# Victoria Police Annual Report 2021–2022

## Additional information available on request

**Financial Reporting Direction (FRD) 22 Standard disclosures in the Report of Operations (April 2022)** requires that additional information, as specified in section 5.20, must be retained by the Accountable Officer and made available on request, subject to the provisions of the *Freedom of Information Act* 1982.

Information that must be retained by the Accountable Officer is listed below.

### A statement that declarations of pecuniary interests have been duly completed by all relevant officers

Declarations of pecuniary interests have been duly completed by all relevant officers.

### Details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary

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

### Details of publications produced by the entity about the entity, and how these can be obtained

|  |  |  |
| --- | --- | --- |
| **Publication** | **Produced** | **How obtained** |
| Police Life | Spring/Summer 2021  Autumn/Winter 2022 | * 9,000 copies produced for each edition. * Available from police stations and the Victoria Police Centre. * [police.vic.gov.au/police-life-magazine](https://www.police.vic.gov.au/police-life-magazine) |

### Details of changes in prices, fees, charges, rates and levies charged by the entity

The Government has committed to publish full lists of the indexed charges on the websites of each department. In the case of Victoria Police, this information is published at [police.vic.gov.au/service-fees-and-penalties](https://www.police.vic.gov.au/service-fees-and-penalties). This information is not reproduced here.

Details of services provided by the Police Information Liaison Office are below:

|  |  |  |
| --- | --- | --- |
| **Title** | **2020–21**  **Rate** | **2021–22**  **Rate** |
| Continuous Checking Services – Provided to Government Agencies with Transactional Agreements with Victoria Police – rate per name checked. | $0.004670 | $0.004321 |
| Fulfillment of requests for Further Information made by Government Agencies with Transactional Agreements with Victoria Police, where not required for a Victorian Civil and Administrative Tribunal (VCAT) matter – rate per request. | $57.69 | $81.17 |
| Fulfillment of requests for Further Information made by Government Agencies with Transactional Agreements with Victoria Police, where required for a VCAT matter – rate per request. | $115.38 | $162.33 |

The above fees and charges are set using the following method:

1. Victoria Police’s estimate of expenses to be incurred in the provision of these services are calculated, taking into account the costs of wages of staff involved in the provision of the services, as well as overhead expenses such as ICT infrastructure used within the Police Information Liaison Office, building expenses, and the like.
2. These costs are apportioned between both the provision of Continuous Checking Services, and the provision of Requests for Information to form the cost base for that service.
3. The cost base for each service is then divided by the total estimated number of units to be provided for that financial year. This estimate is calculated by the Police Information Liaison Office, and then confirmed by the agency receiving the services.
4. The amount arrived at by Step 3 is then deemed to be the cost charged for Continuous Checking Services and Request for Information services.

The reason for the variation in the rates determined for the 2021–22 Financial Year when compared to the 2020–21 Financial Year is due to variations in the number of estimated checks to be conducted.

The above method is written into Transactional Agreements between Victoria Police and clients of the Police Information Liaison Office.

Victoria Police does not seek to make a profit on these services. Any surplus or deficit obtained in respect of the above services is solely a result in variations in the estimates used to set the above fees and charges, when compared to the actual number of requests submitted.

### Details of any major external reviews carried out on the entity

In 2021-22 the following major external reviews were completed:

|  |  |  |  |
| --- | --- | --- | --- |
| **Major Review** | **Conducted by** | **Purpose** | **Release date** |
| Investigation Summary: Operation Wingan  2021-IBAC-01 | Independent Broad-based Anti-corruption Commission | Operation Wingan was an investigation into the conduct of Victoria Police officers during the apprehension of a person (Person A) at Epping, Victoria on 13 September 2020. | 16 July 2021 |
| Operation Dawson: An investigation into alleged police misconduct by a former Victoria Police Superintendent  2021-IBAC-03 | Independent Broad-based Anti-corruption Commission | Operation Dawson was an investigation into the alleged police personnel misconduct of then Superintendent Paul Rosenblum. | 16 December 2021 |
| Operation Turon: An investigation into alleged misconduct by a former Victoria Police Assistant Commissioner  2021-IBAC-06 | Independent Broad-based Anti-corruption Commission | Operation Turon was an investigation into the alleged police misconduct of then Assistant Commissioner Brett Guerin. | 26 October 2021 |
| Coronial Investigation into the Death of Marilyn Burdon  2021-CCOV-06 | Coroners Court of Victoria | 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. | 21 September 2021 |
| Coronial Investigation into the Death of Raymond Thomas  2021-CCOV-08 | Coroners Court of Victoria | 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. | 20 September 2021 |
| Finding into death without inquest of Simone Quinlan  2021-CCOV-11 | Coroners Court of Victoria | 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. | 12 July 2021 |
| Finding into death with Inquest of Max Edward Loweke  2021-CCOV-12 | Coroners Court of Victoria | 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. | 12 January 2022 |
| Managing Body Worn Cameras (BWC) | Victorian Auditor-General’s Office | To examine how Victoria Police appropriately store, use and dispose of footage captured by BWCs. The audit also assessed if Victoria Police has appropriate governance arrangements for training staff to use BWCs and store recorded footage. | June 2022 |
| Effectiveness of Victoria Police’s staff allocation | Victorian Auditor-General’s Office | To examine Victoria Police’s understanding of its staffing needs and how Victoria Police uses this understanding to make strategic resourcing decisions. As part of the assessment, the Staff Allocation Model was reviewed. | September 2022 |

**Note**: External reviews tracked on Team Central

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

|  |  |  |
| --- | --- | --- |
| **Major research** | **Conducted by** | **Purpose** |
| Community Integration Support Program (CISP) Evaluation/Facilitating Disengagement project | Applied Security Science Partnership, Victoria University | The research is designed to establish further evidence-based insights into the factors that enhance motivation to participate in CISP, advance overall engagement with the program, and enhance disengagement from violent extremism in the Victorian context. As such, this research will provide further evidence integral to the work of the CISP into the future. |
| Validation of the Known Entity Management (KEM) Indicators Tool | Applied Security Science Partnership, Victoria University | Undertake a partial validation (content and face validity) of the NSW Police KEM to allow Counter Terrorism Command to make a fully informed decision on the potential suitability and efficacy of different person of interest Counter Terrorism prioritisation tools. |
| Research and development into a quantitative roadside drug testing device | Palo Alto Research Centre | To research/develop the feasibility of an evidentiary-standard roadside drug detection device that will provide a quantitative readout of concentration of targeted drugs from oral fluid samples collected at the roadside. |

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

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

| **Officer** | **Destination** | **Objective** | **Outcome** |
| --- | --- | --- | --- |
| 1x VPS-6  and  1x Superintendent | USA | Attend the Helicopter Association International Helicopter Expo (Dallas, Texas) and Texas Department of Public Safety - Aircrafts Operations. | Outcomes included gathering information from other law enforcement agencies and the commercial aviation expo. |
| 1x VPS-6 | Dubai | Attend the second INTERPOL Young Global Police Leaders Forum.  Invitation to attend was extended by INTERPOL and will facilitate the development of relationships between ANZPAA and INTERPOL. | Outcomes included deepening ANZPAAs connection with INTERPOLs Innovation Centre which hosted the event. The Innovation Centre undertake similar innovation and future-focused work and manage a large global policing network. The trip also assisted ANZPAA in identifying potential speakers for the ANZPAA Police Conference Program. |
| 1x Detective Sergeant | France | Attend operational meeting with the INTERPOL specialists’ group on Crimes Against Children and the Multidisciplinary Platform Against Criminal Threats  Global Undercover Group. Development of law enforcement techniques and methodologies regarding online child exploitation. | Outcomes included information sharing specific to the Joint Anti Child Exploitation Taskforce crime theme. Networking assisted in the ongoing collaboration of child exploitation investigations. |
| 1x Superintendent  1x Detective Sergeant  and  1x Detective Senior Constable | USA | Attend the 2022 International Outlaw Motorcycle Gang (OMCG) Investigators’ Association conference. | Outcomes included enhanced credibility as an expert police witness for OMCG matters. Information and knowledge gained will be used when providing statements and affidavits and when giving oral evidence in criminal proceedings and other OMCG related hearings for Victoria Police.  This will strengthen prosecutions and civil jurisdiction applications against OMCG members for Echo Taskforce, Victoria Police and other Law Enforcement Agency (LEA) partners.  The Echo Taskforce and LEAs have also benefitted from the knowledge gained by increasing the capability and quality of training packages, by sharing information, and by gaining an understanding of current trends. |
| 1x VPS-6  1x Assistant Commissioner  and  1x Deputy Commissioner | UK | Meet with Service Delivery Transformation experts across the UK to explore service delivery modes employed by other policing jurisdictions. | Research and engagement with UK police agencies and relevant services to enhance understanding of effective approaches to service delivery to assist Victoria Police to plan for the design, and implementation of Service Delivery Transformation. The engagement specifically focused on areas including:   * Operating model design * Evidence Based Policing * Partnership Models * Strategic demand * Capability requirements related to specialism and generalist skills * Understanding lessons from transformations * Insights on central and decentralised functions. |
| 1x Inspector | UAE | Attend the INTERPOL Match Fixing Taskforce meeting.  Exposure to new technologies and methods to exploit sport and betting agencies. | Conference hosted by INTERPOL with sporting integrity law enforcement partners, betting data companies and external sporting integrity bodies.  Victoria Police Sporting Integrity Intelligence Unit presented on the Australian approach to match fixing and corruption in sport and the emergence of ‘data casting’. |
| 1x SES-1 | New Zealand | Attend the Institute of Strategic Leadership Strategic Leadership Program and completion of higher learning. | Programme for upcoming CEOs and Senior Executives.  The program focused on executive leadership and personal insights, applying strong strategy and technical skills and leading outside an area of expertise.  The program supports organisations to develop strong unified and effective leaders as part of an executive team. |
| 1x FO-6 | USA | Attend third Gordon Research Conference on Forensic Analysis of Human DNA. | Outcomes included enhanced knowledge and research collaborations in the area of forensic genetics.  Increased knowledge of factors of importance in DNA transfer. |
| 1x Senior Sergeant  and  1 x Inspector | USA | Attend the Mission Critical Team Institute Summit.  Application of learnings from the course specifically targeted at instructors of critical teams. | Summit was attended by representatives from US Special Forces, Navy Seals, US Air Force Weapons School, New York Fire Department, NASA, Canadian Special Operations Forces Command, Wharton University research professors, NFL, NBA, Los Angeles and Alfred Hospital trauma surgeons and Australian SAS amongst others. Learnings identified will influence future recruitment for the Security Services Division. |
| 1x Sergeant | UK | Participate in the Chemical, Biological & Radiological (CBR) Capability Exercise to ensure Victoria Police’s capability regarding CBR detection, protection, investigation, decontamination and communications remain current and in line with international standards. | Experience gained in working cohesively and efficiently in a multi-jurisdictional national team exposed to complex contaminated CBR scenes.  Results were achieved displaying competence to handle a response should such an event occur here. A network has been developed to further mature this capability jurisdictionally in the future. |
| 1x FO-7 | USA | Attend the Expert Working Group meeting on human factors in DNA. | Outcomes of the working group meeting included significant progress to the overall project and final deliverable of an expert report on human factors in DNA. |
| 1x Detective Inspector | Israel | Israel Cyber Study Tour.  Exposure to contemporary cyber security activities and innovations to combat cybercrime. | Outcomes included building capability and knowledge on new cybercrime challenges which continue to be prevalent in Australia. This included a review of partnerships and collaboration with the aim of becoming leaders in cyber threats in the digital age. |
| 1x Deputy Commissioner | Switzerland and UK | Attend the 2022 Pearls in Policing Conference.  Engagement with UK police agencies and police executives on critical and emerging police challenges. | The 2022 Pearls in Policing Conference in Switzerland covered various innovative approaches to preventing and combating organised crime, particularly as technology is increasingly becoming the primary enabler for organised crime. The conference provided the opportunity to build relationships, strengthen co-operation with agencies worldwide, and to leverage off current and future research to assist future strategic work for Victoria Police.  Visiting the Metropolitan Police in England provided insight into the organisation’s approach to events and major incidents, command and control, gangs and violence, frontline structures and the Coordination and Tasking Office. Invaluable connections with the Metropolitan Police were made and significant learnings shared across the organisation. |

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

|  |  |  |
| --- | --- | --- |
| **Major promotional, public relations or marketing activity** | **Purpose** | **Total cost** |
| Police Assistance Line (PAL) and Online Reporting (OLR) advertising campaign | Broadcast and digital advertising campaign, supported by owned and earned communications, to promote awareness and understanding of the PAL and OLR in 2021–22. | $3,290,000 ex-GST. |

For further details please refer to Table 5.2 Government Advertising Expenditure (Chapter 5 - Other Disclosures), page 39 of the Victoria Police Annual Report 2021–2022.

### Details of assessments and measures undertaken to improve the occupational health and safety of employees

Please refer to ‘Occupational Health Safety and Wellbeing’ (Chapter 2 – Our People) page 11; and Table 2.2 OHS Key Performance Indicators (Chapter 2 – Our People) page 12 of the Victoria Police Annual Report 2021–2022.

### A general statement on industrial relations within the entity and details of time lost through industrial accidents and disputes

|  |  |
| --- | --- |
|  | **Time lost** |
| Industrial accidents(a)(b) | 139,482 (shifts) |
| Industrial disputes (c) | 0 |

***Notes:***

1. *‘Industrial Accidents’ has been interpreted as compensable time off work due to any workplace injury or illness (WorkCover claims) in line with advice from WorkSafe Victoria. The data provides the total shifts lost in the rolling 12 month period as at 30 June 2022.*
2. *Data is as extracted November 2022, as WorkCover claims can be made retrospectively total shift lost data can fluctuate for the 12 month period if data is extracted at a later date.*
3. *‘Industrial disputes’ has been interpreted as per the Fair Work Act 2009 meaning of protected (or unprotected) industrial action in the form of stop works or strikes.*

Victoria Police maintains strong relationships with The Police Association Victoria (TPAV) and the Community and Public Sector Union (CPSU) and places a high priority on consulting with them. Over the past year, additional consultative forums with TPAV and the CSPU have been held specifically to discuss the organisation’s response to the COVID-19 pandemic. In 2021–22, no time was lost due to industrial disputes.

For further information, refer to Incident Management (Chapter 2-Our People) page 11 of the Victoria Police Annual Report 2021- 2022.

### A list of major committees sponsored by the entity, the purposes of each committee and the extent to which the purposes have been achieved

Victoria Police is supported by a number of standing executive, corporate and advisory committees ensuring good corporate governance with a focus on improving organisational performance.

|  |  |  |
| --- | --- | --- |
| **Major Committee** | **Purpose** | **Extent of purpose achieved** |
| Cost Control Board  *Meets monthly* | Provides an ongoing, strategic focus on financial management. Considers and approves key financial management policies and procedures, business cases and major resource management decisions.  The Board is primarily focused on finance and resource management. However, it also has responsibility for project governance matters when risks to budget, scope, or time are identified. | The Cost Control Board achieved its purpose in 2021–22. The Board has an annual review process built into the Terms of Reference to ensure ongoing effectiveness and alignment to objectives. |
| Information Management and Governance Committee  *Meets bi-monthly* | Provides a strategic focus on Enterprise Information Management-related priorities and governance, risk management and compliance with organisational and government Information Management Frameworks and policies, strategic directions, and associated standards. Committee focus is under review by newly appointed Chief Digital Officer. | The Information Management and Governance Committee achieved its purpose in 2021–22. The Board has an annual review process built into the Terms of Reference to ensure ongoing effectiveness and alignment to objectives. |
| Operations Committee  *Meets bi-monthly* | Provides a risk-based approach to identifying, coordinating, and responding to significant community safety issues with a progressive focus on developing policing services. Provides a strategic focus on potential policy changes required to support both the internal and external operating environment. | The Operations Committee achieved its purpose in 2021–22. The Board has an annual review process built into the Terms of Reference to ensure ongoing effectiveness and alignment to objectives. |
| Police Procurement Board  *Meets monthly* | Ensures Victoria Police’s procurement strategy delivers effective outcomes that support organisational requirements; drives value; and ensures that procurement activity is conducted efficiently and in accordance with the commercial policy, processes and practices prescribed by the Financial Management Act 1994, the Victorian Government Purchasing Board policies, and the *Project Development and Construction Management Act* 1994. | The Police Procurement Board achieved its purpose in 2021–22. The Board has an annual review process built into the Terms of Reference to ensure ongoing effectiveness and alignment to objectives. |
| Safety, People and Culture Committee  *Meets bi-monthly* | Provides strategic direction regarding the development of safety, people and culture-related policies, strategies, plans and frameworks. Shapes organisational responses to emerging safety, people and culture-related issues, risks, and trends. Oversees safety, people and culture-related priorities, initiatives, and projects. The Safety, People and Culture Committee has Independent members. | The Safety, People and Culture Committee achieved its purpose in 2021–22. The Board has an annual review process built into the Terms of Reference to ensure ongoing effectiveness and alignment to objectives. |
| State Tasking and Coordination  *Meets monthly* | Identifies, monitors, and coordinates the response to community safety issues and emerging risks by focusing on the drivers of harm. Directly assigns Victoria Police resources based on prioritisation of issues and risks and monitors performance of resource deployment. | The State Tasking and Coordinating achieved its purpose in 2021–22. The Board has an annual review process built into the Terms of Reference to ensure ongoing effectiveness and alignment to objectives. |
| Victoria Police Human Research Ethics Committee | To ensure that any human research involving Victoria Police adheres to established ethical principles under the National Statement on Ethical Conduct in Human Research (2007).  As Victoria Police is a public authority within the meaning of s.38 of the *Charter of Human Rights and Responsibilities Act* 2006(the Charter), Victoria Police is bound by the Charter. In relation to research activities, the following human rights should be taken into consideration:  •the right to privacy and reputation under s.13 of the Charter; and  •the protection of families and children under s.17 of the Charter; and  •any other relevant rights in Part 2 of the Charter. | Achieves organisational compliance with the Australian Code for the Responsible Conduct of Research (2009) and the National Statement on Ethical Conduct in Human Research (2007).  Achieves compliance with the Charter. |
| Victoria Police Research Coordination Committee | To ensure that research involving Victoria Police complies with the Australian Code for the Responsible Conduct of Research (2009).  To also ensure that any research involving Victoria Police complies with applicable legislation and policy. | Research activity in Victoria Police is governed by Victorian and Commonwealth legislation. Any research activity conducted in connection with Victoria Police must be managed in accordance with the following Acts and any other relevant legislation:  •*Privacy and Data Protection Act* 2014  •*Health Records Act* 2001 *(Vic)*  •*Victoria Police Act* 2013  •*Constitution Act* 1975 *s.95*  •*Public Records Act* 1973  •*Freedom of Information Act* 1982(Vic)  •*Road Safety Act* 1986: s.92  •*Public Administration Act* 2004  •*Privacy Act* 1988(Cth)  •*Charter of Human Rights and Responsibilities Act* 2006 *(Vic).* |

### Details of all consultancies and contractors including:

### consultants/contractors engaged

### services provided

### expenditure committed to for each engagement

#### **Details of consultancies (valued at $10,000 or greater)**

In 2021–22, there were 49 consultancies where the total fees payable to the consultants were $10,000 or greater. The total expenditure incurred during 2021–22 in relation to these consultancies is $6.76 million (excluding GST). Details of individual consultancies are outlined below.

| **($ thousand)** | | | | |
| --- | --- | --- | --- | --- |
| **Consultant** | **Purpose of  Consultancy** | **Total approved project fee (excl. GST)** | **Expenditure 2021–22 (excl. GST)** | **Future expenditure (excl. GST)** |
| Allan G Houston | Independent Member of Executive Committee | 66 | 25 | 41 |
| Armin Australia Pty Ltd | Commercial Advisory | 400 | 33 | 367 |
| Avoka Technologies Pty Ltd | Consultancy relating to an eForm Solution | 263 | 239 | 24 |
| Causeway Consulting Pty Ltd | Audit and Risk Committee Member | 12 | 12 | 0 |
| Clayton UTZ Lawyers | Legal Advisory | 1,149 | 1,149 | 0 |
| Corrs Chambers Westgarth | Legal Advisory | 69 | 69 | 0 |
| D & D Taxation Consulting Pty Ltd | Accounting / Audit / Financial Services | 14 | 14 | 0 |
| Deloitte Consulting Pty Limited | Information Technology Services | 1,002 | 373 | 630 |
| Deloitte Touche Tohmatsu Ltd | Accounting / Audit / Financial Services | 86 | 63 | 24 |
| Deloitte Touche Tohmatsu Ltd | Business Advisory | 248 | 248 | 0 |
| Devers List Pty Ltd | Legal Advisory | 411 | 411 | 0 |
| DLA Piper | Legal Advisory | 941 | 177 | 764 |
| DXC Connect Pty Ltd | Business Advisory | 45 | 45 | 0 |
| Egis Oceania Pty Ltd | Technical/Professional Services | 131 | 12 | 119 |
| Executive Risk Solutions (Australia) Pty Ltd | Technical/Professional Services | 34 | 34 | 0 |
| Fire Risk Consultants Pty Ltd | Business Advisory | 30 | 30 | 0 |
| Foleys List Pty Ltd | Legal Advisory | 292 | 292 | 0 |
| G&Z Holdings Pty Ltd | Technical/Professional Services | 61 | 38 | 22 |
| Grosvenor Management Consulting | Police Medical Office Review | 66 | 66 | 0 |
| Grosvenor Management Consulting | Professional Advice on the Asset Investment Plan | 83 | 83 | 0 |
| Grosvenor Management Consulting | Transit and Public Safety Command Review | 91 | 56 | 35 |
| Grosvenor Management Consulting | Victorian Institute of Forensic Medicine (VIFM) Service Review | 28 | 18 | 11 |
| Grosvenor Management Consulting | VIFM Service Review | 109 | 11 | 98 |
| HLB Mann Judd | Technical/Professional Services | 11 | 10 | 1 |
| Indec Pty Ltd | Technical/Professional Services | 221 | 70 | 151 |
| Integrated Design & Engineering Solutions Pty Ltd | Technical/Professional Services | 67 | 67 | 0 |
| ISG Information Services Group Americas, Inc | Consultancy Services | 478 | 94 | 384 |
| Janice van Reyk | Audit and Risk Committee Member | 17 | 10 | 7 |
| Kari Kenna Sann T/A KSA Consult | Business Advisory | 49 | 25 | 24 |
| KPMG | Business Advisory | 673 | 558 | 114 |
| Leanne Close | Audit and Risk Committee Member | 20 | 12 | 8 |
| Maddocks | Legal Advisory | 78 | 78 | 0 |
| Martin C Boorman Consulting Pty Ltd | Technical/Professional Services | 214 | 82 | 132 |
| Monash University | Technical/Professional Services | 58 | 58 | 0 |
| Motorola Solutions Australia Pty Ltd | Technical/Professional Services | 79 | 79 | 0 |
| Nexon Asia Pacific Pty Ltd | Information Technology Services | 985 | 728 | 257 |
| Norton Rose Fulbright Australia | Legal Advisory | 26 | 26 | 0 |
| Paper Giant Pty Ltd | Technical/Professional Services | 178 | 178 | 0 |
| People Measures Pty Ltd | Employee Opinion Pulse Survey Report | 15 | 15 | 0 |
| Pinnacle HJWP Pty Ltd | Business Advisory | 44 | 41 | 3 |
| Price Water House Coopers Securities Ltd | Business Advisory | 18 | 18 | 0 |
| Price Waterhouse Coopers | Business Advisory | 75 | 21 | 54 |
| Project Willoughby Pty Ltd | Asset Management Accountability Framework Compliance Support | 18 | 18 | 0 |
| Prolink Australia Pty Ltd | Program Implementation, Management and Evaluation | 42 | 42 | 0 |
| Sandra Dell Andersen | Audit and Risk Committee Member | 28 | 16 | 12 |
| SAS Institute Australia Pty Ltd | Information Technology Services | 110 | 110 | 0 |
| SAS Institute Australia Pty Ltd | Services Rendered for NEO Platform | 304 | 304 | 0 |
| SAS Institute Australia Pty Ltd | Services Rendered for POI Management & Coordination | 154 | 38 | 115 |
| Security Consulting Group Pty Ltd | Security consultancy services for Transport and Logistics Centre (TALC) Project | 40 | 35 | 5 |
| Spectre Ballistic Solutions Pty Ltd | Technical/Professional Services | 30 | 20 | 10 |
| The Culture Group Pty Ltd | Business Advisory | 17 | 17 | 0 |
| Trident Advisory Service Pty Ltd | Business Advisory | 76 | 76 | 0 |
| VA Sciences Pty Ltd | Technical/Professional Services | 18 | 18 | 0 |
| Victorian Government Solicitor | Legal Advisory | 183 | 180 | 3 |
| Wendy Hanrahan | Consultancy Services for DSSD workshops | 71 | 67 | 4 |
| Wendy Hanrahan | Consultancy Services for ITIS Strategy Implementation | 111 | 105 | 6 |
| Yilki Guludun Tagai Law & Biocultural Knowledge Pty Ltd | Business Advisory | 46 | 46 | 0 |
| **Total consultancies (valued at $10,000 or greater)** | | **10,183** | **6,760** | **3,423** |

**Details of consultancies under $10,000**

In 2021–22, there were three consultancies engaged during the year, where the total fees payable to the individual consultancies was less than $10,000. The total expenditure incurred during 2021–22 in relation to these consultancies was $0.02 million (excl. GST).

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **($ thousand)** | | | | |
| **Consultant** | **Purpose of  Consultancy** | **Total approved project fee (excl. GST)** | **Expenditure 2021–22  (excl. GST)** | **Future expenditure (excl. GST)** |
| Chambers Consulting | Accounting / Audit / Financial Services | 17 | 8 | 8 |
| Composure Pty Ltd | Business Advisory | 8 | 8 | 0 |
| Metro Quest Pty Ltd | Safety, People & Culture Committee Member | 7 | 7 | 0 |
| **Total consultancies under $10,000** | | **31** | **22** | **8** |

**Details of contractors**

| **($ thousand)** | | |
| --- | --- | --- |
| **Contractor engaged** | **Contract Services Provided** | **Expenditure 2021–22  (excl. GST)** |
| Accenture Australia Pty Ltd | Information Technology Services | 249 |
| ACER Australian Council For Education Research Ltd | Psychological Services | 54 |
| Adecco Australia Pty Ltd | Human Resource Services | 74 |
| Alfred Health | Technical/Professional Services | 9 |
| AM Executive Pty Ltd | Professional Development | 6 |
| Amber Burnham Speech Pathology | Technical/Professional Services | 5 |
| Anastasia Novella & Associates | Psychological Services | 6 |
| Angie Gleeson | Psychological Services | 51 |
| ArcBlue Consulting (Australia) Pty Ltd | Technical/Professional Services | 50 |
| Arup Australia Pty Ltd | Architectural Services | 22 |
| Asta Solutions Pty Ltd | Information Technology Services | 14 |
| Australian Network on Disability | Human Resource Services | 57 |
| Australian Red Cross Society | Technical/Professional Services | 34 |
| Avtech Aviation Solutions Pty Ltd | Business Advisory | 18 |
| AW Psychology | Psychological Services | 36 |
| Baumgart Clark Architects Pty Ltd | Architectural Services | 16 |
| Beyond Limits Consulting Pty Ltd | Information Technology Services | 189 |
| BMT Design & Technology Pty Ltd | Business Advisory | 13 |
| Carol Bowen | Industrial Relations Services | 23 |
| Cecily Moreton | Professional Development | 9 |
| Chisholm Institute of TAFE | Professional Development | 129 |
| Cinetech Digital Pty Ltd | Technical/Professional Services | 83 |
| Clayton UTZ Lawyers | Legal Services | 708 |
| Clicks Recruit (Australia) Pty Ltd | Human Resource Services | 96 |
| Confluent Inc. | Information Technology Services | 19 |
| Converge International Incorporating Resolutions RTK | Coaching Services | 4 |
| Converge International Incorporating Resolutions RTK | Health and Wellbeing Review | 16 |
| Converge International Incorporating Resolutions RTK | Psychological Services | 190 |
| Corporate Wisdom (Australia) Pty Ltd | Professional Development | 16 |
| Corrs Chambers Westgarth | Human Resource Services | 14 |
| Corrs Chambers Westgarth | Legal Services | 2,560 |
| CyberCX Pty Ltd | Information Technology Services | 25 |
| Datatime Services Pty Ltd | Information Technology Services | 91 |
| Davidson Executive and Boards Pty Ltd | Human Resource Services | 33 |
| Deloitte Consulting Pty Limited | Information Technology Services | 84 |
| Deloitte Consulting Pty Limited | Business Advisory | 18 |
| Deloitte Consulting Pty Limited | Information Technology Services | 2,242 |
| Deloitte Touche Tohmatsu Ltd | Business Advisory | 40 |
| Denisa Goldhammer | Psychological Services | 12 |
| Devers List Pty Ltd | Legal Services | 1,458 |
| Dixon Appointments | Human Resource Services | 183 |
| Donald Cant Watts Corke (VIC) Pty Ltd | Architectural Services | 36 |
| Dr Teresa Flower | Psychological Services | 8 |
| DWB Trust T/A D W Bowe & Assoc. Pty Ltd | Professional Development | 24 |
| eCreators Pty Ltd | Technical/Professional Services | 53 |
| Enex Pty Ltd | Information Technology Services | 76 |
| Enex Pty Ltd | Technical/Professional Services | 14 |
| Engineering Systems Management Pty Ltd | Professional Development | 9 |
| Ernst & Young | Business Advisory | 29 |
| Ernst & Young | Business Advisory | 38 |
| Executive Central Group Pty Ltd | Professional Development | 63 |
| Fluid Frameworks Pty Ltd | Technical/Professional Services | 178 |
| Foleys List Pty Ltd | Legal Services | 1,404 |
| FPPV Pty Ltd | Architectural Services | 171 |
| Frontier Assessments Pty Ltd | Technical/Professional Services | 5 |
| G4S Custodial Services Pty Ltd | Custodial Services | 9,028 |
| GASSNER PTY LTD | Professional Development | 22 |
| GJ & K Cleaning Services Pty Ltd | Cleaning Services | 77 |
| GJ & RM Enterprises Pty Ltd | Business Advisory | 301 |
| Global Vision Media Pty Ltd | Technical/Professional Services | 24 |
| Grange Advisory Pty Ltd | Industrial Relations Services | 17 |
| Hardcat Pty Ltd | Information Technology Services | 17 |
| Hays Personnel Services (Aust) Pty Ltd | Human Resource Services | 673 |
| Hays Specialist Recruitment (Australia) Pty Limited | Human Resource Services | 864 |
| HCL Australia Services Pty Ltd | Information Technology Services | 679 |
| Hotelstaff Pty Ltd | Human Resource Services | 9 |
| Howells List Barristers | Legal Services | 154 |
| Hudson Global Resources (Aust) Pty Ltd | Human Resource Services | 10 |
| HWL EBSWORTH LAWYERS | Technical/Professional Services | 63 |
| IBM Australia Limited | Information Technology Services | 25 |
| Institute for Strategic Leadership Pty Ltd | Professional Development | 15 |
| Integral Group Victoria Pty Ltd | Technical/Professional Services | 16 |
| IPTel Solutions Pty Ltd | Technical/Professional Services | 20 |
| Jacobs Group (Australia) Pty Ltd | Architectural Services | 15 |
| Jigsaw Search Pty Ltd | Human Resource Services | 35 |
| Jo Fisher Executive | Human Resource Services | 51 |
| Juvare Asia Pacific Limited | Information Technology Services | 84 |
| K & L Gates | Industrial Relations Services | 11 |
| Karla LOPEZ | Professional Development | 5 |
| Kim Stephens & Associates | Psychological Services | 32 |
| Kinetic IT Pty Ltd | Information Technology Services | 33,668 |
| KPMG | Business Advisory | 50 |
| KPMG | Business Advisory | 32 |
| Kristen Kappel | Psychological Services | 26 |
| Kul Technologies Pty Ltd T/A XKG | Program Implementation, Management and Evaluation | 10 |
| Kul Technologies Pty Ltd T/A XKG | Services Rendered for the Blue Connect Program - ETMS | 90 |
| Lambert Rehbein (VIC) Pty Ltd | Architectural Services | 10 |
| Lander & Rogers | Legal Services | 98 |
| Limebridge Australia Pty Ltd | Accounting / Audit / Financial Services | 35 |
| Lonsdale Solutions Pty Ltd | Information Technology Services | 67 |
| Luke Frizon | Professional Development | 19 |
| Maddocks | Legal Services | 497 |
| Mathew Roy Keene | Professional Development | 7 |
| Mcarthur (VIC) Pty Ltd | Human Resource Services | 196 |
| Meier Business Systems Pty Ltd | Human Resource Services | 6 |
| Melbourne Health | Technical/Professional Services | 24 |
| Melissa Lagozzino | Psychological Services | 28 |
| Michael Evans Psychological Services | Psychological Services | 70 |
| Michelle Kaye Spinks | Psychological Services | 10 |
| Minter Ellison | Legal Services | 598 |
| Mood and Mind Psychology | Psychological Services | 35 |
| Moray & Agnew (Melbourne) | Legal Services | 64 |
| Naomi Overton | Psychological Services | 36 |
| Natalie Stitt | Psychological Services | 41 |
| NECA Education and Careers Ltd | Human Resource Services | 12 |
| No To Violence | Professional Development | 79 |
| Norton Rose Fulbright Australia | Legal Services | 431 |
| O'Hehir Family Trust T/A Blackrole K9 | Technical/Professional Services | 30 |
| OMNI Executive Pty Ltd | Business Advisory | 32 |
| oobe Pty Ltd | Information Technology Services | 18 |
| oobe Pty Ltd | Information Technology Services | 14 |
| oobe Pty Ltd | Information Technology Services | 112 |
| Patty Navarro | Psychological Services | 44 |
| Peacemaker ADR | Industrial Relations Services | 11 |
| Peacemaker ADR | Human Resource Services | 19 |
| Prahran Psychology Pty Ltd | Psychological Services | 29 |
| PricewaterhouseCoopers Consulting Australia Pty Ltd | Project Management | 676 |
| Prime Forensic Psychology Pty Ltd | Psychological Services | 15 |
| QinetiQ Pty Ltd | Information Technology Services | 51 |
| QinetiQ Pty Ltd | Technical/Professional Services | 4 |
| Real People Victoria Pty Ltd | Professional Development | 42 |
| RSM Bird Cameron | Business Advisory | 47 |
| Russell Kennedy | Legal Services | 396 |
| Sacon Group Pty Ltd | Information Technology Services | 69 |
| Sandra Plant | Psychological Services | 28 |
| SAS Institute Australia Pty Ltd | Information Technology Services | 49 |
| SAS Institute Australia Pty Ltd | Information Technology Services | 134 |
| Sean Xavier Pannia | Technical/Professional Services | 84 |
| Secmon1 Pty Ltd | Industrial Relations Services | 12 |
| Security Consulting Group Pty Ltd | Technical/Professional Services | 19 |
| Sentinel Data Security | Information Technology Services | 25 |
| Serco Citizen Services Pty Ltd | Information Technology Services | 16,563 |
| Shepherd Philip John T/A Active Leadership | Professional Development | 28 |
| Sketch Group | Technical/Professional Services | 6 |
| Skytraders Pty Ltd | Technical/Professional Services | 8,746 |
| Slade Group Pty Ltd | Technical/Professional Services | 79 |
| SoNET Systems Pty Ltd | Information Technology Services | 324 |
| Speech Pathology Services Victoria | Professional Development | 22 |
| Starflight Victoria Pty Ltd | Technical/Professional Services | 26,938 |
| Stephen Michael Fahey | Psychological Services | 40 |
| Strategi Solutions (Australia) Pty Ltd | Project Management | 496 |
| Stunuod Pty Ltd | Information Technology Services | 11 |
| Swinburne University of Technology | Project Management | 145 |
| Sysintegra Pty Ltd | Information Technology Services | 83 |
| Tech Mahindra Limited | Project Management | 99 |
| Telstra | Project Management | 1,883 |
| Terra Firma Pty Ltd | Information Technology Services | 39 |
| Terra Firma Pty Ltd | Technical/Professional Services | 168 |
| The Agility Concept Pty Ltd | Information Technology Services | 49 |
| The Social Research Centre Pty Ltd | Technical/Professional Services | 169 |
| The Trustee for Peter William Partners Trust T/As Peter William Partners | Human Resource Services | 45 |
| The Zalt Group | Professional Development | 7 |
| Thinkerbell Pty Ltd | Technical/Professional Services | 200 |
| TMEC Australia | Professional Development | 6 |
| University of Melbourne | Business Advisory | 70 |
| University of Tasmania | Tertiary Services | 1,800 |
| Urbis Pty Ltd | Business Advisory | 20 |
| ValueFlow IT Pty Ltd | Technical/Professional Services | 41 |
| Vanessa Carty | Psychological Services | 37 |
| Versa Agency Pty Ltd | Information Technology Services | 18 |
| VicLab Pty Ltd | Technical/Professional Services | 8 |
| Victoria University | Business Advisory | 49 |
| Victoria University | Technical/Professional Services | 59 |
| Victorian Government Solicitor | Legal Services | 16,232 |
| Victorian Government Solicitor | Professional Development | 1 |
| Victorian Public Sector Commission | Human Resource Services | 87 |
| Victorian Public Sector Commission | Professional Development | 50 |
| Victorian Public Sector Commission | Technical/Professional Services | 4 |
| Warrick Brewer | Psychological Services | 15 |
| Wendy Hanrahan | Technical/Professional Services | 8 |
| Wilson Security Pty Ltd | Security Services | 5,201 |
| Wise Workplace Solutions Pty Ltd | Industrial Relations Services | 89 |
| Workplace Conflict Resolution Pty Ltd | Industrial Relations Services | 8 |
| YSAS Pty Ltd | Technical/Professional Services | 871 |
| Yvonne Yoong | Psychological Services | 25 |
| **Total contractors** | | **145,202** |