ICTNC). The ICTNC has been developed by Police Scotland from world's best practice after recent attacks in Europe.	Attendance at this conference has ensured Victoria Police remains networked internationally and are in receipt of the best possible contemporary knowledge, strategies and tactics available in relation to different types of CT incidents. Learning outcomes disseminated to ANZCTC.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Deputy Commissioner	HONG KONG	Victorian delegation with the Police Minister and her Chief of Staff to meet and explore a range of different matters with the Hong Kong Police.	<p>Strengthening of Victoria Police's ability to combat and respond to serious and organised crime, including cyber-crime, narcotics, and risks to sporting integrity.</p> <p>The information exchange from their Narcotics Bureau, Counter-Terrorism and Event and Operations areas informs Victoria Police of current and emerging crime themes within the region.</p> <p>Briefings and site visits from operational policing areas were also provided in regards to Body Worn Camera operations and operational policing of high density apartment living.</p>
1 x Superintendent*	LONDON, UK	The Home Office with New Scotland Yard invited the Lord Mayor of Melbourne along with a Victorian Police senior police officer to London to discuss counter terrorism, city security, safer cities methodology and best practices. UK security expo roundtable with law enforcement representatives from Europe.	<p>Engagement with a number of policing jurisdictions regarding their counter terrorism frontline responses and preparation and city protection infrastructure.</p> <p>The information exchange undertaken with London's metropolitan police has contributed to enhancing Victoria Police's capability in relation to public order management, vehicle incursion in the CBD and the Homeless.</p>
1 x Superintendent	BOSTON, USA	Attend the UK National Crime Agency Voice Biometric Conference being held in Boston, USA, to increase Victoria Police's capacity in Voice biometrics.	The outcome was that contact has been made with networks of SMEs internationally. Greater insight to the limitation of voice recognition obtained.
1 x Detective Sergeant	MANASSAS, VIRGINIA, USA	Attend FBI International Online Certification Course.	Learnings in world's best practice in covert online engagement and built on networks with partners engaged in online terrorism investigations.
1 x Leading Senior Constable 1 x VPS 6	BOSTON, USA	Final Process in the procurement of two Armoured Rescue Vehicles.	Completed contract requirement-Inspection of Ballistic Vehicle before shipping.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Assistant Commissioner	LONDON, ENGLAND	Senior Executive Program at London Business School and Visits to Metropolitan police and other agencies.	Engagement with a number of policing jurisdictions regarding their youth crime and gang response, counter terrorism frontline responses and preparation, city protection infrastructure and event management. The information exchange undertaken has contributed to enhancing Victoria Police's capability regarding policing to high density communities.
1 x Senior Sergeant	AMSTERDAM, NETHERLANDS	Inspection of aerial sniper platform to inform Aviation Capability Program (ACP) specification.	Informed aerial sniper platform in ACP specification.
1 x Deputy Commissioner 1 x Assistant Commissioner 1 x VPS 6 1 x Superintendent	NEW YORK, USA	Leadership in Counter Terrorism (LinCT)-NYPD Counter Terrorism Conference "Terrorism Challenges - Then, Now & Tomorrow".	Attendance at this conference has ensured Victoria Police remains networked internationally and are in receipt of the best possible contemporary knowledge and thinking available to prevent, prepare and respond to the ever evolving and increasing terrorism threat to the Victorian community. The information obtained from the conference outcomes and meetings with the NYPD SHIELD program can be adapted to the Victorian security environment. This will enable Victoria Police to partner with our security operators to support terrorism policing, general public safety and crime reduction efforts.
1 x Sergeant 1 x Constable	NETHERLANDS, ITALY, US	Aviation Capability Program tender evaluations.	Aviation Capability Program - Site Visits verifying technical tendered solutions.
1 x Inspector 1 x Superintendent	CHRISTCHURCH, NEW ZEALAND	To attend the NECWG (National Emergency Communications Working Group).	Provided members of the emergency communications community with insights into lessons learned from a major disaster event and innovative development from around the world.
1 x Leading Senior Constable	THE HAGUE, NETHERLANDS	Covert Internet Investigations related to Child Sex Abuse meeting at the Europol Office.	Provided learnings and material to develop a training course for Victoria Police online covert operatives.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Detective Senior Sergeant	CANCUN, MEXICO	To attend 3rd Interpol Global Conference on vehicle crime.	Gained contemporary knowledge relating to global investigations, routes, patterns and trends for vehicle trafficking. Enhancing Victoria Police's response strategies and reduce profit motivated vehicle crime.
1 x Deputy Secretary	WELLINGTON, NEW ZEALAND	NZP Headquarters - Meet COO Innovation Centre Mobility solution, National Intel Coordination Centre.	New relationships and met with NZ Police to review products.
1 x Deputy Commissioner*	LONDON, UK	Leadership in Counter Terrorism (LinCT) Global 2018 - Program that focuses on counter terrorism, intelligence and leadership.	The critical outcomes of the LinCT Program are to improve inter-agency cooperation through enhanced communication, information sharing and personal relationships.
1 x Detective Senior Sergeant*	NEW ORLEANS, CHICAGO USA	Partially funded by Rotary to participate in the Rotary Violence Free Families Vocational Exchange to study the work of police and other agencies involved with domestic violence.	Attendance provided alternative methods to Family Violence responses, referrals and the opportunity to examine other law enforcement agency approaches.
1 x F0 6*	SUNDAY RIVER, MAINE, USA	Attend and present at the second Gordon Research Conference (GRC) ON Forensic Analysis of Human DNA.	Attendance provided insights into activities at the forefront of forensic science globally, enhanced collaborative research networks and demonstrated commitment by Victoria Police to best practice.
1 x Inspector	PHOENIX, ARIZONA, USA	Attend the Technology Conference facilitated by Axon - involving law enforcement from across the world.	<p>Qualifications gained in the use of Evidence.com.</p> <p>Partnership with Axon in relation to delivery of functionality Roadmap for Body Worn Cameras (BWC).</p> <p>Understanding and beginning of the development of a business support model for Victoria Police.</p> <p>Beginning the development of a broader BWC international community of practice.</p>

*Trip was partially funded by external parties

The following trips were funded by external parties:

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x FO 6	THAILAND	<p>Fully funded by the Royal Thai Police.</p> <p>Invited as a guest speaker at the Central Institute of Forensic Science, Ministry of Justice, Thailand, for the annual general meeting of the Asian Forensic Network. This forum provides the opportunity to connect with researchers and forensic scientists working in Counter Terrorism in the region.</p>	<p>Guest speaker opportunity, increased international profile, also provided opportunity to collaborate with the international forensic community and develop and strengthen networks.</p> <p>Knowledge gained from attendance increases Forensic Services Department understanding of the types of explosives and explosive devices currently encountered in Asia.</p>
1 x VPS 4 *	BANGKOK, THAILAND	<p>Partially funded by Alfred Deakin Institute for Citizenship and Globalisation (ADICG) to attend and participate in a panel discussion at the New Landscape of Terrorism Conference.</p> <p>Attend the National Broadcasting and Telecommunication Commission of Thailand.</p>	<p>Provided an opportunity to expand global counter terrorism partners in the Asia Pacific region.</p>
1 x Inspector*	<p>FONTAZELLA, BRAZIL;</p> <p>LOS ANGELES, USA</p>	<p>Partial funding to present at the Global Road Safety Partnership, Drink Driving Technical Forum on, sharing the best practice from Victoria to the Rio de Janeiro Police to strengthen their coordination of drink drive operations. Then fly to Los Angeles to spend a day with the California Highway Patrol to look at their pursuit engagement and resolution strategies to contribute to current work undertaken by Victoria Police.</p>	<p>Successful key note speaker at a technical drink driving forum in Brazil where local law enforcement is commencing drink drive enforcement activities in Fontezella, Brazil.</p> <p>Shared Victoria Police drink driving enforcement expertise and was able to assist in setting up of a test station for drink driving.</p> <p>In LA, exchanged increased learnings about vehicle interdiction and ramming of police vehicles; met with LAPD SWAT regarding vehicle threat resolution and preventative strategies.</p>
1 x Director	TORONTO, CANADA	<p>Attend the International Association of Forensic Science Conference (IAFS), 'Inter-Professional Collaboration in forensic Science'. Attend a meeting on the International Forensic Strategic Alliance (IFSA) where opportunities to leverage resources associated with current projects will present.</p>	<p>Learnings in forensic science and latest research</p> <p>Networking and identifying opportunities for information exchange and collaboration with international stakeholders Supporting Australia's bid to host IAFS 2020, which was successful.</p>

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x VPS 5	SEOUL, SOUTH KOREA	Attendance at the 27th Congress of the International Society for Forensic Genetics (IFSG).	<p>The 27th Congress of the ISFG provided a unique opportunity to better understand the research initiatives underway to further develop the field of forensic DNA analysis.</p> <p>The conference also provided the opportunity to meet international counterparts and discuss the role and work program of ANZPAA NIFS.</p>
1 x Detective A/Inspector* 1 x Detective A/Senior Sergeant* 1 x Detective Senior Constable*	SCOTTSDALE, ARIZONA, USA	Partially funded by the National Anti-Gangs Squad (NAGS), Australian Federal Police (AFP) to attend the International Outlaw Motorcycle Gang Investigators Association (IOMGIA) course. Officers will be trained in the most up to date information on combating outlaw motorcycle gangs.	Attendance at the international outlaw motorcycle gang (OMCG) investigator's association conference provided a significant opportunity to receive information about the global OMCG environment and current trends. Assessed and addressed new intelligence and emerging trends in OMCG and contemporary anti-gangs policing methodology.
1 x FO 6*	SEOUL, SOUTH KOREA; SINGAPORE	<p>Partially funded by Asian Forensic Sciences Network (AFSN) and International Society of Forensics Genetics (ISFG). Invited to attend and speak at the 27th Congress of the ISFG as a regional leader in Massively Parallel Sequencing (MPS). The members will also be speaking at the conference.</p> <p>Also invited to the 9th Asian Forensic Science Network (AFSN) annual meeting and Symposium.</p>	<p>Enhanced awareness of activities at the forefront of forensic science globally.</p> <p>Enhanced the collaborative research network and profile of Victoria Police research activities.</p>
1 x Leading Senior Constable* 1 x Sergeant*	WHANGANUI, NEW ZEALAND	<p>Travel and accommodation costs included in the Tender for Q-West Boat Builders who were awarded the contract to supply a vessel to Victoria Police.</p> <p>Officer has knowledge of detailed design of Police Patrol Vessels and is to attend meeting as part of the Vessel Replacement Program (VRP).</p>	<p>The site visit provided an opportunity to verify progress of vessel and sign off design and technical specifications for tender.</p> <p>Expand the Water Police's service delivery through physical resource acquisition as part of Victoria Police's capability plan.</p>
1 x Detective Inspector	WASHINGTON, USA; VANCOUVER, CANADA	Fully funded by Australia-New Zealand Counter Terrorism Committee (ANZCTC) to attend study tour.	Provided learnings and material to develop a training course for Victoria Police online covert operatives.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Senior Sergeant 1 x Sergeant 4 x Senior Constable	MUNICH, GERMANY	Funded by BMW as part of the light armoured vehicle contract to provide a four day advanced train the trainer driving course.	Ballistic Vehicle Driver training completed.
1 x Inspector	WASHINGTON DC, USA; OTTAWA CANADA; LONDON, UK	Funded by the Australian Defense Force as a Member of the Australia delegation to receive briefings from key international Chemical, Biological, Radiological, Nuclear and Explosive (CBRNE) experts.	Disseminated CBRNE information into training and operational environments.
1 x Leading Senior Constable* 1 x VPS 6*	WHANGANUI, NEW ZEALAND	Travel and accommodation costs included in the Tender for Q-West Boat Builders who were awarded the contract to supply a vessel to Victoria Police. Officer has knowledge of detailed design of Police Patrol Vessels and is to attend meeting as part of the Vessel Replacement Program (VRP).	The site visit verified progress of vessel, variations to technical specifications and layout of bridge cabin and accommodation equipment.
1 x Superintendent	HYDERABAD, INDIA	Funded by Charles Stuart University to attend mid - career training program, delivered to Indian Police Officers.	Strengthening of Victoria Police relationship with National Police of India.
1 x FO 7	TOKYO, JAPAN	Partially funded to chair the International Organization for Standardisation (ISO) Committee TC272 to develop internal forensic standards.	The committee resolved to send ISO/FDIS 21043-1 - Forensic Sciences- Terms, definition and framework and ISO/FDIS 21043-2 Forensic Sciences - Recognition, recording, recovering, transport and storage of item to Final Draft International Standard stage, followed by publication. ISO/WD 20964 was approved for development.
1 x Inspector	KOKODA, PAPA NEW GUINEA	Funded by corporate sponsorship. The trek included disengaged youth and youth identified as role models. The program is an important partnership in the local community and supports Victoria Police's community engagement strategy.	Encouraged greater engagement and relationships with at risk youth and communities. The positive exposure increases the community's confidence in police services and demonstrates commitment to addressing youth issues.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Director*	DUNDEE, SCOTLAND	Partially funded by Leverhulme Research Centre. Meeting will provide a platform to discuss current and important issues relevant to forensic science, specifically in regards to the transfer and persistence of trace evidence.	Potential to develop collaborative research projects with aligning goals with international peers. Improvements in the value of forensic science in the criminal justice system.
1 x Chairperson	BRUSSELS, BELGIUM	ANZPAA Disaster Victim Identification Committee (ADVIC) Meeting.	Ensuring Australia and new Zealand's interests are represented when developing international guidelines for Disaster Victim Identification (DVI) response.
1 x FO 6	WARSAW, POLAND	Fully funded by the National Measurement Institute (NMI) Department of Industry, Innovation and Science to attend as Australian representation on the International Organisation of legal Metrology technical committee for Evidential Breath Analysers.	The OIML committee is in the process of re-writing this standard. The Australian standard for evidential breath alcohol analysers is based upon this international standard. Australia's interests represented by attendance of Australian expert.
1 x FO 5	CHICAGO, ILLINOIS, USA.	Fully funded by the National Institute of Science & Technology (NIST), to attend the Organisation of Scientific Area Committees [Forensic Science] meeting on Forensic Standards.	Delivered expertise and experiences to ensure Victoria Police contributed to the progression of mandatory standards in forensic science. Promoted VPFSD's work within forensic community.
1 x Detective Superintendent	JAKARTA, INDONESIA	Funded by the Australian Federal Police to attend the Countering Outlaw Motorcycle Gang (OMCG) Conference.	Opportunities to engage International stakeholders within the OMCG landscape. Identified investigative strategies utilised by International counterparts to combat emerging crime trends and methods.
1 x VPS 6* 1 x Leading Senior Constable*	WHANGANUI, NEW ZEALAND	Travel and accommodation costs included in the Tender for Q-West Boat Builders who were awarded the contract to supply a vessel to Victoria Police.	Verified progress of vessel construction. The site visit provided product demonstration (sea trial) as part of the crucial final inspection phase of the Vessel Replacement Program.
1 x Senior Sergeant	SAN FRANCISCO, SAN BERNADINO, PHEONIX, NEW YORK, USA; OTTAWA, CANADA; LONDON, BIRMINGHAM, MANCHESTER,UK	Awarded 2017 Churchill Fellowship to research and study chosen project – early intervention into mental health in police and retired and past police peer support programs ¹ .	Increased knowledge and ability to improve Victoria Police's welfare services by implementing new strategies, processes or programs to improve the mental health in serving and retired police.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Superintendent	CAMBRIDGE, UK	Attendance at Police executive program.	Masters in Evidence Based Policing to inform Victoria Police on contemporary policing methods.
1 x VPS 4*	NEW YORK, USA	Attend meetings with the Leadership in Counter Terrorism Alumni Association (LinCTAA) executive board and associated international partners.	Attended LinCTAA counter terrorism conference after playing a key role as conference co-organiser. Met and networked with LinCT board members, including '5 eyes members' to undertake determination of themes for Melbourne CT Conference in December 2018. Provided further significant administrative advice to Toronto Police who are hosting their first LinCT AA conference in May 2019.
1 x Senior Sergeant	HANOI, VIETNAM	Fully funded by Asia Region Law Enforcement Management Program (ARLEMP) Australian Federal Police to present at ARLEMP on creation of the "Look a little deeper", Human Trafficking Inform and Awareness Package.	Increased understanding of how international jurisdictions are addressing cross-border crimes such as drug-trafficking, money laundering, cyber-crime, terrorism and human trafficking. International exposure of Victoria Police innovation and response to human trafficking.
1 x FO 7	VIENNA, AUSTRIA	Funded by UNODC to attend UNODC International Panel of Forensic Experts and Expert Group meeting on Forensic Toxicology in International Drug Control.	Meeting provides an overview of international drug issues with a significant opportunity to collaborate through information sharing on research projects, early (drug) warning systems, harm minimisation, improved forensic testing and drug control legislation.
1 x Director*	STOCKHOLM, SWEDEN, LONDON UK	To travel to the International Organization for Standardization (ISO) Committee TC272 meeting.	Represented Australia's interests to influence the development of three international standards in forensic science on analysing, interpreting and reporting forensic evidence.
1 x FO 3	ROME, ITALY	Funded by Human Identification Solutions (HIDS) to attend seeking answers and solving crime conference.	Invited attendee at the Key Opinion Leader Forum. Speaker at the HIDS conference.
1 x A/FO 5	SAN FRANCISCO, USA	Fully funded by American Academy of Forensic Sciences Ethics Committee hearing.	Engagement at the conference contributed to an increased international profile and provided an opportunity to collaborate with the international forensic community and develop and strengthen networks.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x CEO	WASHINGTON, USA	Attend the AFP Global Mental Health Symposium. Side meetings with other symposium attendees as well as NYPD and IACP to discuss research relating to ANZPAA business plan products.	Obtained relevant research and connections to assist in ANZPAA's mental health projects on the 2018-19 business plan. Met with relevant agencies to discuss research relating to ANZPAA's work and the 2018-19 business plan.
1 x Assistant Commissioner*	TEXAS, WASHINGTON, USA; LONDON, UK	Travel is funded by Australian Criminal Intelligence Commission (ACIC) Seeking to understand technology and innovation in the technical surveillance environment as part of responsibilities as Chair of the National Criminal Intelligence Capability Committee.	Explored options for maintaining contemporary means to intercept communications relative to serious, organised crime & counter terrorism investigations through continued investment in partnership & technology.
1 x Inspector	KOKODA, PAPA NEW GUINEA	The program is an important partnership in the local community and supports Victoria Police's community engagement strategy. The positive exposure increases the community's confidence in police services and demonstrates commitment to addressing youth issues.	Explored options for maintaining contemporary means to intercept communications relative to serious, organised crime & counter terrorism investigations through continued investment in partnership & technology.
1 x FO 7*	LAUSANNE, SWITZERLAND	Partially funded by conference organisers to attend and speak at the Forensic Science and Criminology Conference in Lausanne.	Guest speaker opportunity, increased international profile, also provided opportunity to collaborate with the international forensic community and develop and strengthen networks.
1 x FO 7	SAN ANTONIO, TEXAS, USA	Fully funded by US- DEA to attend Scientific Working Group Meeting.	The working group continues to develop forensic drug analysis guides and training aids. The purpose is to produce relevant references for standardised testing to enable greater opportunity for international comparison of drug testing and drug trends.
1 x FO 7	WASHINGTON, USA	National Institute of Justice (NIJ) review panel on Impression evidence. NIJ review panel on Trace Evidence.	Meeting provided an insight in the current research projects proposed for funding in the area of forensic science within the US as well as into the organisation of these funding schemes.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x EO 2* 1 x A/FO 5	WELLINGTON, NEW ZEALAND	Registration and Flights funded by organisers Attending DocAG meeting.	The outcome of the meeting was a review of the 2017-18 activities and business plan and development of the 2018-19 activities and business plan.
1 x Director	SANTANDER, SPAIN and AMSTERDAM, NETHERLANDS and UNITED KINGDOM	Attend the International Criminal Court (ICC), Office of the Prosecutor, Scientific Advisory Board (OTP SAB) meeting. Attend Netherlands Forensic Institute (NFI) symposium to discuss issues relevant to forensic science and communicate changes within Australia and New Zealand.	Australia/New Zealand input into the methods used by and the strategic direction of the OTP SAB. Information exchange directly impacting on the following projects: Rapid DNA, Research and Innovation Strategy, Forensic Fundamentals Project, IFSA representation and planning and the NIFS group CWALN (Chemical Warfare Agents Laboratory Network). Understanding of the operating of a world leading laboratory, where learnings are returned to the Australia/New Zealand forensic science community.
1 x Chairperson	LYON, FRANCE	ANZPAA Disaster Victim Identification Committee (ADVIC) Meeting.	Information exchange on best practice for disaster victim identification response. Positioning Australia and New Zealand at the forefront of DVI capability development. Ensuring Australia and new Zealand's interests are represented when developing international guidelines for DVI response.

*Trip was partially funded by Victoria Police or external parties

H. DETAILS OF MAJOR PROMOTIONAL, PUBLIC RELATIONS AND MARKETING ACTIVITIES UNDERTAKEN BY THE ENTITY TO DEVELOP COMMUNITY AWARENESS OF THE ENTITY AND ITS SERVICES

Refer to Appendix I (Page 64) of the 2017-2018 Victoria Police Annual Report.

I. DETAILS OF ASSESSMENTS AND MEASURES UNDERTAKEN TO IMPROVE THE OCCUPATIONAL HEALTH AND SAFETY OF EMPLOYEES.

Refer to Appendix D (Pages 53-54) of the 2017-2018 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 (Page 52) of the 2017-2018 Victoria Police Annual Report.

K. A LIST OF MAJOR COMMITTEES SPONSORED BY THE ENTITY, THE PURPOSES 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.	<p>In 2017–18, the RCC:</p> <ul style="list-style-type: none"> • received and assessed 32 applications • approved 26 applications. <p>All applications were assessed in accordance with the Victoria Police Manual and Victoria Police research guidelines.</p>
Victoria Police Human Research Ethics Committee (VPHREC)	<p>The VPHREC is responsible for the ethical review of internal and external research conducted for Victoria Police.</p> <p>The committee has been nationally accredited with the National Health and Medical Research Council (NHMRC) since 9 March 2010 and includes internal and external representation in accordance with NHMRC standards.</p> <p>The VPHREC Secretariat is responsible for coordination and reporting in accordance with Victoria Police research guidelines and the National Statement on Ethical Conduct in Human Research (2007).</p>	<ul style="list-style-type: none"> • The VPHREC received and assessed six (6) applications in 2017-18. • All of these were approved in accordance with the Victoria Police Manual and Victoria Police research guidelines. One application was still under consideration at 30 June 2018. • In May 2018, Victoria Police satisfied the mandatory requirement of accredited Human Research Ethics Committee (HREC) institutions by submitting an annual report outlining the workings of the VPHREC to the National Health and Medical Research Council (NHMRC).

Refer to Appendix E (Pages 55-57) of the 2017-2018 Victoria Police Annual Report for details of Victoria Police Executive Command and Corporate Governance Committees.

L. DETAILS OF ALL CONSULTANCIES AND CONTRACTORS INCLUDING:
i. CONSULTANTS/CONTRACTORS ENGAGED;
ii. SERVICES PROVIDED; AND
iii. EXPENDITURE COMMITTED TO FOR EACH ENGAGEMENT

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

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EX GST) \$	EXPENDITURE 2017-18 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
A J Mountford & Associates Pty Ltd	Facilitating Services	5,000	5,000	-
	Professional Development	6,500	6,500	-
Academic and Training Services Pty Ltd	Corporate Advisory Group Member	90,909	13,241	77,668
Adelhelm & Associates Pty Ltd	Consultancy for Industrial Relations	36,400	36,400	-
Aecom Australia Pty Ltd	Management Support Services	262,908	262,908	-
Alchimie Pty Ltd	Services Rendered for the Alcohol and Drug Test Vehicle Replacement Program	154,000	47,300	106,700
	Services Rendered for the Mobile Automatic Number Plate Recognition (ANPR) Project	369,973	276,560	93,413
Allan G Houston	Corporate Advisory Group Member	64,564	31,549	33,014
Altiera Pty Ltd	Services to the Independent Advisory Board	13,000	11,764	1,236
AMP Education	Professional Development	24,500	24,500	-
Anne Dalton & Associates	Probity Advisory Services	38,083	38,083	-
Ashurst Australia	Services Rendered for the Aviation Capability Program (ACP)	134,971	134,971	-
Austhink Consulting Pty Ltd T/A Van Gelder & Monk	Mapping Of Intelligence Reports	19,500	19,500	-
Australian Criminal Intelligence Commission	Project Services	231,692	231,692	-

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EX GST) \$	EXPENDITURE 2017-18 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
Australian Multicultural Foundation Ltd	Community Engagement	181,773	91,773	90,000
Avoka Technologies Pty Ltd	Project Services	288,389	288,389	-
Bite Visual Communications Group Pty Ltd	Office / Document Design	10,955	10,955	-
Bridging Policy & Practice	Audit Risk Committee Member	33,435	21,935	11,500
	Corporate Advisory Group Member	50,000	6,600	43,400
Catherine Sedunary Consultant	Psychological Services	10,000	10,000	-
Causeway Consulting Pty Ltd	Audit Risk Committee Member	28,000	14,000	14,000
Cherub Consulting Group Pty Ltd	Services Rendered for the Blue Connect Program	378,796	378,796	-
Chief Executive Women Limited	Professional Development	118,310	118,310	-
Clayton UTZ Lawyers	Legal Services	658,280	658,280	-
Connley Walker Pty Ltd	Audit Services	17,000	17,000	-
Corben Consulting	Optimal Road Policing	6,907	6,907	-
	Road Policing Command Review	43,413	43,413	-
Corporate Scorecard Group	Assessment of Procurement's Financial Performance	17,739	13,276	4,462
Corporate Wisdom (Australia) Pty Ltd	Professional Development	72,189	72,189	-
Corrs Chambers Westgarth	Human Resource Services	30,228	30,228	-
CourtHeath Consulting	Probity Advisory Services For Cleaning Tenders	14,034	14,034	-

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EX GST) \$	EXPENDITURE 2017-18 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
CPM Reviews Pty Ltd	Workplace Complaints and Investigations / Workplace Services	31,034	31,034	-
Creativa Videos	Communication Services	15,156	15,156	-
Creative Videos	Communication Services	13,472	13,472	-
CT Alliance	Probity Advice for In Vehicle Data Recorder (InVDR) Project	2,363	2,363	-
	Probity Advice For Transcription Service Tender	5,535	5,535	-
	Services Rendered for the Ammunition Tender	12,083	12,083	-
Cube Group Management Consulting Pty Ltd	Business Advisory	11,100	11,100	-
	Consultancy for State Emergencies and Security Command	132,155	59,461	72,694
	Project Services	26,000	17,200	8,800
D & D Taxation Consulting Pty Ltd	Accounting / Audit / Financial Services	38,775	38,775	-
David Caple & Associates Pty Ltd	OHS Risk Assessments	17,750	17,750	-
Deloitte Consulting Pty Limited	Business Advisory	189,080	189,080	-
Deloitte Touche Tohmatsu Ltd	Evaluation Services Rendered for the Crime Scene Examiners Enhanced Response Model Pilot Program	109,220	99,290	9,930
Dianne Foggo AM	Services to the Independent Advisory Board	19,800	14,400	5,400
Diaxion Pty Ltd	Disaster Recovery Build Patterns	18,000	18,000	-
DLA Piper	Legal Services	98,740	61,516	37,224
	Review of Contracts	8,772	8,772	-

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EX GST) \$	EXPENDITURE 2017-18 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
DLA Piper (cont)	Services Rendered for the Ammunition Tender	1,582	1,582	-
	Services Rendered for the Blue Connect Program	153,941	132,008	21,932
	Services Rendered for the Conducted Energy Devices (CED) Project	2,434	2,434	-
	Services Rendered for the Container Monitoring Solution	24,697	24,697	-
	Services Rendered for the Integrated Operational Equipment Vest (IOEV) Program	3,668	3,668	-
	Services Rendered for the Mobile Automatic Number Plate Recognition (ANPR) Project and In Car Video (ICV) Solution	81,991	81,991	-
eBlueprint Pty Limited	Services Rendered for the Blue Connect Program	398,363	398,363	-
Enex Pty Ltd	Services Rendered for the Blue Connect Program	46,091	46,091	-
Ernst & Young	Non Financial Audit / Review	831,067	831,067	-
Essence Communications	Business Advisory	27,273	27,273	-
Executive Central Group Pty Ltd	Professional Development	110,666	110,666	-
Fenton Stephens Pty Ltd	Recruitment Campaigns	89,292	89,292	-
Forensic Science Consultants Inc	Forensic Science Consultancy	41,723	41,723	-
Forensicare	Forensic Mental Health	149,000	149,000	-
Gartner Australasia Pty Ltd	Professional Development	342,800	342,800	-
Geoplex Pty Ltd	Human Resource Services	428,784	428,784	-

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EX GST) \$	EXPENDITURE 2017-18 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
Grant Thornton Australia Limited	Forensic Accounting Services	101,341	101,341	-
Greg Bailey Consulting	Services Rendered for the Blue Connect Program	116,650	116,650	-
ICMTEL Pty Ltd	Information Technology Services	94,410	94,410	-
Idemia Australasia Pty Ltd	Services Rendered for the Blue Connect Program	30,413	30,413	-
Jacobs Group (Australia) Pty Ltd	Gap Analysis of Victoria Police's Asset Management Accountability Framework	76,000	5,532	70,468
	Research On Wyndham Justice Precinct Community Engagement	27,800	27,800	-
	Review of Transport and Logistics Facilities Compliance To Investment Guidelines	85,848	85,848	-
Jeremy Brasington/Academie	Services Rendered for the Blue Connect Program	98,735	98,735	-
John Robinson Consulting Services Pty Ltd	Professional Development	12,727	12,727	-
Jude Laurence Consulting	Professional Development	25,000	25,000	-
K & L Gates	Workplace Complaints and Investigations / Workplace Services	68,090	68,090	-
Kanellos Consulting Pty Ltd	Services Rendered for the Integrated Operational Equipment Vest (IOEV) Program	28,445	25,065	3,380
Kelsall Consulting Pty Ltd	Audit Risk Committee Member	17,000	11,000	6,000
Ken D Lay	Business Advisory	68,046	39,405	28,641
Kinetic IT Pty Ltd	Information Technology Services	684,398	684,398	-
KPMG	Review Capability Impact Assessments (CIA)	21,953	21,953	-

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EX GST) \$	EXPENDITURE 2017-18 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
KPMG (cont)	Services Rendered for the Aviation Capability Program (ACP)	310,752	310,752	-
	Services Rendered for the Enterprise Program Management Office's (Enterprise PMO)	16,000	16,000	-
Landell Corporation Pty Ltd	Services Rendered for the Roadside Drug Testing (RDT) Sustain Project	145,332	79,932	65,400
Lander & Rogers	Services Rendered for the Integrated Operational Equipment Vest (IOEV) Program	32,485	32,485	-
LDAssurance Pty Ltd	Accounting / Audit / Financial Services	14,000	14,000	-
Lightforce Australia Pty Ltd	Audit Services	54,670	50,000	4,670
Liz Grainger	Audit Risk Committee Member	17,000	17,000	-
Maddocks	Workplace Complaints and Investigations / Workplace Services	39,177	39,177	-
Melbourne City Mission	Consultancy Services	22,500	11,250	11,250
MetaPM Pty Ltd	Services Rendered for the Enterprise Program Management Office's (Enterprise PMO)	31,800	31,800	-
Metro Quest Pty Ltd	Business Advisory	15,050	13,550	1,500
	Corporate Advisory Group Member	96,000	6,000	90,000
	Services Rendered for the Blue Connect Program	58,000	18,000	40,000
	Services Rendered for the Enterprise Program Management Office's (Enterprise PMO)	18,900	5,450	13,450
Mingara Australasia Pty Ltd	Business Advisory	35,510	35,510	-
Minter Ellison	Legal Services	82,357	82,357	-

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EX GST) \$	EXPENDITURE 2017-18 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
Monash University	Business Advisory	103,467	101,990	1,477
National Forensic Science Technology Center	Consultancy Services	22,121	22,121	-
Norton Rose Fulbright Australia	Legal Services	121,776	121,776	-
Nous Group Pty Ltd	Professional Development	49,500	49,500	-
	Welfare Services Review	90,000	90,000	-
Nova Defence Pty Ltd	Services Rendered for the Aviation Capability Program (ACP)	320,500	320,500	-
Nova Systems Australia Pty Ltd	Services Rendered for the Aviation Capability Program (ACP)	403,939	402,435	1,504
PARIO Solutions Group Pty Ltd	Services Rendered for the Enterprise Program Management Office's (Enterprise PMO)	13,260	13,260	-
Peoplescout Technology Pty Ltd	Information Technology Services	34,500	34,500	-
Peter John Stone	Services Rendered for the Aviation Capability Program (ACP)	59,091	22,912	36,179
Pinnacle HJWP Pty Ltd	Services Rendered for the Alcohol and Drug Test Vehicle Replacement Program	49,000	49,000	-
	Services Rendered for the Blue Connect Program	90,000	69,000	21,000
PricewaterhouseCoopers Consulting Australia Pty Limited	Human Resource Services	73,727	73,727	-
	Services Rendered for the Blue Connect Program	539,291	539,291	-
Prolink Australia Pty Ltd	Services Rendered for the Alcohol and Drug Test Vehicle Replacement Program	83,400	82,630	770

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EX GST) \$	EXPENDITURE 2017-18 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
Prolink Australia Pty Ltd (cont)	Services Rendered for the Chemical, Biological and Radiological (CBR)/ Disaster Victim Identification (DVI) Unit Response Truck	4,230	4,230	-
	Services Rendered for the Forensics Counter Terrorism (CT) Mobile Forensics Labs	15,100	14,140	960
	Services Rendered for the Water Police Tow Vehicle Replacement	3,185	3,185	-
QinetiQ Pty Ltd	Services Rendered for the Mobile Automatic Number Plate Recognition (ANPR) Project	841,327	609,366	231,961
	Services Rendered for the Roadside Drug Testing (RDT) Sustain Project	408,246	136,677	271,569
Quantum Market Research	Research Services	111,700	111,700	-
	Services Rendered for the Blue Connect Program	66,825	66,825	-
Red Rock Consulting	Services Rendered for the Financial System Process Improvement (FSPI) Project	632,869	561,510	71,359
Rob Gullan and Associates	Human Resource Services	30,000	18,000	12,000
RPS Manidis Roberts Pty Ltd	Presentation	12,780	11,115	1,665
RSM Bird Cameron	Services Rendered for the Integrated Operational Equipment Vest (IOEV) Program	38,160	38,160	-
SAS Institute Australia Pty Ltd	Services Rendered for the Blue Connect Program	514,911	514,911	-
Simon Casey	Services Rendered for the Enterprise Program Management Office's (Enterprise PMO)	58,050	49,500	8,550
SMS Consulting Group Pty Ltd	Services Rendered for the Blue Connect Program	525,249	525,249	-

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EX GST) \$	EXPENDITURE 2017-18 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
Southwood Estate Pty Ltd	Consultation to Human Resource Department	86,364	81,900	4,464
Spectre Ballistic Solutions Pty Ltd	Business Advisory	74,290	74,290	-
	Services Rendered for the Ammunition Tender	245,483	245,483	-
	Services Rendered for the Integrated Operational Equipment Vest (IOEV) Program	10,022	10,022	-
Synergistiq Pty Ltd	Human Resource Services	48,945	19,578	29,367
Thamani Pty Ltd	Business Advisory	24,453	14,820	9,633
The Distillery Pty Ltd	Services Rendered for the Blue Connect Program	85,705	43,161	42,544
Third Horizon Consulting Pty Ltd	Services Rendered for the Roadside Drug Testing (RDT) Sustain Project	163,349	152,115	11,234
University of Melbourne	Business Advisory	13,477	13,477	-
	Consultancy Services	2,727	2,727	-
University Of Technology Sydney	Aboriginal Youth Cautioning Program Research Paper	35,741	35,741	-
Wilmin Consulting	Audit Risk Committee Member	34,000	17,000	17,000
Total		15,581,000	13,841,631	1,739,370

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 22H and the related guidance note.

Details of consultancies under \$10,000

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EX GST) \$	EXPENDITURE 2017-18 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
ALG Consulting Pty Ltd	Review of Training Course	12,380	8,030	4,350
Allison McIntyre Pty Ltd	Review of the Traffic Incident Systems	9,450	4,950	4,500
Angela Workman-Stark Inc	Presentation Services	7,500	7,500	-
Bushbutler Pty Ltd in trust for Bushbutler Trust	Services Rendered for the Aviation Capability Program (ACP)	18,182	8,864	9,318
CapabilityBuilder	Recruitment and Onboarding Process Services	4,000	4,000	-
Catherine Fox	Professional Development	3,000	3,000	-
Chambers Consulting	Accounting / Audit / Financial Services	7,000	7,000	-
Christine Miller Psychologist	Psychological Services	2,550	2,400	150
CJK Consulting	Facilitating Services	7,200	7,200	-
CLE Consulting Australia Pty Ltd	Professional Development	8,800	8,800	-
Complete Physio Melbourne	Expert Report	1,050	1,050	-
David Moore	Facilitating Services	12,000	9,000	3,000
Emergent Solutions Pty Ltd	Corporate Advisory Group Member	94,000	4,000	90,000
EXB Consulting Pty Ltd	Corporate Advisory Group Member	95,267	2,688	92,578
FBG Group Pty Ltd	Professional Development	20,000	6,800	13,200

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EX GST) \$	EXPENDITURE 2017-18 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
ghk Consulting	Business Advisory	5,680	5,680	-
Greencap	Audit Services	3,580	3,580	-
Gunja Medical Services P/L	Expert Witness	1,500	1,500	-
Ian Patton	Consultancy Services	2,963	2,963	-
Innovative Dispute Resolution Ltd	Dispute Resolution	4,265	4,265	-
KWQ Consulting Pty Ltd	Services for the Audit and Risk Committee	3,000	3,000	-
Lagardere Sports Australia Pty Ltd	Professional Development	7,600	7,600	-
Maryclare Machen	Services to the Independent Advisory Board	8,800	8,800	-
Natalie Skye Rose	Services to the Independent Advisory Board	10,000	8,000	2,000
Neurotech: Neuropsychological Services	Witness Assessment	2,700	2,700	-
Orbital8 Pty Ltd	Business Advisory	5,400	5,400	-
Qualtrics LLC	Research Services	1,935	1,935	-
Sheryl Connell Clinical Psychologist	Psychological Services	4,000	2,200	1,800
STREAT Limited	Psychological Services	3,500	3,500	-
Stunuod Pty Ltd	Commercial Advice and Procurement Documentation	5,019	5,019	-

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EX GST) \$	EXPENDITURE 2017-18 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
Swinburne University of Technology	Consultancy Services	5,800	5,800	-
The Behavioural Architects Australia Pty Ltd	Research Services	2,770	2,770	-
The Trustee for Lynch Cotton Family Trust	Consultation service for the Mental Health Program Office	43,813	1,100	42,713
Walsh Bay Consulting T/A The Trustee for Walsh Bay Trust	Corporate Advisory Group Member	96,000	2,000	94,000
Waterman A H W (Vic) Pty Ltd	Consultancy Services	3,500	3,500	-
Women's Health East	Services to the Independent Advisory Board	8,000	8,000	-
TOTAL		532,202	174,593	357,609

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 22H and the related guidance note.

Details of Contractors

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
1-Stop Connections Pty Limited	Professional Development	4,832
Aborigines Advancement League Victoria	Community Engagement	2,350
ACER Australian Council For Education Research Ltd	Psychological Services	285,028
Adecco Australia Pty Ltd	Human Resource Services	556,987
Adelhelm & Associates Pty Ltd	Professional Development	5,537
AGA Apprenticeships Plus	Human Resource Services	22,884
AIPM - Australian Institute of Police Management	Professional Development	3,483

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
AMCOSH Pty Ltd	Laboratory Testing	1,030
Anastasia Novella & Associates	Psychological Services	2,330
Andrew Pegler Media	Professional Development	1,965
Anna Evans	Psychological Services	1,120
Anne Dalton & Associates	Probity Advisory Services	3,398
Anthony Vitale	Professional Development	15,000
APV Engineering and Testing Services Pty Ltd	SEP CED Crash Testing	55,816
Arna Stewart	Psychological Services	2,055
Artisan Recruitment Pty Ltd	Human Resource Services	6,849
ASG Group Limited	Information Technology Services	162,825
Assurance Pty Ltd	Information Technology Services	27,000
Asta Solutions Pty Ltd	Information Technology Services	30,308
Aurora Psychology	Psychological Services	3,750
Austin Health	Psychological Services	3,412
Australia Wide Forklift Training Centre Pty Ltd	Professional Development	7,750
Australian Wool Testing Authority	Uniform Testing	13,277
Avtech Aviation Solutions Pty Ltd	Office Services	18,250
AW Psychology	Psychological Services	41,000
Ballistic & Mechanical Testing Pty Ltd	Services Rendered for the Integrated Operational Equipment Vest (IOEV) Program	1,017
Basketball Outlet	Community Engagement	1,017
Bass Strait Subsea Pty Ltd	Rental Of Equipment	1,800
Beata Geddes	Psychological Services	1,700

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
Behaviour Solutions	Psychological Services	3,750
Benestar Group Pty Ltd	Psychological Services	1,072,634
Benevolence Australia Inc.	Community Engagement	2,250
Bite Visual Communications Group Pty Ltd	Office / Document Design	9,320
Blaze Advertising Pty Ltd	Advertisement Services	14,186
BMT Design & Technology Pty Ltd	Business Advisory	22,088
Brophy Family & Youth Servs Inc	Youth Services	2,084
Burrows Consultants Pty Ltd	Professional Development	2,100
Catherine Sarah Bendall	Psychological Services	1,950
CHC Helicopter Australia Pty Ltd	Helicopter Support Service	16,774,633
China2west Services	Procurement Services	2,351
Clayton UTZ Lawyers	Human Resource Services	38,178
	Legal Services	117,519
	Professional Development	39,267
Clicks Recruit (Aust) Pty Ltd	Human Resource Services	129,667
Computers Now Pty Ltd	Information Technology Services	5,200
Conference Audio Visual Pty Ltd	Rental Of Equipment	3,553
Constructive Thinking	Professional Development	2,280
Converge International Incorporating Resolutions RTK	Workplace Complaints and Investigations / Workplace Services	3,085
Creative Sweat	Community Engagement	1,050
Crowdcomm Pty Ltd	Information Technology Services	3,050

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
CT Alliance	Services Rendered for the Mobile Automatic Number Plate Recognition (ANPR) Project	1,283
Dangermouse Designs	Office Services	1,365
Datatime Services Pty Ltd	Information Technology Services	35,054
David Moore	Facilitating Services	5,000
Davidson Executive and Boards Pty Ltd	Human Resource Services	18,667
Davidson Trahaire Corpsych	Psychological Services	3,053
Dean Janover	Psychological Services	32,325
Denisa Goldhammer	Psychological Services	42,930
Design Industries	Information Technology Services	8,000
Devers List Pty Ltd	Legal Services	4,886
Dixon Appointments	Human Resource Services	344,813
DLA Piper	Services Rendered for the Integrated Operational Equipment Vest (IOEV) Program	43,352
Doing Business Better Pty Ltd	Professional Development	36,850
Dr Aparna Chawla	Psychological Services	1,627
Dr Arthur Velakoulis	Psychological Services	2,622
Dr D Sullivan	Psychological Services	3,000
Dr Geoffrey W Newbegin	Psychological Services	1,650
Dr Irene Panagopoulos	Psychological Services	35,705
Dr Jade Sheen	Psychological Services	1,975
Dr Jan C Smith	Psychological Services	3,650
Dr Kerry Mack	Psychological Services	2,632

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
Dr Rachel Tucker	Psychological Services	1,170
Dr Teresa Flower	Psychological Services	3,150
Dun & Bradstreet Australia Pty Ltd	Subscription Renewal	3,525
Element Architects Pty Ltd	Architectural Services	3,300
En Masse	Professional Development	169,086
Ethos CRS Consulting Pty Ltd	Professional Development	4,400
Evan Evans Pty Ltd	Community Engagement	1,175
Eva-the Evaluator & Associates	Professional Development	4,545
Eyres and Associates	Professional Development	4,480
F1 Text Pty Ltd	Mediation Services	1,338
Fairly Bid and Got Pty Ltd T/A Divadata Graphic Design etc.	Community Engagement	1,693
Fay Tony Oberklaid	Psychological Services	1,584
Flex Electrical & Mechanical Services (Aust) Pty Ltd	Office Services	9,845
Fujitsu Australia Limited	Information Technology Services	31,197
Full Circle Feedback Pty Ltd	Professional Development	13,500
G4S Custodial Services Pty Ltd	Custody Services	8,194,952
Gallery Image	Information Technology Services	22,900
Garrie Hutchinson	Services rendered for Victorian Equal Opportunity and Human Rights Commission (VEOHRC)	1,380
Gary Coyle	Human Resource Services	21,039
George Habib	Psychological Services	2,060

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
GJ & K Cleaning Services Pty Ltd	Cleaning Services	1,139,569
Global BPO Seek Pty Ltd Trading as Easy Authoring	Professional Development	44,103
Graeme Kane	Psychological Services	2,700
Grampians Clinical Psychology	Psychological Services	1,010
Greg Corbin & Associates	Architectural Services	1,523
Hardcat Pty Ltd	Maintenance and Support Service	3,200
Hays Personnel Services (Aust) Pty Ltd	Human Resource Services	1,729,412
Hoban Recruitment	Human Resource Services	52,110
Horton International Pty Ltd	Human Resource Services	17,091
Hudson Global Resources (Aust) Pty Ltd	Human Resource Services	449,052
Human Performance Science Pty Ltd	Business Advisory	13,900
Human Synergistics Australia Pty Ltd	Business Advisory	8,683
Hume City Council	Community Engagement	17,000
HWL EBSWORTH LAWYERS	Legal Services	2,948
Hybridmedia Pty Ltd	Filming	17,134
Ignite	Human Resource Services	77,594
Intercept Emergency Vehicle Solutions	Human Resource Services	56,693
International Performance Management Group Pty Ltd	Project Management Services	69,632
International Trade Management	Collection and Delivery of Ammunition	9,424
Internet Development Australia	Information Technology Services	1,306
Ivan Johnson	Community Engagement	1,098

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
J S B Occupational Health Agency	Human Resource Services	40,906
Jennifer Tuke T/A Jenna Tuke	Psychological Services	1,200
Jenny Dwyer Associates	Psychological Services	2,880
Jo Fisher Executive	Human Resource Services	66,860
Joseph Matthew	Psychological Services	1,925
JWB Crucq, MD, PhD	Review Report	8,993
K & L Gates	Legal Services	233,931
K9 Solutions Australia	Victoria Police Dog Squad Training	5,000
Katinka Morton	Psychological Services	5,500
Kaye Frankcom & Associates	Psychological Services	1,380
Kiandra IT Pty Ltd	Information Technology Services	7,775
Kim Stephens & Associates	Psychological Services	62,550
Kinetic IT Pty Ltd	Information Technology Services	65,231,133
Kofax Australia Pty Ltd	Information Technology Services	36,483
KPMG	Business Advisory	84,180
	Facilitating Services	15,000
Kristen Kappel	Psychological Services	21,050
Landell Corporation Pty Ltd	Property Supply Review	25,706
Lander & Rogers	Legal Services	160,804
Leadership Victoria	Professional Development	30,000
Lessons Learnt Consulting Pty Ltd	Professional Development	2,000
Linda Midalia Psychology	Psychological Services	2,100

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
Maddocks	Legal Services	206,386
Magic Group Pty Ltd	IT Services Contract	42,432
Marbeangrook Consulting Pty Ltd	Community Engagement	1,140
Mark Kulkens & Associates Pty Ltd	Psychological Services	1,360
Meier Business Systems Pty Ltd	Information Technology Services	3,488
Melbourne Psychotherapy & Consulting Pty Ltd	Professional Development	28,510
Melissa Lagozzino	Psychological Services	6,700
Mezo Research Pty Ltd	Project Services	159,979
Michael Evans Psychological Services	Psychological Services	72,453
Michelle Kaye Spinks	Psychological Services	6,150
Minter Ellison	Legal Services	503,930
Mood and Mind Psychology	Psychological Services	54,050
Motorola Solutions Australia Pty Ltd	Services Rendered for the Blue Connect Program	4,740,226
Morpho Australasia Pty Ltd	Services Rendered for the Blue Connect Program	50,662
Mr Cuff	Uniform Testing	3,243
Multicultural Arts Victoria Inc	ANZPAA (Australia New Zealand Policing Advisory Agency) Conference	1,020
Murrumbidgee River Horse Trails	Victoria Police Mounted Branch Training	2,000
Myriad International Consulting Services	Facilitating Services	2,500
Naomi Overton	Psychological Services	68,250
Natalie Stitt	Psychological Services	55,300
Nathan McGovern	Psychological Services	3,207

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
National Parking Consultants	Business Advisory	3,320
Nationwide Towing & Transport Pty Ltd	Towing Services	21,380
NECA Education and Careers Ltd	Human Resource Services	16,619
New Data Solutions	Support Service	3,095
New Zealand Leather & Shoe Research Association Inc.	Research Services	3,281
Norton Rose Fulbright Australia	Legal Services	326,096
	Services Rendered for the Roadside Drug Testing (RDT) Sustain Project	8,241
Oakton Services Pty Ltd	Independent Audit	44,800
O'Connor Marsden & Associates Pty Ltd	Services Rendered for the Blue Connect Program	101,257
	Services Rendered for the Integrated Operational Equipment Vest (IOEV) Program	32,279
Octopus Academy	Human Resource Services	4,311
Optimind	Psychological Services	1,080
Optum Health & Technology (Australia) Pty Ltd	Information Technology Services	15,198
Optus Billing Services Pty Ltd	Telecommunication Services	17,500
ORIMA Research Pty Ltd	Professional Development	33,936
Ork Bear Pty Ltd T/A A Sense of Style Interiors	Provision of Art Direction for Wyndham MDC Artworks Curation Project	26,600
Paddi Roberts-Jacobson	Psychological Services	8,636
PARIO Solutions Group Pty Ltd	Services Rendered for the Enterprise Program Management Office's (Enterprise PMO)	96,720
Patricia A Boyhan Psychologist & Family Therapist	Psychological Services	2,100

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
Patty Navarro	Psychological Services	42,191
Paul Evans	Human Resource Services	1,000
Peacemaker ADR	Independent Workplace Review	23,355
PeopleFundamentals	Mediation Services	1,980
Peter Peterson	Community Engagement	1,098
PharmConsult Pty Ltd	Review Generation	9,000
Phoenix Australia Centre for Posttraumatic Mental Health Inc	Professional Development	10,500
Pitcher Partners Consulting Pty Ltd	Business Advisory	1,469
	Services Rendered for the Blue Connect Program	16,554
	Services Rendered for the Financial System Process Improvement (FSPI) Project	3,000
	Services Rendered for the Integrated Operational Equipment Vest (IOEV) Program	7,826
	Services Rendered for the Mobile Automatic Number Plate Recognition (ANPR) Project	6,596
	Services Rendered for the Roadside Drug Testing (RDT) Sustain Project	9,175
PPB Advisory	Services Rendered for the Enterprise Program Management Office's (Enterprise PMO)	23,620
Presence of IT Pty Ltd	Information Technology Services	1,500
Price Waterhouse Coopers	Services Rendered for Digital Asset Management System	849,308
	Services Rendered for the Blue Connect Program	26,861,184
Project Management Partners Pty Ltd	Services Rendered for the Blue Connect Program	342,517

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
PSA Project Consulting Pty Ltd	Management Support Services	7,400
Psychological and Health Institute	Psychological Services	1,215
Psychological Assessments Australia	Psychological Services	104,441
PsychologyCare (Dr David J Spektor)	Psychological Services	2,704
Quality Event Hire Pty Ltd	Facilitating Services	7,198
Rachel E Watts	Psychological Services	1,120
Randstad Pty Ltd	Human Resource Services	6,471
Relieve Psychology	Psychological Services	1,750
Response Psychological Services Pty Ltd	Human Resource Services	1,640
Revelation Software Concepts	Information Technology Services	26,955
Rob Gullan and Associates	Professional Development	4,000
RPS Project Management	Professional Development	25,235
Sacon Group Pty Ltd	Services Rendered for the Blue Connect Program	85,000
Sandra Plant	Psychological Services	82,350
SAS Institute Australia Pty Ltd	Professional Development	4,000
	Services Rendered for the Blue Connect Program	9,073,741
Searchlight Group Pty Ltd	Professional Development	1,625
Selection Partners	Human Resource Services	3,160
Sensei Productivity Pty Ltd	Services Rendered for the Enterprise Program Management Office's (Enterprise PMO)	115,906
SHL Australia Pty Ltd	Professional Development	10,800
	Subscription Services	9,627

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
SMS Consulting Group Pty Ltd	Project Services	130,725
Southwood Estate Pty Ltd	Professional Development	18,150
SPAR Consulting Pty Ltd	Maintenance Business Process Mapping	3,000
Spark & Cannon	Legal Services	1,718
Spunkz	Professional Development	1,431
SSS Resources Pty Ltd	Market Research / Stakeholder Engagement	14,545
Stacey Allen	Psychological Services	1,500
Stefan Luebbers	Psychological Services	1,850
Stephen Michael Fahey	Psychological Services	19,000
Storyscape	Community Engagement	26,900
Summit Coaching	Professional Development	10,350
	Professional Development	16,000
Supreme Squirrel Trading Trust T/A Nuttify Pty Ltd	Information Technology Services	3,100
Synergistiq Pty Ltd	Professional Development	18,750
Systemix Pty Ltd	Project Management	70,200
Tactical And Specialist K-9	Victoria Police Dog Squad Training	3,627
Talent International (VIC) Pty Ltd	Information Technology Services	227,228
	Services Rendered for the Blue Connect Program	128,326
Telstra	Forensics and Analysis for Phoenix Task Force	27,000
THA Consulting	Office Services	4,800
The Ballarat African Association Inc	Community Engagement	14,240
The Demographics Group	Presentation Services	10,000

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
The Ducendi Group	Professional Development	13,500
The Leadership Sphere	Professional Development	57,400
The Resilience Project Pty Ltd	Professional Development	4,900
The Social Research Centre Pty Ltd	Market Research / Stakeholder Engagement	55,159
The Trustee for Donna Robertson Family Trust	Psychological Services	6,000
The Trustee for Donna Robertson Family Trust T/As Mildura Psychological Services	Psychological Services	4,800
The Trustee for MacGregor Family Trust T/A Blackburn Trailers	Community Engagement	12,091
The Trustee for Peter William Partners Trust T/As Peter William Partners	Human Resource Services	27,273
The Trustee for Teague Family Trust T/A TGFT Holdings Pty Ltd	Services Rendered for the Mobile Automatic Number Plate Recognition (ANPR) Project	88,950
The Zalt Group	Mediation Services	3,300
Trust 3 Security	Information Technology Services	6,075
Tula Precision Limited	Review Generation	1,922
Understanding Psychology Pty Ltd	Psychological Services	13,935
Upper Murray Cruise Boats Pty Ltd T/A Cumberoona	Community Engagement	1,255
Values Communication	Project Services	3,000
Vanessa Carty	Psychological Services	3,000
Vetro Design Pty Ltd	Office Services	7,000
VICDEAF	Interpreters	8,843
Victorian Government Solicitor's Office	Human Resource Services	250,380

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
	Legal Services	7,772,682
Victorian Institute of Sport Limited	Services Rendered for the Integrated Operational Equipment Vest (IOEV) Program	13,636
Viviane Lebnan	Psychological Services	1,080
Wallis Consulting Group Pty Ltd	Data Collection	2,900
Wendy Knight	Psychological Services	2,100
Willis Australia Limited	Professional Development	24,600
Wilson Security Pty Ltd	Security Services	3,959,767
Windsong View Pty Ltd The Sheppard Trust	Mediation Services	3,173
Wise Connections Pty Ltd	Event Management	20,520
Wisely Trust Trading As Wise Workplace Solutions	Independent Workplace Review	9,753
Workplace Investigation Services Pty Ltd	Workplace Complaints and Investigations / Workplace Services	62,376
WPC Group	Human Resource Services	90,853
X2 Design Pty Ltd	Office Services	12,120
Yvonne Yoong	Psychological Services	23,227
Zenithoptimedia Australia Pty Ltd	Advertisement Services	1,577
	Services Rendered for the Blue Connect Program	1,004
TOTAL CONTRACTORS		156,313,492

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