

The background of the cover is a close-up, grayscale photograph of a Victoria Police uniform sleeve. It features a rank insignia consisting of three chevrons and a crest above them. The crest depicts a figure holding a shield, surrounded by a laurel wreath. Below the rank insignia is a large, shield-shaped patch with the text 'VICTORIA POLICE' at the top, a central emblem with a crown and a figure, and a banner at the bottom that reads 'UPHOLD THE RIGHT'.

ANNUAL REPORT

2016 – 2017

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 and any other employees holding a financial delegation in excess of \$20,000.

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

According to the declarations of pecuniary interests, no such interests are held by 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 Victoria Police in 2016-17:

PUBLICATION	PRODUCED	HOW OBTAINED
<i>Police Life</i>	Winter 2016 Spring 2016 Summer 2017 Autumn 2017	10,000 copies produced each edition. Available from police stations and the Victoria Police Centre. www.police.vic.gov.au/polifelife and www.vicpolicenews.com.au
<i>Victoria Police Annual Procurement Plan 2016-17</i>	July 2016	www.police.vic.gov.au
<i>Crime prevention information for older Victorians</i>	July 2016	www.police.vic.gov.au
<i>Making a complaint against police</i> (various languages)	August 2016	www.police.vic.gov.au
<i>Residential Crime Prevention Information Kit</i>	August 2016	www.police.vic.gov.au
<i>Victoria Police Capability Plan 2016-2025: Capability Framework</i>	October 2016	www.police.vic.gov.au
<i>Victoria Police Capability Plan 2016-2025: Annual Plan 2016-17</i>	October 2016	www.police.vic.gov.au
<i>Victoria Police Annual Report 2015-2016</i>	October 2016	www.police.vic.gov.au
<i>Victoria Police Annual Report 2015-2016 – Additional Information</i>	November 2016	www.police.vic.gov.au
<i>Making a complaint against police</i> (Easy English)	November 2016	www.police.vic.gov.au
<i>Equality is not the same - Year Three Report</i>	December 2016	www.police.vic.gov.au
<i>How to report a missing person</i> (various languages)	December 2016	www.police.vic.gov.au

PUBLICATION	PRODUCED	HOW OBTAINED
<i>How to report a missing person (Easy English)</i>	April 2017	www.police.vic.gov.au
<i>Business Security Information Kit</i>	May 2017	www.police.vic.gov.au

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

In 2016-17, 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 2016-17 the following major external reviews were completed:

Independent Broad-based Anti-corruption Commission (IBAC)

NO.	REVIEW	PURPOSE	RELEASE DATE
2016-IBAC-01	Audit of Victoria Police complaints handling systems at regional level	<p>The purpose of IBAC's audit was to:</p> <ul style="list-style-type: none"> • assist in building the capacity of Victoria Police to prevent corrupt conduct and police misconduct by identifying: <ul style="list-style-type: none"> – issues and potential areas of improvement around complaint handling processes – good practice that could be considered more broadly by Victoria Police – possible complaint handling policy enhancements for consideration by Victoria Police • establish benchmarks and processes for IBAC audits. 	September 2016
2016-IBAC-02	Operation Ross - An investigation into police conduct in the Ballarat Police Service Area	The purpose of the public examination by the IBAC at Ballarat between 23 and 27 May 2016 was to examine the conduct of certain members from the Ballarat Police Service Area (Ballarat PSA) as case studies concerning Ballarat uniform police.	November 2016
2016-IBAC-03	Special report concerning illicit drug use by Victoria Police officers	In June 2015, IBAC commenced Operation Apsley, an investigation into allegations a police officer was involved in the use, possession and trafficking of illicit drugs.	December 2016
2016-IBAC-04	Drink driving detections of Victoria Police officers	This report examines drink driving detections of Victoria Police officers and disciplinary outcomes over the period 1 July 2000 to 30 June 2015.	December 2016
2016-IBAC-05	Transit Protective Services Officers - An exploration of corruption and misconduct risks	<p>This report reviews complaint and use of force data relating to transit PSOs. IBAC identified three key areas of risk in relation to PSO conduct:</p> <ul style="list-style-type: none"> • assault and excessive use of force • unauthorised access to and/or disclosure of information • predatory behaviour involving members of the public. 	December 2016

Victorian Auditor-General's Office (VAGO)

NO.	REVIEW	PURPOSE	RELEASE DATE
2016-VAGO-04	VAGO Management Letter FY1516 Part A and B	<p>The purpose of this management letter, referred to as Final management letter - Part A, was to bring to our attention matters arising from the final phase of the financial report audit of Victoria Police for the year ended 30 June 2016.</p> <p>The purpose of this management letter, referred to as Final management letter - Part B, was to bring to our attention issues arising from VAGO review of the information technology (IT) environment at Victoria Police for the year ended 30 June 2016.</p>	25 August 2016
2017-VAGO-01	Regulating Gambling and Liquor	<p>The objective of this Audit was to examine the effectiveness and efficiency of VCGLR in regulating gambling and liquor activities. To assess this objective, VAGO examined whether:</p> <ul style="list-style-type: none"> • Victorian Commission for Gambling and Liquor Regulation (VCGLR) licensing and compliance activities adequately fulfil legislative requirements • VCGLR works effectively with DJR and Victoria Police to regulate gambling and liquor activities • VCGLR effectively monitors, evaluates and reports on performance to demonstrate efficient 	February 2017
2017-VAGO-02	Managing Community Correction Orders	<p>In this audit, we examined how effectively Courts Victoria and the other agencies involved manage Community Corrections Orders (CCOs). VAGO assessed whether they are effectively:</p> <ul style="list-style-type: none"> • planning the strategy for and operations of CCOs • managing offenders on CCOs • monitoring, reporting on and evaluating the 	February 2017

Commissioner for Privacy and Data Protection (CPDP)¹

NO.	REVIEW	PURPOSE	RELEASE DATE
2016-CPDP-01	Review of the Victoria Police Security Incident Management Framework and Practices	The review aimed to determine the extent to which Victoria Police has implemented an effective Security Incident Management Framework.	January 2017
2016-CPDP-02	Victoria Police i-PROJECT #3 Examining Information Security culture within Victoria Police 2012-2016	<p>The overall aims of the survey were to benchmark and monitor:</p> <ul style="list-style-type: none"> - information management and data security culture within Victoria Police - personal holdings of data – with a particular focus on personally-owned electronic equipment. <p>The 2016 study further examined the effectiveness of ongoing emphasis on information data security. Specific programs implemented since the 2014 study and which were expected to have achieved some level of traction included:</p> <p>Cultural Change Program</p> <ul style="list-style-type: none"> • Roll out of IM&IS Portfolio Holders across Victoria (70% complete at time of survey). • Establishment of an online Learning Module. • Implementation of a Facilities Security Risk Assessment (FSRA) including mitigation strategies and a strict compliance regime • Commencement of a plan for an amnesty for personal holdings, allowing employees to declare and to arrange for destruction or archiving of personally held law enforcement data. <p>Gazette Articles</p> <ul style="list-style-type: none"> • July 2014 – Introduction to Security Incident Registry (SIR) • September 2014 – Spam emails infecting servers • September 2015 – Advice to Members on NOT using photocopies as an acceptable form of ID • November 2015 – Advice to Members on portable computing devices and risks • March 2016 – Security risks associated with leaving hardcopy information on vehicle roofs 	February 2017

1. On 1 September 2017, the Office of the Commissioners for Privacy and Data Protection (CPDP) and the Office of the Freedom of Information (FOI) were combined, creating the new Office of the Victorian Information Commissioner (OVIC).

Coroners Court of Victoria (CCOV)

NO.	REVIEW	PURPOSE	RELEASE DATE
2016-CCOV-01	Investigation into the death of Constable Robert Smith	Finding into death without inquest of Constable Robert John Smith. The purpose of a coronial investigation of a reportable death is to ascertain, if possible, the identity of the deceased person, the cause of death and the circumstances in which the death occurred.	6 June 2016 (was not included in 2015-16 list as TeamCentral was notified to capture review after June 2016)
2016-CCOV-02	Investigation into the death of Miroslaw Dziczkowski	Finding into death without inquest of Miroslaw Dziczkowski. The purpose of a coronial investigation of a reportable death is to ascertain, if possible, the identity of the deceased person, the cause of death and the circumstances in which the death occurred.	5 December 2016

Other agencies

NO.	REVIEW	PURPOSE	RELEASE DATE
2016-OTHR-01	Investigation into Emergency Services Telecommunications Authority (ESTA) management of patient Holly Nicholson on 11 February 2016	The purpose of this investigation is to analyse ESTA's performance and management of emergency communications regarding the Triple Zero call made on 11 February 2016 regarding Holly and Samuel Nicholson at Williamsons Beach, Dalyston.	18 May 2016 (was not included in 2015-16 list as TeamCentral was notified to capture review after June 2016)
2016-OTHR-02	Law Reform, Road and Community Safety Committee Inquiry into fuel drive-offs	That under s. 33 of the <i>Parliamentary Committees Act 2003</i> , the Law Reform, Road and Community Safety Committee is required to inquire into, consider and report no later than 7 December 2015 on fuel 'drive-offs', (that is, cases in which a person fills a vehicle with fuel at a petrol station and drives off without paying for the fuel).	March 2016 (was not included in 2015-16 list as TeamCentral was notified to capture review after June 2016)

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 and partners	<p>A unique Australian research facility dedicated to studying the physical, chemical, and biological processes of human decomposition has been established.</p> <p>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.</p>
Universal Immunogenic Reagents for the Detection of Latent Fingermarks (ARC Linkage Project LP130101019)	In conjunction with Australian Research Council (ARC), University of Western Sydney and partners	To address limitations with current fingerprint detection methods through the development and validation of highly sensitive, luminescent nanoparticle-based immunogenic reagents for the detection of compounds naturally present in all latent fingerprints.
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 and 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 and 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 and 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.
A training and evaluation tool for assessing the sufficiency of fingerprints	Victoria Police Forensic Services and RMIT University	To develop a simple objective tool for determining the value of a latent fingerprint for identification purposes.
Understanding issues relating to DNA transfer to assist addressing activity-level questions	Victoria Police Forensic Services and collaborators included 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.

MAJOR RESEARCH AND DEVELOPMENT	CONDUCTED BY	PURPOSE
Development of an Asia Pacific ancestry informative panel for forensic intelligence purposes	Victoria Police Forensic Services and partners included University of Canberra, University of Santiago de Compostela (Spain), Innsbruck Medical University (Austria),	To develop a DNA sequencing forensic intelligence tool applicable to Australia and Asia Pacific region.
Calibration of forensic expert opinions	Victoria Police Forensic Services and partners included 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 2016-17 reporting period, 15 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.

Note: Further process improvements in relation to disclosures of overseas travel have resulted in Victoria Police being able to more accurately reflect an increased number of overseas visits in 2016-17 than in 2015-16.

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 Superintendent 1 x Senior Sergeant	HONG KONG, CHINA; LOS ANGELES, USA; VANCOUVER, CANADA	Public Safety Police Response initiative - research and development regarding organisations public order response capability.	Engaged with a number of policing jurisdictions regarding their current public order capabilities to inform the enhancement of Victoria Police's capability regarding public order.
2 x Detective Senior Sergeant	WELLINGTON, NEW ZEALAND	Attend the Australia and New Zealand Undercover Group annual conference. This is a valuable opportunity for undercover networks to meet and discuss current and emerging issues that impact this specialised field of policing.	Successfully networked and shared information and ideas to broaden the knowledge base within Victoria Police's Undercover Unit.
1 x Senior Sergeant	SEATTLE, USA	Attend the National Technical Investigators Association (NATIA) Conference.	Sourced updated information on law enforcement and intelligence professionals in the technical surveillance, tactical operations, and forensics fields.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Director 1 x Assistant Commissioner 1 x Superintendent 1 x VPS 6	WELLINGTON AND AUCKLAND NEW ZEALAND	To visit the Wellington Service Centre, National Operations Centre and Mobility/Innovation Lab and the Auckland Northern Communications Centre (Police Assistance Line and emergency response centre).	Acquired an understanding of how the New Zealand police force developed their Mobility Innovation and Experience Lab. Visited the sites to observe how they operate and conduct business. Shared with New Zealand information relating to Victoria Police's plans to design a workforce supported by technology and having access to the right information at the right time.
1 x VPS6	AMSTERDAM, NETHERLANDS	Attend and present at the First World Lesbian, Gay, Bisexual, Transgender and Intersex Conference for Criminal Justice Professionals.	Enhanced understanding and new concepts in relation to Lesbian, Gay, Bisexual, Transgender and Intersex Liaison Officers (GLLOs), prejudice motivated crime (PMC) and workforce inclusion. Membership of international community of practice provided ongoing learning and development opportunities.
1 x A/Senior Sergeant 1 x Senior Sergeant	AUCKLAND, NEW ZEALAND	Attend a Witness Protection Conference held by the Australian and New Zealand Witness Protection Committee (ANZWPC).	The annual conference provided a professional development forum for specialised operatives and managers in this field and provided a platform for inter-agency communication and methodology sharing and development. Inter-agency communication, methodology sharing and development.
*1 x VPS3	COPENHAGEN, DENMARK	Attend the International Association for the Treatment of Sexual Offenders (IATSO) conference.	Relevant materials collected, presentations sought and received from presenters at the conference regarding the latest findings and research on sex offending. This was shared with colleagues internally at the Sex Offender Registry (SOR) by way of team meetings and an official PowerPoint presentation to the entire office. Successful networking with international and local colleagues was also a highlight and these connections have been utilised since to share information and ideas and broaden the knowledge base at the Sex Offender Registry. Gained knowledge to inform best practice and an opportunity to bring an international perspective on sexual offending to Victoria Police, and in particular, the Offender Management Team and Sex Offender Registry.
1 x Forensic Officer 3	BANGKOK, THAILAND	Attend the 8th Asian Forensic Sciences Network Annual Meeting 2016. Invited as a Guest Speaker to present on Massively Parallel Sequencing (MPS), research relating to DNA-based forensic intelligence using HID Ion AmpliSeq Ancestry Panel.	Guest speaker opportunity, increasing international profile, also provided an opportunity to enhance and extend international and collaborative networks into the Asian region.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Inspector 1 x Senior Sergeant	KENTUCKY, NEW YORK AND TORONTO, USA	Attend ongoing discussions with the New York Police Department, the Toronto Police Department and attended the 33rd National Tactical Officers Association (NTOA) Conference where advanced public order management, the use of Unmanned Aerial Vehicles (UAV-drones) as well as tactical equipment deployment in public order scenarios was covered.	International stakeholder engagement on public order capability development. Assisted Victoria Police to keep abreast of the world's best practice in public safety police response capability.
1 x Acting Inspector 1 x Sergeant	LOUISVILLE and KENTUCKY USA	Attend the 33rd National Tactical Officer Association (NTOA), Tactical Operations Conference and Trade Show.	Information sharing between tactical units to ensure Victoria Police has an operating model that aligns with the world's best practice in the current operating environment.
1 x Superintendent 1 x Senior Sergeant	NETHERLANDS, FRANCE, and UK	As part of the approved initiatives under the Public Safety Police Response, research and development will be undertaken with external jurisdictions to identify the 'world's best practice' specialised public order response capability and capitalise on 'lessons' learnt' by those jurisdictions with relevant learnings to be implemented by Victoria Police.	International stakeholder engagement on public order capability development. Identified relevant learnings for implementation by Victoria Police.
1 x Assistant Commissioner	WASHINGTON DC, USA	Attend the Leadership in Counter Terrorism (LinCT) Pacific Program.	Developed networks and a shared understanding of the leadership demands in the counter terrorism environment.
1 x Forensic Officer 3	SALT LAKE CITY, USA	Attend the 2016 International Association of Bloodstain Pattern Analysts (IABPA) annual executive board meeting and training conference.	Attended conference and business meeting. Made new contacts. Documented information on Salt Lake City lab, Organization of Scientific Area Committees (OSAC) and the President's Council of Advisors on Science and Technology (PCAST) updates and new Bloodstain pattern analysis (BPA) techniques. Information shared within relevant areas of Victoria Police.
1 x Assistant Commissioner	BEIJING, CHINA	Travel for the Premier's visit to China for the Beijing program. Meetings with various key stakeholders.	The main purpose of this trip was to provide reassurance to the Chinese community that Chinese students' safety and security was not at risk whilst they were studying in Australia. Ongoing support from China for their students to continue to study in Australia was achieved.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
*1 x Executive Director 1 x Chief Forensic Scientist 3 x Forensic Officer 6 8 x Forensic Officer 5 7 x Forensic Officer 4 13 x Forensic Officer 3 7 x Forensic Officer 2 5 x Sergeant 1 x Senior Constable 1 x VPS 5	AUCKLAND, NEW ZEALAND	Attend the Australian and New Zealand Forensic Science Society (ANZFSS) Symposium and workshops	Increased awareness of new techniques and current research relevant to area of expertise. Professional development and networking opportunity.
1 x Superintendent	HERZLIYA, ISRAEL	Attend the 16th Annual International Conference on Counter Terrorism, to understand the world's best practice in relation to countering terrorism.	The conference resulted in gaining access to quality information and networking with attendees from the broad range of Government and Non- Government counter terrorism sectors.
1 x VPS6	WASHINGTON DC, USA	Invitation to Co-Chair the inaugural meeting of the newly established International Advisory Committee on Terrorism (InACT) comprising of psychologists and mental health professionals engaged in terrorism prevention and intervention activities. InACT has enabled international collaboration to share best practices, prevention and treatment of radicalisation that can lead to violent extremism and terrorism around the world.	The attendance at this meeting has provided a unique developmental experience for Victoria Police Counter Terrorism Command in relation to International best practice of mental health practitioners engaged in terrorism prevention and intervention activities.
1 x Superintendent 1 x VPS 6	MONTANA and ORLANDO, USA	Attend the Treatment of Sexual Abusers (ATSA) Conference and visit to the Montana Department of Justice (Violent Offenders Registry).	Stakeholder engagement regarding criteria, strategies and structures resulting in the enhanced management of sex offenders.
1 x Leading Senior Constable 1 x Constable	SCAPPOSE, USA	Attend a Crew Resource Management Facilitators (CRM) Course, the certificate gained is a requirement in the reduction of human error in aviation and is mandatory.	Successfully trained as CRM Instructors.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Superintendent 1 x Inspector	SAN DIEGO and LOS ANGELES, USA	Attend the International Association of Chiefs of Police (IACP) Annual Conference and Exposition. The opportunity presents access to cutting edge technology and insight into new and innovative equipment to enhance operational activities. Also to establish communication and collaboration with agencies involved in these new technologies.	Engaged with several policing jurisdictions regarding current public order capabilities. The research and development has formed the basis of enhancing Victoria Police's capability regarding public order, specifically related to protective equipment, specialist less than lethal weapon systems, command and control, tactics, vehicles and also training of staff.
1 x Assistant Commissioner 1 x Inspector	WELLINGTON and AUCKLAND, NEW ZEALAND	Visit the New Zealand Police to gain valuable insights into the multi-agency response models developed to improve community safety outcomes impacting child abuse, sexual assault and family violence.	Family Violence Command has responsibility to improve organisational responses and system reform for child abuse, sexual assault and family violence within Victoria. Travel to New Zealand was undertaken in company with Tasmania Police to collaborate with New Zealand Police on their service delivery models and reforms relating to child abuse, sexual assault and family violence. Consultation identified several innovative multi-agency responses being undertaken in New Zealand to improve community safety outcomes and reduce harm. This consultation will also assist Victoria Police in the implementation of a number of recommendations from the Victorian Royal Commission into Family Violence.
1 x Inspector	AMSTERDAM, NETHERLANDS	Attend the Law Enforcement and Public Health (LEPH) conference in Amsterdam, Netherlands. The conference looked at law enforcement influence on public health including preventing alcohol and drug related harm.	Applied learning and best practice from Law Enforcement and Public Health initiatives with planning and community engagement on drugs, alcohol and youth. Actively engaged in police service delivery models including Pathway to Pilot (P2P). Papers and academic studies applied to community initiatives.
1 x Detective Inspector	TEL AVIV, ISRAEL	Victorian Government data and cyber trade mission to Israel. Establishing relationships with the 32-strong Victorian delegation, including Victorian government, five universities, CSIRO Data61, Australia Post, IBM, Optus, NAB, Cisco Australia, the Fox Group and a number of cyber security and other companies, and internationally with Israeli law enforcement and other cyber partners.	Exposure to Israeli law enforcement and Industry cyber technology and processes. Established a relationship with the Israeli Police National Cyber Crime Unit (NCCU) which resulted in collaboration that identified the accused for the International school bomb and active shooter hoaxes.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Forensic Officer 6	THE HAGUE, NETHERLANDS	Attend the European Network of Forensic Sciences Institutes (ENSFI) workshop.	Progressed collaborative research for the identification of accused in serious criminal activities.
*1 x Forensic Officer 7	TORONTO, CANADA	Invitation to Chair the International Organization for Standardisation (ISO) Technical Committee (TC) TC272 Meeting - the standard being developed to minimise DNA contamination in products to collect and analyse biological material for forensic purposes.	Comprehensive review of over 600 comments received for the following two standards: ISO WD 20962 – Forensic Science Vocabulary and ISO WD 21043-1 – Forensic Analysis. The committee resolved to submit ISO 20962 and ISO 21043-1 for a second round at Committee Draft (CD) stage 30:0 and an eight week member country ballot ending at the end of March 2017. The CD version will be ready for submission to ISO as a Draft International Standard at the next TC272 meeting.
1 x Detective Senior Constable	AUCKLAND, NEW ZEALAND	Accepted an invitation to attend and present at the New Zealand Clan Lab Course, Auckland on 'Shatter Labs' and issues with large scale cannabis cultivation.	Training in various methods of methamphetamine manufacturing processes, some not yet seen in Victoria. This included a number of practical demonstrations in the science laboratory, which is not provided at the Victorian Clandestine Laboratory Safety and Awareness Course.
1 x Director	AMSTERDAM, NETHERLANDS	Attend the International Criminal Court (ICC), Office of the Prosecutor, Scientific Advisory Board meeting. Symposium to discuss issues relevant to forensic science and communicate changes within Australia and New Zealand and the important role of the National Institute of Forensic Science (NIFS).	ICC Office of the Prosecutor Scientific Advisory Board (OTP SAB) Outcomes: Australia/New Zealand provided input into the methods used by the OTP SAB. Australia/New Zealand provided input into the strategic direction of the OTP SAB. Netherlands Forensic Institute (NFI) visit Outcomes: Understanding of the operating of a world leading laboratory, where learnings are returned to the Australia/New Zealand forensic science community. Exchange of information directly benefited the following projects: <ul style="list-style-type: none"> • ISO standards development • Participation in the ICC OTP SAB • Evaluative reporting • Rapid DNA • Research and Innovation Strategy • Forensic Fundamentals. Communication of changes and impacts for the Australia New Zealand forensic science landscape. Increased networks between Netherlands and Australia/New Zealand.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Assistant Commissioner	NEW YORK, BALTIMORE and WASHINGTON DC, USA	Attend the Coalition of Major and Professional and Participation Sports (COMPPS) working party in their inspection tour of major sporting venues and events in the United States of America (USA). Working with the COMPPS the member assisted in addressing venue security, in particular counter terrorism measures and how to manage a 'worst-case' scenario if a terrorist attack were to occur.	Provided a comprehensive briefing on recommended security best practice in the US and UK, to the CEOs of the major Australian sports bodies and stadiums.
1 x VPS6 1 x Commander	USA (various)	Attend the Shot Show in Los Vegas, to secure the future equipment requirements for Victoria Police, through re-establishing relationships and developing new relationships with senior executives, contractors and suppliers. Also visited police jurisdictions in Baltimore, San Diego, Los Angeles and the Los Angeles District Attorney to discuss Body Worn Camera experiences and how digital evidence is stored, managed and used in respective organisations.	Met with many Victoria Police contractors and suppliers. Discussed current and upcoming requirements on a range of products.
*1 x VPS7	AMSTERDAM, NETHERLANDS	To attend the 'Building Leadership for Fair and Effective Policing: Sharing Good Practice' workshop and study tour.	This workshop and study tour provided Victoria Police with an opportunity to share the latest developments, successes and challenges of policing, and discuss and review new projects and initiatives and idea generation across many of the challenges including data and reporting. Established an international network and newsletter. Shared professional development programs and content relevant to diversity. International exposure for Victoria Police on innovation and response to racial profiling and diversity in policing.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x VPS6 1 X Chief Pilot	DALLAS and LOS ANGELES USA	To attend the Helicopter Association International (HAI) Helicopter Exposition in Dallas, Texas and Los Angeles Police Department (LAPD) Air Wing in Los Angeles, California, USA. This provided market information from the world's largest helicopter trade show and operational policing information from LAPD from their recent acquisition of new aircraft and experience in tactical deployment of specialists to high risk, time sensitive situations. This information will aid the development of the aviation tender scheduled for release in 2017.	Provided input into the Aviation tender build regarding the technical specifications and non-cost requirements. Scoped considerations in preparation for tender development. Early vetting of emerging technologies. Financial information relevant to the acquisition of aircraft using a third party operation. Learnings from an operational policing perspective - specifically looking at comparisons with LAPD Air Command.
1 x VPS6	NUREMBERG, GERMANY	Attend International Waffen Ausstelling (IWA) Outdoor Classic Trade Show for sourcing a range of operational equipment including firearms, firearm parts, ballistic vests and ammunition previously sourced exclusively in the USA at the Shot Show held annually in Las Vegas.	Discussed direct sourcing opportunities with a number of firearms manufacturers and suppliers of law enforcement products.
*1 x Superintendent	OTTAWA, CANADA	To attend a series of workshops, think tanks and forums relating to Countering Violent Extremism (CVE) facilitated by the Royal Canadian Mounted Police and attended by the Canadian Network for Research on Terrorism, Security and Society (TSAS), Institute for strategic dialogue (ISD), Policy and Planners Network (PPN), 5 Eye Committee (FVEY) for a FVEY CVE working group. Workshops provided the development and evaluation of tools, measurement tools and monitoring tools for CVE programs.	Increased awareness of leading edge world research in areas such as right wing extremism, evaluation modelling of programs, a global view of what does/doesn't work and access to policy and planning people at the forefront of CVE activities. Also developed CVE partnerships and provide opportunity for international collaboration and knowledge exchange.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Deputy Commissioner 1 x Assistant Commissioner	SINGAPORE	Attend the Global Counter Terrorism Forum Soft Targets Initiative First Regional Workshop. The workshop analysed and demonstrate learnings from a range of terrorist attacks including Mumbai 2008 and Dhaka 2016 and offers significant opportunities to establish and develop key counter terrorism networks sought by Victoria Police in the Asia Pacific Region.	Raised awareness, identified needs, and leveraged expertise and experiences to better protect potential soft targets. A set of internationally-recognised, non-binding good practices were developed to guide international engagement, assistance, and training to enhance the security and resilience potential of soft targets.
*1 x Executive Director	PRETORIA, SOUTH AFRICA	Attend the 4th International Symposium on Forensic Science in Pretoria, South Africa and present two papers (one on LEAN business improvement and one on behalf of ANZPAAA NIFS regarding the Forensic Science landscape in Australia).	Presented as a guest speaker which increased Victoria Police's international profile and provided an opportunity to collaborate with the international forensic community and develop and strengthen networks.
1 x Senior Constable 1 x Inspector 1 x Forensic Officer 5	SINGAPORE	Attend the Non-Conventional Threat (NCT) and Singapore International Symposium on Protection Against Toxic Substances (SISPAT) conference.	Increased awareness of new techniques and current research relevant to area of expertise and networks developed.
1 x Assistant Commissioner	WELLINGTON, NEW ZEALAND	Attend the final component of the Australia New Zealand School of Government, Executive Masters programme. Then visit Hamilton Police Division to be briefed on their successful drug supply, demand, and harm reduction strategy.	Successful completion of the Executive Masters Public Administration. Drug harm minimisation approach is informing the new Victoria Police Drug Response Plan.
1 x Commander	ORLANDO, USA	To attend the 2017 International Conference on Transitional Organised Crime and Terrorism (ICTOCT). Participated in high-level Federal Bureau of investigations (FBI) and Drug Enforcement Administration (DEA) briefings in relation to the impacts of serious and organized crime upon Australia.	Fostering of partnerships and contacts. Transfer of learning to relevant Victoria Police areas. In addition to attending the ICTOCT the member also secured access to sophisticated investigative tools which enabled improved forensic analysis.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
2 x Acting Sergeant 1 x Senior Constable	SINGAPORE	Attend the Search and Rescue Squad Driver Medic Technician (DMT) Course which is a requalification requirement under the Australian Diver Accreditation Scheme to maintain DMT capability. Requalification was due during 2016-17 financial year.	Achieved requalification as DMT which is valid for two years.
1 x Forensic Officer 6	VILNIUS, LITHUANIA; LONDON, UK; THE HAGUE and ROTTERDAM NETHERLANDS	Consultation and discussion around the final phases of the DNActivity Monopoly Project, an international collaborative project involving four countries and coordinated by the European Network of Forensic Science Institutes (ENFSI). The Victoria Police Forensic Services Department (VPFSD) is a principal and lead participant and a key stakeholder in the outcome, which is to seek quantitative parameters around the issue of trace transfer of DNA under various 'real world' scenarios.	Several collaborative research projects were progressed. Research presentations were made to European forensic leaders at the ENSFI meeting and to academics and postgraduate students at the University College of London.
1 x Sergeant 1 x Senior Constable	LONDON, UK	Attend and participate in the London Metropolitan Police Evidence Gathering Course as part of the 'Public Safety Police Response (PSPR)' initiative focused on strengthening Victoria Police's public order response capability and capacity.	Evidence Gathering capability development. The International research and training course participation was identified as integral to enhancing current capability.
*1 x Deputy Commissioner 1 x Assistant Commissioner	NEW YORK and WASHINGTON DC, USA	Attend the 2017 LinCT International Counter Terrorism Conference and meet with key international contact within the FBI and CIA in Washington DC to ensure the best possible knowledge to prevent, prepare and respond to the ever evolving and increasing threat of terrorism to the Victorian community.	Attendance at this conference has ensured Victoria Police remains networked internationally and is 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.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Sergeant	THE HAGUE, NETHERLANDS	Attend the International Association of Chiefs of Police Award (IACP) ceremony as nominated for an award in relation to Operation KASTELHOLM along with the Australian Federal Police (AFP). Both Victoria Police and The AFP presented on Europol and then assist ASIO present to the Dutch security Service.	International recognition of the Sergeant for Operations KASTELHOLM at IACP awards, and presented the Operation KASTELHOLM as a case study to Europol and Dutch Security Service.
*1 x Superintendent	SINGAPORE	Attend a Video Intelligence Analysis Workshop hosted by Interpol and their biometric strategic partner Morpho. This opportunity will influence the future development of video intelligence analysis tools at an international level and provide an opportunity to collaborate with participants throughout Asia.	Victoria Police continues to work with Morpho on relevant covert and surveillance technology.
1 x Detective Sergeant	WOODBURNE, NEW ZEALAND	Attend the 'New Zealand Police Level 3 CHRIS Course' for international and Australasian standard of training in human source recruitment and handling methodologies. The course focuses on key aspects of human source recruitment persuasion and influence, managing, reporting and the psychology of sources.	Professional development in the human source tradecraft.
1 x Assistant Commissioner	QUEENSTOWN, NEW ZEALAND	Invited to chair the National Criminal Intelligence Capability Committee (NCICC) and attend the quarterly meeting of the Serious and Organised Crime Coordination Committee (SOCCC).	This initiative is being progressed through the National Anti- Gangs Squad NAGS and Task Force Morpheus. SOCCC is a key component of delivery against the Victoria Police new Governance and Engagement Model and is a key strategic objective of both committees.
1 x Assistant Commissioner 1 x Detective Senior Sergeant 1 x Detective A/Senior Sergeant 2 x Detective Sergeant 2 x VPS 6 1 v VPS 5 1 x Forensic Officer 6 1 x Forensic Officer 5	WELLINGTON, NEW ZEALAND	Attend the 8th Australasian Drug and Alcohol Strategy Conference to strengthen partnerships between law enforcement, health practitioners, academics and policy makers at a local, national and international level and share and learn from each other.	Strengthened partnerships at local, national and international level. The key learnings from the conference were shared with the relevant areas within Victoria Police to inform drug and alcohol-related policy and practice.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Assistant Commissioner	QUEENSTOWN, NEW ZEALAND	Invited to attend the biannual meeting of the Serious and Organised Crime Coordination Committee (SOCCC). To support the prioritisation, endorsement and coordination of operational strategies for dealing with serious organised crime investigations, targets and threats at a national level.	High level briefing from New Zealand Police and UK Police on operational strategies for dealing with serious and organised crime. Sharing of information and strategies for dealing with ICE.
1 x Chief Commissioner of Police 1 x Commander	WELLINGTON, NEW ZEALAND; HONG KONG, CHINA	Attend the Police Commissioners Forum in Wellington, New Zealand and attend ICAC Conference on Financial Investigation in Hong Kong to engage with subject matter experts regarding specialist financial crime investigation.	Annual national meeting with Police Commissioners from Australia and New Zealand, and fostering of high level relationship with international law enforcement partners in relation to specialist financial crime investigations.
1 x Senior Sergeant	UK	As part of the approved initiatives under the Public Safety Police Response, research and development will be undertaken with external jurisdictions to identify the world's best practice in specialised public order response capability and capitalise on 'lessons' learnt' by those jurisdictions, relevant learnings to be implemented by Victoria Police.	International stakeholder engagement on public order capability development.
1 x VPS5	WELLINGTON, NEW ZEALAND	Attend a meeting with the New Zealand Police Assistant Commissioner, Road Policing. Also engage with subject matter experts regarding Specialist Intelligence Services Divisions (SISD) specific needs, in particular the Crime Monitoring Centre to inform and optimise service delivery in the establishment of a newly endorsed capability in SISD.	A strong understanding of the Road Policing Service Delivery Model within New Zealand Police which assists to inform the Victoria Police Road Policing External review. Discussed the Early Identification Tool rollout with experts in New Zealand Police allowing a comparison of their approach to impacting youth offenders with Victoria's Understanding of the Crime Monitoring Centre in New Zealand Police to inform the establishment of the Operation Intelligence Cell in SISD. Established international contacts to assist with future projects.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x VPS6 1 x Contractor	WELLINGTON, NEW ZEALAND	Consultation with New Zealand police to gain learnings from the New Zealand model to assist Victoria Police with the design and implementation of the new Monitoring and Assessment Centre (MAC).	Acquired first-hand experience and lessons learnt from operational centres similar to MAC where feedback on operational effectiveness and technical capabilities can be identified, improved and applied to the new Victoria Police MAC.
2 x Senior Sergeant 9 x Sergeant 14 x Senior Constable	SINGAPORE	Undertook training to continue to enhance community safety.	Trained to enhance training competencies to ensure community safety.
1 x Forensic Officer 3	SANTIAGO DE COMPOSTELA, SPAIN	Travel to accept an award from the prestigious International Society of Forensic Genetics (ISFG) Short Term Fellowship 2017. Also attend the 14th International Symposium on Variants in the Genome. The Officer undertook work at the Forensic Genetics Unit, Institute of Legal Medicine, University of Santiago de Compostela, Spain, with the Office of the Chief Forensic Scientist, to research and collaborate, to develop a DNA-based forensic intelligence tool for the Asia Pacific region and to enhance skills required for data analysis, interpretation and reporting of DNA-based forensic intelligence.	Developed a DNA-based forensic intelligence tool for the Asia Pacific region and enhanced skills required for data analysis, interpretation and reporting of DNA-based forensic intelligence.
1 x Forensic Officer	MARYLAND, USA	Attended an event run by the National Institute of Standards and Technology (NIST), Technical Colloquium entitled 'Quantifying the Weight of Forensic Evidence', in support of the Forensics Services Department (FSD) recommendations under consideration. Also increase knowledge and provide opportunity for nomination and active involvement in international research and collaborative trials.	Increased knowledge and opportunity for nomination and active involvement in international research and collaborative trials.
1 x A/Senior Sergeant 1 x Sergeant	MANCHESTER, UK	Build public order capacity and capability for knowledge transfer and incident management.	Identified learnings to further develop public order capability.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Chief Commissioner of Police 1 x Commander 1 x Sergeant	KOKODA TRACK, PAPUA NEW GUINEA	Meet the group undertaking the trek. The trek includes disengaged youth and youth identified as role models, the course is run to develop police/youth relationships, in Flemington and greater Moonee Valley areas.	Encouraged greater engagement with and relationship with at risk youth and communities.
1 x Superintendent	CAMBRIDGE, UK	Awarded the Wakefield Scholarship to attend the Cambridge Police Executive Program - Masters qualification in the study of crime and harm reduction issues founded on Evidence Based Policing, policy and practice, in the Faculty of Criminology, Cambridge University.	Continuation of the Masters with the intended outcome of building upon the existing Evidence Based Policing (EBP) portfolio and overseeing the current project 'Building a Future Capability of EBP' which is being incorporated within the Corporate Strategy and Operational Improvement Department review.

*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 Forensic Officer	HALIFAX, CANADA	Funded by the ANZ Counter-Terrorism Commission (ANZCTC) to attend the International Association of Bomb Technicians (IABTI) conference.	Professional development and networking opportunity. Report provided to Victoria Police and ANZCTC.
1 x Detective Senior Sargent	KANSAS CITY and, LOS ANGELES, USA	Funded by the Australian Federal Police to attend the International Outlaw Motorcycle Gang Investigator's Association (IOMGIA) Conference in Kansas City, USA and to attend pre-arranged meetings with LAPD, LA Sheriff's Department and FBI to look at best practise methods in dealing with street gangs.	Learning and information sharing – Outlaw Motorcycle Gang world-wide environment. Networking and building relationships with local and international investigators. Membership of International Outlaw Motorcycle Gang Investigators Association.
1 x Sergeant	SUVA, FIJI	Funded by the Australian Department of Defence to assist with a Department of Defence training course.	Presented at the Department of Defence training. Professional development and exposure to varied policing environments.
2 x Leading Senior Constable	PAPUA NEW GUINEA	Cost covered by the Department of Foreign Affairs and Trade (DFAT). Special Operations Group is requested to assist the Australian Department of Defence in an Advanced Surveillance Training Course.	Training program delivered as per requirements dictated by DFAT.
1 x Detective Superintendent	KUALA LUMPUR, MALAYSIA	Funded by the Australian Federal Police to attend the 'Interpol Asian Vehicle Crime Conference Illicit Separated Parts Trafficking ' to present on recent Victoria Police investigations, Operation NEOPLASTIC and AUTO UNION into Vehicle theft in Victoria's illicit separated auto parts of high end luxury auto vehicles stolen on order and dismantled for parts by Middle Eastern Gangs with networks within South East Asia. This will assist building relationships in Malaysia for tracing South East Asian networks operating in our jurisdiction.	Malaysia and Victoria are now sharing data on the illicit separated parts industry. This was a direct result of Victoria Police discovering that containers of stolen parts were entering Malaysia (from Victoria/Australia) and being used in its smash repair industry. Both Malaysian Police and the Malaysian Registration Authority commenced active investigations on identified targets based in Kuala Lumpur.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Detective Superintendent 1 x Detective Senior Constable	BALI, INDONESIA	Funded by the Australian Federal Police (AFP) to attend the 2017 Countering Outlaw Motorcycle Gangs Organised Crime and Methamphetamine Conference to share initiatives, intelligence and approaches on the global arena.	Through liaison with Indonesian authorities and police, Bali authorities are considering the sharing of intelligence with a view of denying entry into Bali of any identified Australian Outlaw Motorcycle Gang members.
1 x Sergeant	PATTAYA, THAILAND	Funded by the Australian Department of Defence. Victoria Police invited to attend the Department of Defence Training Course as a Subject Matter Expert in Surveillance by providing skills, knowledge, experience and personal attributes to positively represent Victoria Police while gaining personal development through exposure to varied policing environments.	Guest subject matter expert presented at the Department of Defence training.
1 x Forensic Officer 7	ST LOUIS, USA	Funded by the Scientific Working Group for the Analysis of Seized Drugs (SWGDRUG) to attend and Chair the SWGDRUG meeting. In addition, participated in emerging issues which are affecting the delivery of high quality forensic drug services and scoping and developing best practice requirements for drug identification. This opportunity also allowed discussion at the international level, future models for delivering forensic drug science and the ever changing aspects of forensic drug science and services.	Progressed the development of international drug protocols for a range of issues associated with drug analysis.
1 x Assistant Commissioner 1 x Superintendent *1 x VPS6 [†]	DETROIT, USA; LONDON, UK; STOCKHOLM, SWEEDEN	Partially funded by the Transport Accident Commission (TAC) Executive Leaders International Road Safety Study Tour. To provide participants with a deeper understanding of the Towards Zero (Safe Systems) approach to Road Safety including each of the elements (vehicles, roads, speed, people).	Study tour on road safety to inform safe systems thinking on a broader scale.

* Trip funded internally by Victoria Police.

[†] Please note on 16 July 2018 a revised version of the Additional Information for 2016-17 has been published to include a traveller that had not previously been included in the published information.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Superintendent 1 x Senior Sergeant 1 x Sergeant 2 x First Constable 4 x Second Constable 1 Constable	KOKODA TRACK, PAPUA NEW GUINEA	Funded by corporate sponsorship. The trek included disengaged youth and youth identified as role models, the course ran to develop police/youth relationships, in Flemington and greater Moonee Valley areas.	Encouraged greater engagement and relationships with at risk youth and communities.
1 x VPS 6 1 x Senior Sergeant 1 x Detective Senior Constable	HAMILTON, NEW ZEALAND	Costs were covered from the sale of the Law Enforcement Torch Run (LETR) merchandise such as teddy bears, pins, caps as well as individual donations. To represent Victoria Police and the LETR Victoria Program in an ambassadorial role in the LETR Final Leg for the 2016 Special Olympics Trans-Tasman Games.	Attending members represented Victoria Police and the LETR Victoria Program in an ambassadorial role on the LETR Final Leg for the 2016 Special Olympics Trans-Tasman Games - 23 to 26 November, 2016. Attended the Regional Conference (LETR Region XIV –Oceania) will was held in conjunction with the Final Leg. This provided training, guidance and advice on emerging issues in the Law Enforcement Torch Run from around the world.
1 x Senior Sergeant	GRAZ, AUSTRIA	Costs were covered from the sale of the Law Enforcement Torch Run (LETR) merchandise such as teddy bears, pins, caps as well as individual donations. To represent the Victoria Police and the Law Enforcement Torch Run (LETR) Victoria in an ambassadorial role in the LETR Final Leg for the 2017 Special Olympics World Winter Games.	Engagement with several policing jurisdictions regarding public order capabilities. This research and development has informed the enhancement of Victoria Police's capability regarding public order, specifically related to protective equipment, specialist less than lethal weapon systems, command and control, tactics, vehicles and training of staff.
1 x Sergeant 1 x Leading Senior Constable	WHANGANUI, NEW ZEALAND	Travel and accommodation costs included in the Tender for Q-West Boat Builders. Visit as part of the Vessel Replacement Program (VRP) includes Q-West Boat Builders in New Zealand who are supplying a single vessel to the value of \$3.3 million. Officer has knowledge of detailed design of Police Patrol Vessels and is to attend a meeting on the build schedule for the detailed design of the vessel.	Detailed design and build schedule was successfully reviewed and assessed.

TITLE OF OFFICER	DESTINATION/S	OBJECTIVE/S	OUTCOME/S
1 x Forensic Officer 3	VIENNA, AUSTRIA	Funded by Thermo Fisher Scientific conference organiser to attend the international meet of Human Identification Solutions: Increasing Security and Solving Crime Conference. Invited as a guest speaker on 'Global Perspectives on Massively Parallel Sequencing adoption in forensics', as the regional leader in this area and in Forensic DNA Intelligence.	Presented as guest speaker at the conference. This contributed to an increased international profile and provided an opportunity to collaborate with the international forensic community and develop and strengthen networks.
2 x Senior Sergeant 2 x Leading Senior Constable 1 x Detective / Leading Senior Constable	KOKODA TRACK, PAPUA NEW GUINEA	Costs are fully covered by the Geelong Kokoda Youth Program. 2016 Geelong Kokoda Youth Program - police (5 Officers) to accompany 14 at risk youth from the Geelong, Bellarine and Surf Coast Secondary Schools,	Geelong Kokoda Youth Program trip completed without incident.

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 76) of the 2016-2017 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 65-66) of the 2016-2017 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 65) of the 2016-2017 Victoria Police Annual Report.

K. LIST OF MAJOR COMMITTEES SPONSORED BY THE ENTITY, THE PURPOSE OF EACH COMMITTEE AND THE EXTENT TO WHICH THE PURPOSES HAVE BEEN ACHIEVED.

COMMITTEE	PURPOSE	EXTENT TO WHICH PURPOSES HAVE BEEN ACHIEVED
Victoria Police Research Coordinating Committee (RCC)	The RCC is an internal committee tasked with the assessment of research proposals from external researchers seeking to conduct research involving police personnel, data or other resources.	<ul style="list-style-type: none"> The RCC received and assessed 36 applications in 2016-2017. Twenty three 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 were still under consideration by the RCC as at 30 June 2017.
Victoria Police Human Research Ethics Committee (VPHREC)	<p>The VPHREC is responsible for the ethical review of research for Victoria Police, and has been nationally accredited with the National Health and Medical Research Council (NHMRC) since 9 March 2010.</p> <p>The VPHREC Secretariat is responsible for coordination of ethical oversight of research for Victoria Police including liaison with researchers in accordance with Victoria Police research guidelines and the National Statement on Ethical Conduct in Human Research (2007).</p>	<ul style="list-style-type: none"> The VPHREC received and assessed five (5) applications in 2016-2017. Four of these were approved in the reporting period in accordance with the Victoria Police Manual and Victoria Police research guidelines. One application was still under consideration at 30 June 2017. In April 2017, Victoria Police satisfied the mandatory requirement of accredited HREC institutions by submitting an annual report to the National Health and Medical Research Council (NHMRC) outlining the workings of the VPHREC in 2016.

Refer to Appendix E (Pages 67-71) of the 2016-2017 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 2016-17 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
All About Eve Pty Ltd	Business Advisory	1,000	1,000	-
	Recruitment Campaigns	65,100	65,100	-
	Review of Advertisement Campaign	3,850	3,850	-
Allan G Houston	Corporate Advisory Group Member	108,338	31,624	76,715
Allison McIntyre Pty Ltd	Review of the Traffic Incident Systems	10,836	10,836	-
Australia21 Ltd	Health and Wellbeing Review	15,000	15,000	-
Australian Institute of Company Directors	Business Advisory	17,000	17,000	-
	Consultation Services on Benchmarking	20,000	20,000	-
Australian Institute of Criminology	Forecasting the Nature of the Victorian Illicit Drug Market	71,725	71,725	-
	Review of Victoria Police Operational Safety Framework	25,675	25,675	-
BMT Design & Technology Pty Ltd	Business Advisory	87,600	84,400	3,200
Bushbutler Pty Ltd in Trust for Bushbutler Trust	Aviation Capability Project	18,182	10,227	7,955
CapabilityBuilder	Recruitment and Onboarding Process Services	30,000	30,000	-
Clayton UTZ Lawyers	Legal Services	141,274	141,274	-
Corben Consulting	Optimal Road Policing	26,000	24,438	1,562
Corporate Scorecard Group	Assessment of Procurement's Financial Performance	15,870	14,965	905

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EX GST) \$	EXPENDITURE 2016-17 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
Cube Group Management Consulting Pty Ltd	Project Services	112,621	102,021	10,600
	Uniform & Equipment Integration	17,348	17,348	-
Curve Group	Business Advisory	86,978	86,977	-
David Caple & Associates Pty Ltd	OHS Risk Assessments	68,500	68,500	-
David Moore	Services to the Independent Advisory Board	10,000	10,000	-
Deakin University	Research on Police Custody Officer Program: Change and Risk Evaluation	24,322	24,322	-
	Research Project on Systems Evaluation On The Prevention Of Suicide	37,500	37,500	-
Deloitte Access Economics Pty Ltd	Business Advisory	99,656	99,656	-
Dench McClean Carlson	Probity Audit Services for Custody and Escort Services	20,364	7,840	12,524
Dianne Foggo AM	Independent Member of Victorian Equal Opportunity and Human Rights Commission (VEOHRC) Report Implementing Steering Committee (VRISC)	4,500	4,500	-
	Services to the Independent Advisory Board	16,200	10,800	5,400
DLA Piper	Review of Contracts	15,000	14,610	390
DXC Consulting Pty Ltd	Information Technology Services	157,954	157,954	-
E3Learning	Information Technology Services	14,793	14,793	-
	Professional Development	11,923	11,923	-
	Provision of Technical and Consultancy Advice for Tender Courseware Development	19,872	19,872	-
Egglar Enterprises Pty Ltd	Commercial Advice on Heavy Armoured Vehicle (HAV) Specification	17,492	17,492	-

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EX GST) \$	EXPENDITURE 2016-17 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
Empirica Research Pty Ltd	Market Research / Stakeholder Engagement	40,000	40,000	-
Enervest	Analysis of Energy Usage and Feasibility Note on Investment to Offset Energy Usage	16,388	16,388	-
Enzyme International (Australia) Pty Ltd	Capability Maturity Assessment	11,918	11,918	-
Ernst & Young	Health and Wellbeing Review	57,706	54,186	3,519
	Services Rendered for Blue Connect Transformation Program	89,990	89,663	327
Essence Communications	Market Research on Protective Services Officers Campaign	30,000	30,000	-
	Services to the Independent Advisory Board	4,453	4,453	-
Euit Corporation Pty Ltd	Information Technology Services	146,248	146,248	-
	Review and Feedback on the Mobility Managed Services	2,800	2,800	-
	Services Rendered for Blue Connect Program	31,845	31,845	-
Geoplex Pty Ltd	Information Technology Services	41,250	41,250	-
ghk Consulting	Professional Development	45,314	39,635	5,680
Jakeman Business Solutions Pty Ltd	Risk Assessment and Security Review	10,020	10,020	-
Kanellos Consulting Pty Ltd	OHS Risk Assessments	27,320	26,785	535
Ken D Lay	Business Advisory	26,000	22,449	3,551
Lander & Rogers	Legal Services	127,179	117,431	9,748
Lightforce Australia Pty Ltd	Audit Services	12,000	12,000	-
M Mulcare Compliance Engineers	Expert Advice In Court Hearing	16,800	16,800	-

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EX GST) \$	EXPENDITURE 2016-17 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
Maddocks	Legal Services	33,471	33,471	-
	Workplace Complaints and Investigations / Workplace Services	9,441	9,441	-
Melbourne City Mission	Professional Development	60,227	48,977	11,250
Mercer Consulting (Australia) Pty Ltd	Human Resource Services	85,448	71,540	13,908
	Workplace Complaints and Investigations / Workplace Services	56,100	56,100	-
Metro Quest Pty Ltd	Business Advisory	76,200	41,700	34,500
	Services Rendered for Blue Connect Program	24,000	16,000	8,000
	Services to the Corporate Advisory Group	100,000	6,000	94,000
Mezo Research Pty Ltd	Business Advisory	29,370	29,370	-
	Project Services	81,818	81,818	-
Minter Ellison	Legal Services	228,529	228,529	-
Monash University	Business Advisory	52,516	50,516	2,000
Natalie Skye Rose	Services to the Independent Advisory Board	12,000	12,000	-
Norton Rose Fulbright Australia	Legal Services	61,815	61,815	-
Oakton Services Pty Ltd	Review of the Traffic Incident Systems	46,800	46,800	-
Peter John Stone	Information Technology Services	59,091	18,486	40,605
Pinnacle HJWP Pty Ltd	Commercial Advice and Procurement Documentation	62,000	38,875	23,125
	Commercial Advice for Booze Bus Project	88,000	49,000	39,000
	Commercial Advice On Custody and Escort Services Procurement	27,500	16,000	11,500

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EX GST) \$	EXPENDITURE 2016-17 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
Prolink Australia Pty Ltd	Booze / Drug Bus Fleet Replacement	105,950	81,000	24,950
	Commercial Advice On Truck Specification	6,971	5,906	1,065
	Consultancy Regarding Forensics Counter Terrorism (CT) Mobile Forensics Labs	24,872	24,872	-
	Field Catering Truck Replacement Programme	1,970	1,970	-
PSA Project Consulting Pty Ltd	Programme Management Services	5,000	2,700	2,300
Red Rock Consulting	Information Technology Services	672,779	544,450	128,329
RMIT University	Facilitating Services	10,000	10,000	-
	Modelling Services	5,000	5,000	-
Rob Gullan and Associates	Human Resource Services	15,000	12,000	3,000
RPS Manidis Roberts Pty Ltd	Business Advisory	3,500	3,500	-
	Project Services	12,929	12,929	-
S M Hacker Pty Ltd	Expert Advice In Court Hearing	15,000	15,000	-
Sageco HREXL Group Pty Ltd	Project Services	18,000	18,000	-
Sagire Consulting	Witness Protection Unit (WPU) Guidelines	44,750	44,750	-
SMS Consulting Group Pty Ltd	Services Rendered for Blue Connect Program	28,600	22,100	6,500
Strategic Safety Solutions Pty Ltd	Preparation of Strategic Review of Victoria Police Driver Training Unit Report	15,000	15,000	-
Stunuod Pty Ltd	Commercial Advice and Procurement Documentation	36,364	27,526	8,838
The Knowledge Project	Information Technology Services	11,700	11,700	-
The Trustee for Lynch Cotton Family Trust	Consultation service for the Mental Health Program Office	18,182	6,188	11,995

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EX GST) \$	EXPENDITURE 2016-17 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
The University of Queensland	Business Advisory	90	90	-
University of Melbourne	Business Advisory	72,727	72,727	-
University Of Melbourne Commercial Ltd	Business Advisory	200,000	200,000	-
Utility Creative	Information Technology Services	129,597	78,804	50,793
Victorian Government Solicitor	Legal Services	2,250,634	2,250,634	-
Wisely Trust Trading As Wise Workplace Solutions	Independent Grievance Review	688	688	-
	Independent Workplace Cultural Review	875	875	-
	Mediation Services	3,683	3,683	-
	Workplace Complaints and Investigations / Workplace Services	4,500	4,500	-
Workplace Investigation Services Pty Ltd	Workplace Complaints and Investigations / Workplace Services	6,258	6,258	-
TOTAL		7,044,646	6,386,379	658,267

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 2016-17 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
Academic and Training Services Pty Ltd	Services to the Corporate Advisory Group	100,000	9,091	90,909
ALG Consulting Pty Ltd	Research, Review and Production of Report with Recommendations on Progress with Transition for the Diploma of Policing	3,000	3,000	-
	Review of Training Course	10,000	1,280	8,720
Altiera Pty Ltd	Services to the Independent Advisory Board	6,009	6,009	-
Amber Evangelista	Curatorial Advice	4,900	4,900	-
Australian Criminal Intelligence Commission	Project Services	895	895	-
Australian Securities & Investments Commission	Information Technology Services	2,792	2,792	-
Banerjee Medical Pty Ltd	Expert Advice On Sleep Medicine	3,200	3,200	-
Bob Ives (Psychologist)	Psychology Services	938	938	-
Breon Enterprises Pty Ltd	Expert Report on Taser Works	1,800	1,800	-
ChemCentre	Business Advisory	360	360	-
Cubit Media Research Pty Ltd	Project Services	7,125	7,125	-
Dalsey Pty Ltd	Risk Documentation Review	10,000	8,907	1,093
David Eyre-Walker	Independent Grievance Review	4,817	4,817	-
Di Kilsby Consulting	Gender-Informed Curriculum Review	15,000	7,800	7,200
Emergent Solutions Pty Ltd	Services to the Corporate Advisory Group	10,000	6,000	4,000
EXB Consulting Pty Ltd	Corporate Advisory Group Member	100,000	2,713	97,287
	Services to the Corporate Advisory Group	2,021	2,021	-
Excelplas Pty Ltd	Expert Advice on Firearm	2,500	2,500	-

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EX GST) \$	EXPENDITURE 2016-17 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
FBG Group	Risk Assessment and Security Review	9,418	9,418	-
Foleys List Pty Ltd	Research on Legislation	3,164	3,164	-
Garry Thomson	Services Rendered By An External Member of Victoria Police Human Research Ethics Committee (VPHREC)	141	141	-
Henriette Rothschild Advisory	Emergency Relief Centre (ERC) Advisory Board	30,000	1,500	28,500
Hinds Research / Peolpepie	Research Report	5,000	3,910	1,090
Institute for Breathing and Sleep	Expert Report on Fatal and Life Threatening Injuries	9,091	9,091	-
IPAR Rehabilitation Pty Ltd	OHS Risk Assessments	884	884	-
IPP Consulting Pty Ltd	Risk Assessment and Security Review	6,600	3,960	2,640
Julie Fahey	Services Rendered for Blue Connect Program	9,000	9,000	-
KWQ Consulting Pty Ltd	Services for the Audit and Risk Committee	3,500	1,500	2,000
LAG Consulting	Business Advisory	4,500	4,500	-
Nippard Pty Ltd	Services for the Audit and Risk Committee	8,500	8,500	-
Overline Technology Pty Ltd	Business Advisory	300	300	-
Parkmore Medical Centre	Expert Advice In Court Hearing	588	588	-
Peter Collins & Associates Pty Ltd	Professional Development	6,000	6,000	-
PL & IH Gardner	Services Rendered By An External Member of Victoria Police Human Research Ethics Committee (VPHREC)	141	141	-
Potomac Asia Pacific	Services rendered for VEOHRC (Victorian Equal Opportunity and Human Rights Commission) Review Academic Governance Board (VRAGB)	4,250	4,250	-
Professor James Ogloff	Expert Advice In Court Hearing	5,175	5,175	-

CONSULTANT	PURPOSE OF CONSULTANCY	TOTAL APPROVED PROJECT FEE (EX GST) \$	EXPENDITURE 2016-17 (EX GST) \$	FUTURE EXPENDITURE (EX GST) \$
Redd Consultancy	Workplace Complaints and Investigations / Workplace Services	9,091	4,563	4,528
Rocketone Aerospace Pty Ltd	Business Advisory	2,000	2,000	-
Simon Casey	Information Technology Services	4,700	4,700	-
Spectre Ballistic Solutions Pty Ltd	Business Advisory	8,921	8,921	-
Strategic Forensics Pty Limited	Business Advisory	1,034	1,034	-
Strategies & Solutions Group Pty Ltd	Services to the Corporate Advisory Group	2,850	2,850	-
Synercon Management Consulting	Information Technology Services	1,800	1,800	-
TTM Consulting VIC Pty Ltd	Traffic Engineering Services	5,950	5,950	-
Walsh Bay Consulting T/A The Trustee for Walsh Bay Trust	Services to the Corporate Advisory Group	100,000	4,000	96,000
Women's Health East	Services to the Victoria Police Independent Advisory Board	6,000	6,000	-
TOTAL		533,952	189,984	343,968

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) \$
Aboriginal Family Violence Prevention & Legal Service	Recruitment Campaigns	700
Accenture Australia Pty Ltd	Services Rendered for Blue Connect Program	45,455
ACER- Australian Council For Education Research Ltd	Psychology Services	391,985
Adecco Australia Pty Ltd	Human Resource Services	134,486
Aditel	Information Technology Services	4,115
Adrian Albert De Boers Psychological Services	Psychology Services	450
Aecom Australia Pty Ltd	Management Support Services	314,117
AGA Apprenticeships Plus	Human Resource Services	22,097
AIPM - Australian Institute of Police Management	Facilitating Services	3,407
Albury Wodonga Psychology Services	Psychology Services	500
ALG Consulting Pty Ltd	Project Services	3,700
All About Eve Pty Ltd	Professional Development	3,500
Amber Burnham Speech Pathology	Professional Development	1,138
AMP Education	Professional Development	30,500
Anastasia Novella & Associates	Psychology Services	2,070
Andrew Pegler Media	Communication Services	3,780
Anecdote International Pty Ltd	Executive Mentoring and Coaching Services	1,800
Anne-Marie Hyde	Psychology Services	75
APV Engineering and Testing Services Pty Ltd	SEP CED Crash Testing	57,852
ARA Security Services Pty Ltd	Information Technology Services	13,526
Archibald Builders	Building and Construction	1,530
Arna Stewart	Psychology Services	660
Artisan Recruitment Pty Ltd	Human Resource Services	1,110
ASG Group Ltd	Information Technology Services	170,758
Ashurst Australia	Legal Services	42,871
	Professional Development	11,301

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
AsiaInspection Ltd	Accounting / Audit / Financial Services	8,205
Aspect Organisational Psychologists	Professional Development	2,900
Asta Solutions Pty Ltd	Information Technology Services	164,243
Austin Health	Psychology Services	3,164
Australian Criminal Intelligence Commission	Project Services	9,940
Australian Federal Police	Human Resource Services	18,045
Australian Financial Security Authority	Administrative Services	1,827
Australian Human Resources Institute	Professional Development	7,020
Australian Institute of Criminology	Project Services	1,797
Avoka Technologies Pty Ltd	Professional Development	20,303
	Project Services	278,034
AW Psychology	Psychology Services	47,955
Ballistic & Mechanical Testing Pty Ltd	Audit Services	820,259
Bart Bellon Shop	Victoria Police Dog Squad Training	11,390
Bartlett Workplace Training	Professional Development	65,000
Behaviour Solutions	Psychology Services	8,000
Belinda Siesmaa	Psychology Services	11,400
Bentley McGuinness Media Pty Ltd	Executive Mentoring and Coaching Services	6,000
Beyond Limits Consulting Pty Ltd	Information Technology Services	24,576
Big Goals	Professional Development	100,776
Bite Visual Communications Group Pty Ltd	Office / Document Design	17,475
BizData Pty Ltd	Information Technology Services	3,000
	Security Services	351
BLIP Global Pty Ltd	Project Services	13,752
BMT Design & Technology Pty Ltd	Business Advisory	1,600
	Facilitating Services	1,400
Brophy Family & Youth Services	Facilitating Services	2,700
Burrows Consultants Pty Ltd	Professional Development	29,400

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
Caroline Storti Psychologist	Psychology Services	909
Casuscelli Design	Design Services	540
Celebrity Speakers Australia Pty Ltd	Professional Development	5,733
Centreforce Pty Ltd	Design Services	2,234
Chambers Consulting	Accounting / Audit / Financial Services	10,628
CHC Helicopter Australia Pty Ltd	Helicopter Support Service	14,707,229
Chemmech Engineering Pty Ltd	Cannabis Destruction	3,325
Citywide Service Solutions Pty Ltd	Traffic Management Services	18,095
CJK Consulting	Facilitating Services	1,800
Clark Heilemann Pty Ltd	Professional Development	2,500
Clayton UTZ Lawyers	Legal Services	207,908
	Professional Development	6,286
Clear Horizon Consulting Pty Ltd	Professional Development	1,364
Clicks Recruit (Aust) Pty Ltd	Human Resource Services	58,744
	Services Rendered for Blue Connect Program	50,190
Constructive Thinking	Executive Mentoring and Coaching Services	2,280
Converge International Incorporating Resolutions RTK	Workplace Complaints and Investigations / Workplace Services	6,675
Conversant Asia Pacific Pty Ltd	Facilitating Services	3,000
Corporate Scorecard Group	Business Advisory	7,950
Craig Sillitoe Photography	Project Services	570
Cubit Media Research Pty Ltd	Project Services	2,900
D & D Taxation Consulting Pty Ltd	Accounting / Audit / Financial Services	33,413
Dangermouse Designs	Office / Document Design	6,405
	Project Services	340
Data Runs Deep Pty Ltd	Audit Services	13,200
Datotime Services Pty Ltd	Information Technology Services	35,608
David Caple & Associates Pty Ltd	Professional Development	14,500

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
David Johns Photography	Photography Services	550
David Moore	Business Advisory	4,897
	Facilitating Services	6,800
Davidson Executive and Boards Pty Ltd	Human Resource Services	41,333
Davidson Trahaire Corpsych	Psychology Services	14,580
Davis Langdon Australia Pty Ltd	Management Support Services	110,443
Dean Janover	Psychology Services	38,665
Deloitte Access Economics Pty Ltd	Professional Development	9,023
Denisa Goldhammer	Psychology Services	34,650
Design Industries	Information Technology Services	2,600
Dixon Appointments	Design Services	2,215
	Human Resource Services	83,163
	Services Rendered for Blue Connect Program	46,094
DLA Piper	Business Advisory	5,214
	Legal Services	43,754
	Monitoring Service	500
Dr Arthur Velakoulis	Psychology Services	1,349
Dr D Sullivan	Psychology Services	4,000
Dr Elliot Wood	Psychology Services	488
Dr Geoffrey W Newbegin	Psychology Services	750
Dr Irene Panagopoulos	Psychology Services	32,835
Dr Jan C Smith	Psychology Services	1,830
Dr Richard Chambers	Professional Development	1,200
Dr Rowan McIntosh	Psychology Services	1,857
Dr Russell Pratt	Psychology Services	900
Dun & Bradstreet Australia Pty Ltd	Subscription Renewal	3,525
Dynamiq Pty Ltd	Information Technology Services	8,200
E3Learning	Professional Development	65,164

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
Eastern Health	Drug Testing Services	9,180
eBlueprint Pty Ltd	Services Rendered for Blue Connect Program	896,505
Elcom Technology Pty Ltd	Information Technology Services	285
Element Architects Pty Ltd	Architectural Services	5,855
Emerg Solutions Pty Ltd	Information Technology Services	75,455
Emergency Services Telecommunications Authority (ESTA)	Communication Services	16,579
	Services Rendered for Blue Connect Transformation Program	20,000
En Masse	Professional Development	15,500
Ernst & Young	Accounting / Audit / Financial Services	110,033
	Facilitating Services	6,839
	Market Research on Police Custody Officer Recruitment Campaign	22,075
	Recruitment Campaigns	22,075
	Workplace Complaints and Investigations / Workplace Services	6,839
Essence Communications	Recruitment Campaigns	19,050
Ethnic Interpreters Pty Ltd	Interpreting / Communication Services	883
Evolve Engineered Solutions Pty Ltd	Engineering Services	1,003
Executive Central Group Pty Ltd	Executive Mentoring and Coaching Services	99,583
Eyres and Associates	Professional Development	9,940
Fay Tony Oberklaid	Psychology Services	236
Fine Sky Psychology Pty Ltd	Psychology Services	600
FPPV Pty Ltd	Architectural Services	10,507
Fujitsu Australia Limited	Information Technology Services	133,510
G4S Custodial Services Pty Ltd	Custody Services	6,644,509
Gartner Australasia Pty Ltd	Professional Development	325,600
Gassner Pty Ltd	Facilitating Services	1,600
Gemma Caddy Christie Hamilton	Professional Development	700
Geomatic Technologies Pty Ltd	Information Technology Services	31,318

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
Gettheworldmoving Pty Ltd Trading As Virgin Pulse	Health and Wellbeing Review	62,300
GHD Pty Ltd	Business Advisory	13,580
Go Traffic Pty Ltd	Traffic Management Services	646
Goolum Goolum Aboriginal Co-Op	Professional Development	4,227
Graeme Kane	Psychology Services	450
Grampians Clinical Psychology	Psychology Services	1,100
Grange Advisory Pty Ltd	Workplace Complaints and Investigations / Workplace Services	84,109
Grycol International Pty Ltd	Professional Development	825
Hall & Wilcox Lawyers	Legal Services	6,500
Hanson Associates	Engineering Services	8,500
Hardcat Pty Ltd	Information Technology Services	9,600
Hays Personnel Services (Aust) Pty Ltd	Human Resource Services	1,947,309
Healing The Spirit	Professional Development	700
High Growth Business Group	Facilitating Services	1,000
Hinton Talent Solutions Pty Ltd	Human Resource Services	1,000
Hoban Recruitment	Human Resource Services	105,409
Hudson Global Resources (Aust) Pty Ltd	Human Resource Services	273,064
ICMTEL	Information Technology Services	237,052
Ignite	Human Resource Services	5,994
Imageworks	Business Advisory	29,500
International Association for Public Participation Australasia	Professional Development	10,500
International Interpreting Agency	Interpreting / Communication Services	1,465
International Trade Management	Collection and Delivery of Ammunition	45,845
IPAA Victoria	Professional Development	375
J S B Occupational Health Agency	Human Resource Services	5,183
Jennifer Ann English	Psychology Services	1,200
Jenny Dwyer Associates	Psychology Services	6,660

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
John A Reeves	Psychology Services	182
K & L Gates	Legal Services	70,991
K9 Solutions Australia	Victoria Police Dog Squad Training	38,182
Kanellos Consulting Pty Ltd	OHS Risk Assessments	23,640
Katherine Wirth Consulting	Workplace Complaints and Investigations / Workplace Services	16,000
Katinka Morton	Psychology Services	5,500
Kevin Scott Consultancy	Facilitating Services	4,000
	Professional Development	27,800
	Review of Professional Standards Committee (PSC) Investigations	24,000
Key Options Pty Ltd	Information Technology Services	1,200
Kiandra IT Pty Ltd	Information Technology Services	25,519
Kim Stephens & Associates	Psychology Services	38,000
Kimberley Dawe	Facilitating Services	2,500
Kinetic IT Pty Ltd	IT Services Contract	51,411,551
	Security Services	351
Korn Ferry Hay Group Pty Ltd	Remuneration Review	9,020
Kristen Kappel	Psychology Services	5,700
Landell Corporation Pty Ltd	Property Supply Review	3,031
Lander & Rogers	Legal Services	160,532
Latitude Architects Pty Ltd	Architectural Services	2,682
LDAssurance Pty Ltd	Accounting / Audit / Financial Services	14,000
Lexmark International	Information Technology Services	2,667
Lodestar Coaching Trading As Lodestar Advisory Services Trust	Professional Development	9,944
Lote Marketing Pty Ltd	Interpreting / Communication Services	1,260
Louise Thomson - Global People Two	Facilitating Services	4,000
Luke Lambert	Office / Document Design	1,320
Lynette Thorpe	Office / Document Design	1,000

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
Macktow Pty Ltd	Towing Services	19,440
Maddocks	Legal Services	128,542
	Workplace Complaints and Investigations / Workplace Services	3,545
Maxus Australia Pty Ltd	Information Technology Services	1,350
Melissa Braden Trading As MJB Mentoring	Psychology Services	127
Melissa Lagozzino	Psychology Services	30,666
Mezo Research Pty Ltd	Project Services	32,332
Michael Davis Forensic Psychology Pty Ltd	Professional Development	4,250
Michael Evans Psychological Services	Psychology Services	16,850
Mildura Psychological Services	Psychology Services	6,000
Mill Park Towing Service	Towing Services	7,590
Minds In Motion	Psychology Services	2,651
Minter Ellison	Legal Services	607,944
Mood and Mind Psychology	Psychology Services	26,236
Motorola Solutions Australia Pty Ltd	Services Rendered for Blue Connect Program	132,000
Myriad International Consulting Services	Business Advisory	5,400
Naomi Overton	Psychology Services	22,800
Natalie Stitt	Psychology Services	45,800
Nationwide Towing & Transport Pty Ltd	Towing Services	36,008
NECA Education and Careers Ltd	Human Resource Services	14,704
Neil Blick	Psychology Services	280
Niche Technology Inc	Information Technology Services	45,455
Norton Rose Fulbright Australia	Legal Services	314,927
Novoture Pty Ltd	Professional Development	980
NSW Police Force Academy	Facilitating Services	2,535
O2 Networks Pty Ltd	Retainer for Mandiant Incident Response Services	166,800
Oakton Services Pty Ltd	Booze / Drug Bus Fleet Replacement	2,600

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
Oakton Services Pty Ltd (Cont.)	Information Technology Services	144,680
O'Connor Marsden & Associates Pty Ltd	Services Rendered for Blue Connect Program	183,828
One Stop Media Group Pty Ltd	Information Technology Services	1,600
Optum Health & Technology (Australia)	Information Technology Services	62,418
Pacnet	E-mail Filtering Managed Service	234,000
Paddi Roberts-Jacobson	Psychology Services	7,750
Paterson & Paterson Consulting Pty Ltd	Workplace Complaints and Investigations / Workplace Services	6,846
Pathfinders Downunder Pty Ltd	Professional Development	7,800
Patricia A Boyhan Psychologist & Family Therapist	Psychology Services	136
Patterson's List	Legal Services	3,600
Patty Navarro	Psychology Services	35,000
Paul Burnham	Chaplaincy Services	1,000
PAX Workplace Lawyers	Legal Services	102,302
PAYAM Data Recovery	Information Technology Services	1,511
PeopleFundamentals	Independent Workplace Cultural Review	57,213
	Mediation Services	1,430
	People Matter Survey	3,200
Peoplescout Technology Pty Ltd	Information Technology Services	8,110
Peter Collins & Associates Pty Ltd	Facilitating Services	9,000
Pitcher Partners Consulting Pty Ltd	Commercial Advice and Procurement Documentation	2,723
Predictive Analytics Group	Communication Services	14,475
Price Waterhouse Coopers	Business Advisory	189,874
	Services Rendered for Blue Connect Program	11,425,834
PricewaterhouseCoopers Consulting Australia Pty Limited	Business Advisory	103,499
PSA Project Consulting Pty Ltd	Management Support Services	13,200
	Programme Management Services	14,600

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
PSI Asia Pacific Pty Ltd	Services Rendered for Blue Connect Program	17,040
Psychological Assessments Australia	Psychology Services	96,228
Qdos Research Pty Ltd	Facilitating Services	17,300
	Services Rendered in Report Preparation	2,500
Queensland Police Service	Professional Development	150
Rachel E Watts	Psychology Services	160
Randstad Pty Ltd	Human Resource Services	228,037
Renn Barker	Communication Services	1,000
Reos Partners	Professional Development	14,800
	Services Rendered for the Aboriginal and Torres Strait Islander e-Learning Project	39,029
Resolve Software Group Pty Ltd	Information Technology Services	45,455
Right Management Consultants Pty Ltd	Business Advisory	5,100
Robb Brothers Joinery	Building and Construction	591
Ross Human Directions Limited	Human Resource Services	59,463
RPS Manidis Roberts Pty Ltd	Facilitating Services	147
	Professional Development	18,900
RYP International Pty Ltd	Facilitating Services	9,750
Sacon Group Pty Ltd	Information Technology Services	17,500
SACS Executive Solutions Pty Ltd	Human Resource Services	37,000
SACS Psychological Measurement Services Pty Ltd	Psychology Services	3,402
Sageco HREXL Group Pty Ltd	Professional Development	20,000
Sandra Plant	Psychology Services	43,300
SAS Institute Australia Pty Ltd	Information Technology Services	45,455
	Services Rendered for Blue Connect Program	2,362,631
Scope (Vic) Ltd	Interpreting / Communication Services	2,009
Scorpio Software Services	Information Technology Services	15,400
Searchlight Group Pty Ltd	Executive Mentoring and Coaching Services	4,225

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
Searchlight Group Pty Ltd (Cont.)	Professional Development	1,625
Selection Partners	Human Resource Services	45,938
Senate SHJ	Facilitating Services	26,750
Sentinel Data Security	Security Services	39,600
Sherry-Rose Bih	Professional Development	136
SHL Australia Pty Ltd	Subscription Services	38,341
Skilled Group Ltd	Professional Development	44,333
Smart Logic Mapping	Business Advisory	2,800
SMS Consulting Group Pty Ltd	Services Rendered for Blue Connect Program	400,285
Socom Pty Ltd	Market Research / Stakeholder Engagement	1,901
South East Queensland Tilt Tray Pty Ltd	Building and Construction	624
SPAR Consulting Pty Ltd	Maintenance Business Process Mapping	13,800
Stanley & Co Pty Ltd	Medical Services	6,000
Steps 4 Success	Psychology Services	1,386
StrataPNA	Architectural Services	4,560
Stunuod Pty Ltd	Business Advisory	2,475
Summit Coaching	Executive Mentoring and Coaching Services	9,488
	Professional Development	4,255
Systemix	Professional Development	17,630
Tactical And Specialist K-9	Victoria Police Dog Squad Training	4,200
Talent International (VIC) Pty Ltd	Information Technology Services	263,898
Tandem Partners Pty Ltd	Human Resource Services	37,800
TASC Group	Engineering Services	900
THA Consulting	Project Services	9,312
The Access Guru	Information Technology Services	400
The Agenda Group Pty Ltd	Recruitment Campaigns	94,709
The Distillery Pty Ltd	Information Technology Services	322,464

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
The Distillery Pty Ltd (Cont.)	Services Rendered for Blue Connect Program	92,427
The Ducendi Group	Professional Development	2,000
The Launch Box	Project Services	3,520
The Police Association	Professional Development	5,891
The Recovre Group Pty Ltd	Project Services	5,500
The Shannon Company Pty Ltd	Human Resource Services	5,000
The Social Research Centre Pty Ltd	Market Research / Stakeholder Engagement	194,265
The Trustee for Donna Robertson Family Trust	Human Resource Services	2,000
	Psychology Services	1,000
The Trustee for Illuma Consulting Trust	Facilitating Services	4,000
The Trustee for Morris Family Trust	Audit Services	10,500
Three's A Crowd Design Pty Ltd	Information Technology Services	7,410
Trust 3 Security	Information Technology Services	2,025
Understanding Psychology Pty Ltd	Psychology Services	14,400
Unisys Australia Pty Ltd	Information Technology Services	45,455
United HR Solutions Pty Ltd	Professional Development	2,250
University Of Melbourne Commercial Ltd	Business Advisory	19,423
Values Communication	Project Services	6,000
VicLab Pty Ltd	Audit Services	10,161
Victoria Legal Aid	Human Resource Services	52,536
Victorian Deaf Society	Interpreting / Communication Services	1,068
Victorian Electoral Commission	Ballot Services	706
Victorian Equal Opportunity & Human Rights Commission	Accounting / Audit / Financial Services	408,414
Victorian Government Solicitor's Office	Legal Services	4,648,766
	Office Services	1,800
Virtual Connexion Pty Ltd	Communication Services	7,562
Vodafone Hutchison Australia Pty Ltd	Information Technology Services	853

VENDOR NAME	SERVICES PROVIDED	EXPENDITURE (EXCLUDING GST) \$
Wallis Consulting Group Pty Ltd	Customer Satisfaction via PTV analysis report	29,100
	Research on the Impact Protective Service Officers (PSO) Deployment on Public Security	9,735
Wilson Security Pty Ltd	Security Services	3,805,084
Windsong View Pty Ltd The Sheppard Trust	Professional Development	3,938
Wisely Trust Trading As Wise Workplace Solutions	Independent Workplace Cultural Review	563
	Professional Development	1,500
	Workplace Complaints and Investigations / Workplace Services	8,500
Word of Mouth Technology Pty Ltd	Communication Services	578
Workforce Advantage Pty Ltd	Facilitating Services	13,000
	Professional Development	44,560
Working Together	Mediation Services	2,550
	Professional Development	500
Workplace Training & Advisory Australia Pty Ltd	Professional Development	268
Workplace Wizards Pty Ltd	Workplace Complaints and Investigations / Workplace Services	495
WPC Group	Human Resource Services	63,316
Yvonne Yoong	Psychology Services	41,002
Zenith Interiors Pty Ltd	Office Services	1,000
Zenithoptimedia Australia Pty Ltd	Human Resource Services	139
	Procurement	702
TOTAL CONTRACTORS		110,366,904

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