# Victoria Police Annual Report 2022–2023

## Additional information available on request

Financial Reporting Direction (FRD) 22 Standard disclosures in the Report of Operations (April 2023)requires that additional information, as specified in section 5.21, 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.

**Note:** Relevant officers include all senior executive service (SES) officers, assistant commissioners, deputy commissioners, deputy secretaries and the Chief Commissioner of Police.

### 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.

**Note:** Senior officers include all senior executive service (SES) officers, assistant commissioners, deputy commissioners, deputy secretaries and the Chief Commissioner of Police.

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

| **Publication** | **Produced** | **How to obtain** |
| --- | --- | --- |
| Police Life | * Spring/Summer 2022 * Autumn/Winter 2023 | * 10,000 copies of Spring / Summer 2022 produced * 20,000 copies of Winter / Autumn 2023 produced * Available from police stations and the Victoria Police Centre * [police.vic.gov.au/policelife](http://www.police.vic.gov.au/policelife) |

### 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) and is not reproduced here.

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

| **Title** | **2021–2022 Rate** | **2022–2023 Rate** |
| --- | --- | --- |
| Continuous Checking Services — provided to Government agencies with transactional agreements with Victoria Police — rate per name checked | $0.004321 | $0.003710 |
| 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 matter — rate per request | $81.17 | $59.74 |
| Fulfillment of requests for further information made by Government agencies with transactional agreements with Victoria Police, where required for a Victorian Civil and Administrative Tribunal matter — rate per request | $162.33 | $119.48 |

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 information and communication technology infrastructure, 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 2022–2023 Financial Year when compared to the 2021-2022 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 2022–2023 the following major external reviews were completed.

| **Major review** | **Conducted by** | **Purpose** | **Release date** |
| --- | --- | --- | --- |
| Special report on police misconduct issues and risks associated with Victoria Police's Critical Incident Response Team (CIRT) | Independent Broad-based Anti-Corruption Commission (IBAC) | This special report outlines incidents involving CIRT officers that raise misconduct risks, recommendations IBAC has made to Victoria Police, and work that Victoria Police has undertaken to improve practices in CIRT. | 25 October 2022 |
| Predatory behaviour by Victoria Police | IBAC | Predatory behaviour by Victoria Police Officers is an ongoing focus for IBAC. This thematic review builds on IBAC’s 2015 report on predatory behaviour by police officers against vulnerable members of the public, which found that colleagues tacitly accepted such behaviour, and supervisors and managers failed to act to address it. | 02 May 2023 |
| Inquest into the death of John Beirouti | 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. | 19 September 2022 |
| Finding into the death of Elizabeth Wilms | 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. | 27 October 2022 |
| Finding into death after inquest of Vlado Micetic | 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. | 22 November 2022 |
| Finding into death after inquest of Gabriel Messo | 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. | 19 January 2023 |
| Investigation into the death of Veronica Nelson | 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. | 30 January 2023 |
| Finding into death with inquest of [Jacqueline Isabella Vodden](https://www.coronerscourt.vic.gov.au/sites/default/files/COR%202017%20004768_Coroners%20Finding_Jacqueline%20Vodden_Redacted.pdf) | 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. | 14 March 2023 |
| Examination report into privacy and information handling training at Victoria Police | Office of the Victorian Information Commissioner | The objective of the examination was to ascertain whether the training provided meets the requirements of Information Privacy Principle (IPP) 4.1 under the *Privacy and Data Protection Act* 2014 Act. IPP 4.1 outlines that an organisation must take reasonable steps to protect the personal information it holds from misuse and loss and from unauthorised access, modification, or disclosure. | 15 August 2022 |
| The effectiveness of Victoria Police’s staff allocation | Victorian Auditor-General’s Office (VAGO) | VAGO examined Victoria Police’s understanding of its staffing needs. VAGO also looked at how Victoria Police applies this understanding to make strategic resourcing decisions, including development and use of the Staff Allocation Model. | 01 September 2022 |

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

| **Major research** | **Conducted by** | **Purpose** |
| --- | --- | --- |
| Evaluation of the Youth Crime Prevention and Early Intervention Project (YCPEIP) | Allen & Clarke Consulting | To evaluate the YCPEIP, which is designed to substantially reduce rates of re-offending amongst young people (10–24 years of age) in Melbourne’s western suburbs through increased cautions, diversions, early referrals to legal and social supports, and community legal education. This is a collaboration between Victoria Police, WEstjustice, Victoria Legal Aid and a range of support services.  The terms of reference for this evaluation include:   * performance against YCPEIP objectives * efficiency gains achieved * providing a benchmark for future evaluation and assessment * effectiveness of collaboration with YCPEIP partners * providing recommendations on the YCPEIP future requirements. |
| 2022–23 Police Assistance Line (PAL) and Online Reporting (OLR) advertising campaign | EY Sweeney | Qualitative and quantitative research to measure awareness and effectiveness of the 2022–23 PAL and OLR advertising campaign. |
| 2022–23 Police recruitment advertising campaign | Whereto | Qualitative and quantitative research to measure awareness and effectiveness of the 2022–23 police recruitment advertising campaign. |
| Roster analysis and development report | Orkest Consulting | To provide an assessment of current rostering practices within Victoria Police’s General Duties workforce, develop alternative roster options and recommendations for management consideration. |

### 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** |
| --- | --- | --- | --- |
| 1 x Detective Sergeant  1 x Detective Inspector | USA | To attend the California Gang Investigators Association 30th Annual National Gang Violence Conference. | Increased knowledge and best-practice exchange with international law enforcement agencies to address challenges arising from street gangs. |
| 1 x Superintendent | UK | To attend the Evidence Based Policing International Conference. | Delivery of address to international police audience on transformational policing process underway in Victoria. |
| 1 x Deputy Commissioner  1 x Assistant Commissioner  3 x Superintendent  1 x Inspector | UK | To attend the 2022 Birmingham Police Commonwealth Games Police Observer Program. | Firsthand insight and access to all aspects of final security preparations for the Commonwealth Games. This informed planning preparations for the 2026 Commonwealth Games, including development of program and governance frameworks. |
| 1 x Sergeant | USA | To attend the 2022 National Technical Investigators Association Conference — Kentucky. | Exposure to advanced learnings in covert technology and solutions to improve current techniques and methodologies. |
| 1 x Assistant Commissioner  1 x Detective Inspector | USA | To attend the USA Research and Law Enforcement Engagement (Illicit Firearms) Study Tour. | Exposure to contemporary investigation activities, technology, and innovation to combat sophisticated and organised firearm-related crime. This supports building capability and response enhancement, in line with Victoria Police *Illicit Firearm Strategy 2022–25* and *Serious and Organised Crime Strategy 2022–25.* |
| 1 x Assistant Commissioner  1 x Inspector  1 x VPS6 | Netherlands | To attend the 23rd International Council on Alcohol, Drugs and Traffic Safety Conference. | Informed further development and evaluation of strategies relating to evidential roadside testing for cannabis, cocaine, and other drugs. |
| 1 x FO-6 | USA | To attend the 29th Congress of the International Society for Forensic Genetics plus visit to National Library Centre of Bureau of Alcohol, Tobacco, Firearms and Explosives. | Building and strengthening DNA research collaboration network. |
| 1 x VPS5 | Singapore | To collaborate with INTERPOL Crimes Against Children Victim Identification Taskforce. | The identification and protection of children identified in child sexual abuse material. |
| 2 x Detective Senior Constable | Papua New Guinea | To support the Geelong Youth Engagement Program’s Kokoda Track. | Building positive relationships with “at risk” youth. |
| 2 x Deputy Commissioner | USA | To attend the Leadership in Counter Terrorism Alumni Association (LinCT-AA) Conference 2022. | Exposure to contemporary investigation methodologies and inform strategic policy development in counter terrorism. |
| 1 x Assistant Commissioner  1 x Deputy Commissioner | USA | To attend the LinCT-AA Conference 2023. | Increased knowledge in domain of serious counter terrorism policy, partnerships, and investigation.  Collaboration with Five Eyes Law Enforcement Agency community around best practice/innovation. |
| 1 x Acting Inspector | USA | To attend Irregular Warfare Technical Support Directorate (IWTSD) working groups. | Provided input into, and access to emerging technologies and projects in chemical, biological, radiological, nuclear and explosives, as well as other IWSTD capabilities. This also supported capability, and enabled the building and strengthening of the chemical, biological, radiological, nuclear and explosives first responder collaboration network. |
| 2 x Inspector | Canada | To attend the International Association of Women in Policing Conference and visit the Toronto Police Service headquarters. | Learnings informed current strategies and frameworks, including *Keeping You Safe: Victoria Police Strategy 2023–2028 and* the *Equal, Safe & Strong: Victoria Police Gender Equality Strategy 2020–2030.* |
| 1 x Inspector | UK | To attend the 4th International Police Education Conference. | Access to world leading expertise in public order management. |
| 1 x Detective Senior Constable | Papua New Guinea | To support the Geelong Youth Engagement Program’s Kokoda Track. | Building positive relationships with “at risk” youth. |
| 1 x Sergeant | Norway | To attend the Advanced Negotiator Tactics Conference. | Increased knowledge and development of best practice in negotiator capability. |
| 1 x Inspector  1 x VPS4 | USA | To attend the Global Shield Network Conference. | Provision of insight into protective security concepts and programs at international level. |
| 1 x Detective Senior Constable | Belgium | To attend the International Female Undercover forum. | Increased understanding of gender-specific undercover issues. |
| 1 x FO-7 | USA | To attend the USA Human Factors in DNA Working Group meeting. | Provision of expert input into international report aimed at improving forensic DNA analysis |
| 1 x Inspector | Netherlands | To attend the International Surveillance Group Conference. | Increased collaboration and maintenance of ongoing relationships with Dutch National Police and other International Surveillance Group members. |
| 1 x VPS5 | Singapore | To attend the INTERPOL STRATalks Conference. | Enhanced Australia New Zealand Policing Advisory Agency (ANZPAA) foresight capability. |
| 1 x Senior Sergeant | USA | To visit the Public Safety Officials Program. | Inform strategy and enhance response to terrorism related incidents in crowded places. |
| 1 x Detective Senior Sergeant | France | To present at the 39th Operational Meeting of the Specialist Group on Crimes Against Children. | International collaboration and sharing of Victoria Police knowledge and skills to assist in the ongoing collaboration of child exploitation investigations. |
| 1 x Detective Senior Constable | Netherlands | Undertaking of research, as part of the Angela Taylor Scholarship. | Undertake research on the topic of psychological injury in the covert policing environment. |

### 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 (excl. GST)** |
| --- | --- | --- |
| Police Assistance Line (PAL) and Online Reporting (OLR) | Broadcast and digital advertising campaign, supported by owned and earned communications, to promote awareness and understanding of the PAL and OLR in 2022–23. | $2,962,000 |
| Unwanted Sexual Behaviour on Public Transport (STOPIT) | Broadcast and digital advertising campaign, supported by owned and earned communications, to educate and promote awareness and understanding of the new text-based notification service, STOPIT, in 2022–23. | $620,500 |

For further details, refer to Government Advertising Expenditure (Chapter 5 — Other Disclosures) of the *Victoria Police Annual Report 2022–23*.

### 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) of the *Victoria Police Annual Report 2022–23*.

### 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) | 144,072 (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 2023.
2. Data is as extracted September 2023. As WorkCover claims can be made retrospectively, data can fluctuate for the 12-month depending on the date extracted.
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. In 2022–23, no time was lost due to industrial disputes. For further information, refer to Incident Management (Chapter 2 — Our People) of the *Victoria Police Annual Report 2022–23*.

### 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 several standing executive, corporate and advisory committees ensuring good corporate governance with a focus on improving organisational performance.

| **Major committee** | **Purpose** | **Extent of purpose achieved** |
| --- | --- | --- |
| **Executive Command Board**  *Meets weekly on contemporary issues and meets monthly on strategic issues* | Is the primary decision-making and oversight body for Victoria Police on matters that have organisation-wide impacts including, but not limited to; strategic and long-term priorities; new policy and strategy projects, financial and resourcing matters, risk management, major investment, and organisational reform. | The Executive Command Board achieved its purpose in 2022–23. The board has an annual review process built into the Terms of Reference to ensure ongoing effectiveness and alignment to objectives. |
| **Digital Transformation Committee**  *Meets once every two months* | Provides a strategic focus on digital innovation, technology project delivery and operations, information management and cyber security. It supports the implementation of the strategy to digitally transform Victoria Police by leading cultural change and providing advice to Executive Command regarding strategic directions and digital investment priorities. Provides oversight and advice on enterprise information management and security related priorities, governance, risk management and compliance with organisational and government Information Management Frameworks, policies, strategic direction, and associated standards. | The Digital Transformation Committee achieved its purpose in 2022–23. The committee has an annual review process built into the Terms of Reference to ensure ongoing effectiveness and alignment to objectives. |
| **Operations Committee**  *Meets once every two months* | 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 2022–23. The committee has an annual review process built into the Terms of Reference to ensure ongoing effectiveness and alignment to objectives. |
| **Police Procurement Board**  *Meets once every two months* | Ensures our 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*, Victorian Government Purchasing Board policies, and the *Project Development and Construction Management Act 1994*. | The Police Procurement Board achieved its purpose in 2022-23. The board reviewed its Terms of Reference to ensure ongoing effectiveness and alignment to objectives. |
| **Safety, People and Culture Committee**  *Meets once every two months* | 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 and people and culture-related priorities, initiatives, and projects. | The Safety, People and Culture Committee achieved its purpose in 2022–23. The committee 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 our resources based on prioritisation of issues and risks, and monitors performance of resource deployment. | The State Tasking and Coordination Committee achieved its purpose in 2022–23. The Committee has an annual review process built into the Terms of Reference to ensure ongoing effectiveness and alignment to community safety objectives articulated in the *Keeping You Safe Strategy 2023-2028*. |
| **Resource and Cost Committee**  *Meets monthly* | Provided a strategic focus on financial and resource management. Considered and approved key financial management policies and procedures, business cases and major resource management decisions.  The Committee also had responsibility for project governance matters when risks to budget, scope, or time were identified. | The Resource and Cost Committee achieved its purpose in 2022–23. The committee concluded in March 2023 and its responsibilities were adopted as standing agenda items of the Executive Command Board. |
| **Victoria Police Finance Board**  *Meets monthly* | Provides oversight of our financial management to the Victorian Government and the Chief Commissioner of Police. Provides advice on new initiatives that may assist with longer-term budget reparation and alternatives to offset permanent cost drivers and funding misalignments. | The Victoria Police Finance Board achieved its purpose in 2022–23. 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,* and the *Australian Code for the Responsible Conduct of Research 2018.* As Victoria Police is a public authority within the meaning of section 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 section 13 of the Charter * the protection of families and children under section 17 of the Charter * any other relevant rights in Part 2 of the Charter. | The Victoria Police Human Research Ethics Committee achieved its purpose in 2022–23. |
| **Victoria Police Research Coordination Committee** | To ensure that research involving Victoria Police complies with the *Australian Code for the Responsible Conduct of Research 2018,* and that any 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).* | The Victoria Police Research Coordination Committee achieved its purpose in 2022–23. |
| **Audit and Risk Committee**  *Meets once every three months (plus one special meeting to review Victoria Police’s annual financial statements)* | Provides independent assurance and assistance to the  Chief Commissioner of Police regarding our financial, risk, control, and compliance frameworks, in addition to our external accountability responsibilities. Maintains effective communication with external auditors and considers recommendations from internal and external auditors. | The Audit and Risk Committee achieved its purpose in 2022–23. The committee has an annual review process built into the Terms of Reference to ensure ongoing effectiveness and alignment to objectives. |

### 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 2022–23, there were 44 consultancies where the total fees payable to the consultants were $10,000 or greater. The total expenditure incurred during 2022–23 in relation to these consultancies is $7.53 million (excluding GST).

| **Consultant** | **Purpose of consultancy/services provided** | **Total approved project fee**  **($ thousand) (excl. GST)** | **Expenditure 2022**–**2023**  **($ thousand)**  **(excl. GST)** | **Future expenditure**  **($ thousand)**  **(excl. GST)** |
| --- | --- | --- | --- | --- |
| ACIL Allen Consulting Pty Ltd | Business advisory | 97 | 97 | 0 |
| Avoka Technologies Pty Ltd | Consultancy relating to an eForm solution | 266 | 263 | 0 |
| Chandler Macleod Group Ltd | Human resource services | 58 | 58 | 0 |
| Clayton UTZ Lawyers | Legal advisory | 547 | 142 | 404 |
| Composure Pty Ltd | Business advisory | 71 | 69 | 2 |
| Deloitte Consulting Pty Limited | Information technology services | 60 | 60 | 0 |
| Deloitte Touché Tohmatsu Ltd | Accounting/audit/financial services | 24 | 24 | 0 |
| Deloitte Touché Tohmatsu Ltd | Program implementation, management, and evaluation | 269 | 258 | 11 |
| DLA Piper | Legal advisory | 166 | 115 | 51 |
| Egis Oceania Pty Ltd | Technical/professional services | 82 | 82 | 0 |
| Ernst & Young | Technical/professional services | 254 | 254 | 0 |
| G&Z Holdings Pty Ltd | Technical/professional services | 73 | 68 | 0 |
| Gartner Australasia Pty Ltd | Information technology services | 665 | 648 | 17 |
| Gravity Consulting Services | Information technology services | 45 | 23 | 23 |
| Hoban Recruitment Pty Ltd | Human resource services | 31 | 31 | 1 |
| Holding Redlich | Legal advisory | 11 | 11 | 0 |
| Hospitality Food Collective | Consultancy | 20 | 10 | 10 |
| Identity Care Australia & New Zealand Ltd | Technical/professional services | 1,457 | 223 | 1,234 |
| Janice van Reyk | Audit and Risk Committee member | 12 | 12 | 0 |
| Jenoptik Australia Pty Ltd | Review ANPR strategy review | 113 | 76 | 36 |
| Kari Kenna Sann T/A KSA Consult | Business advisory | 19 | 19 | 0 |
| KPMG | Business advisory | 394 | 394 | 0 |
| KPMG | Consultancy services for Victoria Police Strategy | 84 | 78 | 5 |
| KPMG | Consultancy services for youth strategy | 6 | 6 | 0 |
| KPMG | Consultancy services on anti-gangs strategy | 84 | 84 | 0 |
| Leanne Close | Audit and Risk Committee member | 31 | 28 | 4 |
| Leanne Close | Executive Remuneration Committee member | 6 | 4 | 1 |
| Monash University | Technical/professional services | 95 | 95 | 0 |
| Nexon Asia Pacific Pty Ltd | Information technology services | 390 | 166 | 225 |
| Orkest Consulting | Business advisory | 84 | 84 | 0 |
| Paper Giant Pty Ltd | Consultancy for the frontline mobility co-design project | 157 | 157 | 0 |
| People Measures Pty Ltd | Program implementation, management and evaluation | 17 | 16 | 1 |
| Peoplescout Technology Pty Ltd | Tender of recruiting services (whole of Government) contract | 50 | 12 | 38 |
| Pinnacle HJWP Pty Ltd | Business advisory | 75 | 64 | 11 |
| Price Waterhouse Coopers | Accounting/audit/financial Services | 18 | 18 | 0 |
| PricewaterhouseCoopers Consulting Australia Pty Limited | Technical/professional services | 5,483 | 2,584 | 2,899 |
| Profectus Services (Aust) Pty Ltd | Technical/professional services | 215 | 143 | 72 |
| Prolink Australia Pty Ltd | Program implementation, management, and evaluation | 53 | 53 | 0 |
| Roger Chao | Audit and Risk Committee member | 46 | 34 | 12 |
| Sandra Dell Andersen | Audit and Risk Committee member | 54 | 32 | 22 |
| SAS Institute Australia Pty Ltd | Project advisory services | 100 | 25 | 75 |
| SAS Institute Australia Pty Ltd | Services rendered for person of interest management & coordination | 269 | 242 | 0 |
| Seawright Consulting Services Pty Ltd | Business advisory | 27 | 27 | 0 |
| Secmon1 Pty Ltd | Program implementation, management, and evaluation | 200 | 120 | 80 |
| Security Consulting Group Pty Ltd | Security consultancy services for Attwood police facility | 32 | 13 | 19 |
| Security Consulting Group Pty Ltd | Security consultancy services for the Conducted Energy Devices (CED) Project | 90 | 60 | 30 |
| Security Consulting Group Pty Ltd | Security consultancy services for the Transport and Logistics Centre (TALC) Project | 84 | 79 | 0 |
| StrataPNA | Technical/professional services | 425 | 183 | 242 |
| Swinburne University of Technology | Program implementation, management, and evaluation | 15 | 11 | 0 |
| TSA Management Pty Ltd | Financial consultancy for Transport and Logistics Centre Project | 160 | 160 | 0 |
| Vincent Chrisp & Partners Pty Ltd | Building engineering services | 11 | 11 | 0 |
| Wendy Hanrahan | Consultancy services to implement functional structural review & workshops | 39 | 11 | 28 |
| Total consultancies (valued at $10 000 or greater) | | 13,133 | 7,535 | 5,554 |

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

In 2022–23, there were 14 consultancies engaged during the year, where the total fees payable to the individual consultancies was less than $10,000. The total expenditure incurred during 2022–23 in relation to these consultancies was $0.10 million (excl. GST).

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Consultant** | **Purpose of consultancy/services provided** | **Total approved project fee**  **($ thousand) (excl. GST)** | **Expenditure 2022–2023**  **($ thousand) (excl. GST)** | **Future expenditure**  **($ thousand) (excl. GST)** |
| Allan G Houston | Independent member of Executive Committee | 49 | 10 | 0 |
| Anne Dalton & Associates | Probity advisory services | 20 | 5 | 15 |
| Benny Button Pty Ltd | Consultancy services for the Leadership Capability Uplift Project | 6 | 6 | 0 |
| Chambers Consulting | Accounting/audit/financial services | 11 | 8 | 2 |
| Corporate Scorecard Group | Technical/professional services | 10 | 9 | 1 |
| Deadset Films | Digital editing services | 6 | 6 | 0 |
| Eldar Salkovic T/As Innox Solutions | Business advisory | 14 | 8 | 6 |
| Fire Risk Consultants Pty Ltd | Business advisory | 5 | 5 | 0 |
| Human Impact Engineering | Expert report and analysis | 6 | 6 | 0 |
| JAZ Building Consultants | Building code consultancy services | 6 | 6 | 0 |
| Manpower Services Australia Pty Ltd | Human resource services | 7 | 6 | 0 |
| Mediation Institute Pty Ltd | Professional development | 6 | 6 | 0 |
| Metro Quest Pty Ltd | Safety, People & Culture Committee Member | 12 | 9 | 3 |
| Project Willoughby Pty Ltd | Capital budget prioritisation and allocation framework | 7 | 7 | 0 |
| Total consultancies under $10,000 | | 164 | 98 | 27 |

**Details of contractors**

| **Contractor** | **Contract services provided** | **Expenditure**  **2022**–**2023**  **($ thousand) (excl. GST)** |
| --- | --- | --- |
| Accenture Australia Pty Ltd | Human resource services | 337 |
| Accenture Australia Pty Ltd | Information technology services/communications | 257 |
| Accenture Australia Pty Ltd | Project management | 340 |
| Accenture Australia Pty Ltd | Services rendered for the Conducted Energy Devices (CED) Project | 117 |
| ACER Australian Council for Education Research Ltd | Psychological services | 67 |
| Adecco Australia Pty Ltd | Human resource services | 19 |
| Alfred Health | Technical/professional Services | 10 |
| Allen and Clarke Consulting Pty Ltd | Program implementation, management, and evaluation | 81 |
| Amber Burnham Speech Pathology | Technical/professional Services | 10 |
| Angie Gleeson | Psychological services | 24 |
| ArcBlue Consulting (Australia) Pty Ltd | Professional development | 11 |
| Arq Group Enterprise Pty Ltd | Project management | 18 |
| Asta Solutions Pty Ltd | Information technology services | 28 |
| Australian Network on Disability | Human resource services | 36 |
| Avionics 2000 Pty Ltd | Fixed wing support service | 2,421 |
| AW Psychology | Psychological services | 35 |
| Axess Commercial Interiors Pty Ltd | Building construction | 435 |
| Beyond Limits Consulting Pty Ltd | Information technology services | 116 |
| Beyond Limits Consulting Pty Ltd | Technical/professional services | 72 |
| Bite Visual Communications Group Pty Ltd | Office/document design | 28 |
| Black Dog Institute | Technical/professional services | 5 |
| Brash Family Trust T/A Brash Consulting | Health and wellbeing review | 59 |
| Bravo Consulting Group Pty Ltd T/A Bravo Careers | Professional development | 18 |
| Brimarco | Design and manufacture of medium mobile policing units | 495 |
| Chapmans List Barristers Pty Ltd | Legal services | 16 |
| Clayton UTZ Lawyers | Legal services | 1,906 |
| COACT Solutions Pty Ltd | Professional development | 14 |
| Code Black Threat Management | Psychological services | 9 |
| Confluent Inc. | Services rendered for the National Criminal Intelligence System Project Project | 455 |
| Converge International Incorporating Resolutions RTK | Psychological services | 39 |
| Converge International Pty Ltd | Psychological services | 189 |
| Core Integrity Pty Ltd | Workplace complaints and investigations/workplace services | 19 |
| Corrs Chambers Westgarth | Legal services | 3,545 |
| Cube Company Pty Ltd | Architectural Services | 13 |
| CyberCX Pty Ltd | Information technology services | 198 |
| Datatime Services Pty Ltd | Information technology services | 106 |
| Dean Janover | Psychological services | 23 |
| Deloitte Consulting Pty Limited | Information technology services | 435 |
| Deloitte Consulting Pty Limited | Oracle Cloud business case and implementation | 64 |
| Deloitte Consulting Pty Limited | Project management | 675 |
| Deloitte Consulting Pty Limited | Services rendered for the National Criminal Intelligence System Project | 458 |
| Deloitte Consulting Pty Limited | Services rendered for the Enterprise Legal Document Management | 149 |
| Deloitte Touche Tohmatsu Ltd | Services Rendered for FSD business engagement model | 9 |
| Devers List Pty Ltd | Legal services | 1,072 |
| Dixon Appointments | Human resource services | 417 |
| DXC Enterprise Limited | Information technology services | 16,396 |
| Dohrmann Consulting Trust T/A Dohrmann Consulting Pty Ltd | Services rendered for the Conducted Energy Devices Project | 5 |
| Donald Cant Watts Corke (VIC) Pty Ltd | Architectural services | 51 |
| eCreators Pty Ltd | Technical/professional services | 6 |
| Element Architects Pty Ltd | Technical/professional services | 12 |
| Elizabeth Anne French | Psychological services | 16 |
| Emergency Vehicle Technologies Australia | Design and manufacture of medium mobile policing units | 30 |
| Erin Tibbitts | Professional development | 9 |
| Ernst & Young | Accounting/audit financial services | 65 |
| Ernst & Young | Non-financial audit/review | 102 |
| Ernst & Young | Technical/professional services | 159 |
| Executive Central Group Pty Ltd | Professional development | 105 |
| Foleys List Pty Ltd | Legal services | 1,672 |
| FPPV Pty Ltd | Architectural services | 60 |
| G4S Custodial Services Pty Ltd | Custodial services | 12,930 |
| GJ & K Cleaning Services Pty Ltd | Cleaning services | 191 |
| GJ & RM Enterprises Pty Ltd | Oracle Cloud business case and implementation | 183 |
| Grange Advisory Pty Ltd | Workplace complaints and investigations/workplace Services | 12 |
| Hays Specialist Recruitment (Australia) Pty Limited | Human resource services | 2,534 |
| HCL Australia Services Pty Ltd | Information technology services | 354 |
| Hoban Recruitment Pty Ltd | Human resource services | 121 |
| Hudson Global Resources (Aust) Pty Ltd | Human resource services | 159 |
| Hunter & Braddon Lawyers Pty Ltd | Legal services | 10 |
| HWL EBSWORTH LAWYERS | Technical/professional services | 77 |
| IBM Australia Limited | Services Rendered for the Blue Connect Program - Cyber Defence | 22 |
| Institute for Strategic Leadership Pty Ltd | Professional development | 15 |
| Intopia Pty Ltd | Information technology services | 17 |
| INVICTUS PARTNERS PTY LTD | Accounting/audit/financial services | 40 |
| IPTel Solutions Pty Ltd | Technical/professional services | 13 |
| J3Seven Pty Ltd | Shield yearly service / maintenance plan | 88 |
| Jaime Leila Lake | Professional development | 9 |
| JFE Global Pty Ltd T/A Fisher Leadership/CogNative Solutions/Gig Executive/CLA | Human resource services | 14 |
| Juvare Asia Pacific Limited | Information technology services | 129 |
| K & L Gates | Workplace Complaints and Investigations/Workplace Services | 26 |
| Karla LOPEZ | Professional development | 18 |
| Kiandra IT Pty Ltd | Technical/professional services | 156 |
| Kim Stephens & Associates | Psychological services | 36 |
| Kinetic IT Pty Ltd | Information technology services | 21,616 |
| KLDiscovery Ontrack Pty Ltd | Technical/professional services | 25 |
| Knowledgeone Corporation Pty Ltd | Information technology services | 28 |
| Kristen Kappel | Psychological services | 13 |
| Lander & Rogers | Human resource services | 36 |
| Lander & Rogers | Legal services | 182 |
| Leora Benjamin T/A Central Speech Pathology Service | Professional development | 9 |
| Lonsdale Solutions Pty Ltd | Services Rendered for the Group Technology Projects | 111 |
| Maddocks | Legal services | 455 |
| Megumi and Associates Pty Ltd | Professional development | 35 |
| Melbourne Health | Enhanced clinical response program | 151 |
| Melissa Lagozzino | Psychological services | 30 |
| Michael Evans Psychological Services | Psychological services | 85 |
| Michael Page International (Australia) Pty Limited | Human resource services | 221 |
| Michelle Kaye Spinks | Psychological services | 12 |
| Mike Benson | Psychological services | 18 |
| Mingara Australasia Pty Ltd | Technical/professional services | 56 |
| Minter Ellison | Legal services | 661 |
| Monash University | Services Rendered for the Mobile Automated Number Plate Recognition Project | 9 |
| Mood and Mind Psychology | Psychological services | 23 |
| Moray & Agnew (Melbourne) | Legal services | 66 |
| Motorola Solutions Australia Pty Ltd | Services Rendered for the Automated Number Plate Recognition Project | 112 |
| MPE Mechanical Contracting Unit Trust | Building construction | 420 |
| Mu Consulting | Professional development | 8 |
| Nancy Mikhaiel | Legal services | 8 |
| Naomi Overton | Psychological services | 23 |
| Narelle Goodland | Professional development | 12 |
| Natalie Stitt | Psychological services | 45 |
| Norton Rose Fulbright Australia | Legal services | 395 |
| O'Connor Marsden & Associates Pty Ltd | Technical/professional Services | 28 |
| O'Hehir Family Trust T/A Blackrole K9 | Explosives detector dog training | 13 |
| oobe Pty Ltd | Business advisory | 23 |
| oobe Pty Ltd | Information technology services | 20 |
| oobe Pty Ltd | Services for Cloud, Digital and Data and analytics IT Implementation | 12 |
| oobe Pty Ltd | Services for Data & Analytical Pilot | 12 |
| oobe Pty Ltd | Services Rendered for the Blue Connect Program | 40 |
| Patty Navarro | Psychological services | 38 |
| PAX Workplace Lawyers | Workplace Complaints and Investigations/Workplace Services | 37 |
| Peacemaker ADR | Grievance review | 8 |
| Peacemaker ADR | Technical/professional services | 7 |
| Peacemaker ADR | Workplace Complaints and Investigations/Workplace Services | 15 |
| People Measures Pty Ltd | Psychological services | 12 |
| Peter Berry Consultancy Pty Ltd | Psychological services | 7 |
| PICA Criminal Lawyers | Legal services | 12 |
| PMT Security Systems Pty Ltd | Technical/professional services | 23 |
| Prahran Psychology Pty Ltd | Psychological services | 51 |
| Price Waterhouse Coopers | Accounting/audit/financial services | 17 |
| Price Waterhouse Coopers | Technical/professional services | 2 |
| PricewaterhouseCoopers Consulting Australia Pty Limited | Project management | 989 |
| QinetiQ Pty Ltd | Information technology services | 145 |
| QinetiQ Pty Ltd | Services Rendered for Conducted Energy Devices Project | 554 |
| Randstad Pty Ltd | Human resource services | 135 |
| Real People Victoria Pty Ltd | Professional development | 42 |
| Royal Automobile Club of Victoria (RACV) Ltd | Professional development | 28 |
| RSM Bird Cameron T/A RSM Australia Pty Ltd | Oracle Cloud Business Case and Implementation | 29 |
| Russell Kennedy | Legal services | 527 |
| SaaS Systems Pty Ltd | Information technology services | 76 |
| Salsa Digital Trust ATF Salsa Digital Pty Ltd | Information technology services | 69 |
| Sandra Plant | Psychological services | 36 |
| SAS Institute Australia Pty Ltd | Information technology services | 20 |
| SAS Institute Australia Pty Ltd | Professional development | 15 |
| SAS Institute Australia Pty Ltd | Services Rendered for the Blue Connect Program | 136 |
| SAS Institute Australia Pty Ltd | Services Rendered for the National Criminal Intelligence System (NCIS) Project | 18 |
| Sean Xavier Pannia | Victoria police dog squad training | 51 |
| SEMZ Property Advisory and Project Management | Technical/professional services | 49 |
| Sentinel Data Security | Information technology services | 25 |
| Serco Citizen Services Pty Ltd | Services Rendered for the Blue Connect Program | 16,262 |
| Sheila John Pty Ltd | Workplace complaints and investigations/workplace services | 9 |
| SHK Asia Pacific Pty Ltd | Human resource services | 12 |
| Site Intelligence Group | Information technology services | 85 |
| Skytraders Pty Ltd | Fixed wing support service | 8,192 |
| Slade Group Pty Ltd | Victoria police dog squad animal attendants | 99 |
| Slade Group Pty Ltd | Victoria Police mounted branch stable hand | 16 |
| SoNET Systems Pty Ltd | Information technology services | 487 |
| Speech Pathology Services Victoria | Professional development | 31 |
| St Vincent de Paul Society Victoria Inc | Custodial services | 68 |
| Starflight Victoria Pty Ltd | Helicopter support service | 23,417 |
| Stephen Michael Fahey | Psychological services | 35 |
| Strategi Solutions (Australia) Pty Ltd | Project management | 129 |
| Summit Coaching | Executive coaching sessions | 5 |
| Swinburne University of Technology | Program implementation, management, and evaluation | 145 |
| Talent International (VIC) Pty Ltd | Human resource services | 179 |
| Tech Mahindra Limited | Project management | 1,420 |
| Telesto Legal and Technology Pty Ltd | Human resource services | 21 |
| Telstra | Project work for the development and rollout of the Modern Workplace solution | 1,036 |
| Telstra | Telecommunication services | 2,433 |
| Telstra Limited | Project work for the development and rollout of the Modern Workplace solution | 1,861 |
| Terra Firma Pty Ltd | Technical/professional Services | 64 |
| The Distillery Pty Ltd | IT Services for Victorian Fixated Threat Assessment Centre | 60 |
| The Social Research Centre Pty Ltd | Technical/professional services | 15 |
| The Trustee for Maritime Survey Australia Hybrid Trust | Technical/professional services | 6 |
| The Trustee for Peter William Partners Trust T/As Peter William Partners | Human resource services | 9 |
| TPP Consultants Pty Ltd | Technical/professional services | 9 |
| Trace Consulting Group Pty Ltd | Technical/professional services | 25 |
| TSA Management Pty Ltd | Project management | 45 |
| United Commercial Projects Pty Ltd | Building construction | 447 |
| University College London | Professional development | 48 |
| University of Tasmania | Tertiary devices | 124 |
| ValueFlow IT Pty Ltd | Technical/professional services | 231 |
| Vanessa Carty | Psychological services | 40 |
| Victorian Consulting Engineers Pty Ltd | Technical/professional services | 8 |
| Victorian Government Solicitor | Business advisory | 3 |
| Victorian Government Solicitor | Legal services | 15,970 |
| Victorian Public Sector Commission | Human resource services | 192 |
| Victorian Public Sector Commission | Leadership development in VPS | 50 |
| Victorian Public Sector Commission | VPS executive induction program | 1 |
| Warrick Brewer | Psychological services | 13 |
| Watermark Search International Pty Ltd | Human resource services | 35 |
| Wellbeing Outfit Pty Limited | Health and wellbeing review | 85 |
| Wendy Hanrahan | Professional development | 29 |
| Williams & Burns Contracting Pty Ltd | Building construction | 195 |
| Wilson Security Pty Ltd | Security services | 6,629 |
| Wise Workplace Solutions Pty Ltd | Workplace complaints and investigations/workplace services | 45 |
| WSP Australia Pty Limited | Architectural services | 13 |
| YSAS Pty Ltd | Youth Outreach Project | 848 |
| Yvonne Yoong | Psychological services | 27 |
| Total contractors |  | 160,080 |