



VICTORIA POLICE

Victoria Police Annual Report 2022–23



Publication information

Victoria Police respectfully acknowledges the Traditional Owners of the country throughout Victoria. We pay our respects to Elders, past, present, and emerging, and continue to recognise and embrace the fact that Aboriginal people are connected to the oldest, continuous culture and history.

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Victoria Police Centre
311 Spencer Street, Docklands VIC 3008
police.vic.gov.au

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Responsible body's declaration

In accordance with the *Financial Management Act 1994*, I am pleased to present Victoria Police's Annual Report for the year ending 30 June 2023.



Shane Patton APM

Chief Commissioner of Police
5 October 2023

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Foreword from the Chief Commissioner of Police

In accordance with the *Financial Management Act 1994*, I am pleased to present the Victoria Police annual report for the reporting period ending 30 June 2023. The annual report is a record of our performance against a range of statutory requirements and the Government's budget performance measures. We have also included an overview of our most important programs, initiatives, and achievements over the past 12 months.

2022–23 in review

Victoria Police placed a strong focus on the priorities and challenges ahead for policing. We closely monitored crime trends and reporting, as Victorians increased their movement in the community following a two-year period impacted by the COVID-19 pandemic.

With crime prevention and disruption as our key focus, in July 2022 we launched Taskforce VIPER, a tactical and investigative unit comprising of specialist and regional police with the aim of targeting serious and organised crime groups. The Taskforce's first year achievements have made a significant step in dismantling criminal networks.

We also observed an increase in aggravated burglaries across the state, and quickly responded with the establishment of Operation Trinity, which involved highly visible police patrols along main arterials and feeder roads during the evening when offence rates were at their highest.

Emerging crime types remain on our radar. To ensure we are best placed to understand the harm that they cause to the community and hold the capability to respond accordingly, we developed targeted strategies on priority crime types including cybercrime, counter terrorism, and youth gangs. These strategies outline clear objectives for action and involve an integrated response across multiple work areas.

In October 2022, we supported the Victorian emergency management response to the devastating flood event, which affected communities in both regional Victoria, and metropolitan Melbourne. Our efforts demonstrated our ability to quickly deploy employees to frontline areas and adapt our practices during a crisis.

Employee welfare continues to be a key priority given the dynamic and confronting situations that our employees face. In February 2023, we established a Health, Safety and Wellbeing Taskforce to focus on preventing mental health injuries and supporting injured workers in their recovery and return to work. The model was developed in the 2022–23 financial year and will be implemented in late 2023. I am



confident that this model will encourage employees to seek support early and promote a healthy workplace.

Road safety remains a key priority for Victoria Police. Under the *Victoria Police Road Safety Strategy 2021–2024*, together with our road safety partners, we are committed to a vision of zero deaths and serious injuries on Victorian roads. Throughout the year, police were deployed to high-risk areas that were identified using an intelligence-led approach.

In June 2023, we released *Keeping You Safe: Victoria Police Strategy 2023–2028*, our five-year organisational strategy. With our three focus areas of exceptional policing services, professional people, and strategic partnerships, the strategy sets our focus for the next five years. It helps everyone who works in and with Victoria Police, to understand the difference we want our services to make.

A handwritten signature in black ink, appearing to read 'Shane Patton'.

Shane Patton APM
Chief Commissioner
Victoria Police

Our organisation

Victoria Police was established in 1853 and provides policing services to the Victorian community 24 hours a day, seven days a week. We uphold the law to promote a safe, secure, and orderly society. Our vision is for a community in which everyone is safe and feels safe, those affected by crime feel supported, and those who break the law are held to account.

Victoria Police's role as defined by the *Victoria Police Act 2013*, is to serve the Victorian community and uphold the law to promote a safe, secure, and orderly society. We achieve this by:

- preserving the peace
- protecting life and property
- preventing offences
- detecting and apprehending offenders
- helping those in need of assistance.

Our values

Our organisational values underpin our policies, procedures, practices, and how we interact with the community and each other.

Respect

Everyone is treated fairly and with dignity and feels valued and included.

Leadership

Being people-focused, confident but still humble and committed to living our values.

Professionalism

Being accountable, transparent, and committed to maintaining the highest standards of conduct.

Support

Having empathy and being genuinely committed to responding to the needs and wellbeing of others.

Integrity

Acting with honour, being fair and respectful of both the law and human rights.

Safety

Safety is at the heart of our purpose, it is fundamental to, and underpins, everything we do.

Flexibility

Providing a service that is agile and evolves with the community's needs.

Our services

Our services include:

- responding to calls for assistance in matters of personal and public safety, emergencies, and serious incidents
- preventing crime through a range of proactive community safety programs
- detecting and investigating offences and bringing to justice those responsible for committing them
- providing a visible presence within the community and at major events
- supporting the judicial process to achieve efficient and effective court case management, providing safe custody for alleged offenders, supporting victims, and ensuring fair and equitable treatment of victims and offenders
- providing professional prosecution services to support judicial proceedings
- providing assistance to coroners with their investigations into deaths and fires and support to our members who are investigating matters on behalf of coroners
- managing and coordinating major emergency responses with other agencies
- promoting safe road-user behaviour
- conducting private security and firearms licensing
- conducting national police record and fingerprint checks.

For further information about Victoria Police services, including regional maps, please visit our website: police.vic.gov.au

Victoria Police regions

Victoria Police provides policing services to the Victorian community 24 hours a day, seven days a week across the following four regions:

- Western Region – the largest geographic area covering 60 per cent of the state, spread across six divisions
- North West Metro Region – encompasses inner, western and northern areas of Melbourne, across five divisions

- Southern Metro Region – aligned to the southern metropolitan region, across four divisions
- Eastern Region – a geographically diverse region, incorporating both metropolitan, rural, and alpine areas, providing policing services across six divisions.

The four regional boundaries correspond with other Victorian Government department boundaries, which enhances service delivery across different parts of government, particularly in relation to emergency management.

Our operating environment

Victoria Police operates under the *Victoria Police Act 2013* (the Act). Disclosures required under the Act and other legislation, as well as additional reporting requirements, are presented in Chapter 5 – Other Disclosures.

Our organisational structure

The Chief Commissioner of Police is supported by four Deputy Commissioners and two Deputy Secretaries.

The Deputy Commissioner, Regional Operations has overall responsibility and oversight of all four police regions and the State Emergencies and Support Command.

The Deputy Commissioner, Specialist Operations has overall responsibility and oversight of the Forensic Services Department, Family Violence Command, Legal

Services Department, Road Policing Command, and the Commonwealth Games Command.¹

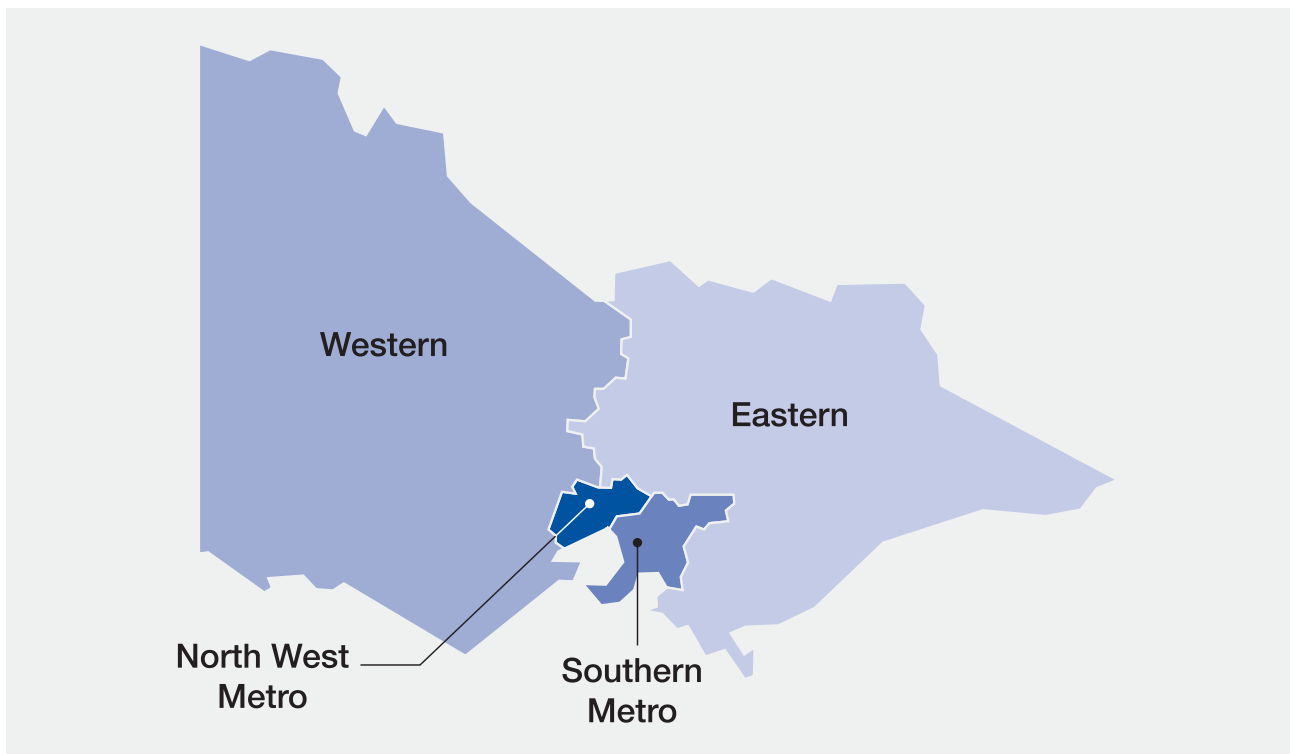
The Deputy Secretary, Corporate and Regulatory Services has overall responsibility and oversight of the Financial Services Department; Investment, Governance and Assurance Department; Human Resources Command; Regulatory Services Department; and Police Enquiry and Data Sharing Department.

The Deputy Secretary, Information Technology and Infrastructure Services has overall responsibility and oversight of the Operational Infrastructure Department; and the Digital Services and Security Department.

The Deputy Commissioner, Public Safety and Security has overall responsibility and oversight of the Crime Command; Counter Terrorism Command; Transit and Public Safety Command; and the recent portfolio additions of Reliever and Special References (from November 2022); Intelligence and Covert Support Command (October 2022); and Taskforce Reset (October 2022), which coordinates Victoria Police's response to the Royal Commission into the Management of Police Informants.

The Deputy Commissioner, Capability has overall responsibility and oversight of the Capability Department; Media, Communications and Engagement Department; People Development Command; Professional Standards Command, and Service Delivery Transformation Command.

Victoria Police regions



¹ On 18 July 2023, the Victorian Government announced its withdrawal from hosting the 2026 Commonwealth Games. As a result, the *Commonwealth Games Command* will be decommissioned in 2023–24.

Victoria Police organisational chart



Note:

(a) On 18 July 2023, the Victorian Government announced its withdrawal from hosting the 2026 Commonwealth Games. As a result, the Commonwealth Games Command will be decommissioned in 2023–24.

Senior leadership group

Executive Command Board

The Executive Command Board is made up of the Chief Commissioner of Police, all Deputy Commissioners and Deputy Secretaries and is responsible for providing leadership, strategic direction and oversight for the organisation, setting and modelling appropriate culture and behaviours and is the primary decision-making body for Victoria Police. The Executive Command Board members as of 30 June 2023 are:

- Shane Patton APM – Chief Commissioner of Police
- Wendy Steendam AM APM – Deputy Commissioner, Specialist Operations
- Rick Nugent APM – Deputy Commissioner, Regional Operations
- Ross Guenther APM – Deputy Commissioner, Public Safety and Security
- Neil Paterson APM – Deputy Commissioner, Capability
- Susan Middleditch – Deputy Secretary Corporate, and Regulatory Services
- Karl Kent OAM – Deputy Secretary, Information Technology and Infrastructure Services.

Command

Command is made up of the Chief Commissioner of Police, all Deputy Commissioners, Deputy Secretaries, Assistant Commissioners, Executive Directors, Commanders, and Directors. Command meets three times a year to discuss and link emerging community and organisational issues and strategic goals.

Delegations

The Chief Commissioner of Police is the Chief Constable and the Chief Executive Officer of Victoria Police under the *Victoria Police Act 2013* and the *Public Administration Act 2004* respectively. The Chief Commissioner of Police may delegate a range of powers to employees at differing ranks and levels. Decision-making occurs via delegations and through functional lines across the organisational and governance structures as set out and approved by the Chief Commissioner of Police.

Committees

Victoria Police is supported by several standing executive, corporate and advisory committees ensuring corporate governance focus on strategic objectives, managing relevant risks, and improving organisational performance.

Corporate committees

Decision-making committees	Focus
Executive Command Board <i>Meets weekly on contemporary issues and meets monthly on strategic issues</i>	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 strategic projects, financial and resourcing matters, risk management, major investment and organisational reform.
Digital Transformation Committee <i>Meets once every two months</i>	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.
Operations Committee <i>Meets once every two months</i>	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.
Police Procurement Board <i>Meets once every two months</i>	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 <i>Financial Management Act 1994</i> , Victorian Government Purchasing Board policies, and the <i>Project Development and Construction Management Act 1994</i> .
Safety, People and Culture Committee <i>Meets once every two months</i>	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.
State Tasking and Coordination <i>Meets monthly</i>	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.

Advisory committees

Advisory committees	Focus
Audit and Risk Committee^(a) <i>Meets once every three months (plus one special meeting to review Victoria Police's annual financial statements)</i>	Required by the Standing Directions of the Minister for Finance under the <i>Financial Management Act 1994</i> , the Audit and Risk Committee 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.
Victoria Police Finance Board^(a) <i>Meets monthly</i>	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.

Notes:

The Cost Control Board was decommissioned in March 2023 and standing items were transferred to Executive Command Board.

(a) Committee includes independent members

Oversight and assurance

Audit and Risk Committee membership

The Audit and Risk Committee is established under the *Financial Management Act 1994*. Its objective is to provide independent assurance and assistance to the Chief Commissioner of Police in relation to our risk, control and compliance framework, and external accountability responsibilities.

The committee has no executive powers, except those expressly provided by the Standing Directions of the Minister for Finance, and powers that may be delegated to it from time to time by the Chief Commissioner of Police. All committee members are external to, and independent of, Victoria Police. The Audit and Risk Committee members as of 30 June 2023 are:

- Ms Sandra (Sam) Andersen (Chair) LLB CPA FAICD FFin
- Ms Leanne Close APM
- Ms Janice van Reyk FAICD FCPA
- Mr Roger Chao MBA GAICD FGIA

Internal audit

In accordance with Standing Directions 2018 issued under the *Financial Management Act 1994* (Standing Directions), Victoria Police maintains an internal audit function (Standing Direction 3.2.2 – Internal Audit). Where the requirement to have an internal audit function arises, internal audit provides independent and objective assessment of the efficacy of the organisation's governance, risks, and controls. As required by the Standing Direction, the internal audit function must be independent of management.

In 2022–23, our internal audit function continues as a co-sourced arrangement under commercial contract with KPMG. Our internal audit program includes compliance and performance reviews, with outcomes and mitigation actions reported to the Executive Command Board and the Audit and Risk Committee.

Continuous auditing

Our Continuous Auditing Programs continued in 2022–23. Continuous audit activities use data analytics to identify control issues across key business processes and systems, providing ongoing assurance and timely insight into risk and control issues to senior management. The results of all Continuous Auditing Programs are reported to the Audit and Risk Committee quarterly.

Other organisation reviews

Victoria Police may receive recommendations to enhance business practices through reviews, audits, and inquiries, that are conducted internally, or by external agencies and oversight bodies. These reviews generally result in mitigation strategies aimed at addressing the risks identified in the findings.

External reviews of Victoria Police are undertaken by a range of bodies including:

- Victorian Auditor-General's Office (VAGO)
- Victorian Ombudsman
- Independent Broad-based Anti-corruption Commission (IBAC)
- Office of the Victorian Information Commissioner
- Victorian Equal Opportunity and Human Rights Commission
- Coroners Court of Victoria.

We may also assist in other public inquiries including but not limited to royal commissions and parliamentary inquiries.

Risk management

Under Standing Direction 3.7.1 – *Risk Management Framework and Processes*, Victoria Police must apply the 2020 Victorian Government Risk Management Framework. We are required to ensure consideration of material risks in decision making, and appropriately manage risk in view of relevant obligations, constraints, and objectives. Effective risk management enhances service delivery and community safety outcomes.

The Victorian Government Risk Management Framework describes the minimum risk management requirement to demonstrate that risks are managed effectively. It adopts the *ISO 31000:2018 Risk management – Guidelines*, an internationally accepted basis for best practice risk management.

Risk management obligations include the requirement that risk considerations are documented and reflected in the organisation's overall governance, strategic planning, performance management, financial management and service delivery processes and outcomes.

The Victoria Police Risk Management Framework aligns to the Victorian Government Risk Management Framework and incorporates the Victoria Police Risk Appetite Statement and risk evaluation matrix. Organisational risks are managed collaboratively and reported on regularly. Executive Command Board recognises risk management as an integral part of organisational culture, policies, systems, and processes required to ensure community safety. Executive Command Board is committed to advancing a positive risk culture to enhance understanding by all employees and contractors.

This will support all employee to manage risks in their areas of responsibilities through sound risk management practices.

Strategic planning

The *Victoria Police Capability Plan 2016–2025* and the *Victoria Police Capability Framework* continued to provide the strategic planning structure for 2022–23. On 15 June 2023, the *Keeping You Safe: Victoria Police Strategy 2023–2028* was launched and replaced the *Victoria Police Capability Framework*. This strategy outlines how we will keep the Victorian community safe by delivering activities aligned to three areas of focus:

- Policing: highly visible and responsive policing
- People: skilled people, ready and able to respond
- Partnerships: strong partnership across community, government, and business.

These commitments will be realised through a suite of initiatives and projects delivered by regions, departments, and commands and reflected in their action plans and in the annual *Victoria Police Corporate Plan*. Published annually in August, the corporate plan sets our priority areas for the year ahead and provides the focus for enhancing our services to the community for a safer Victoria.

Victoria Police is committed to building and maintaining a safe, respectful, and inclusive workplace and culture that embraces diversity and equality. The health, safety and wellbeing of our people is integral to the achievement of our primary role to deliver a safer Victoria.

Workforce overview

Victoria Police has more than 21,326 employees made up of police officers, protective services officers (PSOs), police custody officers (PCOs) and Victorian Public Service (VPS) employees. Further details about our workforce numbers can be found in Chapter 5 – Other Disclosures.

Full-time equivalent (FTE) summary

Employees (FTE)	As at 18 June 2022	As at 01 July 2023
Police	16,159	15,842
Police recruits	69	216
PSOs	1,438	1,412
Reservists	2	2
PCOs	386	346
VPS employees	3,344	3,507
Total	21,398	21,326

Notes:

1. This table is prepared in accordance with Financial Reporting Direction (FRD) 29 Workforce Data disclosure requirements and therefore excludes employees who were not on salary at the end of the last pay period of the financial year (which ended 01 July for 2022–23 and 18 June for 2021–22).
2. Due to rounding, FTE total may not tally, as the figures have been rounded to the nearest whole number, in line with FRD 29.
3. PCOs are VPS employees, but are listed separately.
4. This table excludes employees who are employed within statutory and nationally-funded bodies administered by Victoria Police.

A commitment to equality and inclusivity

Victoria Police is committed to building and maintaining a safe, respectful, and inclusive workplace by improving our culture and practice.

Gender equality

The *Equal, Safe & Strong: Victoria Police Gender Equality Strategy 2020–2030* (Gender Equality Strategy) sets out our plan to achieve sustainable gender equality in Victoria Police by 2030. The strategy provides for regular action plans that will hold Victoria Police accountable for gender equality outcomes through the 10 years.

In November 2022, Victoria Police launched the *Equal, Safe & Strong: Victoria Police Gender Equality Action Plan 2022–2024*. The action plan is designed to meet all requirements under the *Gender Equality Act 2020*. It identifies priorities and directs our efforts through 29 actions aligned to the following outcome areas:

- Our culture recognises and promotes the value of gender equality.
- Leaders take ownership and proactively sustain gender equality outcomes.
- The community has trust in our response to gendered violence.
- Gender does not restrict access to flexible work, recruitment, or progression.
- Employees have confidence in our response to gendered workplace harm.
- Gendered workplace harm is minimised.

There is a requirement under the *Gender Equality Act 2020* that a Gender Impact Assessment is applied to all new and amended policies and programs. In accordance with this and the Gender Equality Action Plan, we conducted 52 Gender Impact Assessments across a range of internal policies, educational programs, and policing services with direct and significant impacts on the Victorian community during 2022–23. As part of this process, localised solutions in support of specialist work-units were developed to assist in recruiting and maintaining a more diverse workforce.

Under the action plan, we also established the Gendered Harm Strategic Review Working Group to coordinate and

analyse intelligence to identify and address risks, to support targeted interventions and strengthen Victoria Police response to gendered workplace harm.

Diversity and Inclusion Framework

In early 2023, we launched our *Diversity and Inclusion Framework 2023–2030*. The framework aims to bring diversity, inclusion, and a sense of purpose and belonging into the leadership and operational frameworks of our organisation and supports the *Equal, Safe & Strong: Victoria Police Gender Equality Strategy 2020–2030*.

The framework identified numerous actions that impact all priority diversity portfolios that are required to address diversity and inclusion culture and practices. The framework, which is supported by four inclusion action plans, focuses on long-term transformation, knowledge building, capability, performance, and accountability to promote a diverse and progressive workforce. The inclusion action plans were informed by extensive internal and external stakeholder engagement.

Aboriginal and Torres Strait Islander Inclusion Action Plan 2023–2025

Building relationships with Aboriginal and Torres Strait Islander employees is imperative if we are to set the foundations for moving together towards self-determination and cultural safety in our organisation and in our service to the Aboriginal community.

This inclusion action plan details six actions that we will undertake to improve the workplace experience of Aboriginal and Torres Strait Islander employees, these are:

- strengthening applicant attraction strategies
- establishing a mentoring program
- holding an annual forum
- self-determination reform
- establishing a centralised Aboriginal community liaison officer coordination function
- enhancing the Aboriginal cultural awareness training undertaken by all employees.

Access and Inclusion Action Plan 2023–2024

This inclusion action plan details six actions we will undertake to improve the workplace experience of employees with disability. These are:

- promoting the uptake of special measures specified in the *Equal Opportunity Act 1977* for VPS positions
- reviewing and upgrading accessibility of our intranet
- developing an accessibility checklist for the content and the delivery of training and development programs
- reviewing and promoting the reasonable adjustment guide and passport
- developing a formal process to ensure all software and applications are accessible for employees with disability
- ensuring all new construction and major renovations are fully accessible.

CALD Inclusion Action Plan 2023–2024

We are proud to have a multicultural workplace, rich with people from different faiths, who speak different languages and have different ethnic backgrounds.

This inclusion action plan details three actions that we will undertake to improve the workplace experience of employees of culturally and linguistically diverse (CALD) backgrounds. These are:

- developing and implementing a mentoring program for CALD employees
- strengthening applicant attraction for people of CALD backgrounds
- developing a pilot CALD Peer Support program.

LGBTIQ+ Inclusion Action Plan 2023–2024

This inclusion action plan details three actions that we will undertake to improve the workplace experience of employees who identify as LGBTIQ+. These are:

- development of an LGBTIQ+ liaison officer recruitment network
- creating an LGBTIQ+ liaison officer workplace support guide
- development and promotion of guidelines for an inclusive workplace plan for trans and gender diverse employees and allies.

Key diversity and inclusion achievements in our workforce

During 2022–23, we held an inaugural annual Aboriginal employee forum and a Victoria Police Muslim Association forum. These forums provided an opportunity for our employees to share stories of the cultural burden experienced within their roles and to discuss the support they need to feel safe both in their roles and their communities.

We supported the establishment and launch of two new employee networks. The Women of Colour Network is run by and for, our self-identifying women of colour and strives to create safe and inclusive spaces across the organisation. The Trans and Gender Diverse Employee Network aims to create a safe space for trans and gender diverse employees to come together in a confidential and supported way. Both networks support us by improving diversity and inclusion practices, including recruitment, retention and progression of diverse talent.

In 2022–23, we increased awareness of issues impacting LGBTIQ+ employees through sponsoring the 2022 VPS Pride Awards and conducting trans and gender diverse inclusion awareness training. We have released system updates to enable employees to include their preferred pronouns on systems such as Microsoft Teams.

In February 2023, we hosted the 2023 World LGBTIQ+ Conference for Criminal Justice Professionals in Melbourne. Bringing together members of police organisations, public prosecution services and departments of justice from numerous

countries, the conference focused on building relationships across criminal justice professionals and organisations that have LGBTIQ+ communities. The purpose of the conference was to educate criminal justice professionals through dialogue as well as various programs and services that in turn result in policies, opportunities, practices and benefits to the workplace regardless of sexual orientation, gender identity and/or gender expression.

We are committed to employment practices and standards that are fair, equitable and inclusive by improving our capacity to employ, develop and retain people with disability. During 2022–23, we launched the Victoria Police Workplace Adjustment Passport. The passport allows employees with disability to share information about their needs with managers and ensures a structured, supported and systemic approach to the delivery of reasonable workplace adjustments. This demonstrates our commitment to employees and the Victorian community to achieve a whole-of-government target of 12 per cent of VPS staff being people with disability by 2025.

Victoria Police Diversity Recruitment Program

The Victoria Police Diversity Recruitment Program is a partnership between us and:

- Jesuit Social Services
- Victoria University
- AMES Australia
- African-Australian Multicultural Employment and Youth Services
- Matchworks
- Maurice Blackburn Lawyers
- Jobs Victoria
- Department of Education.

This program supports applicants from culturally diverse communities (including Aboriginal and Torres Strait Islander, Māori or Pasifika applicants and applicants who are of Middle Eastern, East and South Asian, South American and African heritage) to prepare and navigate the recruitment process to become police officers, PSOs or PCOs.

The program started in 2018 and has expanded to a 15-week accredited course where students are taught entrance exam preparation skills, fitness, swimming and first aid. All participants are matched with a Victoria Police mentor, attend a tour of the Victoria Police Academy and receive presentations from guest speakers throughout the course. Upon completion, Jesuit Social Services provide help during the recruitment phase and staff from our Centre for Law and Operational Development coordinate ongoing help and mentoring during training at the Victoria Police Academy.

Since 2018, 159 people from 53 cultures have completed the 15-week program. In 2022–23, there were 24 participants that graduated from the Victoria Police Academy, including 12 police, five PSOs and seven PCOs.

Developing leadership capability

The Leadership Capability Uplift program continues to focus on developing leadership that drives a respectful and inclusive workplace culture. This program was supported by the Victorian Government Community Safety Statement, with a further 613 managers and supervisors participating in development opportunities in 2022–23. The current participants are predominantly acting sergeants and recently promoted sergeants to ensure new leaders in the organisation are people focused. The It's About Respect gender equality program increased its reach in 2022–23, with 3123 members participating in programs. This includes over 800 recruits who participated in the program within their foundation training. Senior manager development programs also provided further uplift through adaptive leadership theories and concepts. This includes content from the Respectful Workplace Behaviours program as part of the Senior Sergeant and Inspector Development Programs. Since the introduction this year, we have trained approximately 80 senior sergeants and 40 inspectors.

Integrated Leadership Development Framework

In June 2023, the Integrated Leadership Development Framework (ILDF) was introduced as part of the police officer recruitment process. The ILDF forms the basis for recruitment and development of senior leaders in our organisation. Comprising of six core leadership characteristics:

- people focused
- adaptive
- values based
- accountable
- professional
- community minded.

The new framework is designed to uplift Victoria Police leadership capability and improve promotion and transfer processes for the organisation's senior managers. Implementation of the ILDF is currently underway across a suite of recruitment and deployment functions at superintendent and inspector ranks.

Employment conditions

The terms and conditions of employment for Victoria Police employees are governed by legislation, enterprise agreements and Victoria Police policy. In addition to the *Fair Work Act 2009* (Cth), and *Fair Work Regulations 2009* (Cth), our police officers and PSOs are governed by the *Victoria Police Act 2013* and *Victoria Police Regulations 2014*. Similarly, our VPS employees (including PCOs) are governed by the *Public Administration Act 2004*.

All employees have dedicated enterprise agreements, the Victoria Police (police officers, PSOs, police reservists and police recruits) Enterprise Agreement 2019 and the Victorian Public Service Enterprise Agreement 2020. Negotiations are currently underway for both enterprise agreements.

These enterprise agreements deliver industrial reforms and positive outcomes for all employees, including the continuation of projects and initiatives to enable efficiencies and improve the health and wellbeing of our people.

2022–23 Honours and awards

Victoria Police recognises the outstanding service and contribution of employees and the community to keeping Victoria safe. We bestow various medals and awards on our employees and a commendation may be awarded to members of the community for helping us. In 2022–23, 76 Victoria Police employees received 79 honours or awards and seven community members received a commendation. The list of honours and award recipients in 2022–23 can be found in Appendix C.

Occupational health, safety, and wellbeing

Summary

Victoria Police employees work in a challenging and often high risk environment. We are committed to providing a safe and healthy workplace for our employees, while reducing the impact of physical and psychological harm.

Our key focus to achieving a safe and healthy workforce includes:

- proactively supporting employees to prevent injuries
- supporting employees to remain at or return to work if they are injured

- investing in people, systems and processes to improve support for mental health
- maturing our safety culture across all levels of management and ensuring managers lead by example
- promoting a collaborative safety culture where employees feel supported, engaged and valued.

Incident Management

Reported incidents decreased by 25 per cent from the previous year to 4164 incidents in 2022–23.

We have processes to provide a range of support to help managers with return-to-work options for injured employees.

We established a Health Safety and Wellbeing Taskforce to implement multi-disciplinary hubs located across the state. The hubs will consist of specialist support services including mental health clinicians, educators, injury management consultants, health and safety advisors, career guidance advisors and business partners. The hubs are a collaborative, preventative and proactive approach in supporting employees and managers with early intervention and prevention.

Occupational health and safety (OHS) performance indicators

Measure	KPI	2020–21	2021–22	2022–23
Incidents	Number of incidents	3,914	5,524	4,164
	Rate per 100 FTE	17.98	25.82	19.46
	Number of incidents requiring first aid and/or further medical treatment	1,772	2,556	1,068
Claims ^(a)	Number of standard claims	938 ^(b)	1,295 ^(b)	1,272
	Rate per 100 FTE	4.31	6.05	5.96
	Number of lost time claims	970	1,525	1,467
	Rate per 100 FTE	4.45	7.13	6.86
	Number of claims exceeding 13 weeks	165 ^(b)	228 ^(b)	260
	Rate per 100 FTE	0.76	1.07	1.22
Fatalities	Fatality claims	3	2	2 ^(c)
Claim costs	Average cost per standard claim	\$229,101	\$165,022	\$188,062
Return to work	Percentage of claims with a return-to-work plan <30 days	Not available		
Management commitment	Evidence of OHS policy statement, OHS objectives, regular reporting to senior management of OHS, and OHS plans (signed by CEO or equivalent).	Completed		
	Evidence of OHS criteria(s) in purchasing guidelines (including goods, services, and personnel).	Completed		
Consultation and participation	Evidence of agreed structure of designated workgroups, health and safety representatives, and issue resolution procedures.	Completed		
	Compliance with agreed structure on designated work groups, health and safety representatives and issue resolution procedures.	Completed		
	Number of quarterly OHS Committee meetings	Not available ^(d)		

Measure	KPI	2020–21	2021–22	2022–23
Risk management	Percentage of internal audits/inspections conducted as planned.	100%	100%	100%
	Percentage of reported incidents investigated.	88.39%	75.29%	83.41%
	Number of Improvement Notices issued across the organisation by WorkSafe Inspector.	1	7	9
	Percentage of issues identified and actioned arising from: a. internal audits b. Health and safety representative provisional improvement notices c. WorkSafe notices.	100%	100%	100%
Training	Percentage of managers and staff that have received OHS training:			
	a. induction;	28.67%	27.81%	71%
	b. management training; and		Not available ^(e)	
	c. contractors and temporary employees		Not available ^(f)	
	Percentage of health and safety representatives trained: a. upon acceptance of role (initial training) b. retraining (annual refresher).		Not available ^(g)	

Notes:

- (a) Data sourced from Victorian WorkCover Authority. The date the claim is lodged has determined which financial year it is reported in. Due to the dynamic nature of claim data, figures may vary from that reported in earlier financial years.
- (b) Data reported in 2020–21 and 2021–22 has been updated to reflect current point-in-time data and to address variance in methodology.
- (c) As of 30 June 2023, both fatality claims received in 2022–23 were under WorkCover assessment.
- (d) Victoria Police regions and commands conduct quarterly OHS committee meetings, with involvement from their dedicated health and safety representatives. System capability does not extend to recording the number of meetings.
- (e) Senior sergeants and above receive occupational health and safety training during promotional and mandatory annual leadership training (recruits also receive foundational training during induction). There is no specific training data that can be attributed to these groupings.
- (f) Contractors and temporary employees attending a police facility sign-in and complete a station induction program. This local record keeping is not digitised.
- (g) Percentage of health and safety representatives is not available as the total number varies. A process is underway to accurately account for all of them.

Our performance

Victoria Police’s performance during the 2022–23 financial year is measured against a range of objective indicators. A summary of our financial performance is published to allow the community to see how we achieve our goals with the resources we are given.

Performance summary

Victoria Police received a Total Output Cost Budget of \$3,949 million in 2022–23 to deliver policing services to the Victorian community 24 hours a day, seven days a week. We are accountable to government and the community for our performance. This chapter presents information on our performance against the Victorian Government Budget Papers. The actions taken in accordance with the *Victoria Police 2022–2023 Corporate Plan* can be found in Chapter 4 – Year in review.

Performance against objective indicators

Each year, the Victorian Government provides an overview of the goods and services it provides to the Victorian community and details its budget decisions within *Budget Paper No. 3: Service Delivery* (BP3). Victoria Police is required to report on how we are meeting BP3 performance targets and how these outputs contribute to key objectives.

Objective				
Ensuring community safety through policing, law enforcement and prevention activities				
Output				
Policing and community safety				
Indicators				
Community safety during the day and at night	Community safety on public transport	Crime statistics	Number of road fatalities	Number of hospitalisations from road injuries

Source: 2022–23 Budget Paper No. 3: Service Delivery.

Performance data for both “Community safety during the day and at night” and “Community safety on public transport” indicators is collected via the *National Survey of Community Satisfaction with Policing* (NSCSP). Data extracted from the survey is also reported in the Commonwealth Productivity Commission’s *Report on Government Services* (RoGS) released in January each year. Due to timing, previous financial year’s survey data is published in RoGS.

The 2021–22 NSCSP results have also been reported and released in the January 2023 RoGS. The 2022–23 NSCSP results will be reported in the 2024 RoGS, published by the Commonwealth Productivity Commission in January 2024 and reported in the Victoria Police Annual Report 2023–24.

When completing the national survey, respondents were asked to rate their feelings for each indicator, ranging from “very unsafe” to “very safe”. Victorian results from those who reported feeling “safe” or “very safe” are shown in the following tables.

Community safety during the day and at night

The “Community safety during the day and at night” indicator reflects our efforts to improve safety and provide a secure environment for the community by measuring the level of safety that survey respondents (as a sample of Victorians) feel during the day and at night.

Measures	2017–18 (%)	2018–19 (%)	2019–20 (%)	2020–21 (%)	2021–22 (%)	Change from 2020–21 to 2021–22 (%)	Change over 5 years (%)
Walking alone in the neighbourhood during the day	87.4	88.1	89.9	91.5	91.8	+0.3	+4.4
Walking alone in the neighbourhood at night	47.1	48.1	49.1	51.7	51.1	-0.6	+4.0
At home alone during the night	83.0	83.8	85.9	88.0	88.1	+0.1	+5.1

Source: National Survey of Community Satisfaction with Policing

In 2021–22, 91.8 per cent of Victorians surveyed felt “safe” or “very safe” when walking alone in their neighbourhood during the day, which is an increase of 0.3 percentage points when compared to 2020–21 data. In 2021–22, 51.1 per cent felt “safe” or “very safe” walking alone at night, a decrease of 0.6 percentage points compared to 2020–21 data. In 2021–22, 88.1 per cent of Victorians felt “safe” or “very safe” at home alone during the night, recording an increase of 0.1 percentage points when compared to 2020–21 data.

Community safety on public transport

The “Community safety on public transport” indicator reflects our efforts to improve safety and provide a secure environment for the community by measuring the level of safety that survey respondents (as a sample of Victorians) feel on public transport.

Measures	2017–18 (%)	2018–19 (%)	2019–20 (%)	2020–21 (%)	2021–22 (%)	Change from 2020–21 to 2021–22 (%)	Change over 5 years (%)
Travelling on public transport during the day ^(a)	67.1	68.5	68.4	66.8	65.7	-1.1	-1.4
Travelling on public transport at night	31.3	32.3	32.6	31.6	31.6	0	+0.3

Sources: National Survey of Community Satisfaction with Policing

Note:

(a) In 2021, perceptions of safety travelling on public transport during the day changed from being asked nationally to being asked in Victoria only, and no longer reported in the Report of Government Services, Commonwealth Productivity Commission.

The percentage of Victorians surveyed who reported feeling “safe” or “very safe” on public transport during the day in 2021–22 was 65.7 per cent, representing a 1.1 percentage point decrease when compared to the previous year. The percentage of Victorians surveyed who reported feeling “safe” or “very safe” on public transport at night remained the same from as the previous year.

Crime statistics

Crime statistics are based on reports from the public and from crimes detected by police and demonstrate our progress in ensuring community safety through policing, law enforcement and crime prevention activities. The Crime Statistics Agency (CSA) is responsible for processing and publishing Victorian crime statistics, independent of Victoria Police. A further breakdown of crime statistics is available on the CSA website: crimestatistics.vic.gov.au

Changes to recorded crime can be due to increased policing presence and focus on community safety, police detection and enforcement activity, the introduction of new offences and/or increased police powers to enforce offences. Changes may also be due to social, economic, and environmental factors, or changing public confidence in reporting crime to police.

Indicator	2018–19	2019–20	2020–21	2021–22	2022–23	Change from 2021–22 to 2022–23 (%)	Change over 5 years (%)
Crimes against the person offences	81,070	83,007	85,408	82,104	84,308	2.7	4.0
Property and deception offences	287,069	303,910	251,780	236,023	272,290	15.6	-5.2
Drug offences	32,486	36,954	36,720	30,004	30,206	0.7	-7.0
Public order and security offences	34,910	31,676	29,871	28,619	29,100	1.7	-16.6
Justice procedure offences	76,598	80,992	84,558	81,292	88,741	9.2	15.9
Other offences	1,337	7,415	33,215	11,107	1,263	-88.6	-5.5
Total offences	513,470	543,954	521,552	469,149	506,408	7.9	-1.4
Total offence rate per 100,000 population	7,862.2	8,234.1	7,965	7,087	7,494.4	5.7	-4.7

Source: Crime Statistics Agency

Note: Further information about Crime Statistics Agency offence classification is available at crimestatistics.vic.gov.au/about-the-data/classifications-and-victorian-map-boundaries/offence-classification

In 2022–23, there was an increase in total recorded crime of 7.9 per cent from 469,149 offences in 2021–22 to 506,408 offences. Increases occurred across all listed categories, aside from a significant decrease in the “Other offences” category, which decreased by 88.6 per cent from 11,107 offences in 2021–22, to 1263 offences in 2022–23. The “Other offences” category included public health and safety offences introduced as part of the response to the COVID-19 pandemic.

“Crimes against the person” increased by 2.7 per cent, from 82,104 offences in 2021–22 to 84,308 offences in 2022–23, including an increase of 1755 “Assault and related offences”. Property and deception offences increased from 236,023 offences in 2021–22, to 272,790 in 2022–23, an increase of 15.6 per cent.

Performance against output measures for policing and community safety

We strive to reduce violence and crime through law enforcement, judicial support, community assistance, guidance and leadership. The output reflects the Victorian Government’s focus on reducing the overall incidence and fear of crime and enhancing the safety of individuals and families. The table below provides a comparison of actual results against performance target measures for 2022–23, resulting from the delivery of programs and services as part of the policing and crime prevention output.

The expansion of the Automated Number Plate Recognition technology and legislative amendments that came into effect in March 2022 introduced the impoundable offence of unaccompanied learner driver. This resulted in a substantial number of impounded and/or surrendered vehicles related to high-risk driving behaviours or other traffic offences.

Changes in Victoria Police policy, permitting youth support service referrals without the need for guardian consent, also resulted in a considerable increase in youth referrals.

The continued increase in national demand for National Police Checks, which are coordinated by the Australian Criminal Intelligence Commission (ACIC), also led to increases of National Police Check referral requests for Victoria Police.

The ongoing effects of the COVID-19 pandemic continue to impact the number of alcohol screening tests conducted in 2022–23. Despite reporting a variation against the 2022–23 target, this variation is significantly lower than the variation reported for 2021–22. Figures for alcohol screening tests are returning to normal levels after the removal of the altered testing approach implemented during the COVID-19 pandemic (to meet OHS requirements resulting from the Chief Health Officer’s directions) in November 2022. Temporary resource allocations to emergency management tasks in the first half of 2022–23 also impacted variances.

Performance measures	Unit of measure	2022–23 actual	2022–23 target	Performance variation (%)	Result
Quantity					
Community calls for assistance to which a Victoria Police response is dispatched	Number	863,831	900,000	-4.0	○
Contravention of family violence intervention order offences per 100,000 population	Number	800	720	11.1	✓
The actual is higher than the target due to detection by members through proactive tasking, with perpetrators checked while members are undertaking other duties. In addition, increased rates in affected family members reporting contraventions to police, and the increased use of technology to contravene orders such as text messages or social media messaging.					
Crimes against property – excluding family violence related crime (rate per 100,000 population)	Number	3,860.9	4,200	-8.1	✓
Crimes against property – family violence related (rate per 100,000 population)	Number	176.1	160	10.1	✓
The actual is higher than the target due to the increase in police members submitting family violence forms with property crimes resulting from the introduction of the Family Violence Risk Assessment tool.					
Crimes against the person – excluding family violence related crime (rate per 100,000 population)	Number	681	660	3.2	○
Crimes against the person – family violence related crime (rate per 100,000 population)	Number	566.7	580	-2.3	○
Number of alcohol screening tests conducted	Number	2,476,428	3,000,000	-17.5	■
The actual is lower than the target due the altered testing approach implemented during the COVID-19 pandemic (to meet OHS requirements) remaining in place until 8 November 2022, and the temporary deployment of members to emergency management tasks which also impacted testing capacity in the first half of 2022–23.					
Number of family violence incidents attended	Number	93,125	91,200	2.1	✓
Number of impounded/surrendered vehicles related to high risk driving behaviours or other traffic offences	Number	14,165	9,500	49.1	✓
The actual is higher than the target due to increased detection capability through expansion of Mobile Automated Number Plate Recognition technology within the highway patrol fleet and legislative amendments that came into effect in March 2022 that introduced the impoundable offence of an unaccompanied learner driver.					

Performance measures	Unit of measure	2022–23 actual	2022–23 target	Performance variation (%)	Result
Number of prohibited drug screening tests conducted	Number	150,600	150,000	0.4	✓
Number of youth referrals	Number	3,443	2,050	68.0	✓
The actual is higher than the target due to Police Policy update permitting Youth Support Service referrals without the requirement for guardian consent in addition to the referred young person consent.					
Police record checks conducted to contribute to community safety	Number	865,188	703,000	23.1	✓
The actual is higher than the target due to increases in demand for National Police Checks, which are coordinated by the ACIC. The ACIC continues to report increases in national demand for National Police Checks, leading to an increase of National Police Check referral requests for Victoria Police. Increases in requests for pre-emptive eligibility checks for juror suitability due to higher operational demands in the court systems, and increased output of security checks for police information liaison officers have also contributed to the increase.					
Total reported road fatalities in vehicle collisions	Number	277	≤200	38.5	■
The actual is higher than the target due to the increase in the number of multiple fatalities and collisions including passenger fatalities. The increase is consistent with the Transport and Accident Commission "Number of lives lost" data returning to pre-COVID-19 pandemic levels. Contributing factors include increased high risk driving behaviours (speeding and impaired driving), youth and inexperienced drivers (including motorcyclists), and driver distraction and inattention. Road users not appropriately adjusting driving behaviours during ongoing infrastructure works is also a contributing factor.					
Total persons reported injured in vehicle collisions	Number	18,811	15,000	25.4	■
The actual is higher than the target due an increase in number of reported vehicle collision injuries due to adverse driver behaviours. The increase is also due to the implementation of a new process to upgrade non-injuries to injuries in the Traffic Information System based on the insurance claims data from the Transport Accident Commission.					
Quality					
Perceptions of safety – walking locally at night	Per cent	58.2	55	5.8	✓
The actual is higher than the target due to an increase in individuals reporting they feel safer walking locally at night. This is indicative of a decrease in public perception of problems within their neighbourhood which has a direct influence on individual's perception of safety.					
Proportion of community satisfied with policing services (general satisfaction)	Per cent	73.1	80	-8.6	■
The actual is lower than the target. This is likely due to a lag in the community response to police involvement in enforcing COVID-19 pandemic restrictions being reflected in the National Survey of Community Satisfaction with Policing survey data which covers the previous 12 months. Results also indicate the impact of COVID-19 pandemic enforcement activity is still impacting community perception of police.					
Proportion of drivers tested by road safety cameras who comply with posted speed limits	Per cent	99.8	99.5	0.3	✓
Proportion of Family Incident Report affected family members receiving referrals	Per cent	86.1	87	-1.0	○
Proportion of successful prosecution outcomes	Per cent	93.9	92	2.1	✓
Proportion of the community who have confidence in police (an integrity indicator)	Per cent	75	82	-8.5	■
The actual is lower than the target likely due to a lag in the community response to police involvement in enforcing COVID-19 pandemic restrictions being reflected in the National Survey of Community Satisfaction with Policing survey data which covers the previous 12 months.					
Timelines					
Proportion of crimes against the person resolved within 30 days	Per cent	37.6	45	-16.4	■
The actual is lower than the target due to temporary reallocation of resources for emergency management tasks and other resourcing challenges which reduced the capacity to locate and arrest perpetrators.					
Proportion of property crime resolved within 30 days	Per cent	22.6	25	-9.6	■
The actual is lower than the target due to temporary reallocation of resources for emergency management tasks and other resourcing challenges which reduced the capacity to locate and arrest perpetrators.					
Cost					
Total output cost	\$ million	4162.8	3949.0	5.4	■

Sources: Victoria Police and CSA .

Key:

- ✓ Performance target achieved or exceeded.
- Performance target not achieved – within 5 per cent variance.
- Performance target not achieved – exceeds 5 per cent variance

Road fatalities and injuries

Under the *Victoria Police Road Safety Strategy 2021–2024*, we and our road safety partners are committed to a vision of zero deaths and serious injuries on Victorian roads. Our collective focus is to ensure all Victorians feel safe on and around our roads and progressively reducing fatalities and injuries from road trauma through ongoing operations and efforts to embed a culture of road safety in the Victorian community. To keep the community safe on our roads, we target intentional high-risk driving, rural roads, speeding, impaired driving, seatbelts, restraints, distracted and unauthorised drivers.

In 2022–23, there was a total of 277 road fatalities in Victoria, which is an increase of 31 fatalities compared to the previous year. The total number of road injuries increased by 1.5 per cent in 2022–23 compared to the previous year.

Road fatalities and injuries

	2018–19	2019–20	2020–21	2021–22	2022–23
Fatalities (lives lost) ^{(a) (b)}	263	231	203	246	277
Injuries ^(c)	17,811	19,746	18,262	18,539	18,811

Notes:

- (a) Due to the reclassification of road fatalities by the Road Fatality Review Panel, data may vary from that reported for earlier financial years.
 (b) Data may differ from the annual figures published elsewhere, as fatality data tends to be reported by calendar year rather than financial year.
 (c) Injuries include both serious and other injuries. Due to the nature of the Collision Management Information System operating as a dynamic database, data may vary from that reported for earlier financial years.

Road policing statistics by user

Road User	2021–22 ^(a)		2022–23	
	Lives Lost ^(b)	Injuries ^(c)	Lives Lost ^(b)	Injuries ^(c)
Driver	106	10,319	125	10,278
Passenger	39	2,996	46	3,054
Pedestrian	37	1,375	36	1,548
Bicyclist	14	1,288	11	1,282
Motorcyclist	45	2,369	51	2,261
Pillion Passenger	1	72	0	53
Other	4	120	8	335
Total	246	18,539	277	18,811

Notes:

- (a) Due to the reclassification of road fatalities by the Road Fatality Review Panel, data previously reported for 2021–22 has been revised.
 (b) Data may differ from the annual figures published elsewhere, as fatality data tends to be reported by calendar year rather than financial year.
 (c) Injuries include both serious and other injuries. Due to the nature of the Collision Management Information System operating as a dynamic database, data previously reported for 2021–22 has been revised.

Road policing statistics by area

Road User	2021–22			2022–23		
	Lives Lost ^{(a) (b)}	Injuries ^(c)	Collisions	Lives Lost ^(b)	Injuries	Collisions
Metro	111	12,667	10,292	125	13,292	10,791
Regional	135	5,872	4,659	152	5,519	4,415
State (Total)	246	18,539	14,951	277	18,811	15,206

Notes:

- (a) Due to the reclassification of road fatalities by the Road Fatality Review Panel, data previously reported for 2021–22 has been revised.
 (b) Data may differ from the annual figures published elsewhere, as fatality data tends to be reported by calendar year rather than financial year.
 (c) Injuries include both serious and other injuries. Due to the nature of the Collision Management Information System operating as a dynamic database, data previously reported for 2021–22 has been revised.

Road safety

As part of the Safe System approach to road safety, we play a critical role with a commitment to specified and general deterrence through highly visible and sustained enforcement. Holidays continue to be high-risk periods on Victorian roads and in 2022–23, we conducted operations to minimise road trauma risks, collectively resulting in over 55,800 road safety offences and over 4600 crime offences being detected.

State-wide road policing operations in 2022–23

Operation	Period	Duration (days)	Outcome			
			Blood alcohol content offences	Oral fluid test offences	Other road safety offences ^(a)	Crime offences
Operation Scoreboard 2022	AFL Grand Final long weekend	5	224	212	7,466	643
Operation Furlong	Melbourne Cup long weekend	5	224	187	5,433	418
Operation Roadwise 2022	Christmas period	12	511	375	12,692	1,299
Operation Amity 2023	Australia Day public holiday	5	225	198	6,305	565
Operation Arid 2023	Labour Day long weekend	4	198	192	6,374	491
Operation Nexus	Easter long weekend	5	231	175	7,335	655
Day of Action 2023	National Road Safety Week	1	13	9	771	30
Operation Regal 2023	King's Birthday long weekend	4	196	170	6,180	567

Note:

(a) The other road safety offences category encompasses a range of offences including, but not limited to, exceeding the speed limit, unauthorised driving (unlicensed, disqualified), driving without a seatbelt and unlawful use of a mobile phone.

Financial performance

Five year financial summary

	2018–19	2019–20	2020–21	2021–22	2022–23
	\$'000	\$'000	\$'000	\$'000	\$'000
Financial performance					
Income from government					
Total Income from Transactions	3,380,623	3,746,442	4,110,686	4,102,352	4,166,583
Total Expenses from Transactions	3,399,200	3,738,574	4,107,823	4,100,603	4,163,706
Net result from transactions	(18,577)	7,868	2,863	1,749	2,877
Net result	(30,336)	9,883	24,993	86,937	41,178
Cash flows					
Net cash flow from operating activities	190,166	177,241	157,094	152,568	166,849
Net cash flow from financing activities	(19,035)	(36,729)	(25,887)	(64,179)	(101,390)
Balance sheet					
Total assets	2,544,256	3,454,822	4,651,571	4,804,153	4,906,632
Total liabilities	864,081	1,705,067	2,808,968	2,831,219	2,889,612
Net worth	1,680,175	1,749,755	1,842,603	1,972,934	2,017,020

Overview

The Victorian Government considers the net result from transactions to be the appropriate measure of financial management directly attributed to government policy. This measure excludes the effects outside the control of Victoria Police such as revaluations (holding gains or losses) arising from changes in market prices and other changes in the volume of assets shown in Chapter 5 – Comprehensive operating statements.

Victoria Police achieved a net result from transactions of \$2.9 million, a \$1.1 million increase from 2021–22. Except the last financial year which saw the discontinuation of Capital Asset Charge impacting both income and expenditure, over the five years, there was growth in income and expenses from transactions compared to the prior year.

In 2022–23, income and expenditure had a minimal increase of 2 per cent from the previous year primarily in annual government grants to support output service delivery, namely:

- Increasing policing capacity to meet current and future demand with an additional 502 police officers and 50 protective services officers.
- Police operational response to the 2022 floods.
- Wage indexation associated with the employee enterprise bargaining agreement.

The overall net result for the year ended 2022–23 was a surplus of \$41.2 million, (2021–22 – \$86.9 million) primarily due to the difference in discount rates used in calculating the Long Service Leave Liability provision which accounted for a difference of \$43.8 million in the current period.

The surplus of \$41.2 million is the main contribution to the growth in total net worth which saw an increase of \$44.0 million or 2 per cent from the previous year to \$2,017.0 million in 2022–23.

Balance sheet

Total assets increased 2 per cent from the previous year to \$4,906.6 million. The main reason for the growth in total assets at \$102.5 million is the increase in financial assets for receivables, primarily due to amounts owed by the Victorian Government by \$228.6 million. This was partially balanced out by the effects of additions to property, plant and equipment, and intangible assets, with a greater offset in depreciation and amortisation expenses resulting in a total reduction of \$130.6 million in non-financial assets.

There was growth in the “Buildings under construction” category with 207 police stations, including Shepparton, Bairnsdale, Prahran, and Benalla, plus 29 facility upgrades, including Melbourne Prosecutions, Mildura, the Victoria Police Complex and the Police Academy.

The “Buildings including leasehold improvement” category, saw additional capitalisation of over 470 buildings and site refurbishments across the state, including Broadmeadows, Box Hill, Corio, and Morwell police stations and Divisional Headquarters Malvern.

Total liabilities of \$2,889.6 million had minimal growth of 2 per cent from the previous year. There was growth of 9 per cent for employee related provisions including long service leave liability and recreational leave. These provisions were impacted by increases in salary oncosts, including superannuation, WorkCover premium rate, enterprise bargaining agreement increments for police officers and VPS, revaluation gains and increases in outstanding leave hours.

This was offset by a decrease in borrowings relating to right-of-use asset lease liabilities, including for the Victorian Police Complex.

Cash flows

The net cash inflows from operating activities were \$166.8 million, which is \$14.3 million greater than in 2021–22 due to the timing in cash funding received from the government to support Victoria Police operations and resource payment to suppliers and employees.

There was an increase in “Net cash flow from financing activities” as a result of repayments primarily in the right-of-use assets impacted by market rent reviews and consumer price index rates built into the lease terms.

Capital projects/asset investment programs

Victoria Police and its related portfolio entities manage a range of capital projects to deliver services for government.

Information on the new and existing capital projects for departments and the broader Victorian public sector is contained in the most recent budget, which is available on the Department of Treasury and Finance’s website.

During the financial year ending 30 June 2023, there were no completed capital projects that meet the Total Estimated Investment project completion disclosure threshold of \$10 million.

Year in review

The 2022–23 financial year contained achievements and challenges. Victoria Police responded to the Victorian flood emergency and addressed ongoing policing priorities, including youth gangs, motor vehicle theft and family violence. We also worked to improve our systems and processes.



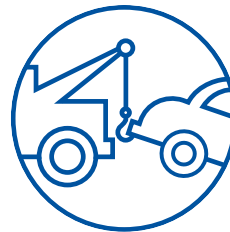
863,831 community calls for assistance were received and responded to by Victoria Police.



865,188 police record checks were conducted to contribute to community safety.



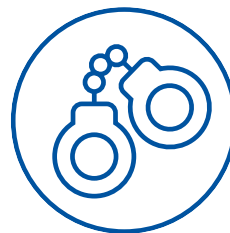
2,476,428 alcohol screening tests and **150,600 prohibited drug screening tests** were conducted.



14,165 vehicles were impounded or surrendered because of high risk driving behaviours or other traffic offences.



1,834 young people in crisis or requiring support were provided with the necessary assistance as part of the Embedded Youth Outreach Program.



Operation Alliance has resulted in about 450 arrests of young people affiliated with youth gangs, and 3,400 charges being laid.



During the 2022 Victorian flood emergency, Victoria Police was involved in about **800 water rescues**.



1500 notifications of non-emergency unwanted sexual and anti-social behaviours on public transport were received via STOPIT.

Victoria Police 2022–2023 Corporate Plan actions

The *Victoria Police Corporate Plan 2022–2023* outlines Victoria Police’s role, functions, and values, while clearly articulating our objectives, emerging priorities, and response to community safety needs. The plan identifies our commitment to key focus areas and includes a suite of programs and initiatives, that ensures our organisation continues to deliver positive community safety outcomes for all Victorians.

Annual plan action outcomes for 2022–23

Community Safety	
Neighbourhood Policing Model	<p>The Neighbourhood Policing Model aims to manage long-term high-risk crime locations through community safety partnerships. An internal evaluation of the model was completed in 2022–23, the results of this evaluation will inform future enhancements to the model.</p> <p>To support the model, a community safety survey was conducted. The results of this survey were analysed and disseminated across all 54 police service areas to support the development of local safety plans.</p> <p>Problem-solving masterclasses were delivered across all four regions to upskill local area commanders and tasking and coordination inspectors to empower innovation to disrupt and prevent crime.</p>
Protective services officers reform model	<p>The PSO reform project continued to deliver workplace changes for PSOs as detailed in the 2019 Enterprise Bargaining Agreement, Community Safety Statement 2018 and <i>Police and Emergency Legislation Amendment Act 2020</i>. In 2022–23 changes were made to expand PSO career development opportunities, allowing PSOs the opportunity to transfer between the Transit Safety Division and the Protective Services Unit. To enable the transfer, a three-week bridging course has been developed and implemented for PSOs that seek to apply for positions in either unit.</p>
Infrastructure program of work	<p>The design of the new Benalla Police Station was completed and construction of a new multi-disciplinary centre in Shepparton commenced. Planning for a major refurbishment of the Narre Warren Police Station was also undertaken, and the design of the new police stations in South Melbourne, Point Cook and Clyde North commenced.</p>
2026 Commonwealth Games	<p>The Commonwealth Games Command was established in April 2022 with the objective to deliver a safe and secure Commonwealth Games in Victoria in 2026. Following the Victorian Government’s announcement not to proceed with hosting the Games, a decommissioning process of the Commonwealth Games Command will take place in the 2023–24 financial year.</p>
FINA World Swimming Championships	<p>We supported the successful, secure, and safe planning and delivery of the FINA World Swimming Championships, which were held in December 2022. This involved working with event organisers to ensure public safety.</p>
Victoria Police Youth Strategy	<p>Development of a Victoria Police Youth Strategy is underway and is expected to be launched in late 2023.</p>
Victoria Police Counter Terrorism Strategy 2022–2025	<p>The <i>Victoria Police Counter Terrorism Strategy 2022–2025</i> was launched in December 2022. The strategy outlines our key counter terrorism priorities of prevention, protection, disruption and response.</p>
Reduce Crime	
Cybercrime Strategy 2022–2027	<p>Implementation of the <i>Victoria Police Cybercrime Strategy 2022–2027</i> commenced. The strategy guides us on how we can address the challenges and impacts of cybercrime on community safety. An action plan to deliver the strategy was approved in November 2022.</p> <p>Reform of cybercrime reporting commenced with the updating of the Law Enforcement Assistance Program (LEAP) to enhance data analysis capability enabling more effective identification of themes and threats. Work to streamline triaging was also undertaken, with the aim to deliver improved victim support.</p> <p>For further information concerning implementation of the strategy can be found in Highlights by portfolio – Public Safety and Security.</p>
Drug Strategy 2020–2025	<p>Implementation of the <i>Drug Strategy 2020–2025</i> continues. In May 2023, a new Drug Awareness Hub was launched on the Victoria Police intranet for employees. In June 2023, the third annual Victoria Police Music Festival Forum was held, and a Multi-Day Music Festival Guide for police officers was delivered. In addition, a Drug Harm Guide and Drug Disruption and Supply Reduction Guide were created.</p> <p>For further details concerning the strategy and its implementation can be found in Highlights by portfolio – Regional Operations.</p>
Victoria Police Youth Gang Strategy 2023–2026	<p>In July 2023, following stakeholder consultation, the strategy was released. The strategy underpins our approach to prevent, detect, and disrupt serious and violent crime committed by youth gang members. This strategy contains four pillars; community, partnerships, intelligence and people, with an accompanying aligned action plan.</p>

VIPER Taskforce	Launched in July 2022, the VIPER Taskforce operationalised an innovative operating model that targeted serious and organised criminals by using contemporary investigative, operational and disruption techniques. The VIPER taskforce worked with regions and commands, to make more than 300 arrests, and issued 1372 charges in its first year. The VIPER taskforce has also issued 37 firearm prohibition orders, conducted 564 firearm prohibition order searches, and seized more than \$1.4 million in cash, 19 vehicles, 60 firearms, and various quantities of different illicit drugs.
Family violence response program of work	<p>The progression of key reforms under the <i>Policing Harm, Upholding the Right: Victoria Police strategy for Family Violence, Sexual Offences and Child Abuse</i> included:</p> <ul style="list-style-type: none"> • Rolling out Police and Aboriginal Community Protocols Against Family Violence, to build positive relationships between police and Aboriginal communities. • Completing an expanded, phased trial of Digitally Recorded Evidence in Chief. • Trialling a new screening assessment for stalking and harassment, which aims to improve the way police officers identify stalking and harassment. • Implementing the Victorian Government response to the Victorian Law Reform Commission report on <i>Improving the Justice System Response to Sexual Offences</i>. • Refining existing policies and practice to drive continuous improvement and alignment with Victoria's Multi-Agency Risk Assessment and Management Framework, which provides guidance to help identify, assess, and respond to family violence. • Rolling out educational resources with the Victim Survivor's Advisory Council to embed lived experience in our work. <p>For further details concerning the family violence response can be found in Highlights by portfolio – Specialist Operations.</p>
<i>Serious and Organised Crime Strategy 2022–2025</i>	<p>The strategy was launched in March 2022 and sets out a framework to support a coordinated organisational response to continue the disruption and dismantlement of networked criminal groups through five key pillars of action; Partnerships, Intelligence, Legislation, Technology and People.</p> <p>Significant work was done to disrupt, prevent and deter serious and organised crime, including enhancing intelligence and information sharing, co-design activities to target serious organised crime offenders and networks with external partners, and seeking a range of legislative reforms to enable us to respond to serious organised crime more effectively.</p>
Illicit Firearms Strategy 2022–2025	<p>The strategy was launched in March 2022 and sets out a broad and strategic response to reduce the harm and adverse impacts on community safety caused by illicit firearms.</p> <p>Extensive work was done to reduce the demand for illicit firearms and reduce firearm related offending in the community, including through community engagement, work with law enforcement partners, improved processes and the seeking of legislative reform.</p>

Reduce Road Trauma

<i>Victoria Police Road Safety Strategy, July 2021 to June 2024</i>	<p>The <i>Victoria Police Road Safety Strategy July 2021 to June 2024</i> aligns with the Victorian Government's <i>Victorian Road Strategy 2021–2030</i> and supports a 50 per cent reduction of road fatalities by 2030.</p> <p>We delivered enforcement activities, including a series of road safety enforcement operations ensured a highly visible police presence on Victorian roads, and communicated road safety messaging to the Victorian community. Police were deployed to high-risk areas that were identified using an intelligence-based system.</p> <p>We continued to coordinate and contribute to the Transport Accident Commission Enhanced Enforcement Program. This program has supported police operations, in particular Operation HALO, which targets vulnerable road users across metro areas.</p>
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Service Delivery Excellence

Service delivery transformation	<p>The Regional Police Operating Model was introduced to improve the service delivery by 2025, to:</p> <ul style="list-style-type: none"> • strengthen responses to victims and those in need of assistance • enhance crime prevention practices • stabilise demand pressures. <p>Eight projects are currently underway to implement the model including:</p> <ul style="list-style-type: none"> • state-wide implementation of dedicated Tasking and Coordination Inspectors • developing a rostering policy and a planning tool • developing an operations centre • developing and enhancing the Staffing Allocation Model and evaluating minimum station profile policy • finalising the Core Policing Framework and decision-making tool • reviewing state-wide community policing capabilities to ensure standardised structures underpin the Neighbourhood Policing Model • enhancing proactive policing practices, in line with the Neighbourhood Policing Framework • introducing and embedding CultureWorks across the organisation.
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Integrated Leadership Development Framework	<p>The Integrated Leadership Development Framework was introduced as a contemporary leadership framework. In 2022–23, six key selection criteria were finalised after internal and external stakeholder consultation and were launched for the superintendent rank. The introduction of the framework to superintendent selection is the first step in modernising the talent identification, recruitment and development. The first selection process that used the Integrated Leadership Development Framework occurred in April 2023. Work to integrate the framework into police officer development and training courses is ongoing and will continue into 2023–24.</p>
Gender Equality Strategy 2020–2030	<p>The <i>Equal, Safe & Strong: Gender Equality Action Plan 2022–2024</i> was released. The plan is the first of three action plans to support the ongoing implementation of the <i>Equal, Safe & Strong: Victoria Police Gender Equality Strategy 2020–2030</i>.</p> <p>We prioritised three of the 29 actions from the action plan. This included continued development and delivery of:</p> <ul style="list-style-type: none"> • The <i>Gender Equality and Communications Engagement Strategy</i>, by expanding the scope to include diversity and inclusion and consideration of how it links to CultureWorks. • Following a comprehensive consultation process with key users, Gender Impact Assessment templates were updated. We also continued to embed Gender Impact Assessments in our planning and project initiation stages. • A monitoring, evaluation and learning framework, to be applied to each action within the action plan. The framework was developed in consultation with action owners to establish key measures to baseline and monitor progress. <p>Further information on the strategy and its implementation can be found in Chapter 2 – Our People.</p>
Royal Commission into the Management of Police Informants (RCMPI) implementation	<p>Through Taskforce Reset, we continued to meet our commitment to the RCMPI, by:</p> <ul style="list-style-type: none"> • continuing to deliver the remaining 10 recommendations from the Royal Commission • monitoring the impact of reforms through several independent reviews (recommendations 72 and 73) of the organisational disclosure awareness and training, as well as the establishment of disclosure officers. <p>The reviews have reported that the disclosure training uplift across the organisation, and specialist areas met the initial design intent, and have been effective in supporting improved disclosure practices and raising awareness across the organisation.</p> <p>We continue to work collaboratively with partner agencies to improve disclosure practices and fulfil general disclosure requirements. Work continues to upgrade IT systems to improve disclosure capability across the organisation. A large part of 2022–2023 was dedicated to servicing requests from the Office of the Special Investigator prior to the closure of the office in early July 2023.</p> <p>Further detail can be found in Highlights by portfolio – Public Safety and Security.</p>
Better mental health for emergency workers	<p>Development of the Health, Safety and Wellbeing Strategy and action plan is underway and expected to be completed in late 2023. The strategy and action plan will be underpinned by the <i>Mentally Healthy Workplaces Framework</i>, which addresses drivers for improved mental health including supportive factors for resilience in the workplace.</p>
Financial sustainability	<p>Through the financial sustainability program, targeted savings were delivered in full, contributing to improved budget outcomes. This includes the completion of the VPS Early Retirement Scheme which is now generating ongoing cost savings.</p>
Complaints and discipline system reform	<p>The Discipline Transformation Project consists of four themes:</p> <ul style="list-style-type: none"> • internal complaint forms • complaint classification and resolution • policy improvements • legislation reform. <p>A public-facing web-based complaint form was launched July 2022, and a new internal complaint form is being developed. The simplified complaint classification process was also launched in July 2022, followed by a review of complaint codes and descriptors in March 2023. This process has been completed resulting in proposed changes to the Victoria Police Manual. The internal manual sets behavioural, operational, and administrative standards for the organisation. In 2023–24, three newly drafted Victoria Police Manual policies and procedures (Complaints, Discipline, and Review of Discipline and Professional Outcomes) will be distributed for stakeholder consultation.</p>

CultureWorks program	<p>CultureWorks is a program designed to modernise our organisational culture by empowering our workforce to grow through:</p> <ul style="list-style-type: none"> • connecting and collaborating • using sound judgement • creating and innovating. <p>To better understand the experiences and cultures of different workplaces within Victoria Police, a CultureWorks survey was conducted between November – December 2022. Results were collated and released across the organisation, providing workplace leaders an opportunity to understand and shape their local culture.</p> <p>CultureWorks activities completed in 2022–23, included the development of the <i>CultureWorks Communications and Workforce Engagement Plan</i> and a tool kit which is assisting with the delivery of workplace forums.</p> <p>Analysis conducted on our leadership and development programs identified that the current programs aligned with CultureWorks qualities.</p>
Attract, recruit, train and deploy an additional 502 police and 50 PSOs	We continue to undertake campaign activities to attract and recruit. Of the 502 police and 50 PSOs, 251 police and 25 PSOs were sworn in by 30 June 2023. The remainder will be sworn in before July 2024.
Victoria Police Workforce Diversity and Inclusion Framework 2023–2030	We released the <i>Victoria Police Workforce Diversity and Inclusion Framework 2023–2030</i> , <i>LGBTIQ+ Inclusion Action Plan 2023–2024</i> , <i>CALD Inclusion Action Plan 2023–2024</i> , <i>Access and Inclusion Action Plan 2023–2024</i> and <i>Aboriginal and Torres Strait Islander Inclusion Action Plan 2023–2025</i> . We will focus efforts on project implementation in 2023–24. Further detail can be found in Chapter 2 – Our People.
Yoorrook Justice Commission	<p>We participated in the development of a whole-of-government submission to the Yoorrook Justice Commission and identified, collated, and provided the Commission with more than 700 documents under notices to produce.</p> <p>The Chief Commissioner provided a detailed witness statement and testimony at the Commission in May 2023. As part of his appearance before the Commission, the Chief Commissioner delivered an unreserved apology to the Aboriginal community.</p> <p>A detailed program of work has commenced to deliver the changes expected by the Commission and the Aboriginal community as committed to by the Chief Commissioner.</p>
Legislative reforms and inquiries	<p>We continued engagement with the Department of Justice and Community Safety to progress and implement legislative reforms that will:</p> <ul style="list-style-type: none"> • enhance law enforcement powers to respond to organised crime • provide efficiencies in the sex offender registration scheme • enhance police powers on police premises • strengthen internal disciplinary actions • broaden employee drug and alcohol testing • enshrine in legislation a restorative engagement and redress scheme for Victoria Police personnel who have experienced sex discrimination or sexual harassment. <p>We also worked closely with the Victoria Law Reform Commission on their findings from the <i>Improving the Response of the Justice System to Sexual Offences</i> report, resulting in significant reforms to consent laws and providing better protection for victims of sexual offending.</p> <p>Further detail concerning legislative reform can be found in Highlights by portfolio – Capability.</p>
Digital service transformation	Digital service transformation progressed, with the achievement of service delivery improvement. Insourced digital services were enhanced, and vendor relationships were redefined to ensure improved value for public money and optimal technology support to frontline community safety initiatives.
Government funded programs: Conducted Energy Devices, Electronic Document Records Management System, Enterprise Rostering, Electronic Penalty Infringement Notices and Oracle Cloud	<p>Project teams were established to support delivery of the Electronic Document Records Management System, Enterprise Rostering and Electronic Penalty Infringement Notices projects.</p> <p>Our negotiations with the preferred supplier of the conducted energy devices was finalised, and a market approach plan for the Electronic Document Records Management System was approved.</p> <p>The Oracle Cloud project comprises several streams of work including automated invoice scanning, contingent workforce management, contract compliance, and implementation of a new cloud-based finance system. The first three streams have been implemented.</p>
Victorian Government climate change program of work	Work continues to develop a strategy and action plan enabling meaningful contribution towards the Victorian Government climate change program of work. In 2023, a project to upgrade lighting to a more efficient solution was completed. Lighting systems in more than 60 police stations were upgraded, reducing our greenhouse gas emissions by 2800 tonnes per year.

Highlights and achievements by portfolio

This section highlights Victoria Police's key achievements in 2022–23 for each portfolio. This provides a broad view of our ongoing commitment to keep the community safe.

Regional Operations

During 2022–23, we continued to enhance our emergency response and management capabilities, coordinate state-wide operations and strategies to target serious and violent crime, and continued stakeholder and community engagement commitments.

Victorian flood response

In late 2022, Victoria experienced a widespread flood event which devastated communities in regional areas and metropolitan Melbourne. Victoria Police supported the State Emergency Service (the control agency), and worked closely with other emergency service partners, councils, and services, to help the many affected communities.

At the peak of the response, 500 of our employees were deployed to frontline areas. Their duties included:

- managing traffic
- supporting evacuations and relief-centres
- coordinating and supporting Police Operations Centres across the regions.

We played a critical role in water-rescue coordination and response. We were involved in 800 water-rescues during the emergency at a time when our own members were also impacted by floods at their homes and workplaces.

As the immediate risk of flooding subsided, we also played an important recovery role by providing leadership, community and road safety, and liaising with recovery agencies to support their response efforts.

Operation Alliance

Operation Alliance is dedicated to preventing, disrupting, and dismantling youth gangs. First established in September 2020, Operation Alliance has continued to inform a coordinated, intelligence-led approach to reducing serious and violent offending involving young people affiliated with gangs.

In late 2022, we recommitted to Operation Alliance and strengthened its tasking and coordination across the regions with Crime Command and Intelligence and Covert Support Command. This included enhancing the approach to intelligence updates and forecasting, cross-border offending, sharing of investigative and offender management practice, community reassurance activities, and measuring performance.

During the 2022–23 financial year, the enhanced approach to tasking and coordination under Operation Alliance resulted in 450 arrests of young people affiliated with youth gangs and 3400 charges being laid.

We also developed the *Youth Gang Strategy 2023–2026* and an action plan. The strategy and action plan complement and build upon the outstanding work of Operation Alliance and provide a road map for enhancing our response to youth gang activity. Key areas of focus include greater engagement and collaboration with community and stakeholders by building police capacity and capability to respond to the evolving youth gang environment.

Operation Trinity

We have been concerned about aggravated burglaries, often involving vehicle theft during 2022–23. In response, we have directed significant effort and resources towards preventing and disrupting this type of offending and apprehending offenders.

In February 2023, we consolidated several local operations into Operation Trinity. Operation Trinity recognised the mobile nature of this offending and provided an enhanced night-time response throughout the Southern Metro, Eastern and North West Metro regions.

The operation involved highly visible patrols along main arterials and feeder roads to disrupt, detect and apprehend offenders committing aggravated burglaries, thefts of motor vehicles and engaging in dangerous driving. Regional resources were joined by specialist units, including State Highway Patrol, the Public Order Response Team, Dog Squad and the Airwing.

Between February to mid-2023 Operation Trinity resulted in:

- 170 offenders processed for aggravated burglary and motor vehicle theft
- more than 100 offenders processed for theft of motor vehicle alone
- 600 offenders processed for other offences.

Through ongoing disruption and detection activities, we will continue to focus on reducing the harm to the community caused by this offending.

Youth early intervention programs

The Embedded Youth Outreach Program had another successful year pairing a youth worker and police member every night of the year in the west and south east of Melbourne. Through the program, 1834 young people in crisis or requiring support were provided with the necessary assistance during 2022–23. During the year, program teams encountered a high number of young people experiencing mental health and family difficulties and referred many of them to active case management and other specialist programs to address their criminogenic and health needs.

The program has had positive results by preventing an escalation in offending and reducing the vulnerability of at-risk young people in their communities. The Victorian Government committed funding to continue the current program and to expand the Embedded Youth Outreach Program into metropolitan and rural locations.

The Youth Crime Prevention and Early Intervention Project is a collaboration between Victoria Police, WEstjustice, Victoria

Legal Aid and other government and non-government support agencies in the Brimbank and Wyndham Police Service Areas. Through police training and broader stakeholder education, the project is increasing the use and consistency of police cautions and fast-tracked diversions, particularly to young people overrepresented in the criminal justice system.

The program has employed a dedicated youth support coordinator to triage and refer young people into support programs to address the root cause of their offending. An external interim evaluation found the program had a significant impact in Brimbank and Wyndham. In the 12 months to September 2022, there was a significant reduction in youth remand (39 per cent in Brimbank and 16 per cent in Wyndham) and increased youth cautioning rates (18 per cent in Brimbank and 26 per cent in Wyndham).

Drug Strategy implementation

During 2022–23, we continued to implement the *Victoria Police Drug Strategy 2020–2025*, which aims to minimise the impact of drugs in the Victorian community through four pillars:

- preventing drug harm
- harm reduction
- disruption and supply reduction
- treatment and support.

The strategy informed updates to two practice guides, designed to enhance understanding of drug harm and build drug investigation capability. The *Drug Harm Guide* helps police officers to identify the drugs causing the greatest harm in their communities and to develop responses. The *Drug Disruption Guide* helps police officers understand drug markets, disruption, investigation structures and tactics, and safety information.

We held two music festival forums in November 2022 and June 2023. The forums brought together Victoria Police members, music industry representatives and state and local government stakeholders, with the aim of ensuring that music festivals are conducted safely.

A practice guide, planning tools and templates were produced to support police involvement in the planning and management of music festivals.

The practice guide and other resources were brought together on an enhanced Drug Awareness Hub on our Victoria Police intranet. The hub will continue to be expanded to ensure members have access to contemporary and practical guidance on drugs and policing.

Community safety forums

We continued our program of community safety forums in 2022–23. The forums were held at the police service area level and support neighbourhood policing by engaging with the community. The forums provide a platform for Victoria Police Command and local police members to present current policing priorities and challenges. Importantly, they provide the public with an opportunity to discuss their local community

safety concerns and amenity issues directly with police. In the past year, forums were held in four regions:

- North West Metro – Wyndham, Yarra and Whittlesea
- Southern Metro – Frankston, Dandenong and Port Phillip
- Eastern – Latrobe
- Western – Geelong.

Each forum held was well attended by community members and stakeholders from local councils, government departments, support services, schools, and local businesses.

Common themes arising in the forums included youth engagement, road safety (particularly hoon driving and e-scooters) and security at shopping precincts and community locations. The valuable feedback collected is used to improve stakeholder engagement and inform police tasking, so as to prioritise the allocation of specific tasks to address emerging risks.

The community safety forum program will continue in 2023–24, with forums to be held in all police service areas.

Engagement with the petrol industry

As Victoria emerged from the COVID-19 pandemic, there was a notable increase in petrol thefts (also known as petrol drive-offs) across the state. In response, we established a central coordination function to enable collaboration, planning and implementation of a petrol drive-off workplan.

A key component of the plan is engagement with stakeholders from the petrol industry to discuss the state-wide increase in petrol theft offences and opportunities to collaboratively address and respond to the issue. Other elements of the workplan include strengthening information sharing and intelligence, and building Victoria Police capacity to prevent, respond and investigate petrol theft. This important work will continue into 2023–24.

Specialist Operations

Over the past 12 months, the dedicated staff of the portfolio have worked closely with internal and external stakeholders on both strategic and operational priorities for us to improve service delivery, to help keep the community safe and to undertake preliminary planning for the 2026 Commonwealth Games.

Laboratory Information Management System project

In August 2022, our Forensics Services Department started the Laboratory Information Management System project to implement a contemporary, fit-for-purpose forensic laboratory management system. The project is essential to modernise our ways of working and keep pace with the evolving digitisation of the criminal justice system. The information management system will deliver a new centralised vetting and triage model, case management, property management and evidence recovery functions and examinations for various forensic disciplines. This will reduce reliance on manual workflows and practices. A new forensic portal has been developed which will simplify the process of submitting forensic service requests and reduce administrative burden for frontline police.

Reliability and transparency of forensic evidence

In 2022–23, we collaborated with the broader criminal justice system to promote reliability and transparency in relation to forensic evidence. We worked as part of the cross-justice Forensic Evidence Working Group to embed the consideration of reliability and validity when evaluating expert evidence. We also continued education of defence, the judiciary and other criminal justice stakeholders to promote transparency and improve understanding of reliability and validity as it relates to forensic evidence in criminal trials.

Additional road safety focus

The Traffic Accident Commission (TAC) funds Victoria Police through the Strategic Enhanced Enforcement Program 2021–24 for additional enforcement to target high risk road safety behaviours and areas. Activities include:

- speed enforcement on high-speed rural roads and urban arterial roads
- drink driving enforcement
- emerging issues.

The enhanced enforcement activities are undertaken centrally and at a local level by highway patrol units and police stations across the regions. As a result of the TAC Strategic Enhanced Enforcement Program, we delivered an additional 129 road policing operations and increased general deterrence through highly-visible police enforcement.

Operation Halo

The *Victoria Police Road Safety Strategy 2021–2024* and the *Victorian Road Safety Strategy 2021–2030* seek to address the increased risk of road trauma for vulnerable pedestrians, cyclists, motorcyclists and e-scooter riders. Operation Halo was launched in May 2023 and delivers a high-impact road policing presence at high-risk locations, targeting factors that contribute to the increased risk for vulnerable road users. These factors include impairment, distraction, speed, fatigue, and unsafe vehicles.

Automated Number Plate Recognition

Since full rollout to all 229 highway patrol vehicles across the state was completed in late 2021, Mobile Automated Number Plate Recognition has enhanced the capability for us to identify and remove high-risk drivers from Victorian roads. We continue to explore modern technologies and global automated number plate recognition best-practice to further identify high-risk drivers, ensuring we remain well equipped to continue to hold these drivers to account.

Responding to family violence, sexual offending, and child abuse

In 2022–23, we continued to deliver priority initiatives under the *Policing Harm, Upholding the Right: Victoria Police Strategy for Family Violence, Sexual Offences and Child Abuse 2018–2023* to address gendered harm. To enable a high-quality frontline policing response, we developed and delivered projects relating to stalking,

affirmative consent, children at risk of sexual exploitation and misidentification of the predominant aggressor.

A trial examining police decision-making when determining the predominant aggressor in family violence incidents was undertaken in late 2022. The trial found that, while police decision-making is right most of the time, improving information capture, acknowledging uncertainty, and empowering specialist police is critical to reducing misidentification. We are implementing changes to our practices to help correctly identify and quickly correct decisions when we misidentify the predominant aggressor.

Legislative reforms in relation to sexual assault will come into effect in July 2023. These reforms will introduce an affirmative consent model and strengthen laws in relation to image-based sexual offences. We have prepared for the changes by developing comprehensive education updates for police and enhanced policy and guidance materials.

We are continuing to integrate effective police responses to children and young people in out-of-home care who are at risk of child sexual exploitation. Our new training will ensure police are better-equipped to prevent, investigate, and disrupt child sexual exploitation crimes.

A pilot to develop a triage and risk management model for reports of stalking was expanded in 2022–23 to incorporate family violence. The pilot aims to improve the quality and consistency of the police response to all forms of stalking and an evaluation will be conducted in late 2023.

Police and Aboriginal Community Protocols Against Family Violence are being established and renewed state-wide across 17 localised partnerships between Aboriginal communities, Dhelk Dja representatives and Victoria Police. Dhelk Dja is the key Aboriginal-led Victorian Agreement that commits Aboriginal communities, Aboriginal services, and government to work together and be accountable for ensuring that Aboriginal people, families, and communities are stronger, safer, thriving and living free from family violence.

There are six well-established protocols that embed self-determined and culturally-safe practices for the prevention, response to and recovery from family violence experienced in their local communities

Legal Services

In 2022–23, our Prosecutions Branch appeared in more than 400,000 criminal court events and more than 79,000 family violence court events. We addressed more than 800 civil, commercial employment and administrative law matters and provided advice, training, and support to the organisation.

Our various specialists and support units contributed to a significant number of legislative and policy reform initiatives arising from former and recent commissions and inquiries. In 2022–23, Victoria Police achieved a 92.74 per cent success rate for matters listed for contest hearing and found proven in the Magistrates' Court.

We continued our ongoing support to Taskforce Reset in their response to the recommendations and court proceedings arising out of the Royal Commission into the Management of Police Informants, including serving the Office of the Special Investigator. We also supported Victoria Police's provision of information to and preparation of witnesses for the Yoorrook Truth and Justice Commission. We continued to focus on raising organisational awareness about Human Rights.

This year, we also helped establish the Children's Court Weekend Online Remand Court by providing an after-hours prosecution service. The Weekend Online Remand Court, started operating on 03 September 2022. We continued to support our employees understanding of disclosure obligations in criminal proceedings and provided ongoing advice, assistance, and support to our specialist units.

Our Central Brief Storage System continued to provide an efficient service of criminal briefs of evidence to stakeholders, often processing requests within 30 minutes of them being received. In recognition of the increased complexity and importance given to the prosecution of sexual offences, the conduct of family violence proceedings and a concerted drive towards a more therapeutic approach to justice, we invested in enhancing the Specialist Sexual Offences Prosecution Group, the Specialist Children's Court Prosecutions Group and established a specialist Family Violence and Therapeutic Courts Group.

Commonwealth Games planning

During 2022–23, we started planning for the 2026 Commonwealth Games to provide a policing model for security to enable a reassuring and proportionate response to a unique multi-city model.

We developed program and governance frameworks to align with our responsibilities. These included venue safety and security, emergency management response, counter terrorism, King's Baton Relay safety, traffic and transport management, dignitary protection and public order management in key Games areas including festival sites and travel to venues.

On 18 July 2023, the Victorian Government announced its withdrawal from hosting the 2026 Commonwealth Games. As a result, the Commonwealth Games Command, who were responsible for planning this work, will be decommissioned in 2023–24.

Corporate and Regulatory Services

Over the past 12 months, the portfolio has focused on improving corporate services through promoting the health and wellbeing of employees, developing and implementing strategic financial management initiatives, supporting organisational objectives and frontline police.

Launch of Safety Hub

In October 2022, Victoria Police launched the Safety Hub in line with Safety Month. The Safety Hub is available on our intranet and is a central source for employees to access health and safety policies, procedures, hazard alerts and self-help tools. These resources are used to generate awareness and

promote a positive health, safety, and wellbeing culture in the workplace. The hub will be updated to reflect legislative changes and workplace practices.

Streamlined recruitment

We are streamlining our police recruitment process which will significantly reduce the time it takes for applicants to be selected for entry to the Academy as a police recruit. This will be achieved with phased changes to the recruitment process. After a successful trial, applicants now complete multiple recruitment gateways at the same time. A range of other initiatives were also introduced to improve applicant experience, including examination, medical, and psychological gateway reforms.

Our reforms have delivered an improvement in conversion rates, most notably in the psychological and examination gateways. In the 2022–23 year, the conversion rate (excluding withdrawals) was 18.3 per cent compared to 10.9 for 2021–22. The number of applicants withdrawing from the process also decreased from 24.6 per cent in 2021–22 to 17 per cent in 2022–23.

The medical booklet component is now online and has reduced the recruitment processing time. These efficiencies contributed to meeting recruitment targets, including the Victorian Government commitment to recruit and deploy 502 police and 50 PSOs, with 251 police and 25 PSOs sworn in by 30 June 2023. The remaining 251 police and 25 PSOs will be recruited and deployed by 30 June 2024.

Establishment of the Health, Safety and Wellbeing Taskforce

The taskforce is dedicated to preventing and intervening early in mental health injuries. It also supported injured workers to recover and return to work. The taskforce commenced in February 2023 with a project team. Once it is fully implemented, it will consist of six multi-disciplinary hubs across the state.

The hubs will deliver preventative and proactive support to our people by having co-located mental health clinicians, injury management consultants, educators, health and safety advisors, career advisors and human resource business partners, led by a hub manager. The hub members will be on-the-ground in police stations de-stigmatising mental health issues. The focus will be on preventing mental health injuries, encouraging employees to seek help, and helping members to stay at work and return to health. Recruitment of the first of the six hubs has started. The Eastern Region hub is being launched in October 2023.

Random drug and alcohol testing of police, PSOs, and PCOs

The workplace drug and alcohol testing program supports our commitment to provide a safe work environment, and ensures employees are healthy, fit, ready and capable to perform their duties. In November 2021, random drug and alcohol testing for police, PSOs and PCOs increased from five to 30 per cent of employees.

National Police Checking Service

In July 2022, Victoria Police partnered with Service Victoria to deliver a digital National Police Check capability. The digital solution delivered better outcomes to the community and reduced barriers as a national police check can now be done 24 hours a day, seven days a week.

This reduced administrative burden on the community by:

- removing the need to print the application form and have identity documents certified in person
- reducing financial burden on the individual by removing the need to pay for cheque or money order, and post in the application form
- reducing the turnaround timeframe for applicants to receive their National Police Check Certificate from 10 business days, to within one hour (for 80 per cent of applicants)
- enabling job seekers and volunteers to fill positions sooner.

Family violence and child information sharing schemes

During 2022–23, the Inter-Agency Information Sharing Service team strengthened relations with key stakeholders, including the Victorian National Redress Scheme Operators; Department of Social Services, the Commission for Children and Young People (CCYP), and several prescribed information sharing entities in the Family Violence Information Sharing Scheme (FVISS) and Child Information Sharing Scheme (CISS).

Phase two of the FVISS and CISS reforms started on 19 April 2021, expanding prescribed information sharing entities to include education and health workforces. Since then, we have developed presentations and resources to support the expansion, and to further promote collaboration between sectors.

In 2022–23, we processed a record 7124 FVISS and CISS requests for release of police information. We also saw a 23 per cent increase in the number of notifications received from the CCYP under the Reportable Conduct Scheme when compared to 2021–22. When the CCYP becomes aware of a criminal conduct allegation, the CCYP must report the matter to Victoria Police.

This includes any matter where:

- a criminal offence may have been committed
- the matter warrants further investigation to determine if an offence has been committed
- proactive police intervention is required for the safety and wellbeing of children.

Enterprise Investment Prioritisation Process

The Enterprise Investment Prioritisation Process was established to support prioritised allocation of the Victoria Police 2023–24 Capital Budget.

For 2023–24, we analysed 44 proposals that were considered for funding covering:

- depreciation equivalent funding
- depreciation expense for a given year
- new capital funding
- operating expenditure funding.

To determine suitable funding, investment proposals were reviewed, assessed and scored based on desirability, viability, feasibility and a prioritised list of investments were submitted to Executive Command Board for consideration. Eleven eligible capital investments were approved.

Multi-Year Investment Strategy

In 2022–23, we undertook an organisation-wide call out for the first iteration of a Victoria Police Multi-Year Investment Strategy (MYIS) to inform and deliver a schedule of future investment needs over the next 5 years.

These are based on strategic priorities and service delivery demands.

The objective of the strategy is to:

- Provide enterprise-level visibility of upcoming investment priorities.
- Enable the proactive and robust development of funding requests and investment decisions that are evidence-based with full consideration of organisational impacts.
- Provide visibility of initiatives scoped to deliver similar objectives, enabling the consolidation of deliverables or investment benefits and proactive identification of alternative funding sources.

Procurement transformation

In support of procurement transformation, the Procurement Division has implemented a dedicated strategic sourcing team to drive commercial value, lower risk, and reduce procurement timeframes. Strategic sourcing is the process of understanding business objectives, identifying and gathering market needs and negotiating best possible value outcomes.

Public Safety and Security

We use our expertise to drive innovation and deliver specialist policing services to meet evolving community safety and security needs. We continued to invest in developing new strategies targeting emerging and technology-enabled crimes, disrupting serious and organised crime, and deploying policing services across the state, including the Victorian public transport network. We work in partnership with both international and national partner agencies to manage dynamic public safety risks and prevent offences that cause high levels of harm to the community.

Victoria Police Monitoring and Assessment Centre

The Victoria Police Monitoring and Assessment Centre delivered significant public safety outcomes by rapidly maturing its intelligence capabilities. The centre provides state-wide 24 hours a day, seven days a week tactical real-time intelligence and situational awareness to support frontline policing. In 2022–23, we delivered crucial intelligence that helped frontline police prevent and reduce the harmful impacts of serious offending, including aggravated burglaries and high-risk driving. It also provided valuable intelligence support prior to and during major state events such as New Year's Eve, Schoolies and Australia Day. Continuous enhancements in expertise and systems, have

enabled the Victoria Police Monitoring and Assessment Centre to identify offenders and victims, and locate high-risk missing persons more efficiently.

Increased collaboration in support of Registered Sex Offender Management

Our recent efforts to improve the effectiveness of state-wide registered sex offender management practices have focused on increasing collaboration between key stakeholders to uphold community safety. Operating under an intelligence-led offender management model, we significantly utilised case conferencing, uplifting engagement with internal stakeholders and government partner agencies, to support the management of dynamic risks identified for registered sex offenders and supervision order offenders.

Throughout the year, we engaged in about 235 proactive case conferences, involving more than 65 distinct Victoria Police work units and over 10 key external partner agencies.

Joint Intelligence Group capability

We continued to work closely with national partners to enhance Victoria Police's Joint Intelligence Group capability. The Joint Intelligence Group is a specialist intelligence capability activated to respond to complex counter-terrorism operations or events. In November 2022, we exercised the Joint Intelligence Group capability over a two-week period with analysts from Victoria Police and the Australian Federal Police. The State Intelligence Division also hosted two five-day national Joint Intelligence Group courses in February 2023 and May 2023 that were attended by more than 60 intelligence practitioners across Commonwealth, State and Territory law enforcement agencies.

VIPER Taskforce

The VIPER Taskforce is a tactical and investigative unit focused on preventing, disrupting and dismantling criminal groups such as outlaw motorcycle gangs, organised crime networks, street gangs and those associated and facilitating serious and organised crime. The VIPER Taskforce launched on 04 July 2022 and conducted 48 regional deployments within the financial year. It uses an innovative operating model, which brings together multidisciplinary teams to target criminal activity. Using the diverse mix of specialist skills and experience, VIPER Taskforce has made more than 300 arrests and issued 1372 charges in its first year. The VIPER Taskforce has supported the rapid deployment of resources around the state to enhance responses and further support members on the ground to disrupt criminal activity, maximise impact and create a hostile environment for organised crime.

Implementation of the Cybercrime Strategy

The Crime Command started implementing the Victoria Police *Cybercrime Strategy 2022–2027*. The strategy guides Victoria Police as it builds capability and works with partners and the community to meet the challenges and impacts of cybercrime. Crime Command continue to build capability to respond to the complex and fast-moving threat

of cybercrime by accessing modern tools and infrastructure, working with national partners to coordinate and improve responses, and enhancing the skills of our employees to support community safety.

Missing Persons Squad

The Missing Persons Squad continued its commitment to recovering victim remains for families and holding offenders accountable. This was demonstrated during Operation Espresso which involved several months of thorough investigations to identify a landfill site in Northern Melbourne and a four-day search to recover the victim's remains, resulting in a 28-year term of imprisonment for the offender.

STOPIT

The first of its kind in Australia, STOPIT was launched by the Transit Safety Division in July 2022 to help combat unwanted sexual and anti-social behaviours on public transport and give commuters greater confidence when travelling. During a 12-month period, the public made over 1500 notifications via a text-based service, that were triaged by a dedicated team. Bystanders made half of the notifications, with 250 notifications of unwanted sexual behaviour being investigated, and 13 persons charged and prosecuted. The STOPIT service is available in 12 languages and includes translation software.

Air Wing

The Air Wing helicopter fleet exceeded 10,000 hours in the air, providing critical support in frontline, and specialist community safety operations. Three world-class Leonardo AW 139 7,000kg helicopters were added to the fleet in June 2020. Since the new fleet was introduced, the Air Wing has contributed to an average of 1000 arrests per year, and in 2022–23 it played a crucial role in the arrest of over 950 offenders. The helicopters are fitted with advanced infrared cameras and mapping systems as well as object detection software, which assists with marine and land-based searches, proving to be an invaluable resource.

Countering Violent Extremism Unit

The Countering Violent Extremism Unit was established in 2015, and is a successful collaboration between police, community, and the government to deliver intervention programs and services to persons who are radicalising or are at risk of being radicalised to violent extremism.

During 2022–23, we received eight referrals and accepted five clients. The unit has access to several intervention support programs and services for individuals both within the community and correctional facilities. The primary referral programs are the Community Intervention Support Program, which is focused on religiously motivated violent extremism, and the Network for Intervention and Tailored Engagement Program, which is designed to deliver early intervention for individuals at risk of radicalisation to ideologically motivated violent extremism, with a focus on national and racist violent extremism.

Royal Commission into the Management of Police Informants

With support from Taskforce Reset, commitment to addressing the findings of the Royal Commission into the Management of Police Informants continued, with ongoing delivery of the remaining 10 recommendations.

The impact of the reforms is monitored through independent reviews of organisational disclosure awareness and training, and the introduction of disclosure officers. The reviews have reported that the disclosure training uplift across the organisation, and specialist areas, has been effective in supporting improved disclosure practices and raising awareness across the organisation.

Collaboration with partner agencies to improve disclosure practices and fulfil general disclosure requirements has continued. In addition, work continues to upgrade IT systems to improve disclosure capability across the organisation.

Information Technology and Infrastructure Services

During 2022–23, we focused on supporting operational policing and corporate departments through modernising and enhancing information technology assets, services, vehicles, and mobile policing units.

Refresh of core operational technology

During 2022–23, a total of 11,000 new model body-worn cameras have been deployed. The new model cameras have enhanced capabilities such as additional microphones for better audio capture, improved video quality, and an LCD screen for device management and notifications. In addition, we started a program to replace 8000 mobile devices and 5400 desktop computers.

Radio enhancement through geofencing removal

In June 2023, all radio location-based network restrictions were removed. Previously, we operated on the Victorian Radio Network on two separate bands; ultra-high frequency metropolitan and very high frequency regional. The removal of geofencing allows employees to communicate and exercise command and control functions state-wide without being restricted to a geographical area.

National Criminal Intelligence System

We contributed to the development of the National Criminal Intelligence System (NCIS), which is being led by the Australian Criminal Intelligence Commission with involvement from state and territory law enforcement agencies. The NCIS securely connects law enforcement intelligence agencies to allow more comprehensive sharing person of interest information between law enforcement agencies across Australia and will replace the National Police Reference System currently being used. We were the first policing jurisdiction to provide a full set of agreed policing data to NCIS and were the first jurisdiction to integrate our core policing system Law Enforcement Assistance Program (LEAP) with the NCIS.

Application development

We developed more than 20 applications including corporate and operational modules and applications that improve accessibility to police services for the community.

Member uniform development

We continually work to improve the design and functionality of the uniform for our employees.

In 2022–23, four uniform items were introduced:

- maritime ballistic vest
- tactical trousers
- winter ballistic vest undergarment
- general duties beanie.

Extensive work was done to develop the maritime ballistic vest for police officers at the Air Wing. The vest includes technologies that provide ballistic and spike protection, and the ability to carry securely operational and specialised equipment. It also has a life-jacket integrated into the design and adheres to the safety-performance standards required in the maritime and aviation environments.

All member uniform concepts go through a rigorous selection process to improve performance. Comprehensive technical product specifications are developed using research, safety considerations, function, reliability, integration and fit. We consult with employees from across the organisation using surveys, working groups, one-on-one sessions, user trialling, user feedback, and fault reporting.

Capability

During 2022–23, we oversaw innovative approaches to police recruitment, staff allocation, and enhanced models of police service delivery. This innovation has also extended to the delivery of frameworks promoting a diverse and inclusive workforce, with a particular emphasis on supporting the needs of Aboriginal and Torres Strait Islander employees.

Aboriginal community engagement and reform

In May 2023, the Chief Commissioner of Police appeared before the Yoorrook Justice Commission. The Chief Commissioner issued a formal and unreserved apology to the Aboriginal community for harm caused by police actions over the last 170 years and provided a detailed witness statement. The Chief Commissioner accepted the Yoorrook Justice Commissioners' challenge to ensure that real change follows, and a program of work is being developed to ensure this commitment is implemented. The program will reflect the perspectives of Victoria's Aboriginal communities.

The oversight of Aboriginal and Torres Strait Islander Children and Young People in Police Custody Model requires custody supervisors to record decisions and considerations when an Aboriginal or Torres Strait Islander child aged between 10 and 17 years comes into police custody. This requirement assists in providing enhanced oversight of police interaction with Aboriginal and Torres Strait Islander children in custody and supports improved care.

We also initiated a dedicated end-to-end process for handling complaints made by Aboriginal and Torres Strait Islander persons to ensure complaints are investigated in a timely and culturally-appropriate way.

Policy and legislation

We continued to support a significant legislative reform agenda by providing robust analysis and advice. This led to legislation being implemented which strengthened police disclosure obligations and made important changes to sexual consent laws.

Other legislative reform included changes to:

- enhanced responses to major crime and community safety
- confiscation of assets
- processes in relation to search warrants and crime scenes
- fingerprint and search warrant powers
- use of assumed identities in criminal investigations
- reporting requirements for registered sex offenders
- promotion of police officers and PSOs
- functions, duties, and powers of PSOs
- police powers on and in the vicinity of police premises
- drug and alcohol testing and disciplinary action against Victoria Police employees
- the restorative engagement and redress scheme for our former and current employees who experienced sex discrimination or sexual harassment
- access, use, and disclosure of police information
- fees and contracts for the provision of policing services
- new mobile phone and seatbelt detection cameras.

We continue our contributions to legislative amendments relating to mental health responses, the minimum age of criminal responsibility and public drunkenness, as well as supporting whole-of-government consultation processes in relation to Australian Government-led legislative reforms.

Inaugural global evidence-based policing conference

In October 2022, Victoria Police partnered with the London Metropolitan Police and New Zealand Police to co-host the virtual inaugural Global Evidence-Based Policing Conference. Evidence-based policing is growing globally, ensuring that policing strategy, operations, and tactics are based on best practice according to evidence and research. The inaugural conference brought together police professionals, world-leading criminologists, and academics to look at the role that evidence and its legitimacy has in everyday policing.

LGBTIQ+ reverse town hall

We held a reverse all-employee meeting (town hall) on 03 December 2022 in collaboration with the Victorian Commissioner for LGBTIQ+, Communities, Todd Fernando, and the Australian GLBTIQ Multicultural Council. This followed our first LGBTIQ+ community town hall meeting in December 2021.

In accordance with a reverse town hall format, our employees made up most of the audience, giving an opportunity for frontline police and managers to ask questions and hear

directly from LGBTIQ+ communities about their concerns and interactions with police. The theme of the event was intersectionality and how police engage with LGBTIQ+ communities of colour, including Aboriginal and culturally and linguistically-diverse communities.

Police recruitment campaign

We started a new recruitment campaign, "Made for More" on 16 October 2022. The campaign aimed to raise awareness around the diversity of roles within the organisation and increase application rates for new recruits. Content included online information, videos, advertising on a city tram, an advertising "take over" at Southern Cross train station, and extensive media coverage. The campaign led to a rise in application numbers, including a week in January 2023 that saw the highest weekly application numbers in five years.

Staff Allocation Model redevelopment

The Staff Allocation Model was introduced in 2016 to better allocate police resources by better matching resources to demand using a data-driven optimisation model. In 2022, the Victorian Auditor-General's Office (VAGO) undertook *The Effectiveness of Victoria Police's Staff Allocation* audit. Releasing its report in September 2022, VAGO made six recommendations relating to understanding and documenting our staffing needs, benefits management, and data management. As a result of this review, a project to redevelop the model was started in 2022–23.

For the first stage of the redevelopment, we consulted with the workforce to see what local factors affected the delivery of services and demand. We also identified identified new or improved datasets to enhance the allocation model. The project team consulted with all divisions, including divisional superintendents and inspectors. The consultations explored local service delivery and cluster arrangements, supervision models, demand data and local complexities, such as travel times and availability of support services.

The outcomes of these consultations will help us to redevelop the model by better understanding local service profiles and how the operating model delivers against our strategic priorities.

Chief Commissioner's Human Rights Strategic Advisory Committee

The role of the Chief Commissioner's Human Rights Strategic Advisory Committee (HRSAC) is to work collaboratively with the Chief Commissioner of Police to monitor and shape our response to human rights in policing and provide insight and strategic guidance. The committee comprises our senior leaders, community stakeholders and recognised human rights experts.

In 2022–23, the HRSAC supported us to better understand and manage human rights risks including the decriminalisation of public drunkenness, police discipline reform, oversight of decisions where Aboriginal and Torres Strait Islander children come into the care or custody of police, the Optional Protocol to the Convention against Torture and other Cruel, Inhuman or

Degrading Treatment or Punishment, the Victoria Police Youth Strategy, and cautioning policies.

The committee meets on a quarterly basis and has convened meetings in September and December 2022 and March and June 2023.

Portfolio Reference Groups

The Priority and Safer Communities Division is responsible for our Portfolio Reference Groups, which bring together representatives from diverse communities to provide strategic advice, expertise, and feedback to support us with diverse community engagement in portfolios including Aboriginal and Torres Strait Islander communities, disability, LGBTIQ+, mental health, multicultural, seniors, youth and community safety partnerships.

In 2022–23, the division convened 50 meetings across the various community portfolios, and provided secretariat support, action follow ups, and reported back to our community partners.

Operational Safety Critical Incident Reviews

Operational Safety Critical Incident Reviews (OSCIRs) are conducted to support continuous organisational learning and development of police policies, procedures, guidelines, training, practices, and culture.

OSCIRs are conducted by a Review Officer at superintendent level who consults and provides a review report and recommendations to the relevant policy owner for consultation before presentation to the Safety, People and Culture Committee (SPCC). Accepted OSCIR recommendations are monitored through regular internal reporting systems until fully implemented.

In 2022–23, 12 OSCIRs were initiated, six reports were written. In addition, eight OSCIR reports initiated in previous years were presented to SPCC. In total, 24 final recommendations were presented and sent to policy owners for acquittal. As of 30 June 2023, there were 17 active OSCIRs of which, 11 reports were being written, two were waiting for policy owner consultation, and four were waiting to be tabled at the SPCC. Accepted OSCIR recommendations are monitored through regular internal reporting systems until fully implemented.

Other disclosures

Victoria Police has a duty to comply with a range of legislation and Victorian Government policies. We disclose this information in our annual report to be open and transparent about our operations.

Local Jobs First

Part 2 Section 4 of the *Local Jobs First Act 2003* was amended in August 2018, bringing together the Victorian Industry Participation Policy (VIPP) and Major Project Skills Guarantee (MPSG) policy that were previously administered separately.

As a public sector body, Victoria Police is required to apply the Local Jobs First policy in all our procurement activities valued at \$3 million or more in metropolitan Melbourne or state-wide; or valued at \$1 million or more for procurement activities in regional Victoria.

MPSG applies to all construction projects valued at \$20 million or more.

The MPSG and VIPP guidelines will continue to apply to applicable projects respectively where contracts have been entered into prior to 15 August 2018.

Projects commenced – Local Jobs First Standard

During 2022–23, we commenced three contracts with a combined commercial value of \$18.1 million where Local Jobs First commitments applied. One contract was classified as metropolitan, and two contracts were state-wide. Commitments included local content, local jobs created and retained and the use of small to medium enterprises in the supply chain.

The outcomes expected from the implementation of the Local Jobs First policy to these projects were:

- a commitment to an average of 71.6 per cent of local content
- three small to medium enterprises included in the supply chain.

Projects Completed – Local Jobs First Standard

During 2022–23, two contracts with a combined commercial value of \$17.9 million where Local Jobs First commitments applied were completed. One contract was classified as state-wide and the other was regional.

- The outcome expected from the implementation of the Local Jobs First policy to these projects was a commitment to an average of 50 per cent of local content.

Local Jobs First strategic projects

A Local Jobs First strategic project is a project with a budget of \$50 million or more or any other project declared to be a strategic project by the Minister under section 7A (2) of the Act. There were no strategic projects where Local Jobs First commitments applied.

Reporting requirements – grants

Nil during this reporting period.

Social procurement framework

The Victorian Social Procurement Framework applies to procurement of all goods, services and construction undertaken by, or on behalf of, departments and agencies subject to the Standing Directions 2018 under the *Financial Management Act 1994*. This enables these organisations to use their buying power to generate social value above and beyond the value of the goods, services, or construction being procured.

The framework establishes seven social procurement objectives:

- opportunities for Victorian Aboriginal people
- opportunities for Victorians with disability
- women's equality and safety
- opportunities for disadvantaged Victorians
- supporting safe and fair workplaces
- sustainable Victorian social enterprise and Aboriginal business sectors
- sustainable Victorian regions.

It also establishes three sustainable procurement objectives:

- environmentally sustainable outputs

- environmentally sustainable business practices
- implementation of the Climate Change Policy Objectives.

Since establishing and implementing our first Social Procurement Strategy in 2019, we have prioritised the following objectives:

- opportunities for Victorian social enterprise and Aboriginal business sectors through increased purchasing from Victorian social enterprises and Aboriginal businesses
- women's equality and safety, where all suppliers engaged are required to demonstrate equitable employment practices and family violence leave or the development of same
- supporting safe, inclusive, and fair workplaces, where all suppliers engaged are required to demonstrate that they promote secure employment and industrial law compliance.

In 2022–23, we spent a total of \$987,476 with 33 social benefit suppliers. A total of \$183,167 was spent with 13 Victorian Aboriginal businesses. Data on supplier performance against women's equality and safety, and supporting safe, inclusive and fair workplaces is not available for this reporting period.

While sustainable procurement objectives have not been the primary focus of our Social Procurement Strategy, we have incorporated environmental considerations into procurement decision-making where possible. Further details can be found at Environmental performance indicators — Sustainable procurement.

Information and communication technology expenditure

For the 2022–23 reporting period, Victoria Police had a total information technology and communication technology (ICT) expenditure of \$344.6 million.

(\$ thousands)			
All operational ICT expenditure	ICT expenditure related to projects to create or enhance ICT capabilities		
Business as usual ICT expenditure (Total)	Non-business as usual ICT expenditure (total – operational expenditure and capital expenditure)	Operational expenditure	Capital expenditure
332,450	12,125	9,543	2,582

ICT expenditure refers to Victoria Police cost in providing business enabling ICT services within the current reporting period. It comprises business as usual (BAU) ICT expenditure and non-business as usual (Non-BAU) ICT expenditure.

Non-BAU ICT expenditure relates to extending or enhancing Victoria Police current ICT capabilities. BAU ICT expenditure is all remaining ICT expenditure that primarily relates to ongoing activities to operate and maintain the current ICT capability.

Government advertising expenditure

Victoria Police advertising expenditure

(\$ thousands)								
Name of campaign	Campaign summary	Start/end date	Advertising (media) expenditure (excl. GST)	Creative and campaign development expenditure (excl. GST)	Research and evaluation expenditure (excl. GST)	Print and collateral expenditure (excl. GST)	Other campaign expenditure (excl. GST)	Total
Police recruitment	Advertising, communication and marketing activities for the recruitment of police.	1 July 2022 – 30 June 2023	\$3,100	\$1,420	\$110	\$99	\$193	\$4,922
Police Assistance Line and Online Reporting	Advertising, communication and marketing activities for the promotion of the two online services.	1 July 2022 – 30 June 2023	\$2,550	\$100	\$159	\$71	\$83	\$2,962
Unwanted sexual behaviour on public transport (STOPIT)	Advertising, communication and marketing activities for the promotion of the STOPIT service.	1 July 2022 – 30 June 2023	\$490	\$46	\$46	\$18	\$22	\$621

Consultancy expenditure

In accordance with the Financial Reporting Direction (FRD) 22, the below information pertains to consultancy expenditure in 2022–23.

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

In 2022–23, there were 44 consultancies where the total fees payable to the consultancies were \$10,000 or greater.

The total expenditure incurred during 2022–23 in relation to these consultancies was \$7.53 million (excluding GST).

As required by FRD 22, details of individual consultancies valued at \$10,000 or greater can be found at www.police.vic.gov.au/annual-report

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).

Disclosure of major contracts

Victoria Police has disclosed, in accordance with the requirements of government policy and accompanying guidelines, all contracts greater than \$10 million in value entered during the financial year ending 30 June 2023. These can be found at Buying for Victoria: tenders.vic.gov.au

There were no contracts entered into in 2022–23 where disclosure of contractual details was exempt under the *Freedom of Information Act 1982* or government guidelines.

Disclosure of emergency procurement

There were no emergency procurements undertaken in 2022–23.

Compliance with the Freedom of Information Act 1982

The *Freedom of Information Act 1982* (the Act) gives people the right to request access to information held by the Victorian Government and its agencies, including personal documents and documents relating to government activities. The Act also allows people to request that incorrect or misleading information regarding their personal affairs held by an agency is amended and provides an appeal process to review access decisions.

In 2022–23, Victoria Police received 3984 requests for access to documents under The Act including requests from applicants to amend personal information. Of those applications, 3379 related to personal requests and 605

were non-personal requests. Nine applications were received from Members of Parliament, 97 were received from the media and the remaining 3878 were from the public and public interest groups.

Reviews of decisions made since 01 December 2012 are the responsibility of the Office of the Victorian Information Commissioner. Details of the number of applications for review and the decisions are published in the Office of the Victorian Information Commissioner's annual report.

In 2022–23, 49 appeals were lodged with the Victorian Civil and Administrative Tribunal for final determination, with 19 cases withdrawn and 30 yet to be finalised.

Requests for access to documents

Type of request	Number
Personal	3,379
Non-personal	605
Total requests	3,984
2022–23 Appeals to the Victorian Civil and Administrative Tribunal	49
2022–23 Appeals determined	0

Compliance

In 2022–23, we processed 24 per cent of requests within the statutory time period, five per cent within one to 45 days after the statutory time period, and 71 per cent were completed in 46 or more days after the statutory time period. The average processing time taken to finalise requests was 278 days. Compliance performance was impacted by an existing backlog of requests.

Application procedure

Since 27 June 2020, the principal officer for the purpose of administering the requirements of the Act is the Chief Commissioner of Police. The authorised officer is the Manager of the Freedom of Information (FOI) Division who is responsible for all decisions relating to FOI applications received by Victoria Police. Applications for documents under the provisions of the Act can be submitted at online.foi.vic.gov.au

Alternatively, applications can be posted to:

Freedom of Information Division
GPO Box 913
MELBOURNE VIC 3001

When making an FOI request, applicants should ensure the request is in writing and clearly identifies what types of material or documents are being sought. Further information regarding the FOI process can be found on the Office of the Victorian Information Commissioner website at ovic.vic.gov.au

Further details as to Victoria Police's organisation and functions, categories of documents, FOI arrangements; publications, rules, policies, procedures, and reports can be found in our Part II statements at police.vic.gov.au/freedom-information

Categories of documents

The general types of documents that may be the subject of an FOI request include briefs of evidence, patrol duty returns and incident reports.

Further information

Further information regarding the operation and scope of FOI can be obtained from the Act, regulations made under the Act and ovic.vic.gov.au.

Documents available for purchase

The Victoria Police Manual is available for purchase. Alternatively, you can access the Victoria Police Manual for free at the Victorian State Library. Further information can be found at police.vic.gov.au/procedures-and-legislation

Traffic accident reports and crime reports for insurance are also available for purchase. Further information can be found at police.vic.gov.au/traffic-accident-reports and police.vic.gov.au/crime-reports

Our Corporate Statistics Unit collects, collates, analyses, and disseminates statistical data. Reports that provide non-crime statistics are available upon request. Further information can be found at police.vic.gov.au/statistics

Compliance with the *Building Act 1993*

Victoria Police complies with the requirements of the *Building Act 1993*, the Building Regulations 2018 and other Victorian legislation referenced by the Victorian Building Authority. We control a large property portfolio comprised of police stations, police residences, educational, administrative, training complexes, forensic laboratories, and other special purpose facilities.

New buildings conforming to standards

No new buildings were completed in 2022–23.

Capital commitments completed during the year included major refurbishments at Bairnsdale, Box Hill, Orbost, Shepparton, Smythesdale, St Kilda, and Prahran police stations.

Maintenance of buildings in safe and serviceable condition

Maintenance of Victoria Police-owned buildings, including essential safety measures, was arranged through internal resources and external contractors. The Victorian Government Shared Services Provider continues to manage all maintenance for leased facilities, including essential safety measures. Occupational health and safety, functionality for service delivery and upkeep of plant and equipment are key priorities for the allocation of funding for maintenance. All legislative requirements for asbestos inspections and monitoring have been met. We have no cooling towers at any of our owned premises.

Registered building practitioners

A contractor list is maintained to ensure that only registered building practitioners perform work on our properties. We

also comply with the Ministerial Directions issued pursuant to the *Project Development and Construction Management Act 1994*, by engaging contractors and consultants from the Department of Treasury and Finance's Construction Supplier Register, where required.

National competition policy

Victoria Police complies with the Victorian Government's Competitive Neutrality Policy. This policy requires government agencies to ensure, where services compete with the private sector, advantages arising from their government ownership are removed if they are not in the public interest.

There were no procurement activities that fell into this category during the 2022–23 financial year.

Compliance with the *Public Interest Disclosure Act 2012*

The purpose of the *Public Interest Disclosure Act 2012* is to encourage and facilitate the reporting of improper conduct and corruption committed by public officers and public bodies and to ensure those reporting such behaviours are protected against detrimental action. Detrimental action includes discrimination, disadvantage, or adverse treatment directed towards the person who made the disclosure of improper conduct and corruption. We do not tolerate improper conduct by employees, including detrimental action against those coming forward to report such conduct.

We are committed to ensuring transparency and accountability in administrative and management practices and support the making of disclosures that reveal improper conduct including corrupt conduct, criminal offences, or serious professional misconduct. Victoria Police will continue to take all reasonable steps to protect persons who make such disclosures from detrimental action and afford natural justice to the person who is the subject of the disclosure to the extent it is legally possible.

Reporting procedures

Any person may make a disclosure about the conduct of Victoria Police employees.

A complaint may be made orally or in writing (by post or electronically) to a member of Victoria Police personnel with a rank, including an acting rank, of sergeant or above.

A Victoria Police employee making a disclosure is encouraged to advise their direct or indirect manager or supervisor.

To make a public interest complaint visit: police.vic.gov.au/compliments-and-complaints

Alternatively, disclosures may be made directly to:

Independent Broad-based Anti-corruption Commission
Level 1, North Tower, 459 Collins Street
MELBOURNE VIC 3000
Phone: 1300 735 135
ibac.vic.gov.au

Disclosures under the Public Interest Disclosures Act 2012

Reporting requirement for 2022 –23	Number	Type
Section 69(1)(b)(i) the number and types of disclosures notified to the IBAC under section 21(2) or 22. ^(a)	115	Includes allegations of: <ul style="list-style-type: none"> • improper behaviour • excessive use of force • duty failure • predatory behaviour • workplace conflict • serious professional misconduct
Section 69(1)(b)(ii) the number and types of public interest complaints referred to the investigating entity by the IBAC. ^(b)	145	Includes allegations of: <ul style="list-style-type: none"> • duty failure • conflict of interest • excessive use of force • assault • information disclosure
Section 69(1)(b)(iii) the number and types of public interest complaints investigated by the investigating entity. ^(c)	145	Includes allegations of: <ul style="list-style-type: none"> • improper behaviour • excessive use of force • duty failure • predatory behaviour • workplace conflict • serious professional misconduct
Section 69(1)(b)(iv) the number and types of public interest complaints dismissed by the investigating entity.	Nil ^(d)	
Section 69(c) the number of applications for an injunction made by the investigating entity under section 50 during the financial year.	Nil ^(d)	

Notes:

One disclosure may contain multiple allegations.

- (a) Section 69(1)(b)(i) the number and types of disclosures notified to the IBAC under section 21(2) or 22 relates to files that Victoria Police refer to the IBAC as assessable disclosures. The two sections differentiate between who made the complaint:
- Section 21 disclosures relate to complaints from the public/VPS (employee/police custody officer). These complaints may be about police officers or other employees within Victoria Police.
 - Section 22 police complaints relate to complaints about police against police/police against PSO.
- (b) Section 69(1)(b)(ii) the number and types of public interest complaints referred to the investigating entity by IBAC. This relates to files that the IBAC refer back to Victoria Police for investigation. These are referrals made to Victoria Police under Section 73 of the Independent Broad-based Anti-corruption Act 2011 (Section: Referral of complaint or notification for investigation by another person or body). This will include matters that Victoria Police has referred to the IBAC as "assessable disclosures". These referrals have been classified as public interest complaints by IBAC. This will also include complaints made directly to the IBAC about the IBAC, these matters will be classified as public interest complaints and referred to Victoria Police for investigation (as opposed to the IBAC investigating or dismissing it).
- (c) Section 69(1)(b)(iii) the number and types of public interest complaints investigated by the investigating entity. This relates to the number of complaints that Victoria Police investigates once they have been referred to Victoria Police from IBAC. Victoria Police investigates all referrals as Victoria Police cannot dismiss or refer to another agency for investigation.
- (d) Victoria Police are not an investigating entity that can dismiss a public interest disclosure.

Compliance with the Carers Recognition Act 2012

Victoria Police recognises the contribution made to the community by carers and has taken measures to promote and support those with caring responsibilities under the Carers Recognition Act 2012 (the Act) including:

- We promote the availability of flexible work arrangements and in line with the Act, we support flexibility while aiming to minimise likelihood of efficiency losses or significant negative impact on customer service, productivity, or business continuity.
- We promote carer's leave entitlements along with other leave entitlements, in line with enterprise agreements, policy, and the Fair Work Act 2009. We ensure our compliance by providing clear and consistent advice to employees and managers.
- We provide support through the Employee Assistance Program, as well as the Carer and Parent Hub on the Victoria Police intranet. The hub is tailored to the needs and responsibilities of carers and provides practical guidance and resources to help balance carer responsibilities with work commitments.

Compliance with the *Disability Act 2006*

Victoria Police acknowledges that people with disability face significant barriers in their access to justice, and often experience discrimination and harm. As an entry point into the justice system, we aim to be accessible to everyone.

The *Victoria Police Accessibility Action Plan 2021–2023* meets a legislative requirement under section 38 of the *Disability Act 2006* and work was undertaken to review lessons learned in consultation with disability community stakeholders to inform development of our *Accessibility Action Plan 2024–26*.

Progress of Accessibility Action Plan actions during 2022–23 included:

- Developing factsheets in consultation with disability community stakeholders.
- Updating our e-Referral (VPeR) disability educational documentation to ensure it reflects current referral agency partners and pathways.
- Making significant progress towards accessible digital platforms in compliance with Web Content Accessibility Guidelines (WCAG) 2.1 AA.
- Improving access via a police station locator tool on our website.
- Updating our public-facing complaint form to ensure it is accessible.
- Hosting the annual Office of the Public Advocate Awards recognising employees, work units and stations that made outstanding contributions to improving outcomes for people with disability.
- Designing and building new buildings and facilities to meet requirements of the Act.
- Including an employee with experience of living with a disability on recruitment panels when a person with disability has requested support this is facilitated through our employee network, the VP Enablers.

We demonstrate our commitment to employment practices and standards that are fair, equitable and inclusive by improving our capacity to employ, develop and retain people with disability. More information on our commitment to building and maintaining an inclusive workplace can be found in Chapter 2 – Our people.

The *Victoria Police Access and Inclusion Action Plan 2023–2024* launched in March 2023, aims to improve the workplace for employees with disability by:

- Promoting the uptake of special measures specified in the Equal Opportunity Act 2010 for VPS positions.
- Reviewing and upgrading accessibility of our Victoria Police intranet.
- Developing an accessibility checklist for training and development content and delivery.
- reviewing and promoting the reasonable adjustment guide and launch of the Victoria Police Adjustment Passport.
- Developing a process to ensure software and applications are accessible for employees with disability.
- Ensuring all new construction and major renovations are fully accessible.

Compliance with other legislation

Victoria Police Act 2013

Section 12(1)(a)

Any action taken by the Chief Commissioner of Police under Division 6 of Part 4 (incapacity for duty) during that year and the outcome of that action including the result of any review of that action by the Police Registration and Services Board (PRSB).

No action was taken in accordance with this section.

Section 12(1)(b)

Any action taken by the Chief Commissioner of Police under Part 7 (Discipline) during that year and the outcome of that action including the result of any review of that action by the PRSB.

Results of discipline charges determined by inquiry officers part 1: 2022–23

Police officer/protective services officers (PSO) charges and results of inquiries	Discipline Inquiries <i>Victoria Police Act 2013</i> (section 125)	Inquiries into important matters found proven <i>Victoria Police Act 2013</i> (section 136)
Total discipline charges laid against police officers/PSOs (date charge was authorised)	148	6
Total police officers/PSOs charged (date charge was authorised)	109	5
Police officers/PSOs appearing before an inquiry officer (last hearing date)	90	5
Police officers/PSOs dismissed from force (date dismissed)	11	1
Police officers/PSOs All charges dismissed after a discipline inquiry (last inquiry date)	1	0

Notes:

This data only includes discipline outcomes under the *Victoria Police Act 2013 Part 7* that occurred during 2022–2023. A police officer can be charged with one or more discipline charges.

The data can include a police officer who has charges/outcomes from both section 125 and section 136 proceeding, i.e., they may appear in both columns. The initial charges related to these outcomes may have been laid in 2022–2023, or previous reporting period(s).

Results of discipline charges determined by inquiry officers review of sanctions part 2: 2022–23

	PRSB Review Result			
	Number of Sanctions Reviewed	Sanction Affirmed	Sanction (charge) Dismissed/Officer withdrew appeal	Sanction Varied
Discipline sanctions (section 132 of the Victoria Police Act 2013) (last review date)	10	4	4	2
Inquiry into important matters (section 136 of the Victoria Police Act 2013) (last review date)	0	0	0	0

Notes:

Section 146 of the Victoria Police Act 2013 only permits the PRSB to review specific sanctions, i.e. a fine in excess of five times a penalty unit, reduction in rank, seniority, remuneration, transfer to other duties, or dismissal from Victoria Police.

Data is from each discipline charge or criminal charge that received a sanction and was appealed (it is not person centric but charge centric).

Data relates to reviews completed during the reporting period. The initial sanctions in relation to these reviews may have been handed down in 2022–2023, or previous reporting period(s).

Discipline sanctions (section 132 Victoria Police Act 2013) relate to sanctions imposed if a Victoria Police officer/Protective Services Officer (PSO) is charged with a breach of discipline under section 125 Victoria Police Act 2013, whereas inquiry into imprisonment matter (section 136 Victoria Police Act 2013) relates to sanctions imposed if a Victoria Police officer/PSO has been charged under the criminal law with an offence punishable by imprisonment (whether in Victoria or elsewhere) and the offence has been found proven.

Section 12 (1)(c)

Any action taken by the Chief Commissioner of Police under section 195 (disciplinary action against Special Constables) during that year.

No action was taken in accordance with this section.

Section 12 (1)(d)

For the purposes of section 12(1)(d), regulation 50 of the Victoria Police Regulations 2014 prescribes the following information to be included in the Annual Report:

- the number of tests involving taking of samples conducted during the relevant year
- the number of persons tested
- the number of those tests that indicated the presence of a drug of dependence or alcohol in a person's body.

Drug and Alcohol Testing of Officers

Prescribed information in relation to Part 5	Number
The number of tests involved taking of samples conducted during the relevant year	13,321
The number of persons tested	6,663
The number of those tests that indicated the presence of a drug of dependence or alcohol in a person's body	26

Note:

25 individual officers tested positive to either a drug of dependence or alcohol. One member tested positive twice to a drug of dependence.

Control of Weapons Act 1990

Section 10B

Section 10B of the *Control of Weapons Act 1990* states that the Chief Commissioner of Police must provide to the Minister, for inclusion in the annual report under Part 7 of the *Financial Management Act 1994*, a report on searches without warrant.

Total number of searches without warrant, under section 10B and 10G

Searches without warrant	Number
10B(a) the number of searches without warrant under section 10 or 10AA conducted during that financial year	1,427

Section 10G power to search persons in designated areas	Number
10B(ab) the number of strip searches conducted under section 10G during that financial year	10
10B(ac) the number of strip searches conducted under section 10G during that financial year in any area in respect of which a declaration under section 10D (Planned designated area) was in effect at the time of the search	10
10B(ad) the number of strip searches conducted under section 10G during that financial year in any area in respect of which a declaration under section 10E [Unplanned designated area] was in effect at the time of the search	Not reported ^(a)

Notes:

This data includes all searches conducted in planned designated areas and may also include some searches conducted in unplanned designated areas.

(a) It is not possible to separate data on searches conducted in unplanned designated areas from searched conducted in planned designated areas.

Prohibited, dangerous and controlled weapons found as result of a search referred to in section 10B(a)

Weapon Type	Number
Prohibited weapons	
Slingshot	5
Conducted energy device	8
Acoustic anti-personnel device	1
Laser pointer	2
Baton/bo-chucks	2
Kubotan	1
Flick knife	9
Dagger	5
Knuckle knife	3
Swordstick	3
Butterfly knife	3
Double-end knife	1
Push knife	2
Trench knife	1
Extendable baton	7
Knuckle duster	14
Imitation handgun	16
Sword	7
Crossbow	1
Dangerous articles	
Axe/tomahawk	11
Bat/bar/club	14
Syringe	5
Other weapon	35
Controlled weapons	
Knife	275
Spear-gun	1
Baton or cudgel	12
Bayonet	1
Cattle prod	1
Total	446

Note:

Weapons data is based on modus operandi data which is not a mandatory field and can be subjective.

Prohibited, Dangerous and Controlled weapons found as result of a search referred to in section 10B(ab)

Weapon Type	Number
Prohibited weapons	
Conducted energy device	1
Controlled weapons	
Knife	2
Total	3

Note:

Field contact modus operandi types selected are "Prohibited Weapons", "Dangerous Articles" and "Controlled Weapons".

Charges resulting from weapons or dangerous articles found during searches

	Number
The number of persons who were:	
(i) the subject of a strip search referred to in paragraph (ab); and	10
(ii) charged with offences against this Act in relation to a weapon or dangerous article found during the course of that search; and	Not reported ^(a)
The number of persons who were:	
(i) the subject of a strip search referred to in paragraph (ac); and	10
(ii) charged with offences against this Act in relation to a weapon or dangerous article found during the course of that search; and	Not reported ^(a)
The number of persons who were:	
(i) the subject of a strip search referred to in paragraph (ad); and	Not reported ^(b)
(ii) charged with offences against this Act in relation to a weapon or dangerous article found during the course of that search; and	Not reported ^(a)
The number of persons who were:	
(i) the subject of a search conducted under section 10G; and	Not reported ^(b)
(ii) charged with offences against this Act in relation to a weapon or dangerous article found	Not reported ^(a)

Notes:

(a) We record the number of persons charged with offences under the Control of Weapons Act 1990, and the number of dangerous articles found. We are not able to link the two datasets to provide the number of persons charged in relation to a weapon or dangerous article found.

(b) Our search data includes strip searches and other searches of persons, things, or vehicles. It is not possible to report on strip searches on persons alone.

In reference to section 10B(c) of the Act, no information was requested by the Minister for Police in 2022–23 financial year.

Section 10KB

In accordance with section 10KB of the *Control of Weapons Act 1990* the Chief Commissioner of Police must provide to the Minister for Police, for inclusion in the annual report under Part 7 of the *Financial Management Act 1994*, a report containing:

- the number of declarations made under section 10D (Planned designation of area) and 10E (Unplanned designation of area) during the financial year
- for those declarations, information about whether a power under section 10KA was exercised in relation to the designated area that was the subject of the declaration.

Section 10KB(a)		Number
the number of declarations made regarding planned designation of search area (section 10D)		21
the number of declarations made regarding unplanned designation of search area (section 10E)		1
Section 10KB(b)	Power exercised under section 10KA	Number
Section 10D (Planned designation of an area)	Direction to leave area issued in accordance with Section 10KA of the Control of Weapons Act 1990	41
Section 10E (Unplanned designation of an area)		1

Corrections Act 1986

Section 9D (3A) of the *Corrections Act 1986* requires the Chief Commissioner of Police to provide to the Minister, for inclusion in the annual report under Part 7 of the *Financial Management Act 1994*, a report on the provision of services by contractors during the financial year. In accordance with section 9D (3A), our key actions and achievements in relation to prisoner management in 2022–23 are outlined below.

Custody and escort services contract

Victoria Police engages G4S as a private contractor responsible for custody and escort services, including court movements within the Melbourne Custody Centre, Moorabbin Justice Centre, Ringwood Magistrates' Court Cells, Collingwood Neighbourhood Justice Centre and, from February 2023, the new Bendigo Law Courts. We work collaboratively with G4S to ensure compliance with the *Charter of Human Rights and Responsibilities Act 2006*. The contract with G4S is in operation until 28 March 2024.

The Melbourne Custody Centre, Moorabbin Justice Centre, Collingwood Neighbourhood Justice Centre, Ringwood Magistrates' Court Cells, and Bendigo Law Courts have experienced increased admission rates and court movements in comparison to 2021–22. This was due to the judicial system emerging from the impacts of the COVID-19 pandemic. However, the ongoing use of technology, such as audio-visual links, and a reduction in prisoners from Corrections Victoria, resulted in movement numbers continuing to be substantially lower than pre-pandemic levels.

In 2022–23, the Custody Centre Welfare Program continued to operate with the support of G4S. An initiative between

us and the St Vincent de Paul Society, the Custody Centre Welfare Program provides welfare services to individuals held in custody. Since the program began in 2021, police members, volunteers and staff have offered welfare support to 5991 individuals held in custody at the Melbourne Custody Centre, and seven individuals held in the Moorabbin Justice Centre.

G4S contracted services

During 2022–23, G4S provided the following contract services:

Melbourne Custody Centre

- managed 11,061 prisoner movements (counted in and out)
- lodged 403 intoxicated persons
- managed 3,292 court movements between the Melbourne Custody Centre and Melbourne Magistrates' Court, including 2,925 court movements between the Melbourne Custody Centre and Melbourne Magistrates' Court Night Court
- facilitated a total of 8,334 legal visits and 91 police visits to prisoners.

Moorabbin Justice Centre

- managed 295 prisoner admissions
- managed 346 court movements
- facilitated 432 legal visits to prisoner clients.

Ringwood Magistrates' Court Cells

- managed 757 prisoner admissions
- managed 940 court movements
- facilitated 1380 legal visits to prisoner clients.

Collingwood Neighbourhood Justice Centre

- managed 22 prisoner admissions
- managed 22 court movements
- facilitated 49 legal visits to prisoner clients.

Bendigo Law Courts

- managed 302 prisoner admissions
- managed 341 court movements
- facilitated 578 legal visits to prisoner clients.

Custodial Health Service

Our Custodial Health Service has 44 permanent staff including doctors, nurses, pharmacists, police, administration staff, and 17 contracted regional doctors. The Custodial Health Service provides a health service to all custody locations via the Custodial Health Advice Line, telehealth, station visits and the presence of a nurse 24 hours a day, seven days a week at the Melbourne Custody Centre.

The service embedded a daily case management review "huddle" into its practice and extended this model of care from Monday to Sunday. The "huddle" includes a multidisciplinary conference call with police stations where people in custody are held to determine how acute the clinical risk is.

The Custodial Health Service also started internal telehealth services for regional stations, using audio-visual link equipment. This was well received and resulted in more timely access to care for people in custody in regional stations. External models of care are also being explored using privatised telehealth services to improve quality of care to all stations out of hours.

Firearms Act 1996

Section 153C

Section 153C of the *Firearms Act 1996* states that the Chief Commissioner of Police must provide to the Minister, for inclusion in the annual report, under Part 7 of the *Financial Management Act 1994*, a report containing:

- the number of searches without warrant under section 149 conducted
- the number and type of firearms, cartridge ammunition, silencers and prescribed items found during the course of those searches
- any other information requested by the Minister.

Number of searches without warrant under section 149 conducted in 2022–23.

	Number
Total	410

Number and type of firearms, cartridge ammunition, silencers and prescribed items found during the course of those searches in 2022–23

Firearms Found	Number
Air rifle	2
Ammunition ^(a)	732
Box of pellets	1
Firearm	3
Firearm parts	15
Handgun	4
Home-made firearm	3
Imitation firearm ^(b)	15
Imitation handgun	16
Magazine	4
Sawn-off firearm	2
Shotgun	5
Longarm	6
Total	808

Notes:

"Firearms found" are firearms recorded in the narratives and/or recorded as an *modus operandi* code therefore subject to variation.

(a) Ammunition includes cartridge ammunition.

(b) Gel blasters are classified as imitation firearms.

In reference to section 153C(c) of the Act, no other information was requested by the Minister in 2022–23 financial year.

Section 172(1)

Section 172(1) of the *Firearms Act 1996* states that the Chief Commissioner of Police must provide to the Minister, for inclusion in the annual report, under Part 7 of the *Financial Management Act 1994*, a report containing the following data.

Total number of firearm provisions under section 172(1) in 2022–23

Provision	Number
a) the number of firearm prohibition orders issued	409
b) the number of firearm prohibition orders in operation ^(a)	1,908
c) the number of people under 18 years of age who are subject to firearm prohibition orders ^{(a) (b)}	39
d) the number of firearms and firearm-related items seized during any exercise of powers under Part 4A ^(c)	41 Firearms ^(d) 2,518 Firearm-related items (such as ammunition) Overall total = 2,559 Overall total including imitation firearms = 2617
e) the number of charges laid for offences under this Act connected with searches under Part 4A ^(e)	296
f) the number of charges laid for other offences connected with searches under Part 4A ^(f)	1,271 ^(g)

Notes:

(a) Data against items b) and c) represent the cumulative total from 08 May 2018 to 30 June 2023. All other data is from the period 01 July 2022 to 30 June 2023.

(b) Data relates to persons who were under the age of 18 and subject to a Firearm Prohibition Order (FPO) throughout the year.

(c) Property and Laboratory Management is currently unable to identify property items by seizure type. The FPO Registry is dependent on manual reporting of seizures and return of Property and Laboratory Management receipts to collect data. Data is validated by cross-referencing charges resulting from either FPO searches with an offence category of "weapons/explosives" or FPO-specific offences detected under warrant or another search power. This category includes imitation firearms although, by definition, they are weapons and not firearms.

(d) This number does not include imitation firearms, however there were 58 imitation firearms seized.

(e) Data includes offences detected following searches conducted using FPO search powers and due to other search types which result in detecting FPO breaches and other offences (such as firearms or firearm-related item located and seized under common law when drugs, poisons, controlled substances warrant executed on FPO subject). This information was obtained through SAS Enterprise Guide (EG) (using specific offence codes for FPO-related charges) and manually checking the Law Enforcement Assistance Program (LEAP) by the FPO Registry. Police officers are only required to provide field contact data and not incident data where charges are commonly associated. Consequently, the actual number of charges laid may be greater than that being reported.

(f) Data includes offences detected following searches conducted using FPO search powers and as a result of other search types which result in detecting FPO breaches and other offences (such as firearms or firearm-related item located and seized under common law when drugs, poisons, controlled substances warrant executed on FPO subject). This information has been obtained through SAS EG using specific offence codes for FPO-related charges and manually checking the LEAP by the FPO Registry. Police officers are only required to provide field contact data and not incident data, where charges are commonly associated. As such, the actual number of charges laid may be greater than that being reported.

(g) Some 55 charges were laid relating to specific FPO charges under the Control of Weapons Act 1990.

Graffiti Prevention Act 2007

The Chief Commissioner of Police is required to report on searches without a warrant undertaken in accordance with section 17 of the *Graffiti Prevention Act 2007*. Including:

- the number of searches without warrant under section 13
- the number and type of graffiti implements found during the course of those searches in 2021–22
- any other information requested by the Minister.

The number of searches without warrant under section 13 conducted in 2022–23

	Number
Total	242

The number and type of graffiti implements found during the course of those searches in 2022–23

Graffiti implement type	Total number
Aerosol paint container	337
Texta/marker	167
Other graffiti implement	64
Total implements	568

In reference to section 17(c) of the Act, no information was requested by the Minister in 2022–23 financial year.

Sentencing Act 1991

In accordance with section 89DH of the *Sentencing Act 1991*, the Chief Commissioner of Police must provide to the Minister for Police, for inclusion in the annual report of operations under Part 7 of the *Financial Management Act 1994*, a report containing information relating to alcohol exclusion orders.

Reporting requirements under the Sentencing Act 1991 for 2022–23

Reporting Requirement	Number
(a) the number of applications made for alcohol exclusion orders during that financial year.	Not Reported ^(a)
(b) the number of applications for alcohol exclusion orders that were withdrawn during that year.	Not Reported ^(a)
(c) the number of applications for alcohol exclusion orders that were dismissed during that year.	Not Reported ^(a)
(d) the number of alcohol exclusion orders made during that year.	23
(e) the number of persons charged with an offence against section 89DF (1) or (2) during that year.	0
(f) the number of charges for an offence under section 89DF (1) or (2) that resulted in a finding of guilt in that year.	0
(g) the number of contraventions of an alcohol exclusion order that were recorded by members of the police force during that year in respect of which no charge sheet was filed.	Not Reported ^(a)
(h) a comparison with the immediately preceding three financial years of the information required under this subsection.	Not Reported ^(a)

Source: Data for requirements (e) and (f) was sourced from the Crime Statistics Agency.
Note:

- (a) Victoria Police does not separately capture this data, as the application is part of a brief of evidence. Data cannot be disaggregated for this purpose.

Sex Offenders Registration Act 2004

In accordance with section 70P(1) of the *Sex Offenders Registration Act 2004*, a report with the following data is required to be submitted by the Chief Commissioner of Police to the Minister for Police on matters relating to registered sex offenders.

70P Chief Commissioner of Police to report to Minister	Number
70P(1)(a) the total number of registrable offenders as at the immediately preceding 30 June [2023]	10,160
70P(1)(b) the number of offenders added to the Register in the financial year ending on the immediately preceding 30 June [2023]	533
70P(1)(ba) the number of prohibition orders made in the financial year ending on the immediately preceding 30 June [2023]	19
70P(1)(bb) The number of registration orders made in the financial year ending on the immediately preceding 30 June [2023]	Nil
70P(1)(c) any other prescribed information [see table below]	

Prescribed information in the Sex Offenders Registration Regulations 2014

38(a) with respect to the total number of registrable offenders included in the Register as at the immediately preceding 30 June [2023]

the number of registrable offenders by gender:

Gender **Number**

Male 9,942

Female 213

Self-identified 5

the number of registrable offenders aged under 18

1

the reporting periods (RP) applying to registrable offenders:

Reporting period **Number**

4 years 17

7.5 years 96

8 years 2,908

15 years 2,996

Life 3,259

Other 884

Total **10,160**

the number of registrable offenders living in Victoria and subject to reporting obligations

4,638

the number of registrable offenders in government custody

902

the number of registrable offenders outside Victoria (excluding registrable offenders to whom Division 9 of Part 3 of the Act applies):

Owning jurisdiction **Status** **Number**

Victoria Residing Overseas 263

Other Interstate 801

Total **1,064**

the number of registrable offenders who are the subject of an order under Division 6 of Part 3 of the Act (or an equivalent order made under the laws of a foreign jurisdiction)

Nil

the number of registrable offenders who are the subject of a notice under section 45A of the Act

43

the number of registrable offenders whose reporting period has ended

2,648

the number of deceased registrable offenders

877

38(b) with respect to the number of offenders added to the Register in the financial year ending on the immediately preceding 30 June [2022]

Number

the number of offenders under the age of 18

1

the number of offenders added to the Register following the making of an order under section 11 of the Act

30

the number of offenders added to the Register because they are corresponding registrable offenders

65

Notes:

In 2021-22 the total number of registered offenders with a reporting period of 7.5 years as at 30 June 2022 was 93 not 2, and registerable offenders with a reporting period of "other"/"other" was 1014 not 1105 as published in the 2021-22 Victoria Police Annual Report.

Other refers to cases initially registered in Victoria but have since moved to another jurisdiction. The number of registrable offenders outside Victoria does not include registrable offenders whose reporting period has ended or who are deceased.

Environmental performance indicators

Environmental reporting

Victoria Police is committed to energy efficiency and reducing adverse impacts on the environment. We continue to proactively identify, develop, and implement initiatives to reduce greenhouse gas emissions and adapt to the changing climate.

In line with this commitment, we monitor and report against a range of indicators for energy and water consumption, transportation, waste generation, stationary fuels, and greenhouse gas emissions. For the reporting purposes of environmental impacts for the 2022–23, Victoria Police sites include:

- police stations of various sizes
- support facilities, including facilities used for training, forensic services, central property and document storage, and transport operations.

The following should be considered when reading these results:

- Results are based on the Fringe Benefit Tax year (01 April 2022 to 31 March 2023) unless otherwise specified.
- Data sources include data provided by other public sector agencies and external service providers. The reliability and validity of data is assumed.
- The Australian National Greenhouse Accounts Factors were used to calculate greenhouse gas emissions. The October 2020 factors were used to calculate 2020–21 results, the August 2021 factors were used to calculate 2021–22 results, and the February 2023 factors were used to calculate the 2022–23 results.
- Climate Active’s market-based accounting rules were used to calculate greenhouse gas emissions for power consumption.
- Complete data was not always available. Unless otherwise specified, some data has been extrapolated for some sites based on the previous year or average daily use.

- Results previously reported for 2021–22 were recalculated for electricity, stationary fuels, water consumption and waste as more complete data became available.
- Totals may not tally due to rounding.

Greenhouse gas emissions

In line with the state-wide transition to net zero emissions by 2045 Victoria Police is participating in actions to reduce emissions from its operations as part of the Whole of Government Pledge under the *Climate Change Act 2017*. Consistent with national and internal reporting standards, greenhouse gas emissions are broken down into “scopes”:

- Scope 1 greenhouse gas emissions are from sources that we own or control, such as burning fossil fuels through use of our vehicles or machinery.
- Scope 2 greenhouse gas emissions are indirect emissions from our use of electricity from the grid, where non-renewable power generation is used.
- Scope 3 greenhouse gas emissions are indirect emissions from corporate air travel and waste disposal.

Our scope 1 greenhouse gas emissions cannot be directly compared to previously reporting periods, as we now collect and report more data than we did in previous years. For example, greenhouse gas emissions from non-road vehicle data was not previously captured.

Scope 2 greenhouse gas emissions decreased by 5 per cent in 2022–23 compared to 2021–22. Initiatives that helped reduce electricity consumption are noted under the electricity production and consumption section.

Scope 3 greenhouse gas emissions increased by 26 per cent in 2022–23 compared to 2021–22. As noted in the transportation section, commercial air travel has quadrupled compared to the previous reporting year. This resulted in an increase in Scope 3 greenhouse gas emissions.

Indicator	2020–21	2021–22	2022–23
G1. Total Scope 1 greenhouse gas emissions (Tonnes CO ₂ -e)	30,026	30,681	34,988 ^(a)
G2. Total Scope 2 greenhouse gas emissions (Tonnes CO ₂ -e)	68,052	62,942	59,690
G3. Total Scope 3 greenhouse gas emissions from commercial air travel and waste disposal (Tonnes CO ₂ -e)	2,664	2,498	3,137

Note:

(a) Direct comparisons to previous reporting periods cannot be made for Scope 1 emissions due to an increase in data coverage in 2022–23. That is, greenhouse gas emissions from non-road vehicle data were not previously captured.

Electricity production and consumption

Most of Victoria Police's energy consumption falls within three key areas:

- lighting
- heating, ventilation, and air-conditioning
- information and communication technology.

For electricity, the data for the 2022–23 period accounts for 98.7 per cent of sites and 99.6 per cent of Victoria Police full-time equivalent (FTE).

As part of our energy audits and lighting upgrades project, lighting systems have been updated in over 60 police stations during the past two years. The project has helped decrease electricity consumption and related greenhouse emissions by about 2800 tonnes. As a result, the project will improve the efficiency of existing buildings, reduce operating costs and greenhouse gas emissions associated with electricity.

We have committed to reducing our environmental impact as part of the *Keeping you Safe: Victoria Police Strategy 2023–2028* and will continue to review and update property design guidelines, including requirements to reduce adverse environmental impacts in ongoing operations.

Indicator	2020–21	2021–22	2022–23
EL1. Total electricity consumption (MWh)	72,345	71,864	68,830
Purchased electricity – consolidation	72,345	71,864	68,830
Not directly purchased but from outside the organisation	-	-	-
Self-generated ^(a)	Not available	Not available	Not available
EL2. On-site electricity generated (MWh)	39	41	24
Solar photovoltaic (PV) ^(b)	39	41	24
Consumption behind-the-meter ^(a)	Not available	Not available	Not available
Exports	39	41	24
Other non-renewable (diesel backup generator) ^(a)	Not available	Not available	Not available
EL3. On-site installed generation capacity (MWh)	Not available	Not available	Not available
EL4. Total electricity offsets (MWh)	3,951	5,957	6,327
Large-scale Generation Certificates voluntarily retired on the entity's behalf	3,951	5,957	6,327
GreenPower	-	-	-

Note:

(a) Data for self-generated power, consumption behind-the-meter, self-generated power from diesel backup generators is currently unavailable.

(b) Solar photovoltaic (PV) exports were calculated using actuals from available billing data. Feed-in kWh values were not estimated for missing periods.

Stationary fuel use

Sources of emissions from stationary fuel include natural gas used in some buildings, liquid petroleum gas (LPG) used for some machinery, diesel used in back-up generators for facilities and portable generators for operations. We collected data primarily through billing information from fuel suppliers. For natural gas, data accounts for 100 per cent of sites that are utilising gas, which represents accommodation for 88 per cent of FTE.

Stationary fuel use decreased by 3 per cent from 2021–22 to 2022–23. The decrease in natural gas consumption was largely driven by activities undertaken at the Spencer Street Victoria Police Centre, which represents 19 per cent of natural gas consumption in 2022–23. At the Victoria Police Centre, several initiatives around heating, ventilation and air-conditioning controls, domestic hot water and boiler controls and air handling unit strategies and turning-off the co-generation plant in May 2022 helped reduced natural gas consumption.

Indicator	2020–21	2021–22	2022–23
F1. Total Fuels used in buildings and machinery (MJ)	125,837,294	134,774,544	130,820,013
Buildings	125,597,711	134,317,620	130,529,622
Natural gas	125,597,711	134,317,620	130,529,622
Machinery	239,583	456,924	290,392
Diesel	Not available	285,540	134,733
LPG	239,583	171,385	155,658
F2. Greenhouse gas emissions from stationary fuel consumption (Tonnes CO2-e)	6,345	6,952	6,745

Notes:

Machinery in buildings powered by retailer natural gas were captured in the "Buildings" category.

LPG and diesel consumption is based on volumes quoted on supplier invoices as other data measuring methods are not available.

Diesel data for machinery is not available for all reporting periods depicted as data capturing capabilities were not previously available.

Transportation

In 2022–23, we minimised travel by using telephone and video conferencing facilities, and staff were encouraged to use public transport or cycle to work. We are also currently implementing a vehicle telematics solution into our fleet. The technology will help us improve safety for our staff and better manage vehicle use. As at 30 June 2023, 672 telematic devices have been installed throughout the fleet, with further installations planned. This will allow for more efficient utilisation of the fleet that should assist in reducing greenhouse gas emissions and inform the transition to Zero Emissions Vehicles.

In 2022–23, we increased our data reporting capability to include metrics on non-road vehicles. The increase in greenhouse gas emissions from transportation in 2022–23 is attributable to this inclusion of non-road vehicle data. Hence, year on year comparisons for transportation emissions are not appropriate due to changes in data coverage. However, the greenhouse gas emissions from road vehicles have decreased by five per cent compared to the last reporting period.

Commercial air travel has tripled compared to the previous reporting year – however, it remains low compared to the pre-COVID-19 pandemic period.

Indicator	2020–21	% of Fleet	2021–22	% of Fleet	2022–23	% of Fleet
T2. Number and proportion of vehicles	3,477	100.0	3,552	100.0	3,592	100.0
Road vehicles	3,477	100.0	3,552	100.0	3,543	98.6
Goods vehicle – internal combustion ^(a)	-	-	-	-	975	27.2
Diesel	-	-	-	-	937	26.1
Unleaded	-	-	-	-	38	1.1
Omnibuses – internal combustion – Diesel ^(b)	-	-	-	-	37	1.0
Passenger vehicles ^(c)	-	-	-	-	2,450	68.2
Battery electric vehicle	-	-	-	-	1	0.0
Internal combustion	-	-	-	-	2,449	68.1
Diesel	-	-	-	-	986	27.4
LPG	-	-	-	-	1	0.0
Unleaded	-	-	-	-	1,462	40.7
Two-wheeled vehicles – internal combustion – unleaded ^(d)	-	-	-	-	81	2.3
Non-road vehicles ^(e)	-	-	-	-	49	1.4
Marine vessels – internal combustion	-	-	-	-	45	1.3
Diesel	-	-	-	-	3	0.1
Unleaded	-	-	-	-	42	1.2
Aircraft – internal combustion – aviation gasoline	-	-	-	-	4	0.1

Notes:

Segmentation by Australian Design Rules for road vehicles in previous reporting periods are unavailable.

Our vehicles are categorised as special built for purpose vehicles, per the Australian Design Rules and have been estimated as follows:

(a) Goods vehicle category contains 4-wheel drives, ATVs, heavy vehicles, utility vehicles and other specialist vehicles.

(b) Omnibuses category contains booze buses and other specialist buses.

(c) Passenger vehicles category contains sedans, SUVs, 4-wheel drives and other specialist vehicles.

(d) Two-wheeled vehicles category contains motorcycles.

(e) Non-road vehicles data unavailable for previous reporting periods.

Indicator	2020–21	2021–22	2022–23
T1. Total energy used in transportation (MJ)	342,147,805	341,747,164	408,876,599
Road vehicles	342,147,805	341,747,164	326,083,854
Goods vehicle – internal combustion	-	-	136,179,041
Diesel	-	-	135,078,946
Unleaded	-	-	1,100,096
Omnibuses – internal combustion – diesel	-	-	4,650,607
Passenger vehicles	-	-	183,778,610
Battery electric vehicle	-	-	2,494
Internal combustion	-	-	183,776,116
Diesel	-	-	71,426,320
Unleaded	-	-	112,348,406
LPG	-	-	1,390
Two-wheeled vehicles – internal combustion – unleaded	-	-	1,475,596
Non-road vehicles ^(b)	-	-	82,792,745
Marine vessels – internal combustion	-	-	7,914,720
Diesel	-	-	590,468
Unleaded	-	-	7,324,251
Aircraft – internal combustion – aviation gasoline ^(a)	-	-	74,878,026
T3. Greenhouse gas emissions from vehicle fleet (Tonnes CO₂-e)	23,681	23,730	28,243
Road vehicles	23,681	23,730	22,639
Goods vehicle – internal combustion	-	-	9,585
Diesel	-	-	9,511
Unleaded	-	-	74
Omnibuses – internal combustion – diesel	-	-	327
Passenger vehicles	-	-	12,627
Battery electric vehicle	-	-	1
Internal combustion	-	-	12,626
Diesel	-	-	5,029
Unleaded	-	-	7,597
LPG	-	-	0
Two-wheeled vehicles – internal combustion – unleaded	-	-	100
Non-road vehicles	-	-	5,603
Marine vessels – internal combustion	-	-	537
Diesel	-	-	42
Unleaded	-	-	495
Aircraft – internal combustion – aviation gasoline	-	-	5,066
T4. Total distance travelled by commercial air travel (Passenger km)	810,968	1,087,164	4,365,922

Notes:

Segmentation by Australian Design Rules for road vehicles in previous reporting periods are unavailable.

Our vehicles are categorised as special built for purpose vehicles, per the Australian Design Rules.

Non-road vehicles data unavailable for previous reporting periods.

In 2022–23, we increased our data reporting capability to include metrics on non-road vehicles. As such, year on year comparisons for transportation emissions are not appropriate or comparable due to changes in data coverage

(a) Segmentation of fuel consumption by aircraft types is currently unavailable.

(b) All non-road vehicle consumption data has been estimated using total cost and average fuel price in the reporting period.

Total energy use

Victoria Police cannot compare its total energy use with previous reporting periods due to changes in data coverage. For the reporting periods before 2022–23, non-road vehicle energy consumption data is unavailable. Excluding non-road vehicle energy consumption from 2022–23, the total energy used by us, when comparing electricity, stationary fuels, and road vehicle consumption in megajoules has decreased by 4 per cent compared to energy levels in 2021–22.

Indicator	2020–21	2021–22	2022–23
E1. Total energy usage from fuels (stationery and transportation) (MJ)	467,985,099	476,521,708	539,696,612
E2. Total energy used from electricity (MJ)	260,442,466	258,710,321	247,786,464
E3. Total energy used segmented into renewable and non-renewable sources (MJ)	728,427,564	735,232,028	787,483,076
Renewable	3,951	5,957	6,327
Non-renewable	728,423,613	735,226,072	787,476,750
E4. Units of energy used normalised by FTE	33,448	34,487	37,656

Note:

Direct comparisons to previous reporting periods cannot be made due to differing data coverage within each indicator.

Sustainable buildings and infrastructure

We play a critical role in responding to extreme weather events, such as floods and fires, and have been directly impacted with loss and damage to police buildings and vehicles. Extreme weather events in recent years, such as the 2019–20 bushfires, and the 2020 and 2022 flood events demonstrate the importance of addressing climate change risk, particularly when it comes to the design and management of buildings and infrastructure assets.

We are committed to efficiency and reducing adverse impacts on the environment and continue to proactively identify, develop, and implement initiatives, to reduce greenhouse gas emissions and adapt to the changing climate.

We did not deliver new police stations in 2022–23, however, we ensure the design, budgeting and delivery of all future Victoria Police buildings incorporate best practice sustainable design principles, and resource efficient features. As stipulated in *Victoria's Climate Change Strategy*, from 2021, all new Victoria Police buildings and tenancy fit-outs will have embedded environmentally sustainable design with a minimum 5-star Green Star energy performance rating. This will increase to 6-star in 2025.

New leased premises are acquired through the Victorian Government Shared Services Provider which, must ensure that fit-outs for new leased premises achieve and maintain a National Australian Built Environment Rating System (NABERS)

5-star rating (without green power), or higher. Industry standards must also be adopted to support best practice sustainability and user health outcomes throughout the different phases of design, fit-out and ongoing operation. Where an office fit-out is unable to achieve this rating, the Shared Service Provider must demonstrate that a “best endeavours” approach has been taken by implementing as many as possible of the design components of the NABERS 5-star rating.

We established a monitoring system to ensure a continued reduction in water and energy consumption, a reduction in waste levels, and improvement to the quality of the indoor environment of the Victoria Police Centre. The centre operates as an environmentally sustainable building that was designed to high environmentally sustainable design standards using certified products.

Water consumption

We are committed to increasing water usage efficiency. Water consumption decreased by 7 per cent from 2021–22, driven by COVID-19 pandemic responses. Also, better water efficiency practices have resulted in a 5 per cent decrease of kilolitres consumed per FTE. Data for the 2022–23 period accounts for 82.6 per cent of sites and 92.9 per cent of our FTE covered by environmental reporting requirements.

In 2022–23 we continued to work with Victoria's water corporation boards to increase data coverage.

Indicator	2020–21	2021–22	2022–23
W1. Total water consumption (kilolitres)	243,150	216,104	201,199
Potable water consumption	243,150	218,244	203,184
Metered reused water consumption	-	-	-
W2. Units of metered water consumed normalised by FTE	11.2	10.2	9.7

Waste and recycling

We are committed to the effective management of waste to reduce operational costs and environmental impacts, as well as potential health risks to staff and the broader Victorian community. Data for the 2022–23 period accounts for 45.8 per cent of sites and 92.8 per cent of our FTE.

The Victoria Police Centre accommodates 31 per cent of FTE, and has dedicated collection services for:

- coffee cups
- e-waste
- printer cartridges

- batteries, and
- soft plastics.

The Simply Cups Australia program, which operates at the Victoria Police Centre, recorded 263,170 coffee cups being diverted from landfill between 01 April 2022 and 31 March 2023. That is equivalent to 26 kilometres worth of cups (stacked end-to-end). The program upcycles takeaway cups to produce other items such as re-usable cups, car park stops, roadside kerbing, outdoor furniture, air-conditioning mounting blocks, road surfacing and lightweight concrete. Securely destroyed paper was recycled.

Indicator	2020–21	%	2021–22	%	2022–23	%
WR1. Total units of waste disposed (kg and %)	1,865,234	100	1,725,426	100	1,709,538	100
Landfill	1,584,255	85	1,428,973	83	1,402,665	82
Recycling	280,979	15	296,453	17	306,874	18
Cardboard					142,293	
Commingled					50,459	
Food and garden organics					37,727	
Paper					42,732	
Other					20,966	
Batteries					83	
Coffee cups					2,632	
E-waste					4,364	
Fluorescent tubes					105	
Metal					70	
Printer cartridges					1,103	
Uniforms					4,342	
WR2. Percentage of office sites which are covered by dedicated collection services (a)					Not available	
WR3. Total units of waste disposed of normalised by FTE (kg/FTE)	89		87		85	
WR4. Recycling Rate (%)		15		17		18
WR5. Greenhouse gas emissions associated with waste disposal (Tonnes CO₂-e) – Landfill	2,535		2,286		2,244	

Notes:

A direct comparison between the reporting periods should not be made as new service providers were used and data coverage has changed.

Recycled waste stream segmentation is not available for previous reporting periods.

(a) Data for percentage of office sites which are covered by dedicated collection services is unavailable.

Sustainable procurement

All procurement undertaken by Victoria Police includes the mandatory whole-of-government requirement for a supplier to provide a supplier Code of Conduct letter with their response. The letter aims to ensure that suppliers adhere to minimum standards of ethical, sustainable, and socially responsible practices when providing goods or services. Under these requirements, suppliers must acknowledge the code by signing and returning a commitment letter as part of the procurement process and if successful, as part of their supply of goods and/or services.

Consistent with the sustainable procurement objectives of the Victorian Social Procurement Framework, we have incorporated environmental considerations into procurement

decision-making where possible. The below table provides examples of sustainable and environmental considerations that were applied during the procurement process for contracts entered during 2022–23. It also contains a list of any tenders, contracts, or products for which our organisation has developed, or is using, sustainability clauses or specifications.

Where available, the below table includes qualitative information on contracts that use recycled content, remanufactured or refurbished material, and repurposed or reused material. Quantitative data is not available for the 2022–23 reporting period. We will establish a reporting and management framework to collect quantitative data on sustainable procurement indicators for future reporting periods.

Sustainable and environmental considerations applied to procurement process for 2022–23 contracts

Procurement contract	Additional sustainable and environmental considerations applied during the procurement process
High visibility fire resistant coveralls	Factors such as material minimisation, use of recycled materials and material re-use will be balanced with mandatory requirements of product handling, distribution and system processing when assessing tender responses.
Victoria Police name badges	Factors such as material minimization, use of recycled materials and material re-use will be balanced with mandatory requirements of product handling, distribution and system processing when assessing tender responses.
Purchase of 2 x gas chromatogram-mass spectrometer (GC-MS) and 1 x gas chromatogram – flame ionisation detection (GC-FID)	Ensuring the GC-FID and GC-MS systems used within the Drug Sciences Group are within their serviceable life and working with maximum performance and minimal breakdown. Furthermore, waste (power, water, chemicals, paper, toner cartridges, etc.) caused as a result of leakages and repeat analysis will be reduced and/or eliminated.
Electronic penalty infringement notices (ePINS) solution and business process automation platform	<p>Alignment with the Victorian Government’s Fair Jobs Code, holding a pre-assessment certificate and preparing a Fair Jobs Code Plan.</p> <p>Submission of a Local Industry Development Plan through the Industry Capability Network.</p> <p>Approach to social procurement through request for information on how they ensure diversity, gender equality, workplace safety and encouraging and providing opportunities for disadvantaged Victorian and Aboriginal and Torres Strait Islander people.</p>
Venue hire for the Australia New Zealand Policing Advisory Agency (ANZPAA) Police Conference 2023	Consider venues with environmental initiatives such as waste reduction, water saving processes, energy efficient and recycling of any catering consumables.
<ul style="list-style-type: none"> • Red Hat and Ansible software. • Oracle Cloud implementation partner. • Social media management tool. • Social media analytics application. • Provision of digital forensic analysis of emails for the Office of the Special Investigator. • Night Illuminations and Laser Project. • Pathology and toxicology laboratory services. • National Survey of Community Satisfaction with Policing. • Facilities compliance audit. • Behavioural ethics program for supervisors. • Replacement of protective bomb suits and helmets. • Hull rectification works. • Electronic Document and Records Management System. • CISCo Security Enterprise Agreement 2023. • Chemical analyser. • Replacement of evidentiary breath testing devices. • Online medical booklet. • Audio visual link lite (AVL) deployment – AVL box supply. • VMWare Licencing, maintenance and support. • Electronic exam tool. • Critical asset refresh – end user device. • Employee Assistance Program. • Handheld Raman spectroscopy instrument. • Closed-circuit television upgrade to PSO facilities (Phase 2). • Police medals. • Engagement for delivery of community integration support program. • Migration of ANZPAA document management to Microsoft 365. 	Successful suppliers from the listed contracts committed only to the mandatory Supplier Code of Conduct which stipulates the minimum standards of ethical, sustainable, and socially responsible practices.

Procurement contract	Additional sustainable and environmental considerations applied during the procurement process
<ul style="list-style-type: none"> • The Youth Crime Prevention and Early Intervention Project evaluation. • Project management services for group technology domain. • Victoria telecommunications services. • 2022 and 2023 Police Recruitment Campaign Creative Services. • Website analytics and Optimize 360 support. • Oracle Demantra migration to Oracle Cloud. • Ventilation project manager. • Resource and Rostering Application Program academy scheduling enhancements. • Business analyst, Finance Systems Program — Oracle Cloud. • Oracle developer (B), Finance Systems Program — Oracle Cloud. • Oracle developer (A), Finance Systems Program — Oracle Cloud. • Solution architect, Finance Systems Program — Oracle Cloud. • Frontline mobility co-design. • Facilities management/minor works contractor for Victoria Police Centre precinct. • Roadside Automation Technical Review Roadside Drug Testing (RDT) 150 Project. • Microsoft Unified Support Agreement 2023. • Assessment of disclosure training within Victoria Police Recommendation 72 of the Royal Commission into the Management of Police Informants. • Radware Load Balancer MATS renewal. • Procurement services for the Infrastructure Project Stream, Conducted Energy Devices Program. • Vocus Victorian Telecommunications Services — State purchase contract fixed price service tower data internet. • PowerMax upgrade. 	<p>Successful suppliers to contracts from list shown were obtained from mandated whole of Victorian Government purchase contracts where corporate, social, and environmental requirements already apply.</p>
<ul style="list-style-type: none"> • Bairnsdale Police Station refurbishment works. • Glen Waverley Police Station refurbishment works. • Conducted Energy Device Program, infrastructure stream — architectural assessment services. • Police academy sports complex male shower refurbishment. • Safer police custody ventilation – various locations. • Wodonga Police Station — HVAC heat pump. • Design, fabrication and delivery of a portable building for the Rochester Police Station. • Design manager, Bairnsdale Incident (local) tier Police Operations Centre Project. • Design manager, Clyde North Police Station Project. 	<p>All our construction projects contractually require our contractors to comply with Volume One, Section J (Energy efficiency) of the <i>National Construction Code</i>. That section defines requirements for the energy efficiency performance of:</p> <ul style="list-style-type: none"> • the building fabric including external glazing and shading • sealing of the building • performance of heating, ventilation, and air conditioning systems • artificial lighting and power • heated water supply systems • facilities to monitor energy use • use of low volatile organic compounds product paints • use of E0 medium density fibreboard in joinery and workstation • use of recycled polyethylene terephthalate product for acoustic screens • use of Good Environmental Choice Australia certified furniture including chairs and workstations • recycling of waste material.

Additional departmental information available on request

In compliance with the requirement of the Standing Directions 2018 under the *Financial Management Act 1994*, certain categories of information not contained in the annual report have been retained by Victoria Police and are available on request, subject to the provisions of the *Freedom of Information Act 1982*. The information is available on request by writing to:

Executive Director
Investment, Governance and Assurance
Department Corporate and Regulatory Services

Victoria Police Centre
GPO Box 913
MELBOURNE, VIC 3001

Victoria Police financial management compliance attestation statement 2022–23

This attestation is in accordance with Standing Direction 5.1.4 of Standing Directions 2018 under the *Financial Management Act 1994*.

I, Shane Patton, Chief Commissioner on behalf of Victoria Police, certify that Victoria Police has no Material Compliance Deficiency with respect to the applicable Standing Directions under the *Financial Management Act 1994* and Instructions.

Shane Patton APM
Chief Commissioner of Victoria Police

5 September 2023

Compliance with DataVic access policy

Consistent with the DataVic Access Policy issued by the Victorian Government in 2012, Victoria Police made four data sets available on the DataVic website in 2022–23. Information included in this annual report will also be available at data.vic.gov.au in electronic readable format.

Licensing and regulation

Victoria Police plays a key role in regulation and adhering to legislation. This section provides an overview of our role in regulating the firearms, private security, and weapons industries. Regulation of these industries is achieved by the appropriate licensing and registration of individuals and organisations as well as through the registration of firearms and weapons.

Progress against Statement of Expectations

On 26 July 2020, the Minister for Police and Emergency Services issued a Statement of Expectations for Victoria Police, which set the following performance objectives for a two-year period:

- Review and identify opportunities for improvement of current licence application processing practices.
- Explore the feasibility of integrating Licensing and Regulation Division service delivery with Service Victoria.
- Review and evaluate the current Licensing and Regulation Division Risk Based Regulation framework.
- Review the Licensing and Regulation Division's online information and make recommendations for increasing compliance with Victorian Government accessibility standards.

In response to the above performance objectives, our Licensing and Regulation Division has identified opportunities to modernise regulatory practices.

We are collaborating with Service Victoria to introduce an end-to-end digital service. This will enable us to provide a contemporary and robust online service, offering convenience and efficiency to new and existing licence holders whilst also streamlining assessment and determination processes.

We continued to review website content to improve the information so that it is easier for people to find what they are looking for and accessibility was improved.

In 2022–23, we led changes to the *Firearms Act 1996* that successfully introduced new requirements (effective from 30 August 2022) for firearms licence holders to enhance public safety, including:

- Licensed firearm dealers must not release a firearm to a person unless they are able to produce a valid licence to carry, use or possess the firearm.
- The hire and loan of firearms to a licensed person is limited to a maximum of 30 days with the possibility to extend the loan by an additional 30 days with an agreement in writing.
- The introduction of robust firearm storage requirements. Firearm owners are no longer permitted to store firearms in hardwood receptacles, they must be stored in accordance with the revised minimum standards set out in Schedule 4 of the *Firearms Act 1996*.
- Firearms or/and or firearm parts sent by postal mail between licenced firearm dealers must be tracked, labelled in a way that does not identify the contents of the package, and must be signed for and received in person.
- References to the *Financial Transactions Act 1988* regarding identification requirements throughout the *Firearms Act 1996* have been removed and replaced with provisions for identification in a form and manner approved by the Chief Commissioner of Police. This change allows the Chief Commissioner of Police to determine the most appropriate proof of identity requirements and will help progress digital services through Service Victoria.

Regulating the firearms, weapons, and private security industries

Like many other regulatory bodies across Australia, Victoria Police employs a risk-based compliance model in our role as regulator of the firearms, weapons, and private security industries. This achieves good public policy that ensures public safety and the integrity of the firearms, weapons, and private security licensing regime.

We undertake risk-based compliance by exercising the following principles:

- maintaining the integrity of Victoria's licensing regime through on-going assessment and regulation
- using intelligence-based information to identify and prioritise risk
- engaging with stakeholders to encourage compliance and providing transparency regarding policy decisions.

As of 30 June 2023, there are:

- 232,809 current Victorian firearm licences
- 941,466 registered firearms attached to 226,893 current Victorian firearm licences
- 37,910 current Victorian private security licences and registrations
- 802 current Victorian Chief Commissioner of Police weapons approvals.

The focus for us continues to be on compliance and ensuring that only fit and proper people are licensed or registered. In 2022–23, we processed 149,320 new and renewal applications for firearm permits and licences, private security licences and registrations and Chief Commissioner of Police weapons approvals. Of the applications processed in 2022–23, 136,092 (91.14 per cent) were approved.

Licence, registration, and permit application outcomes in 2022–23

Type of Request	Approved	Refused
New and renewal firearm licences	48,794	466
New and renewal private security licences and registrations	15,745	30
Firearm permits	71,293	541
Chief Commissioner of Police weapons approvals	260	24
Total	136,092	1,061

Note: Data is as at 30 June 2023.

Total number of licences and registrations suspended or cancelled in 2022–23

Type of Request	Suspended	Cancelled
Firearm licences	1,576	2,106
Private security licences and registrations	103	149
Total	1,679	2,255

Professional standards – complaints received

This section details the reporting of complaints data as an outcome of recommendation 7 of the 2016 audit of Victoria Police complaints handling processes by the IBAC.

Breakdown of Complaints

Compliant Classification	Definition	2020–21	2021–22	2022–23
1. Management Intervention Model and Local Management Resolution	Allegations of minor nature regarding service delivery, performance management or professional conduct.	852	1,277	513
2. Misconduct – Minor/Serious/Corruption	Misconduct as per s. 166, <i>Victoria Police Act 2013</i> and s. 4 <i>Public Administration Act 2004</i>	735	1,010	1,006
3. Complaints registered as incidents and resolved immediately	Resolved in the first instance by the Police Conduct Unit, Professional Standards Command and no further formal investigation required.	439	516	325
Total		2,026	2,803	1,844

Complaint allegations finalised by financial year

Compliant Classification	Definition	2020–21		2021–22		2022–23	
		Count	%	Count	%	Count	%
Case to answer	Lesser deficiency found	13	0.38	8	0.19	7	0.34
	Substantiated	683	19.98	791	18.95	425	20.82
	Sub total	696	20.36	799	19.14	432	21.17
No case to answer	False report	4	0.12	2	0.05	0	0
	For intelligence purposes only	18	0.53	16	0.38	12	0.59
	Member exonerated	86	2.52	132	3.16	104	5.1
	No complaint	543	15.89	708	16.96	268	13.13
	Not substantiated	423	12.38	504	12.07	275	13.47
	Unable to determine	199	5.82	171	4.1	266	13.03
	Unfounded	421	12.32	572	13.7	300	14.7
	Withdrawn	38	1.11	54	1.29	20	0.98
	Sub total	1,732	50.67	2,159	51.72	1,245	61.00
	Other	Conciliated	14	0.41	3	0.07	0
Not finalised		5	0.15	3	0.07	4	0.2
Not proceeded with		131	3.83	110	2.64	92	4.51
Sub total		150	4.39	116	2.78	96	4.7
Other (Local Management Actions)	Not resolved	258	7.55	379	9.08	68	3.33
	Resolved	566	16.56	707	16.94	193	9.46
	Sub total	824	24.11	1,086	26.02	261	12.79
Other (Oversight matters)	No complaint (oversight)	16	0.47	14	0.34	7	0.34
	Sub total	16	0.47	14	0.34	7	0.34
Total		3,418	100	4,174	100	2,041	100

Notes:

A complaint may consist of one or more allegations against one or more employees. The figures in this table reflect the "determination" for each allegation, not the outcome of a single complaint.

Figures in the table represent all allegations determined (finalised) by financial year and may include complaints lodged in previous financial years.

Data provided in the table for earlier financial years may vary from that previously published due to internal administration and quality control processes that may result in the back capturing of information.

Recommended actions for complaint allegations finalised by financial year

Recommendations	2020–21		2021–22		2022–23	
	Count	%	Count	%	Count	%
Admonishment	136	3.98	151	3.62	77	3.77
Criminal charges	69	2.02	62	1.49	22	1.08
Discipline charges	106	3.1	118	2.83	39	1.91
Management actions	629	18.4	822	19.69	373	18.28
No Data Recorded	10	0.29	10	0.24	17	0.83
No action	2,371	69.37	2,872	68.81	1,400	68.59
Resigned/Retired	75	2.19	125	2.99	106	5.19
Terminated	22	0.64	14	0.34	7	0.34
Total (ALL)	3,418	100	4,174	100	2,041	100

Notes:

Figures in tables represent recommendations made against allegations determined (finalised) by financial year and may include recommendations for complaints lodged in previous financial years.

Data provided in the table for earlier financial years may vary from that previously published due to internal administration and quality control processes that may result in back capturing of information.

Drink driving detections

Drink driving detections of Victoria Police officers during 2022–23

Blood alcohol concentration reading	Was there a collision? [yes/no]	Determination
0.052	no	Substantiated – employee to undergo workplace guidance
0.053	no	Substantiated – discipline intervention process
0.056	no	Substantiated – discipline intervention process
0.078	no	Substantiated – discipline intervention process
0.107	no	Brief of evidence being prepared
0.123	no	Substantiated – charged with traffic offence
0.161	no	Substantiated – charged with traffic offence
0.206	yes	Substantiated – charged with traffic offence

Comparative workforce data

The following table discloses the head count and full-time staff equivalent (FTE) of all active public service employees of Victoria Police employed in the last full pay period in June of the current reporting period, and in the last full pay period in June of the previous reporting period.

Details of employment levels in June 2022 and June 2023

	June 2022						June 2023							
	All employees			Fixed term and casual			All employees			Fixed term and casual				
	Number (headcount)	FTE	Part-time (headcount)	Number (headcount)	FTE	Part-time (headcount)	Number (headcount)	FTE	Part-time (headcount)	Number (headcount)	FTE	Part-time (headcount)		
Gender														
Women	7,552	7,108	6,004	1,390	6,962	158	146	7,645	7,210	6,066	1,371	7,014	208	196
Men	14,342	14,258	13,923	316	14,156	103	102	14,076	13,988	13,620	324	13,859	132	129
Self-described	32	32	28	1	29	3	3	128	128	125	2	127	1	1
Age														
15-24	672	667	640	8	645	24	22	673	666	626	11	632	36	33
25-34	6,588	6,494	6,201	300	6,409	87	84	6,401	6,307	5,996	298	6,201	107	105
35-44	6,054	5,836	5,303	695	5,782	56	53	6,229	6,012	5,443	711	5,940	75	72
45-54	5,448	5,320	4,949	440	5,263	59	57	5,317	5,199	4,843	407	5,135	67	64
55-64	2,868	2,802	2,616	217	2,771	35	32	2,919	2,848	2,641	231	2,804	47	44
65+	296	280	246	47	278	3	2	310	294	262	39	286	9	8

Demographic data

	June 2022						June 2023					
	All employees			Fixed term and casual			All employees			Fixed term and casual		
	Number (headcount)	FTE (headcount)	Ongoing	Full-time (headcount)	Part-time (headcount)	FTE (headcount)	Number (headcount)	FTE (headcount)	Ongoing	Full-time (headcount)	Part-time (headcount)	FTE (headcount)
Police	1,6454	16,159	15,397	1,036	16,138	21	16,133	15,842	15,092	1,019	15,820	22
Chief Commissioner	1	1	0	0	0	1	1	1	0	0	0	1
Deputy Commissioner	4	4	0	0	0	4	4	4	0	0	0	4
Assistant Commissioner	16	16	0	0	0	16	17	17	0	0	0	17
Commander	13	13	13	0	13	0	13	13	13	0	13	0
Superintendent	103	103	103	0	103	0	106	106	106	0	106	0
Inspector	369	369	368	1	369	0	377	376	373	4	376	0
Senior Sergeant	889	885	869	20	885	0	935	931	920	15	931	0
Sergeant	2,889	2,854	2,756	133	2,854	0	2,979	2,942	2,835	144	2,942	0
Senior Constable	8,529	8,285	7,682	847	8,285	0	8,801	8,565	7,982	819	8,565	0
Constable	3,641	3,630	3,606	35	3,630	0	2,900	2,887	2,863	37	2,887	0
Protective Service Officers (PSO)	1,459	1,438	1,385	74	1,438	0	1,435	1,412	1,356	79	1,412	0
PSO Senior Sergeant	4	4	4	0	4	0	4	4	4	0	4	0
PSO Sergeant	114	114	113	1	114	0	135	135	134	1	135	0
PSO Senior	761	750	718	43	750	0	780	766	728	52	766	0
PSO First Class	94	90	80	14	90	0	81	77	68	13	77	0
PSO	486	481	470	16	481	0	435	430	422	13	430	0
Other Sworn Employees	71	71	71	0	71	0	218	218	218	0	218	0
Recruits	69	69	69	0	69	0	216	216	216	0	216	0
Reservists	2	2	2	0	2	0	2	2	2	0	2	0
Police Custody Officers (PCO)	392	386	371	21	386	0	353	346	331	22	346	0
PCO-1	0	0	0	0	0	0	0	0	0	0	0	0
PCO-2	334	328	314	20	328	0	291	285	273	18	285	0
PCO-3	58	58	57	1	58	0	62	61	58	4	61	0

Classification data

	June 2022						June 2023						
	All employees			Fixed term and casual			All employees			Fixed term and casual			
	Number (headcount)	FTE (headcount)	Ongoing	Full-time (headcount)	Part-time (headcount)	FTE (headcount)	Number (headcount)	FTE (headcount)	Ongoing	Full-time (headcount)	Part-time (headcount)	FTE (headcount)	Number (headcount)
Victorian Public Service (VPS) 1-6 grades	3,185	3,002	2,475	507	2,811	191	3,350	3,167	2,555	513	2,899	282	268
VPS 1	0	0	0	0	0	0	0	0	0	0	0	0	0
VPS 2	1,133	1,045	849	226	995	58	1,124	1,036	822	228	971	74	65
VPS 3	812	769	650	116	724	46	881	839	689	107	756	85	83
VPS 4	652	617	492	106	565	54	685	651	512	109	589	64	62
VPS 5	347	335	275	40	303	32	382	370	299	47	334	36	36
VPS 6	241	236	209	19	223	13	278	272	233	22	249	23	23
Forensic Officers (FO)	307	287	237	64	281	6	302	284	240	61	283	1	1
FO-1	0	0	0	0	0	0	0	0	0	0	0	0	0
FO-2	79	75	64	10	70	5	71	68	62	8	67	1	1
FO-3	85	80	68	17	80	0	81	76	66	15	76	0	0
FO-4	97	88	67	30	88	0	99	90	68	31	90	0	0
FO-5	32	30	24	7	29	1	36	34	29	7	34	0	0
FO-6	14	14	14	0	14	0	15	15	15	0	15	0	0
Senior VPS Employees	58	55	19	5	22	34	58	56	18	3	20	37	36
Senior Technical Specialist	14	14	13	0	13	1	13	13	11	0	11	2	2
FO-7	3	3	3	0	3	0	3	3	3	0	3	0	0
Senior Medical Advisor	8	6	3	5	6	0	7	6	4	3	6	0	0
Senior Executive Service	33	32	0	0	0	33	35	34	0	0	0	35	34
Total employees	21,926	21,398	19,955	1,707	21,147	264	21,849	21,326	19,811	1,697	20,999	341	326

Classification data

Note: This table is prepared in accordance with Financial Reporting Direction (FRD) 29C Workforce Data disclosure requirements. It therefore excludes staff members who were not on salary at the end of the last pay period of the financial year (which ended 19 June 2022 and 01 July 2023). It also excludes staff members who are employed within statutory and nationally funded bodies administered by Victoria Police.

Annualised total salary, by \$20,000 bands, for executives and other senior non-executive staff

Income band (salary)	Executives	Senior Technical Specialist	PS	Senior Medical Advisor	Senior Regulatory Analyst	Other
< \$160,000	0	0	0	2	0	0
\$160,000 – \$179,999	0	4	0	0	0	0
\$180,000 – \$199,999	9	3	0	0	0	0
\$200,000 – \$219,999	6	4	0	1	0	0
\$220,000 – \$239,999	8	5	0	0	0	0
\$240,000 – \$259,999	4	0	0	1	0	0
\$260,000 – \$279,999	6	0	0	1	0	0
\$280,000 – \$299,999	6	0	0	2	0	0
\$300,000 – \$319,999	2	0	0	0	0	0
\$320,000 – \$339,999	7	0	0	0	0	0
\$340,000 – \$359,999	2	0	0	0	0	0
\$360,000 – \$379,999	0	0	0	0	0	0
\$380,000 – \$399,999	0	0	0	0	0	0
\$400,000 – \$419,999	0	0	0	0	0	0
\$420,000 – \$439,999	4	0	0	0	0	0
\$440,000 – \$459,999	2	0	0	0	0	0
\$460,000 – \$479,999	0	0	0	0	0	0
\$480,000 – \$499,999	0	0	0	0	0	0
Total	56	16	0	7	0	0

Notes:

This table is prepared in accordance with FRD 29C Workforce Data disclosure requirements. It therefore excludes staff members who were not on salary at the end of the last pay period of the financial year (which ended 01 July 2023).

The salaries reported above are for the full financial year, at a 1.0 FTE rate and excludes superannuation.

Executives include Assistant Commissioners.

Senior medical advisors are VPS.

Level seven forensic officers (FO-7s) are also included in the senior technical specialist category in this table.

List of statutory authorities/offices

- Office of the Chief Examiner
- Australia and New Zealand Policing Advisory Agency (ANZPAA)
- Police Registration and Services Board (PSRB).

Workforce data: statutory authorities and/or offices that fall under Victoria Police

Public servant classification	Headcount		Full time equivalent (FTE)	
	June 2022	June 2023	June 2022	June 2023
Senior public servants	4	5	4	5
Governor in Council	2	2	2	2
Senior Executive Service (SES) 3	0	0	0	0
SES 2	1	1	1	1
SES 1	0	1	0	1
SMA	0	0	0	0
FO-7 (includes Senior Technical Specialist)	1	1	1	1
Other public servants	33	44	31	32
Forensic Officer (FO)-6	0	0	0	0
FO-5	0	0	0	0
FO-4	0	0	0	0
FO-3	1	0	1	0
FO-2	0	0	0	0
FO-1	0	0	0	0
Victorian Public Service (VPS)-6	5	7	5	4
VPS-5	9	18	8	8
VPS-4	12	13	12	12
VPS-3	5	5	5	5
VPS-2	1	1	1	1
VPS-1	0	0	0	0
Police Custody Officer (PCO)-2	0	0	0	0
PCO-1	0	0	0	0
Total workforce	37	49	35	37

Notes:

This table is prepared in accordance with FRD 29C Workforce Data disclosure requirements. It therefore excludes staff members who were not on salary at the end of the last pay period of the financial year (which ended 18 June 2022 and 01 July 2023).

Due to rounding, FTE totals may not tally as the figures have been rounded to the nearest whole number as per FRD 29C.

PCOs are VPS employees, but are listed separately.

Senior medical advisors (SMA) are VPS.

Senior technical specialists are otherwise referred to as forensics officers FO-7 and captured as such in the above table.

Employment and conduct principles

Victoria Police is committed to applying merit and equity principles when appointing staff. Our selection processes ensure applicants are assessed and evaluated fairly and equitably on the basis of the key selection criteria and other accountabilities without discrimination.

Executive data

A member of the Senior Executive Service (SES) is defined as a person employed as an executive under Part 3 of the *Public Administration Act 2004*. All figures reflect employment levels at the end of the financial year.

The definition of SES does not include a statutory office holder or an Accountable Officer.

Total number of SES for Victoria Police, broken down into gender in 2022–23

Class	All		Women		Men		Self-described	
	No.	Var.	No.	Var.	No.	Var.	No.	Var.
SES-3	2	0	1	0	1	0	0	0
SES-2	9	-1	2	-1	7	0	0	0
SES-1	24	2	13	3	11	-1	0	0
Total	35	1	16	2	19	-1	0	0

Notes:

This table has been prepared in accordance with FRD 15 Executive officer disclosures and 29C Workforce Data disclosure requirements. It therefore excludes staff members who were not on salary at the end of the last pay period of the financial year (which ended 18 June 2022 and 01 July 2023).

"Var" denotes variance between the current (2022–23) and previous (2021–22) reporting periods.

The data in this table is reflective of headcount, not FTE and may include part-time staff.

Reconciliation of executive numbers in 2022 and 2023

	2022	2023
Executives (financial statement Note 9.8) ^(a)	63	63
Accountable Officer (Secretary)	1	1
Less Separations ^(b)	10	6
Total executive numbers at 30 June	54	58

Notes:

This table is prepared in accordance with FRD 15E Executive officer disclosures and 29C Workforce Data disclosure requirements. It therefore excludes staff members who were not on salary at the end of the last pay period of the financial year (which ended 18 June 2022 and 01 July 2023).

The data in this table is reflective of headcount, not FTE and may include part-time staff.

(a) "Executives" includes only Victoria Police SES and Assistant Commissioners.

(b) Separations are executives who have left the Victoria Police during the relevant reporting period.

Number of SES for the Victoria Police's portfolio agencies in 2022–23

Portfolio agencies	Total		Women		Men		Self-described	
	No.	Var.	No.	Var.	No.	Var.	No.	Var.
ANZPAA	2	0	1	0	1	0	0	0
Total	2	0	1	0	1	0	0	0

Notes:

Portfolio agencies are statutory bodies, which include the Office of the Chief Examiner, ANZPAA and the PSRB. ANZPAA is the only Statutory Body that has SES classifications. This table lists SES Statutory Bodies as at the end of the last full pay period for 2022–23.

"Var" denotes variance between the current (2022–23) and previous (2021–22) reporting periods.

Financial performance and financial statements

The Chief Commissioner of Police presents the audited general purpose financial statement for the financial year ended on 30 June 2023. These financial statements provide information about our stewardship of resources entrusted to us.

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VICTORIA POLICE

Accountable Officer's and Chief Finance Officer's Declaration

The attached financial statements for Victoria Police have been prepared in accordance with Direction 5.2 of the Standing Directions of the Assistant Treasurer under the *Financial Management Act 1994*, applicable Financial Reporting Directions, Australian Accounting Standards including interpretations, and other mandatory professional reporting requirements.

We further state that, in our opinion, the information set out in the comprehensive operating statement, balance sheet, statement of changes in equity, cash flow statement and accompanying notes, present fairly the financial transactions during the year ended 30 June 2023 and financial position of Victoria Police at 30 June 2023.

At the time of signing, we are not aware of any circumstance which would render any particulars included in the financial statements to be misleading or inaccurate.

We authorise the attached financial statements for issue on 5 September 2023.

A handwritten signature in blue ink, appearing to read 'Shane Patton'.

Shane Patton APM
Chief Commissioner
Victoria Police

Melbourne
5 September 2023

A handwritten signature in black ink, appearing to read 'Ian Sargent'.

Ian Sargent
Interim Chief Finance Officer
Victoria Police

Melbourne
5 September 2023

Independent Auditor's Report

To the Chief Commissioner of Victoria Police

Opinion	<p>I have audited the financial report of Victoria Police which comprises the:</p> <ul style="list-style-type: none"> • balance sheet as at 30 June 2023 • comprehensive operating statement for the year then ended • statement of changes in equity for the year then ended • cash flow statement for the year then ended • notes to the financial statements, including significant accounting policies • accountable officer's and chief finance officer's declaration. <p>In my opinion the financial report presents fairly, in all material respects, the financial position of Victoria Police as at 30 June 2023 and its financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of part 7 of the <i>Financial Management Act 1994</i> and applicable Australian Accounting Standards.</p>
Basis for opinion	<p>I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the <i>Auditor's Responsibilities for the Audit of the Financial Report</i> section of my report.</p> <p>My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of Victoria Police in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 <i>Code of Ethics for Professional Accountants</i> (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.</p> <p>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p>
The Chief Commissioner's responsibilities for the financial report	<p>The Chief Commissioner is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the <i>Financial Management Act 1994</i>, and for such internal control as the Chief Commissioner determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.</p> <p>In preparing the financial report, the Chief Commissioner is responsible for assessing Victoria Police's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so.</p>

Auditor's responsibilities for the audit of the financial report

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Victoria Police's internal control.
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Chief Commissioner.
- conclude on the appropriateness of the Chief Commissioner's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on Victoria Police's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause Victoria Police to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Chief Commissioner regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



Roberta Skliros
as delegate for the Auditor-General of Victoria

MELBOURNE
11 September 2023

Comprehensive Operating Statement

For the financial year ended 30 June 2023

		(\$ thousand)	
	Notes	2022	2023
Income From Transactions			
Grants from Victorian Government	2.2	4,082,978	4,150,233
Sale of goods and services	2.3.1	1,789	2,322
Other grants	2.3.2	11,941	11,951
Fair value of assets received free of charge or for nominal consideration	2.3.3	3,088	325
Interest income		4	100
Other income		2,552	1,652
Total Income From Transactions		4,102,352	4,166,583
Expenses From Transactions			
Employee expenses	3.1.1	3,124,802	3,229,101
Depreciation and amortisation	5.1.1	260,214	260,569
Interest expense	7.1	61,320	59,857
Operating expenses	3.2	654,266	614,179
Total Expenses From Transactions		4,100,602	4,163,706
Net Result From Transactions (Net Operating Balance)		1,750	2,877
Other Economic Flows Included in Net Result			
Net gain/(loss) on non-financial assets	9.1	15,352	14,011
Net gain/(loss) from other economic flows	9.1	69,837	24,290
Total Other Economic Flows Included in Net Result		85,189	38,301
Net Result		86,939	41,178
Other Economic Flows - Other Comprehensive Income			
Items that may be reclassified subsequently to net result			
Fair value gain/(loss) arising from cash flow hedging instruments during the year		10,248	1,039
Items that will not be reclassified to net result			
Changes in physical asset revaluation surplus	5.3	(3,395)	84,732
Total Other Economic Flows - Other Comprehensive Income		6,853	85,771
Comprehensive Result		93,792	126,949

Note:

The above Comprehensive Operating Statement should be read in conjunction with the accompanying notes.

Balance Sheet

As at 30 June 2023

		(\$ thousand)	
		2022	2023
Assets			
Financial assets			
Cash and deposits	7.3	62,483	70,813
Receivables	6.1	919,680	1,144,458
Total Financial Assets		982,163	1,215,271
Non-Financial Assets			
Inventories		8,284	7,902
Non-financial physical assets classified as held-for-sale		3,630	3,314
Property, plant and equipment	5.1	3,654,784	3,567,465
Intangible assets	5.2	90,020	65,722
Other non-financial assets	6.3	65,272	46,958
Total Non-Financial Assets		3,821,990	3,691,361
Total Assets		4,804,153	4,906,632
Liabilities			
Payables	6.2	126,527	138,758
Borrowings	7.1	1,861,468	1,828,962
Employee related provisions	3.1.2	808,881	880,378
Other provisions	6.4	34,343	41,514
Total Liabilities		2,831,219	2,889,612
Net Assets		1,972,934	2,017,020
Equity			
Accumulated surplus		136,753	177,931
Hedging reserves		(5,143)	(4,104)
Physical asset revaluation reserves	5.3	874,797	874,797
Contributed capital		966,527	968,396
Net worth		1,972,934	2,017,020

Note:

The above Balance Sheet should be read in conjunction with the accompanying notes.

Statement of Changes in Equity

For the financial year ended 30 June 2023

(\$ thousand)

	Notes	Physical Asset Revaluation Reserve	Hedging Reserves	Accumulated Surplus	Contributed Capital	Total
Balance at 1 July 2021		878,192	(15,391)	49,814	929,988	1,842,603
Net result for the year		-	-	86,939	-	86,939
Capital contribution from/(to) other state departments/entities		-	-	-	4,250	4,250
Capital contribution by Victorian Government as part of annual grants		-	-	-	32,289	32,289
Cost of hedging		-	2,667	-	-	2,667
Fair value gain/(loss) arising from cash flow hedging instruments during the year		-	7,581	-	-	7,581
Revaluation surplus adjustment	5.3	(3,395)	-	-	-	(3,395)
Balance at 30 June 2022		874,797	(5,143)	136,753	966,527	1,972,934
Net result for the year		-	-	41,178	-	41,178
Capital contribution from/(to) other state departments/entities		-	-	-	(836)	(836)
Capital contribution by Victorian Government as part of annual grants		-	-	-	2,705	2,705
Cost of hedging		-	(1,553)	-	-	(1,553)
Fair value gain/(loss) arising from cash flow hedging instruments during the year		-	2,592	-	-	2,592
Balance at 30 June 2023		874,797	(4,104)	177,931	968,396	2,017,020

Note:

The above Statement of Changes in Equity should be read in conjunction with the accompanying notes.

Cash Flow Statement

For the financial year ended 30 June 2023

		(\$ thousand)	
	Notes	2022	2023
Cash Flows From Operating Activities			
Receipts			
Receipts from Victorian Government		3,861,432	3,921,572
Grants and other income		18,716	13,506
Sales of goods and services		1,553	2,224
Interest received		4	100
GST received from ATO ^(a)		87,627	88,679
Total Receipts		3,969,332	4,026,081
Payments			
Payments to suppliers and employees		(3,755,444)	(3,799,375)
Interest and other costs of finance paid		(61,320)	(59,857)
Total Payments		(3,816,764)	(3,859,232)
Net Cash Flows From Operating Activities	7.3.1	152,568	166,849
Cash Flows From Investing Activities			
Proceeds from sale of property, motor vehicles, plant and equipment		31,054	31,833
Payments for property, plant and equipment		(110,812)	(88,962)
Net Cash Flows (Used In) Investing Activities		(79,758)	(57,129)
Cash flows from Financing Activities			
Proceeds from capital contributed by Victorian Government		32,287	1,870
Repayment of borrowings and principal portion of lease liabilities	7.2.1	(96,466)	(103,260)
Net Cash Flows From Financing Activities		(64,179)	(101,390)
Net Increase In Cash And Cash Equivalents		8,631	8,330
Cash and cash equivalents at the beginning of the financial year		53,852	62,483
Cash and Cash Equivalents At The End Of The Financial Year	7.3	62,483	70,813

Note:

The above Cash Flow Statement should be read in conjunction with the accompanying notes.

(a) Goods and Services Tax is presented on a net basis.

1. ABOUT THIS REPORT

Victoria Police is the primary law enforcement agency of Victoria, Australia that provides policing services to the community. It was formed in 1853 and operates under the *Victoria Police Act 2013*. Victoria Police is an administrative agency acting on behalf of the Crown. A description of the nature of its operations and its principal activities is included in the Report of Operations, which does not form part of these financial statements. Its principal address is:

Victoria Police Centre
311 Spencer Street
DOCKLANDS VIC 3008

The annual financial statements represent the audited general purpose financial statements of Victoria Police for the year ended 30 June 2023. The purpose of the report is to provide users with information about Victoria Police's stewardship of resources entrusted to it.

Basis of Preparation

These financial statements are prepared in accordance with the historical cost convention except for non-financial physical assets which, subsequent to acquisition, are measured at a revalued amount being their fair value at the date of the revaluation less any subsequent accumulated depreciation and subsequent impairment losses. Refer to Note 8.3.2 Fair Value Determination: Non-Financial Physical Assets.

The accrual basis of accounting has been applied in the preparation of these financial statements whereby assets, liabilities, equity, income and expenses are recognised in the reporting period to which they relate, regardless of when cash is received or paid.

Consistent with the requirements of Australian Accounting Standards Board (AASB) 1004 *Contributions*, contributions by owners (that is, contributed capital and its repayment) are treated as equity transactions and therefore, do not form part of the income and expenses of Victoria Police.

Additions to net assets which have been designated as contributions by owners are recognised as contributed capital.

Other transfers that are in the nature of contributions to or distributions by owners have also been designated as contributions by owners.

Judgements, estimates and assumptions are required to be made about the financial information being presented. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

Revisions to accounting estimates are recognised in the period in which the estimate is revised and also in future periods that are affected by the revision. Judgements and assumptions made by management in the application of Australian Accounting Standards (AAS) that have significant effects on the financial statements and estimates relate to:

- the fair value of land, buildings, plant and equipment - refer to Note 5.1 Property, Plant and Equipment and Note 8.3 Fair Value Determination
- actuarial assumptions for employee benefit provisions based on likely tenure of existing staff, patterns of leave claims, future salary movements and future discount rates – refer to Note 3.1.2 Employee Related Provisions
- exercising of lease options under AASB 16 *Leases*
- Provisions.

The primary financial statements show controlled items which generally reflect the capacity of Victoria Police to benefit from that item in the pursuit of its objectives and to deny or regulate the access of others to that benefit.

Administered items as disclosed in Note 4 are transactions and activities that are managed or administered by Victoria Police on behalf of the State or another entity. Generally, Victoria Police would lack the capacity to benefit from such transactions in pursuit of the State or other entity's objectives and deny or regulate access of others to that benefit. Administered transactions give rise to income, expenses, assets and liabilities.

Amounts have been rounded to the nearest thousand dollars unless otherwise stated. The functional and presentation currency of Victoria Police is Australian dollars.

Compliance Information

These general purpose financial statements have been prepared in accordance with the *Financial Management Act 1994* and applicable Australian Accounting Standards (AAS) which include Interpretations, issued by the AASB. In particular, they are presented in a manner consistent with the requirements of the AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

Where appropriate, those AAS paragraphs applicable to not-for-profit entities have been applied. Accounting policies are selected and applied in a manner which ensures that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

The style conventions used in this report can be found in Note 9.8.

The annual financial statements were authorised for issue by the Chief Commissioner of Police on 05 September 2023.

Reporting Entity

The financial statements cover Victoria Police as an individual reporting entity.

The financial statements include all the controlled activities of Victoria Police, including all funds through which Victoria Police controls the resources to carry on its functions.

Basis of Consolidation

In accordance with AASB 10 *Consolidated Financial Statements*, the financial statements exclude bodies within Victoria Police's portfolio that are not controlled by Victoria Police, and therefore are not consolidated. Bodies such as the Australia New Zealand Policing Advisory Agency (ANZPAA) and activities that are administered are also not controlled and not consolidated. Details of this are disclosed in Note 4.1 Administered Items.

Accounting for the Goods and Services Tax (GST)

Income, expenses and assets are recognised net of the amount of associated GST, except where GST incurred is not recoverable from the Australian Tax Office (ATO). In this case, the GST payable is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the Balance Sheet.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the ATO are presented as cashflow from operating activities.

Commitments and contingent liabilities are also stated inclusive of GST.

2. FUNDING DELIVERY OF OUR SERVICES

Introduction

Victoria Police's role is to provide effective police and law enforcement services that aim to prevent, detect, investigate and prosecute crime, and promote safer road user behaviour. It focuses on activities which enable Victorians to undertake their lawful pursuits confidently, safely and without fear of crime.

This section presents the sources and amounts of revenue raised to enable Victoria Police to deliver its services.

Structure	Pages
2.1 Summary of Income that Funds the Delivery of Our Services	76
2.2 Income from Transactions	76–77
2.3 Grants from Victorian Government	77
2.4 Interest Income	78
2.5 Other Income	78
2.6 Annotated Income Agreements	78

2.1 Summary of Income that Funds the Delivery of Our Services

	Notes	2022	2023
			(\$ thousand)
Sale of goods and services	2.2.1	1,789	2,322
Other grants	2.2.2	11,941	11,951
Fair value of assets received free of charge or for nominal consideration	2.2.3	3,088	325
Grants from Victorian Government	2.3	4,082,978	4,150,233
Interest income	2.4	4	100
Other income	2.5	2,552	1,652
Total Income From Transactions		4,102,352	4,166,583

Income Recognition and Measurement

Revenue and income that fund the delivery of Victoria Police's services are consistently accounted for with the requirements of the relevant accounting standards disclosed in the respective notes in this section. All amounts of income over which Victoria Police does not have control are disclosed as administered income in Note 4.1 Administered Items.

2.2 Income from Transactions

2.2.1 Sale of Goods and Services

The sale of goods and rendering of services are transactions that Victoria Police has determined to be classified as revenue from contracts with customers in accordance with AASB 15.

Performance Obligations and Revenue Recognition Policies

Revenue is measured based on the consideration specified in the contract with the customer. Victoria Police recognises revenue when it transfers control of a good or service to the customer, i.e. when, or as, the performance obligations for the sale of goods and services to the customer are satisfied.

- Customers obtain control of the supplies and consumables at a point in time when the goods are delivered to and have been accepted at their premises.
- Revenue from the sale of goods are recognised when the goods are delivered and have been accepted by the customer at their premises.
- Revenue from the rendering of services is recognised at a point in time when the performance obligation is satisfied when the service is completed; and over time when the customer simultaneously receives and consumes the services as it is provided.

Customers are invoiced and revenue is recognised when the goods are delivered and accepted by customers. In rare circumstance where there may be a change in the scope of services provided, the customer will be provided with a new contract for the additional services to be rendered and revenue is recognised consistent with accounting policy above.

Consideration received in advance of recognising the associated revenue from the customer will be recorded as unearned revenue (contract liability) in Note 6.2 Payables. Where the performance obligations are satisfied but not yet billed, an other receivable (contract asset) is recorded in Note 6.1 Receivables.

2.2.2 Other Grants

	(\$ thousand)	
	2022	2023
Grants Recognised Under AASB 1058 Income of Not-for-Profit Entities (AASB 1058)		
Donations	10	247
Other specific purpose grants without any sufficiently specific performance obligations	10,939	11,602
Other specific purpose grants with sufficiently specific performance obligations	106	2
Grants Recognised Under AASB 15 Revenue from Contracts with Customers (AASB 15)		
Donations	8	9
Other specific purpose grants with sufficiently specific performance obligations	878	91
Total Grants	11,941	11,951

Grants Recognised Under AASB 1058 Income of Not-for-Profit Entities (AASB 1058)

Victoria Police has determined that the grant income included in the table above under AASB 1058 has been earned under arrangements that are either not enforceable and/or linked to sufficiently specific performance obligations.

Income from grants without any sufficiently specific performance obligations, or that are not enforceable, is recognised when Victoria Police has an unconditional right to receive cash which usually coincides with the receipt of cash. On initial recognition of the asset, Victoria Police recognises any related contributions by owners, increases in liabilities, decreases in assets, and revenue ('related amounts') in accordance with other Australian Accounting Standards. Related amounts may take the form of:

- contributions by owners, in accordance with AASB 1004 *Contributions*
- revenue or a contract liability arising from a contract with a customer, in accordance with AASB 15
- a lease liability in accordance with AASB 16 *Leases*
- a financial instrument, in accordance with AASB 9 *Financial Instruments* or
- a provision, in accordance with AASB 137 *Provisions, Contingent Liabilities and Contingent Assets*.

Income received for specific purpose grants for on-passing is recognised simultaneously as the funds are immediately on passed to the relevant recipient entities on behalf of the Commonwealth Government.

Grants Recognised Under AASB 15 Revenue from Contracts with Customers (AASB 15)

Income from grants that are enforceable and with sufficiently specific performance obligations are accounted for as revenue from contracts with customers under AASB 15. These grants relate to the funding of various programs/projects. Revenue is recognised when Victoria Police satisfies its performance obligation. This is recognised based on the consideration specified in the funding agreement and to the extent that it is highly probable a significant reversal of the revenue will not occur. The funding payments are normally received in advance or shortly after the relevant obligation is satisfied.

2.2.3 Fair Value of Assets Received Free of Charge or for Nominal Consideration

Contributions of resources received free of charge or for nominal consideration are recognised at fair value when control is obtained over them, irrespective of whether these contributions are subject to restrictions or conditions over their use.

Contributions in the form of services are only recognised when a fair value can be reliably determined and the services would have been purchased if not received as a donation.

2.3 Grants from Victorian Government

	(\$ thousand)	
	2022	2023
Grants from Victorian Government	4,082,978	4,150,233
Total Grants from Victorian Government	4,082,978	4,150,233

Grants Received from Victorian Government

Income from grants received is based on the output Victoria Police provides to the public and is recognised when the output has been delivered and the relevant Minister has certified delivery of the output in accordance with specified performance criteria. Please refer to accounting policy in Note 2.2.2 Grants Recognised Under AASB 1058 *Income of Not-for-Profit Entities* (AASB 1058).

2.4 Interest Income

Interest income includes interest received on bank term deposits. Interest income is recognised using the effective interest method which allocates the interest over the relevant period.

2.5 Other Income

Other income relates primarily to boarding fees paid by recruits at the Police Academy and other miscellaneous income earned during the year. Victoria Police recognises the income when it transfers control of a good or service to the customer, i.e. when, or as, the performance obligations for the sale of goods and services to the customer are satisfied.

2.6 Annotated Income Agreements

Victoria Police is permitted under Section 29 of the *Financial Management Act 1994* to have certain income annotated to the annual appropriation. The income, which forms part of a Section 29 agreement, is recognised by Victoria Police and the receipts are paid into the Consolidated Fund. At the point of income recognition, Section 29 provides for an equivalent amount to be added to the annual appropriation. The following is a listing of the annotated income agreements approved by the Treasurer.

	(\$ thousand)	
	2022	2023
User Charges Or Sales of Goods and Services		
Information services	2,570	4,671
Event management	4,488	7,261
Insurance ^(a)	-	8,987
Other income	4,063	4,838
Total User Charges Or Sales of Goods and Services	11,121	25,757
Asset Sales		
Motor vehicles	-	-
Land and buildings	959	2,029
Plant and equipment	80	86
Total Proceeds From Asset Sales	1,039	2,115
Commonwealth specific purpose payments		
Commonwealth special purpose grants	625	582
Total Commonwealth specific purpose payments	625	582
Total Annotated Income Agreements ^(b)	12,785	28,454

Notes:

(a) In 2023, this balance primarily represented partial reimbursement of costs of the Royal Commission into the Management of Police Informants. There were no such reimbursements in 2022.

(b) The annotated income of \$28.5 million (2022: \$12.8 million) forms part of the Grants from the Victorian Government in Note 2.3 Grants from Victorian Government.

3. THE COST OF DELIVERING SERVICES

Introduction

This section provides an account of the operating expenses incurred by Victoria Police in providing effective policing and law enforcement services.

In Section 2, the funds that enable the provision of such services were disclosed and in this note, the costs associated with such provisions are recorded.

Structure	Pages
3.1 Expenses Incurred in Delivery of Services	79–81
3.2 Operating Expenses (Including Ex-Gratia Payments)	82

3.1 Employee Expenses and Related Provisions Incurred in Delivery of Services

3.1.1 Employee Expenses

	Notes	2022	2023
Salaries, wages, annual leave and others		2,415,115	2,461,989
Defined contribution superannuation expense	3.1.3	45,979	48,895
Defined benefit superannuation expense	3.1.3	235,375	240,940
Termination benefits (a)		2,319	8,700
Long service leave		142,464	153,023
Other on-costs (Fringe Benefits Tax, Payroll Tax and WorkCover Levy)		283,550	315,554
Total Employee Expenses		3,124,802	3,229,101

Employee expenses include all costs related to employment including wages and salaries, fringe benefits tax, leave entitlements, termination payments and WorkCover premiums.

The amount recognised in the Comprehensive Operating Statement in relation to superannuation is employer contributions for members of both defined benefit and defined contribution superannuation plans that are paid or payable during the reporting period. Victoria Police does not recognise any defined benefit liabilities because it has no legal or constructive obligation to pay future benefits relating to its employees. Instead, the Department of Treasury and Finance (DTF) discloses in its annual financial statements the net defined benefit cost related to the members of these plans as an administered liability (on behalf of the State as the sponsoring employer).

Termination benefits are payable when employment is terminated before normal retirement date, or when an employee accepts an offer of benefits in exchange for the termination of employment. Termination benefits are recognised when Victoria Police is demonstrably committed to terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy.

3.1.2 Employee Related Provisions

Provisions is made for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave (LSL) for services rendered to the reporting date and recorded as an expense during the period the services are delivered.

	(\$ thousand)	
	2022	2023
Current Provisions:		
Annual leave ^(a)		
Unconditional and expected to be settled within 12 months ^(b)	57,447	54,795
Long service leave ^(a)		
Unconditional and expected to be settled within 12 months ^(b)	30,412	32,693
Unconditional and expected to be settled after 12 months ^(c)	476,439	512,175
Provisions for on-costs:		
Unconditional and expected to be settled within 12 months ^(b)	22,903	24,150
Unconditional and expected to be settled after 12 months ^(c)	127,781	156,646
Commuted overtime		
Commuted overtime allowance	1,737	1,737
Total Current Provisions for Employee Benefits	716,719	782,196
Non-Current provisions:		
Employee benefits – conditional long service leave ^{(a) (c)}	67,967	70,936
On-costs ^(c)	19,131	22,152
Deferred salary scheme for Sworn members	5,064	5,094
Total Non-Current Provisions for Employee Benefits	92,162	98,182
Total Provisions for Employee Benefits	808,881	880,378

Notes:

(a) Provisions annual leave and long service leave accrued by employees does not include on-costs.

(b) The amounts disclosed are nominal amounts.

(c) The amounts disclosed are discounted to present values.

Reconciliation of Movement in On-Cost and Commuted Overtime Provisions

	(\$ thousand)		
	On-Costs	Commuted Overtime	Total 2023
Opening balance 1 July 2022	169,815	1,737	171,552
Additional provisions recognised	56,035	-	56,035
Reductions arising from payments/other sacrifices of future economic benefits	(22,903)	-	(22,903)
Closing balance 30 June 2023	202,947	1,737	204,684
Current	180,795	1,737	182,532
Non-current	22,152	-	22,152
Closing balance 30 June 2023	202,947	1,737	204,684

Wages and Salaries and Annual Leave

Liabilities for wages and salaries (including non-monetary benefits, annual leave and on-costs) are all recognised in the provision for employee benefits as current liabilities because Victoria Police does not have an unconditional right to defer settlements of these liabilities.

The liability for salaries and wages are recognised in the Balance Sheet at remuneration rates which are current at the reporting date. As Victoria Police expects the liabilities to be wholly settled within 12 months of the reporting date, they are measured at undiscounted amounts.

The annual leave liability is classified as a current liability and measured at the undiscounted amount expected to be paid, as Victoria Police does not have an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period.

No provision has been made for sick leave as all sick leave is non-vesting and it is not considered probable that the average sick leave taken in the future will be greater than the benefits accrued in the future. As sick leave is non-vesting, an expense is recognised in the Comprehensive Operating Statement as it is taken.

Employment on-costs such as payroll tax, workers compensation and superannuation are not employee benefits. They are disclosed separately as a component of the provision for employee benefits when the employment to which they relate has occurred.

Long Service Leave

Liability for long service leave (LSL) is recognised in the provision for employee benefits.

Unconditional LSL is disclosed in the notes to the financial statements as a current liability, even where Victoria Police does not expect to settle the liability within 12 months because it will not have the unconditional right to defer the settlement of the entitlement should an employee take leave within 12 months.

The components of this current LSL liability are measured at:

- undiscounted value – if Victoria Police expects to wholly settle within 12 months
- present value – if Victoria Police does not expect to wholly settle within 12 months.

Conditional LSL is disclosed as a non-current liability. There is a conditional right to defer the settlement of the entitlement until the employee has completed the requisite years of service. This non-current LSL liability is measured at present value.

Any gain or loss following the revaluation of the present value of LSL liability is recognised in the “net result from transactions”, except to the extent that any gain or loss arising from changes in bond interest rates is recognised as an Other Economic Flow in the net result – refer to Note 9.1 Other Economic Flows Included in Net Result.

The Assistant Treasurer approved an alternative wage inflation rate of 5.2 per cent to calculate the LSL liabilities for police officers from 2019–23 until the expiry of the current Enterprise Bargaining Agreement (EBA) on 30 November 2023.

The approved inflation rate for Victoria Public Servant (VPS) employees for LSL is 4.35 per cent.

Deferred Salary Scheme

Public service employees may choose to participate in a deferred salary scheme which allows them to be paid the equivalent of four years’ salary over a five-year period. During the first four years, the employee receives 80 per cent of their salary. A provision is raised for the balance, which is paid during the fifth year whilst the employee is on leave. Effective from 2017, this Scheme is only made available to police officers.

3.1.3 Superannuation Contributions

Employees of Victoria Police are entitled to receive superannuation benefits and Victoria Police contributes to both defined benefit and defined contribution plans. The defined benefit plan(s) provides benefits based on years of service and final average salary.

As noted before (in Note 3.1.1), the defined benefit liability is recognised by the DTF as an administered liability. However, superannuation contributions paid or payable for the reporting period are included as part of employee benefits in the Comprehensive Operating Statement of Victoria Police.

The names, details and amounts expensed in relation to the major employee superannuation funds and contributions made by Victoria Police are as follows:

	(\$ thousand)			
	Contributions Paid For The Year		Contributions Outstanding At Year End ^(b)	
	2022	2023	2022	2023
Defined benefit plans ^(a)				
Emergency Services and State Super	236,710	240,996	(1,335)	(55)
Subtotal	236,710	240,996	(1,335)	(55)
Defined contribution plans:				
VicSuper	20,561	22,290	(174)	(8)
Other	25,748	26,619	(156)	(7)
Subtotal	46,309	48,909	(330)	(15)
Total	283,019	289,905	(1,665)	(70)

Note:

(a) The basis for determining the level of contributions is determined by the various actuaries of the defined benefit superannuation plans.

(b) The contributions outstanding at 30 June 2023 and 30 June 2022 represent prepaid balances at year-end.

3.2 Operating Expenses

	(\$ thousand)	
	2022	2023
Supplies and Services		
Motor-vehicle expenses	49,805	54,914
Travel and accommodation	48,132	20,080
Contributions	6,622	7,675
Property rental and maintenance	95,933	95,034
Computer expenses	127,896	115,071
Legal	44,903	49,715
Operational support	177,588	187,522
- Communications ^(a)	58,049	64,267
- Aviation expenses	27,819	30,253
- Professional services	26,139	33,580
- Agency services	3,393	3,734
- Mobile Data Network/Radio	26,007	31,697
- Transcription costs	2,331	2,854
- Inquiry Fees	15,294	1,006
- Others	18,556	20,131
Other operating expenses	102,914	83,824
- Equipment and office expenses	38,204	13,389
- Uniforms and personal equipment	12,642	8,304
- Incidentals ^(b)	41,306	47,712
- Option premium	221	221
- Prisoner supplies	1,517	3,076
- Custody centres	9,024	11,122
Subtotal for Supplies and Services	653,793	613,835
Bad debts from transactions	236	97
Ex-gratia expenses ^(c)	237	247
Total Operating Expenses	654,266	614,179

Note:

(a) This balance relates to expenses primarily associated with the Emergency Services Telecommunication Authority (ESTA).

(b) Included in the Incidentals Expenses is the agreed audit fee of \$379,300 (2022: \$379,300) for the year-ended 30 June 2023, of which \$95,000 (2022: \$255,000) was recognised in the current year.

(c) These are voluntary payments of money that are not made either to acquire goods, services or other benefits for Victoria Police or to meet a legal liability or to settle or resolve a possible legal liability of or claim against Victoria Police.

Operating expenses generally represent the day-to-day running costs incurred in normal operations.

Supplies and services are recognised as an expense in the reporting period in which they are incurred. The carrying amounts of any inventories held for distribution are expensed when the inventories are distributed.

The following lease payments are recognised on a straight-line basis:

- short-term lease – leases with a term less than 12 months
- low value leases – leases with the underlying asset's fair value (when new, regardless of the age of the assets being leased) is no more than \$10,000.

Variable lease payments that are not included in the measurement of the lease liability (i.e. variable lease payments that do not depend on an index or a rate and which are not, in substance fixed) such as those based on performance or usage of the underlying asset, are recognised in the Comprehensive Operating Statement (except for payments which has been included in the carrying amount of another asset) in the period in which the event or condition that triggers those payments occur.

4. ADMINISTERED ITEMS

Introduction

Victoria Police administers or manages activities and resources on behalf of the State and other entities such as Australia and New Zealand Policing Advisory Agency (ANZPAA). The transactions relating to these activities are reported as administered items in this note, and they include third party funds under management for the ANZPAA. Administered transactions give rise to income, expenses, assets and liabilities.

Administered income includes fees, seized monies, fines and the proceeds from the sale of administered surplus land and buildings. Administered expenses include payments made on behalf of the State, and payments into the Consolidated Fund. Administered assets include government income earned but yet to be collected. Administered liabilities include government expenses incurred but yet to be paid.

Except as otherwise disclosed, administered resources are accounted for on an accrual basis using the same accounting policies adopted for recognition of the Victoria Police items in the financial statements.

Victoria Police does not gain control over assets arising from fees and fines, consequently no income is recognised in Victoria Police's financial statements. Victoria Police collects these amounts on behalf of the State. Accordingly, the amounts are disclosed as income in the schedule of Administered Items. Both controlled and administered items of Victoria Police are consolidated into the financial statements of the State.

Structure	Pages
4.1 Operating Expenses (Including Ex-Gratia Payments)	81–82

4.1 Administered Items

Administered (Non-Controlled) Income and Expenses

For the financial year ended 30 June 2023

	(\$ thousand)	
	2022	2023
Administered Income From Transactions		
Regulatory fees and fines	30,843	35,852
Sale of goods and services	8,231	11,998
Seized and unclaimed monies	31,731	22,153
Grants	625	582
Other agency contributions	4,220	4,411
Interest income	4	161
Other income	1,402	11,026
Total Administered Income From Transactions	77,056	86,183
Administered Expenses From Transactions		
Payments into the Consolidated Fund	43,798	59,695
Payment of seized and unclaimed monies	29,053	20,382
Employee expenses	3,848	3,831
Depreciation	1	2
Other expenses	891	1,190
Total Administered Expenses From Transactions	77,591	85,100
Total Administered Net Loss From Transactions (Net Operating Balance)	(535)	1,083
Administered Other Economic Flows Included In Administered Net Result		
Net gain/(loss) on non-financial assets	1,134	1,571
Other gains/(losses) from other economic flows	17	2
Administered Net Gain/(Loss)	616	2,656

Administered (Non-Controlled) Assets and Liabilities

As at 30 June 2023

		(\$ thousand)	
	Notes	2022	2023
Administered Financial Assets			
Cash held at Treasury ^(a)	7.4	71,514	69,642
Receivables		1,931	2,629
Total Administered Financial Assets		73,445	72,271
Administered Non-Financial Assets			
Non-current physical assets		16	15
Total Administered Non-Financial Assets		16	15
Total Administered Assets		73,461	72,286
Administered Liabilities			
Trade creditors and accruals		291	(242)
Seized and Unclaimed Funds		67,875	64,555
Unearned revenue		611	826
Employee provisions		676	538
Other liabilities – Trusts		3,392	3,951
Total Administered Liabilities		72,845	69,628
Total Administered Net Assets ^(b)		616	2,658

Note:

(a) This balance is made up of the Administered Trusts and Australia and New Zealand Policing Advisory Agency (ANZPAA) balances of \$65.2 million and \$4.5 million (2022: \$68.4 million and \$3.1 million) respectively.

(b) The net administered assets position is the result of timing difference between financial years in regards to the receipts and payments associated with the Consolidated Fund.

5. KEY ASSETS AVAILABLE TO SUPPORT OUTPUT DELIVERY

Introduction

Victoria Police controls property, plant and equipment and intangible assets that are utilised in fulfilling its objectives and conducting its activities. They represent the resources that have been entrusted to Victoria Police to be utilised for delivery of those outputs.

Where the assets included in this section are carried at fair value, additional information is disclosed in Note 8.3 Fair Value Determination in connection with how those fair values were determined.

Structure	Pages
5.1 Property, Plant and Equipment	85–89
5.2 Intangible Assets	90
5.3 Physical Asset Revaluation Surplus	91

5.1 Property, Plant and Equipment

(\$ thousand)

	Gross Carrying Amount		Accumulated Depreciation		Net Carrying Amount	
	2022	2023	2022	2023	2022	2023
Crown land at fair value	658,402	657,798	-	-	658,402	657,798
Land (right-of-use assets) at fair value	14,958	14,958	1,234	1,878	13,724	13,080
Buildings at fair value (excluding heritage buildings) ^(a)	2,852,529	2,878,429	341,411	479,462	2,511,118	2,398,967
Heritage buildings at fair value ^(b)	68,085	68,554	3,844	7,700	64,241	60,854
Plant and equipment at fair value	679,849	708,247	318,062	368,633	361,787	339,614
Assets under construction at cost	40,224	91,913	-	-	40,224	91,913
Cultural artworks at fair value	5,288	5,239	-	-	5,288	5,239
Net carrying amount	4,319,335	4,425,138	664,551	857,673	3,654,784	3,567,465

Notes:

(a) Leasehold improvements are included in this balance.

(b) These heritage assets cannot be modified or disposed of without formal Ministerial approval.

The following tables are subsets of buildings, and plant and equipment by right-of-use assets.

5.1(a) Total Right-of-Use Assets: Buildings, Plant, Equipment and Vehicles

(\$ thousand)

	2022			2023		
	Gross Carrying Amount	Accumulated Depreciation	Net Carrying Amount	Gross Carrying Amount	Accumulated Depreciation	Net Carrying Amount
Land	14,958	1,234	13,724	14,958	1,877	13,081
Buildings	1,710,348	209,542	1,500,806	1,718,015	280,885	1,437,130
Aviation	140,313	40,644	99,669	140,313	53,911	86,402
Motor vehicles	190,598	62,656	127,942	203,247	71,055	132,192
Closing balance – 30 June 2023	2,056,217	314,076	1,742,141	2,076,533	407,728	1,668,805

(\$ thousand)

	Land	Buildings	Aviation	Motor Vehicles	Total
Opening balance – 1 July 2022	13,724	1,500,806	99,669	127,942	1,742,141
Additions	-	2,627	-	63,127	65,754
Disposals	-	-	-	(16,567)	(16,567)
Adjustment to carrying value of right-of-use assets	-	5,040	-	(184)	4,856
Transfers (to)/from assets classified as held for sale	-	-	-	-	-
Depreciation	(643)	(71,343)	(13,266)	(42,126)	(127,378)
Closing balance – 30 June 2023	13,081	1,437,130	86,403	132,192	1,668,806
Opening balance – 1 July 2021	14,368	1,576,265	112,932	113,242	1,816,807
Additions	-	666	-	72,894	73,560
Disposals	-	-	-	(15,157)	(15,157)
Adjustment to carrying value of right-of-use assets	-	(4,351)	-	-	(4,351)
Transfers (to)/from assets classified as held for sale	-	-	-	(2,406)	(2,406)
Depreciation	(644)	(71,774)	(13,263)	(40,631)	(126,312)
Closing balance – 30 June 2022	13,724	1,500,806	99,669	127,942	1,742,141

Initial recognition: Items of property, plant and equipment, are measured initially at cost. Where an asset is acquired for no or nominal cost, the cost recorded is its fair value at the date of acquisition.

The cost of constructed non-financial physical assets includes the cost of all materials used in construction, direct labour on the project and an appropriate proportion of variable and fixed overheads.

The cost of leasehold improvements is capitalised and depreciated over the shorter of the remaining term of the lease or the estimated useful lives.

Subsequent Measurements

Items of property, plant and equipment, are subsequently revalued at fair value less accumulated depreciation and impairment. Fair value is determined with regard to the asset's highest and best use (considering legal or physical restrictions imposed on the asset, public announcements or commitments made in relation to the intended use of the asset) and is summarised below by asset category.

Right-of-Use Assets Acquired by Lessees - Initial Measurement

Victoria Police recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost which comprises the initial amount of the lease liability adjusted for:

- any lease payments made at or before the commencement date less any incentive received
- any initial direct costs incurred
- an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located.

Right-of-Use Assets Acquired by Lessees – Subsequent Measurement

Victoria Police depreciates the right-of-use assets on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The right-of-use assets are also subject to revaluation.

In addition, the right-of-use asset is periodically reduced by impairment losses, if any and adjusted for certain remeasurements of the lease liability.

Right-of-Use Assets - Fair Value Measurement

As at 30 June 2023, Victoria Police has assessed the fair value of all its non-financial physical assets including right-of-use assets using the revaluation model.

This is in accordance with the updated FRD 103 Non-Financial Physical Assets issued in April 2022 which states that all non-financial physical assets including right-of-use assets will need to be measured using the revaluation model at the end of each annual reporting period.

In Victoria Police, the right-of-use assets comprise of the following categories:

- Buildings – \$1.4 billion (86 per cent).
- Motor vehicles – \$132.2 million (8 per cent).
- Aviation \$86.4 million (5 per cent).
- Land – \$13.1 million (1 per cent).

Buildings

In determining the fair value of Victoria Police's two significant right-of-use assets, namely Victoria Police Centre 1 (located at 311 Spencer Street) and Victoria Police Centre 2 (located at 313 Spencer Street) in the metropolitan central business district, Victoria Police engaged a valuation expert to assess if the contracted lease payments are within the current market rentals of equivalent properties and whether fair value adjustments to the carrying value of right-of-use assets is required. The carrying value of these two buildings as at 30 June 2023 are \$863.0 million and \$378.5 million respectively. These two right-of-use assets represent approximately 86 per cent of the right-of-use assets buildings.

In assessing the fair value of 311 and 313 Spencer Street, management had regard to the following:

- exercising of options within the lease contracts where management assumed that three 5 years lease options will be exercised for 313 and no lease options will be exercised for 311 due to the degree of uncertainty associated with a 30 year lease
- range of rental incentives offered in the current rental market
- current market rental attributable to special features of these specialised buildings such as blast protection, slab strengthening, additional security features and so on
- useful life of lease incentive fit-outs and inclusions received by Victoria Police
- adjustments required for location of the properties, size of the properties, quality of the properties, quality of the tenant and the tenure of the leases the buildings are specialised in nature and form part of an integrated police precinct.

The remaining 14 per cent comprises primarily of B-grade buildings consisting of police stations, warehouses and storage facilities located across Victoria, including rural and regional Victoria.

For this remaining 14 per cent of right-of-use asset buildings, Victoria Police engaged a valuation expert to assess on a sample basis if the contracted lease payments are within the current market rentals of equivalent properties and whether fair value adjustments to the carrying value of right-of-use assets is required.

In assessing if the current lease payments under the contracts approximate the current market rentals for equivalent properties, Victoria Police compared the rent of equivalent properties at similar locations. Adjustments to the right-of-use asset carrying amount will only be made if the movement in the carrying amount compared to the market is material. No adjustment has been made to the right-of-use asset carrying amount as the movement when compared to the market carrying amount as the movement is not material.

For the following lease properties, Victoria Police has assumed that the carrying amount approximates its fair value due to the absence of adequate market data:

- all non-office buildings such as warehouses and storage premises;
- properties in the rural and regional area where adequate and reliable data are absent
- restrictive properties.

As such, they were excluded from the market assessment together with the fact that these balances approximate 5 per cent of the total value which is not material.

Motor-Vehicles

Due to the average short-term useful life of motor-vehicles, Victoria Police has considered the carrying amount approximates the fair value at 30 June 2023.

Aviation

Due to the very specialised nature of aircrafts and being custom-built for Victoria Police, Victoria Police has considered the carrying amount approximates the fair value at 30 June 2023.

Non-specialised land, non-specialised buildings and cultural artworks are valued using the market approach, whereby assets are compared to recent comparable sales or sales of comparable assets that are considered to have nominal value.

Specialised land and specialised buildings: The market approach is also used for specialised land, although it is adjusted for the Community Service Obligation (CSO) to reflect the specialised nature of the land being valued.

The CSO adjustment is a reflection of the valuer's assessment of the impact of restrictions associated with an asset to the extent that the CSO adjustment is also equally applicable to market participants.

For the majority of Victoria Police's specialised buildings, the current replacement cost method is used, adjusting for the associated depreciation.

Heritage buildings are valued using the current replacement cost method. This cost generally represents the replacement cost of the building/component after applying depreciation rates on a useful life basis. However, for some heritage and iconic assets, the cost may be the reproduction cost rather than the replacement cost if those assets' service potential could only be replaced by

reproducing them with the same materials.

Vehicles are valued using the current replacement cost method. Victoria Police acquires new vehicles and at times disposes of them before the end of their economic life. The process of acquisition, use and disposal in the market is managed by experienced fleet managers in Victoria Police who set relevant depreciation rates during use to reflect the utilisation of the vehicles.

Fair value for **plant and equipment** that are specialised in use is determined using the current replacement cost method.

Refer to Note 8.3 Fair Value Determination for additional information on fair value determination of property, plant and equipment.

Impairment of Property, Plant and Equipment

The recoverable amount of primarily non-cash-generating assets of not-for-profit entities, which are typically specialised in nature and held for continuing use of their service capacity, is expected to be materially the same as fair value determined under AASB 13 *Fair Value Measurement*, with the consequence that AASB 136 *Impairment of Assets* does not apply to such assets that are regularly revalued.

5.1.1 Depreciation and Amortisation

		(\$ thousand)	
	Notes	2022	2023
Land (right-of-use assets)		644	644
Depreciation of buildings (including heritage buildings and right-of-use assets)		141,740	141,923
Depreciation of plant and equipment		90,195	87,344
Amortisation of intangible assets	5.2	27,635	30,658
Total Depreciation and Amortisation		260,214	260,569

All buildings (including leasehold improvements), plant and equipment and other non-financial physical assets that have finite useful lives are depreciated. The exceptions to this rule include items under assets held for sale and land. Depreciation is calculated on a straight-line basis, at rates that allocate the asset's value, less any estimated residual value, over the estimated useful life.

Typical estimated useful lives for the different asset classes for current and prior years are included in the table below:

Assets	Useful life
Land (right-of-use asset)	1–40 years
Buildings (inclusive of heritage and right-of-use assets)	1–50 years
Plant and equipment (inclusive of right-of-use assets)	1–40 years
Heritage assets	1–50 years
Cultural artworks	Indefinite Useful Life
Software – Internally Generated Intangible Asset	3–12 years

The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, and adjustments are made where appropriate.

Right-of-use assets are depreciated on a straight-line basis over the shorter of the asset's useful life and the lease term. Where Victoria Police obtains ownership of the underlying leased asset or if the cost of the right-of-use asset reflects that the entity will exercise a purchase option, the entity depreciates the right-of-use asset over its useful life.

Leasehold improvements are depreciated over the shorter of the lease term and their useful lives.

In the event of a loss or destruction of an asset, the future economic benefits arising from the use of the asset will be replaced (unless a specific decision to the contrary has been made).

Indefinite Life Assets: Land and cultural assets which are considered to have an indefinite life, are not depreciated. Depreciation is not recognised in respect of these assets because their service potential has not, in any material sense, been consumed during the reporting period.

Internally Generated Intangible Assets: Refer to Note 5.2 Intangible Assets.

Amortisation of Internally Generated Intangible Assets

Internally generated intangible assets with finite useful lives are amortised as an expense from transactions on a systematic (typically straight-line) basis over the asset's useful life. Amortisation begins when the asset is available for use, that is, when it is in the location and condition necessary for it to be capable of operating in the manner intended by management. The estimated useful lives, residual values and amortisation method are reviewed at the end of each annual reporting period and adjustments are made where appropriate.

5.1.2 Reconciliation of Movements in Carrying Amounts of Property, Plant and Equipment

	Crown land at fair value		Land at fair value (Right-of-Use Assets)		Buildings at fair value		Plant and Equipment at fair value		Assets under construction at cost		Cultural artworks at fair value		Total	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Opening balance at 1 July	636,914	658,401	14,368	13,724	2,617,676	2,575,332	374,292	361,816	86,638	40,223	5,239	5,288	3,735,127	3,654,784
Fair value of assets received free of charge or for nominal considerations	2,771	0	-	-	-	-	363	316	-	-	-	-	3,134	316
Fair value of assets recognised for first time	-	-	-	-	-	-	-	406	-	5	-	-	-	411
Additions	-	-	-	-	1,503	3,086	81,669	71,531	93,424	69,501	49	-	176,645	144,118
Adjustment to carrying value of right-of-use assets	-	-	-	-	(4,351)	5,040	-	(184)	-	-	-	-	(4,351)	4,856
Disposals	(735)	(603)	-	-	-	(219)	(16,252)	(16,766)	-	-	-	-	(16,987)	(17,588)
Transfer in/(out) of assets under construction	15,201	0	-	-	101,984	18,477	14,480	9,823	(132,195)	(26,197)	-	-	(530)	2,103
Revaluation of PPE	-	-	-	-	-	-	-	-	-	-	-	-	(3,396)	-
Transfers of assets via Contributed Capital	4,250	0	-	-	-	-	-	-	(3,396)	-	-	-	4,250	-
Transfer (to)/from Advances	-	-	-	-	-	-	-	-	7,884	(5,431)	-	-	7,884	(5,431)
Depreciation ^(a)	-	-	(644)	(644)	(141,740)	(141,923)	(90,195)	(87,344)	-	-	-	-	(232,579)	(229,911)
Transfers (to)/from assets classified as held for sale	-	-	-	-	-	-	(2,406)	-	-	-	-	-	(2,406)	-
Reclassification	-	-	-	-	260	28	(260)	21	-	-	-	(49)	-	-
(Over)/under capitalisation	-	-	-	-	-	-	125	(5)	(12,132)	13,812	-	-	(12,007)	13,807
Closing balance at 30 June	658,401	657,798	13,724	13,080	2,575,332	2,459,821	361,816	339,614	40,223	91,913	5,288	5,239	3,654,784	3,567,465

Note:

(a) This note only discloses the total depreciation amount of \$229.9 million (2022: \$232.6 million), excluding amortisation amount of \$30.7 million (2022: \$27.6 million) for intangible assets. Refer to Note 5.1.1 Depreciation and Amortisation for the aggregate amount of \$260.6 million (2022: \$260.2 million) for depreciation and amortisation.

5.2 Intangible Assets

(\$ thousand)

	Capitalised Computer Software		Work-In-Progress Computer Software		Total	
	2022	2023	2022	2023	2022	2023
Gross Carrying Amount						
Opening balance	149,674	150,710	7,078	14,086	156,752	164,796
Additions from internal development	84	0	7,430	10,454	7,514	10,454
Transfers in/(out) of assets under construction	952	13,586	(422)	(15,690)	530	(2,104)
Other ((over)/under capitalisation)	-	-	-	(1,990)	-	(1,990)
Closing balance	150,710	164,296	14,086	6,860	164,796	171,156
Accumulated depreciation, amortisation and impairment						
Opening balance	(47,141)	(74,776)	-	-	(47,141)	(74,776)
Amortisation ^(a)	(27,635)	(30,658)	-	-	(27,635)	(30,658)
Closing balance	(74,776)	(105,434)	-	-	(74,776)	(105,434)
Net book value at end of financial year	75,934	58,862	14,086	6,860	90,020	65,722

Note:

(a) Amortisation expense is included in the line item "depreciation and amortisation" in the Comprehensive Operating Statement and is also disclosed in Note 5.1.1.

Initial Recognition

Purchased intangible assets are initially measured at cost. When the recognition criteria in AASB 138 Intangible Assets is met, internally generated assets are recognised at cost. Subsequently, intangible assets with finite useful lives are carried at cost less accumulated amortisation and accumulated impairment losses. Amortisation begins when the asset is available for use, that is, when it is in the location and condition necessary for it to be capable of operating in the manner intended by management.

Costs incurred subsequent to initial acquisition are capitalised when it is expected that additional future economic benefits will flow to Victoria Police.

An **internally generated intangible asset** arising from development (or from the development phase of an internal project) is recognised if, and only if, all of the following are demonstrated:

- the technical feasibility of completing the intangible asset so that it will be available for use or sale
- an intention to complete the intangible asset for use or sale
- the ability to use or sell the intangible asset
- the intangible asset will generate probable future economic benefits
- the availability of adequate technical, financial and other resources to complete the development and to use or sell the intangible asset
- the ability to measure reliably the expenditure attributable to the intangible asset during its development.

Subsequent Measurement

Intangible produced assets with finite useful lives, are amortised as an "expense from transactions" on a straight-line basis over their useful lives. Produced intangible assets have useful lives of between three and 12 years.

Intangible non-produced assets with finite lives are amortised as an "other economic flow" on a straight-line basis over their useful lives. The amortisation period is three to five years.

Impairment of Intangible Assets

Intangible assets with finite useful lives are tested for impairment whenever an indication of impairment is identified. The policy in connection with testing for impairments is outlined in Note 5.1 Property, Plant and Equipment. Victoria Police has no intangible assets with indefinite useful lives.

5.3 Physical Asset Revaluation Surplus

(\$ thousand)

	Land	Buildings	Cultural and Heritage Assets	Total
2023				
Revaluation Surplus				
Balance at beginning of financial year	529,001	340,906	4,890	874,797
Revaluation:				
• increments	-	-	-	-
• decrements	-	-	-	-
Balance at End of Financial Year	529,001	340,906	4,890	874,797
2022				
Revaluation Surplus				
Balance at beginning of financial year	529,001	344,301	4,890	878,192
Revaluation:				
• increments	-	-	-	-
• decrements	-	(3,395)	-	(3,395)
Balance at End of Financial Year	529,001	340,906	4,890	874,797

Revaluations and Subsequent Measurements of Non-Financial Physical Assets

Revaluations are made with sufficient regularity to ensure that the carrying amounts do not materially differ from their fair value. In determining the fair value of an asset other than land and right of use asset, it is generally based on the assets' current replacement value.

Consistent with AASB 13 *Fair Value Measurement* (AASB 13), Victoria Police determines the policies and procedures for both recurring and fair value measurements such as property, plant and equipment and for non-recurring fair value measurements such as non-financial physical assets held for sale in accordance with the requirements of AASB 13 and the relevant Financial Reporting Directions (FRDs).

All assets for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy as described in Note 8.3 Fair Value Determination.

Subsequent Measurements

Non-financial physical assets are measured at fair value (AASB 13 – *Fair Value Measurement*) on a cyclical basis in accordance with Financial Reporting Direction 103 *Non-Financial Physical Assets* (FRD 103) issued by the Assistant Treasurer. A full revaluation normally occurs every five years, based upon the government purpose classification of assets, but may occur more frequently if fair value assessments indicate material changes in values. Independent valuers are used to conduct these scheduled revaluations and any interim revaluations are determined in accordance with the requirements of the FRDs.

Revaluation increases or decreases arise from differences between an asset's carrying value and fair value.

Net revaluation increases (where the carrying amount of a class of assets is increased as a result of a revaluation) are recognised in "Other economic flows – changes in physical asset revaluation surplus" and accumulated in equity under the physical asset revaluation surplus. However, the net revaluation increase is recognised in the net result to the extent that it reverses a net revaluation decrease in respect of the same class of property, plant and equipment previously recognised as an expense (other economic flows) in the net result. Conversely, net revaluation decreases are recognised immediately as other economic flows in the net results unless a credit balance exists in the physical asset revaluation surplus, to which the net revaluation decrease is recognised in "Other economic flow – changes in physical asset revaluation surplus" to the extent of the credit balance.

Revaluation increases and decreases relating to individual assets within a class of property, plant and equipment, are offset against one another within that class but are not offset in respect of assets in different classes. Any asset revaluation surplus is not normally transferred to accumulated funds on derecognition of the relevant asset.

The last independent revaluation that was undertaken by the Valuer-General Victoria was in 2020–21. On a semi-annual basis, Victoria Police monitors the changes in the fair value of each asset and liability through relevant data sources to determine whether any revaluation is required.

A managerial revaluation review of land and buildings was undertaken in the current year using the indices provided by VGV. This review did not result in any revaluation of land and buildings as the net increase in its carrying amount is less than the 10 per cent threshold required under FRD 103 Non-Financial Physical Assets.

6. OTHER ASSETS AND LIABILITIES

Introduction

This section sets out those assets and liabilities that arose from Victoria Police's controlled operations.

Structure		Pages
6.1	Receivables	92
6.2	Payables	93
6.3	Other Non-Financial Assets	93
6.4	Other Provisions	94

6.1 Receivables

	Notes	2022	2023
(\$ thousand)			
Contractual			
Sale of goods and services		2,975	2,243
Other receivables		12,649	9,655
Provision for expected creditor loss or receivables		(3,900)	(3,900)
Derivative financial instruments	8.1.2	862	528
Statutory			
Amounts due from the Victorian Government ^(a)		906,391	1,135,052
GST input tax credit recoverable		703	880
Total Receivables		919,680	1,144,458
<i>Represented by:</i>			
Current receivable		164,531	37,081
Non-current receivable		755,149	1,107,377
Total Receivables		919,680	1,144,458

Note:

(a) Amounts owing from the Victorian Government relates to all funding commitments incurred, which are drawn through grants from the Consolidated Funds as they fall due.

Contractual receivables are classified as financial instruments and categorised as financial assets at amortised costs, with the exception of derivative financial instruments which is categorised as fair value through profit and loss. They are initially recognised at fair value plus any directly attributable transaction costs. Victoria Police holds the contractual receivables with the objective to collect the contractual cash flows and therefore subsequently measured at amortised cost using the effective interest method, less any impairment.

Statutory receivables do not arise from contracts and are recognised and measured similarly to contractual receivables (except for impairment) but are not classified as financial instruments for disclosure purposes. Victoria Police applies AASB 9 *Financial Instruments* for initial measurement of the statutory receivables and as a result statutory receivables are initially recognised at fair value plus any directly attributable transaction cost. Amounts recognised from the Victorian Government represent funding for all commitments incurred and are drawn from the Consolidated Fund as the commitments fall due.

Details about Victoria Police's impairment policies, exposure to credit risk and the calculation of the loss allowance are set out in Note 8.1.2 Financial Risk Management Objectives and Policies.

Impairment of financial assets: Victoria Police records the allowance for expected credit loss by applying AASB 9's Expected Credit Loss approach. In assessing impairment of contractual and statutory (non-contractual and not classified as financial instruments) receivables (financial assets), management applies materiality when using estimates, averages and other computational methods in accordance with AASB 136 *Impairment of Assets*.

A provision is made if there is an expected credit loss by applying AASB 9's Expected Credit Loss approach.

Bad debts written off are classified as a transaction expense. Bad debts not written off, but included in the provision for doubtful debts, are classified as other economic flows in the net result. There were no bad debts written off during the year and no changes to provision was made during the year.

6.2 Payables

		(\$ thousand)	
	Notes	2022	2023
Contractual			
Supplies and services		85,677	96,440
Amounts payable to government and agencies		0	443
Other payables		1,493	1,353
Derivative financial instruments	8.1.2	4,274	3,122
Statutory			
Payroll tax payable		10,841	12,047
Other payables		24,242	25,353
Total payables		126,527	138,758
<i>Represented by:</i>			
Current payables		122,907	135,987
Non-current payables		3,620	2,771
Total payables		126,527	138,758

Payables consist of:

- **contractual payables** classified as financial instruments and measured at amortised cost, with the exception of derivative financial instruments which is categorised as fair value through profit and loss. Accounts payable represent liabilities for goods and services provided to Victoria Police prior to the end of the financial year that are unpaid.
- **statutory payables** are recognised and measured similarly to contractual payables but are not classified as financial instruments and not included in the category of financial liabilities at amortised cost, because they do not arise from contracts.

Payables for supplies and services have an average credit period of 30 days. However, in April 2020 the State Premier announced that all supplier invoices effective from the announcement date are to be paid within 10 business days which is still in effect.

The terms and conditions in relation to the amounts payable to the government and agencies vary according to the relevant agreements. As they are not legislative payables, they are not classified as financial instruments.

Please refer to Note 8.1.2 Financial Risk Management Objectives and Policies for Maturity Analysis of Contractual Financial Liabilities and Borrowings.

6.3 Other Non-Financial Assets

		(\$ thousand)	
		2022	2023
Current Other Non-Financial Assets			
Advances paid to the Department of Treasury and Finance		23,952	18,520
Prepayments		40,906	27,613
Total Current Other Non-Financial Assets		64,858	46,133
Non-current Other Non-Financial Assets			
Prepayments		414	825
Total Non-Current Other Non-Financial Assets		414	825
Total Other Non-Financial Assets		65,272	46,958

Advances paid to the Department of Treasury and Finance are payments for services to be provided for the acquisition of land and buildings on behalf of Victoria Police.

Prepayments represent payments made in advance of receipt of goods or services or the payments made for services covering a term extending beyond that financial accounting period.

6.4 Other Provisions

	(\$ thousand)	
	2022	2023
Current Provisions		
Other provisions	20,791	25,306
Make-good provision	2,920	3,617
Total Current Provisions	23,711	28,923
Non-Current Provisions		
Make-good provision	10,632	12,591
Total Non-Current Provisions	10,632	12,591
Total Other Provisions	34,343	41,514

Other provisions are recognised when Victoria Police has a present obligation, the future sacrifice of economic benefits is probable, and the amount of the provision can be measured reliably. The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at reporting date, taking into account the risks and uncertainties surrounding the obligation.

Where a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows, using a discount rate that reflects the time value of money and risks specific to the provision.

Reconciliation of Movements in Other Provisions

	(\$ thousand)		
	Make-Good	Others	Total
Current			
Opening balance	2,920	20,791	23,711
Additional provisions recognised	679	13,249	13,928
Reversal of provisions	18	(5,315)	(5,297)
Reductions arising from payments/other sacrifices of future economic benefits	-	(3,419)	(3,419)
Total Current Provisions	3,617	25,306	28,923
Non-Current			
Opening balance	10,632	-	10,632
Additional provisions recognised	1,959	-	1,959
Total Non-Current Provisions	12,591	-	12,591
Closing balance	16,208	25,306	41,514

When some or all of the economic benefits that are required to settle a provision are expected to be received from a third party, the receivable is recognised as an asset if it is virtually certain that recovery will be received and the amount of the receivable can be measured reliably.

Make Good Provision: Properties occupied by Victoria Police are subject to make-good costs (where applicable) when vacated at the termination of the lease. The make-good provision is recognised in accordance with the lease agreement for these properties. Victoria Police must remove any leasehold improvements from the leased warehouse and restore the premises to its original condition at the end of the lease term.

7. FINANCING OUR OPERATIONS

Introduction

This section provides information on the sources of finance utilised by Victoria Police during its operations, along with interest expenses (the cost of borrowings) and other information related to financing activities of Victoria Police.

This section includes disclosures of balances that are financial instruments (such as borrowings and cash balances). Note 8.1 Financial Instruments Specific Disclosures and Note 8.3 Fair Value Determination provides additional, specific financial instrument disclosures.

Structure	Pages
7.1 Borrowings	95
7.2 Leases	96–97
7.3 Cash Flow Information and Balances	98
7.4 Trust Account Balances	99–100
7.5 Capital Structure	100
7.6 Commitments for Expenditure	101

7.1 Borrowings

	(\$ thousand)	
	2022	2023
Current borrowings		
Lease liabilities ^(a)	92,632	92,833
Total current borrowings	92,632	92,833
Non-current borrowings		
Lease liabilities ^(a)	1,768,836	1,736,129
Total Non-current borrowings	1,768,836	1,736,129
Total Borrowings	1,861,468	1,828,962

Note:

(a) For the motor vehicles leased, they are secured by the leased assets. In the event of a default, the leased assets revert to the lessor. The lease liabilities relating to motor vehicles as at 30 June 2023 is \$135.4 million (2022: \$131.2 million).

Borrowings are classified as financial instruments. Interest bearing liabilities are classified at amortised cost. All interest-bearing borrowings are initially recognised at the fair value of the consideration received less directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method.

Please refer to Note 8.1.2 Financial Risk Management Objectives and Policies for Maturity Analysis of Contractual Financial Liabilities.

Interest Expense

	(\$ thousand)	
	2022	2023
Interest on lease liabilities	61,320	59,857
Total Interest Expense	61,320	59,857

Interest expense relates to the interest component of leases repayments. Interest expense is recognised in the period in which it is incurred.

7.2 Leases

7.2.1 Leases

Information about leases for which Victoria Police is a lessee is presented below.

Victoria Police leases various properties and motor vehicles. The lease contracts are typically made for fixed periods of 1-30 years with an option to renew the lease after that date. Depending on the lease contract terms, property lease payments are usually re-negotiated every five years to reflect the market rentals.

7.2.1 (a) Short Term Lease (Lease term of 12 months or less)

Victoria Police has elected to account for short-term leases using the practical expedients. Instead of recognising a right-of-use asset and lease liability, the payments in relation to these are recognised as an expense in profit or loss on a straight-line basis over the lease term. As at 30 June 2023, Victoria Police has committed to two short-term leases and the total commitment at that date is \$0.02 million (2022: \$0.02 million).

7.2.1 (b) Low Value Leases

Low value leases – leases with the underlying asset's fair value (when new, regardless of the age of the asset being leased) is no more than \$10,000. Payments on low value leases are recognised on a straight-line basis.

7.2.1 (c) Right-of-Use Assets

Right-of-use assets are presented in Note 5.1 (a).

7.2.1 (d) Amounts Recognised in the Comprehensive Operating Statement

The following amounts are recognised in the Comprehensive Operating Statement relating to leases:

	(\$ thousand)	
	2022	2023
Interest expense on lease liabilities	61,320	59,857
Expenses relating to short-term leases	7,502	318
Income from sub-leasing	(3,788)	(4,841)
Total amount recognised in the Comprehensive Operating Statement	65,034	55,334

7.2.1 (e) Amounts Recognised in the Cashflow Statement

The following amounts are recognised in the Statement of Cashflows for the year-ended 30 June 2023 relating to leases:

	(\$ thousand)	
	2022	2023
Total cash outflow for leases	96,466	103,260

For any new contracts entered into, Victoria Police considers whether a contract is, or contains a lease. A lease is defined as "a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration". To apply this definition, Victoria Police assesses whether the contract meets three key evaluations which are whether:

- the contract contains an identified asset, which is either explicitly identified in the contract or implicitly specified by being identified at the time the asset is made available to Victoria Police and for which the supplier does not have substantive substitution rights
- Victoria Police has the right to obtain substantially all of the economic benefits from use of the identified asset throughout the period of use, considering its rights within the defined scope of the contract and Victoria Police has the right to direct the use of the identified asset throughout the period of use
- Victoria Police has the right to take decisions in respect of "how and for what purpose" the asset is used throughout the period of use.

Separation of Lease and Non-Lease components

At inception or on reassessment of a contract that contains a lease component, the lessee is required to separate out and account separately for non-lease components within a lease contract and exclude these amounts when determining the lease liability and right-of-use asset amount.

Recognition and Measurement of Leases as a Lessee

Lease Liability – Initial Measurement

The lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease if that rate is readily determinable or the incremental borrowing rate as provided by DTF.

Lease payments included in the measurement of the lease liability comprise the following:

- fixed payments (including in-substance fixed payments) less any lease incentive receivable
- variable payments based on an index or rate, initially measured using the index or rate as at the commencement date
- amounts expected to be payable under a residual value guarantee
- payments arising from purchase and termination options reasonably certain to be exercised.

Lease Liability – Subsequent Measurement

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification, or if there are changes in-substance fixed payments.

When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset, or profit and loss if the right of use asset is already reduced to zero.

Short-Term Leases

Please refer to Note 7.2.1 (a) Short Term Lease (Lease term of 12 months or less).

Leases of Low Value Assets

Please refer to Note 7.2.1 (b) Leases of Low Value Assets.

Below Market/Peppercorn Leases

Right-of-use assets under leases at significantly below-market terms and conditions that are entered into principally to the organisation to further its objectives, are initially and subsequently measured at cost. As at 30 June 2023, Victoria Police has no below market/peppercorn leases.

Presentation of Right-of-Use Assets and Lease Liabilities

Victoria Police presents right-of-use assets as “property plant equipment” unless they meet the definition of investment property, in which case they are disclosed as “investment property” in the Balance Sheet. Lease liabilities are presented as “borrowings” in the Balance Sheet.

7.2.2 Sub-Leasing in 311 Spencer Street

During the current financial year, Victoria Police has sub-leased approximately 13 per cent of its whole office space to third parties. These sub-leases are negotiated on an individual basis and contain a wide range of different terms and conditions (including termination and renewal rights). The floors are rented for 10–15 years with options to renew the contract. The lease payments are fixed and adjusted annually for inflation.

Victoria Police is a sub-lessor (intermediate lessor) of the right-of-use assets.

An intermediate lessor classifies the sublease as either a finance or operating lease. A lease is classified as a finance lease if it transfers substantially all the risks and rewards from the right-of-use assets resulting from the head lease; otherwise, it is classified as an operating lease.

As all the risks and rewards are not substantially transferred to the lessee, Victoria Police has classified the sub-lease as an operating lease. Lease income from these operating leases is recognised on a straight-line basis over the lease term.

7.3 Cash Flow Information and Balances

Cash and deposits, including cash equivalents, comprise cash on hand and cash at bank, deposits at call and those highly liquid investments with an original maturity of three months or less, which are held for the purpose of meeting short term cash commitments rather than for investment purposes, and readily convertible to known amounts of cash and are subject to an insignificant risk of changes in value.

	(\$ thousand)	
	2022	2023
Cash and term deposits ^(a)	2,048	1,196
Funds held in trust ^(b)	60,435	69,617
Balance as per Cash Flow Statement	62,483	70,813

Notes:

(a) The term deposits held during the year were bearing a weighted average interest rate of 2.87 per cent (2022: 0.10 per cent).

(b) These are monies provided by outside organisations for special purpose projects related to the normal operating activities of Victoria Police. The funds can only be used for those purposes and each trust fund has a nominated trustee. The funds are held in a suspense account at the Department of Treasury and Finance on behalf of Victoria Police.

Due to the State's investment policy and funding arrangements, Victoria Police does not hold a large cash reserve in its bank accounts. Cash received from generation of income is generally paid into the State's bank account ('public account'). Similarly, expenditure, including in the form of cheques drawn for payments to Victoria Police's suppliers and creditors are made via the public account. The public account remits to Victoria Police the cash required upon presentation of cheques by Victoria Police's suppliers or creditors.

These funding arrangements often results in Victoria Police having a notional shortfall in the cash at bank required for payment of unrepresented cheques at the reporting date. As at 30 June 2023, cash at bank included the amount of a notional shortfall for the payment of unrepresented cheques of \$195,562 (2022: \$122,996).

7.3.1 Reconciliation of net result for the year to cash flow from operating activities

		(\$ thousand)	
	Notes	2022	2023
Net result for the year		86,939	41,178
Non-Cash Movements			
(Gain)/loss on sale or disposal of non-current assets	9.1	(13,856)	(13,600)
Depreciation and amortisation of non-current assets	5.1.1	260,215	260,569
Plant and equipment received free of charge or for nominal consideration	2.1	(3,088)	(325)
Assets recognised for first time	9.1	(1,496)	(411)
Other non-cash movements ^(a)		(73,597)	(24,825)
Movements in Assets and Liabilities			
(Increase)/decrease in receivables		(215,812)	(224,860)
(Increase)/decrease in prepayments		(13,628)	12,883
(Increase)/decrease in inventories		(946)	382
Increase/(decrease) in payables		31,673	12,898
Increase/(decrease) in provisions		96,164	102,960
Net Cash Flows From/(Used In) Operating Activities		152,568	166,849

Note:

(a) Included in this amount is a balance of \$24.3 million (2022: \$68.1 million) arising from the movement in the discount rate used in the revaluation of the long service leave liability.

7.4 Trust Account Balances

Victoria Police has responsibility for the transactions and balances relating to trust funds on behalf of third parties external to the Victorian Government. Funds managed on behalf of third parties are not recognised in these financial statements as they are managed on a fiduciary and custodial basis, and therefore are not controlled by Victoria Police.

Any earnings on the funds held pending distribution are also applied to the trust funds under management as appropriate.

Trust Account Balances Relating to Trust Accounts Controlled and/or Administered by Victoria Police

(\$ thousand)

	2022				2023			
	Opening Balance 1 July 2021	Total Receipts	Total Payments	Closing Balance 30 June 2022	Opening Balance 1 July 2022	Total Receipts	Total Payments	Closing Balance 30 June 2023
Cash and cash equivalents and investments								
Controlled Trusts								
Departmental Suspense Account To record donations and grants to Victoria Police as required by the <i>Financial Management Act 1994</i>	48,018	11,937	(4,130)	55,825	55,825	14,163	(5,505)	64,483
FBT Trust Account To record the receipt of fringe benefits tax deducted from executive salaries and repayments of FBT from drivers of novated lease vehicles when FBT obligations have not been met through scheduled payroll deductions. The funds are disbursed to the Australian Taxation Office.	899	136	-	1,035	1,035	57	-	1,092
Traffic Accident Info System Trust Account To record transactions relating to the operations of the traffic accident information system, which was established to coordinate the distribution of accident data to agencies responsible for road traffic programs and the administration of road accident legislation.	3,559	281	(337)	3,503	3,503	995	(505)	3,993
Inter Departmental Transfer Trust To record inter-departmental transfers when no other trust arrangement exists.	111	-	(39)	72				
Total Controlled Trusts ^(b)	52,587	12,354	(4,506)	60,435	60,435	15,215	(6,064)	69,586
Administered Trusts								
Departmental Suspense Account Under the <i>Financial Management Act 1994</i> to record the receipt and disbursement of seized and unclaimed money.	71,741	28,661	(33,881)	66,521	66,521	22,425	(25,833)	63,113
Treasury Trust Fund Under the <i>Financial Management Act 1994</i> to record the receipt and disbursement of unclaimed and unidentified money (unpresented cheques, surplus cash).	1,495	29,621	(29,472)	1,644	1,644	21,245	(21,045)	1,844
Public Service Commuter Club ^(a) Under the <i>Financial Management Act 1994</i> to record the receipt of amounts associated with the scheme and deductions from Club members salaries as well as recording payment to the Public Transport Corporation.	206	144	(145)	205	205	154	(144)	215
Total Administered Trusts ^(c)	73,442	58,426	(63,498)	68,370	68,370	43,824	(47,022)	65,172

Notes:

- (a) The Public Service Commuter Club surplus balance at 30 June 2023 and 30 June 2022 respectively, relates to the movement between the purchase of travel tickets and reimbursement from employees. The trust's working capital is funded by the Department of Treasury and Finance.
- (b) The closing balance forms part of Victoria Police's cash balances as at 30 June 2023 and 30 June 2022 respectively.
- (c) The closing balance does not form part of Victoria Police's cash balances as at 30 June 2023 and 30 June 2022 respectively.

Third Party Funds Under Management (Accounted for Under Administered Items)

(\$ thousand)

Cash and cash equivalents and investments	2022				2023			
	Opening Balance	Total Receipts	Total Payments	Closing Balance	Opening Balance	Total Receipts	Total Payments	Closing Balance
Australia and New Zealand Policing Advisory Agency								
Under the Financial Management Act 1994 for contributions from various police organisations throughout Australia and New Zealand.	2,241	6,569	(5,666)	3,144	3,144	7,645	(6,319)	4,470
Total Third Party Funds Under Management ^(a)	2,241	6,569	(5,666)	3,144	3,144	7,645	(6,319)	4,470

Note:

(a) The closing balance does not form part of Victoria Police's cash balances as at 30 June 2023 and 30 June 2022 respectively.

7.5 Capital Structure

7.5.1 Contributed capital

Additions to net assets which have been designated as contributions by owners are recognised as contributed capital. Other transfers that are in the nature of contributions to or distributions by owners have also been designated as contributions by owners. Please refer to the Statement of Changes in Equity for details of movement in Contributed Capital during the financial year.

7.5.2 Cash flow hedge reserve

Foreign currency translation differences are recognised in the cash flow hedge reserves in the Statement of Changes in Equity in the period in which they arise.

Hedging Reserve

The hedging reserve comprises the effective portion of the cumulative net change in the fair value of hedging instruments used in cash flow hedges pending subsequent recognition in profit or loss or directly included in the initial cost or other carrying amount of a non-financial asset or non-financial liability.

Cost of hedging reserve

The cost of hedging reserve reflects gain or loss on the portion excluded from the designated hedging instrument that relates to the forward element of forward contracts and changes in the time value of options. It is initially recognised in Statement of Changes in Equity and accounted for similarly to gains or losses in the hedging reserve.

7.6 Commitments For Expenditure

Commitments for future expenditure include operating and capital commitments arising from contracts. These commitments are recorded at their nominal value and inclusive of the Goods and Services Tax (GST) payable. These future expenditures cease to be disclosed as commitments once the related liabilities are recognised in the Balance Sheet.

7.6.1 Total commitments payable

(\$ thousand)

Nominal amounts 2023	Less than 1 year	1 - 5 years	5+ years	Total
Capital expenditure commitments payables				
Plant and equipment	6,897	1,527	-	8,424
Buildings	10,249	99	-	10,348
Operating expense commitments				
Aviation	24,254	103,581	46,148	173,983
Other commitments payables	138,703	101,343	-	240,046
Total commitments (inclusive of GST)	180,103	206,550	46,148	432,801
Less GST recoverable				(39,346)
Total commitments (exclusive of GST)				393,455
2022	Less than 1 year	1 - 5 years	5+ years	Total
Capital expenditure commitments payables				
Plant and equipment	3,541	1,705	-	5,246
Buildings	4,814	147	-	4,961
Operating expense commitments				
Aviation	24,146	97,523	76,461	198,130
Other commitments payables	137,009	136,015	-	273,023
Total commitments (inclusive of GST)	169,510	235,390	76,461	481,360
Less GST recoverable				(43,760)
Total commitments (exclusive of GST)				437,600

8. RISKS, CONTINGENCIES AND VALUATION JUDGEMENTS

Introduction

Victoria Police is exposed to risk from its activities and outside factors. In addition, it is often necessary to make judgements and estimates associated with recognition and measurement of items in the financial statements. This section sets out financial instrument specific information (including exposures to financial risks) as well as those items that are contingent in nature or require a higher level of judgement to be applied, which for Victoria Police relates mainly to fair value determination.

Structure	Pages
8.1 Financial Instruments Specific Disclosures	102–108
8.2 Contingent Liabilities and Contingent Assets	108–109
8.3 Fair Value Determination	109–114

8.1 Financial Instruments Specific Disclosures

Introduction

Financial instruments arise out of contractual agreements that give rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Due to the nature of Victoria Police's activities, certain financial assets and financial liabilities arise under statute rather than a contract (for example taxes, fines and penalties).

Guarantees issued by the Treasurer of Victoria on behalf of Victoria Police are financial instruments because, although authorised under statute, terms and conditions for each financial guarantee may vary and are subject to an agreement.

Categories of financial assets

Financial assets at amortised cost

Financial assets are measured at amortised costs if both of the following criteria are met and the assets are not designated as fair value through net result:

- the assets are held by Victoria Police to collect the contractual cash flows
- the assets' contractual terms give rise to cash flows that are solely payments of principal and interest.

These assets are initially recognised at fair value plus any directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method less any impairment.

Victoria Police recognises the following assets in this category:

- cash and deposits (which includes term deposits) – refer to Note 7.3 Cash Flow Information and Balances
- receivables (excluding statutory receivables and derivative financial instruments) – refer to Note 6.1 Receivables.

Categories of financial liabilities

Financial liabilities at amortised cost are initially recognised on the date they are originated. They are initially measured at fair value plus any directly attributable transaction costs. Subsequent to initial recognition, these financial instruments are measured at amortised cost with any difference between the initial recognised amount and the redemption value being recognised in the Comprehensive Operating Statement over the period of the interest-bearing liability, using the effective interest rate method.

Victoria Police recognises the following liabilities in this category:

- payables (excluding statutory payables and derivative financial instruments) – refer to Note 6.2 Payables
- borrowings (including lease liabilities) - refer to Note 7.1 Borrowings.

Derivative financial instruments are transacted for hedging purposes and are initially recognised at fair value on the date on which a derivative contract is entered into. Derivatives are carried as assets when their fair value is positive and as liabilities when their fair value is negative. Where derivatives financial instruments have been designated into hedge accounting relationships, the effective gains or losses arising from changes in the fair value of derivatives after initial recognition are recognised in other comprehensive income.

Derecognition of financial liabilities: A financial liability is derecognised when the obligation under the liability is discharged, cancelled or expires.

When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised as an "Other Economic Flow" in the Comprehensive Operating Statement.

Reclassification of financial instruments: Subsequent to initial recognition, reclassification of financial liabilities is not permitted. Financial assets are required to be reclassified between fair value through net results, fair value through Other Comprehensive Income and amortised cost when and only when the Victoria Police's business model for managing financial assets has changed such that its previous model would no longer apply.

Victoria Police is generally unable to change its business model because it is determined by the Performance Management Framework (PMF) and it is required to apply the PMF under the Standing Directions 2018 under the FMA.

8.1.1 Financial Instruments: Categorisation

(\$ thousand)						
2023	Notes	Cash and deposits	Derivatives designated in hedge relationship	Contractual financial assets at amortised cost	Contractual financial liabilities at amortised cost	Total
Contractual financial assets ^(a)						
Cash and deposits	7.3	70,813	-	-	-	70,813
Receivables ^(b)						
Sale of goods and services	6.1	-	-	2,243	-	2,243
Other receivables	6.1	-	-	5,755	-	5,755
Derivative financial instruments	6.1	-	528	-	-	528
Total contractual financial assets		70,813	528	7,998	-	79,339
Contractual financial liabilities ^(a)						
Payables ^(b)						
Supplies and services	6.2	-	-	-	96,440	96,440
Amounts payable to government and agencies	6.2	-	-	-	443	443
Other payables	6.2	-	-	-	1,353	1,353
Derivative financial instruments	6.2	-	3,122	-	-	3,122
Borrowings						
Lease liabilities	7.1	-	-	-	1,828,962	1,828,962
Total contractual financial liabilities		-	3,122	-	1,927,198	1,930,320

Notes:

(a) At year-end, the carrying amounts disclosed approximates its fair value.

(b) The total amounts disclosed here exclude statutory amounts (e.g. amounts owing from Victorian Government and GST input tax credit recoverable and taxes payable).

(\$ thousand)

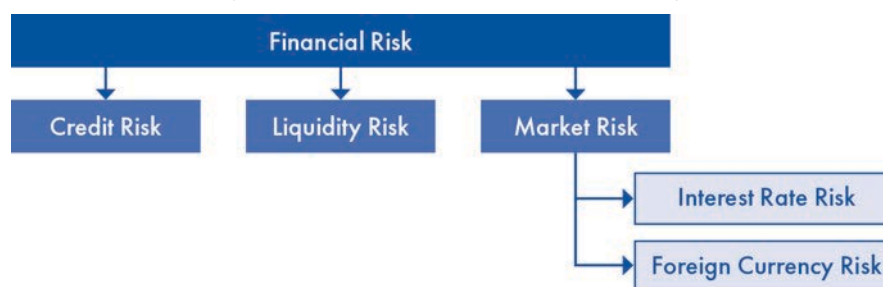
2022	Notes	Cash and deposits	Derivatives designated in hedge relationship	Contractual financial assets at amortised cost	Contractual financial liabilities at amortised cost	Total
Contractual financial assets						
Cash and deposits	7.3	62,483	-	-	-	62,483
Receivables^(a)						
Sale of goods and services	6.1	-	-	2,975	-	2,975
Other receivables	6.1	-	-	8,749	-	8,749
Derivative financial instruments	6.1	-	862	-	-	862
Total contractual financial assets		62,483	862	11,724	-	75,069
Contractual financial liabilities						
Payables^(a)						
Supplies and services	6.2	-	-	-	85,677	85,677
Amounts payable to government and agencies	6.2	-	-	-	-	-
Other payables	6.2	-	-	-	1,493	1,493
Derivative financial instruments	6.2	-	4,274	-	-	4,274
Borrowings						
Lease liabilities	7.1	-	-	-	1,861,468	1,861,468
Total contractual financial liabilities		-	4,274	-	1,948,638	1,952,912

Note:

(a) The total amounts disclosed here exclude statutory amounts (e.g. amounts owing from Victorian Government and GST input tax credit recoverable and taxes payable).

8.1.2 Financial Risk Management Objectives and Policies

As a whole, Victoria Police's financial risk management program seeks to manage these risks and the associated volatility of its financial performance. Victoria Police is exposed to a number of financial risks, including:



Details of the significant accounting policies and methods adopted, including the criteria for recognition, the basis of measurement and the basis on which income and expenses are recognised, with respect to each class of financial asset, financial liability and equity instrument above are disclosed in Note 8.3 Fair Value Determination to the financial statements.

The main purpose in holding financial instruments is to prudentially manage Victoria Police's financial risks within the government policy parameters.

Victoria Police's main financial risks include credit risk, liquidity risk, foreign currency risk and interest rate risk. Victoria Police manages these financial risks in accordance with its financial risk management policy.

Victoria Police uses different methods to measure and manage the different risks to which it is exposed. Primary responsibility for the identification and management of financial risks rests with the Accountable Officer of Victoria Police.

Financial Instruments: Credit Risk

Credit risk refers to the possibility that a borrower will default on its financial obligations as and when they fall due. Victoria Police's exposure to credit risk arises from the potential default of a counter party on their contractual obligations resulting in financial loss to Victoria Police. Credit risk is measured at fair value and is monitored on a regular basis.

Credit risk associated with Victoria Police's contractual financial assets is minimal as the main debtor is the Victorian Government. For debtors other than the Government, it is Victoria Police's policy to only deal with entities with high credit ratings of a minimum Triple-B rating and to obtain sufficient collateral or credit enhancements where appropriate.

In addition, Victoria Police does engage in hedging some of its contractual financial assets and mainly obtains contractual financial assets that are on fixed interest, except for cash and deposits, which are mainly cash at bank. As with the policy for debtors, Victoria Police's policy is to only deal with banks with high credit ratings.

Provision of impairment for contractual financial assets is recognised when there is objective evidence that Victoria Police will not be able to collect a receivable. Objective evidence includes financial difficulties of the debtor, default payments, debts which are more than 60 days overdue, and changes in debtor credit ratings.

Contractual financial assets are written off against the carrying amount when there is no reasonable expectation of recovery. Bad debts written off by mutual consent is classified as a transaction expense. Bad debt written off following a unilateral decision is recognised as other economic flows in the net result.

The carrying amount of contractual financial assets recorded in the financial statements, net of any allowances for losses, represents Victoria Police's maximum exposure to credit risk.

There has been no material change to Victoria Police's credit risk profile in 2022–23.

Credit Quality of Financial Assets

(\$ thousand)					
	Notes	Financial institutions (double-A credit rating)	Government agencies (double-A credit rating)	Other	Total
2023					
Cash and deposits	7.3	-	70,813	-	70,813
Derivative financial instruments	6.1	-	528	-	528
Contractual receivables applying the simplified approach to impairment		-	-	-	-
Total contractual financial assets		-	71,341	-	71,341

Note:

The total amounts disclosed here exclude statutory amounts (e.g. amounts owing from Victorian Government and GST input tax credit recoveries and tax payables).

Credit Quality of Contractual Financial Assets that are Neither Past Due Nor Impaired ^(a)

(\$ thousand)					
	Notes	Financial institutions (double-A credit rating)	Government agencies (triple-A credit rating)	Other	Total
2022					
Cash and deposits	7.3	-	62,483	-	62,483
Derivative financial instruments	6.1	-	862	-	862
Contractual receivables applying the simplified approach to impairment	6.1	1	8,183	3,540	11,724
Total contractual financial assets		1	71,528	3,540	75,069

Note:

(a) The total amounts disclosed here exclude statutory amounts (e.g. amounts owing from Victorian Government and GST input tax credit recoveries and tax payables).

Impairment of financial assets under AASB 9 *Financial Instruments* (AASB 9)

For contractual and statutory receivables, please refer to Note 6.1 Receivables.

Equity instruments are not subject to impairment under AASB 9. Other financial assets mandatorily measured or designated at fair value through net result are not subject to impairment assessment under AASB 9. While cash and cash equivalents are also subject to the impairment requirements of AASB 9, no impairment loss has been identified.

Although not a financial asset, contract assets recognised applying AASB 15 *Revenue from Contract with Customers* are also subject to impairment however it is immaterial.

Statutory receivables at amortised cost

Victoria Police's non-contractual receivables arising from statutory requirements are not financial instruments. However, they are nevertheless recognised and measured in accordance with AASB 9 requirements as if those receivables are financial instruments.

The statutory receivables are considered to have low credit risk, taking into account the counterparty's credit rating, risk of default and capacity to meet contractual cash flow obligations in the near term. As the result, the loss allowance recognised for these financial assets during the period was limited to 12 months of expected losses. No loss allowance was recognised.

Financial Instruments: Liquidity Risk

Liquidity risk arises from Victoria Police being unable to meet its financial obligations as they fall due. Victoria Police operates under the Government fair payments policy of settling financial obligations within 30 days and in the event of a dispute, making payments within 30 days from the date of resolution.

Victoria Police is exposed to liquidity risk mainly through the financial liabilities as disclosed in the face of the Balance Sheet and the amounts related to financial guarantees. Victoria Police manages its liquidity risk by:

- close monitoring of its short-term and long-term borrowings by senior management, including monthly reviews on current and future borrowing levels and requirements
- maintaining an adequate level of uncommitted funds that can be drawn at short notice to meet its short-term obligations
- careful maturity planning of its financial obligations based on forecasts of future cash flows
- a high credit rating for the State of Victoria (Moody's Investor Services and Standard & Poor's double-A, which assists in accessing debt market at a lower interest rate).

Victoria Police's exposure to liquidity risk is deemed insignificant based on prior period's data and current assessment of risk. Cash for unexpected events is generally sourced from making a request to the Treasury Corporation of Victoria (TCV). The carrying amount detailed in the following table of contractual financial liabilities recorded in the financial statements represents Victoria Police's maximum exposure to liquidity risk.

Maturity Analysis of Contractual Financial Liabilities ^(a)

(\$ thousand)

2023	Carrying Amount	Nominal Amount	Less than 1 Month	Maturity Dates		
				1 - 3 Months	3 Months - 1 Year	More than 1 Year
Payables ^(b)						
Supplies and services (Note 6.2)	96,440	96,440	96,440	-	-	-
Amounts payable to government and agencies (Note 6.2)	443	443	443	-	-	-
Other payables (Note 6.2)	1,353	1,353	1,353	-	-	-
Derivative financial instruments (Note 6.2)	3,122	3,689	29	29	301	3,330
Borrowings						
Lease liabilities (Note 7.1)	1,828,962	2,725,403	27,760	34,391	104,792	2,558,460
Total contractual financial liabilities	1,930,320	2,827,328	126,025	34,420	105,093	2,561,790
2022						
Payables ^(b)						
Supplies and services (Note 6.2)	85,677	85,677	85,677	-	-	-
Amounts payable to government and agencies (Note 6.2)	-	-	-	-	-	-
Other payables (Note 6.2)	1,493	1,493	1,493	-	-	-
Derivative financial instruments (Note 6.2)	4,274	4,274	-	162	493	3,619
Borrowings						
Lease liabilities (Note 7.1)	1,861,468	2,823,140	28,588	34,738	103,692	2,656,122
Total contractual financial liabilities	1,952,912	2,914,584	115,758	34,900	104,185	2,659,741

Notes:

(a) Maturity analysis is presented using the contractual undiscounted cash flows.

(b) The total amounts disclosed here exclude statutory amounts (e.g. amounts owing from the Department of Justice and Community Safety and GST input tax credit recoverable and taxes payable).

Financial Instruments: Market Risk

Victoria Police's exposures to market risk is primarily through interest rate risk and foreign currency risk. Victoria Police's exposure to other financial price risks is insignificant. These liabilities relate to the leasing arrangements. As the interest rates applied to these leasing arrangements are not variable or floating in nature, they are not subject to a sensitivity analysis. With reference to the VicFleet leases only, the adjustment to the interest rate that is made upon the settlement of such leases is regarded as a recovery by the lessor of their borrowing costs. Hence the underlying interest rates in these leases are based on fixed interest rate exposure.

Interest Rate Risk

Fair value interest rate risk is the risk that the fair value of a financial instrument will fluctuate because of changes in market interest rates. Victoria Police does not hold any interest-bearing financial instruments that are measured at fair value, and therefore has no exposure to fair value interest rate risk.

Victoria Police manages this risk by mainly undertaking fixed rate or non interest-bearing financial instruments with relatively even maturity profiles, with only insignificant amounts of financial instruments at floating rate. Management has concluded that cash at bank as financial assets, can be left at floating rate without necessarily exposing Victoria Police to significant bad risk. Management monitors movement in interest rates on a regular basis.

Interest Rate Sensitivity Analysis

As Victoria Police's exposure to interest rate risk sensitivity is deemed insignificant as the cash and deposit balance subject to interest rate sensitivity for the current year is \$3.5 million (2022: \$3.5 million). As such no interest rate risk sensitivity analysis was performed for 2022–23.

Victoria Police manages this risk by mainly undertaking fixed rate or non-interest bearing financial instruments with relatively even maturity profiles, with only insignificant amounts of financial instruments at floating rate. Management has concluded that cash at bank as financial assets, can be left at floating rate without necessarily exposing Victoria Police to significant bad risk. Management monitors movement in interest rates on a regular basis.

Foreign Currency Risk

All foreign currency transactions during the financial year are brought to account using the exchange rate in effect at the date of the transaction. Foreign monetary items existing at the end of the reporting period are translated at the closing rate at the date of the end of the reporting period. There are no non-monetary assets carried at fair value that are denominated in foreign currencies.

Victoria Police is exposed to foreign currency risk mainly through payables relating to purchases of supplies and consumables from overseas as well of leasing of aviation aircrafts, building Police Patrol and Rescue Vessel, and related services. For the purchase of supplies and consumables from overseas, there are only limited amount of transactions denominated in foreign currencies and there is a relatively short timeframe between commitment and settlement, therefore risk is minimal and immaterial.

In regard to the Rotary Wing Aircraft Supply and Support Agreement (Agreement), Victoria Police has entered into a forward foreign exchange options to hedge foreign currency risk exposure associated with lease liability in US dollars estimated based on the estimated flying hours. For the cost of the flying hours, 95 per cent is hedged of which 80 per cent is through forward exchange contracts and 15 per cent is through forward exchange options. The derivative contracts are for a term of 10 years ending on 30 August 2030.

On 30 June 2023, Victoria Police entered into forward exchange contracts to hedge foreign currency risk exposure for the building of a Police Patrol and Rescue Water Vessel which raised a lease liability in NZ dollars based on the cost of the project less the initial payment made on 30 June 2023. The derivative contracts are for a term of 2.5 years with the final milestone to be met on 21 December 2025.

Foreign Exchange Sensitivity Analysis

(\$ thousand)

2023	Notes	Carrying amount	-5%		+5%	
			Net result	Fair value through OCI	Net result	Fair value through OCI
Contractual financial assets						
Derivative financial instruments	6.1	528	-	(233)	-	151
Total impact		528	-	(233)	-	151
Contractual financial liabilities						
Derivative financial instruments	6.2	3,122	-	(2,998)	-	2,711
Total impact		3,122	-	(2,998)	-	2,711

(\$ thousand)

2022	Notes	Carrying amount	-5%		+5%	
			Net result	Fair value through OCI	Net result	Fair value through OCI
Contractual financial assets						
Derivative financial instruments	6.1	862	-	(263)	-	188
Total impact		862	-	(263)	-	188
Contractual financial liabilities						
Derivative financial instruments	6.2	4,274	-	(3,437)	-	3,101
Total impact		4,274	-	(3,437)	-	3,101

8.2 Contingent Liabilities and Contingent Assets

Contingent liabilities and contingent assets are not recognised in the Balance Sheet but are disclosed and, if quantifiable, are measured at nominal value. Contingent assets and liabilities are presented inclusive of GST receivable or payable respectively.

Contingent assets

Contingent assets are possible assets that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity.

These are classified as either quantifiable, where the potential economic benefit is known, or non-quantifiable.

No contingent assets have been recognised for the year ended 30 June 2023 (2022: Nil).

Contingent liabilities

Contingent liabilities are:

- possible obligations that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity; or
- present obligations that arise from past events but are not recognised because:
 - » it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligations; or
 - » the amount of the obligation cannot be measured with sufficient reliability.

Contingent liabilities are classified as either quantifiable or non-quantifiable.

Non-quantifiable contingent liabilities

Non-quantifiable contingent liabilities include potential obligations arising from indemnities provided in relation to transactions (including financial arrangements and consultancy services) as well as for directors and administrators, performance guarantees, warranties and letters of comfort, deeds in respect of certain obligations and unclaimed monies, which may be subject to future claims by the general public against the State.

Since the conclusion of the Royal Commission into the Management of Police Informants (RCMPI), the State of Victoria (Victoria Police) have been served with a number of civil claims. These civil claims and a number of Court of Appeal criminal matters, as well as ongoing disclosure work by Victoria Police will likely dictate whether further claims are received. Given those circumstances, it is not possible to reliably quantify any contingent liabilities relating to potential matters arising from the conduct explored by the RCMPI.

Quantifiable contingent liabilities	(\$ thousand)	
	2022	2023
Legal proceedings and disputes ^(a)	56,750	44,150
Total Contingent Liabilities	56,750	44,150

Note:

(a) These estimates are based on a separate assessment of all Victoria Police files by our legal advisors.

8.3 Fair Value Determination

Significant judgement: Fair value measurements of assets and liabilities

This section sets out information on how Victoria Police determines fair value for financial reporting purposes. Fair value is the price that would be received from selling an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

The following assets and liabilities are carried at fair value:

- financial assets and liabilities at fair value through the Comprehensive Operating Statement
- land, buildings, infrastructure, plant and equipment, right-of-use assets.

In addition, the fair values of other assets and liabilities that are carried at amortised cost, also need to be determined for disclosure purposes.

Victoria Police determines the policies and procedures for determining fair values for both financial and non-financial assets and liabilities as required.

Fair Value Hierarchy

In determining fair values, a number of inputs are used. To increase consistency and comparability in the financial statements, these inputs are categorised into three levels, also known as the fair value hierarchy. The levels are as follows:

Level 1 – quoted (unadjusted) market prices in active markets for identical assets or liabilities

Level 2 – valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable

Level 3 – valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

Victoria Police determines whether transfers have occurred between levels in the hierarchy by reassessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

The Valuer General Victoria (VGV) is Victoria Police's independent valuation agency. Victoria Police, in conjunction with VGV, monitors changes in the fair value of each asset and liability through relevant data sources to determine whether revaluation is required.

For those assets and liabilities for which fair values are determined, the following disclosures are provided:

- carrying amount and the fair value (which would be the same for those assets measured at fair value)
- which level of the fair value hierarchy was used to determine the fair value
- in respect of those assets and liabilities subject to fair value determination using Level 3 inputs:
 - » a reconciliation of the movements in fair values from the beginning of the year to the end
 - » details of significant unobservable inputs used in the fair value determination.

This section is divided between disclosures in connection with fair value determination for financial instruments (refer to Note 8.3.1 Fair Value Determination of Financial Assets and Liabilities) and non-financial physical assets (refer to Note 8.3.2 Fair Value Determination: Non-Financial Physical Assets).

8.3.1 Fair Value Determination of Financial Assets and Liabilities

The fair value of financial assets and liabilities are determined as follows:

Level 1 – The fair value of financial instruments with standard terms and conditions and traded in active liquid markets are determined with reference to quoted market prices

Level 2 – The fair value is determined using inputs other than quoted prices that are observable for the financial asset or liability, either directly or indirectly

Level 3 – The fair value is determined in accordance with generally accepted pricing models based on discounted cash flow analysis using unobservable market inputs.

Victoria Police currently holds Level 1 and 2 financial instruments. We consider the carrying amount of financial assets and financial liabilities recorded in the financial report to be a fair approximation of their fair value, because of the short-term nature of the financial instruments and the expectation that they will be paid in full by the end of 2022–23 reporting period, with the exception of derivative financial instruments and borrowings which are determined as Level 2.

These financial instruments include:

Financial Assets

Cash and deposits

Receivables:

- Sales of goods and services
- Other receivables
- Derivative financial instrument

Investment and other contractual assets:

- Term deposits

Financial Liabilities

Payables:

- Purchase of supplies and services
- Amounts payable to government and agencies
- Other payables
- Derivative financial instrument

8.3.2 Fair Value Determination: Non-Financial Physical Assets

Fair Value Measurement Hierarchy ^(a)

(\$ thousand)

2023	Note	Carrying Amount as at 30 June 2023	Fair Value Measurement at End of Reporting Period Using:		
			Level 1 ^(a)	Level 2 ^(a)	Level 3 ^(a)
Crown Land and Land at Fair Value					
		24,616	-	24,616	-
		646,262	-	-	646,262
		670,878	-	24,616	646,262
Buildings at Fair Value					
		34,410	-	34,410	-
		2,178,369	-	-	2,178,369
		60,854	-	-	60,854
		186,188	-	-	186,188
		2,459,821	-	34,410	2,425,411
Plant, Equipment and Vehicles at Fair Value					
		339,614	-	-	339,614
		339,614	-	-	339,614
Cultural Assets at Fair Value					
		5,239	-	-	5,239
		5,239	-	-	5,239

Notes:

(a) Classified in accordance with the fair value hierarchy.

(b) Non-specialised land and buildings are residential properties used by Sworn members.

(c) These heritage assets cannot be modified nor disposed of without formal ministerial approval.

(d) This amount forms part of the balance for Buildings at Fair Value (Excluding Heritage Buildings) in Note 5.1 Property, Plant and Equipment.

Fair Value Measurement Hierarchy

(\$ thousand)

2022	Note	Carrying Amount as at 30 June 2022	Fair Value Measurement at End of Reporting Period Using:		
			Level 1 ^(a)	Level 2 ^(a)	Level 3 ^(a)
Crown Land and Land at Fair Value					
		25,220	-	25,220	-
		646,905	-	-	646,905
Total of Land at Fair Value		672,125	-	25,220	646,905
Buildings at Fair Value					
		35,764	-	35,764	-
		2,278,412	-	-	2,278,412
		64,241	-	-	64,241
		196,942	-	-	196,942
Total of Buildings at Fair Value		2,575,359	-	35,764	2,539,595
Plant, Equipment and Vehicles at Fair Value					
		361,788	-	-	361,788
Total Plant, Equipment and Vehicles at Fair Value		361,788	-	-	361,788
Cultural Assets at Fair Value					
		5,288	-	-	5,288
Total of Cultural Assets at Fair Value		5,288	-	-	5,288

Notes:

(a) Classified in accordance with the fair value hierarchy.

(b) Non-specialised land and buildings are residential properties used by Sworn members.

(c) These heritage assets cannot be modified nor disposed of without formal ministerial approval.

(d) This amount forms part of the balance for Buildings at Fair Value (Excluding Heritage Buildings) in Note 5.1 Property, Plant and Equipment.

There have been no transfers between levels during the year.

Non-specialised land and non-specialised buildings are valued using the market approach and current replacement cost whereby assets are compared to recent comparable sales or sales of comparable assets that are considered to have nominal value.

Every 5 years, an independent valuation of land and buildings is performed by the Valuer-General Victoria (VGV) to determine the fair value using the market approach. The last independent valuation was performed during the 2020-21 financial year. The fair value of assets was determined by analysing sales and allowing for share, size, topography, location and other relevant factors specific to the asset being valued. From this analysis, an appropriate rate per square metre has been applied to the subject asset. During the intervening periods, fair value assessment using the indices provided by VGV is performed on a semi-annual basis as required by FRD 103 Non-Financial Physical Assets to determine that the carrying values of land and building approximate fair values.

To the extent that non-specialised land and non-specialised buildings do not contain significant, unobservable adjustments, these assets are classified as Level 2 under the market approach.

Specialised land and Specialised buildings: The market approach is also used for specialised land, although is adjusted for the community service obligation (CSO) to reflect the specialised nature of the land being valued.

The CSO adjustment is a reflection of the valuer's assessment of the impact of restrictions associated with an asset to the extent that is also equally applicable to market participants. This approach is in light of the highest and best use consideration required for fair value measurement and takes into account the use of the asset that is physically possible, legally permissible, and financially feasible. As adjustments of CSO are considered significant unobservable inputs, specialised land would be classified as Level 3 assets. A significant increase or decrease in the CSO adjustment would result in a significantly lower (higher) fair value.

For the majority of Victoria Police's specialised buildings, the current replacement cost method is used, adjusting for the associated depreciations. As depreciation adjustments are considered significant, unobservable inputs in nature, specialised buildings are classified as Level 3 fair value measurements.

The last independent valuation of Victoria Police's specialised land and specialised buildings was performed by VGV at 30 June 2021.

Heritage assets are valued using the current replacement cost method. This cost generally represents the replacement cost of the building/component after applying depreciation rates on a useful life basis. However, for some heritage and iconic assets, the cost may be the reproduction cost rather than the current replacement cost if those assets' service potential could only be replaced by reproducing them with the same materials.

Where it has not been possible to examine hidden works such as structural frames and floors, the use of reasonable materials and methods of construction have been assumed bearing in mind the age and nature of the building. The estimated cost of reconstruction including structure services and finishes, also factors in any heritage classifications as applicable.

An independent valuation of Victoria Police's heritage assets was performed by VGV. The valuation was performed based on the current replacement cost of the assets. The effective date of the valuation was 30 June 2021. As adjustments of heritage assets are considered significant unobservable inputs, these assets would be classified as Level 3 assets.

Artworks

Artworks is held at fair value. The market approach is also used for artworks. Any adjustments to artworks are considered significant unobservable inputs, as such these assets would be classified as Level 3 assets.

Plant and Equipment

Plant and equipment is held at fair value. When plant and equipment is specialised in use, such that it is rarely sold other than as part of a going concern, fair value is determined using the current replacement cost method. Any adjustments of plant and equipment are considered significant unobservable inputs, as such these assets would be classified as Level 3 assets.

There were no changes in valuation techniques throughout the period to 30 June 2023.

For all assets measured at fair value, the current use is considered the highest and best use.

Vehicles

Vehicles are valued using the current replacement cost method. Victoria Police acquires new vehicles and at times disposes of them before the end of their economic life. The process of acquisition, use and disposal in the market is managed by experienced fleet managers in Victoria Police who set relevant depreciation rates during use to reflect the utilisation of the vehicles.

Reconciliation of Level 3 Fair Value Movements

(\$ thousand)

2023	Specialised Land	Specialised Buildings	Heritage Buildings	Leasehold Improvement	Plant and Equipment	Cultural Artworks
Opening balance	646,906	2,278,411	64,242	196,943	361,787	5,288
Purchases / Additions	-	2,949	83	55	71,531	-
Sales / Disposals	-	(17)	-	-	(16,765)	-
Assets free of charge	-	-	-	-	316	-
Movement to carrying value of right-of-use assets	-	5,040	-	-	(184)	-
Assets recognised for first time	-	-	-	-	406	-
Transfers:						
In (out) of level 3	-	-	-	-	-	-
In (out) of assets under construction	-	13,664	386	3,226	9,818	-
Between asset classes	-	-	-	-	49	(49)
From contributed capital	-	-	-	-	-	-
Gains or losses recognised in net result:						
Depreciation	(644)	(121,678)	(3,857)	(14,036)	(87,344)	-
Sub-total	(644)	(100,042)	(3,388)	(10,755)	(22,173)	(49)
Revaluation	-	-	-	-	-	-
Closing Balance	646,262	2,178,369	60,854	186,188	339,614	5,239
2022	Specialised Land	Specialised Buildings	Heritage Assets	Leasehold Improvement	Plant and Equipment	Cultural Artworks
Opening balance	626,438	2,340,681	67,126	174,090	374,293	5,239
Purchases / Additions	-	773	723	6	81,795	49
Sales / Disposals	(735)	-	-	-	(18,660)	-
Assets free of charge	2,771	-	-	-	363	-
Movement to carrying value of right-of-use assets	-	(4,351)	-	-	-	-
Assets recognised for first time	-	-	-	-	-	-
Transfers:						
In (out) of level 3	-	-	-	-	-	-
In (out) of assets under construction	14,826	63,420	237	36,042	14,480	-
Between asset classes	-	(35)	-	310	(274)	-
From contributed capital	4,250	-	-	-	-	-
Gains or losses recognised in net result:						
Depreciation	(644)	(122,077)	(3,844)	(13,505)	(90,210)	-
Sub-total	20,468	(62,270)	(2,884)	22,853	(12,506)	49
Revaluation	-	-	-	-	-	-
Closing Balance	646,906	2,278,411	64,242	196,943	361,787	5,288

Description of Significant Unobservable Inputs to Level 3 Valuations

Asset Class	Valuation Technique	Significant Unobservable Inputs	Range (Weighted Average)	Sensitivity Of Fair Value Measurement to Changes in Significant Unobservable Inputs
Specialised Land	Market approach	Community Service Obligation (CSO) adjustment	10% – 45%	A significant increase or decrease in the CSO adjustment would result in a significantly lower (higher) fair value.
		Community Service Obligation (CSO) adjustment	10% – 45%	A significant increase or decrease in the CSO adjustment would result in a significantly lower (higher) fair value.
Specialised Buildings	Current replacement cost	Direct cost per square metre	Range: \$39 – \$14,920/m ² (Avg: \$1,226/m ²)	A significant increase or decrease in direct cost per square metre adjustment would result in a significantly higher or lower fair value.
		Useful life of specialised buildings	10–50 years	A significant increase or decrease in the estimated useful life of the asset would result in a significantly higher or lower valuation.
Heritage Assets	Current replacement cost	Direct cost per square metre	Range: \$300 – \$5,986/m ² (Avg: \$1,116/m ²)	A significant increase or decrease in direct cost per square metre adjustment would result in a significantly higher or lower fair value.
		Useful life of heritage assets	18–50 years	A significant increase or decrease in the estimated useful life of the asset would result in a significantly higher or lower valuation.
Leasehold Improvements	Current replacement cost	Cost per lease	Range: \$108 – \$44,315,145 (Avg: \$882,473.37 per lease)	A significant increase or decrease in cost per lease would result in a significantly higher or lower fair value.
		Lease period	1–30 years	A significant increase or decrease in the estimated useful life of the asset would result in a significantly higher or lower valuation.
Plant and Equipment	Current replacement cost	Cost per unit	Range: \$25 – \$5,104,167 (Avg: \$20,460 per unit)	A significant increase or decrease in cost per unit would result in a significantly higher or lower fair value.
		Useful life of plant and equipment	2–40 years	A significant increase or decrease in the estimated useful life of the asset would result in a significantly higher or lower valuation.
Cultural Artworks	Market approach	Cost per unit	Range: \$1,500 – \$2,400,000 (Avg: \$227,761 per unit)	A significant increase or decrease in cost per unit would result in a significantly higher or lower fair value.
		Useful life of cultural artworks	23–100 years	A significant increase or decrease in the estimated useful life of the asset would result in a significantly higher or lower valuation.

Note:

Significant unobservable inputs have remained unchanged since 30 June 2022.

9. OTHER DISCLOSURES

Introduction

This section includes those additional disclosures required by accounting standards or otherwise, that are material for the understanding of this financial report.

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9.1 Other Economic Flows Included In Net Result

Other economic flows measure the change in volume or value of assets or liabilities that do not result from transactions.

Other gains/(losses) from other economic flows include the gains or losses from:

- the revaluation of the present value of the long service leave liability due to changes in the bond interest rates
- reclassified amounts relating to fair value through other comprehensive income from the reserves to net result due to a disposal or derecognition of the financial instrument. This does not include reclassification between equity accounts due to machinery of government changes or “other transfers” of assets.

	(\$ thousand)	
	2022	2023
Net Gain/(Loss) on Non-Financial Assets		
Net gain on disposal of plant, equipment and motor vehicles	13,856	13,600
Assets recognised for the first time	1,496	411
Total Net Gain/(Loss) on Non-Financial Assets	15,352	14,011
Other Gain/(Loss) from Other Economic Flows		
Net gain/(loss) arising from revaluation of long service leave liability ^(a)	68,111	24,290
Net gain/(loss) from bad/ doubtful debts	1,726	-
Total Other Gain/(Loss) from Other Economic Flows	69,837	24,290

Note:

(a) Revaluation gain/(loss) are due to changes in bond rates.

Net Gain/(Loss) on Non-Financial Assets

Net gain/(loss) on non-financial assets and liabilities includes realised and unrealised gains and losses as follows:

- **Disposal of Non-Financial Assets**

Any gain or loss on the sale of non-financial assets is recognised at the date of disposal and is determined after deducting from the proceeds the carrying value of the asset at the time.

- **Impairment of Non-Financial Assets**

Refer to Note 5.1 Property, Plant and Equipment.

Net Gain/(Loss) on Disposal of Non-Financial Assets

Net gain/(loss) on non-financial assets and liabilities includes realised and unrealised gains and losses as follows:

	(\$ thousand)	
	2022	2023
Proceeds from disposal of plant, equipment and motor vehicles	30,860	30,851
Written down value of assets sold /disposed of	(17,004)	(17,251)
Net Gain/(Loss) on Disposal of Non-Financial Assets	13,856	13,600

9.2 Responsible Persons

In accordance with the Ministerial Directions issued by the Assistant Treasurer under the *Financial Management Act 1994 (FMA)*, the following disclosures are made regarding responsible persons for the reporting period.

Names

The persons who held the positions of Ministers and Accountable Officers in Victoria Police are as follows:

Responsible Ministers

Minister for Police, Minister for Crime Prevention and Minister for Racing	The Hon. Anthony Carbines MP	1 July 2022 to 30 June 2023
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Accountable Officers

Chief Commissioner of Police	Shane Patton APM	1 July 2022 to 24 July 2022
		23 August 2022 to 29 September 2022
		11 October 2022 to 30 June 2023
Acting Chief Commissioner of Police	Ross Guenther APM	25 July 2022 to 22 August 2022
Acting Chief Commissioner of Police	Neil Paterson APM	30 September 2022 to 10 October 2022

Remuneration

Total remuneration can include long service leave payments, redundancy payments and retirement benefits received or receivable by the Accountable Officer in connection with the management of Victoria Police during the reporting period.

In 2023 the total remuneration included one-off payments relating to contractual and legislative obligations that were previously unpaid. The total remuneration was in the range of \$880,000 and \$890,000 (2022: \$670,000 and \$680,999).

9.3 Remuneration of Senior Executive Service (SES) Officers

Remuneration of Senior Executive Service (SES) Officers

The number of SES officers (other than the Minister, Accountable Officer and Governor-in-Council (GIC) appointees) and their total remuneration during the reporting period are shown in the table below. Total annualised employee equivalents provides a measure of full time equivalent executive officers over the reporting period.

Remuneration comprises employee benefits (as defined in AASB 119 *Employee Benefits*) in all forms of consideration paid, payable or provided by the entity, or on behalf of the entity, in exchange for services rendered, and is disclosed in the following categories.

- a) **Short-term employee benefits** include amounts such as wages, salaries, annual leave or sick leave that are usually paid or payable on a regular basis, as well as non-monetary benefits such as allowances and free or subsidised goods or services.
- b) **Post-employment benefits** include pensions and other retirement benefits paid or payable on a discrete basis when employment has ceased.
- c) **Other long-term benefits** include long service leave, other long-service benefit or deferred compensation.
- d) **Termination benefits** include termination of employment payments, such as severance packages.

Several factors affected total remuneration payable to SES officers over the year. A number of employment contracts were completed and renegotiated and a number of SES officers retired or resigned in the past year. The impact of this is shown in the table below.

	(\$ thousand)	
Remuneration of SES officers	Total Remuneration	
<i>(including Key Management Personnel disclosed in Note 9.4 Related Parties and excluding GIC appointees and Accountable Officer)</i>	2022	2023
Short-term employee benefits	15,587	16,049
Post employment benefits	1,825	1,562
Other long-term benefits	346	366
Termination benefits	-	-
Total remuneration	17,758	17,977
Total number of SES officers ^(a)	63	63
Total annualised employee equivalent ^(b)	48	57

Notes:

- (a) The total number of SES officers includes persons who meet the definition of Key Management Personnel (KMP) of the entity under AASB 124 *Related Party Disclosures* and are also reported within the related parties note disclosure (refer to Note 9.4 Related Parties). This number includes all SES officers that have been employed during the year, including those who have left Victoria Police during the course of the year.
- (b) Annualised employee equivalent is based on paid working hours of 38 ordinary hours per week over the 52 weeks for a reporting period.

9.4 Related Parties

Victoria Police is a wholly owned and controlled entity of the State of Victoria. Related parties of Victoria Police include:

- all key management personnel and their close family members and personal business interests (controlled entities, joint ventures and entities that they have significant influence over)
- all Cabinet Ministers and their close family members
- all departments and public sector entities that are controlled and consolidated into the whole of State consolidated financial statements.

Significant transactions with government-related entities

Victoria Police received funding and made payments to the Consolidated Fund of \$4.15 billion and \$59.7 million respectively (2022: \$4.08 billion and \$43.8 million respectively).

During the year, Victoria Police incurred the following material government related entity transactions and balances at year-end 30 June 2023. All related party transactions have been entered into on an arm's-length basis.

2023

(\$ thousand)

Receipts/Receivables		Receipts		Balance Outstanding	
Entity	Portfolio Dept	Nature	Amount	Nature	Amount
Department of Justice and Community Safety	DJCS	Grants	4,150,233	Receivables	953
		Other Income	1,903		
Department of Treasury and Finance	DTF	Other Income	35	Receivables	33
Office of the Governor	DPC	Protective Services	2,174	Receivables	-
Department of Families, Fairness and Housing	DFFH	Contributions	1,317	Receivables	-
		Contributions	233		
Transport Accident Commission	DTP	Grants	5,599	Receivables	577
Worksafe Victoria	DJCS	Contributions	292	Receivables	-
Victorian WorkCover Authority	DJCS	Contributions	53	Receivables	382

Note:

The amount owing from the Victorian Government as disclosed in Note 6.1 Receivables are amounts due from the Department of Treasury and Finance. This amount relates to all funding commitments incurred and drawdowns through grants from the Consolidated Funds.

2023

(\$ thousand)

Payments/Liabilities		Payments		Balance Outstanding	
Entity	Portfolio Dept	Nature	Amount	Nature	Amount
Court Services of Victoria		Court Services	2,265	Payables	35
Department of Justice and Community Safety	DJCS	Various Expenses	421	Payables	27
Department of Premier and Cabinet	DPC	IT Services	2,279	Payables	-
Department of Treasury and Finance	DTF	Various Expenses	20,512	Payables	286
Department of Transport and Planning	DTP	Licensing Services	1,951	Payables	61
Emergency Services Telecommunication Authority	DJCS	Tele-Communications	72,477	Payables	-
State Revenue Office Victoria	DTF	Payroll Tax	154,308	Payables	12,047
Victorian Interpreting and Translating Service	DPC	Interpreting Services	1,074	Payables	-
VicFleet Lease Management	DTF	Leasing of Motor Vehicles	46,459	Payables	135,451
Victoria Government Solicitors Office	DJCS	Legal Expenses	19,700	Payables	1
Victoria Institute of Forensic Medicine	DJCS	Forensic Medical Services	12,150	Payables	-
Victorian WorkCover Authority	DJCS	Insurance	151,696	Payables	-
Victorian Managed Insurance Authority	DTF	Insurance	7,788	Payables	-

2022			(\$ thousand)		
Receipts/Receivables		Receipts		Balance Outstanding	
Entity	Portfolio Dept	Nature	Amount	Nature	Amount
Department of Justice and Community Safety	DJCS	Grants	4,082,978	Receivables	451
		Other Income	895		
		Contributions	302		
Department of Treasury and Finance	DTF	Other Income	91	Receivables	908,304
		Contributions	200		
Office of the Governor	DPC	Protective Services	2,718	Receivables	-
Family Safety Victoria	DFFH	Contributions	1,492	Receivables	-
Transport Accident Commission	DoT	Contributions	116	Receivables	25
	DoT	Grants	3,496		
Worksafe Victoria	DJCS	Contributions	3,234	Receivables	-
Victorian Managed Insurance Authority	DTF	Insurance	-	Receivables	-
Victorian WorkCover Authority	DJCS	Contributions	26	Receivables	1,607

Note:

The amount owing from the Victorian Government as disclosed in Note 6.1 Receivables are amounts due from the Department of Treasury and Finance. This amount relates to all funding commitments incurred and drawdowns through grants from the Consolidated Funds.

2022			(\$ thousand)		
Payments/Liabilities		Payments		Balance Outstanding	
Entity	Portfolio Dept	Nature	Amount	Nature	Amount
Court Services of Victoria	CSV	Court Services	2,725	Payables	64
Department of Justice and Community Safety	DJCS	Various Expenses	418	Payables	45
Department of Premier and Cabinet	DPC	IT Services	3,217	Payables	622
Department of Treasury and Finance	DTF	Various Expenses	47,849	Payables	-
Department of Transport	DoT	Licensing Services	2,415	Payables	475
Emergency Services Telecommunication Authority	DJCS	Tele-Communications	70,216	Payables	310
State Revenue Office	DTF	Payroll Tax	133,362	Payables	10,820
Victorian Interpreting and Translating Service	DPC	Interpreting Services	995	Payables	-
VicRoads	DTP	Registration and Records Check	968	Payables	-
VicFleet Lease Management	DTF	Leasing of Motor Vehicles	47,032	Payables	131,245
Victoria Government Solicitors Office	DJCS	Legal Expenses	30,013	Payables	822
Victoria Institute of Forensic Medicine	DJCS	Forensic Medical Services	12,018	Payables	1,281
Victorian WorkCover Authority	DJCS	Insurance	143,391	Payables	-
Victorian Managed Insurance Authority	DTF	Insurance	7,811	Payables	994

Key Management Personnel

The compensation detailed below only includes salaries and benefits of key management personnel of Victoria Police Executive Command. As at 30 June 2023, the Victoria Police Executive Command is made up of 7 members. The members comprise the Chief Commissioner of Victoria Police, Deputy Commissioners, and Deputy Secretaries. It excludes the salaries and benefits received by the Portfolio Minister where the remuneration and allowances are set by the *Parliamentary Salaries and Superannuation Act 1968* and are reported within the State's Annual Financial Report.

(\$ thousand)

	Total Remuneration	
	2022	2023
Short-term employee benefits	3,329	3,470
Post employment benefits	152	188
Other long term benefits	82	81
Termination benefits	-	-
Total remuneration	3,563	3,739

Transactions with key management personnel and other related parties

Given the breadth and depth of State government activities, related parties transact with the Victorian public sector in a manner consistent with other members of the public e.g. stamp duty and other government fees and charges. Further employment of processes within the Victorian public sector occur on terms and conditions consistent with the *Public Administration Act 2004* and Codes of Conduct and Standards issued by the Victorian Public Sector Commission. Procurement processes occur on terms and conditions consistent with the Victorian Government Procurement Board requirements.

Outside of normal citizen type transactions with Victoria Police, there were no related party transactions that involved key management personnel and their close family members. No provision has been required, nor any expense recognised, for impairment of receivables from related parties.

9.5 Subsequent Events

There are no known material subsequent events for the current reporting year.

9.6 Other Accounting Policies

Contributions by Owners

Consistent with the requirements of AASB 1004 *Contributions*, contributions by the owner (that is, contributed capital and its repayment) are treated as equity transactions and, therefore, do not form part of the income and expenses of Victoria Police.

Additions to net assets which have been designated as contributions by owners are recognised as contributed capital. Other transfers that are in the nature of contributions or distributions have also been designated as contributions by owners.

Transfers of net assets arising from administrative restructurings are treated as distributions to or contributions by owners. Transfers of net liabilities arising from administrative restructurings are treated as distributions to owners.

9.7 Australian Accounting Standards Issued That Are Not Yet Effective

Certain new and revised accounting standards have been issued but are not effective for the 2022–23 reporting period. These accounting standards have not been applied to the Model Financial Statements.

AASB 2022-10 Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities.

AASB 2022-10 amends AASB 13 *Fair Value Measurement* by adding authoritative implementation guidance and illustrative examples for fair value measurement of non-financial assets of not-for-profit sector entities not held primarily for their ability to generate net cash inflows.

Among other things, the Standard:

- specifies that an entity needs to consider whether an asset's highest and best use differs from its current use only when it is held for sale or held for distribution to owners under AASB 5 *Non-current Assets Held for Sale and Discontinued Operations* or if it is highly probable that it will be used for an alternative purpose
- clarifies that an asset's use is 'financially feasible' if market participants would be willing to invest in the asset's service capacity, considering both the capacity to provide needed goods or services and the resulting costs of those goods and services

- specifies that if both market selling price and some market participant data required to fair value the asset are not observable, an entity needs to start with its own assumptions and adjust them to the extent that reasonably available information indicates that other market participants would use different data
- provide guidance on the application of the cost approach to fair value, including the nature of costs to be included in a reference asset and identification of economic obsolescence.

This Standard applies prospectively to annual periods beginning on or after 1 January 2024, with earlier application permitted.

Several other amending standards and AASB interpretations have been issued that apply to future reporting periods, but are considered to have limited impact on Victoria Police's reporting.

9.8 Style Conventions

Figures in the tables and in the text have been rounded to the nearest thousand dollars, unless otherwise stated. Discrepancies in tables between totals and sums of components reflect rounding. Percentage variations in all tables are based on the underlying unrounded amounts.

The notation used in the tables is as follows:

- zero or rounded to zero
- (xxx.x) negative numbers
- 200x year period

Appendices

The appendices to the Victoria Police Annual Report provide more detail about the information in this report. They also contain reference material, including an index of our disclosures, and an acronym glossary.

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Appendix B: Budget portfolio outcomes

Comprehensive operating statement

For the financial year ended 30 June 2023

	Actual	Original Budget	Variance	Variance	Ref	Table
	\$'000	\$'000	\$'000	%	No	
Income from transactions						
Output appropriations	4,150,233	3,942,449	207,784	5%	1	1.1
Interest	100	50	50	100%		
Sale of goods and services	2,322	-	2,322	0%	2	
Grants	11,260	7,875	3,385	43%	3	
Fair value of assets and services received free of charge or for nominal consideration	325	-	325	0%		
Other income	1,405	1,514	(109)	-7%		
Total income from transactions	4,165,645	3,951,888	213,757	5%		
Expenses from transactions						
Employee expenses ^(a)	3,229,101	2,974,500	254,601	9%	4	
Depreciation and amortisation	260,569	230,955	29,614	13%	5	
Interest expense	59,857	61,322	(1,465)	-2%		
Grants and other transfers	1,944	3,867	(1,923)	-50%	6	
Purchase of supplies and services	611,297	678,364	(67,067)	-10%	7	
Total expenses from transactions	4,162,768	3,949,008	213,760	5%		
Net result from transactions (net operating balance)	2,877	2,880	(3)	-0%		
Other economic flows included in net result						
Net gain/(loss) on non-financial assets	14,011	10,700	3,311	31%		
Net gain/(loss) from other economic flows ^(b)	24,290	-	24,290	0%	8	
Total other economic flows included in net result	38,301	10,700	27,601	258%		
Net result	41,178	13,580	27,598	203%		
Other economic flows – other comprehensive income						
Items that may be reclassified to net result						
Fair value gain/(loss) arising from cash flow hedging instruments during the year	1,039	-	1,039	0.0%		
Items that will not be reclassified to net result						
Changes in physical asset revaluation surplus	-	-	-	0.0%		
Total other economic flows – other comprehensive income	1,039	-	1,039	0.0%		
Comprehensive result	42,217	13,580	28,637	210.9%		

Note:

The budget portfolio outcome statements are not prepared on the same basis as the Annual Financial Statements due to differences in the mapping between Actuals and Budget.

(a) Actual employee expenditure is greater than budget due to support for the increasing policing capacity to meet current and future demand, increments in the Enterprise Bargaining Agreements, WorkCover costs and the additional expenditure incurred in the 2022 Flood response.

(b) The net gain is primarily the result in the change in the Treasury bond rate.

1. Output appropriations

The higher than budget output appropriation of \$207.8 million is mainly driven by the following adjustments/decisions that occurred after the 2022–23 Victorian State Budget:

- \$180.6 million – Supporting Victoria Police operations and resources
- \$38.6 million – Release of funding for the Increasing policing capacity to meet current and future demand initiative
- \$29.9 million – Additional depreciation funding following an asset revaluation
- \$10.0 million – Funding for the 2022 Floods Response
- \$9.0 million – Receipt of Victorian Managed Insurance Authority claims related to the Royal Commission into Management of Police Informants.

The above increases are offset by:

- (\$31.5) million appropriation transferred to Emergency Management Victoria for Mobile Data Network/Metropolitan Mobile Radio services
- (\$31.1) million unapplied appropriation to be carried over into 2023–24 (subject to the Treasurer's final approval).

2. Sale of goods and services

A budget is not allocated for the sale of goods and services due to ad hoc nature of these demand based transactions. The variance of \$2.3 million relates primarily to revenue earned for the following:

- sub-leasing of floors at 311 Spencer Street, Docklands – \$1.0 million
- an increase in Events (sporting and entertaining events) that required a Police presence – \$2.8 million.

3. Grants

The \$3.4 million variance is primarily due to the following:

- a higher than the budgeted grant of \$2.9 million received from the Department of Home Affairs for the National Cybercrime Capability Funding
- a grant of \$0.5 million was received from the Department of Justice and Community Safety for various purposes including a contribution to international conferences and the Crowded Places Safety Program.

4. Employee expenses

The \$254.6 million higher than the budget is primarily due to the following:

- an increase in Sworn expenses due to the annual Enterprise Bargaining Agreement increments by 2 per cent and rank progression
- an increase in VPS employee expenses due to the annual EBA increments by 1.5 per cent (effective from 1 June 2022 and 1 March 2023) and rank progression
- higher long service leave expenses due to an increase in the balance of accrued hours outstanding by 70,841, (Sworn by 130,725 hours and VPS by 59,884 hours)
- an one-off early retirement package of \$6.4 million was offered in FY2023 to VPS members increasing the Termination payments expense this financial year
- the Workcover premium increased by 0.23 per cent from 5.34 per cent to 5.57 per cent and a growth in employee remuneration together with the number of Workcover claims
- increased Sworn and VPS Salaries and higher On Costs (i.e. Superannuation, Workcover and Payroll Tax) due to the annual EBA increments, rank progressions, higher outstanding leave balances and on-cost rate increases.

5. Depreciation and amortisation

The variance of \$29.6 million from the budget is primarily due to the low budgeted depreciation of intangible produced assets by \$16 million. Intangible assets (software) amortisation is similar to last year.

6. Grants and other transfers

The variance of \$1.9 million relates to lower than budget for Major Crime Reward Grants payment \$0.5 million and Current Grant to GG Sector \$1.3 million.

7. Purchase of supplies and services

The \$67.1 million decrease is primarily due to the reduction in operating costs, specifically in areas such as computer expenses, equipment and office expenses, as well as uniforms and personnel equipment. This resulted in actual expenses being lower than the budgeted amount.

8. Net gain/(loss) from other economic flows

The \$24.3 million increase is primarily due to:

- in the Long Service Leave revaluation rise in the discount rates from 3.69 per cent in the 2021–22 financial year to 4.06 per cent in the 2022–23 financial year.

Balance sheet

As at 30 June 2023

	Actual	Original Budget	Variance	Variance	Ref
	\$'000	\$'000	\$'000	%	No
Assets					
Financial assets					
Cash and deposits	70,813	82,006	(11,193)	-14%	
Receivables	1,172,320	1,097,211	75,109	7%	
Other financial assets	528	304	224	73%	
Total financial assets	1,243,661	1,179,521	64,140	5%	
Non financial assets					
Inventories	7,902	7,338	564	8%	
Non-financial physical assets classified as held for sale, including disposal group assets	3,314	1,242	2,072	167%	1
Property, plant and equipment	3,567,465	3,409,374	158,091	5%	2
Intangible assets	65,722	130,803	(65,081)	-50%	3
Other	28,440	27,692	748	3%	
	3,672,843	3,576,449	96,394	3%	
Total assets	4,916,504	4,755,970	160,534	3%	
Liabilities					
Payables	145,508	110,362	35,146	32%	4
Borrowings	1,832,084	1,799,440	32,644	2%	5
Provisions	921,892	855,368	66,525	8%	6
Total liabilities	2,899,484	2,765,170	134,314	5%	
Net assets	2,017,020	1,990,800	26,220	1%	
Equity					
Accumulated surplus / (deficit) ^(a)	177,931	76,976	100,955	131%	7
Reserves	870,693	862,802	7,891	1%	
Contributed capital	968,396	1,051,022	(82,626)	-8%	
Net worth	2,017,020	1,990,800	26,220	1%	

Note:

The budget portfolio outcome statements are not prepared on the same basis as the Annual Financial Statements due to differences in the mapping between Actuals and Budget.
 (a) The variance is due to the movement in the Treasury Bond rates providing a net gain on the Long Service Leave Liability Provision under Other economic flow timing of the original published budget and the restated budget with the final actuals from the previous financial year.

1. Non-financial physical assets classified as held for sale, including disposal group assets

The variance of \$2.1 million is solely due to higher sales of the motor vehicles held under a finance lease when compared to budget.

2. Property, plant and equipment

The higher than budget Property, plant and equipment of \$158 million is a combination of the original published budget timing (May 2022) is used prior to the end of financial year position where the actuals would result in an \$87.3 million difference. The remaining balance is primarily explained by assets under construction increased with over 207 police stations, 29 facilities and 101 residences upgrades.

3. Intangible assets

The \$65.1 million decrease in intangible assets is primarily due to original published budget timing (May 2022) is used prior to the end of financial year position where the actuals would result in a \$24.3 million difference (\$65.2 million actual 2023–24 financial year to \$90.0 million actual 2022–23 financial year). The \$24.3 reduction in Intangibles assets there was a greater increase in amortisation than additions to intangible assets.

4. Payables

The \$35.1 million higher than budgeted payables is largely attributable to:

- higher than budgeted capital and expenditure accruals by \$46.7 million
- higher than budgeted payables with non-public sector by \$18.8 million
- higher advances from DTF by \$1.7 million.

This was offset by:

- lower than budgeted salaries accrued by \$32.1 million as there were no salary accruals as one day of salaries were prepaid.

5. Borrowings

This borrowings relates to lease liabilities. The variance is due to less than budgeted payments being made for lease liabilities in the current year.

6. Provisions

The higher than budget Provisions of \$66.5 million is primarily due to Increase in Long Service and Annual Leave Provisions (on-cost inclusive), due to Enterprise Bargaining Agreement increments, increases in salary oncosts and increased hours outstanding.

7. Accumulated surplus/ (deficit)

The \$101 million positive variance is predominantly due to the movement in the Treasury Bond rate, giving a net gain on the long service leave provision. The original budget published in May 2022, has not recognised last financial year gain \$69.8 million and this year gain of \$24.2 million recognised under "Other economic flow".

Cash flow statement

For the financial year ended 30 June 2023

	Actual	Budget	Variance	Variance
	\$'000	\$'000	\$'000	%
Cash flows from operating activities				
Receipts				
Receipts from government	3,927,345	3,761,450	165,895	4%
Other receipts	21,952	6,875	15,077	219%
Interest received	97	50	47	93%
GST paid to or received from ATO ^(a)	(202)	-	(202)	0%
Payments				
Payments of grants and other transfers	(2,649)	(4,853)	2,204	-45%
Payments to suppliers and employees	(3,737,439)	(3,627,139)	(110,300)	3%
Capital asset charge payments	-	-	-	0%
Interest and other costs of finance paid	(59,857)	(61,322)	1,465	-2%
Net cash flows from operating activities	149,247	75,061	74,186	99%
Cash flows from investing activities				
Proceeds from the sale of non-financial assets	30,851	34,000	(3,149)	-9%
Net investment	1,039	-	1,039	0%
Payments for non-financial assets	(147,521)	(98,837)	(48,684)	49%
Net loans from other parties	5,431	-	5,431	0%
Net cash flows (used in) investing activities	(110,200)	(64,837)	(45,363)	70%
Cash flows from financing activities				
Proceeds from capital contribution by Department of Justice and Regulations	2,706	57,293	(54,587)	-95%
Repayment of right-of-use leases	(32,507)	(53,440)	20,933	-39%
Net borrowings	(916)	-	(916)	0%
Net cash flows from financing activities	(30,717)	3,853	(34,570)	-897%
Net increase in cash and cash equivalents	8,330	14,077	(5,747)	-41%
Cash and cash equivalents at the beginning of the financial year	62,483	67,929	(5,446)	-8%
Cash and cash equivalents at the end of the financial year	70,813	82,006	(11,193)	-14%

Note:

The budget portfolio outcome statements are not prepared on the same basis as the Annual Financial Statements due to differences in the mapping between Actuals and Budget.

(a) Goods and Services tax is presented on a net basis.

Statement of changes in equity

For the financial year ended 30 June 2023

	Actual	Original Budget	Variance	Variance	Ref
	\$'000	\$'000	\$'000	%	No.
Accumulated surplus/(deficit)					
Opening balance ^(a)	136,753	63,396	73,357	115.7%	
Comprehensive result	41,178	13,580	27,598	203.2%	
Closing balance	177,931	76,976	100,956	131.2%	
Contributed capital					
Opening balance ^(a)	966,527	993,729	(27,203)	-2.7%	
Capital contributions received from government and/or contributions made to other state departments or entities	1,869	57,293	(55,424)	-96.7%	
Closing balance	968,396	1,051,022	(82,627)	-7.9%	
Asset revaluation reserve					
Opening balance ^(a)	874,797	878,193	(3,396)	-0.4%	
Revaluation surplus adjustment	-	-	-	0.0%	
Closing balance	874,797	878,193	(3,396)	-0.4%	
Hedging reserve					
Opening balance ^(a)	(5,143)	(15,391)	10,249	-66.6%	
Fair value gain/(loss) arising from cash flow hedging instruments during the year	1,039	-	1,039	0.0%	1
Closing balance	(4,104)	(15,391)	11,287	-73.3%	
Total equity	2,017,020	1,990,800	26,220	1.3%	

Notes:

The budget portfolio outcome statements are not prepared on the same basis as the Annual Financial Statements due to differences in the mapping between Actuals and Budget.

(a) Opening balance 01 July 2022 for Actuals.

1. Hedging reserves

The difference for the cashflow hedging instruments is to support the payment of airwing flying hours to StarFlight Victoria in United States dollars.

Administered items

For the financial year ended 30 June 2023

	Actual	Budget	Variance	Variance	Ref
	\$'000	\$'000	\$'000	%	No.
ADMINISTERED OPERATING STATEMENT					
Administered income					
Interest	161	17	144	847%	
Sales of goods and services	54,626	34,288	20,338	59%	1
Grants	4,940	3,662	1,278	35%	
Other income	22,740	3,243	19,497	601%	2
Total Administered income	82,467	41,210	41,257	100%	
Administered expenses					
Employee expenses	3,831	3,375	456	13%	
Depreciation	2	4	(2)	-58%	
Payments into the consolidated fund	60,282	36,017	24,265	67%	3
Other operating expenses	17,867	1,023	16,844	1647%	4
Total administered expenses	81,982	40,419	41,563	103%	
Income less expenses	485	791	(306)	-39%	
Other economic flows included in net result					
Net gain/(loss) on non-financial assets and other economic flows	1,571	700	871	124%	
Other gains/(losses) from other economic flows	2	-	2	0%	
Total other economic flows	1,573	700	873	125%	
Net result	2,058	1,491	567	38%	
Other economic flows – other non owner changes in equity					
Other non owner changes in equity	-	-	-	0%	
Total other economic flows – other non owner changes in equity	-	-	-	0%	
Comprehensive result	2,058	1,491	567	38%	
ADMINISTERED BALANCE SHEET					
Administered assets					
Cash and deposits	69,566	74,599	(5,033)	-7%	
Receivables	2,625	1,987	638	32%	
Other financial assets	-	4,000	(4,000)	-100%	5
Property, plant and equipment	15	(8)	23	-305%	
Other	98	6	92	1511%	
Total administered assets	72,304	80,584	(8,280)	-10%	
Administered liabilities					
Payables	65,757	73,405	(7,648)	-10%	6
Provisions	538	806	(268)	-33%	
Total administered liabilities	66,295	74,211	(7,916)	-11%	
Total administered net assets	6,009	6,373	(364)	-6%	

Notes:

The budget portfolio outcome statements are not prepared on the same basis as the Annual Financial Statements due to differences in the mapping between Actuals and Budget.

1. Sales of goods and services

The variance is mainly driven by higher than expected revenue earned from: the subleasing of floors at 311 Spencer Street, Docklands and an increase in sporting and entertaining events that require a police presence. The increase can also be primarily attributed to the previous financial year (2021–22) being partially impacted by the Covid-19 pandemic.

2. Other income

The increase relates primarily to an increase in insurance claims made in the current year. \$9.0 million in 2022–23 compared to nil in 2021–22. The funds were received from Victorian Managed Insurance Authority relating to the Royal Commission into Police Informants.

3. Payments into consolidated fund

The variance is due to higher than budgeted payments into the consolidated fund from regulatory fees and fines including private agent fees, firearm licences, criminal history checks, event management and vehicle impoundment revenue.

4. Other operating expenses

The variance primarily relates to the payment of \$16.7 million to the Asset Confiscation Office in DJCS in relation to seized monies that have been confiscated by the courts.

5. Other financial assets

This variance relates to difference in mapping between budget and actual. The budget of \$4.0 million for term deposits with Treasury Corporation of Victoria is allocated under "Other financial assets" however the actuals are captured under "Cash and deposits".

6. Payables

The lower than budgeted payables balance is primarily due to an increase in seized and unclaimed funds repaid to the Minister and returned to owner/defendant, and the decrease in seized money received during the year as a result of drug raids and crime operations carried out during the year that is yet to be paid to DJCS. This has caused a decrease of \$7.6 million in payables of seized and unclaimed money.

Appendix C: 2022–23 honours and awards

Honours and awards recipients in 2022–23

Australian Police Medal (APM)

Rank	First Name	Surname
Inspector	Matthew Randal	Anderson
Senior Sergeant	Dermot Patrick	Avon
Senior Sergeant	Mark Laurence	Colbert
Superintendent	Jacqueline Mary	Curran
Superintendent	John Ormond	Fitzpatrick
Sergeant	Simon Michael	Fogarty
Assistant Commissioner	Chris James	Gilbert
Superintendent	Marnie	Johnstone
Senior Constable	Linda Louise	McLennan
Commander	Martin Dominic	O'Brien
Leading Senior Constable	Paul Steven	Roberts
Sergeant	Sydney (Bill)	Rudd-Schmidt
Superintendent	Janet Leanne	Stevenson

Australian Bravery Medal (BM)

Rank	First Name	Surname
Senior Constable	Simon	Barker
Leading Senior Constable	Grant Andrew	Healey

Commendation for Brave Conduct (CBC)

Rank	First Name	Surname
Sergeant	Mark Jason	Eade
Leading Senior Constable	Raymond James	Moreland
Leading Senior Constable	Andrew Peter	Trace

Group Bravery Citation

Rank	First Name	Surname
Senior Constable	David	Bojczenko
Senior Constable	Priyanka	Dunlop
Leading Senior Constable	Grant Andrew	Healey
Detective Leading Senior Constable	Joey Anton	Kurtschenko
Senior Constable	Rebecca	Noviello
Senior Constable	Thomas William	Shakespeare
Detective Senior Constable	Jarred Lindsay	Smith
Sergeant	Mark James	Smith

Royal Humane Society Bronze Medal

Rank	First Name	Surname
Acting Sergeant	Kevin Wayne	Barry
Senior Constable	Hayden	Crouch
Senior Constable	Christopher	Skiba

Medal for Courage

Rank	First Name	Surname
Senior Constable	Rowan	Baldam
Acting Sergeant	Kevin Wayne	Barry
Senior Constable	Hayden John	Crouch
First Constable	William Joseph	Ringin
Senior Constable	Christopher	Skiba

Medal for Merit

Rank	First Name	Surname
Director	Rebecca	Angel
Inspector	Sharon Michelle	Congreve
Superintendent	John Ormond	Fitzpatrick
Inspector	Dean Joseph	Howard
Senior Sergeant	Bradley Peter	Johnstone
Inspector	Danielle Marie	Leemon
Assistant Commissioner	Elizabeth Anne	Murphy
Inspector	Stephen Maxwell	Noy
Senior Sergeant	Jacob Luke	Paulka
Senior Sergeant	Bradford Laurence	Peters
Superintendent	Wayne Kenneth	Viney
Assistant Commissioner	Glenn Charles	Weir

Group Citation for Merit

Rank	First Name	Surname
Leading Senior Constable	Lisa Jane	Bolton
Sergeant	Jennifer Anne	Bourke
Detective Senior Constable	Sean	Campbell
Inspector	John Andrew	Cormack
Detective Senior Constable	Andrew Peter	Harrison
Detective Sergeant	Paul Richard	Lineham
Detective Senior Constable	Miranda Kate	Mullavey

Detective Senior Constable	Aaron	Price
Detective Senior Constable	Peter James	Romanis
Detective Senior Constable	Kevin	Samson
Detective Sergeant	Tristan Stephen	Snow
Detective Senior Constable	Nicholas Brett	Troake
Detective Sergeant	Roslyn Valerie	Wilson

Chief Commissioner's Commendation

Rank	First Name	Surname
Leading Senior Constable	Jacob	Bowman
Sergeant	Mathew David	Craine
Detective Sergeant	Jarrold Kevin	Dwyer
Inspector	Chrisoula	Edwards
Detective Leading Senior Constable	Philip	Firth
Sergeant	Damien Joseph	Flannelly
Leading Senior Constable	Brett Andrew	Gardner
Senior Constable	Kristopher	Hall
Detective Sergeant	Robert William	Hay
Detective Senior Constable	Sandro	Lombardi
Detective Leading Senior Constable	Leigh	Miller
Detective Leading Senior Constable	Rikilea	Mitchell
Senior Constable	Ashley	Murphy
Senior Sergeant	Peter	Redwood
Detective Leading Senior Constable	Catherine	Ross
Commander	Clive Steven	Rust
Inspector	Helmuth Roger	Schranz
Detective Sergeant	Christian Lyons	Von Tunk
Detective Leading Senior Constable	Lindon Paul	Walker
FO-3	Dale Westoby	Woodland

Citizen's Commendation

First Name	Surname
Oscar	Broad
Alice	Chanock
Corinne	Higgins
Lachlan	McKenzie
Jarrold Andrew	Michael
Sherrin	Thomas
Semisi Latailomoloma	Tu'iTufu

Appendix D: Acronym glossary

7

AAS	Australian Accounting Standards	FVISS	Family Violence Sharing Scheme
AASB	Australian Accounting Standards Board	GAICD	Graduate Member of the Australian Institute of Company Directors
ACIC	Australian Criminal Intelligence Commission	GC-FID	Gas chromatography-flame ionization detection
AFL	Australian Football League	GC-MS	Gas chromatography-mass spectrometry
AM	Member of the Order of Australia	GIC	Governor-in-Council
APM	Australian Police Medal	GLBTIQ	Gay, lesbian, bisexual, transgender, intersex, and queer
ATO	Australian Taxation Office	GST	Goods and Services Tax
AVL	Audio visual link	HRSAC	Human Rights Strategic Advisory Committee
BP3	Budget Paper 3	IBAC	Independent Broad-based Anti-corruption Commission
CALD	Culturally and Linguistically Diverse	ICT	Information technology and communication technology
CCYP	Commission for Children and Young People	ILDF	Integrated Leadership Development Framework
CISS	Child Information Sharing Scheme	Kg	Kilogram
Co2	Carbon dioxide	KPMG	Klynveld Peat Marwick Goerdeler
Co2e	Carbon dioxide equivalent	LCD	Liquid crystal display
COVID-19	Coronavirus disease 2019	LED	Light-Emitting Diode
CPA	Certified Public Accountant	LGBTIQ+	Lesbian, Gay, Bisexual, Transgender, Intersex and Queer and/or questioning
CSO	Community Service Obligation	LLB	Bachelor of Laws
Cth	Commonwealth	LPG	liquid petroleum gas
DJCS	Department of Justice and Community Safety	MBA	Master of Business Administration
DPC	Department of Premier and Cabinet	MHh	Mega watts per hour
DTF	Department of Treasury and Finance	MJ	MegaJoule
DTP	Department of Transport and Planning	MPSG	Major Project Skills Guarantee
ePINS	Electronic Penalty Infringement Notices	MYIS	Multi-Year Investment Strategy
FAICD	Fellow of the Australian Institute of Company Directors	NABERS	National Australian Built Environment Rating System
FCPA	Fellow of CPA Australia	NCIS	National Criminal Intelligence System
Ffin	Fellow of the Financial Services Institute of Australasia	NSCSP	National Survey of Community Satisfaction with Policing
FINA	Fédération internationale de natation (International Swimming Federation)	OAM	Medal of the Order of Australia
FGIA	Fellow of the Governance Institute of Australia	OHS	Occupational health and safety
FMA	Financial Management Act 1994	OSCIRS	Operational Safety Critical Incident Reviews
FO	Forensic officer	PCO	Police custody officer
FOI	Freedom of Information	PRSB	Police Registration and Services Board
FPO	Firearm Prohibition Orders	PSO	Protective services officer
FRD	Financial Reporting Direction		
FTE	Full time equivalent		

PV	Photovoltaic
RCMPI	Royal Commission into the Management of Police Informants
RoGS	Report on Government Services
SD	Standing Direction
SES	Senior Executive Service
SMA	Senior Medical Advisor
SPCC	Safety, People and Culture Committee
STS	Senior Technical Specialist
TAC	Transport Accident Commission
UHF	Ultra high frequency
VAGO	Victorian Auditor-General's Office
VCAT	Victorian Civil and Administrative Tribunal
VGV	Valuer General Victoria
VHF	Very high frequency
VIPP	Victorian Industry Participation Policy
VPeR	Victoria Police e-Referral
VP	Victoria Police
VPS	Victorian public service
WCAG	Web content accessibility guidelines



VICTORIA POLICE

Contact Details

Victoria Police Centre
GPO Box 913
MELBOURNE VIC 3001
police.vic.gov.au

Police Assistance Line

(to report non-urgent crimes or events)
131 444

Online Reporting

(an easy and convenient way to report non-urgent incidents to Victoria Police):
onlinereporting.police.vic.gov.au

Further Resources

More Victoria Police publications can be found at: police.vic.gov.au/publications