



# NSW POLICE

ANNUAL REPORT 2003-2004



**NSW POLICE  
REMAINS ABSOLUTELY  
COMMITTED TO  
DRIVING DOWN  
CRIME AND EQUALLY,  
REDUCING THE  
FEAR OF CRIME**

**K E MORONEY**

Commissioner of Police



**NEW SOUTH WALES POLICE**

31 October 2004

The Hon John Watkins  
Minister for Police  
Parliament House  
SYDNEY NSW 2000

Dear Minister

I am pleased to submit the NSW Police Annual Report for the year ending 30 June 2004, for tabling in Parliament.

The report was prepared in accordance with the provisions of the *Annual Reports (Departments) Act 1985*, the *Annual Reports (Departments) Regulation 2000* and the *Public Finance and Audit Act 1983*, as amended, and complies with the standardised reporting formulae for financial statements, approved by the Treasurer.

Following the report's tabling in Parliament, it will be available for public access on the NSW Police website – [www.police.nsw.gov.au](http://www.police.nsw.gov.au)

Yours sincerely

A handwritten signature in black ink, reading 'K. E. Moroney'.

K E Moroney  
Commissioner of Police



## **CONTENTS**

### **4 Commissioner's Review**

### **5 History and Profile**

5 Charter

6 Objectives

6 Statement of Values

6 Guarantee of Service

7 Goal

8 Vision

### **10 Organisational Structure**

14 NSW Police Executive

16 Corporate Governance Arrangements

### **18 Performance Overview**

20 Community Support

26 Crime Investigation

30 Traffic Policing

32 Judicial Support

### **34 Financial Performance**

39 Financial Statements

### **67 Appendices**

### **122 Index**

**It gives me pleasure to present the Annual Report of the NSW Police for the period 2003-04.**

**NSW Police remains absolutely committed to driving down crime and reducing the fear of crime. Through the provision of a range of services and through community partnerships to reduce crime, violence and to improve public safety and amenity, NSW Police seeks to ensure a safe New South Wales. We have achieved sound results in all major crime categories. Community support; crime investigation; traffic management and judicial support are the means through which our service is delivered.**

**The structure of the NSW Police fully supports our policing operations – both those of routine nature, and those involving emergencies and other critical incidents. Under the leadership of our Executive Team, Region and Specialist commanders continue to provide guidance and direction. Decision-making at the local level assists towards achieving our corporate goals.**

**With sound administrative and financial systems and using available information technology, forensic sciences and strengthening our alliances with other criminal justice and government agencies, non-government organisations and the private sector, NSW Police will continue to be a strident and forward looking law enforcement agency committed to a safer NSW.**

## **COMMISSIONER'S REVIEW 2003-04**

K E Moroney  
Commissioner of Police



# HISTORY AND PROFILE

The first civilian police force in Australia was formed by Governor Arthur Phillip in 1789. The NSW Police Force was established by the *Police Regulation Act 1862*, which was replaced by the *Police Regulation Act 1899*. Until 1987 NSW Police was divided into two separate organisations. The NSW Police Force had carriage of operations and the NSW Police Department had the responsibility for policy and administrative support. In 1987 the two entities were amalgamated and formalised by the *Police Act 1990*, the legislation that governs NSW Police today.

NSW Police is Australia's oldest and largest police organisation and one of the largest in the English speaking world. It serves a population of more than 6.7 million people who are spread out over an area of more than 800,000 square kilometres (comparable to Texas, and double the size of England, Scotland and Wales). NSW Police operates on land, sea and from the air to provide a localised and community based service. The State is divided into

80 Local Area Commands (LACs) allowing community policing to be delivered at a local level. The Commands in turn are over-sighted by five regional offices.

The Commissioner is the Chief Executive Officer of NSW Police. The Commissioner's Executive Team (comprising the Deputy Commissioner Operations, Deputy Commissioner Support and the Executive Director Corporate Services) is responsible for overseeing the operation, support and administration of all commands within NSW Police. The Executive Team is chaired and led by the Commissioner.

As at June 2004 NSW Police had 18,921 employees of which 15,009 were police officers and 3,912 administrative employees. NSW Police is a non-profit NSW Government Department, funded in 2003-2004 at a net cost of \$1.85 billion.

## CHARTER

### NSW Police will:

- provide police services for New South Wales.
- exercise any other function conferred on it by or under the *Police Act, 1990* or any other Act.
- do anything necessary for, or incidental to, the exercise of this function including:
  - services by way of prevention and detection of crime
  - the protection of persons from injury or death, and property from damage whether arising from criminal acts or in any other way
  - the provision of essential services in emergencies
  - any other service prescribed by the regulations.



## OBJECTIVES

- Reduce crime and violence to maximise the community's sense of safety and security.
- Improve and maintain a high level of public trust and confidence in police integrity.
- Deliver effective, appropriate, quality policing services.

## STATEMENT OF VALUES

The NSW Police statement of values is included in the *NSW Police Act 1990* which states that each member of this police force is to act in a manner which:

- places integrity above all;
- upholds the rule of law;
- preserves the rights and freedoms of individuals;
- seeks to improve the quality of life by community involvement in policing;
- strives for citizen and police personal satisfaction;
- capitalises on the wealth of human resources;
- makes efficient and economical use of public resources; and
- ensures its authority is exercised responsibly.

## GUARANTEE OF SERVICE

### THE GUARANTEE

NSW Police guarantees to provide a satisfactory level of service to any person or organisation with whom we have contact.

If unsatisfactory service results from failure to be consistent with our standards of professionalism, courtesy, equity or any other factors under our control, we will rectify the problem.

### CUSTOMERS

We recognise and embrace NSW as a complex, multicultural and multi-dimensional society with a mix of people and expectations.

To achieve equity, we believe it is important to be able to respond to the different needs and expectations of different groups. For this reason, and following wide and ongoing consultation, we have implemented programs and services specific to the needs of multi-cultural communities, youth, aged, the gay and lesbian community, and Aboriginal people.

The needs of all NSW residents are identified through ongoing customer research with links to the NSW Police Corporate Plan. Each Local Area Command has established Police Accountability Community Teams (PACTs) to encourage community and business stakeholder participation. Through an exchange of information PACTs assist NSW Police and their local committees, to better understand each other and their needs and expectations.

## SATISFACTORY SERVICE

Satisfactory service means meeting all reasonable customer expectations in matters over which we have authority. If we fail to meet those expectations, we will acknowledge it and act to rectify the problem.

### HOW YOU CAN HELP

Help us to identify both good police practice and service or to highlight the basic causes of community dissatisfaction with our service by telling us about the issues that concern you.

Discuss any matter with your local police or, if you prefer, our Customer Assistance Unit can help you with any concern, problem, question, complaint or compliment you might have about police service. Toll free number 1800 622 571.

In cases where serious misconduct or criminal behaviour is suspected, complaints can be made to any police officer. The complaint can also be made directly to the Ombudsman, the Police Integrity Commission and the Independent Commission Against Corruption or any member of Parliament. Complaints may be made verbally or in writing, and can be anonymous, if you wish.



GOAL

**A SAFE NSW  
WITH A RESPECTED  
POLICE FORCE  
WORKING WITH  
THE COMMUNITY  
TO REDUCE  
VIOLENCE, CRIME  
AND FEAR**



VISION

**TO BE RECOGNISED  
AS A WORLD  
CLASS POLICING  
ORGANISATION,  
PROVIDING  
EXCELLENT  
SERVICE TO THE  
COMMUNITY**





# ORGANISATIONAL STRUCTURE



## REGIONS

NSW Police is made up of 80 Local Area Commands (LACs) organised within five regions, to provide the community with efficient, cost effective, intelligence based policing services that address crime and community concerns.

The regions are:

- Northern, led by Assistant Commissioner Peter Parsons APM
- Southern, led by Assistant Commissioner Terry Collins APM
- Western, led by Assistant Commissioner Morris West APM
- Inner Metropolitan, led by Assistant Commissioner Bob Waites APM and
- Greater Metropolitan, which at the end of the reporting period was led by Acting Assistant Commissioner Dennis Clifford.

## STATE CRIME COMMAND

Assistant Commissioner Graeme Morgan APM heads the State Crime Command. This Command delivers front line services to the community through the investigation of serious organised crime. Individual crime squads investigate and gather intelligence on particular crime types focusing on serious, organised and large scale crime.

These services are provided by and through various investigative arms of the State Crime Command; specialist support and advice to LACs and other commands within NSW Police; and partnerships with other law enforcement and regulatory agencies.

## OPERATIONS SUPPORT

Operations Support Command is under the leadership of Assistant Commissioner Mark Goodwin. The Command provides police with targeted specialist traffic services; specialist support services for young people; expert and professional research; advice and assistance on crime management, community or social justice issues, and administers the Volunteers in Policing program.

## SPECIAL INVESTIGATIONS

Special Investigations is led by Assistant Commissioner John Laycock APM who also has responsibility for, amongst other investigations, Strike Force Tronto (bushfire investigations), implementation of the Search Warrants Act and the Security Industry Act.

## SPECIAL PROJECTS COMMAND

Special Projects Command is under the leadership of Assistant Commissioner Chris Evans APM. The Command develops and coordinates multi-agency projects involving NSW Police and major internal projects involving multiple commands within NSW Police. The policing/security arrangements for the Rugby World Cup was a notable success.

## COMMUNICATIONS

The Communications Command, under the leadership of Assistant Commissioner Reg Mahoney, supports police and provides public assistance with communications and business technology systems, administered by expert and professional technical personnel.

## COUNTER TERRORISM

The Counter Terrorist response is under the leadership of Assistant Commissioner Norm Hazzard APM and deals with politically motivated violence and terrorism in accordance with the National Counter Terrorist Plan and the NSW Police Counter Terrorist Plan.

The Counter Terrorist Coordination Command provides intelligence gathering and investigation in relation to politically motivated violence, terrorist activity, public order management, dignitary protection, critical infrastructure protection, threats to high office holders, and threats to the diplomatic and consular corp. It also provides a tactical response through the services of the State Protection Group, including Tactical Operations, Negotiators, Bomb Disposal and the Dog Unit.

## FORENSIC SERVICES GROUP

The Forensic Services Group (FSG) was headed by Dr Tony Raymond (until March, 2004) and is currently headed by Superintendent Philip Fogel. FSG provides services for the collection, analysis and interpretation of forensic evidence, the identification or elimination from inquiries of persons of interest, and the clarification and forensic support of investigation outcomes. FSG also maintains criminal records and is responsible for implementing the NSW component of the national DNA/criminal database, CrimTrac.



**PROFESSIONAL STANDARDS COMMAND**

The Professional Standards Command is led by Assistant Commissioner John Carroll APM. The Command establishes professional standards in conduct, performance, discipline and complaint management as well as investigating serious police corruption and misconduct. In addition, the Command provides police liaison with external agencies including the Police Integrity Commission, NSW Ombudsman, NSW Coroner and the Independent Commission Against Corruption.

**PUBLIC AFFAIRS BRANCH**

Public Affairs Branch disseminates community safety information, coordinates public appeals for assistance, police advertising campaigns, and provides media liaison services, particularly during major incidents and events. Mr Ross Neilson was Director until June 2004.

**SPECIAL SERVICES GROUP**

Commander Anthony (Tony) Jeffries APM heads the Special Services Group which gathers covert and electronic intelligence to support operational police. The Marine Area Command and Aviation Support Command are also included in this Group.

**CORPORATE INFRASTRUCTURE**

Corporate Infrastructure comprises the Executive Support Group, Infrastructure and Procurement, Financial Services, Operational Information Agency and Police Business Services. The Corporate Infrastructure Command is responsible for the provision, coordination, maintenance and allocation of resources in support of operational policing.

Mr Peter Wood was the Acting General Manager of the Command for the reporting period.

**EDUCATION SERVICES**

Assistant Commissioner Garry Dobson APM heads Education Services, which recruits and trains probationary constables, provides for the ongoing education of serving members and identifies and develops personnel for key leadership positions.

**HUMAN RESOURCE SERVICES**

Mr Ian Peters heads Human Resource Services. This command is responsible for services in health, welfare, promotions, transfer and tenure, workforce planning, internal witness support, human resource administration and industrial relations.

**LEGAL SERVICES**

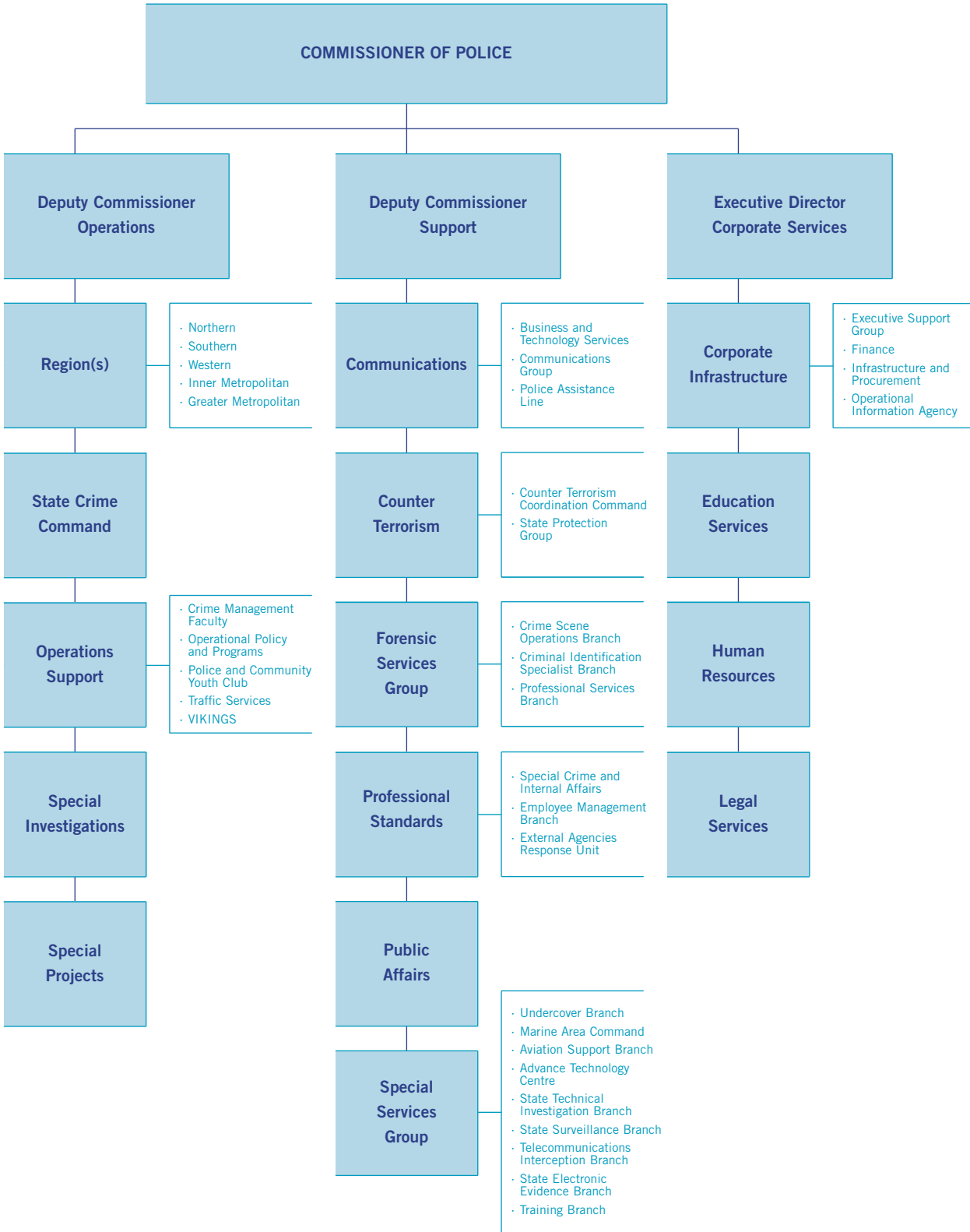
Mr Michael Holmes LL.B heads Legal Services which provides advocacy, legal and policy advice and summary prosecutorial services for NSW Police. Legal Services also coordinates responses to Freedom of Information (FOI) requests.

**ORGANISATIONAL CHANGES**

As at 1 September 2003 NSW Police adopted a new organisational structure incorporating the following changes:

- The newly created Professional Standards Command brought together Special Crime and Internal Affairs, Employee Management Branch and the External Agencies Response Unit enabling better communication and collaboration between these areas.
- Communications Command brought together Business and Technology Services, Communications Group and the Police Assistance Line to support policing with effective management and communications by providing appropriate and useful technology facilities and services.
- Counter Terrorism brought together Counter Terrorist Coordination Command, Protective Security Group and the State Protection Group.
- Corporate Services Command brought together Corporate Infrastructure Command, Finance Directorate, Education Services Command, Human Resources Command and Legal Services Command.

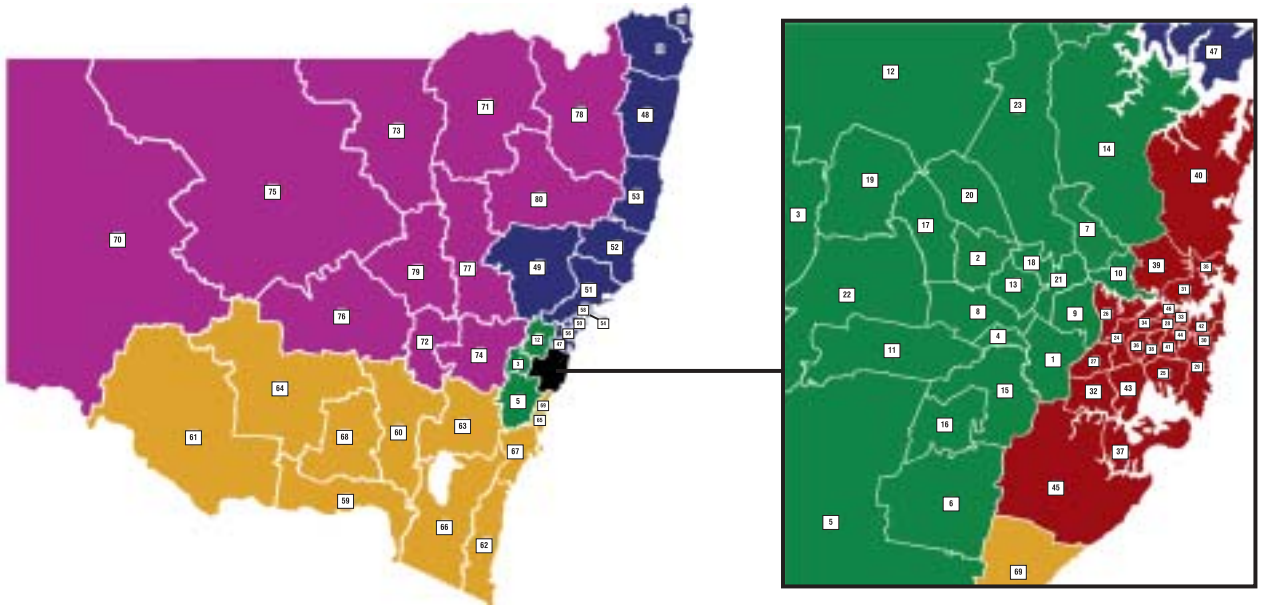
# ORGANISATIONAL STRUCTURE 2003-04





# LOCAL AREA COMMANDS

## MAP OF REGIONS



| LAC REGION LABEL | REGION        | NO. ON MAP |
|------------------|---------------|------------|
| Bankstown        | Greater Metro | 1          |
| Blacktown        | Greater Metro | 2          |
| Blue Mountains   | Greater Metro | 3          |
| Cabramatta       | Greater Metro | 4          |
| Camden           | Greater Metro | 5          |
| Campbelltown     | Greater Metro | 6          |
| Eastwood         | Greater Metro | 7          |
| Fairfield        | Greater Metro | 8          |
| Flemington       | Greater Metro | 9          |
| Gladesville      | Greater Metro | 10         |
| Green Valley     | Greater Metro | 11         |
| Hawkesbury       | Greater Metro | 12         |
| Holroyd          | Greater Metro | 13         |
| Kuring Gai       | Greater Metro | 14         |
| Liverpool        | Greater Metro | 15         |
| Macquarie Fields | Greater Metro | 16         |
| Mt Druitt        | Greater Metro | 17         |
| Parramatta       | Greater Metro | 18         |
| Penrith          | Greater Metro | 19         |
| Quakers Hill     | Greater Metro | 20         |
| Rosehill         | Greater Metro | 21         |
| St Marys         | Greater Metro | 22         |
| The Hills        | Greater Metro | 23         |
| Ashfield         | Inner Metro   | 24         |
| Botany Bay       | Inner Metro   | 25         |
| Burwood          | Inner Metro   | 26         |
| Campsie          | Inner Metro   | 27         |
| City Central     | Inner Metro   | 28         |
| Eastern Beaches  | Inner Metro   | 29         |
| Eastern Suburbs  | Inner Metro   | 30         |
| Harbourside      | Inner Metro   | 31         |
| Hurstville       | Inner Metro   | 32         |
| Kings Cross      | Inner Metro   | 33         |
| Leichhardt       | Inner Metro   | 34         |
| Manly            | Inner Metro   | 35         |
| Marrickville     | Inner Metro   | 36         |
| Miranda          | Inner Metro   | 37         |
| Newtown          | Inner Metro   | 38         |
| North Shore      | Inner Metro   | 39         |
| Northern Beaches | Inner Metro   | 40         |

| LAC REGION LABEL    | REGION      | NO. ON MAP |
|---------------------|-------------|------------|
| Redfern             | Inner Metro | 41         |
| Rose Bay            | Inner Metro | 42         |
| St George           | Inner Metro | 43         |
| Surry Hills         | Inner Metro | 44         |
| Sutherland          | Inner Metro | 45         |
| The Rocks           | Inner Metro | 46         |
| Brisbane Water      | Northern    | 47         |
| Coffs-Clarence      | Northern    | 48         |
| Hunter Valley       | Northern    | 49         |
| Lake Macquarie      | Northern    | 50         |
| Lower Hunter        | Northern    | 51         |
| Manning-Great Lakes | Northern    | 52         |
| Mid North Coast     | Northern    | 53         |
| Newcastle           | Northern    | 54         |
| Richmond            | Northern    | 55         |
| Tuggerah Lakes      | Northern    | 56         |
| Tweed-Byron         | Northern    | 57         |
| Waratah             | Northern    | 58         |
| Albury              | Southern    | 59         |
| Cootamundra         | Southern    | 60         |
| Deniliquin          | Southern    | 61         |
| Far South Coast     | Southern    | 62         |
| Goulburn            | Southern    | 63         |
| Griffith            | Southern    | 64         |
| Lake Illawarra      | Southern    | 65         |
| Monaro              | Southern    | 66         |
| Shoalhaven          | Southern    | 67         |
| Wagga Wagga         | Southern    | 68         |
| Wollongong          | Southern    | 69         |
| Barrier             | Western     | 70         |
| Barwon              | Western     | 71         |
| Canobolas           | Western     | 72         |
| Castlereagh         | Western     | 73         |
| Chifley             | Western     | 74         |
| Darling River       | Western     | 75         |
| Lachlan             | Western     | 76         |
| Mudgee              | Western     | 77         |
| New England         | Western     | 78         |
| Orana               | Western     | 79         |
| Oxley               | Western     | 80         |



# NSW POLICE EXECUTIVE

## Commissioner KEN MORONEY

Ken Moroney joined NSW Police in 1965. With experience in both rural and metropolitan stations, he has held positions as Executive Director, Education and Training, Region Commander, Deputy Commissioner and Senior Deputy Commissioner. He was sworn in as the 19th Commissioner of Police on 27 May 2002.

In 1992, Commissioner Moroney was awarded the Australian Police Medal for distinguished service, and Highly Commended by the NSW Cabinet in 1997 (Thredbo landslide), 2000-01 (bushfires) and 2001-02 (bushfires). He has also been awarded the National Medal, 1st and 2nd Clasps to the National Medal, the NSW Police Medal and the 35 year clasp to this medal.

Qualifications: Master of Arts Degree (Macquarie University); Diploma in Justice Administration (Charles Sturt University); Graduate Diploma in Management (Macquarie University); Certificate in Personnel Management. Commissioner Moroney is a graduate of the FBI Academy, Quantico, Virginia.



**ABOVE:** Commissioner Ken Moroney

**OPPOSITE:** Commissioner's Executive Team  
from left to right Andrew Scipione, Dave  
Madden, Ken Moroney, Dick Adams.

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**Deputy Commissioner Operations**  
**DAVE MADDEN**

David Madden joined NSW Police in 1978, and has held a range of positions and appointments. He was appointed to Deputy Commissioner in February 2002. As Deputy Commissioner Operations he is also the State Emergency Operations Controller. Deputy Commissioner Madden is a recipient of the National Medal, the Australian Police Medal for distinguished service (2003) and the NSW Police Medal.

Qualifications: Bachelor of Applied Social Science (Mitchell College); Master of Letters Distinction in Sociology (University of New England); Post Graduate Certificate Distinction (Macquarie Graduate School of Management).

**Deputy Commissioner Support**  
**ANDREW SCIPIONE**

Andrew Scipione joined NSW Police in 1980 and has held a range of positions and appointments. He was appointed Deputy Commissioner in February 2002.

Deputy Commissioner Scipione is the NSW Police representative on the National Counter Terrorism Committee (EC). He is also a recipient of the National Medal, Australian Police Medal for distinguished service (2003) and the NSW Police Medal.

Qualifications: Masters Degree in Management (Macquarie University); Degree in Security Management (Edith Cowan University). Deputy Commissioner Scipione is a graduate of the FBI Academy, Quantico, Virginia. Is a Member of the Australian Institute of Company Directors and a Fellow of the Australian Institute of Management.

**Senior Assistant Commissioner,**  
**Acting Executive Director,**  
**Corporate Services**  
**DICK ADAMS**

Dick Adams joined NSW Police in February 1971 and has held a range of positions and appointments. Senior Assistant Commissioner Dick Adams commenced in the role of Acting Executive Director, Corporate Services in February 2004.

Senior Assistant Commissioner Adams has served as a commissioned officer in the Australian Army and the Army Reserve. He has been awarded the National Medal, the 1st Clasp to the National Medal, the Australian Police Medal for distinguished service (1999), the NSW Police Medal and the Reserve Force Decoration.

Qualifications: Degree in Adult Education (University of Technology Sydney); Postgraduate degree in management (Macquarie University); and has completed studies at the Police Staff College, Bramshill, UK and the Senior Management Institute for Police, Harvard University, USA.



# CORPORATE GOVERNANCE ARRANGEMENTS

**NSW Police corporate governance arrangements provide the framework through which the organisation meets government requirements, fulfils statutory obligations, sets corporate direction and implements executive decisions.**

**A number of standing committees collectively act as part of NSW Police's Corporate Governance Framework and provide the means of accountability for achieving objectives and monitoring corporate performance.**

## THE COMMISSIONER'S EXECUTIVE TEAM

### CET

The Commissioner's Executive Team (CET), consisting of the Commissioner, the Deputy Commissioner

Operations, Deputy Commissioner Support and the Senior Assistant Commissioner, Executive Director Corporate Services, operates under the authority of the Commissioner and is responsible for the overall corporate governance of NSW Police.

CET ensures policies and procedures are in place for financial management, risk management, and that internal controls enable the NSW Police to implement government policy and meet regulatory and statutory requirements.

## INFORMATION COMMUNICATION AND TECHNOLOGY MANAGEMENT BOARD

### ICTMB

The Information Communication and Technology Management Board (ICTMB), formerly

the Technology Management Board, is chaired by the Deputy Commissioner Support and comprises senior executive members of NSW Police. The ICTMB promotes opportunities for better use of technology and ensures that members of NSW Police are equipped with the latest and most appropriate information and communication technology. It monitors the implementation of all information technology projects and takes an organisation wide and strategic view of technology opportunities while maintaining a focus on cost effective use of information systems.

## IMPLEMENTATION ADVISORY GROUP

### IAG

The Implementation Advisory Group (IAG), as part of NSW Police's Corporate Governance

Framework, reviews and monitors the instigation of decisions and highlights any unexpected or potential ramifications. The IAG checks the implementation of the NSW Police Change Strategy 2003-2006 on behalf of the CET and other related projects and initiatives.

The IAG was disbanded in February 2004 following a restructure of the CET support processes.

## THE AUDIT COMMITTEE

The Audit Committee is part of the organisation's self regulating and governing mechanism which reviews NSW Police compliance with legislation, regulations and the NSW Police Code of Conduct.

The Committee oversees the organisation's internal audit function and reports on the effectiveness and efficiency of the organisation's practices and procedures, while ensuring that all approved recommendations provided by the internal and external auditors are implemented.

The Committee also tests the integrity and efficiency of the organisation's accounting and financial reporting systems and practices. Through the Audit Committee, CET is provided with assessment reports on the adequacy, effectiveness of, and compliance with, the organisation's internal control frameworks.

As from May 2004 the members of the NSW Police Audit Committee are:

- Ms Carol Holley (Chair)-an external member to NSW Police
- The Commissioner
- The Deputy Commissioner Operations
- The Deputy Commissioner Support
- The Senior Assistant Commissioner, Executive Director Corporate Services.

Representatives of the Auditor General of NSW attend all meetings of the NSW Police Audit Committee as observers, as does the Commander, NSW Police Audit Group.



## EXTERNAL AGENCY RESPONSE UNIT

The External Agencies Response Unit is the NSW Police liaison point for its oversight agencies, including the NSW Ombudsman, Police Integrity Commission and the Independent Commission Against Corruption. The Unit works with NSW Police Commands state-wide to ensure timely, coordinated responses are provided to reports, recommendations, investigations, findings, legislative reviews and information requests. The Unit ensures the NSW Ombudsman is provided with timely, accurate information to inform its legislative reviews of a number of Acts of Parliament, including the *Police Powers (Drug Detection Dogs) Act 2001*, the *Police Powers (Drug Detection in Border Areas Trial) Act 2003* and the *Police Powers (Vehicles) Amendment Act 2001*.

# Performance Overview

New South Wales is a diverse society with a wide spread of social, cultural, community and religious diversity. This diversity, while bringing many benefits, has implications for policing; which involves fighting crime, maintaining public order, effectively managing community expectations while displaying transparent decision-making and providing efficient use of public resources.

In an era of changing population trends and movements, changes in criminal behaviour, and technological advancements, police continue to develop and improve ways to combat crime and address community concerns.

The community's general satisfaction with policing services and perceptions of police are key performance indicators. Community satisfaction surveys, conducted annually, demonstrate that the general level of satisfaction with policing services has remained high and the level of community satisfaction has increased in recent years. Overall the NSW community is satisfied with policing services as indicated in the table following.

## COMMUNITY SATISFACTION

|   |                 | 2003-04 | 2002-03 | 2001-02           | 2000-01 | 1999-00 |
|---|-----------------|---------|---------|-------------------|---------|---------|
| <b>General Satisfaction <sup>a,b</sup></b>                        |                 |         |         |                   |         |         |
| Satisfied with police services                                    | – %             | 70      | 70      | 64                | 65      | 63      |
|   | – mean (1 to 5) | 3.8     | 3.9     | 3.7               |         |         |
| <b>Confidence in police – agree/strongly agree <sup>a,b</sup></b> |                 |         |         |                   |         |         |
| Police perform their job professionally                           | – %             | 79      | 79      | 74                | 77      | 77      |
|   | – mean (1 to 5) | 3.9     | 3.9     | 3.8               |         |         |
| Most police are honest  | – %             | 74      | 75      | 72                | 71      | 70      |
|   | – mean (1 to 5) | 3.8     | 3.8     | 3.8               |         |         |
| Police treat people fairly and equally                            | – %             | 65      | 68      | 64                | 61      | 60      |
|   | – mean (1 to 5) | 3.6     | 3.7     | 3.6               |         |         |
| Have confidence in the police                                     | – %             | 80      | 80      | 79                | 81      | 80      |
|   | – mean (1 to 5) | 4.0     | 3.9     | 3.9               |         |         |
| Public – complaints <sup>c</sup>                                  |                 | 3,066   | 3411    | 2392 <sup>d</sup> | 3622    | 3601    |
| Public – issues raised <sup>c</sup>                               |                 | 4744    | 5275    | 4290 <sup>d</sup> | 6457    | 7715    |
| Internal complaints <sup>c</sup>                                  |                 | 2221    | 1744    | 701 <sup>d</sup>  | 1130    | 1260    |
| Internal issues raised <sup>c</sup>                               |                 | 3067    | 2216    | 1082 <sup>d</sup> | 1630    | 2208    |

**a** Since 2001-02, estimates relate to the 12 months to June and are not strictly comparable with earlier years. 2000-01 relates to 12 months to November 2000, and 1999-00 relates to 12 months to May 2000. **b** The mean score used is: 5-very satisfied, 4-satisfied, 3-neither satisfied or dissatisfied, 2-dissatisfied and 1-very dissatisfied. It is shown in brackets. **c** A new complaints management system (c@ts.i) was introduced from December 2001. Figures for 2001-02 and later are not comparable with earlier years. Local Management Issues were not previously included on the Complaints Information System (CIS). **d** 2001-02 Complaints information is not complete. Sources: ACPR & ABS, Community Attitudes to Policing Survey; NSW Police Complaints Management System (c@ts.i).

The community agrees that police display positive traits with 79% of people agreeing that police are professional and 74% agreeing that police are honest. The proportion of people agreeing that the police treat people fairly/equally remains steady as has the community's confidence in police.

The apparent increase in the total number of complaints against police should not be interpreted negatively. Internal complaints rose from 1,744 to 2,221 while the number of public complaints fell from 3,411 to 3,066. The apparent increase in the number of internal complaints and internal issues reported may indicate that staff are

becoming less tolerant of inappropriate behaviour within the organisation, while at the same time becoming more comfortable reporting internal issues.

The number of complaints received from the public has not only decreased but should be considered in the context of the number of contacts between police and members of the public. There were between 7.5 and 8 million contacts with police during the year and only one in every 1,400 contacts gave rise to a complaint.

**CONCERN <sup>ab</sup> ABOUT SOCIAL PROBLEMS AND ABOUT BEING A VICTIM, NSW**

|   | Extent to which ... is a problem: |           |               |           | Concerned about being the victim of: |           |
|---|-----------------------------------|-----------|---------------|-----------|--------------------------------------|-----------|
|   | In State                          |           | In local area |           |                                      |           |
|   | 2003-04                           | 2002-03   | 2003-04       | 2002-03   | 2003-04                              | 2002-03   |
| Family violence                           | 2.2 (82%)                         | 2.2 (79%) | 1.7 (54%)     | 1.7 (50%) | n.a.                                 | n.a.      |
| Sexual assault                            | 2.3 (87%)                         | 2.4 (85%) | 1.7 (52%)     | 1.7 (51%) | 1.6 (42%)                            | 1.6 (44%) |
| Physical assault                          | 2.4 (90%)                         | 2.4 (88%) | 1.8 (61%)     | 1.8 (61%) | 1.8 (59%)                            | 1.8 (60%) |
| Illegal drugs                             | 2.6 (92%)                         | 2.6 (92%) | 2.2 (77%)     | 2.2 (76%) | n.a.                                 | n.a.      |
| Housebreaking                             | 2.5 (93%)                         | 2.5 (91%) | 2.1 (75%)     | 2.1 (75%) | 2.0 (73%)                            | 2.0 (74%) |
| Motor vehicle theft                       | 2.4 (90%)                         | 2.5 (90%) | 1.9 (68%)     | 2.0 (71%) | 1.9 (67%)                            | 2.0 (71%) |
| Speeding cars, dangerous or noisy driving | 2.4 (90%)                         | 2.4 (88%) | 2.2 (77%)     | 2.1 (76%) | n.a.                                 | n.a.      |
| Graffiti or other vandalism               | 2.3 (86%)                         | 2.3 (86%) | 1.8 (61%)     | 1.8 (62%) | n.a.                                 | n.a.      |
| Louts and gangs                           | 2.5 (90%)                         | 2.4 (87%) | 1.7 (55%)     | 1.7 (55%) | n.a.                                 | n.a.      |
| Drunken or disorderly behaviour           | 2.2 (85%)                         | 2.1 (81%) | 1.8 (57%)     | 1.7 (57%) | n.a.                                 | n.a.      |
| Fraud or credit card theft                | n.a.                              | n.a.      | n.a.          | n.a.      | 1.9 (66%)                            | 2.0 (66%) |
| Internet-based crime                      | n.a.                              | n.a.      | n.a.          | n.a.      | 1.8 (55%)                            | 1.8 (52%) |

**a** The scale used to derive the mean score is 1 to 3, where 3 is Major problem/Very concerned, 2 is Somewhat of a problem/Somewhat concerned and 1 is Not a problem/Not concerned. Don't know/Never considered is weighted zero. **b** The proportion shown in brackets is the total of Major problem/Very concerned and Somewhat of a problem/Somewhat concerned. **n.a.** Not available. Source: ACPR, *Community Attitudes to Policing*.

Local communities have identified illegal drugs and speeding/dangerous or noisy driving as prime local problems, followed by housebreaking and graffiti or other vandalism.

Reflecting the findings of the survey, and underpinned by evidence and intelligence gathering, NSW Police has:

- Concentrated attention on the high volume property offences of break and enter, stealing and car theft.
- targeted crime hot spots to reduce street assaults and robberies, and street level drug activity.
- focussed on repeat offenders who commit a large amount of crimes
- maintained its commitment to improving road safety.
- implemented a victim-based strategy for handling domestic violence, which should encourage continued reporting of domestic violence and
- implemented special procedures for handling allegations of child abuse and adult sexual assault.

## COMMUNITY SUPPORT

Community Support is the major service program (accounting for about 55% of total expenditure) of the NSW Police and is delivered in three ways:

- 24 hour service
- Crime prevention services
- Events and emergency management.

Throughout NSW, Local Area Commands (LACs) focus on high visibility policing strategies that proactively target repeat offenders and crime hotspots. Ongoing achievements have been made in 2003-04 identifying and neutralising clandestine drug laboratories, motor vehicle theft, break enter and steal, and drug distribution. Operations are conducted regularly in LACs across the state. Some typical examples include:

- The second phase of an ongoing strategy in the Newcastle Local Area Command to combat the supply, possession and use of prohibited drugs within licensed premises.
- A major operational strategy targeting repeat offenders and hotspots in Orange. It is supported by other operations, which target break and enter offences and domestic violence incidents. These operations are a collaborative arrangement between the Command and the Orange City Council Crime Prevention Committee.
- Operations conducted in Cabramatta, including those targeted at covert drugs and covert prostitution, which resulted in reduced criminal activity.

Community support is also provided by a number of specialist liaison officers located at Local Area Commands. Aboriginal Community Liaison Officers, Ethnic Community Liaison Officers, Gay and Lesbian Community Liaison Officers, Domestic Violence and Youth Liaison Officers, and Crime Prevention

officers consult extensively with the community, enabling NSW Police to better provide solutions to related issues.

Aboriginal Community Liaison Officers network with Aboriginal communities and police while the Aboriginal Coordination Team provides corporate direction and policy advice in the management of Aboriginal and police relations, including culturally appropriate solutions to crime prevention.

Ethnic Community Liaison Officers work towards achieving corporate priorities through liaison, project implementation and networking with local communities and police. Their role in strengthening links and facilitating communication and interaction between police and culturally and linguistically diverse communities is critical to a high quality customer focused policing service.

Gay and Lesbian Liaison Officers' role is often undertaken while managing other portfolio responsibilities. They provide a vital link with the gay, lesbian and transgender communities in raising awareness relating to hate crimes and victim support.

Domestic Violence Liaison Officers provide a monitoring role in ensuring the NSW Police response is appropriate



## ISSUES PERCEIVED AS A PROBLEM IN THE LOCAL AREA

|  | 2003-04 | 2002-03 | 2001-02 | 2000-01 | 1999-00 |
|--|---------|---------|---------|---------|---------|
| <b>Persons who perceive as a problem in local area<sup>a,b</sup></b> |         |         |         |         |         |
| Staff at front line - %  | 93      | 95      | 93      | 92      | 90      |
| Housebreaking - %  | 75      | 75      | 77      | 63      | 62      |
| - mean (1to3)  | 2.0     | 2.1     | 2.2     |         |         |
| Motor vehicle theft - %  | 68      | 71      | 73      | 52      | 51      |
| - mean (1to3)  | 1.9     | 2.0     | 2.1     |         |         |
| Speeding cars or dangerous driving - %                               | 77      | 76      | 76      | 73      | 72      |
| - mean (1to3)  | 2.2     | 2.1     | 2.1     |         |         |
| Graffiti or other vandalism - %                                      | 61      | 62      | 63      | 48      | 44      |
| - mean (1to3)  | 1.8     | 1.8     | 1.9     |         |         |
| Louts or gangs - %   | 55      | 55      | 55      | 39      | 36      |
| - mean (1to3)  | 1.7     | 1.7     | 1.8     |         |         |
| Drunken or disorderly behaviour - %                                  | 57      | 57      | 56      | 38      | 35      |
| - mean (1to3)  | 1.8     | 1.7     | 1.8     |         |         |
| <b>Problems in the State<sup>a,b</sup></b>                           |         |         |         |         |         |
| Family violence - %  | 82      | 79      | 78      | 76      | 74      |
| - mean (1to3)  | 2.2     | 2.2     | 2.2     |         |         |
| Sexual assault - %   | 87      | 85      | 83      | 73      | 73      |
| - mean (1to3)  | 2.3     | 2.4     | 2.4     |         |         |
| Physical assault - %   | 90      | 88      | 87      | 80      | 80      |
| - mean (1to3)  | 2.4     | 2.4     | 2.4     |         |         |
| Illegal drugs - %  | 92      | 92      | 93      | 88      | 87      |
| - mean (1to3)  | 2.6     | 2.6     | 2.7     |         |         |

**a** Since 2001-02, estimates relate to the 12 months to June and are not strictly comparable with earlier years. 2000-01 relates to 12 months to November 2000, and 1999-00 relates to 12 months to May 2000. **b** The scale used to derive the mean score is 1- major problem, 2- somewhat of a problem, 3 - no problem and is shown in brackets. Source: ACPR & ABS, *Community Attitudes to Policing Survey*.

for victims and offenders of domestic violence. This is a high volume crime area and demands high level skills in problem solving and understanding the complexity of the issues and how it impacts on operational policing. These officers maintain strong linkages with the community.

Youth Liaison Officers are responsible for the implementation of the Young Offenders Act and assist in diverting many suitable young people away from the criminal justice system. They have established strong links with young people and services that support them. They are currently reviewing processes to improve the diversion of Aboriginal young people. A recent review of the implementation process highlighted the success of the Youth Liaison Officer program and the Young Offenders Act.

Crime Prevention Officers (CPOs) provide safety, security and crime prevention advice at many levels within the community. CPOs provide advice about investing in long term plans that can assist in limiting crime

opportunities. This occurs at the individual level through to the community and government levels.

NSW Police remain committed to fully resourcing Local Area Commands and the many specialist commands supporting frontline operational police. Over 90% of all staff are in the Operations and Support Commands.

The proportion of people considering motor vehicle theft as a local problem has decreased since 2001-02 while for other issues the proportion has remained reasonably constant. At the State level, there have been increases in the proportion of people considering family violence, sexual and physical assault as problems, while for illegal drugs the proportion has remained fairly steady. The apparent increases between 2000-01 and 2001-02 are thought to be due to the change in question wording. From July 2001, the questionnaire asks respondents to indicate whether issues are considered problems in the State and then repeats the issues asking 'in your own local area'. Increases in reporting may also

reflect policing operations targeting specific offences and offenders.

From the NSW Crime and Safety Survey (ABS, April 2003, cat. No 4509.1), about 50% of persons aged 15 and over had 'no perceived crime or public nuisance problem in the neighbourhood'. Housebreaking/burglaries/theft from home is the most nominated problem, followed by dangerous/noisy driving and vandalism/graffiti/damage to property. The following table shows the proportion of persons aged 15 years and over who indicated any issue, or none, as a problem in the neighbourhood.

There has been an increase in the proportion of people having 'no problem' in the neighbourhood and decreases in the proportions considering housebreaking and burglary, illegal drugs, car theft and other theft as problems. Other issues are relatively constant and appear to be an intermittent problems.

## PERCEPTIONS OF CRIME IN THE NEIGHBOURHOOD

|  | 2003 | 2002 <sup>a</sup> | 2001 | 2000 | 1999 |
|--|------|-------------------|------|------|------|
| <b>Perceived problem<sup>ab</sup> (%)</b>  |      |                   |      |      |      |
| No problem                                 | 50.3 | 23.2              | 44.6 | 48.6 | 47.1 |
| Housebreaking/burglary/theft from home     | 29.3 | 44.3              | 36.6 | 33.0 | 36.3 |
| Dangerous/noisy driving                    | 29.2 | 40.9              | 30.5 | 27.7 | 28.1 |
| Vandalism/graffiti/damage to property      | 25.7 | 30.0              | 28.0 | 19.5 | 25.2 |
| Louts/youth gangs                          | 20.9 | 20.5              | 21.9 | 17.3 | 21.2 |
| Illegal drugs                              | 14.2 | 15.4              | 19.1 | 24.2 | 18.5 |
| Car theft                                  | 18.2 | 26.8              | 24.0 | 21.8 | 23.0 |
| Drunkenness                                | 15.6 | 15.2              | 14.6 | 13.5 | 15.1 |
| Problems with neighbours/domestic problems | 7.4  | 9.6               | 8.1  | 7.3  | 7.7  |
| Other theft                                | 10.6 | 12.9              | 12.4 | 11.1 | 13.0 |
| Prowlers/loiterers                         | 7.9  | 8.8               | 9.1  | 8.1  | 8.9  |
| Other assault                              | 5.1  | 5.6               | 6.3  | 5.2  | 6.1  |
| Sexual assault                             | 3.1  | 2.7               | 3.2  | 2.9  | 3.7  |
| Other                                      | 2.0  | 2.6               | 2.0  | 1.7  | 1.8  |

<sup>a</sup> Relates to 12 months to April each year. <sup>b</sup> Multiple response were allowed in this category. Therefore the sum is greater than 100%. <sup>c</sup> Figures for 2002 are from the national Crime & Safety Survey; all other years are from the NSW Crime & Safety Survey. Although the methodology and survey provider (ABS) are the same, the national survey includes additional questions the inclusion of which appear to have some influence on respondents. *Source: ABS, Crime & Safety Survey*

### 24 HOUR SERVICE

NSW Police operates 24 hours a day every day of the year. NSW Police maintains 24 hour radio coverage through communication centres, providing full state coverage. Contact with NSW Police may be made directly at a police station or via the Police Assistance Line.

000 remains the NSW Police emergency number.

The Police Assistance Line (PAL) services the community with a single point of contact. The public can telephone number 131 444 for the cost of a local call from anywhere in NSW. The Customer Assistance Unit (CAU) provides assistance to the public for a range of concerns, compliments or complaints.

Crime Stoppers operates on a 24 hour basis on toll free number 1 800 333 000. Crime Stoppers is a community

based policing service which gathers information volunteered by members of the public.

There were over 1.5 million calls for assistance received by police during the reporting year, of which approximately 7% were designated as 'urgent duty attendance'. Over 80% of urgent calls were attended within 12 minutes and 80% of non-urgent calls were attended to within one hour.

### RESPONSE TIMES

|                       |       | 2003-04 | 2002-03 | 2001-02 | 2000-01 | 1999-00 |
|-----------------------|-------|---------|---------|---------|---------|---------|
| <b>Time to attend</b> |       |         |         |         |         |         |
| Urgent calls:         | - 50% | 5min    | 6min    | 5min    | 6min    | 5min    |
|                       | - 80% | 12 min  | 12min   | 13min   | 12min   | 11min   |
| Non-urgent calls:     | - 50% | 18 min  | 18 min  | 21 min  | 14 min  | 15 min  |
|                       | - 80% | 50 min  | 50 min  | 57 min  | 43 min  | 40 min  |

*Source: NSW Police, Computerised Incident Dispatch System (CIDS).*

### SATISFACTION WITH POLICE

|  |                 | 2003-04 | 2002-03 | 2001-02 | 2000-01 | 1999-00 |
|--|-----------------|---------|---------|---------|---------|---------|
| <b>Satisfied/very satisfied with police<sup>ab</sup></b> |                 |         |         |         |         |         |
| Personal contact   | - %             | 79      | 79      | 78      | 76      | 80      |
|  | - mean (1 to 5) | 4.1     | 4.1     | 4.0     |         |         |
| Support for community programs                           | - %             | 62      | 62      | 63      | 61      | 64      |
|  | - mean (1 to 5) | 3.8     | 3.8     | 3.8     |         |         |

<sup>a</sup> Since 2001-02, estimates relate to the 12 months to June and are not strictly comparable with earlier years. 2000-01 relates to 12 months to November 2000, and 1999-00 relates to 12 months to May 2000. <sup>b</sup> The scale used to calculate the mean score is: 5-very satisfied, 4-satisfied, 3-neither satisfied or dissatisfied, 2-dissatisfied and 1-very dissatisfied. *Source: ACPR & ABS, Community Attitudes to Policing.*

Satisfaction with police contact remains high at 79%. The main reasons for satisfaction in 2003-04 are:

- Courteous (19%)
- Took appropriate action/did their job (18%)
- Professional/fair (14%)
- Prompt (9%)
- Approachable/friendly (9%).

Thirteen percent of persons who had contact with police were dissatisfied with the last contact. The main reason for dissatisfaction given was 'Didn't do

enough/took no action'. Of those respondents who were dissatisfied, 8% said that police were 'Unprofessional/unfair' and 8% said they were 'Unfriendly/impolite' while 6% said they were 'Kept waiting / too slow'.

Community concern and fear are important indicators for the success of policing activity. Increased feelings of safety is an indication that police are taking appropriate action on behalf of the community.

The mean scores for perceptions of safety indicate members of the community feel safe at home alone after dark but neither safe nor unsafe on public transport or walking/jogging at night. There has been a significant decrease in the proportion of people claiming night travel on public transport as not applicable (from 31% to 22%) and a consequent increase in the proportion feeling neither safe nor unsafe (up from 14% to 19%).

#### COMMUNITY FEELINGS OF SAFETY

|  |               | 2003-04 | 2002-03 | 2001-02 | 2000-01 | 1999-00 |
|--|---------------|---------|---------|---------|---------|---------|
| <b>People who feel safe/very safe<sup>ab</sup></b> |               |         |         |         |         |         |
| At home alone at night                             | - %           | 80      | 80      | 78      | 85      | 80      |
|  | - mean (1to5) | 4.1     | 4.1     | 4.0     |         |         |
| On public transport at night                       | - %           | 23      | 21      | 20      | 24      | 21      |
|  | - mean (1to5) | 2.7     | 2.7     | 2.7     |         |         |
| Jogging/walking at night                           | - %           | 40      | 39      | 38      | 43      | 42      |
|  | - mean (1to5) | 3.0     | 3.0     | 3.0     |         |         |

**a** Since 2001-02, estimates relate to the 12 months to June and are not strictly comparable with earlier years. 2000-01 relates to 12 months to November 2000, and 1999-00 relates to 12 months to May 2000. **b** The scale used to derive the mean score is shown in brackets. Scale used is 5-very safe, 4-safe, 3-neither safe nor unsafe, 2-unsafe, 1-very unsafe. *Source: ACPR & ABS, Community Attitudes to Policing.*

#### CRIME RATE FOR PARTICULAR INCIDENT TYPES<sup>ab</sup>

|   |  | 2003-04 | 2002-03 | 2001-02* | 2000-01 | 1999-00 |
|---|--|---------|---------|----------|---------|---------|
| <b>Households (percent), victims of<sup>c</sup> -</b> |  |         |         |          |         |         |
| Break and enter - thous.                              |  | nya     | 127.6   | 122.7    | 152.0   | 136.9   |
| - % households  |  |         | 5       | 5        | 6       | 6       |
| - Report to police %                                  |  |         | 72      | 68       | 73      | 72      |
| Motor vehicle theft - thous.                          |  | nya     | 38.0    | 51.8     | 57.4    | 41.0    |
| - % households  |  |         | 2       | 2        | 2       | 2       |
| - Report to police %                                  |  |         | 94      | 96       | 95      | 95      |
| <b>Persons (percent), victims of<sup>c</sup> -</b>    |  |         |         |          |         |         |
| Robbery - thous.                                      |  | nya     | 42.7    | 52.5     | 50.3    | 49.5    |
| - % persons 15+ years                                 |  |         | 1       | 1        | 1       | 1       |
| - Report to police %                                  |  |         | 53      | 61       | 39      | 43      |
| Assault - thous.                                      |  | nya     | 184.7   | 244.1    | 213.8   | 179.4   |
| - % persons 15+ years                                 |  |         | 4       | 5        | 4       | 4       |
| - Report to police %                                  |  |         | 39      | 35       | 30      | 35      |
| <b>Recorded crime<sup>dr</sup> -</b>                  |  |         |         |          |         |         |
| Assault   |  | 69667   | 74165   | 70077    | 66359   | 60675   |
| Break And Enter                                       |  | 94,229  | 107,169 | 122,106  | 135,932 | 129,643 |
| Malicious Damage                                      |  | 95,268  | 96,560  | 95,046   | 96,594  | 94,110  |
| Robbery   |  | 9,344   | 10,897  | 12,396   | 14,294  | 12,292  |
| Sexual Assault  |  | 5,419   | 5,946   | 5,601    | 5,988   | 5,439   |
| Stealing  |  | 178,865 | 203,332 | 222,760  | 235,754 | 223,209 |
| Stolen Vehicle/Vessel                                 |  | 39,449  | 42,998  | 56,340   | 62,991  | 57,883  |
| Total, major personal & property crime                |  | 494245  | 543070  | 586328   | 619913  | 585251  |

**a** Relates to 12 months to April each year. **b** Figures for 2003-04 are expected to be released in December 2004. **c** Figures for 2002 are from the National Crime & Safety Survey; all other years are from the NSW Crime & Safety Survey. Although the methodology and survey provider (ABS) are the same, the national survey includes additional questions the inclusion of which appear to have some influence on respondents. **d** Recorded crime statistics are based on date of incident, ie occurred during year (not the date of report to police as is used by BOCSAR & ABS). **nya** Not yet available. **r** Revised since last Annual Report. *Source: ABS, Crime & Safety Survey; NSW Police, Computerised Operational Policing System (COPS).*

### Crime Trends

The NSW Bureau of Crime Statistics and Research (BOCSAR) reports that for the period to June 2004 none of the crime types displayed an upward trend. Murder, assault, sexual assault, robbery with a firearm, robbery without a weapon and malicious damage to property were all stable. Recorded incidents of crime have decreased over the last year for the following:

- break and enter dwelling decreased by 9%
- break and enter non-dwelling decreased by 18%
- motor vehicle theft decreased by 9%
- robbery with a weapon not a firearm decreased by 20%

- indecent assault/act of indecency/other sexual offence decreased by 12%
- steal from motor vehicle decreased by 14%
- steal from retail store decreased by 17%
- steal from dwelling decreased by 5%
- steal from person decreased by 18%
- fraud decreased by 12%.

The *NSW Crime and Safety Survey*, shows significant decreases in the number of persons who are victims of robbery and assault, housebreaking and motor vehicle theft. Survey results for 2003-04 are not yet available but are expected to show similar results for

crime levels, and for rates of victimisation, which have remained relatively static for the last few years.

The reporting rate (percentage of victims reporting to police) is influenced by a number of factors, including the victim's perception of the incident (eg whether the victim considers the matter serious), their belief and confidence in police, and fear of repercussions or other impacts of reporting. The reporting rate can be used as a measure of the extent to which victims avail themselves of policing services. Car theft is consistently the highest reported incident type (about 95% each year). Commensurate with satisfaction rates of policing services, rates of assault and other victimisation rates are increasing.

### CRIME PREVENTION

Operation Vikings began in May 2002 with the aim of increasing the level of high visibility police activity targeting antisocial behaviour and street level offences. Vikings operations are often conducted in conjunction with CityRail, targeting rail stations and include operations conducted at night and on weekends.

The Dog Unit conducted 714 Vikings operations in 2003-04 underpinned by legislation allowing dogs to be used to detect drugs on public transport.

A number of other operations were conducted in 2003-04 including:

- firearms & explosive detection dogs were used in 514 incidents
- general patrol dogs were used in 180 incidents
- 106 incidents involving armed/dangerous offender/s
- 52 high risk search warrants were executed.

The proportion of searches conducted where people found to have objects (knives, drugs or other dangerous articles) has decreased from 20% in 1999-00 to 10% in 2003-04. The proportion disobeying directions is less than 5% in 2003-04 (7% in 1999-00). The relatively low level of detected unlawful behaviour suggests police activity has contributed to increased public safety. Almost 50% of person searches are under the authority of the *Drug Misuse & Trafficking Act*, 30% are under the *Summary Offences Act*



(ie for knives or other dangerous articles) and 20% under the *Crimes Act* (for other prohibited or otherwise unlawful items).

## EVENTS AND EMERGENCY MANAGEMENT

NSW Police provides a general emergency response capacity which includes local and specialist units such as the Police Communications Centre, the Marine Area Command (Water Police), the Aviation Support Branch (Polair) and State Protection Group.

NSW Police Aviation Support Branch, in conjunction with NSW Fire Brigade, finalised the purchase of Polair 5 in 2003-04, and responds collaboratively to state emergency situations.

During 2003-04, NSW Police Marine Area Command attended 2,675 marine emergencies. Of those over 400 were to assist boats adrift or aground, 160 boats required assistance with fuel and about 1,450 needed help due to mechanical or electrical failures. There were 38 marine collisions and over 575 other marine emergencies.

The civil unrest in Redfern in February was a major incident involving 250 officers. Thirty four police and two police dogs were injured during the riot. Investigations resulted in thirty six people being arrested, for varying public disorder related offences.

Other notable events involving combined police resources included:

- a suspected gas leak (later attributed to an overheated train gear box) at Town Hall station on 5 February 2004 during peak hour.
- Mardi Gras held on the 6 March 2004 in Sydney.
- Kirribilli House protest against detention centres between 9 – 12 April 2004
- Olympic Torch Relay on 4 June 2004
- Rugby World Cup and
- New Years Eve celebrations across the State.

## PUBLIC ORDER INCIDENTS

|   | 2003-04 | 2002-03 | 2001-02 | 2000-01 | 1999-00 |
|---|---------|---------|---------|---------|---------|
| <b>Satisfied with police<sup>ab</sup></b> |         |         |         |         |         |
| Dealing with public order problems – %    | 51      | 51      | 46      | 51      | 50      |
| – mean (1 to 5)                           | 3.4     | 3.4     | 3.2     |         |         |

a. Since 2001-02, estimates relate to the 12 months to June and are not strictly comparable with earlier years. 2000-01 relates to 12 months to November 2000, and 1999-00 relates to 12 months to May 2000. b. The scale used to derive the mean score is: 5-very satisfied, 4-satisfied, 3-neither satisfied nor unsatisfied, 2-unsatisfied, 1-very unsatisfied.

### Counter Terrorism

The Forensic Counter Terrorism and Disaster Victim Identification Unit was established in January 2003 and receives funding from both State and Federal governments. A dedicated forensic counter terrorism laboratory, established in 2003-04, conducts initial screening and analysis of explosive devices and hazardous substances and chemicals. The laboratory is the only dedicated counter terrorism laboratory within Australia.

This unit provides support and advice to Local Area Commands, the Counter Terrorism Coordination Command (CTCC) and ASIO on suspected chemical, biological, radiological and explosive incidents. It also provides forensic support to suspected terrorist related inquiries both nationally and internationally.

The CTCC is represented on the New South Wales Joint Counter Terrorism Team along with the Australian Federal Police and the New South Wales Crime Commission.

The CTCC was involved in a significant number of high profile counter terrorism operations including the investigation of known or suspected terrorists. The CTCC was also the first Australian police agency to use the new Australian terrorism powers.

An exercise simulating a major explosion was conducted in Sydney from 25 May to 11 June 2004. The exercise tested multi-agency response to such an incident. NSW Police provided a round the clock response over a four day period involving the coordinated

efforts of a counter terrorism team, forensic officers, bomb squad, dog squad and others. The exercise was the largest of its type conducted in NSW. These exercises are crucial and provide invaluable operational and forensic information and experience, contributing significantly to NSW Police's capacity to respond to an act of terrorism.

Police have to manage public order incidents ranging from political demonstrations to significant sporting events. The proportion of people *satisfied* with police dealing with public order problems has remained fairly consistent with previous years at about 50%.

## CRIME INVESTIGATION

Investigation services account for approximately 25% of NSW Police expenditure and comprise local and centralised criminal investigations units and technical investigation specialists.

Each Local Area Command has a number of detectives assisted by Scene of Crime Officers and Intelligence Analysts. General duties police also undertake investigations and are responsible for creating incident reports which form the basis for recording information used in investigations.

Local Area Commands are supported by specialist units which, in conjunction with other law enforcement agencies, contribute to the prevention, detection and investigation of major crime within New South Wales. Ten specialised squads operate within the State Crime Command, focusing on child protection and sex crimes; drugs; firearms and regulated industries; fraud; gangs; homicide; property crime, robbery and serious crime; and South East Asian Crime issues. Specialist taskforces are established from time to time to address specific crimes. Taskforce Gain targeting

Middle Eastern organised crime was of particular note in 2003-04.

A specialist investigative team was established in March 2004 to review and investigate approximately 400 cases of unsolved murder throughout NSW. The team works in consultation with the Local Area Commands to solve these crimes.

The Assets Confiscation Unit was established to administer the Criminal Assets Recovery Act 1990 . It targets drug dealers and the proceeds of 'serious' crime related activity along with money laundering investigations. Since the establishment of the financial investigation capacity in March 2003, the volume of work has significantly increased.

The Child Protection and Sex Crimes Squad supports Local Area Commands by investigating serious or serial child and adult sex crimes. The Squad comprises Joint Investigation Response Teams (which work closely with the Department of Community Services), Sex Crimes Teams, Child Exploitation

Internet Unit, Surveillance Unit, Intelligence Unit and the Child Protection Register.

Child exploitation sites on the internet are a growing area of crime. Since early 2004, capacity has increased to enable proactive investigation and prosecution of serial child sexual abuse offenders. NSW Police also has a commitment to assist national and international agencies to investigate the production and distribution of child pornography.

The New South Wales Police Child Protection Register, established under the Child Protection (Offenders Registration) Act 2000, registers persons convicted of a nominated violent or sexual offence against a child. The offender is required to register at a police station in the locality in which they reside within 28 days of sentencing, release from custody or, entering NSW after being found guilty of a registrable offence in another jurisdiction.

## OUTCOME OF INVESTIGATIONS: 30 DAYS STATUS

|   | 2003    | 2002    | 2001    | 2000    | 1999    |
|---|---------|---------|---------|---------|---------|
| <b>Percentage of incidents finalised</b>            |         |         |         |         |         |
| Assault   | 63      | 62      | 62      | 62      | 63      |
| Unlawful Entry with Intenta                         | 7       | 6       | 6       | 6       | 7       |
| Car theft   | 7       | 7       | 7       | 7       | 6       |
| Stealing  | 12      | 12      | 10      | 11      | 12      |
| Robbery   | 16      | 16      | 17      | 18      | 18      |
| Sexual assault                                      | 28      | 29      | 31      | 33      | 35      |
| Murder  | 48      | 53      | 59      | 66      | 64      |
|   | 2003-04 | 2002-03 | 2001-02 | 2000-01 | 1999-00 |
| <b>Alleged offenders<sup>b,c</sup> (thousands):</b> |         |         |         |         |         |
| - identified <sup>r</sup>                           | 267.2   | 251.2   | 227.2   | 213.5   | 200.7   |
| - proceeded against <sup>d,r</sup>                  | 163.8   | 162.1   | 156.9   | 155.0   | 150.9   |
| <b>Crime scenes:</b>                                |         |         |         |         |         |
| - attended  | 100,381 | 95,854  | 62,569  | 67,429  | 62,897  |
| - fingerprints lifted                               | 22,202  | 24,343  | 19,401  | 23,734  | 22,424  |
| - persons identified                                | 9,280   | 8,573   | 7,369   | 6,337   | 6,334   |

**a** Includes Break and Enter and Steal from inside a dwelling house. **b** Based on number of individuals identified per month. Former series related to the number of persons associated with Events and overstated the number of persons identified. **c** Includes all legal actions leading to appearances in court and formal diversionary programs (other than Traffic Infringement Notices). *Source: ABS, Recorded Crime – Victims, Australia; NSW Police, Computerised Operational Policing System (COPS).*

The Drug Squad drives the NSW Police response to drug crime through enforcement, delivery of strategies, investigative support and consultancy, provision of intelligence, policy and program advice as well as education and training to front line police. The focus is on mid to high level drug trafficking including those individuals and groups who organise, direct or finance drug related crime.

A joint operation, involving several Local Area Commands, the State Crime Command and over 150 officers led to the seizure of several large-scale cannabis plantations with a street value of over \$100 million.

Task Force Gain was established on 23 October 2003 in response to a range of serious and organised crimes in Sydney's south western suburbs. The taskforce consists of 80 criminal investigators and uniformed police supported by intelligence analysts, interpreters and administrative staff. Task Force Gain investigations principally involved murder, middle level drug dealing, theft, drive-by shootings, and use of firearms

in car rebirthing and drug related crime in Sydney's south western suburbs.

The Insurance Council of Australia provided \$250,000 to help police set up a pawnbroker/second hand dealer business in Port Kembla to investigate property crime. In January 2004, 57 people were charged with offences including stealing, break enter and steal, receiving, goods in custody, ongoing supply of prohibited drug, supply shortened firearm and other offences. Property valued over \$200,000 was recovered.

In 2002 investigations were commenced into a number of 'drink spiking' incidents that had occurred within licensed premises in the Newcastle LAC. This operation was established to strategically analyse the reported incidents of 'drink spiking' and provide recommendations in the form of Standard Operational Procedures to enable proper investigation of such incidents. It had been identified that the reported incidents were closely associated to drug supply, in particular ecstasy, within licensed premises.

The NSW Police Special Crime Unit continued to conduct specific operations, primarily with the Australian Federal Police (AFP) and NSW Crime Commission. Investigations include the completion of internal investigations and a joint NSW Police, AFP, Australian Crime Commission and NSW Crime Commission money laundering investigation.

The outcome of investigations across all major categories has remained relatively constant, except for murder investigations which often involve lengthy inquiries. Drug investigations often require the gathering of intelligence and evidence over a protracted period of time. This may include coordinating operations to close significant networks with individuals involved being arrested and charged.

Continual improvement and evidence/targeting practices has seen an increase in the number of offenders identified each year, with an increase of 6% in the last year. Police took legal action, other than issuing infringement notices, against approximately 164,000





alleged offenders in 2003-04 and no formal action was taken against a further 103,500 alleged offenders. Adult offenders account for 80% of all offenders.

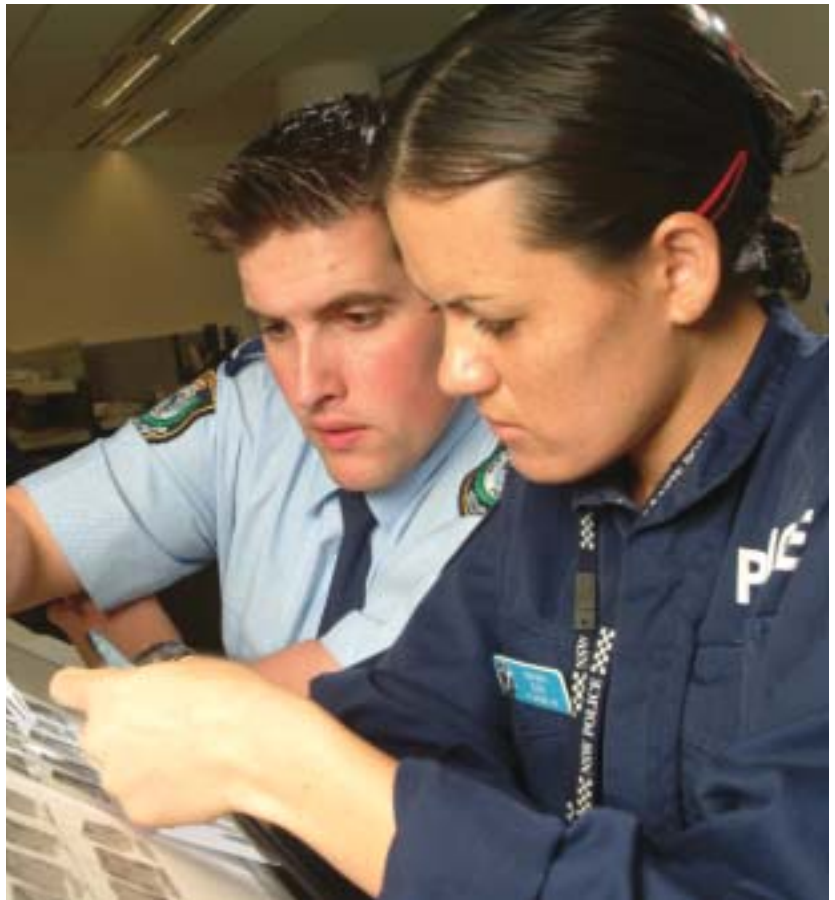
The NSW Police Forensic Services Group has several specialist units which concentrate on:

- the collection, analysis and interpretation of forensic evidence
- the identification or elimination of persons of interest
- assisting in the clarification of investigation outcomes.

In terms of forensic support crime scene examiners now attend considerably more crime scenes, more than double the number attended in 1998-99. The numbers of latent fingerprints lifted and persons identified as a result have also increased.

Using the DNA Database and other forensic procedures police have been able to solve crimes that might otherwise have remained unsolved. Several notable cases where links from the DNA Database have led to conviction are listed below.

- A suspect sample obtained from a convicted offender in January 2001 was linked to evidence submitted as part of the investigation of a 1990 murder. The suspect was extradited from interstate. He has since pleaded guilty to charges of murder, and steal motor vehicle. He was sentenced to gaol for 21 years in March 2004. This was the first murder conviction in Australia resulting from a “cold link” by a DNA Database system.
- An offender entered commercial premises in Granville to make enquiries regarding job vacancies. He stole the manager’s car keys from a table and drove away in the car. Prior to the theft of the car, the offender had been seen spitting on the ground. The saliva was submitted for a full DNA profile and was linked to a known offenders sample. The suspect was arrested, charged and convicted.
- A male driver was pulled over for a Random Breath Test. The driver was unable to produce a licence or other proof of identification. While the officer was verifying the registration, the car was driven away at high speed. It was later established that the car had been stolen. The tube used for breath testing was submitted for DNA analysis and linked to a convicted offender sample obtained in 2001. The offender was later sentenced to 12 months imprisonment.
- An offender committed two break and enter offences in rural NSW. On both occasions he removed a “popper” of juice from fridges, leaving the carton behind. Swabs from the cartons were analysed and the profile matched a convicted offender sample on the DNA database. The suspect was sentenced to 6 months imprisonment.
- In November 2002 a swab obtained by police from a suspect in Sydney was linked to a break and enter offence in July 2002, where \$48,000 worth of goods was stolen. The offender had cut himself while deactivating the security system, leaving behind blood evidence. The suspect was charged and his profile subsequently linked to another five break and enter offences. He was sentenced to five years imprisonment.
- A convicted offender sample obtained in August 2001 was linked to evidence



recovered from the scene of a home invasion and robbery of an 81-year old man in November 2002. Traces of blood had been left where the offender cut himself while smashing the windows of the victim's house. The offender was sentenced to three years imprisonment.

For the financial year 2003-04, the Crime Scene Branch have:

- attended and processed a total of 32,196 major crime scenes
- categorised 1,059 arson investigations
- undertaken 17,023 technical type investigations
- assisted at 1,512 suspicious death investigations
- attended 63 homicide investigations
- examined 31,096 items for fingerprints and developed 14,495 fingerprint marks.

The Integrated Ballistics Identification System (IBIS) is an automated computer system that enables NSW Police to easily store and compare the images of bullets and cartridge cases which provides the ability to solve complex firearm related crimes. The system has been used to assist the Australian Federal Police with shooting crimes in

East Timor and now contains the largest database of images of test firings and firearm related evidence in Australia. IBIS currently has 7,359 cases and 14,428 images in the database.

Livescan is an inkless fingerprint process that uses digital technology to scan finger and palm prints at police stations. There are now a total of 99 Livescan devices installed at police stations across the state.

## TRAFFIC POLICING



Traffic Services accounts for approximately 10% of the NSW Police budget and are primarily concerned with road safety through high visibility patrolling of roads, conduct of special operations around black spots and at peak accident periods, and the enforcement of speed and alcohol laws.

The number of fatal vehicle collisions has remained steady at about 500 per year over the last five years. The number of injury collisions fell.

To augment the traffic enforcement services already provided the Roads and Traffic Authority and NSW Police have developed an Enhanced Enforcement Program (EEP). The aim of the EEP, is to enhance the level of visible Police enforcement activity over and above normal operating requirements. The enhanced profile seeks to deter drivers and other road users from unsafe road use behaviour.

“Operation WestRoads” represents the major traffic strategy of the Western Region to reduce the road toll within its vast borders. “Operation WestRoads” is

a joint initiative of the Roads and Traffic Authority, Local Government Road Safety Officers and NSW Police. The key to the strategy is the direct linking of road safety education via the media and promotions with targeted police enforcement in the areas of speed, alcohol impaired driving, the non use of occupant restraints and fatigue driving.

“Operation Coastroads” was conducted along the Pacific Highway during the peak summer holiday period between 13 December to 29 January. As a result, fatal crashes on the Pacific Highway fell by 20% during this holiday period. Alcohol related accidents decreased by just over 15% and crashes resulting in injury down by 2.4%.

“Operation Southroads” officially commenced on 1 July 2003 in the Southern region. The operation targeted reduction in road trauma through intelligence based tasking and deterrence through highly visibility at identified locations. Since the inception of “Southroads” there has been a decrease in the average number of crashes within the region compared to previous years. For the period July 2003 to April 2004:

- 428,968 breath tests were conducted
- 1,205 PCA (drink driving) charges were laid

- 122,143 traffic infringement notices were issued
- 4,661 charges were laid, which includes 763 criminal and warrant charges

“Operation Snowsafe” is an annual traffic enforcement operation conducted over the snow season commencing on the June long weekend and concluding at the end of the October long weekend. The operation targets road trauma reduction and is focused on the major routes leading to and from the snowfields. In 2003-04:

- 45,571 breath tests were conducted
- 115 PCA (drink driving) charges were laid
- 13,216 traffic infringement notices were issued
- 362 charges were laid, which includes 43 criminal and warrant charges.

**TRAFFIC RESULTS**

|   | 2003-04 | 2002-03 | 2001-02 | 2001-01 | 1999-00 |
|---|---------|---------|---------|---------|---------|
| Fatal collisions  | 498     | 474r    | 513     | 497     | 514     |
| Injury collisions   | 20775   | 21582r  | 22,184  | 21,904  | 21,637  |
| Drivers charged with PCAR                                       | 26,582  | 27,066  | 24,315  | 24,190  | 23,280  |
| Drivers charged with exceeding speed limit                      | 2712    | 2369    | 1830    | 1671    | 1465    |
| <b>Persons aged 18 and over:<sup>a,b</sup></b>                  |         |         |         |         |         |
| wear a seatbelt always/ most of the time                        | n.a.    | n.a.    | n.a.    | 98      | 98      |
| never/sometimes drive not wearing seat belt                     | - % 98  | 84      | 85      | n.a.    | n.a.    |
| - mean (1 to 5)   | 1.1     | 1.1     | 1.1     |         |         |
| never/sometimes drive over the speed limit by 10 km or more - % | 89      | 85      | 79      | 70      | 70      |
| - mean (1 to 5)   | 1.8     | 1.0     | 1.8     |         |         |
| never/sometimes drive when over 0.05 blood alcohol limit - %    | 100     | 85      | 86      | 84      | 84      |
| - mean (1 to 5)   | 1.1     | 1.1     | 1.1     |         |         |
| never/sometimes drive when over tired                           | - % 96  | 82      | 84      | n.a.    | n.a.    |
| - mean (1 to 5)   | 1.6     | 1.6     | 1.5     |         |         |
| never/sometimes drive when impaired by medication/drugs         | - % 100 | 85      | 86      | n.a.    | n.a.    |
| - mean (1 to 5)   | 1.0     | 1.0     | 1.0     |         |         |

**a** Since 2001-02, estimates relate to the 12 months to June and are not strictly comparable with earlier years. 2000-01 relates to 12 months to November 2000, and 1999-00 relates to 12 months to May 2000 **b** The scale shown, in brackets, used to derive the mean score is 1-never, 2-sometimes, 3-half the time, 4-most of the time, 5-always. **n.a.** Not available. Sources: NSW Police: Computerised Operational Policing system (COPS); ACPR & ABS, Community Attitudes to Policing Survey.



“Operation RAID” is an annual drink driving operation conducted in the lead up to Christmas. The aim of this operation is to Remove Alcohol Impaired Drivers from NSW roads through deterrence and detection by significantly increased random breath testing activities. This is a joint operation with police from Victoria, South Australia, Southern and Western Regions. During the three week operation:

- 113 joint operations were conducted
- 223,933 breath tests were conducted
- 894 PCA (drink driving) charges were laid
- 20,669 infringement notices were issued.

Photo Courtesy of the Roads and Traffic Authority



## JUDICIAL SUPPORT

Judicial support services relate to the preparation and presentation of matters in court or application of court alternative processes, and the management of prisoners while in police custody. Judicial support services account for a little less than 10% of NSW Police budget.

Court action was taken against 96% of alleged adult offenders proceeded against while almost 75% of juveniles proceeded against were diverted from court.

Under the *Young Offender's Act 1998* police must consider other appropriate diversion programs that are available to them within the justice system such as Youth Conferencing. Diversion can only occur in specific circumstances.

Approximately 54,700 juveniles were identified as offenders (representing about 20% of all alleged offenders), however of these, only 10,200 (19%) were sent to court. No formal action was taken against 14,500 (27%) juvenile offenders. About 29,600 juveniles (54%) were dealt with by some formal diversionary process. Warnings were given to 18,500 (34%),

Cautions to 9,300 (17%) and 1,900 (3%) were scheduled for Youth Community Conferences.

The Bail Amendment (Repeat Offenders) Act 2002 commenced in July 2002. The Act removed the presumption in favour of bail for persons with prior convictions of failing to appear at court or for other indictable offences, and for those who commit further offences while on bail or parole. A major aim of the legislation was to ensure accused persons attend court. Commenting on the impact of the legislation in the 18 months period (July 2002 to December 2003) after its commencement, BOCSAR (Crime and Justice Bulletin, Number 83, August 2004) stated:

“the bail refusal rate for defendants appearing in NSW criminal courts has increased by seven per cent. The increase is greatest among defendants targeted by the amendments, ... Since the bail amendments the rate of absconding (failing to appear) has fallen by 18.4 per cent in Local Courts and 46.4 per cent in the Higher Courts.”

Approximately 39% of appeals against conviction were upheld in 2003. Although the proportion of appeals

upheld rose from 31% in 2002, this still indicates a satisfactory result for police investigations and the preparation and presentation of cases at court. Costs awarded against police by the Local Court fell from \$668,000 in 2002-03 to \$589,000 in 2003-04 (the average cost awarded per adult proceeded against to court increased from about \$4.10 in 2000-01 to \$5.60 in 2002-03 and decreased to \$4.95 in 2003-04).

Police only detain persons for the purpose of the investigation or protective custody. Prisoners can also be detained for short periods until such time as they can be transferred to the Department of Corrective Services or the Department of Juvenile Justice.

Police custody officers are specially trained to ensure the wellbeing of persons and to limit the possibility of injury or self harm while in custody. Custody managers also ensure people in custody are accorded their rights via the detention after arrest requirements. There was a 17% decrease in the number of complaints related to custody (see Appendix 22).



**PERCENTAGE OF FINALISED INCIDENTS WHERE AN OFFENDER HAS BEEN PROCEEDED AGAINST<sup>a</sup>**

|   | 2003-04 | 2002-03 | 2001-02 | 2000-01 | 1999-00 |
|---|---------|---------|---------|---------|---------|
| Assault   | 85      | 84      | 83      | 83      | 83      |
| Unlawful Entry with Intent <sup>b</sup>                                   | 68      | 69      | 71      | 71      | 72      |
| Car theft   | 72      | 76      | 79      | 78      | 79      |
| Stealing  | 87      | 86      | 86      | 87      | 88      |
| Robbery   | 69      | 70      | 74      | 71      | 73      |
| Sexual assault  | 56      | 56      | 52      | 55      | 63      |
| Murder  | 75      | 87      | 95      | 93      | 94      |
| <b>Offenders proceeded against:</b>                                       |         |         |         |         |         |
| Adults - to court   | 119077  | 119968  | 118576  | 120688  | 120229  |
| - diverted  | 4845    | 3679    | 3608    | 3018    | 467     |
| Juveniles - to court  | 10195   | 9632    | 9945    | 10367   | 12238   |
| - diverted  | 29642   | 28821   | 24727   | 20917   | 17981   |
| <b>Local Court,<sup>a</sup> Appearances finalised</b>                     |         |         |         |         |         |
| Persons charged (thous)   | 133.1   | 130.6   | 133.2   | 124.2   | 132.6   |
| % Guilty  | 85      | 87      | 88      | 88      | 88      |
| <b>Children's Courts,<sup>a</sup> appearances finalised</b>               |         |         |         |         |         |
| Persons charged   | 7903    | 8547    | 8562    | 9368    | 13672   |
| % Proven  | 66      | 63      | 64      | 71      | 75      |
| <b>NSW Higher Courts,<sup>a</sup> trial and sentences cases finalised</b> |         |         |         |         |         |
| Persons charged   | 3673    | 3664    | 3733    | 3831    | 3912    |
| % Guilty  | 81      | 80      | 75      | 76      | 72      |
| <b>Costs awarded against the police through criminal cases (\$,000)</b>   |         |         |         |         |         |
|   | 589     | 668     | 520     | 492     | n.a.    |

<sup>a</sup> Figures relate to calendar years. <sup>b</sup> Includes Break & Enter and Steal from inside a dwelling house.  
 Note: Sources: ABS, Recorded Crime Australia; BOCSAR, NSW Criminal Courts Statistics

# FINANCIAL PERFORMANCE

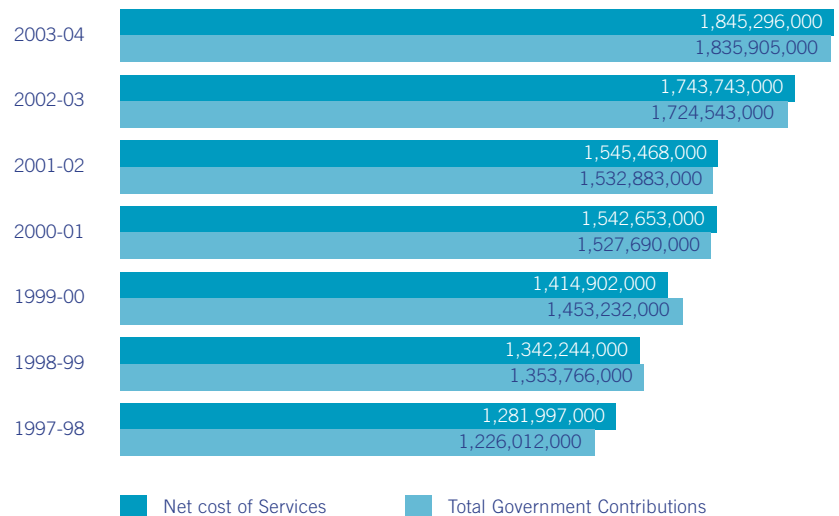
## SUMMARY

The NSW Police 2003-04 financial results were affected by costs associated with Police Operations including Taskforce Gain, Operation Vikings, Handgun Buyback, the Rugby World Cup and transfer of the Infringement Processing Bureau to the Office of State Revenue.

### MAJOR EXPENSES

The total expense of services was \$1,885.3 million. About 76 percent of this amount represented employee-related expenses (\$1,437.2 million), with \$1,127.0 million spent on salaries, wages and entitlements. Employee-related expenses fell by 1 percent of total expense of services as it was in 2002-03. Maintenance of police stations, residences and leased premises totalled \$13.9 million.

### COSTS & CONTRIBUTIONS

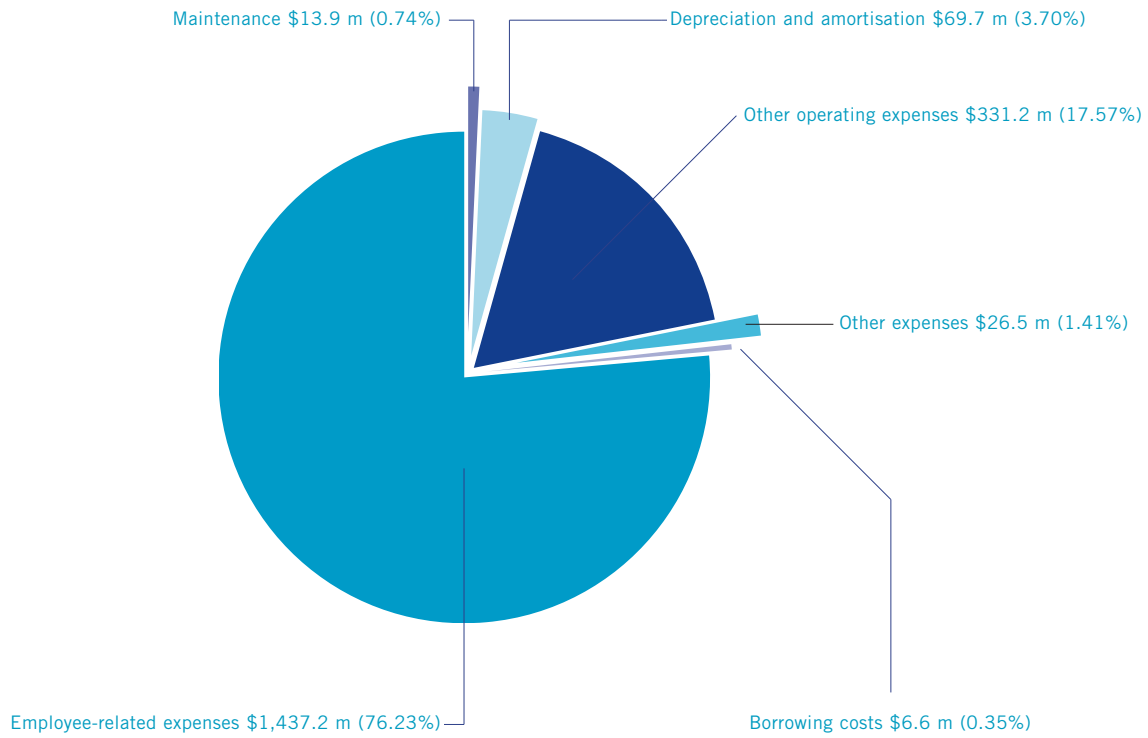


### CONTRIBUTIONS AND REVENUE

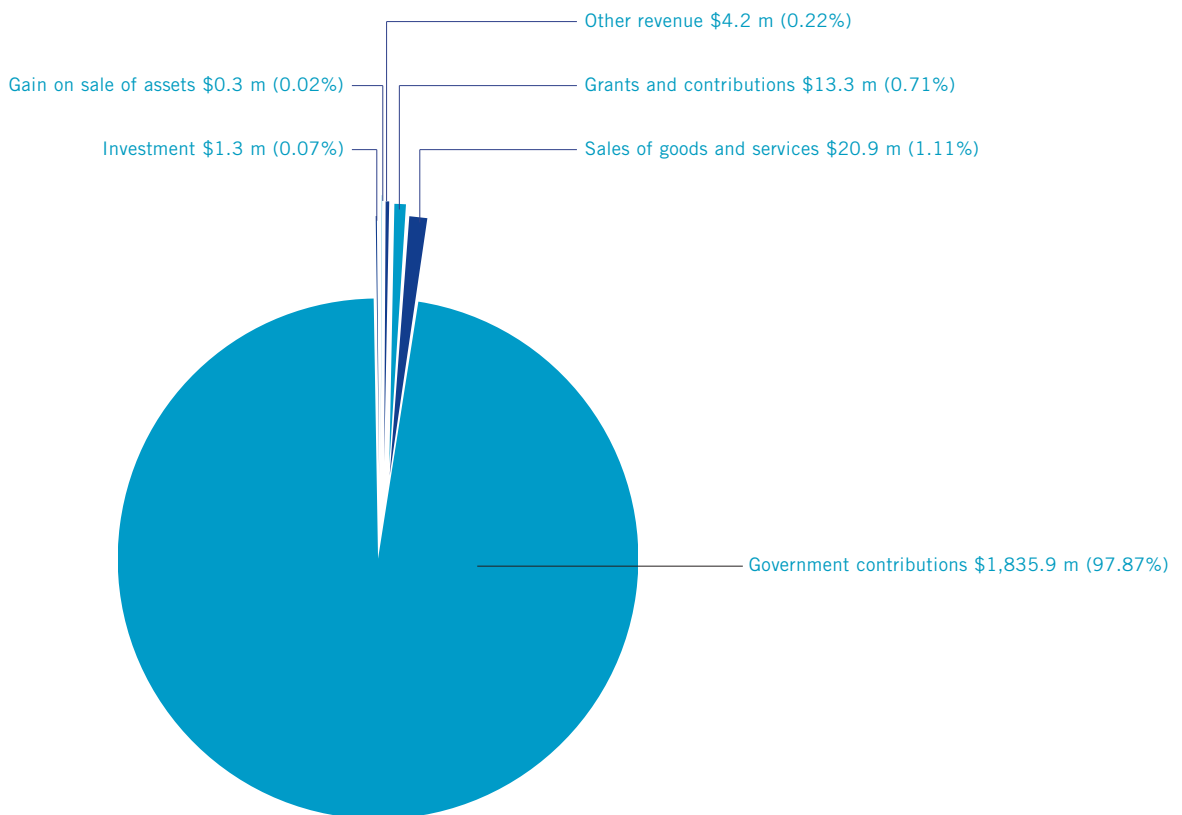
Total Government contributions were \$1,835.9 million. This contribution consists of a recurrent appropriation, capital appropriation and Crown acceptance of certain employee-related costs such as superannuation and long service leave expenses. Capital appropriation was \$77.4 million. Revenue from the sale of goods and services was \$20.9 million, about 46 percent less than 2002-03 due to the transfer in the year of the Infringement Processing Bureau to the Office of State Revenue on 1 October 2003. Revenue from grants and contributions was \$13.3 million. Major revenue contributions were \$4.1 million from the Commercial Services Unit, Infringement Processing Bureau and \$8.2 million from minor user charges (this is included in \$20.9 million sale of goods and services). The Roads and Traffic Authority (RTA) contributed \$6.3 million as part of its Road Trauma Program.



**TOTAL EXPENDITURE \$1,885.3 MILLION**



**TOTAL REVENUE \$1,875.9 MILLION**



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# FINANCIAL REPORT

AS AT 30 JUNE 2004

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Issued: 21 September 2004

## Financial Report Contents

- 38 Independent Audit Report
- 39 Statement of Financial Performance
- 40 Statement of Financial Position
- 41 Statement of Cash Flows
- 42 Program Statement – Expenses and Revenues
- 44 Summary of Compliance with Financial Directives
- 46 Notes to and forming part of the 2003-2004 Financial Report

## NSW POLICE FINANCIAL REPORT

For the Year Ended 30 June 2004

Pursuant to section 45F of the *Public Finance and Audit Act 1983*, we state that:

- (a) the accompanying financial statements have been prepared in accordance with the provisions of the *Public Finance and Audit Act 1983*, the *Financial Reporting Code for Budget Dependent General Government Sector Agencies*, the applicable clauses of the *Public Finance and Audit Regulation 2000*, applicable Australian Accounting Standards, other mandatory professional reporting requirements and Treasury Accounting Policy Statements;
- (b) the statements exhibit a true and fair view of the financial position and transactions of NSW Police; and
- (c) we are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.



Ken Moroney  
Commissioner

Dated: 28.9.04.



Manfred von Kowalski  
A/General Manager, Financial Services

Dated: 28.9.04

# INDEPENDENT AUDIT REPORT



GPO BOX 12  
SYDNEY NSW 2001

## INDEPENDENT AUDIT REPORT

### NSW Police

To Members of the New South Wales Parliament

#### Audit Opinion

In my opinion the financial report of NSW Police:

- (a) presents fairly NSW Police's financial position as at 30 June 2004 and its financial performance and cash flows for the year ended on that date, in accordance with applicable Accounting Standards and other mandatory professional reporting requirements in Australia, and
- (b) complies with section 45E of the *Public Finance and Audit Act 1983* (the Act).

My opinion should be read in conjunction with the rest of this report.

#### The Commissioner's Role

The financial report is the responsibility of the Commissioner of Police. It consists of the statement of financial performance, the statement of financial position, the statement of cash flows, the program statement - expenses and revenues, the summary of compliance with financial directives and the accompanying notes.

#### The Auditor's Role and the Audit Scope

As required by the Act, I carried out an independent audit to enable me to express an opinion on the financial report. My audit provides *reasonable assurance* to members of the New South Wales Parliament that the financial report is free of *material* misstatement.

My audit accorded with Australian Auditing and Assurance Standards and statutory requirements, and I:

- evaluated the accounting policies and significant accounting estimates used by the Secretary in preparing the financial report, and
- examined a sample of the evidence that supports the amounts and other disclosures in the financial report.

An audit does *not* guarantee that every amount and disclosure in the financial report is error free. The terms 'reasonable assurance' and 'material' recognise that an audit does not examine all evidence and transactions. However, the audit procedures used should identify errors or omissions significant enough to adversely affect decisions made by users of the financial report or indicate that the Secretary had not fulfilled his reporting obligations.

My opinion does *not* provide assurance:

- about the future viability of NSW Police,
- that NSW Police has carried out its activities effectively, efficiently and economically,
- about the effectiveness of its internal controls, or
- on the assumptions used in formulating the budget figures disclosed in the financial report.

#### Audit Independence

The Audit Office complies with all applicable independence requirements of Australian professional ethical pronouncements. The Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General, and
- mandating the Auditor-General as auditor of public sector agencies but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Audit Office are not compromised in their role by the possibility of losing clients or income.

Handwritten signature of R J Sendt in blue ink.

R J Sendt  
Auditor-General

SYDNEY  
28 September 2004

# NSW POLICE STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2004

|   | Notes | Actual<br>2004<br>\$'000 | Budget<br>2004<br>\$'000 | Actual<br>2003<br>\$'000 |
|---|-------|--------------------------|--------------------------|--------------------------|
| <b>Expenses</b>   |       |                          |                          |                          |
| Operating expenses  |       |                          |                          |                          |
| Employee related  | 2(a)  | 1,437,229                | 1,405,995                | 1,401,898                |
| Other operating expenses  | 2(b)  | 331,246                  | 345,598                  | 321,033                  |
| Maintenance   |       | 13,943                   | 13,269                   | 12,377                   |
| Depreciation and amortisation   | 2(c)  | 69,705                   | 75,760                   | 61,449                   |
| Grants and subsidies  | 2(d)  | 1                        | 5                        | 5                        |
| Borrowing costs   | 2(e)  | 6,644                    | 6,919                    | -                        |
| Other expenses  | 2(f)  | 26,530                   | 27,670                   | 1,890                    |
| <b>Total Expenses</b>   |       | <b>1,885,298</b>         | <b>1,875,216</b>         | <b>1,798,652</b>         |
| Less:   |       |                          |                          |                          |
| <b>Retained Revenue</b>   |       |                          |                          |                          |
| Sale of goods and services  | 3(a)  | 20,946                   | 32,762                   | 38,528                   |
| Investment income   | 3(b)  | 1,252                    | 1,015                    | 1,082                    |
| Grants and contributions  | 3(c)  | 13,306                   | 8,188                    | 13,200                   |
| Other revenue   | 3(d)  | 4,150                    | -                        | 3,792                    |
| <b>Total Retained Revenue</b>   |       | <b>39,654</b>            | <b>41,965</b>            | <b>56,602</b>            |
| Gain/(loss) on disposal of non-current assets   | 4     | 348                      | (2,322)                  | (1,693)                  |
| <b>Net Cost of Services</b>   | 22    | <b>(1,845,296)</b>       | <b>(1,835,573)</b>       | <b>(1,743,743)</b>       |
| <b>Government Contributions</b>   |       |                          |                          |                          |
| Recurrent appropriation   | 5     | 1,562,806                | 1,577,098                | 1,432,820                |
| Capital appropriation   | 5     | 77,437                   | 78,505                   | 82,088                   |
| Asset sale proceeds transferred to the Crown Entity   |       | -                        | (3,150)                  | (191)                    |
| Acceptance by the Crown Entity of employee benefits and other liabilities                         | 6     | 195,662                  | 169,922                  | 209,826                  |
| <b>Total Government Contributions</b>   |       | <b>1,835,905</b>         | <b>1,822,375</b>         | <b>1,724,543</b>         |
| <b>DEFICIT FOR THE YEAR</b>   | 17    | <b>(9,391)</b>           | <b>(13,198)</b>          | <b>(19,200)</b>          |
| <b>NON-OWNER TRANSACTION</b>  |       |                          |                          |                          |
| <b>CHANGES IN EQUITY</b>  |       |                          |                          |                          |
| Net increase in asset revaluation reserve   | 17    | 76,784                   | 21,805                   | 50,926                   |
| <b>TOTAL REVENUES, EXPENSES AND VALUATION</b>   |       |                          |                          |                          |
| <b>ADJUSTMENTS RECOGNISED DIRECTLY IN EQUITY</b>  | 17    | <b>76,784</b>            | <b>21,805</b>            | <b>50,926</b>            |
| <b>TOTAL CHANGES IN EQUITY OTHER THAN THOSE RESULTING FROM TRANSACTIONS WITH OWNERS AS OWNERS</b> | 17    | <b>67,393</b>            | <b>8,607</b>             | <b>31,726</b>            |

The accompanying notes form part of these statements

# NSW POLICE

## STATEMENT OF FINANCIAL POSITION

### AS AT 30 JUNE 2004

|  | Notes  | Actual<br>2004<br>\$'000 | Budget<br>2004<br>\$'000 | Actual<br>2003<br>\$'000 |
|--|--------|--------------------------|--------------------------|--------------------------|
| <b>ASSETS</b>                              |        |                          |                          |                          |
| <b>Current Assets</b>                      |        |                          |                          |                          |
| Cash                                       | 8      | 24,475                   | 26,210                   | 36,197                   |
| Receivables                                | 9      | 14,215                   | 30,129                   | 22,438                   |
| Inventories                                | 10     | 1,878                    | 3,236                    | 2,746                    |
| Other                                      | 11     | 6,795                    | 1,158                    | 2,967                    |
| <b>Total Current Assets</b>                |        | <b>47,363</b>            | <b>60,733</b>            | <b>64,348</b>            |
| <b>Non-Current Assets</b>                  |        |                          |                          |                          |
| Property, Plant and Equipment              |        |                          |                          |                          |
| - Land and Buildings                       | 12 (a) | 855,032                  | 843,098                  | 620,214                  |
| - Plant and Equipment                      | 12 (b) | 258,155                  | 239,569                  | 229,120                  |
| <b>Total Property, Plant and Equipment</b> |        | <b>1,113,187</b>         | <b>1,082,667</b>         | <b>849,334</b>           |
| <b>Total Non-Current Assets</b>            |        | <b>1,113,187</b>         | <b>1,082,667</b>         | <b>849,334</b>           |
| <b>Total Assets</b>                        |        | <b>1,160,550</b>         | <b>1,143,400</b>         | <b>913,682</b>           |
| <b>LIABILITIES</b>                         |        |                          |                          |                          |
| <b>Current Liabilities</b>                 |        |                          |                          |                          |
| Payables                                   | 13     | 50,996                   | 54,893                   | 60,780                   |
| Interest bearing liabilities               | 14     | 910                      | 910                      | -                        |
| Provisions                                 | 15     | 147,400                  | 152,852                  | 139,310                  |
| Other                                      | 16     | 26,530                   | 32,255                   | 29,881                   |
| <b>Total Current Liabilities</b>           |        | <b>225,836</b>           | <b>240,910</b>           | <b>229,971</b>           |
| <b>Non-Current Liabilities</b>             |        |                          |                          |                          |
| Interest bearing liabilities               | 14     | 186,044                  | 186,044                  | -                        |
| Provisions                                 | 15     | 61,597                   | 72,703                   | 51,531                   |
| <b>Total Non-Current Liabilities</b>       |        | <b>247,641</b>           | <b>258,747</b>           | <b>51,531</b>            |
| <b>Total Liabilities</b>                   |        | <b>473,477</b>           | <b>499,657</b>           | <b>281,502</b>           |
| <b>Net Assets</b>                          |        | <b>687,073</b>           | <b>643,743</b>           | <b>632,180</b>           |
| <b>EQUITY</b>                              |        |                          |                          |                          |
| Reserves                                   | 17     | 225,989                  | 202,474                  | 149,205                  |
| Accumulated funds                          | 17     | 461,084                  | 441,269                  | 482,975                  |
| <b>Total Equity</b>                        |        | <b>687,073</b>           | <b>643,743</b>           | <b>632,180</b>           |

The accompanying notes form part of these statements



# NSW POLICE STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2004

|  | Notes | Actual<br>2004<br>\$'000 | Budget<br>2004<br>\$'000 | Actual<br>2003<br>\$'000 |
|--|-------|--------------------------|--------------------------|--------------------------|
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>                      |       |                          |                          |                          |
| <b>Payments</b>  |       |                          |                          |                          |
| Employee related   |       | (1,291,524)              | (1,294,047)              | (1,182,383)              |
| Grants and subsidies   | (1)   | -                        | -                        | (5)                      |
| Finance costs  |       | (6,644)                  | (6,516)                  | -                        |
| Other  |       | (409,877)                | (439,645)                | (360,323)                |
| <b>Total Payments</b>  |       | <b>(1,708,046)</b>       | <b>(1,740,208)</b>       | <b>(1,542,711)</b>       |
| <b>Receipts</b>  |       |                          |                          |                          |
| Sale of goods and services                                       |       | 24,271                   | 17,067                   | 35,527                   |
| Interest received  |       | 1,364                    | 1,300                    | 1,143                    |
| Other  |       | 69,374                   | 68,745                   | 57,646                   |
| <b>Total Receipts</b>  |       | <b>95,009</b>            | <b>87,112</b>            | <b>94,316</b>            |
| <b>Cash Flows from Government</b>                                |       |                          |                          |                          |
| Recurrent appropriation  |       | 1,565,578                | 1,577,098                | 1,433,951                |
| Capital appropriation  |       | 81,247                   | 78,505                   | 87,264                   |
| Asset sale proceeds transferred to the Crown Entity              |       | -                        | (3,150)                  | (191)                    |
| Cash reimbursements from the Crown Entity                        |       | 50,734                   | 50,600                   | 42,482                   |
| Cash transfers to the Consolidated Fund                          |       | (6,307)                  | (6,307)                  | (866)                    |
| <b>Net Cash Flows from Government</b>                            |       | <b>1,691,252</b>         | <b>1,696,746</b>         | <b>1,562,640</b>         |
| <b>NET CASH FLOWS FROM OPERATING ACTIVITIES</b>                  | 22    | <b>78,215</b>            | <b>43,650</b>            | <b>114,245</b>           |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>                      |       |                          |                          |                          |
| Proceeds from sale of Land and Buildings and Plant and Equipment | 4     | 4,848                    | 7,629                    | 672                      |
| Purchases of Land and Buildings and Plant and Equipment          |       | (82,096)                 | (83,629)                 | (92,016)                 |
| <b>NET CASH FLOWS FROM INVESTING ACTIVITIES</b>                  |       | <b>(77,248)</b>          | <b>(76,000)</b>          | <b>(91,344)</b>          |
| <b>CASH FLOWS FROM FINANCING ACTIVITIES</b>                      |       |                          |                          |                          |
| Proceeds from borrowings and advances                            | 16    | 10,000                   | -                        | -                        |
| Repayment of borrowings and advances                             |       | (374)                    | (374)                    | -                        |
| <b>NET CASH FLOWS FROM FINANCING ACTIVITIES</b>                  |       | <b>9,626</b>             | <b>(374)</b>             | <b>-</b>                 |
| <b>NET INCREASE / (DECREASE) IN CASH</b>                         |       |                          |                          |                          |
| Opening cash and cash equivalents                                | 8     | 36,197                   | 36,197                   | 13,296                   |
| Cash transferred out as a result of administrative restructuring | 18    | (22,315)                 | -                        | -                        |
| <b>CLOSING CASH AND CASH EQUIVALENTS</b>                         | 8     | <b>24,475</b>            | <b>3,473</b>             | <b>36,197</b>            |

The accompanying notes form part of these statements

# NSW POLICE PROGRAM STATEMENT – EXPENSES AND REVENUES FOR THE YEAR ENDED 30 JUNE 2004

| EXPENSES & REVENUES                                    | Program 52.1.1*    |                    | Program 52.1.2*  |                  |
|--|--------------------|--------------------|------------------|------------------|
|  | 2004<br>\$'000     | 2003<br>\$'000     | 2004<br>\$'000   | 2003<br>\$'000   |
| <b>Expenses</b>  |                    |                    |                  |                  |
| Operating expenses                                     |                    |                    |                  |                  |
| – Employee related                                     | 819,220            | 848,148            | 379,430          | 308,418          |
| – Other operating expenses                             | 188,810            | 194,225            | 87,450           | 70,627           |
| Maintenance  | 7,948              | 7,488              | 3,681            | 2,723            |
| Depreciation and amortisation                          | 39,732             | 37,176             | 18,403           | 13,519           |
| Grants and subsidies                                   | 1                  | 3                  | -                | 1                |
| Borrowing costs  | 3,787              | -                  | 1,754            | -                |
| Other expenses   | 15,122             | -                  | 7,004            | -                |
| <b>Total Expenses</b>                                  | <b>1,074,620</b>   | <b>1,087,040</b>   | <b>497,722</b>   | <b>395,288</b>   |
| <b>Retained Revenue</b>                                |                    |                    |                  |                  |
| Sale of goods and services                             | 10,447             | 10,634             | 3,373            | 6,863            |
| Investment income                                      | 714                | 654                | 331              | 238              |
| Grants and contributions                               | 7,584              | 5,337              | 3,513            | 1,728            |
| Other revenue  | 2,366              | 2,294              | 1,096            | 834              |
| <b>Total Retained Revenue</b>                          | <b>21,111</b>      | <b>18,919</b>      | <b>8,313</b>     | <b>9,663</b>     |
| <b>Gain / (loss) on disposal of non-current assets</b> | <b>199</b>         | <b>( 1,024)</b>    | <b>92</b>        | <b>( 373)</b>    |
| <b>NET COST OF SERVICES</b>                            | <b>(1,053,310)</b> | <b>(1,069,145)</b> | <b>(489,317)</b> | <b>(385,998)</b> |
| <b>Government contributions **</b>                     | <b>-</b>           | <b>-</b>           | <b>-</b>         | <b>-</b>         |
| <b>NET EXPENDITURE/(REVENUE) FOR THE YEAR</b>          | <b>(1,053,310)</b> | <b>(1,069,145)</b> | <b>(489,317)</b> | <b>(385,998)</b> |
| <b>ADMINISTERED EXPENSES &amp; REVENUES</b>            |                    |                    |                  |                  |
|  | Program 52.1.1*    |                    | Program 52.1.2*  |                  |
|  | 2004<br>\$'000     | 2003<br>\$'000     | 2004<br>\$'000   | 2003<br>\$'000   |
| <b>Administered Expenses</b>                           |                    |                    |                  |                  |
| Transfer Payments                                      |                    |                    |                  |                  |
| Other  |                    |                    |                  |                  |
| <b>Total Administered Expenses</b>                     | <b>-</b>           | <b>-</b>           | <b>-</b>         | <b>-</b>         |
| <b>Administered Revenues</b>                           |                    |                    |                  |                  |
| Consolidated Fund                                      |                    |                    |                  |                  |
| – Taxes, fees and fines                                | -                  | -                  | -                | -                |
| – Other  | -                  | -                  | -                | -                |
| <b>Total Administered Revenues</b>                     | <b>-</b>           | <b>-</b>           | <b>-</b>         | <b>-</b>         |
| <b>Administered Revenues less Expenses</b>             | <b>-</b>           | <b>-</b>           | <b>-</b>         | <b>-</b>         |

\* The name and purpose of each program is summarised in Note 7.

\*\* Appropriations are made on an agency basis and not to individual programs.

Consequently, government contributions must be included in the 'Not Attributed' column.

# NSW POLICE SUPPLEMENTARY FINANCIAL STATEMENTS

|  | Program 52.1.3*  |                   | Program 52.1.4*  |                   | Not Attributed   |                  | Total               |                     |
|--|------------------|-------------------|------------------|-------------------|------------------|------------------|---------------------|---------------------|
|  | 2004<br>\$'000   | 2003<br>\$'000    | 2004<br>\$'000   | 2003<br>\$'000    | 2004<br>\$'000   | 2003<br>\$'000   | 2004<br>\$'000      | 2003<br>\$'000      |
|  | 126,478          | 112,152           | 112,101          | 133,180           | -                | -                | 1,437,229           | 1,401,898           |
|  | 29,150           | 25,683            | 25,836           | 30,498            | -                | -                | 331,246             | 321,033             |
|  | 1,227            | 990               | 1,087            | 1,176             | -                | -                | 13,943              | 12,377              |
|  | 6,134            | 4,916             | 5,436            | 5,838             | -                | -                | 69,705              | 61,449              |
|  | -                | -                 | -                | 1                 | -                | -                | 1                   | 5                   |
|  | 585              | -                 | 518              | -                 | -                | -                | 6,644               | -                   |
|  | 2,335            | -                 | 2,069            | 1,890             | -                | -                | 26,530              | 1,890               |
|  | <b>165,909</b>   | <b>143,741</b>    | <b>147,047</b>   | <b>172,583</b>    | -                | -                | <b>1,885,298</b>    | <b>1,798,652</b>    |
|  | 6,463            | 20,053            | 663              | 978               | -                | -                | 20,946              | 38,528              |
|  | 110              | 87                | 97               | 103               | -                | -                | 1,252               | 1,082               |
|  | 1,171            | 5,389             | 1,038            | 746               | -                | -                | 13,306              | 13,200              |
|  | 365              | 304               | 323              | 360               | -                | -                | 4,150               | 3,792               |
|  | <b>8,109</b>     | <b>25,833</b>     | <b>2,121</b>     | <b>2,187</b>      | -                | -                | <b>39,654</b>       | <b>56,602</b>       |
|  | <b>31</b>        | <b>( 135)</b>     | <b>26</b>        | <b>( 161)</b>     | -                | -                | <b>348</b>          | <b>( 1,693)</b>     |
|  | <b>(157,769)</b> | <b>( 118,043)</b> | <b>(144,900)</b> | <b>( 170,557)</b> | -                | -                | <b>( 1,845,296)</b> | <b>( 1,743,743)</b> |
|  | -                | -                 | -                | -                 | <b>1,835,905</b> | <b>1,724,543</b> | <b>1,835,905</b>    | <b>1,724,543</b>    |
|  | <b>(157,769)</b> | <b>(118,043)</b>  | <b>(144,900)</b> | <b>(170,557)</b>  | <b>1,835,905</b> | <b>1,724,543</b> | <b>( 9,391)</b>     | <b>( 19,200)</b>    |
|  |                  |                   |                  |                   |                  |                  |                     |                     |
|  | Program 52.1.3*  |                   | Program 52.1.4*  |                   | Not Attributed   |                  | Total               |                     |
|  | 2004<br>\$'000   | 2003<br>\$'000    | 2004<br>\$'000   | 2003<br>\$'000    | 2004<br>\$'000   | 2003<br>\$'000   | 2004<br>\$'000      | 2003<br>\$'000      |
|  | -                | -                 | -                | -                 | -                | -                | -                   | -                   |
|  | 35,351           | 121,083           | -                | -                 | 11,537           | 6,203            | 46,888              | 127,286             |
|  | -                | -                 | -                | -                 | 25               | 5,720            | 25                  | 5,720               |
|  | <b>35,351</b>    | <b>121,083</b>    | -                | -                 | <b>11,562</b>    | <b>11,923</b>    | <b>46,913</b>       | <b>133,006</b>      |
|  | <b>35,351</b>    | <b>121,083</b>    | -                | -                 | <b>11,562</b>    | <b>11,923</b>    | <b>46,913</b>       | <b>133,006</b>      |

# NSW POLICE SUMMARY OF COMPLIANCE WITH FINANCIAL DIRECTIVES FOR THE YEAR ENDED 30 JUNE 2004

## 2004

|  | RECURRENT<br>APPROP'N<br>\$'000 | EXPENDITURE /<br>NET CLAIM ON<br>CONSOLIDATED FUND<br>\$'000 |
|--|---------------------------------|--|
| <b>ORIGINAL BUDGET APPROPRIATION / EXPENDITURE</b>   |                                 |  |
| • Appropriation Act<br>Transfer to Recurrent   | 1,501,903                       | 1,493,319  |
| • Additional Appropriations  |                                 |  |
| • s 21A PF&AA - special appropriation  | 38,300                          | 38,300   |
| • s 24 PF&AA - transfers of functions between departments  |                                 |  |
| • s 26 PF&AA - Commonwealth specific purpose payments  |                                 |  |
|  | <b>1,540,203</b>                | <b>1,531,619</b>   |
| <b>OTHER APPROPRIATIONS / EXPENDITURE</b>  |                                 |  |
| • Treasurer's Advance (transfer from capital)<br>Transfer from Capital   | 21,784<br>14,000                | 17,187<br>14,000   |
| • Section 22 - expenditure for certain works and services  |                                 |  |
| • Transfers from another agency (s 25 of the Appropriation Act)  | (100)                           | -  |
|  | <b>35,684</b>                   | <b>31,187</b>  |
| <b>Total Appropriations [Subtotal 2] / Expenditure / Net Claim on Consolidated Fund [Total 1] (includes transfer payments)</b> | <b>1,575,887</b>                | <b>1,562,806</b>   |
| <b>Amount drawn down against Appropriation [Total 3]</b>   |                                 | <b>1,565,578</b>   |
| <b>Liability to Consolidated Fund* [Total 4]</b>   |                                 | <b>( 2,772)</b>  |

The Summary of Compliance is based on the assumption that Consolidated Fund moneys are spent first (except where otherwise identified or prescribed).

The "Liability to Consolidated Fund" represents the difference between the "Amount drawn down against appropriation" and the "Total Expenditure / Net Claim on Consolidated Fund".

# NSW POLICE SUPPLEMENTARY FINANCIAL STATEMENTS

## 2003

| CAPITAL<br>APPROP'N<br>\$'000 | EXPENDITURE /<br>NET CLAIM ON<br>CONSOLIDATED FUND<br>\$'000 | RECURRENT<br>APPROP'N<br>\$'000   | EXPENDITURE /<br>NET CLAIM ON<br>CONSOLIDATED FUND<br>\$'000 | CAPITAL<br>APPROP'N<br>\$'000  | EXPENDITURE /<br>NET CLAIM ON<br>CONSOLIDATED FUND<br>\$'000 |
|-------------------------------|--|-----------------------------------|--|--------------------------------|--|
| 66,492<br>(14,000)<br>2,742   | 52,492<br><br>2,705  | 1,401,320<br><br>-<br>-<br>-<br>- | 1,398,892<br><br>-<br>-<br>-<br>-                            | 75,264<br><br>-<br>-<br>-<br>- | 75,264<br><br>-<br>-<br>-<br>-                               |
| <b>55,234</b>                 | <b>55,197</b>  | <b>1,401,320</b>                  | <b>1,398,892</b>   | <b>75,264</b>                  | <b>75,264</b>  |
| 26,013<br><br>309             | 22,240<br><br>-  | 23,685<br><br>4,464<br>7,400      | 22,552<br><br>3,976<br>7,400                                 | -<br><br>12,000<br>-           | -<br><br>6,824<br>-  |
| <b>26,322</b>                 | <b>22,240</b>  | <b>35,549</b>                     | <b>33,928</b>  | <b>12,000</b>                  | <b>6,824</b>   |
| <b>81,556</b>                 | <b>77,437</b>  | <b>1,436,869</b>                  | <b>1,432,820</b>   | <b>87,264</b>                  | <b>82,088</b>  |
|                               | <b>81,247</b>  |                                   | <b>1,433,951</b>   |                                | <b>87,264</b>  |
|                               | <b>( 3,810)</b>  |                                   | <b>( 1,131)</b>  |                                | <b>( 5,176)</b>  |

# NSW POLICE

## Notes to and forming part of the 2003-2004 Financial Report

### 01 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

#### **a** Reporting Entity

The NSW Police, as a reporting entity, comprises all the entities under its control, including the Agency's commercial activities, namely: commercial infringement processing, uniform sales and the NSW Police College operations.

As at 1 October 2003, the Office of State Revenue (OSR) of the NSW Treasury, has taken over the management and control of the traffic infringement operations in NSW, including the commercial infringement processing. This significant change will impact on the NSW Police's reporting of its revenues and administered activities.

The reporting entity is consolidated as part of the NSW Total State Sector Accounts.

#### **b** Basis of Accounting

The NSW Police's financial statements are a general purpose financial report which has been prepared on an accruals basis and in accordance with:

- applicable Australian Accounting Standards;
- other authoritative pronouncements of the Australian Accounting Standards Board (AASB);
- Urgent Issues Group (UIG) Consensus Views;
- the requirements of the *Public Finance and Audit Act 1983* and regulations; and
- the Financial Reporting Directions published in the Financial Reporting Code for Budget Dependent General Government Sector Agencies or issued by the Treasurer under section 9(2)(n) of the Act.

Where there are inconsistencies between the above requirements, the legislative provisions have prevailed.

In the absence of a specific Accounting Standard, other authoritative pronouncements of the AASB or UIG Consensus View, the hierarchy of other pronouncements as outlined in AAS 6 "Accounting Policies" is considered.

Except for land and buildings and plant and equipment, some of which are recorded at valuation, the financial statements are prepared in accordance with the historical cost convention.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency.

#### **c** Administered Activities

The NSW Police administers, but does not control, certain activities on behalf of the Crown Entity. It is accountable for the transactions relating to those administered activities but does not have the discretion, for example, to deploy the resources for the achievement of the Agency's own objectives.

Transactions and balances relating to the administered activities are not recognised as activities of the NSW Police, but are disclosed in the accompanying schedules specifically as "Administered Activities".

The cash basis of accounting was adopted in the reporting of the administered activities, including infringements processing up to the end of September 2003. For reporting infringement processing, the cash basis is not materially different from the accrual basis.

#### **d** Revenue Recognition

Revenue is recognised when the NSW Police has control of the good or right to receive, it is probable that the economic

benefits will flow to the NSW Police and the amount of revenue can be measured reliably. Additional comments regarding the accounting policies for the recognition of revenue are discussed below.

#### **(i) Parliamentary Appropriations and Contributions from Other Bodies**

Parliamentary appropriations and contributions from other bodies (including grants and donations) are generally recognised as revenues when the NSW Police obtains control over the assets comprising the appropriations /contributions. Control over appropriations and contributions is normally obtained upon the receipt of cash.

An exception to the above is when appropriations are unspent at year end. In this case, the authority to spend the money lapses and generally the unspent amount must be repaid to the Consolidated Fund in the following financial year. As a result, unspent appropriations are accounted for as liabilities rather than revenue.

The liability is disclosed in Note 16 as part of 'Current Liabilities – Other'. The amount will be repaid and the liability will be extinguished next financial year.

#### **(ii) Sale of Goods and Services**

Revenue from the sale of goods and services comprises revenue from the provision of products or services, i.e. user charges. User charges are recognised as revenue when NSW Police obtains control of the assets that result from them.

#### **(iii) Investment Income**

Interest revenue is recognised as it accrues. Rent revenue is recognised in accordance with AASB 1008, "Leases".



# NSW POLICE

## Notes to and forming part of the 2003-2004 Financial Report

### e

#### Employee Benefits and Other Provisions

##### (i) Salaries and Wages, Annual Leave, Sick Leave and On-costs

Liabilities for salaries and wages (including non-monetary benefits), and annual leave are recognised and measured in respect of employees' services up to the reporting date at nominal amounts based on the amounts expected to be paid when the liabilities are settled.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

The outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax, which are consequential to employment, are recognised as liabilities and expenses where the employee benefits (to which they relate) have been recognised.

##### (ii) Long Service Leave and Superannuation

The liabilities for long service leave and superannuation of NSW Police are assumed by the Crown Entity. NSW Police accounts for the liability as having been extinguished, resulting in the amount assumed being shown as part of the non-monetary revenue item described as "Acceptance by the Crown Entity of Employee Benefits and Other Liabilities". AASB 1028 requires that employee benefit liabilities, such as long service leave, that are expected to be settled more than 12 months after the reporting date, must be measured as the present value of estimated future cash outflows to be made by the employer in respect of services provided by employees up to the reporting date. To perform present value calculations, simple factors have been derived to increase the long service leave liability to approximate present value

calculation. These factors will be reviewed and updated periodically by the Crown Entity.

The superannuation expense for the financial year is determined by using the formulae, specified in the Treasurer's Directions. The expense for certain superannuation schemes (i.e. Basic Benefit and First State Super) is calculated as a percentage of the employee's salary. For other superannuation schemes (i.e. State Superannuation Scheme and State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employee's superannuation contributions.

##### (iii) Other Provisions

Other provisions exist when NSW Police has a present legal, equitable or constructive obligation to make a future sacrifice of economic benefits to other entities as a result of past transactions or other past events. These provisions are recognised when it is probable that a future sacrifice of economic benefits will be required and the amount can be measured reliably.

Any provisions for restructuring are recognised either when a detailed formal plan has been developed or will be developed within prescribed time limits and where NSW Police has raised a valid expectation in those affected by the restructuring that it will carry out the restructuring.

##### (iv) Non-Renewal Benefit

Commissioned Police officers employed under fixed term appointment, are entitled to the payment of non-renewal benefits, equal to 12.5 percent of the accumulated salary earnings for each completed term of appointment. Such benefits are payable only on the officer's termination from NSW Police.

Liabilities for non-renewal benefits are

recognised from the beginning of the first fixed term appointment of each officer and are measured on the accumulated salary earnings of the officers at reporting date.

### f

#### Insurance

The insurance activities of NSW Police are conducted through NSW Treasury Managed Fund Scheme of self insurance for Government agencies. The Fund Manager determines the expense (premium), based on past experience and comparison with interstate benchmarks.

### g

#### Accounting for the Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where:

- the amount of GST incurred by NSW Police as a purchaser, which is not recoverable from the Australian Taxation Office, is recognised as part of the cost of acquisition of an asset or as part of an item of expense.
- receivables, payables and cash flows are stated on a gross basis with the GST amount included.

### h

#### Acquisition of Assets

The cost method of accounting is used for the initial recording of all acquisitions of assets controlled by NSW Police. Cost is determined as the fair value of the assets given as consideration plus the costs incidental to the acquisition.

Assets acquired at no cost, or for nominal consideration, are recognised initially as assets and revenues at their fair value at acquisition date. Fair value means the amount for which an asset could be exchanged between a

knowledgeable, willing buyer and seller in an arm's length transaction.

Assets transferred as a result of restructuring of administrative arrangements are recognised at their carrying value at the time of transfer, which equates to fair value.

Where settlement of any part of cash consideration is deferred, the amounts payable in the future are discounted to their present value at the acquisition date. The discount rate used is the incremental borrowing rate, being the rate at which a similar borrowing could be obtained.

### **i** Plant and Equipment

Plant and equipment costing \$5,000 and above, individually, are capitalised. In addition, personal computer systems (including printers) and communications equipment, valued at \$500 or more, are also capitalised.

### **j** Revaluation of Physical Non-Current Assets

NSW Police's building portfolio consists of land, police residences and police stations. Physical Non-Current Assets are valued in accordance with the "Guidelines for the Valuation of Physical Non-Current Assets at Fair Value" (TPP 03-02). This policy adopts fair value in accordance with AASB 1041 for financial years beginning on or after 1 July 2002. There is no substantive difference between the fair value valuation methodology and the previous valuation methodology adopted by NSW Police.

Where available, fair value is determined by the highest and best use of the asset on the basis of current market selling prices for the same or similar assets. Where market selling price is not available,

the asset's fair value is measured as its market buying price i.e. the replacement cost of the asset's remaining future economic benefits. Police Stations and associated administrative areas are valued based on the estimated written down replacement cost of the most appropriate modern equivalent replacement facility having a similar service potential to the existing asset. Land is valued at the highest and best use basis, subject to any restrictions or enhancements since acquisition. The land component of the building portfolio and police residences have been revalued with market value as the basis for revaluation. The agency is a not for profit entity with no cash generating operations.

Land and buildings are revalued over a three-year cycle. NSW Police undertake this progressive method of revaluation in accordance with Treasury Guidelines and AASB 1041 "Revaluation of Non-Current Assets". The last such revaluation was completed on 29 April 2004 and was based on an independent assessment.

Non-specialised assets with short useful lives are measured at depreciated historical cost, as a surrogate for fair value.

When revaluing non-current assets by reference to current prices for assets, newer than those being revalued (adjusted to reflect the present condition of the assets), the gross amount and the related accumulated depreciation is separately restated. Otherwise, any balances of accumulated depreciation existing at the revaluation date of those assets are credited to the asset accounts to which they relate. The net asset accounts are then increased or decreased by the revaluation increments or decrements.

Revaluation increments are credited directly to the asset revaluation reserve, except that, to the extent that an increment

reverses a revaluation decrement for that class of asset, previously recognised as an expense, the increment is recognised immediately as revenue.

Revaluation decrements are recognised immediately as expenses, except that, to the extent that a credit balance exists in the asset revaluation reserve for the same class of assets, they are debited directly to the asset revaluation reserve. Revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise.

Where an asset previously revalued is disposed of, any balance remaining in the asset revaluation reserve for that asset is transferred to accumulated funds.

### **k** Depreciation and Amortisation of Non-Current Physical Assets

Depreciation is provided for on a straight line basis for all depreciable assets so as to write off the depreciable amount, as consumed over its useful life, to NSW Police. Land is not a depreciable asset.

All material separately identifiable component assets are recognised and depreciated over their useful lives, including those components which, in effect, represent major periodic maintenance.

Current depreciation/amortisation rates are in the table opposite:

### **l** Maintenance and Repairs

The costs of maintenance and repairs are charged as expenses as incurred, except where they relate to the replacement of component of an asset, in which case the costs are capitalised and depreciated.

# NSW POLICE

## Notes to and forming part of the 2003-2004 Financial Report

| Category | Asset Category Name            | Rate                  |
|----------|--------------------------------|-----------------------|
| A        | Aircraft                       | 15%                   |
| B        | Buildings & improvements       | useful life per asset |
| C        | Computers                      | 25%                   |
| D        | Computer software              | 10%                   |
| E        | Furniture & fittings           | 10%                   |
| F        | Plant & equipment              | 10%                   |
| G        | Marine equipment               | 5%                    |
| H        | Transport equipment            | 15%                   |
| I        | Office equipment               | 10%                   |
| J        | Scientific apparatus           | 15%                   |
| K        | Radio communications           | 15%                   |
| M        | Firearms and dangerous weapons | 10%                   |
| N        | Musical instruments            | 10%                   |
| P        | Livestock                      | 12.5%                 |
| Q        | Leased Buildings               | lease term per asset  |

### **m** Leased Assets

A distinction is made between finance leases, which effectively transfer from the lessor to the lessee, substantially all the risks and benefits incidental to ownership of the leased assets, and operating leases under which the lessor effectively retains all such risks and benefits.

Where a non-current asset is acquired by means of a finance lease, the asset is recognised at its fair value at the inception of the lease. The corresponding liability is established at the same amount. Lease payments are allocated between the principal component and the interest expense.

Operating lease payments are charged to the Statement of Financial Performance in the periods in which they are incurred.

### **n** Receivables

Receivables are recognised and carried at cost, based on the original invoice amount less a provision for any uncollectible debts. Debts which are known to be uncollectible are written off. A provision for doubtful debts is raised when some doubt as to collection exists.

The credit risk is the carrying amount (net of any provision for doubtful debts). No interest is earned on trade debtors. The carrying amount approximates net fair value. Sales are made on 30 day terms.

### **o** Inventories

NSW Police maintains an inventory of uniforms and pre-printed forms and stationery, some of which are resold to external customers. All inventories are stated at the lower of cost and net realisable value. Standard costs are used to determine inventory and calculate the cost of goods sold.

Around November each year, NSW Police reviews the standard costs used for pricing inventories and makes appropriate adjustments to the inventory costs. Service agreements with external customers require that standard costs (i.e. inventory catalogue prices) be fixed for twelve months.

### **p** Trust Funds

NSW Police receives monies in a trustee capacity as set out in Note 23. As NSW Police performs only a custodial role with these monies, and because they cannot be used for the achievement of NSW Police's own objectives, these funds are not recognised in the financial statements.

### **q** Other Assets

Other assets including prepayments are recognised on a cost basis.

### **r** Payables

These amounts represent liabilities for goods and services provided to NSW Police and other amounts.

### **s** Budgeted Amounts

The budgeted amounts are drawn from the budgets, as formulated at the beginning of the financial year and with any adjustments for the effects of additional appropriations, s 21A, s 22, s 24 and / or s 26 of the *Public Finance and Audit Act 1983* and Treasurer's Advances.

The budgeted amounts in the Statement of Financial Performance and the Statement of Cash Flows are based generally on the amounts disclosed in NSW Budget Papers (as adjusted above). However, in the Statement of Financial Position, the amounts vary from the Budget Papers, as the opening balances of the budgeted amounts are based on carried forward actual amounts, i.e. per the audited financial statements (rather than carried forward estimates).

### **t** Comparatives

Some comparative figures have been restated where appropriate to facilitate a higher level of disclosure between years. The restatements are immaterial and were made for consistency purposes.

# NSW POLICE

## Notes to and forming part of the 2003-2004 Financial Report

|   | 2004<br>\$'000   | 2003<br>\$'000   |
|---|------------------|------------------|
| <b>02 EXPENSES</b>  |                  |                  |
| <b>(a) Employee related expenses comprise the following specific items:</b> |                  |                  |
| Salaries and wages (including recreation leave)                             | 1,127,007        | 1,078,616        |
| Superannuation  | 120,236          | 113,895          |
| Long service leave  | 68,214           | 89,099           |
| Workers' compensation insurance   | 35,553           | 28,943           |
| Payroll tax and fringe benefits tax   | 83,928           | 86,307           |
| Other   | 2,291            | 5,038            |
|   | <b>1,437,229</b> | <b>1,401,898</b> |
| <b>(b) Other operating expenses</b>   |                  |                  |
| Auditor's remuneration - audit or review of the financial reports           | 290              | 314              |
| Cost of sales   | 36               | 470              |
| Bad and doubtful debts  | 294              | 278              |
| Rent expense - buildings  | 29,288           | 29,285           |
| Insurance   | 60,861           | 47,738           |
| Other building expenses   | 13,712           | 11,790           |
| Subsistence and transport   | 16,717           | 17,293           |
| Motor vehicle, launches and aircraft  | 52,441           | 50,498           |
| Fees for services rendered  | 60,061           | 66,399           |
| Computer leasing and other  | 21,477           | 17,453           |
| Gas and electricity   | 6,685            | 6,465            |
| Postal and telephone  | 31,514           | 31,595           |
| Maintenance contracts and agreements  | 16,158           | 14,496           |
| Stores, printing and other  | 21,712           | 26,959           |
|   | <b>331,246</b>   | <b>321,033</b>   |
| <b>(c) Depreciation and amortisation</b>                                    |                  |                  |
| Buildings   | 28,834           | 19,497           |
| Plant and equipment   | 40,871           | 41,952           |
|   | <b>69,705</b>    | <b>61,449</b>    |
| <b>(d) Grants and subsidies</b>   |                  |                  |
| Community youth projects and adolescent support programs                    | 1                | 5                |
| <b>(e) Borrowing costs</b>  |                  |                  |
| Finance lease interest charges  | 6,628            | -                |
| Other interest  | 16               | -                |
|   | <b>6,644</b>     | <b>-</b>         |
| <b>(f) Other expenses</b>   |                  |                  |
| Witnesses' expenses   | 1,884            | 1,889            |
| Handgun Buyback Scheme  | 24,646           | 1                |
|   | <b>26,530</b>    | <b>1,890</b>     |

# NSW POLICE

## Notes to and forming part of the 2003-2004 Financial Report

|  | 2004<br>\$'000 | 2003<br>\$'000 |
|--|----------------|----------------|
| <b>03 REVENUE</b>  |                |                |
| <b>(a) Sale of goods and services</b>                          |                |                |
| Rents and leases - other                                       | 3,063          | 3,816          |
| NSW Police College operations                                  | 1,354          | 2,057          |
| Inventory sales to other agencies                              | 36             | 587            |
| Officers on loan   | 3,656          | 4,598          |
| Interviews regarding accidents                                 | 692            | 694            |
| Commercial Infringement Bureau                                 | 4,140          | 17,716         |
| Insurance reports  | 886            | 819            |
| Sports/Entertainment Events - Supervision                      | 2,509          | 2,799          |
| Probity Checks   | 1,199          | 2,272          |
| Minor sales of goods and services                              | 3,411          | 3,170          |
|  | <b>20,946</b>  | <b>38,528</b>  |
| <b>(b) Investment income</b>                                   |                |                |
| Interest – NSW Treasury Corporation                            | 1,252          | 1,082          |
|  | <b>1,252</b>   | <b>1,082</b>   |
| <b>(c) Grants and contributions</b>                            |                |                |
| Roads & Traffic Authority (RTA) Road Trauma Program            | 6,280          | 4,761          |
| Alcohol and Drug Related Crime Program                         | 1,204          | 585            |
| Commonwealth Aboriginal Employment Scheme                      | -              | 9              |
| Commonwealth New Apprenticeship Incentive Scheme               | 476            | 217            |
| Grants for capital works projects                              | 2,526          | 6,797          |
| Infringement Processing Bureau relocation to Maitland          | 1,060          | -              |
| Counter-Terrorism Program                                      | 663            | -              |
| Various Police Strike Force operations                         | 465            | -              |
| Other  | 632            | 831            |
|  | <b>13,306</b>  | <b>13,200</b>  |
| <b>(d) Other revenue</b>                                       |                |                |
| Telstra Strategic Pricing Agreement (SPA) rebates              | -              | 173            |
| Gain on stock revaluations                                     | -              | 349            |
| Recognition of pre-existing but previously unidentified assets | 530            | 2,306          |
| Insurance proceeds from claims                                 | -              | 6              |
| Insurance premium refund                                       | -              | 731            |
| Lease incentive for Elizabeth Street occupancy                 | 1,659          | -              |
| Refund from GIO of surplus premium                             | 731            | -              |
| Bad debt recovery  | 304            | -              |
| Other  | 926            | 227            |
|  | <b>4,150</b>   | <b>3,792</b>   |

RTA and NSW Police have put in place an Enhancement Enforcement Program (EEP) to augment traffic enforcement services where RTA provide ancillary funds for additional activity through overtime and rostered days for police overtime. NSW Police is reimbursed costs incurred through this program.

# NSW POLICE

## Notes to and forming part of the 2003-2004 Financial Report

|   | 2004<br>\$'000   | 2003<br>\$'000   |
|---|------------------|------------------|
| <b>04 GAIN / (LOSS) ON DISPOSAL OF NON-CURRENT ASSETS</b>   |                  |                  |
| <b>Gain / (loss) on disposal of land and buildings</b>  |                  |                  |
| Proceeds from disposal  | 4,602            | 525              |
| Written down value of assets disposed   | (3,300)          | (457)            |
| <b>Net gain / (loss) on disposal of land &amp; buildings</b>  | <b>1,302</b>     | <b>68</b>        |
| <b>Gain / (loss) on disposal of plant and equipment</b>   |                  |                  |
| Proceeds from disposal  | 246              | 147              |
| Written down value of assets disposed   | (1,200)          | (1,908)          |
| <b>Net gain / (loss) on disposal of plant &amp; equipment</b>   | <b>(954)</b>     | <b>(1,761)</b>   |
| <b>Gain / (loss) on disposal of non-current assets</b>  | <b>348</b>       | <b>(1,693)</b>   |
| <b>05 APPROPRIATIONS</b>  |                  |                  |
| <b>Recurrent appropriations</b>   |                  |                  |
| Total recurrent drawdowns from Treasury (per Summary of Compliance)   | 1,565,578        | 1,433,951        |
| Less: Liability to Consolidated Fund (per Summary of Compliance)  | (2,772)          | (1,131)          |
| <b>Total</b>  | <b>1,562,806</b> | <b>1,432,820</b> |
| Comprising:   |                  |                  |
| Recurrent appropriations (per Statement of Financial Performance)   | 1,562,806        | 1,432,820        |
| <b>Total</b>  | <b>1,562,806</b> | <b>1,432,820</b> |
| <b>Capital appropriations</b>   |                  |                  |
| Total capital drawdowns from Treasury (per Summary of Compliance)   | 81,247           | 87,264           |
| Less: Liability to Consolidated Fund (per Summary of Compliance)  | (3,810)          | (5,176)          |
| <b>Total</b>  | <b>77,437</b>    | <b>82,088</b>    |
| Comprising:   |                  |                  |
| Capital appropriations (per Statement of Financial Performance)   | 77,437           | 82,088           |
| <b>Total</b>  | <b>77,437</b>    | <b>82,088</b>    |
| <b>06 ACCEPTANCE BY THE CROWN ENTITY OF EMPLOYEE BENEFITS AND OTHER LIABILITIES</b>                             |                  |                  |
| The following liabilities and / or expenses have been assumed by the Crown Entity or other government agencies: |                  |                  |
| Superannuation  | 120,236          | 113,894          |
| Long service leave  | 68,214           | 89,099           |
| Payroll tax   | 7,212            | 6,833            |
| <b>Total</b>  | <b>195,662</b>   | <b>209,826</b>   |

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# NSW POLICE

## Notes to and forming part of the 2003-2004 Financial Report

### 07 PROGRAMS / ACTIVITIES OF NSW POLICE

#### (a) Program 52.1.1

Program Objective(s):

#### Community Support

To improve community safety and security, reduce crime and minimise the adverse effects of public emergencies and disasters.

Program Description:

Provision of effective, timely and flexible 24 hour response to incidents, emergencies and public events. Reduction of incentives and opportunities to commit crime. Provision of a highly visible police presence and liaison with the community and Government organisations concerned with maintaining peace, order and public safety.

#### Program 52.1.2

Program Objective(s):

#### Criminal Investigation

To detect, investigate and reduce the incidence of crime.

Program Description:

Crime detection, investigation, provision of forensic services and arresting or otherwise dealing with offenders. Specialist activities to target organised criminal activities and criminal groups.

#### Program 52.1.3

Program Objective(s):

#### Traffic

To minimise road trauma, promote orderly and safe road use and ensure the free flow of traffic.

Program Description:

Patrolling roads and highways, investigating major vehicle crashes, detecting traffic offences (particularly those involving speed, alcohol and drugs) and supervising peak traffic flows. Liaising with community and Government bodies concerned with road safety and traffic management.

#### Program 52.1.4

Program Objective(s):

#### Judicial Support

To provide efficient and effective court case management, safe custody and fair and equitable treatment to alleged offenders and victims.

Program Description:

Providing judicial and custodial services, prosecuting offenders, presenting evidence at court, including coronial enquiries, providing police transport and custody for people under police supervision, and providing a high level of support to victims and witnesses.



# NSW POLICE

## Notes to and forming part of the 2003-2004 Financial Report

(b) Program 52.1.3

**Traffic**

A part of this program, Traffic, related to the processing of infringements for offences in New South Wales under the Traffic Act and some 160 other items of legislation and regulation. This role was performed by the Infringement Processing Bureau (IPB) of the NSW Police.

The Infringement Processing Bureau (IPB) was transferred from the NSW Police to NSW Treasury's Office of State Revenue (OSR) as a result of an administrative restructure, effective from 1 October 2003.

The following summarises the expenses and revenues recognised by NSW Police:

| Program 52.1.3                                | Traffic | 3 Months<br>1 Jul 2003 to<br>30 Sep 2003<br>\$'000 | 2003<br>\$'000 |
|---|---------|--|----------------|
| <b>Expenses</b>                               |         |  |                |
| Operating expenses                            |         |  |                |
| Employee related                              |         | 2,070  | 8,195          |
| Other operating expenses                      |         | 1,728  | 6,434          |
| Depreciation                                  |         | 365  | 1,467          |
| <b>Total Expenses</b>                         |         | <b>4,163</b>                                       | <b>16,096</b>  |
| Less:   |         |  |                |
| <b>Retained revenue</b>                       |         |  |                |
| Sale of goods and services                    |         | 4,193  | 17,465         |
| Grants and contributions                      |         | 53   | 58             |
| <b>Total Retained Revenue</b>                 |         | <b>4,246</b>                                       | <b>17,523</b>  |
| <b>Loss on disposal of non-current assets</b> |         | <b>(18)</b>  | <b>(31)</b>    |
| <b>Net Cost of Service</b>                    |         | <b>65</b>  | <b>1,396</b>   |

# NSW POLICE

## Notes to and forming part of the 2003-2004 Financial Report

|  | 2004<br>\$'000 | 2003<br>\$'000 |
|--|----------------|----------------|
| <b>08 CURRENT ASSETS – CASH</b>  |                |                |
| Cash at bank and on hand   | 24,475         | 36,197         |
| For purposes of the Statement of Cash Flows, cash includes cash on hand (including permanent and temporary advances) and cash at bank.                                     |                |                |
| Cash assets recognised in the Statement of Financial Position are reconciled to cash at the end of the financial year, as shown in the Statement of Cash Flows as follows: |                |                |
| <b>Cash (per Statement of Financial Position)</b>  | <b>24,475</b>  | <b>36,197</b>  |
| <b>Closing Cash and Cash Equivalents (per Statement of Cash Flows)</b>   | <b>24,475</b>  | <b>36,197</b>  |
| Included in cash at bank and on hand are the following restricted assets:  |                |                |
| Infringement Processing Bureau (IPB) Commercial Monies   | -              | 13,508         |
| Consolidated Fund Monies   | 6,582          | 6,307          |
| Asset Sale Proceeds  | -              | 191            |
|  | <b>6,582</b>   | <b>20,006</b>  |
| IPB Monies are subject to commercial arrangements with third parties.<br>The Consolidated Fund Monies and Asset Sale Proceeds are restricted by law.                       |                |                |
| <b>09 CURRENT ASSETS - RECEIVABLES</b>   |                |                |
| Sale of goods and services   | 6,887          | 10,497         |
| Less : Provision for doubtful debts  | (105)          | (417)          |
|  | 6,782          | 10,080         |
| Other debtors  | 1,814          | 6,484          |
| Less: Provision for doubtful debts   | (358)          | (238)          |
|  | 1,456          | 6,246          |
| GST Receivable   | 5,977          | 6,112          |
|  | <b>14,215</b>  | <b>22,438</b>  |
| <b>10 CURRENT ASSETS – INVENTORIES</b>   |                |                |
| <b>At cost:</b>  |                |                |
| Raw materials  | 91             | 91             |
| Work in progress   | 1              | 1              |
| Forms and stationery   | 62             | 138            |
| <b>At net realisable value:</b>  |                |                |
| Finished goods   | 2,042          | 2,802          |
|  | <b>2,196</b>   | <b>3,032</b>   |
| Provision for inventory losses   | (318)          | (286)          |
|  | <b>1,878</b>   | <b>2,746</b>   |

# NSW POLICE

## Notes to and forming part of the 2003-2004 Financial Report

|  | 2004<br>\$'000                       | 2003<br>\$'000                        |                                 |                         |
|--|--------------------------------------|---------------------------------------|---------------------------------|-------------------------|
| <b>11 CURRENT ASSETS - OTHER</b>   |                                      |                                       |                                 |                         |
| Prepaid bulk motor vehicle registration fees   | 1,488                                | 1,443                                 |                                 |                         |
| Prepaid rent   | 3,097                                | 141                                   |                                 |                         |
| Software maintenance   | 1,441                                | 724                                   |                                 |                         |
| Radio License fees   | 482                                  | 312                                   |                                 |                         |
| Other prepayments  | 287                                  | 347                                   |                                 |                         |
|  | <b>6,795</b>                         | <b>2,967</b>                          |                                 |                         |
| <b>12 NON-CURRENT ASSETS - PROPERTY, PLANT AND EQUIPMENT</b>   |                                      |                                       |                                 |                         |
| <b>a) Land and Buildings - owned</b>   |                                      |                                       |                                 |                         |
|  | 974,910                              | 860,727                               |                                 |                         |
| Less Accumulated Depreciation  | (334,843)                            | (298,562)                             |                                 |                         |
|  | <b>640,067</b>                       | <b>562,165</b>                        |                                 |                         |
| Work In Progress   | 36,082                               | 58,049                                |                                 |                         |
|  | <b>676,149</b>                       | <b>620,214</b>                        |                                 |                         |
| <b>Buildings - leased</b>  |                                      |                                       |                                 |                         |
|  | 187,328                              | -                                     |                                 |                         |
| Less Accumulated Depreciation  | (8,445)                              | -                                     |                                 |                         |
|  | <b>178,883</b>                       | -                                     |                                 |                         |
|  | <b>855,032</b>                       | -                                     |                                 |                         |
| <b>b) Plant and Equipment</b>  |                                      |                                       |                                 |                         |
|  | 396,283                              | 347,108                               |                                 |                         |
| Less Accumulated Depreciation  | (214,759)                            | (188,704)                             |                                 |                         |
|  | <b>181,524</b>                       | <b>158,404</b>                        |                                 |                         |
| Work In Progress   | 76,631                               | 70,716                                |                                 |                         |
|  | <b>258,155</b>                       | <b>229,120</b>                        |                                 |                         |
| <b>Total Property, Plant and Equipment At Net Book Value</b>   | <b>1,113,187</b>                     | <b>849,334</b>                        |                                 |                         |
| <b>c) Reconciliations</b>  |                                      |                                       |                                 |                         |
| Reconciliations of the carrying amounts of each class of property, plant and equipment at the beginning and end of the current and previous financial year is set out below: | <b>Land and Buildings<br/>\$'000</b> | <b>Plant and Equipment<br/>\$'000</b> | <b>Leased Assets<br/>\$'000</b> | <b>Total<br/>\$'000</b> |
| Written down value 1 July 2003   | 562,165                              | 158,404                               | -                               | 720,569                 |
| Work in Progress 1 July 2003   | 58,049                               | 70,716                                | -                               | 128,765                 |
| <b>Carrying amount at 1 July 2003</b>  | <b>620,214</b>                       | <b>229,120</b>                        | <b>-</b>                        | <b>849,334</b>          |
| Additions  | 3,220                                | 83,224                                | 187,328                         | 273,772                 |
| Disposals - Written Down Value   | (3,300)                              | (1,200)                               | -                               | (4,500)                 |
| Transfers out (refer note 18)  | -                                    | (12,118)                              | -                               | (12,118)                |
| Net revaluation increment  | 76,405                               | -                                     | -                               | 76,405                  |
| Depreciation expense   | (20,390)                             | (40,871)                              | (8,445)                         | (69,706)                |
| <b>Carrying amount at 30 June 2004</b>   | <b>676,149</b>                       | <b>258,155</b>                        | <b>178,883</b>                  | <b>1,113,187</b>        |

# NSW POLICE

## Notes to and forming part of the 2003-2004 Financial Report

|  | 2004<br>\$'000 | 2003<br>\$'000 |
|--|----------------|----------------|
| <b>13 CURRENT LIABILITIES - PAYABLES</b>                                   |                |                |
| Accrued salaries, wages and oncosts  | 11,893         | 30,837         |
| Creditors  | 17,561         | 7,706          |
| Goods and services tax   | 466            | 671            |
| Payroll tax  | 7,918          | 6,829          |
| Fringe benefits tax  | 1,155          | 680            |
| Motor vehicle lease/changeover costs                                       | 1,905          | 1,957          |
| Electronic Billing System (EBS) for telephones                             | 1,665          | 670            |
| Petrol Interface accruals  | 950            | 850            |
| Operations Secretariat accruals  | 1,458          | 1,129          |
| Education Services accruals  | 1,271          | 1,902          |
| Finance Branch accruals  | 1,089          | 1,145          |
| Crime Agencies Command accruals  | 829            | 396            |
| Microsoft license  | -              | 2,000          |
| Audit fees accrual   | 240            | 230            |
| Various sundry accruals  | 2,596          | 3,778          |
|  | <b>50,996</b>  | <b>60,780</b>  |
| <b>14 CURRENT / NON-CURRENT LIABILITIES - INTEREST BEARING LIABILITIES</b> |                |                |
| Finance lease [see Note 19 (c) ]   |                |                |
| Current  | 910            | -              |
| Non-current  | 186,044        | -              |
|  | <b>186,954</b> | <b>-</b>       |
| <b>15 CURRENT / NON-CURRENT LIABILITIES - PROVISIONS</b>                   |                |                |
| <b>Employee benefits and related on costs - Current</b>                    |                |                |
| Recreation leave   | 128,714        | 122,535        |
| Recreation leave on long service leave                                     | 1,011          | 921            |
| Non-renewal benefit  | 2,942          | 2,419          |
| Leave loading  | 2,287          | 2,249          |
|  | <b>134,954</b> | <b>128,124</b> |
| <b>Employee benefits and related on costs – Non-Current</b>                |                |                |
| Recreation leave on long service leave                                     | 9,103          | 8,289          |
| Non-renewal benefit  | 26,475         | 21,774         |
|  | <b>35,578</b>  | <b>30,063</b>  |
| <b>Subtotal Employee benefits and related on-costs</b>                     | <b>170,532</b> | <b>158,187</b> |

# NSW POLICE

## Notes to and forming part of the 2003-2004 Financial Report

|   | 2004<br>\$'000 | 2003<br>\$'000 |
|---|----------------|----------------|
| <b>Other Provisions - Current</b>                       |                |                |
| Workers' compensation on long service leave             | 425            | 276            |
| Payroll tax on recreation leave liability               | 7,723          | 7,352          |
| Payroll tax on long service leave                       | 4,297          | 3,558          |
|   | <b>12,445</b>  | <b>11,186</b>  |
| <b>Other Provisions – Non-Current</b>                   |                |                |
| Workers' compensation on long service leave             | 4,463          | 2,487          |
| Payroll tax on long service leave                       | 21,556         | 18,981         |
|   | <b>26,019</b>  | <b>21,468</b>  |
| <b>Subtotal Other Provisions</b>                        | <b>38,464</b>  | <b>32,654</b>  |
| <b>Total Provisions</b>                                 | <b>208,996</b> | <b>190,841</b> |
| <b>Aggregate employee benefits and related on-costs</b> |                |                |
| Provisions - Current                                    | 147,400        | 139,310        |
| Provisions – Non-Current                                | 61,597         | 51,531         |
| Accrued salaries, wages and on-costs (refer Note 13)    | 11,893         | 30,837         |
|   | <b>220,890</b> | <b>221,678</b> |
| <b>16 CURRENT LIABILITIES - OTHER</b>                   |                |                |
| Commercial infringements customer funds                 | -              | 13,508         |
| Advances repayable to Treasury                          | 10,000         | -              |
| PAYG, superannuation and other deductions withheld      | 1,717          | 3,203          |
| Income received in advance - SPC                        | 6,797          | 6,797          |
| Liability to Consolidated Fund                          | 6,582          | 6,307          |
| Other   | 1,434          | 66             |
|   | <b>26,530</b>  | <b>29,881</b>  |

# NSW POLICE

## Notes to and forming part of the 2003-2004 Financial Report

|  | Accumulated Funds |                 | Asset Revaluation Reserve |                | Total Equity   |                |
|--|-------------------|-----------------|---------------------------|----------------|----------------|----------------|
|  | 2004<br>\$'000    | 2003<br>\$'000  | 2004<br>\$'000            | 2003<br>\$'000 | 2004<br>\$'000 | 2003<br>\$'000 |
| <b>17 CHANGES IN EQUITY</b>  |                   |                 |                           |                |                |                |
| <b>Balance as at 1 July</b>  | <b>482,975</b>    | <b>501,937</b>  | <b>149,205</b>            | <b>98,279</b>  | <b>632,180</b> | <b>600,216</b> |
| <b>Changes in equity -<br/>transactions with owners as owners</b>            |                   |                 |                           |                |                |                |
| Decrease in cash from equity transfers (Note 18)                             | (22,315)          | -               | -                         | -              | (22,315)       | -              |
| Decrease in fixed assets from equity transfers (Note 18)                     | (12,118)          | -               | -                         | -              | (12,118)       | -              |
| Decrease in liabilities from equity transfers (Note 18)                      | 22,315            | -               | -                         | -              | 22,315         | -              |
| <b>Changes in equity -<br/>other than transactions with owners as owners</b> |                   |                 |                           |                |                |                |
| Surplus / (deficit) for the year   | (9,391)           | (19,200)        | -                         | -              | (9,391)        | (19,200)       |
| Reversal of revaluation balance for<br>Land and Buildings disposed           | (382)             | 238             | 382                       | ( 238)         | -              | -              |
| Increment/decrement on revaluation of:<br>Land and Buildings and Aircraft    | -                 | -               | 76,402                    | 51,164         | 76,402         | 51,164         |
| <b>Total</b>   | <b>(21,891)</b>   | <b>(18,962)</b> | <b>76,784</b>             | <b>50,926</b>  | <b>54,893</b>  | <b>31,964</b>  |
| <b>Balance as at 30 June</b>   | <b>461,084</b>    | <b>482,975</b>  | <b>225,989</b>            | <b>149,205</b> | <b>687,073</b> | <b>632,180</b> |

# NSW POLICE

## Notes to and forming part of the 2003-2004 Financial Report

|   | 2004<br>\$'000 | 2003<br>\$'000 |
|---|----------------|----------------|
| <b>18 DECREASE IN NET ASSETS FROM EQUITY TRANSFERS</b>  |                |                |
| A part of the Traffic program [as noted in Note 7(b)], relating to the processing of infringements, was transferred to the NSW Treasury's Office of State Revenue (OSR) as a result of an administrative restructure. |                |                |
| The following assets were transferred to OSR:   |                |                |
| Cash  | 22,315         | -              |
| Receivables   | 5              | -              |
| Computers and other plant and equipment   | 12,118         | -              |
| The following liabilities were transferred to OSR:  |                |                |
| Provisions  | 585            | -              |
| Other   | 21,735         | -              |
| <b>Decrease in net assets from administrative restructuring</b>   | <b>12,118</b>  | <b>-</b>       |
| <b>19 COMMITMENTS FOR EXPENDITURE</b>   |                |                |
| <b>(a) Capital Commitments</b>  |                |                |
| Aggregate capital expenditure contracted for at balance date and not provided for:  |                |                |
| Not later than one year   | 84,912         | 34,335         |
| Later than one year and not later than 5 years  | 13,419         | 5,830          |
| Later than five years   | -              | -              |
| <b>Total (including GST)</b>  | <b>98,331</b>  | <b>40,165</b>  |
| Input tax credits of \$8.939m (\$3.651m in 2002-03), expected to be recoverable from the Australian Taxation Office, are included above.  |                |                |
| Aggregate capital expenditure authorised but not contracted for at balance date:  |                |                |
| Not later than one year   | 12,133         | 47,550         |
| Later than one year and not later than 5 years  | 28,864         | 43,933         |
| Later than five years   | -              | -              |
| <b>Total (including GST)</b>  | <b>40,997</b>  | <b>91,483</b>  |
| Input tax credits of \$3.727m (\$8.317m in 2002-03), expected to be recoverable from the Australian Taxation Office, are included above.  |                |                |
| <b>(b) Operating Lease Commitments</b>  |                |                |
| Future non-cancellable operating lease rentals not provided for and payable:  |                |                |
| Not later than one year   | 59,149         | 48,118         |
| Later than one year and not later than 5 years  | 108,251        | 43,367         |
| Later than five years   | 56,020         | 18,146         |
| <b>Total (including GST)</b>  | <b>223,420</b> | <b>109,631</b> |



# NSW POLICE

## Notes to and forming part of the 2003-2004 Financial Report

Input tax credits of \$20.229m (\$9.909m in 2002-03), expected to be recoverable from the Australian Taxation Office, are included above.

Operating lease commitments comprise property (office building and radio sites) lease rentals, mainframe and desktop computer and motor vehicle fleet leases. Lease terms for property vary from property to property but, generally, require a monthly payment in advance for both rent and outgoings.

Mainframe lease rentals are usually pre-paid yearly in advance; while desktop computers are on a renewable 3-year term.

The leasing arrangement term for NSW Police's motor vehicle fleet varies from vehicle to vehicle depending on use, but most of the fleet average around 40,000 kilometres or two years, whichever comes first.

From 1 March 2003 arrangement terms were changed to 60,000 kilometres or three years. Rental lease payments for the motor vehicle leases are made in arrears and include a built in cost for both depreciation and changeover costs.

NSW Police does not have contingent leases, nor does it incur any rental expense arising from sub-leases.

|  | 2004<br>\$'000 | 2003<br>\$'000 |
|--|----------------|----------------|
| <b>(c) Finance Lease Commitments</b>           |                |                |
| Not later than one year                        | 13,039         | 9,045          |
| Later than one year and not later than 5 years | 56,880         | 54,957         |
| Later than five years                          | 279,928        | 294,890        |
| Minimum lease payments                         | <b>349,847</b> | <b>358,892</b> |
| Less: future finance charges                   | 162,893        | 171,564        |
| <b>Lease liability</b>                         | <b>186,954</b> | <b>187,328</b> |
| Classified as:                                 |                |                |
| Current (Note 14)                              | 910            | 374            |
| Non-current (Note 14)                          | 186,044        | 186,954        |
|  | <b>186,954</b> | <b>187,328</b> |

NSW Police entered into a lease for NSW Police Corporate Headquarters at Parramatta for a period of 20 years to commence 1 July 2004.

## 20 CONTINGENT LIABILITIES AND CONTINGENT ASSETS

### Contingent Liabilities

Various claims have been made against the Department which, if successful, would result in liabilities as estimated by the Department's legal advisers. If the claimant is successful, the settlements will be met by NSW Treasury Managed Fund.

|                |                |
|----------------|----------------|
| <b>110,764</b> | <b>110,333</b> |
|----------------|----------------|

### Contingent Assets

NSW Police entered into a lease for NSW Police Corporate Headquarters in Parramatta. Funds (expressed as a nominal amount) will be made available by the lessor for refurbishment work to the premises from 1.6.2019 to 31.5.2024.

|              |          |
|--------------|----------|
| <b>6,000</b> | <b>0</b> |
|--------------|----------|

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# NSW POLICE

## Notes to and forming part of the 2003-2004 Financial Report

### 21 BUDGET REVIEW

#### Net cost of services

The actual net cost of services this year was higher than budget by \$12.1m.

This result was mainly due to the following factors, namely:

#### Increases in:

- Long service leave of \$22.2m, mainly due to net present value valuations.
- Superannuation of \$4.5m, mainly due to the impact of award increases and additional police numbers.
- Police overtime, shift and allowances of \$6.6m, due to additional police numbers.

#### Decreases in:

- Salaries of administrative staff of \$16.2m, resulting from position vacancies.
- Fees for services rendered of \$20.4m.
- Depreciation of \$6.0m, resulting mainly from lower than budgeted capital purchases.
- Revenue of \$14.4m, due to the transfer of the Infringement Processing Bureau to the Office of State Revenue on 1 October 2003.

#### Assets and liabilities

Total current assets increased by \$14.3m compared to budget, due to the increase in the closing cash balance.

#### Non-current assets increased by \$31.0m over budget, mainly due to increase in:

- Land and buildings of \$12.0m.
- Plant and equipment of \$19.0m.

The movement in the non-current accounts was caused by increases:

- in value due to the effect of revaluation, and
- due to additional purchases funded by supplementation.

Total liabilities decreased by \$33.3m compared to budget, mainly due to employee benefits.

#### Cash Flows

Recurrent Appropriation decreased by \$11.5m, while Capital Appropriation increased by \$2.7m respectively, compared to budget.

Net cash inflows from operating activities increased by \$30.8m compared to budget, mainly due to increased recurrent expenses, and net cash outflows from investing activities increased by \$9.8m over budget mainly due to an increase in the purchases of land and buildings, and plant and equipment.

# NSW POLICE

## Notes to and forming part of the 2003-2004 Financial Report

|  | 2004               | 2003               |
|--|--------------------|--------------------|
|  | \$'000             | \$'000             |
| <b>22 RECONCILIATION OF CASH FLOWS FROM OPERATING ACTIVITIES TO NET COST OF SERVICES</b> |                    |                    |
| Net cash used on operating activities  | 78,215             | 114,245            |
| Cash flows from Government / Appropriations  | (1,691,252)        | (1,562,640)        |
| Proceeds from advances   | 10,000             | -                  |
| Cash reimbursements from Consolidated Transactions Entity                                | 50,734             | 42,482             |
| Cash transferred out due to administrative restructure                                   | (22,315)           | -                  |
| Acceptance by the Crown Entity of employee benefits and other liabilities:               |                    |                    |
| Superannuation   | (120,236)          | (113,894)          |
| Long service leave   | (68,214)           | (89,099)           |
| Payroll tax on superannuation  | (7,212)            | (6,833)            |
| Depreciation and amortisation  | (69,705)           | (61,449)           |
| Increase / (decrease) in receivables   | (8,223)            | 5,625              |
| Increase / (decrease) in inventories   | (868)              | 489                |
| Increase / (decrease) in prepayments and other assets                                    | 3,828              | (4,560)            |
| Decrease / (increase) in payables  | 9,784              | (9,988)            |
| Decrease / (increase) in provisions  | (18,156)           | (51,277)           |
| Decrease / (increase) in other liabilities   | 3,315              | (14,556)           |
| Increase in Capital Works expenditure accruals   | 2,636              | 1,685              |
| Net gain / (loss) on sale of plant and equipment   | 348                | (1,693)            |
| Non-cash revenue - net   | 2,025              | 7,720              |
| <b>Net cost of services</b>  | <b>(1,845,296)</b> | <b>(1,743,743)</b> |

### 23 TRUST FUNDS

NSW Police holds money in a Crown Trust Fund, comprising money found and exhibit money, held in trust pending resolution of ownership. These monies are excluded from the financial statements, as NSW Police cannot use them to achieve its objectives. The following is a summary of the transactions in the trust account:

#### Crown Trust Fund Account

|                                |              |              |
|--------------------------------|--------------|--------------|
| Cash balance at 1 July         | 6,148        | 5,177        |
| Add: Receipts                  | 4,592        | 5,820        |
| Less: Expenditure              | (7,496)      | (4,849)      |
| <b>Cash balance at 30 June</b> | <b>3,244</b> | <b>6,148</b> |

# NSW POLICE

## Notes to and forming part of the 2003-2004 Financial Report

|   | 2004*         | 2003           |
|---|---------------|----------------|
| <b>24 ADMINISTERED ACTIVITIES</b>   |               |                |
| NSW Police administered, on behalf of the State Government, the collection of fines for traffic infringements up to and until the end of September 2003. On 1 October 2003, the activity and staff of the Infringement Processing Bureau located in Maitland were transferred to the Office of State Revenue. |               |                |
| <b>(a) Motor Traffic Act Infringements</b>  | <b>000</b>    | <b>000</b>     |
| <b>Number of Infringement Notices Issued</b>  |               |                |
| Traffic   | 133           | 591            |
| Parking   | 13            | 99             |
| Red light camera  | 13            | 65             |
| Speed camera  | 159           | 594            |
| Other   | 63            | -              |
|   | <b>381</b>    | <b>1,349</b>   |
| <b>Revenue Collected</b>  | <b>\$'000</b> | <b>\$'000</b>  |
| Traffic   | 18,400        | 66,677         |
| Parking   | 3,431         | 5,610          |
| Red light camera  | 1,997         | 7,228          |
| Speed camera  | 11,523        | 41,568         |
|   | <b>35,351</b> | <b>121,083</b> |
| <b>(b) Other Revenue</b>  | <b>\$'000</b> | <b>\$'000</b>  |
| Firearms licensing  | 3,840         | 2,144          |
| State Emergency Services  | -             | 724            |
| Security industry licensing   | 6,504         | 2,330          |
| Fines and forfeitures   | 610           | 444            |
| Receipts under the <i>Crimes Act</i>  | 583           | 561            |
| Sale of capital assets  | -             | 191            |
| Lease Incentive   | -             | 5,500          |
| Other   | 25            | 29             |
|   | <b>11,562</b> | <b>11,923</b>  |
| <b>Total Administered Revenues</b>  | <b>46,913</b> | <b>133,006</b> |
| <b>(c) Self Enforcement Infringement Notice Scheme (SEINS)</b>  | <b>\$'000</b> | <b>\$'000</b>  |
| NSW Government agencies are responsible for pursuing unpaid infringement notices under the Self Enforcement Infringement Notice Scheme method. The following potential revenue was not collected during the year:   |               |                |
| Infringement notices not actioned   | 204           | 1,443          |
| Infringement notices waived   | 488           | 2,598          |
| Infringement notices unenforceable (statute barred)   | 6,402         | 22,876         |
|   | <b>7,094</b>  | <b>26,917</b>  |

The volume of infringements that progressed to a Statute barred category reduced in 2003/04 as a result of the establishment of a Taskforce that focused on reducing the backlog in infringements.

\*Three months from 1 July to 30 September 2003.

# NSW POLICE

## Notes to and forming part of the 2003-2004 Financial Report

### 25 ADOPTION OF AUSTRALIAN EQUIVALENT TO THE INTERNATIONAL FINANCIAL REPORTING STANDARDS

NSW Police will apply the Australian Equivalents to International Financial Reporting Standards (AIFRS) from the reporting period beginning 1 July 2005.

NSW Police is managing the transition to the new standards by allocating internal resources and/or engaging consultants to analyse the pending standards and Urgent Issues Group Abstracts to identify key areas regarding policies, procedures, systems and financial impacts affected by the transition.

As a result of this exercise, NSW Police has taken the following steps to manage the transition to the new standards:

- The NSW Police Finance Committee is overseeing the transition. The Manager Accounting and Operations is responsible for the project and reports regularly to the Committee on progress against the plan.
- A phased implementation is planned commencing June 2004 ending with a post implementation review in September 2005.

To date, the Project Team has been established and the Project Execution Plan submitted to NSW Treasury. The analysis of the issued AIFRS is occurring, as is the assessment of the changes on the tax and accounting systems.

NSW Treasury is assisting agencies to manage the transition by developing policies, including mandates of options; presenting training seminars to all agencies; providing a website with up-to-

date information to keep agencies informed of any new developments; and establishing an IAS Agency Relationship Panel to facilitate a collaborative approach to manage the change.

NSW Police has identified a number of significant differences in accounting policies that will arise from adopting AIFRS. Some differences arise because AIFRS requirements are different from existing AASB requirements. Other differences could arise from options in AIFRS. To ensure consistency at the whole of government level, NSW Treasury has advised NSW Police of options it is likely to mandate, and will confirm these during 2004-2005. This disclosure reflects these likely mandates.

NSW Police accounting policies may also be affected by a proposed standard designed to harmonise accounting standards with Government Finance Statistics (GFS). This standard is likely to change the impact of AIFRS and significantly affect the presentation of the income statement. However, the impact is uncertain, because it depends on when this standard is finalised and whether it can be adopted in 2005-2006.

Based on current information, the following key differences in accounting policies are expected to arise from adopting AIFRS:

- AASB 1 *First-time Adoption of Australian Equivalents to International Financial Reporting Standards* requires retrospective application of the new AIFRS from 1 July 2004, with limited

exemptions. Similarly, AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors requires voluntary changes in accounting policy and correction of errors to be accounted for retrospectively by restating comparatives and adjusting the opening balance of accumulated funds. This differs from current Australian requirements, because such changes must be recognised in the current period through profit and loss, unless a new standard mandates otherwise.

- AASB 102 *Inventories for not-for-profit entities* requires inventory held for distribution at no or nominal cost to be valued at the lower of cost and current replacement cost rather than the lower of cost and net realisable value. This may increase the amount of inventories recognised.
- AASB 116 *Property, Plant and Equipment* requires the cost and fair value of property, plant and equipment to be increased to include restoration costs, where restoration provisions are recognised under AASB 137 Provisions, Contingent Liabilities and Contingent Assets.
- AASB 118 *Revenues* was released in June 2004 and at this time has still to be analysed to assess the impact it will have on the Administered Revenue operations of the agency.
- AASB 1004 *Contributions* applies to *not-for-profit entities* only. Entities will

either continue to apply the current requirements in AASB 1004 where grants are normally recognised on receipt, or alternatively apply the proposals on grants included in ED 125 *Financial Reporting by Local Governments*. If the ED 125 approach is applied, revenue and/or expense recognition will be delayed until the agency supplies the related goods and services (where grants are in-substance agreements for the provision of goods and services) or until conditions are satisfied.

– AASB 136 *Impairment of Assets* requires an entity to assess at each reporting date whether there is any indication that an asset (or cash generating unit) is impaired and if such indication exists, the entity must estimate the recoverable amount. However, the effect of this Standard should be minimal because all the substantive principles in AASB 136 are already incorporated in Treasury's policy *Valuation of Physical Non-Current Assets at Fair Value*.

– AASB 138 *Intangible Assets* requires that all research costs must be expensed and restricts capitalisation of development costs. Some previously recognised internally generated intangibles may be derecognised. Further, intangible assets can only be revalued where there is an active market, which is unlikely to occur. As a result, it is likely that any revaluation increments will need to be derecognised and intangible assets recognised at cost.

– AASB 139 *Financial Instrument Recognition and Measurement* results in the recognition of financial instruments that were previously off balance sheet, including derivatives. The standard adopts a mixed measurement model and requires financial instruments held for trading and available for sale to be measured at fair value and valuation changes to be recognised in profit or loss or equity, respectively. Previously they were recognised at cost. This may increase the volatility of the operating result and balance sheet.

To standard also includes stricter rules for the adoption of Hedge accounting, and where these are not satisfied, movements in fair value will impact the income statement.

To achieve full harmonisation with GFS, entities would need to designate all financial instruments at fair value through profit or loss. However, at this stage it is unclear whether this option will be available under the standard and, if available, whether Treasury will mandate this option for all agencies.

– AASB 140 *Investment Property* requires investment property to be measured at cost or fair value. NSW Treasury is likely to mandate the adoption of fair value. In contrast to current treatment as an asset within property plant & equipment, investment property recognised at fair value is not depreciated and changes in fair value are recognised in the income statement.

– NSW Treasury is likely to mandate that any property interest held by a lessee under an operating lease should be classified and accounted for as investment property. Previously such operating lease payments were accounted for an expense over the lease term based on the pattern of benefits.

### END OF AUDITED FINANCIAL STATEMENTS

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# APPENDICES

| <i>Page</i> | <i>Appendix</i>                                    |
|-------------|--|
| 68          | 1 SES Remuneration                                 |
| 69          | 2 Our people and related Crown Employees policies. |
| 81          | 3 Forensic Procedures                              |
| 83          | 4 Drug Detection                                   |
| 85          | 5 Assumed Identities                               |
| 85          | 6 Use Of Listening Devices                         |
| 86          | 7 High Speed Pursuits                              |
| 87          | 8 Legislative Changes                              |
| 88          | 9 Research and Development                         |
| 90          | 10 Creditors Payments And Credit Cards             |
| 91          | 11 Assets, Risk Management, Insurance              |
| 91          | 12 List of major assets                            |
| 91          | 13 Asset management                                |
| 92          | 14 Property disposals                              |
| 92          | 15 Waste reduction and purchasing policy           |
| 93          | 16 Government energy management policy             |
| 93          | 17 Major Works In Progress                         |
| 94          | 18 Consultancy Fees                                |
| 95          | 19 Overseas Travel                                 |
| 99          | 20 List Of Publications                            |
| 99          | 21 Freedom Of Information                          |
| 103         | 22 Complaints                                      |
| 105         | 23 Sponsorship                                     |
| 107         | 24 Significant Committees                          |
| 119         | 25 Abbreviations                                   |



# APPENDIX 1

## SES REMUNERATION

The NSW Police Annual Report 2003-04 represents a statement of the activities and achievements of the NSW Police and, as such, reflects the terms of all officers. During 2003-04 performance of the following Senior Executive Staff of Level 5 or above were satisfactory.

### **Kenneth Edward Moroney**

Commissioner of Police

Qualifications: Master of Arts; Graduate Diploma in Management; Diploma Justice Administration; Certificate Personnel Management  
SES Level 8

Total remuneration \$341,963

#### Key Achievements

- Facilitate arrangements to implement key law enforcement policies to strengthen approaches to domestic and regional policing issues.
- Advice on strategies to deliver sound policing services and deliver the key objective of driving down crime and reducing the fear of crime.
- Focus within the Executive on strategies to implement the budget within operating constraints and the need to deliver productivity savings.
- Advice on focussing the NSW Police on its core business and advise on strategies to transfer non-essential, administrative functions.

### **David Barry Madden**

Deputy Commissioner Operations

Qualifications: Bachelor of Applied Social Science; Master of Letters Distinction in Sociology; Post Graduate Certificate, Distinction, Macquarie Graduate School of Management  
SES Level 6

Total remuneration \$234,785

#### Key Achievements

- Advice on the implementation of key operational strategies to address high level crime, high risk offenders, and organised crime within high risk areas to be the lead agency in evidence based policing and law enforcement strategies.
- Advice on strategies to deliver sound policing services and deliver the key objective of driving down crime and reducing the fear of crime.

- Advice on the implementation of sound financial and administrative practices to ensure compliance within operating constraints
- Focus on human resource and related administrative issues impacting on effective and efficient policing strategies and operational readiness.

### **Andrew Phillip Scipione**

Deputy Commissioner Support

Qualifications: Masters Degree Management; Degree Security Management  
SES Level 6

Total remuneration \$234,785

#### Key Achievements

- Advice on the implementation of key support functions to address terrorism and provide counter terrorist responses
- Advice on strategies to deliver sound policing services and deliver the key objective of driving down crime and reducing the fear of crime.
- Advice on the implementation of sound administrative practices to meet operational constraints and meet increased productivity measures.
- Advice on implementation of best practice for NSW Police to be the lead agency in operational support activities, including technology and forensic sciences.

### **Richard Stephen Adams**

Senior Assistant Commissioner Executive Director Corporate Services (s.37 temporary appointment pending finalisation of recruitment action)

Qualifications: Bachelor Adult Education (University of Technology, Sydney); Postgraduate degree in management (Macquarie University); completed studies at the Police Staff College, Bramshill, UK and the Senior Management Institute for Police, Harvard, USA  
SES Level 6

Total remuneration package \$219,851

#### Key Achievements

- Advice on the implementation of key administrative strategies to ensure sound financial management.
- Advice on structural reform to address productivity measures.
- Advice on the implementation of key whole of government approaches to streamline administrative processes.

### **Robert James Waites**

Qualifications: Master of Public Policy and Administration; Bachelor of Arts (Criminal Justice); Associate Diploma in Justice Administration; Certificate in Public Sector Management; Graduate Certificate in Strategic Management; Diploma of Company Directorship; Certificate in Policing Studies, FBI National Academy & University of Virginia

Position: Assistant Commissioner, Region Commander - Inner Metropolitan  
SES Level 5

Total remuneration \$207,484

### **Terrence Walter Collins**

Qualifications: Associate Diploma, Justice Administration & Social Sciences

Position: Assistant Commissioner, Region Commander - Southern  
SES Level 5

Total remuneration \$202,024

### **Peter Charles Parsons**

Qualifications: Graduate Certificate in Management

Position: Assistant Commissioner, Region Commander – Northern  
SES Level 5

Total remuneration \$202,024

### **Morris Langlo West**

Qualifications: Undergraduate of Law; Certificate of Police Supervision; Associate Diploma of Criminal Justice; Diploma Police Management  
Position: Assistant Commissioner, Region Commander - Western  
SES Level 5

Total remuneration \$202,024

### **Graeme Robert Morgan**

Qualifications: Masters Law; Bachelor of Arts (Law); Masters of Business  
Position: Assistant Commissioner – Commander, State Crime Command  
SES Level 5

Total remuneration \$207,484

### **Reginald Mahoney**

Qualifications: Associate Diploma Justice Administration; Bachelor Arts; Masters Management  
Position: Assistant Commissioner, Commander, Communications  
SES Level 5

Total remuneration \$204,754

### **John Thomas Carroll**

Position: Assistant Commissioner,  
Commander, Professional Standards  
SES Level 5  
Total remuneration \$205,000

### **Ian Michael Peters**

Qualifications: Diploma of Education,  
Bachelor of Economics  
Position: Executive Director, Human  
Resource Services  
SES Level 5  
Total remuneration \$196,564

## **APPENDIX 2**

### **OUR PEOPLE**

NSW Police manages a workforce of almost 19,000 staff of which 80% are police officers and 20% administrative officers. Several initiatives were either implemented or reviewed during the reporting period, to meet the requirements of administering promotion and selection processes (including assessment centres and pre-qualifying assessments), transfers, workforce planning, and job design and evaluation.

The Transfer and Tenure Policy was revised to address difficulties in attracting police to remote locations. A more operationally relevant Police Allocation Model continues to be developed.

Changes to various policies and procedures have meant that:

- lateral transfers to vacancies for police officers have been streamlined to reduce the time taken to fill positions.
- strategies to encourage more applicants have been implemented targeting those positions that are difficult to fill.
- 137 officers have received payment of the remote locations incentive since July 2003.
- a total of eighty-eight (88) police officers and their families in remote locations have received the computer and Internet benefit.

During 2003-04, 206 appointments were made at commissioned rank, and 540 at non-commissioned rank. Due to internal realignments 72 displaced administrative officers were either successfully placed in other positions or accepted voluntary redundancy.

### **Employee Relations**

Employee Relations' primary objective is to implement strategies, policies, services and reform initiatives to give effect to NSW Police priorities for human resource services. Administrative officer discipline, the Secondary Employment Policy, and administration of novated leases and other key areas of Human Resource Management are undertaken within the Directorate.

The issuing of Commissions for officers who attain commissioned rank was reintroduced and 486 were issued in 2003-04. The Directorate also assisted in realigning senior management structures that came into effect on 1 September 2003.

During 2003-04 a number of human resources policies were reviewed including performance management, higher duties, career breaks for police officers, sick leave, and the Code of Conduct.

### **Health Services**

NSW Police provides a range of employee support services such as the Employee Assistance Program, Critical Incident Support, Healthy Lifestyle Program and the Police Chaplaincy Program. Health Services also provide health screening and drug and alcohol programs. A key focus has been the reduction of long term sick leave and the placement of officers with permanent injury back into the workforce. A total of 127 officers were placed back into the workforce under the Permanent Restricted Duties Policy, and a review of the policy will further enhance Health Service's ability to place injured officers in suitable alternative employment. Support provided to specialist commands through regular psychological check-ups was a priority issue in 2003-04 and will remain so in 2004-05.

The previous reporting period saw a review of the NSW Police Infection Control Policy. The revised Policy is being implemented across the State.

The NSW Police Return-To-Work Policy underwent a review in line with changes in legislation and organisational procedures.

### **Workers Compensation for police officers employed pre 1988-Police Superannuation Advisory Committee:**

During the year ending 30 June, 2004, the Workers Compensation and Review Section:

- Received 854 new claims for hurt on duty benefits, comprising
  - 641 claims for physical injuries, and
  - 213 claims for psychological injuries
- Paid \$8,040,736 in hospital, medical and pharmaceutical expenses
- Medically discharged 327 police officers, comprising
  - 296 pre 1988 officers (Police Superannuation Advisory Committee), and
  - 31 post 1988 officers (HealthQuest).

### **Workers Compensation for police officers employed post 1988 and other employees:**

During the year ending 30 June 2004 NSW Police received 2846 new claims for workers compensation benefits, comprising:

- 2540 claims for physical injuries; and
- 306 claims for psychological injuries and paid \$2,542,958 in hospital, medical and pharmaceutical expenses.

Although claim numbers will have stabilised, the claim costs will increase as the claims more fully develop. Reimbursement of salary costs for time off work is a significant part of the total cost.

The Restricted Duties policy provides broad framework for the placement of permanently injured police into suitable positions and, if required, new career paths.

For the year ending 30 June 2004, 127 officers were successfully placed in permanent restricted duties positions.

Under NSW Police's Random Breath Testing Program 8,671 random alcohol tests were conducted in 2003-04 compared with 7,706 tests in the previous year. Twenty-seven targeted and 19 follow-up alcohol tests were also conducted. A total of seven officers tested positive, to the 0.02 blood alcohol threshold.

Random drug testing commenced in September 2001. A total of 582 officers were randomly tested for illicit drugs in

**EMPLOYEE STATISTICS AS AT 30 JUNE 2004**

|   | 2003-04      | 2002-03      | 2001-02      | 2000-01      | 1999-00      |
|---|--------------|--------------|--------------|--------------|--------------|
| Employee  |              |              |              |              |              |
| Police Officers*                                | 15009        | 14739        | 13716        | 13614        | 13483        |
| Administrative, Ministerial and Other Employees | 3912         | 4059         | 4019         | 3887         | 3820         |
| <b>Total</b>                                    | <b>18921</b> | <b>18798</b> | <b>17735</b> | <b>17501</b> | <b>17303</b> |

\*includes 50 police officers seconded to other public sector agencies

2003-04 none of whom returned a positive result. A total of 15 targeted drug tests were also conducted in 2003-04 compared with nine tests during the previous year. Two officers tested positive in 2003-04.

In accordance with the NSW Police's Drug and Alcohol Policy, all officers who tested positive to alcohol were offered rehabilitation counselling. Officers who test positive to drugs are liable to dismissal.

Since 1 July 1998 mandatory drug and alcohol tests have also been conducted following any police operation in which a person is either killed or seriously injured. During 2003-04 there were 28 such incidents requiring the mandatory testing of 118 officers. None of the officers tested positive to either drugs or alcohol.

**Internal Witness Support**

NSW Police provides support mechanisms for internal witnesses across the State. It has an important role in facilitating an environment

conducive to encouraging officers to report corrupt and/or unethical behaviour. During 2003-04 a research project was completed to assess the health and wellbeing of internal witnesses over the three year period 2000 to 2002. The Internal Witness policy and the Terms of Reference of the Internal Witness Advisory Council were reviewed.

**SUMMARY OF TOTAL STRENGTH DETAILS AS AT 30 JUNE 2004**

|                         |              |
|-------------------------|--------------|
| Police Officers*        | 15009        |
| Administrative Officers | 3755         |
| Ministerial Officers    | 157          |
| <b>Total</b>            | <b>18921</b> |

\*Includes 50 police officers seconded to other public sector agencies.

**STRENGTH DETAILS (POLICE OFFICERS) AS AT 30 JUNE 2004**

| Rank  | Internal Police | External Seconded<br>External Funded | External Seconded<br>Internal Funded | Total        |
|---|-----------------|--------------------------------------|--------------------------------------|--------------|
| Executive Officers *                          | 16              |                                      |                                      | 16           |
| Senior Officer #                              | 743             |                                      | 1                                    | 744          |
| Sen Sgt and Sgt                               | 2420            | 3                                    | 8                                    | 2431         |
| Sen Constable, Constable and Probationary Cst | 11780           | 9                                    | 29                                   | 11818        |
| <b>Total</b>                                  | <b>14959</b>    | <b>12</b>                            | <b>38</b>                            | <b>15009</b> |

\* Includes the rank of Commissioner, Deputy Commissioner and Assistant Commissioner  
# Includes the rank of Chief Superintendent, Superintendent, Chief Inspector and Inspector

**POLICE SENIOR EXECUTIVE SERVICE (PSES) AS AT 30 JUNE 2004**

|              | 2003-04   | 2002-03   | 2001-02   | 2000-01   | 1999-00   |
|--------------|-----------|-----------|-----------|-----------|-----------|
| PSES Level   |           |           |           |           |           |
| Above 6      | 1         | 1         | 1         | 1         | 1         |
| Level 6      | 2         | 4         | 3         | 3         | 3         |
| Level 5      | 8         | 9         | 5         | 5         | 5         |
| Level 4      | 7         | 7         | 9         | 8         | 10        |
| Level 3      | 2         | 4         | 7         | 7         | 8         |
| Level 2      | 1         | 2         | 2         | 2         | 4         |
| Level 1      | 0         | 0         | 0         | 1         | 1         |
| <b>Total</b> | <b>21</b> | <b>27</b> | <b>27</b> | <b>27</b> | <b>32</b> |

NB: Figures do not include temporary appointments under section 37 of the Police Act 1990

**FEMALE PSES OFFICERS AS AT 30 JUNE 2004**

|  | 2003-04 | 2002-03 | 2001-02 | 2000-01 | 1999-00 |
|--|---------|---------|---------|---------|---------|
|  | 0       | 0       | 1       | 3       | 4       |

**AGE OF POLICE STAFF AS AT 30 JUNE 2004**

|              | Police       | %          | Other Staff | %          | Total Employees |
|--------------|--------------|------------|-------------|------------|-----------------|
| in years     |              |            |             |            |                 |
| up to 25     | 1933         | 12.88      | 246         | 6.29       | 2179            |
| 26 – 30      | 3078         | 20.51      | 464         | 11.86      | 3542            |
| 31 – 35      | 3706         | 24.69      | 585         | 14.95      | 4291            |
| 36 – 40      | 2567         | 17.10      | 577         | 14.75      | 3144            |
| 41 – 45      | 1871         | 12.47      | 572         | 14.62      | 2443            |
| 46 – 50      | 1024         | 6.82       | 594         | 15.18      | 1618            |
| Over 50      | 830          | 5.53       | 874         | 22.34      | 1704            |
| <b>Total</b> | <b>15009</b> | <b>100</b> | <b>3912</b> | <b>100</b> | <b>18921</b>    |

## YEARS OF SERVICE OF STAFF

| Years        | Police       | %          | Other Staff* | %          | Total        |
|--------------|--------------|------------|--------------|------------|--------------|
| 0 to 5       | 5544         | 36.94      | 1813         | 46.34      | 7357         |
| 6 to 10      | 2734         | 18.22      | 838          | 21.42      | 3572         |
| 11 to 15     | 2120         | 14.12      | 593          | 15.16      | 2713         |
| 16 to 20     | 2479         | 16.52      | 359          | 9.18       | 2838         |
| 21 to 25     | 1014         | 6.76       | 116          | 2.97       | 1130         |
| Over 26      | 1118         | 7.45       | 193          | 4.93       | 1311         |
| <b>Total</b> | <b>15009</b> | <b>100</b> | <b>3912</b>  | <b>100</b> | <b>18921</b> |

\*Includes Administrative and Ministerial Officers

## POLICE SEPARATIONS DURING 2003-04

| Rank                   | Retire    | Death    | Resign     | Medically Unfit | Annulment of Appointment | Optional Disengagement | Dismissed | Termination of Contract | Transfer | Vol Redundancy | Total      |
|------------------------|-----------|----------|------------|-----------------|--------------------------|------------------------|-----------|-------------------------|----------|----------------|------------|
| Executive Officers*    | 0         | 0        | 0          | 0               | 0                        | 0                      | 0         | 0                       | 0        | 0              | 0          |
| Senior Officers†       | 14        | 1        | 0          | 34              | 0                        | 0                      | 2         | 1                       | 0        | 0              | 52         |
| Sen Sgt and Sgt        | 12        | 3        | 14         | 94              | 0                        | 4                      | 1         | 0                       | 1        | 0              | 129        |
| Sen Cst, Cst & Pro Cst | 1         | 3        | 252        | 187             | 1                        | 6                      | 13        | 0                       | 0        | 0              | 463        |
| <b>Total</b>           | <b>27</b> | <b>7</b> | <b>266</b> | <b>315†</b>     | <b>1</b>                 | <b>10</b>              | <b>16</b> | <b>1</b>                | <b>1</b> | <b>0</b>       | <b>644</b> |

\* Includes Officers at the rank of Commissioner, Deputy Commissioner, Senior Assistant Commissioner and Assistant Commissioner  
† Includes Officers at the rank of Chief Superintendent, Superintendent, Chief Inspector and Inspector  
‡ Medically unfit may also include officers who have retired/resigned due to medical grounds.

## ADMINISTRATIVE & MINISTERIAL OFFICER SEPARATIONS DURING 2003-04

| Category     | Retire    | Death    | Resign     | Medically Unfit | Annulment of Appointment | Termination of contract | Dismissed | Temp      | Transfer   | Secondment Ended | Secondment to other Govt Body | Voluntary Redundancy | Total      |
|--------------|-----------|----------|------------|-----------------|--------------------------|-------------------------|-----------|-----------|------------|------------------|-------------------------------|----------------------|------------|
| Clerical     | 33        | 1        | 123        | 18              | 0                        | 0                       | 3         | 68        | 195        | 3                | 0                             | 14                   | 458        |
| Professional | 0         | 1        | 17         | 1               | 1                        | 5                       | 0         | 6         | 11         | 0                | 0                             | 3                    | 45         |
| Other        | 3         | 1        | 29         | 5               | 1                        | 0                       | 0         | 2         | 2          | 0                | 0                             | 2                    | 45         |
| Ministerial  | 1         | 1        | 15         | 1               | 0                        | 0                       | 0         | 1         | 1          | 0                | 0                             | 0                    | 20         |
| <b>Total</b> | <b>37</b> | <b>4</b> | <b>184</b> | <b>25</b>       | <b>2</b>                 | <b>5</b>                | <b>3</b>  | <b>77</b> | <b>209</b> | <b>3</b>         | <b>0</b>                      | <b>19</b>            | <b>568</b> |

## EMPLOYMENT EQUAL EMPLOYMENT OPPORTUNITY (EEO) TARGET GROUPS

### POLICE OFFICERS (AS AT 30 JUNE 2004)

|   | Total        | Women       | ATSI       | CDB        | PWPD       |
|---|--------------|-------------|------------|------------|------------|
| Data on EEO is provided by employees on a voluntary basis |              |             |            |            |            |
| Rank  |              |             |            |            |            |
| Executive Officer*  | 16           | 0           | 0          | 0          | 0          |
| Senior Officers †   | 744          | 65          | 5          | 16         | 13         |
| Sen Sgt & Sgt   | 2431         | 279         | 10         | 77         | 55         |
| Sen Cst, Cst and Pro Cst                                  | 11818        | 3336        | 129        | 400        | 101        |
| <b>Total</b>  | <b>15009</b> | <b>3680</b> | <b>144</b> | <b>493</b> | <b>169</b> |

\* Includes Officers at the rank of Commissioner, Deputy Commissioner and Assistant Commissioner. † Includes Officers at the rank of Chief Superintendent, Superintendent, Chief Inspector and Inspector. Note: ATSI Aboriginal or Torres Strait Islander CDB Culturally Diverse Background (non-English speaking background) PWPD People with a physical disability or disabilities

### ADMINISTRATIVE OFFICERS (AS AT 30 JUNE 2004)

| Category        | Total | Women | ATSI | CDB | PWPD |
|-----------------|-------|-------|------|-----|------|
| SES             | 7     | 0     | 0    | 0   | 0    |
| Senior Officers | 47    | 16    | n.a  | n.a | n.a  |
| Grades 6 - 12   | 828   | 536   | 4    | 46  | 24   |
| Grades 1- 5     | 1955  | 1593  | 12   | 128 | 46   |
| Other           | 929   | 365   | 30   | 23  | 18   |

Note: ATSI Aboriginal or Torres Strait Islander. CDB Culturally Diverse Background (non-English speaking background). PWPD People with a physical disability or disabilities n.a Not available. \*Figure excludes 36 nurses – see table below

### OTHER OFFICERS (AS AT 30 JUNE 2004)

| Group                | Total      | Women     | ATSI     | CDB      | PWPD     |
|----------------------|------------|-----------|----------|----------|----------|
| Security officers*   | 128        | 14        | 1        | 4        | 0        |
| Police Band Members* | 28         | 7         | 0        | 0        | 1        |
| Nurses, † etc        | 37         | 18        | 0        | 0        | 0        |
| <b>Total</b>         | <b>193</b> | <b>39</b> | <b>1</b> | <b>4</b> | <b>1</b> |

Note: ATSI Aboriginal or Torres Strait Islander. CDB Culturally Diverse Background (non-English speaking background). PWPD People with a physical disability or disabilities. \*Ministerial employees † Figure comprises 36 nurses and one ministerial employee (matron)

### **Industrial Relations**

- Police Officers received salary increases under the Crown Employees (Police Officers-2003) Award of 4% in January 2004.
- Administrative Officers received a 5% salary increase in July 2003 under the Crown Employees (Public Sector - Salaries January 2002) Award.
- In September 2003 new special duties arrangements for Non Commissioned Police Officers were introduced following a variation to the Special Duties Allowance clause within the Police Award. This variation saw the rationalisation and evaluation of a number of classifications of work that had been in receipt of the allowance thereby ensuring a more contemporary outcome. Designated Detectives and officers appointed to criminal investigation duties now receive a special duties allowance in lieu of previous arrangements.
- Optional disengagement opportunities were offered in August 2003 and January 2004 to police officers who met certain criteria. Ten officers exited NSW Police under this offer.

### **Work Practices and Policies**

The NSW Police Family and Community Services and Personal Carers Leave Policy demonstrates an ongoing commitment to implement flexible work options for employees, allowing a better balance of family and work responsibilities.

- An approved childcare facility will be established at the new Police Headquarters in Parramatta offering employees of NSW Police childcare facilities on site.
- Policy and guidelines for part time work for police officers were revised to reflect contemporary best practice principles and organisational needs.
- A career break proposal is being developed as part of our commitment to the implementation of a range of flexible work practices for employees.
- Higher Duties Allowance Policy and Guidelines have been completed for administrative officers; extension of the policy to sworn officers is underway. This policy ensures fairness, equity and transparency by affording officers the opportunity to relieve in higher level positions and meet corporate objectives.

### **Administrative Officer Discipline**

The NSW Police Administrative Officer Discipline Policy and the NSW Police Administrative Officer Remedial Performance Program Policy and Guidelines were reviewed during 2003-04. The revised policies were implemented in September 2003.

As at 30 June 2004, 26 initial complaint matters received did not proceed to formal discipline misconduct investigations with 15 formal discipline matters proceeding.

### **Community Language Allowance Scheme**

An initiative of the NSW Community Relations Commission, this scheme facilitates improved communication with non-English speaking clients of NSW Government agencies. As at 30 June 2004, 99 employees of NSW Police were part of the scheme.

### **Performance Management**

NSW Police recognises that performance management schemes provide commanders and managers with a framework in which they can provide information and feedback to employees on work performance and assist employees to reach their full potential in the workplace. Existing performance management systems continue to be promoted within NSW Police as a means of managing employee performance and career development.

### **NSW Police Gender Based and Sexual Harassment Policy**

In 2003 the Human Rights and Equal Opportunity Commission updated *Sexual Harassment in the Workplace: A Code of Practice for Employers*. The Code outlines best practice principles for employers. A review of the NSW Police Gender Based and Sexual Harassment Policy is currently being undertaken to ensure that it reflects best practice principles identified by the Code and addresses the needs of NSW Police in 2004 and beyond.

### **NSW Police Equity And Diversity Policy**

A review is being conducted of this policy in consultation with internal and external stakeholders to ensure that it is contemporary and reflects organisational needs.

### **NSW Police Information Package on Family Friendly Work Practices**

In recognition of the ongoing need to provide employees with flexible work practices that assist them to balance family and work commitments, NSW Police is currently developing an information package for NSW Police employees on family friendly work practices, with a particular focus on childcare.

### **NSW Police Leave Without Pay Policy and Guidelines**

In line with Public Sector Leave Without Pay Provisions, NSW Police is developing a Leave Without Pay Policy and Guidelines to provide managers with a framework to determine leave without pay applications whilst emphasising consistent, fair and equitable decision making.

### **NSW Police Pregnancy Protocol**

The NSW Police Pregnancy Protocol outlines flexible working arrangements and entitlements for pregnant police employees. The protocol is currently being reviewed to ensure that it is consistent with current anti-discrimination legislation, remains up to date and relevant.

### **Equal Employment Opportunity (EEO)**

A review of the NSW Police EEO data collection was conducted in the reporting period and strategies identified to improve the human resource data set for external reporting, policy development and monitoring of equity and diversity programs.

During the reporting period a number of senior police were appointed as Corporate Spokespersons for issues such as Women in Policing, Aboriginal Communities, Culturally Diverse Communities and Vulnerable Communities (including those with disabilities), ensuring that EEO issues are examined at a strategic level.

### **Aboriginal Employment Strategy**

The NSW Police Aboriginal Employment Strategy 2003-2005 builds on the Aboriginal Employment, Training and Career Development Strategy 1995-2000. It also incorporates the experience gained from the May 2001 Evaluation Report of the 1995-2000 Strategy.



The aim of this Strategy is to attract and retain Aboriginal employees in order to achieve an employment balance that reflects the representation of Aboriginals in the community we serve. This will enable NSW Police to better respond to Aboriginal communities through increased awareness of cultural issues.

The goals of the Aboriginal Employment Strategy are to:

- increase the number of Aboriginal employees
- retain Aboriginal employees
- enhance awareness of Aboriginal issues throughout NSW Police
- increase the number of permanently employed Aboriginal women in NSW Police.

By targeting positions, including those in commands with high Aboriginal populations, the strategy aims to increase cultural awareness, sensitivity, community links and the ability to support community needs for Aboriginal people.

There has been an increase in Aboriginal employment of 13% over the financial year 2003-04. In a period where the number of persons employed has risen 0.65% (18,798 at 30 June 2003 to 18,921 at 30 June 2004) the number of Aboriginal employees in NSW Police has increased 13.6% from 168 at 30 June 2003 to 191 at 30 June 2004.

The number of Aboriginal police has increased from 124 at 30 June 2003 to 144 at 30 June 2004. This is an increase of 16.1%. The number of Aboriginal administrative and other employees in NSW Police has increased from 44 at 30 June 2003 to 47 at 30 June 2004. This is an increase of 6.8%.

Since the NSW Police Aboriginal Employment Strategy 2003-2005 was implemented, a number of initiatives have been introduced to meet the objectives outlined in the 2003-2005 Strategy, including:

- Aboriginal specific Police Career Days have been held throughout NSW
- Aboriginal Recruitment Information Kits are used to promote a range of job opportunities at Aboriginal Career Days
- NSW Police advertises vacancies for Aboriginal people through the Koori Mail and Indigenous Times

- A grant from Premier's Department under the Aboriginal Employment in Practice Program has provided \$110,000 which will be used to assist the implementation of the NSW Police Aboriginal Employment Strategy 2003-2005
- Numerous local initiatives have been undertaken including:
  - NSW Police employees participating in the Aboriginal Rugby League Knock-out Carnival in 2003
  - Redfern Youth Program-Redfern Police and Community Youth Clubs have Police Officers from the Redfern Command act as mentors for youth in the Redfern and surrounding areas
  - In 2003 Walgett Police took a group of local boys on a camp to promote alternatives to involvement in crime as well as improve Aboriginal cultural awareness. The program is called the "Giyaaali" crime prevention initiative for young people who are identified as being at risk.
- The Aboriginal Coordination Team has assisted with the placement of six Aboriginal people in NSW Police through the Community Employment Development Program. Three are gaining work experience as administrative officers and three as Aboriginal Community Liaison Officers.
- A presentation on the Career Planning and Development Program was given at the Aboriginal Network Annual Conference in 2003.
- An invitation for a two day workshop for career advisors was distributed to Aboriginal employees through the Aboriginal Network in 2003.
- Recruitment Branch, in association with the Marketing Unit, are developing a new range of marketing materials focusing on Aboriginal and Torres Strait Islanders. These include improvements to Aboriginal Information Kits, posters, postcards and stands.

#### **Disability Action Plan**

During 2003-04 NSW Police developed the NSW Police Disability Action Plan 2004-2006 in consultation with key internal and external stakeholders, the NSW Police Disability Policy Statement 2004-2006 and NSW Police Disability Policy Statement Achievements. Achievements under the NSW Police Disability Action Plan to date are:

- Improved accessibility to police station buildings and facilities.
- Improved training of employees so that they are able to respond appropriately and effectively to customers and colleagues with a disability
- Improved access to information provided by NSW Police for people with disabilities.
- Ensuring that people with disabilities are treated with respect and dignity and are able to participate in police-sponsored community programs by circulating positive police disability stories; encouraging people with disabilities to participate in the Volunteers In Policing Program, and developing guidelines on selecting suitable venues for meetings and / or forums.

#### **NSW Government Action Plan for Women**

The Action Plan for Women focuses on initiatives in government agencies, specifically designed to meet the needs of women and/or of particular interest and benefit to women. The Action Plan provides an overview of progress and developments in the key areas of families and communities, violence and safety, work, access to justice and equality before the law, power, decision-making and leadership, education, training, and health.

The Plan also considers the ways in which agencies take account of women in delivering their core services. The key areas involving NSW Police are crime prevention and safety, sexual assault and domestic violence and recruitment and promotion of women in the workplace. Achievements during 2003-04 included:

- Appointment of Superintendent Lee Shearer as the Corporate Spokesperson for Women in Policing. Superintendent Shearer represents the women in policing portfolio both internally and externally as well as overseeing strategies, policies and practices.
- Inclusion of the Women in Policing knowledge map on corporate Intranet. This provides links to information on specific policing issues such as guidelines, legislation, policies, strategies, facts and figures and education. It also identifies knowledge managers who have specialised knowledge on particular issues.

- Review of Adult Sexual Assault Policy and Standard Operating Procedure for the Investigation and Management of Adult Sexual Assault; Review of Interagency Guidelines for Responding to Adult Victims of Sexual Assault; Revised Policy for the Investigation and Management of Sexual Assault Victims aged 16 to 18 years.
- Creation of a specialist Child Protection and Sex Crimes Squad within the State Crime Command to investigate serious and serial sexual assault in NSW.
- The Domestic Violence Pro-active Support Service is a police initiated program being implemented in 28 Local Area Commands. This program involves investigating officers informing victims of the availability of support agencies, and seeking the victim's consent to provide the victim's details direct to the support agency. If consent is given, the support agency then contacts the victim to offer support and referral.
- Participation in the development of the NSW Domestic Violence Interagency Guidelines.

#### **Australian and New Zealand Equal Opportunity Consultative Committee**

NSW Police is represented on the Australian and New Zealand Equal Opportunity Consultative Committee (ANZEOCC). The purpose of ANZEOCC is to support Commissioners with best practice principles relating to equity and workplace diversity and provide strategic advice.

In March 2004 the Conference of Commissioners of Police of Australasia and the South West Pacific Region endorsed the ANZEOCC Strategic Plan 2004-2007. The Strategic Plan establishes clear action to achieve the following three objectives:

- 1 Police jurisdictions effectively manage equity and diversity based on principles that are reflective of progressive practices.
- 2 Police jurisdictions are employers of choice for diverse groups.
- 3 Police jurisdictions establish effective and collaborative partnerships that enable a coordinated approach to achieving equity and diversity outcomes.

#### **Commissioners' Australasian Women In Policing Advisory Committee**

NSW Police is represented on the Commissioners' Australasian Women in Policing Advisory Committee (CAWIPAC). The mission of CAWIPAC is to provide and develop strategies to assist Police Commissioners to maximise the contribution of women within policing organisations. CAWIPAC's objectives are established by the Business Plan and Strategic Plan 2003-2006, which was endorsed by all Police Commissioners. CAWIPAC is a standing item on the Police Commissioners' Conference where they present their annual report of progress against the following achievements areas:

- 1 Women are active and valued participants at every level of policing organisations.
- 2 Middle Managers support women's participation in the workplace.
- 3 Executive leaders value and acknowledge the contribution of women in diverse work roles.
- 4 Policing organisations promote the contribution of women in policing to the wider community.
- 5 CAWIPAC continuously enhances its skills, processes and relationships to achieve its strategic outcomes.

#### **Occupational Health and Safety**

NSW Police is one of a number of government agencies taking part in the NSW Government's Occupational Health and Safety & Rehabilitation Improvement Initiative administered by WorkCover. The next stages of the initiative are:

- (i) a progress review of government agencies (the progress review of NSW Police took place in early June 2004, the results of which were not available at the time of publication); and
- (ii) third round audits of government agencies (scheduled for early 2005).

Both stages will focus on the recommendations of the Premier's Department's initial audit of NSW Police conducted in 2000-01.

The NSW Police Occupational Health and Safety & Rehabilitation Improvement Plan was developed and implemented in 2003-04. The Improvement Plan has an integrated audit tool to measure OHS&R performance. Since the implementation

of the Plan in 2003, the Regional Occupational Health and Safety Coordinators have audited all Local Area Commands and a majority of business units. The audit results show measurable achievements towards the implementation of the Improvement Plan.

In accordance with the OHS&R Improvement Plan's performance targets, all high priority risks identified within the Regions have been addressed with elimination and/or control strategies implemented.

Workers compensation data shows that while the number of claims per employee has decreased the cost per claim has increased. This increase can be attributed in part to increases in salaries.

Recruitment action has been finalised with a full-time OH&S Coordinator assigned to each Region. A senior officer from each Region has also been nominated to be the Region's OHS&R Sponsor and to monitor the Plan's implementation.

There are 122 consultative committees established within the organisation, with 357 committee members having completed the WorkCover NSW accredited training during 2003-04.

There has been a 7% increase in accidents/incidents reported compared to the last reporting period. This is likely to be due to an increase in employee numbers during 2003-04 as well as increased employee awareness of the requirement to report accidents/incidents.

The NSW Police Risk Management Tool has been implemented throughout the organisation with risk registers being established.

During 2003-04 a pilot risk management training course aimed at the operational level of the organisation was trialled in Western Region. The course complies with OH&S legislation pursuant to the provision of training for supervisors in risk assessment and will be implemented statewide.

**TOTAL NUMBER OF ACCIDENTS/INCIDENTS RECORDED (ON INTERNAL SAP SYSTEM)**

|  | 2002-03 | 2003-04 | Variance | Per Cent% |
|--|---------|---------|----------|-----------|
|  | 6,759   | 7,240   | 481      | 7         |

Source: NSW Police, SAP Accident/Incident Reporting System

**THE TEN (10) MOST SIGNIFICANT CAUSES OF ACCIDENTS/INCIDENTS RECORDED FOR THE CURRENT REPORTING PERIOD**

| Cause                    | 2002-03 | 2003-04 | Variance | Per Cent% |
|--------------------------|---------|---------|----------|-----------|
| Physical assault         | 1,422   | 1406    | -16      | -1        |
| Slips/trips/falls        | 1,263   | 1281    | 18       | 1         |
| Contact with body fluids | 486     | 623     | 137      | 28        |
| Lifting/carrying object  | 287     | 374     | 87       | 30        |
| Psychological factors    | 160     | 330     | 170      | 106       |
| Motor vehicle accident   | 288     | 326     | 38       | 13        |
| Step on/strike object    | 286     | 325     | 39       | 14        |
| Struck by object         | 304     | 316     | 12       | 4         |
| Physical exercise        | 170     | 249     | 79       | 46        |
| Caught in between object | 142     | 158     | 16       | 11        |

These constitute 74% of the total number of accidents/incidents recorded. The remaining 26% is made up of less significant notifications. Figures for physical assaults continue to represent a significant proportion (19%) of total accidents/incidents. There has been a 106% increase in accidents/incidents resulting from psychological factors compared with the previous reporting period.

The NSW Police accident/incident investigation system has been implemented in all operational and business units.

#### **Ethnic Affairs Priorities Statement**

The *Community Relations Commission and Principles of Multiculturalism Act 2000* requires that NSW Police report against the requirements of the Ethnic Affairs Priority Statement (EAPS).

The Premier has designated NSW Police as a key agency for the purposes of reporting against EAPS. NSW Police operates on a three year forward plan and reports annually on its achievements against the EAPS Standards Framework Assessment. The 2005-2008 EAPS Forward Plan is currently being developed and will incorporate ongoing initiatives that are reflected in the current Forward Plan, including:

- Ethnic Community Liaison Officer Program
- Innovative Models of Police and Community Training
- Police and Ethnic Communities Advisory Council
- Workplace Diversity Training Program
- Review of language services in NSW Police and
- Support for officers who are policing in a culturally and linguistically diverse society.

#### **Code of Conduct**

The purpose of this Code is to set standards of behaviour and provide guidance in ethical decision making for all employees of NSW Police. All employees are required to sign an acknowledgement that they have read the NSW Police Code of Conduct and Ethics.

There is ongoing review of the Code of Conduct and Ethics to incorporate internal and external agency reports and recommendations for improvement and ensure there is a contemporary approach to issues of conduct and ethics to assist and guide all employees.

This year NSW Police has adopted the Australasian Police Statement of Ethics. The project to develop the Statement was led by NSW Police under the auspice of the Australasian Police Professional Standards Council.

#### **Commissioner's Confidence**

The Commissioner has personally considered 21 submissions to remove officers under "loss of confidence" provisions.

- 8 officers were removed
- 5 officers resigned
- 5 remain under consideration
- 3 resulted in other management action.

#### **Training and Development**

NSW Police, through its Education Services Command, manages internal programs and courses and is a registered training organisation with the Vocational Education and Training Accreditation Board. NSW Police also delivers courses in partnership with the tertiary sector.

NSW Police continues to target the most suitable and best possible recruits for appointment as police officers. As at 30 June, 2004, 691 applicants were considered eligible for entry into the NSW Police.

In 2003-04:

- 895 students attested from the NSW Police College as probationary constables
- 1952 police were trained and attained a silver certification for driving
- 746 sergeants were trained in the Sergeants Course
- 519 officers were designated as detectives
- 82 senior investigators completed the senior detectives course, and
- external review of police education was concluded.

As part of the Australasian Police Professional Standards Council, Police Commissioners of each state in Australia and in New Zealand commissioned the University of NSW to research the inherent requirements of policing to determine standards of entry requirements to the policing profession.

The Executive Leadership Development Program was developed to help NSW Police identify those members of the organisation that will be the future leaders of NSW Police.



## HONOURS AND AWARDS TO MEMBERS OF THE NEW SOUTH WALES POLICE

### HONOURS AND AWARDS TO MEMBERS OF THE NEW SOUTH WALES POLICE

#### Commissioner's Valour Award (VA)

*(act of conspicuous merit involving exceptional bravery by sworn police on duty)*

Const A. Beattie  
Detective Snr Const B. Darnell  
Snr Const K. Day  
Sergeant G. Dossantos  
Snr Const L. Gilroy  
Snr Const D. Kolosque  
Const P. McGirr  
Const D. McIntire  
Const T. O'Brien  
Probationary Const M. Paterson  
Snr Const L. Rudder  
Snr Const B. Searl  
Const M. Stratton  
Const A. Webb

#### Commissioner's Commendation (Courage)

*(action in the line of duty where a degree of courage is required due to the risk involved)*

Const T. Andrews  
Snr Const P. Balatincz  
Snr Const W. Bevan  
Const S. Binskin  
Snr Const S. Bradstock  
Detective Snr Const R. Brooks  
Snr Sergeant P. Burton

Const B. Calleia  
Snr Const S. Cameron  
Snr Const C. Carey  
Snr Const M. Coleman  
Const B. Cooper  
Snr Const K. Coyne  
Snr Const J. Dawkings  
Snr Const P. Day  
Const J. Doidge  
Const D. Fenton  
Snr Const S. Fletcher  
Const P. Gelme  
Snr Const S. George  
Const A. Godfrey  
Snr Const B. Graham  
Const S. Greenway  
Probationary Const S. Heron  
Sergeant C. Hickey  
Snr Const S. Johnson  
Snr Const T. Leonard  
Snr Const D. Leven  
Snr Const K. Markulin  
Snr Const N. Matthews  
Snr Const A. McMullen  
Leading Snr Const K. Monk  
Snr Const J. Moylan  
Snr Const F. O'Brien  
Sergeant A. Oestreich (RAAF)  
Snr Const G. Payne  
Snr Const B. Ross  
Snr Const E. Senff  
Const B. Smith  
Detective Sergeant R. Smith  
Const C. St Clair

Snr Const P. Tilling  
Sergeant K. Tillman  
Sergeant M. Watson  
Probationary Const R. Wilson  
Snr Const C. Young

#### Commissioner's Commendation (Service)

*(outstanding or meritorious performance of duty)*

Sergeant S. Allison  
Father J. Boland  
Detective Snr Sergeant M. Cook  
Reverend G. Dark  
Detective Inspector A. Day  
Father B. Dwyer  
Mr K. Hartley  
Detective Sergeant S. Leach  
Snr Const M. Mayday  
Snr Sergeant M. McCarthy  
Inspector N. McDonald  
Reverend P. Mumford  
Snr Sergeant P. Navin  
Sergeant C. Nicholson  
Detective Inspector D. Payne  
Snr Sergeant G. Penn  
Detective Sergeant B. Ryan  
Detective Snr Const D. Sly  
Detective Sergeant R. Tuckerman

#### Commissioner's Olympic Commendation

*(outstanding service at the 2000 Olympic Games)*

Inspector P. Hansen

#### Commissioner's Community Service Commendation

*(voluntary activities as a NSW Police representative - fundraising and community work)*

Sergeant P. Flanagan  
Superintendent P. Hickman  
Snr Const J. Korn  
Chief Inspector C. Pasfield  
Ms A. Robertson  
Snr Const K. Strickland  
Snr Const R. Wither

#### New South Wales Police Diligent and Ethical Service Medal

*(diligent and ethical service by non-sworn members of NSW Police)*  
5200 Medals approved (back-capture following introduction in 2002)

#### Commissioner's Unit Citation

*(outstanding duty by commands, units or personnel undertaking a common task)*

Lake Illawarra Local Area Command / Illawarra Police Rescue / Port Kembla

Water Police  
Operation Terrall  
Operations Support Group / City East  
Mounted Police Unit  
Rugby World Cup 2003 Command  
Special Crime & Internal Affairs – Special  
Crime Unit  
State Protection Group – Tactical  
Operations Unit  
St George Local Area Command –  
Detectives  
Strike Force Portville  
Strike Force Tronto 1

#### **Commissioner's Community**

##### **Service Citation**

*(voluntary activities as a NSW Police  
representative – police-related non-profit  
organisations)*

Sergeant M. Aalders  
Const D. Blackett  
Superintendent P. Hickman  
Snr Sergeant T. McGregor  
Snr Const A. New  
Sergeant R. O'Riordan  
Snr Const M. Partridge  
Snr Const N. Weyland

#### **New South Wales Police Diligent and Ethical Service Medallion**

*(diligent and ethical service by civilian  
members of NSW Police)*  
500 Medallions approved (back-capture  
following introduction in 2002)

#### **AUSTRALIAN HONOURS AND AWARDS:**

##### **Bravery Medal (BM)**

*(act of bravery in hazardous  
circumstances)*

Snr Const D. Abernethy  
Snr Const M. Prott

##### **Commendation for Brave Conduct**

*(act of bravery worthy of recognition)*

Const A. Godfrey  
Const M. Kelly  
Const K. Mahlberg  
Snr Const E. Senff

##### **Public Service Medal (PSM)**

*(out-standing public service)*

Mr D. Strickland

##### **Australian Police Medal (APM)**

*(distinguished Police service)*

Detective Chief Superintendent P. Dein  
Assistant Commissioner G. Dobson  
Superintendent Z. Feszczuk

Snr Sergeant J. Foggo  
Snr Sergeant B. Gane  
Superintendent E. Hook  
Superintendent I. Lovell  
Snr Sergeant R. Parry  
Assistant Commissioner P. Parsons  
Snr Sergeant J. Prendergast  
Detective Snr Sergeant L. Purday  
Detective Inspector J. Scott  
Superintendent J. Sweeney  
Superintendent N. Tarleton  
Inspector L. Walker  
Assistant Commissioner M. West

#### **Police Overseas Service Medal**

*(service with international peacekeeping  
organisations by sworn Police)*

Snr Const M. Elm  
Snr Const D. McCann  
Inspector R. Robertson  
Snr Const A. Stevens  
Snr Const A. Wilson

#### **National Medal**

*(diligent service by sworn Police)*  
900 Medals and Clasps approved.

#### **OTHER POLICE-RELATED HONOURS AND AWARDS:**

##### **Victoria Police Chief**

##### **Commissioner's Commendation**

*(outstanding service)*  
Detective Sergeant A. Waterman

#### **Royal Humane Society of New South Wales**

##### **Bronze Medal**

*(bravery in rescue situations)*

Const A. Beattie  
Sergeant G. Dossantos  
Snr Const T. Walter

#### **Royal Life Saving Society Australia (NSW Branch)**

##### **New South Wales Police Awards –**

##### **Commendation**

*(outstanding life-saving skills in  
emergency situations by sworn Police)*

Snr Const N. Archer  
Snr Const M. Bransdon  
Probationary Const C. Dickson  
Const J. Garai  
Snr Const D. Goodsell  
Const A. Henderson  
Sergeant K. Hill  
Const M. Lewis  
Snr Const P. Lighezzolo  
Const D. Macpherson  
Const J. Marsh  
Snr Const B. Martin

Snr Const G. McGovern  
Snr Const C. Meszaros  
Snr Const L. Mooney  
Const S. Park  
Const S. Robinson  
Const S. Rolls  
Const J. Stevens  
Snr Const J. Taber  
Snr Const Z. Taseski  
Snr Const R. Thomas  
Snr Const C. Vipond  
Snr Const G. Williams

#### **St John Ambulance Australia (NSW) Emergency Service Awards**

##### **– Special Plaque**

*(extraordinary first-aid whilst on duty)*

Const J. Bentley  
Leading Snr Const G. Connelly  
Probationary Const B. Dixon  
Snr Const S. Gallagher  
Const J. Hayward  
Snr Const N. Jurd  
Const R. Macraird  
Snr Const S. Nichol  
Const A. O'Keefe  
Snr Const R. Peters  
Sergeant E. Verzosa  
Probationary Const W. Walker  
Inspector D. Wilson  
Snr Const R. Zanella  
Probationary Const A. Zeibots

#### **NEW SOUTH WALES GOVERNMENT HONOURS AND AWARDS:**

##### **New South Wales Service Medallion**

*(outstanding service with the  
NSW Public Service)*

Mr R. Arkinstall  
Mr M. Castle  
Mr M. Kennedy  
Mr H. McKinnon  
Mr T. O'Brien  
Mr S. Sheen  
Mr A. Thompson  
Mr T. Tokarczyk  
Mr J. Williams

# APPENDIX 3

## CRIMES (FORENSIC PROCEDURES) ACT 2000 Statistics for Forensic Procedures

### DNA DATABASE – “COLD” LINKS TO UNSOLVED CRIME

|                        | 2002-03 | 2003-04 | Comment   |
|------------------------|---------|---------|---|
| Total DNA 'COLD' Links | 1988    | 2842    | 42.9% increase in DNA database cold links from 2002-03 to 2003-04 |
| Person Identifications | 1392    | 1752    | 25.9% Increase  |
| Scene-to-Scene         | 596     | 1091    | 83.0% increase  |
| Average Weekly Links   | 38.2    | 54.7    | 43% increase  |
| Total Arrests          | 575     | 1757    | 205% increase   |
| Total Convictions      | 346     | 1154    | 233% increase   |

### DNA TESTS – CRIMES (FORENSIC PROCEDURES) ACT 2000

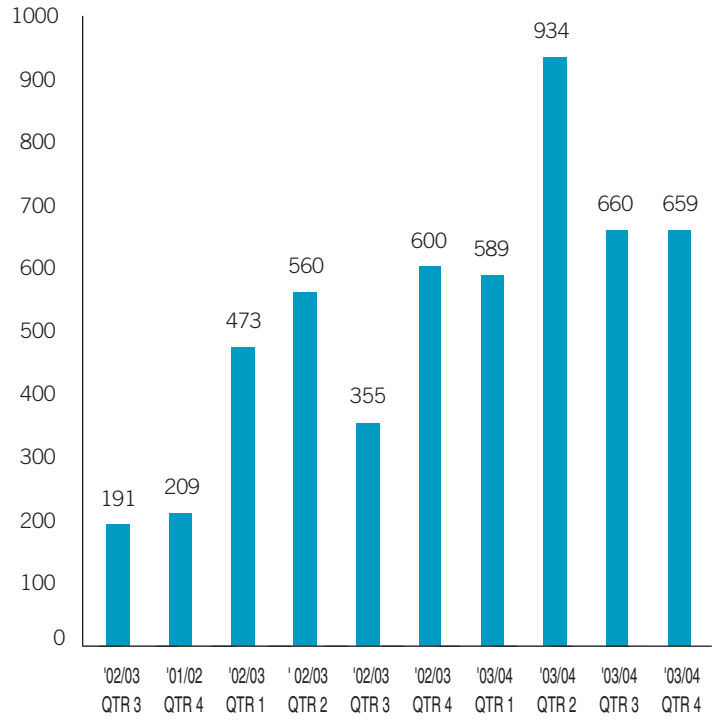
|  | 2002-03 | 2003-04 | Comment   |
|--|---------|---------|---|
| Total Tests  |         |         |   |
| Person of Interest DNA Tests   | 1848    | 2313    | Includes re-tests resulting from 2nd Sample Policy requiring suspects to be re-tested for new investigations. This policy is under review.              |
| Inmate DNA Tests<br>Photos, Fingerprints and other Forensic Procedures | 3845    | 2528    | Over 1,000 photographs taken using the powers of the Act, as well as over 50 fingerprints and estimated 100 + other allowed uses (GSR, hand-swabs etc.) |

### DNA DATABASE - LINKED OFFENCES

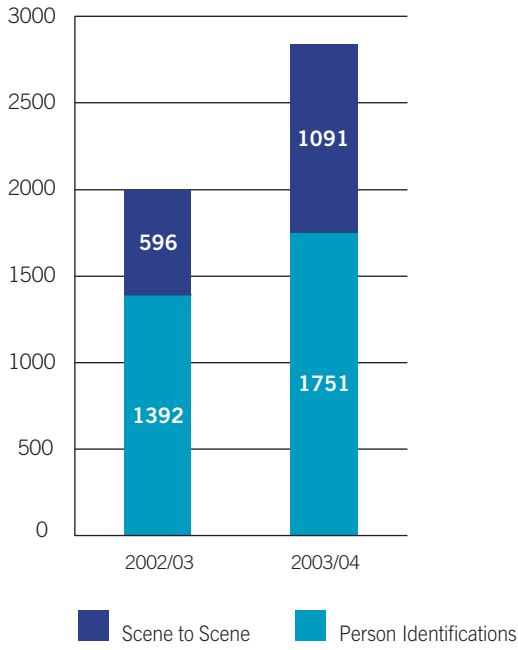
Since Database Start-up November 2001 to 30 June 2004

| Offence                     | Links | Offence                      | Links |
|-----------------------------|-------|------------------------------|-------|
| Break Enter and Steal (BES) | 3686  | Aggravated BES               | 61    |
| Steal Motor Vehicle         | 657   | Robbery / Aggravated Robbery | 49    |
| Steal from Motor Vehicle    | 329   | Aggravated Assault           | 12    |
| Other Steal                 | 56    | Malicious Wounding           | 5     |
| Malicious Damage            | 60    | Assault                      | 13    |
| Murder                      | 13    | Fail to Stop                 | 5     |
| Attempt Murder              | 3     | Dangerous Driving            | 14    |
| Aggravated Sexual Assault   | 34    | Firearms                     | 10    |
| Sexual Assault              | 42    | Arson                        | 8     |
| Armed Robbery               | 173   |                              |       |

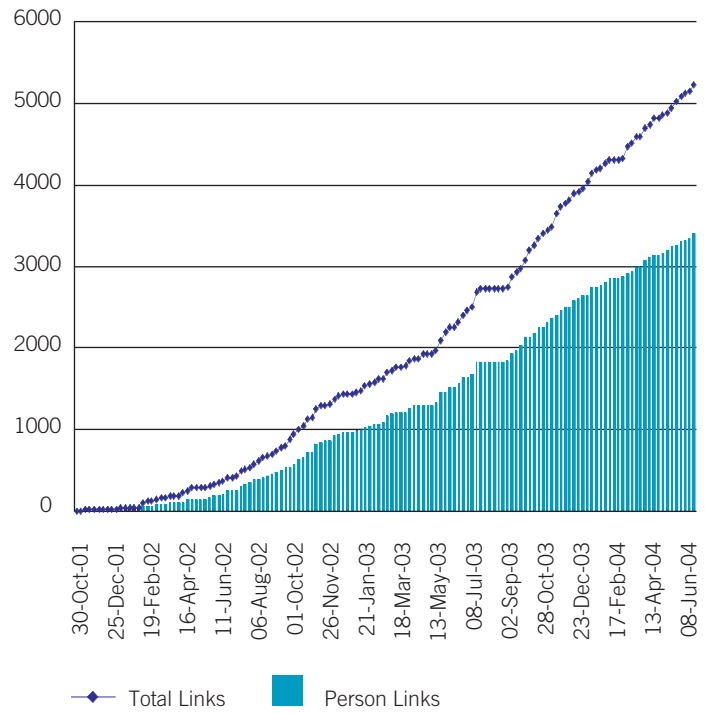
DNA Database Links by Quarter Since Database start-up



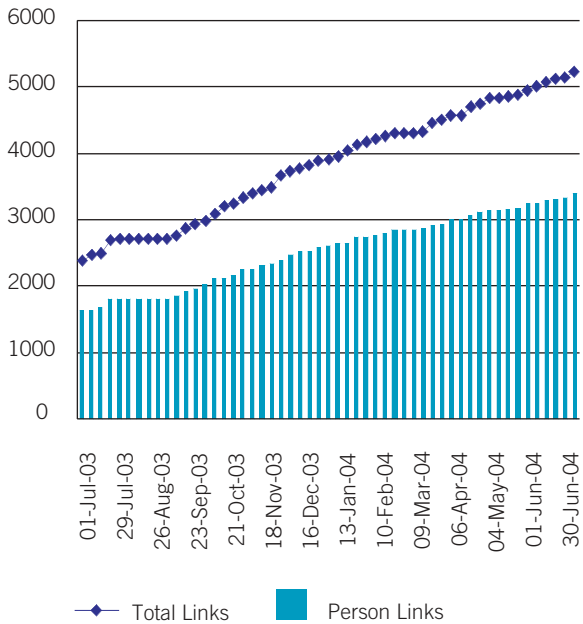
DNA Database "Cold" Links Financial Year



TOTAL DNA Database links Since Database Start To End June 2004



Cumulative DNA Database links 2003 / 2004





## APPENDIX 4

### POLICE POWERS (DRUG DETECTION IN BORDER AREAS TRIAL) ACT 2003

In January 2004 legislation commenced in NSW allowing police to obtain Supreme Court warrants authorising NSW Police to stop any vehicles in a specified 'search area' and use drug

detection dogs for searches. The aim of the *Police Powers (Drug Detection in Border Areas Trial) Act 2003* is to reduce the movement, by vehicle, of prohibited drugs across the New South Wales/South Australian border and New South Wales/Victorian border. The preliminary results of the first five operations staged between February 2004 and May 2004 are tabled below.

#### SUMMARY INFORMATION (2003/2004)

| Information category  | Operation 1   | Operation 2                    | Operation 3                      | Operation 4                           | Operation 5                     |
|---|---|--------------------------------|----------------------------------|---------------------------------------|---------------------------------|
|   | 1-3 Feb 2004<br><b>Deniliquin</b>   | 19-21 Feb 2004<br><b>Wagga</b> | 29 April – 1 May<br><b>Wagga</b> | 29 April – 1 May<br><b>Deniliquin</b> | 28 – 30 April<br><b>Barrier</b> |
| 1 Number of police officers involved  | 40  | 46                             | 19                               | 13                                    | 15                              |
| 2 Number of dogs used   | 4   | 4                              | 1                                | 1                                     | 2                               |
| 3 Duration of the operation (days/hours)  | 3 days<br>24 hrs  | 3 days<br>24 hrs               | 3 days<br>26 hrs                 | 3 days<br>14 hrs                      | 3 days<br>16.5 hr               |
| 4 Number of vehicles stopped  | 646   | 988                            | 144                              | 30                                    | 724                             |
| 5 Number of vehicles searched as a result of the operation  | 65  | 93                             | 27                               | 2                                     | 47                              |
| 6 Number of persons searched as a result of the operation   | 34  | 159                            | 48                               | 5                                     | 16                              |
| 7 Reason for each search conducted as a result of the operation   | Positive indication from Drug Detection Dog with the exception of 2 drivers consent/reasonable cause searches during the 2nd and 3rd operations ( <i>i.e. 2 vehicles were searched where no indication was received by the dog, and owner consent or reasonable cause was relied upon</i> ).  |                                |                                  |                                       |                                 |
| 8 The number and nature of things seized and detained under this Act, including the kinds and quantity of any prohibited drugs or prohibited plants found, as a result of each search or other action undertaken. | <p><b>OPERATION 1 (1-3 FEB 2004)</b><br/> <b>Number and Nature of things seized</b><br/>           \$6,500 cash (goods in custody)</p> <p><b>Kinds and quantities of drugs found</b><br/>           Cannabis: 18 grams (total)<br/>           Amphetamine: 4.6 grams (total)</p> <p><b>Other action undertaken (eg. Arrests)</b><br/>           Legal Process: 11 persons charged with 25 offences</p> <p><b>OPERATION 2 (19-21 FEB 2004)</b><br/> <b>Number and Nature of things seized</b><br/>           – 247 grams of green vegetable matter believed to be cannabis leaf<br/>           – 1 gram of substance believed to be amphetamine<br/>           – \$52,000 cash</p> <p><b>Kinds and quantities of drugs found</b><br/>           – Cannabis: 247 grams (total)<br/>           – Amphetamine: 1 gram (total)</p> |                                |                                  |                                       |                                 |

## SUMMARY INFORMATION (2003/2004) continued

Other action undertaken (eg. Arrests):

Legal Process: 30 persons subjected to legal process

### **OPERATION 2 (29 APRIL – 1 MAY 2004)**

#### **Number and Nature of things seized**

- 530 grams of green vegetable matter believed to be cannabis leaf
- 1.017 kilograms of cream coloured crystal substance believed to be Methamphetamine Hydrochloride
- \$7,000 cash
- Holden Commodore sedan (Victorian registration including an amount of personal property)
- 2 mobile phones
- 2 QLD number plates
- Identification papers and Victorian Drivers Licence

#### **Kinds and quantities of drugs found**

- Cannabis: (see above) 530 grams
- Amphetamine: (see above) 1.017 kilograms

#### **Other action undertaken (eg. Arrests)**

- Legal Process: 19 persons subjected to legal process

### **OPERATION 4 (29 APRIL – 1 MAY 2004)**

#### **Number and Nature of things seized**

- One bong

#### **Kinds and quantities of drugs found**

- Cannabis: 5 grams

#### **Other action undertaken (eg. Arrests)**

- Legal Process: 1 caution for Cannabis, 1 PCA

### **OPERATION 5 (28 APRIL – 30 MAY 2004)**

#### **Number and Nature of things seized**

- 1 crossbow and bolts
- miscellaneous smoking implements
- 1 VK Commodore Sedan

(Inflict Grievance Bodily Harm charges detected during operation)

#### **Kinds and quantities of drugs found**

- Cannabis: 3744 grams
- 1 cannabis plant

#### **Other action undertaken (eg. Arrests)**

Legal Process:

- 8 Court Attendance Notices issued
- 8 Cannabis Cautions
- 1 person charged with maliciously inflict Grievous Bodily Harm with Intent (detected during vehicle stop)
- 1 PCA

## APPENDIX 5

### ASSUMED IDENTITIES

*Law Enforcement and National Security (Assumed Identities) Act, 1998*  
The Act governs the acquisition and use of assumed identities by police and other law enforcement bodies in New South Wales. The Act provides that a police officer must have approval to acquire and use of an assumed identity. The data on assumed identities is provided in accordance with s12 of the *Law Enforcement and National Security (Assumed Identities) Act, 1998*.

Assumed identities are approved for police where it is necessary to perform covert duties.

| Assumed Identities | 2003-04 |
|--------------------|---------|
| Approved           | 127     |
| Revoked            | 78      |

## APPENDIX 6

### USE OF LISTENING DEVICES

#### Telecommunication Interception Act 1979

NSW Police submits to the Federal Attorney General, via the State Attorney General:

- regular reports on each warrant issued (6B reports)
- quarterly reports
- an annual report under this legislation.

Telecommunications interception continues to be regarded by National and State law enforcement bodies as one of the most cost effective and efficient means of gathering evidence.

#### 2003-04 Telecommunications Interception Figures

Applications for warrants:  
Total warrants issued – 463

Urgent Telephone warrants:  
Telephone warrants issued – 52

Renewal warrants:  
Renewals issued – 41

Entry warrants s48:  
Entry warrants issued – 2

Conditions and Restrictions:  
Warrants with conditions and restrictions – 3

#### Arrests and Charges - Evidence

- 474 individual arrests were made from essential information.
- 968 charges resulted from lawfully obtained Telecommunication Interception information.
- 820 prosecutions were lodged by agencies where Telecommunication Interception evidence was given at court.
- 608 convictions were made using Telecommunication Interception evidence.

#### SERIOUS OFFENCE SPECIFIED IN WARRANTS\*\*

Since Database Start-up November 2001 to 30 June 2004

| Offence   | Warrants issued |
|---|-----------------|
| Murder  | 138             |
| Kidnapping  | 36              |
| Narcotics offence   | 12              |
| Terrorism offence   | 7               |
| Loss of life  | 61              |
| Serious personal injury                                       | 42              |
| Serious damage to property endangering the safety of a person | 20              |
| Trafficking in prescribed offence                             | 63              |
| Serious fraud   | 7               |
| Bribery or corruption   | 17              |
| Offence involving planning and organisation                   | 57              |
| Money Laundering  | 3               |

\*\*NB: NSW Police reports on telecommunication interceptions under Commonwealth offences and not the NSW Crimes Act offences

# APPENDIX 7

## POLICE INVOLVEMENT IN HIGH SPEED PURSUITS 2003-04

| RESULT OF PURSUIT <sup>a</sup>                 |             |             | RESULT FOR INITIATING PURSUIT <sup>b</sup> |      |     |
|--|-------------|-------------|--|------|-----|
| Terminated by supervisor                       | 483         | 22%         | Traffic offence                            | 1481 | 64% |
| Discontinued by driver                         | 202         | 9%          | Criminal offence                           | 231  | 10% |
| Stopped due to collision                       | 182         | 8%          | Stolen vehicle                             | 390  | 17% |
| Completed without incident                     | 1           | 0%          | Not stop RBT                               | 198  | 9%  |
| Offending vehicle lost                         | 422         | 19%         | Other                                      | 10   | 0%  |
| Offending vehicle stopped                      | 598         | 27%         |  |      |     |
| Offending vehicle stopped<br>and occupant fled | 303         | 14%         |  |      |     |
| <b>Total</b>                                   | <b>2193</b> | <b>100%</b> |  |      |     |

<sup>a</sup> Sum does not equal total since there are some pursuits for which a reason is unavailable. <sup>b</sup> A pursuit may have been initiated for one or more reasons.

| STATE PURSUITS BY YEAR AND MONTH |     |     |     |     |     |     |     |     |     |     |     |     |             |
|----------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------------|
| Year                             | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Total       |
| <b>1999-00</b>                   | 163 | 184 | 179 | 195 | 217 | 238 | 242 | 196 | 205 | 235 | 230 | 213 | <b>2497</b> |
| <b>2000-01</b>                   | 229 | 222 | 185 | 220 | 212 | 236 | 223 | 216 | 269 | 183 | 163 | 220 | <b>2578</b> |
| <b>2001-02</b>                   | 172 | 181 | 218 | 167 | 190 | 212 | 239 | 155 | 214 | 177 | 198 | 173 | <b>2296</b> |
| <b>2002-03</b>                   | 162 | 170 | 136 | 164 | 177 | 201 | 185 | 166 | 173 | 189 | 191 | 191 | <b>2105</b> |
| <b>2003-04</b>                   | 159 | 175 | 178 | 194 | 119 | 186 | 172 | 204 | 166 | 223 | 195 | 138 | <b>2109</b> |

### POLICE USE OF ROAD SPIKES

Police have the power to deploy road spikes under certain conditions and upon approval by a Duty Officer. Road spikes were deployed in 2% of all pursuits.

# APPENDIX 8

## LEGISLATIVE CHANGES 2003-04

### **The Justices Legislation (Repeal and Amendment) Act 2001, Criminal Procedure Amendment (Justices and Local Courts) Act 2001 and the Local Courts (Criminal and Applications) Rule 2002**

Simplified the processes for commencing proceedings for a criminal offence and provides alternatives to 'in person' service of court attendance notices, applications, subpoenas and briefs of evidence.

### **Crimes Legislation Amendment Act 2003**

This Act amended the following:

- *Bail Act 1978*, relating to the admissibility of evidence during bail determinations.
- *Child Protection (Prohibited Employment) Act 1998*, increasing the penalty for the offence of seeking employment with children when prohibited.
- *Crimes Act 1900*
- *Crimes (Forensic Procedures) Act 2000*, relating to presence of an interview friend and the transmission of DNA data between NSW and other jurisdictions.
- *Criminal Procedure Act 1986*
- *Evidence (Children) Act 1997*, creating a presumption that a child is entitled to give certain evidence in chief in the form of a recording.
- *Police Powers (Internally Concealed Drugs) Act 2001*
- *Law Enforcement (Powers and Responsibilities) Act 2002*
- *Mental Health Act 1990*, extending the provision of s24 to include people who appear to have attempted serious harm to another person.
- *Summary Offences Act 1988*, doubling the monetary penalty available for convicted child sex offenders for the offence of loitering near a school or public place frequented by children.

### **Firearms Amendment (Prohibited Pistols) Act 2003**

This made a number of miscellaneous amendments to firearms legislation and placed further restrictions on the kinds of pistols that may lawfully be used by sport/target shooters.

### **Bail Amendment Act 2003 and the Bail Amendment (Stays of Decisions) Regulation 2003**

These amendments prevent a person charged with murder or a 'repeat offender' charged with a serious personal violence offence from being granted bail except in exceptional circumstances. It also provides for a temporary stay of a decision by an authorised justice to grant bail to a person accused of a serious offence, pending a review of that decision by the Supreme Court.

### **Summary Offences Amendment (Spray Paint Cans) Act 2002**

This Act created a new offence of selling spray cans to people less than 18 years of age in certain circumstances.

### **Criminal Procedure Amendment (Penalty Notices Offences) Regulation 2003**

This legislation extended the Penalty Notices Trial until 30 August 2004.

### **Criminal Records Amendment (Exclusion) Regulation 2003**

This legislation allows a person's conviction for serious personal violence offences that are otherwise 'spent' to be taken into account for the purpose of bail for repeat offenders.

### **Rail Safety (Drug and Alcohol Testing) Regulation 2003**

This regulation provided for the testing of railway employees for alcohol and other drugs.

### **Sporting Venues (Pitch Invasions) Act 2003**

This Act assisted police in delivering an appropriate and effective policing response at Rugby World Cup venues.

### **Road Transport (Safety and Traffic Management) (Road Rules) Amendment (Drinking While Driving) Regulation 2003**

This regulation made it an offence for the driver of a motor vehicle to consume alcohol while driving on a road.

### **Road Transport Legislation Amendment (Interlock Devices) Act 2002**

This allowed a person who is disqualified for certain alcohol related driving offences to legally drive during part of their disqualification period provided they

obtain an 'interlock drivers licence' and drive a vehicle fitted with an interlock device.

### **Road Transport (Safety and Traffic Management) Amendment (Default Urban Speed Limit) Regulation 2003**

This reduced the default speed limit that applies to any length of road to which a speed limit sign does not apply from 60 to 50 kilometres per hour.

### **Crimes Legislation Amendment (Property Identification) Act 2003**

This Act made it more difficult for people to trade in stolen goods. It made available a charge of malicious damage for the removing, obliterating, defacing or altering of unique identifiers on goods. It also defined such tampering as 'suspicious circumstances' and required licensed pawnbrokers and second-hand dealers to report the goods to police.

### **Firearms and Crimes Legislation Amendment (Public Safety) Act 2003**

The amendments improved public safety and act as a deterrent to people who use or trade in firearms. It creates new offences under both the *Crimes Act 1900* and the *Firearms Act 1996*, including the offence of selling a firearm part to an unauthorised person.

### **Drug Misuse and Trafficking Amendment (Prohibited Drug) Regulation 2003**

This regulation amended Schedule 1 to the *Drug Misuse and Trafficking Act 1985* to prescribe 'ketamine' as a prohibited drug.

### **Crimes Legislation Further Amendment Act 2003**

This Act amended the:

- *Crimes Act 1900*, increasing the age limit (from 2 to 7 years) that applies to the offence of exposing or abandoning a child.
- *Crimes (Sentencing Procedure) Act 1999*, increasing the power of a Local Court to impose consecutive sentences of imprisonment.
- *Criminal Appeal Act 1912*
- *Criminal Procedure Act 1986*
- *Firearms Act 1996*, to clarify the operation of offences relating to the unlawful possession and use of firearms.

- *Law Enforcement (Powers and Responsibilities) Act 2002* (this Act has not commenced).
- *Mental Health (Criminal Procedure) Act 1990*, to allow a magistrate to make a variety of orders with respect to a person who appears to be developmentally disabled or suffering from a mental illness.

#### **Police Legislation Amendment (Civil Liability) Act 2003**

This amendment provided that a member of NSW Police is not liable for any injury or damage caused by any act or omission of the member when exercising a legal function in good faith.

#### **Police Powers (Drug Detection in Border Areas Trial) Act 2003**

This Act allowed police to apply for a warrant to establish checkpoints, stop vehicles and use drug detection dogs to search for drugs in an area identified as a border area.

#### **Road Transport (Safety and Traffic Management) Amendment (Alcohol) Act 2004**

This Act amended the *Road Transport (Safety and Traffic Management) Act* to impose a zero blood alcohol limit for holders of learner's and provisional licences.

#### **Crimes Legislation Amendment Act 2004 This Act amended:**

- *Crimes Act 1900*, to add categories of aggravation to s80A and further circumstances to the dangerous driving scenarios in s52A.
- *Summary Offences Act 1988*, to create a new offence of 'filming for indecent purposes'.
- *Child Protection (Offenders Registration) Act 2000*, to extend the registration and reporting obligations to people found guilty of 'filming for indecent purposes'.
- *Costs in Criminal Cases Act 1967*
- *Children (Criminal Proceedings) Act 1987*
- *Criminal Appeal Act 1912*
- *Crimes (Sentencing Procedure) Act 1999*

#### **Bail Amendment (Terrorism) Act 2004**

This Act amended the *Bail Act 1978* to create a presumption against bail for people charged with certain terrorism offences

## APPENDIX 9

### RESEARCH AND DEVELOPMENT

Education Services coordinates and manages significant research projects with various industry and tertiary partners for NSW Police. The table below depicts the current research being undertaken for, and into, issues with NSW Police.

#### CURRENT RESEARCH PROJECTS 2003-04

| INSTITUTION                    | PROJECT  |
|--------------------------------|--|
| University of Melbourne        | Social Hate Discourse - Intersection in Practices and Regulations of Hate Violence in NSW  |
| Charles Sturt University       | Profiling Missing Persons for Appropriate Response to Likelihood of Violent Crime, Phase 1   |
| Australian National University | The Mismatch Between the Fear of Crime and the Actual Incidence of Crime: A Spatio-Temporal Study in Kings Cross, New South Wales                            |
| University of Western Sydney   | Critical Evaluation of Integrated Approaches to Domestic Violence  |
| University of NSW              | Police Culture and Professionalism: A Follow-up Study of Recruits  |
| NSW Police / University of NSW | Eyewitness Identification: Current Practices in NSW Police   |
| University of NSW              | Police Interviewing of Suspects  |
| Australian National University | Young Persons and the Enforcement of Drug Use Laws: What currently informs police discretion to use diversionary options?                                    |
| University of Wollongong       | Identifying Personal Strengths in Police: An investigation into factors that predict resilience, satisfaction, effectiveness and innovations in NSW Police.  |
| Sydney University              | The Influence of Victim Intoxication and Victim Attire on Police Sexual Assault Responses  |
| University of Western Sydney   | A Preliminary Examination of the NSW Police Psychological Firearm and Operational Safety Assessment: Does it lead to a reduction in stress-related symptoms? |
| NSW Police                     | The Efficacy of Written Emotional Expression in the Minimisation of Psychological Distress in Police Officers  |
| University of Western Sydney   | Linkages Between Housing, Policing and other Interventions for Crime and Harassment Reduction on Public Housing Estates                                      |
| University of NSW              | Inherent Requirements of the Jobs of Frontline Policing  |

|   |  |
|---|--|
| University of Sydney                            | An Analysis of Police Attitudes and Knowledge About Firearms Ownership and Violence  |
| University of Newcastle                         | Investigating the Impact of Shift Work and Other Stressors on an Individual's Psychological and Physiological Well-being; Validating the Positive Coping Strategies of Police Officers |
| Charles Sturt University                        | Catching Recidivist Offenders: Improving Crime Detection Rates by Utilising Criminal Modus Operandi and Geographical Profiling   |
| Charles Sturt University                        | "Safer by Design". A Field Test of the 'Predictive' Capabilities of the Crime Prevention Through Environmental Design.   |
| Charles Sturt University                        | To evaluate temperament profiles of emergency services personnel in NSW and to ascertain the extent of their relationship to post traumatic stress syndrome.                           |
| University of New England                       | Self Harm Behaviour in NSW Police Custody.   |
| University of NSW                               | Police Opinions of Co-witness Discussion.  |
| Deakin University                               | Improving the competency of Police Officers in Conducting Investigative Interviews of Children.  |
| Australian Institute of Criminology /NSW Police | Monitoring Injuries in Police Custody: A Feasibility and Utility Study.  |
| University of Melbourne                         | Analysis of the Spatial Behaviour of Apprehended Serial Sex Offenders in Australia.  |
| Charles Sturt University                        | Resistance to Ideal Police Body – Women in Policing  |
| University of Western Sydney                    | Knife/Offensive Implement Carrying: Young People and Operational Police. Crimes Legislation Amendment (Police and Public Safety) Act 1998: Operational Police Practice and Youth.      |
| Sydney University                               | Repeat Break and Enter Victimisation.  |
| Urbis Keys Young                                | Sick Leave.  |
| University of Wollongong                        | Molecular Identification of Blowflies of Forensic Importance and Thermal Effects on Behaviour: Tools to Enhance Forensic Entomology in Australia                                       |
| University of Technology Sydney                 | Evaluating the Role and Impact of Forensic DNA Profiling on the Criminal Justice System  |
| University of Sydney                            | The Use of Cross Applications in NSW in Apprehended Domestic Violence Order Proceedings  |
| Australian Graduate School of Management UNSW   | Predictors of Performance: Psychological Testing and Subsequent Performance of NSW Police Recruits   |
| Hunter Area Health Service                      | The Extent and Pattern of Alcohol-Related Harm in the Hunter Region of NSW   |
| University of Western Sydney                    | Information Acquisition, Decision Heuristics and Accuracy Amongst Experienced and Inexperienced Police Officers  |

**Other areas of research being undertaken by NSW Police Counter Terrorism and Disaster Victim Identification**

*Explosive residue analysis by gas chromatograph mass spectrometry*  
 Research is being conducted in collaboration with the University of Technology Sydney (UTS). Completion is expected in November 2004.

*Explosive residue analysis by liquid chromatography mass spectrometry*  
 The research is being conducted in collaboration with UTS. Completion is expected in November 2004.

*National Institute of Forensic Science Innovation Strategy*  
 The research is broken up into two phases. Phase 1 is in collaboration with the Australian Federal Police, Victoria Police and South Australia Police. Completion is expected in December 2004.

Phase 2 is in collaboration with the Australian Federal Police, Victoria Police and South Australia Police, Deakin University and the UTS. Completion is expected in March 2005

**Alcohol and Other Drugs**

In 2003-04 research and development was done in the following areas relating to drugs:

*Crystal methamphetamine (Ice) -* Assessment of its availability and distribution across NSW. Completion of the Focus Report is expected in October 2004.

*Ketamine -* Assessment of its availability and distribution across NSW. Completed in April 2004.

*Drink Spiking –* Research conducted in May 2004 to update the 2003 Assessment of the Prevalence and Location of Drink Spiking Incidents Across NSW.

*Drug Law Enforcement Performance Indicators Within Australia –* this is a National Drug Law Enforcement Research Fund project conducted in collaboration with the NSW Bureau of Crime Statistics and Research in November 2003.

*Alcohol-Related Crime* – NSW Police and the NSW Bureau of Crime Statistics and Research conducted research to estimate police time and cost of dealing with alcohol-related crime in NSW.

**Other research**

*Health and Wellbeing of Internal Witnesses in NSW Police* completed in November 2003 spanning the period 2000-02. The report was tabled in NSW State Parliament in June 2004.

*The Inherent Requirement of Policing* – The University of NSW completed research and provided final report.

*Adult Sexual Assault Training Video and Resource Package* – This project was begun under the Tertiary Scholarship Scheme and involves partnership with NSW Health. The training video is aimed at both Health and Police and delivers education about responding to adult victims of sexual assault.

*Young Offenders Legal Referral* – This is a continuing research project linked to the Young Offenders Act. It aims to determine how effectively the Referral is being used across Local Area Commands. November 2003 – August 2004

*Cautioning Aboriginal Young Persons Protocol* – This is ongoing research linked to the Young Offenders Act. It aims to determine how effectively or otherwise the Protocol is being used across Local Area Commands. November 2003 –August 2004

*Aboriginal Family Violence* – Continuing research into Aboriginal family violence matters that will assist NSW Police with cultural management of victims and offenders.

Closely linked to the Crime Prevention through Environmental Design Initiatives, Kings Cross Local Area Command, the Australian National University and Sydney University Law School are looking at perceptions of safety by the community. The project aims to identify geographical areas where community members may feel safe or unsafe and explore the cause of these perceptions.

# APPENDIX 10

## NSW POLICE CREDITORS PAYMENT

### 1a) Creditors' payment performance Indicators

|                             | 1st Quarter<br>\$000 | 2nd Quarter<br>\$000 | 3rd Quarter<br>\$000 | 4th Quarter<br>\$000 |
|-----------------------------|----------------------|----------------------|----------------------|----------------------|
| Total accounts paid on time | 96,534               | 90,607               | 87,647               | 126,561              |
| Total accounts paid         | 105,904              | 111,820              | 103,832              | 145,648              |
| % of accounts paid on time  | 91.15%               | 81.03%               | 84.41%               | 86.90%               |

Creditors payment performance is based on document date.

### 1b) Aged Creditors

| Status                         | 1st Quarter<br>\$000 | 2nd Quarter<br>\$000 | 3rdQuarter<br>\$000 | 4th Quarter<br>\$000 |
|--------------------------------|----------------------|----------------------|---------------------|----------------------|
| Current                        | 8,397                | 1,490                | 2,198               | 4801                 |
| Between 31 and 60 days overdue | 75                   | 62                   | 0                   | 0                    |
| Between 61 and 90 days overdue | 186                  | 2                    | 2                   | 0                    |
| More than 90 days overdue      | 1                    | 0                    | 2                   | 0                    |
| Total Creditors                | 8,659                | 1,554                | 2,202               | 4801                 |

The above information is extracted from the Aged Payable Analysis as at September and December 2003 and March and June 2004.

**Penalty Interest paid during the year:** Nil

**2 Commentary on Action Taken**

**2a) Problems affecting prompt processing of payments during the year:**

- Invoices not received, or suppliers forwarding invoices with goods to incorrect locations.
- Cheques not being received by vendors due to vendor relocation or incorrect vendor address being supplied.

**2b) Initiatives implemented to improve payment performance:**

- With the implementation of SAP R/3 creditor invoices are matched against receipted purchase orders. This has improved the payment process.
- Vendors who have not supplied ABN numbers due to the implementation of GST are blocked from entry pending supply of a valid ABN number.

- Vendors have been requested to supply bank details to facilitate payment by EFT as part of the ongoing process to reduce cheque printing and despatch.

- Amalgamation of multiple accounts with the same vendor to improve the payment process and control.

**USE OF CREDIT CARDS**

The use of approved credit cards for payment of expenses in accordance with official NSW Police business is subject to Treasurer's Directions 205.08 of the Public Finance and Audit Act 1983 and specific guidelines issued by the Premier from time to time.

The credit card facility available within the NSW Police is the Corporate MasterCard. It is issued to approved cardholders for official business expenses. Most transactions using this



card are for overseas travel purposes. The use of credit cards within NSW Police is satisfactory and complies with the Premier's Memoranda and Treasurer's Directions.

## APPENDIX 11 LIST OF MAJOR ASSETS

### Buildings

NSW Police College, Balmain Water Police, Hurstville Joint Emergency Services Complex, Menai Police Complex, Police Museum, Sydney Police Centre, Waterloo Police Services Centre.

### Police Stations

Albury, Ashfield, Auburn, Bathurst, Cabramatta, Dee Why, Hornsby, Kogarah, Liverpool, Maitland, Maroubra, Mount Druitt, Newcastle, Parramatta, Penrith, Sutherland, Tamworth, Waratah, Waverley and Wollongong.

### Land

Chatswood Police Station site.

### Computers, Plant and Equipment

SAP Application Software, Mobile Data, COPS Stages One and Two, e@gle.i, C@tsi , Police Headquarters Fit out and Photo Trac.

## APPENDIX 12

### ASSET MANAGEMENT

#### Asset Purchase and Protection

The purchase of assets is undertaken under delegation from specific capital allocations and recorded in the Fixed Assets Register. For each asset, a description, serial number, cost and location by cost centre are recorded. Individual administrative units run monthly validation reports to verify the expenditure incurred and the assets purchased.

Asset audit listings at a cost centre level are available for review as required by managers. A physical audit of assets against the Fixed Assets Register is undertaken annually with a certificate provided by each administrative unit to the General Manager, Financial Services. These certificates are available to the Auditor General during his audit of the NSW Police accounts.

## APPENDIX 13

### PROPERTY DISPOSALS

In 2003-04 NSW Police disposed of a number of properties. The real estate property sales realised net proceeds of \$4,601,699. Seven properties (excess to NSW Police's requirements) were disposed of, with none exceeding \$5.0 million. NSW Police retained all funds realised. In accordance with Government policy, no police station was closed.

| Asset Disposed  | Net Proceeds<br>2003-04<br>\$ | Gain/(Loss)<br>on Sale<br>\$ |
|---|-------------------------------|------------------------------|
| 296 Gosport Street, Moree – Compulsory Acquisition by Roads and Traffic Authority | 99,979                        | 53,812                       |
| 1441 Botany Road, Botany  | 1,730,415                     | 318,210                      |
| 234 Pacific Highway, Swansea  | 188,746                       | 47,148                       |
| 40 Wood Street, Swansea   | 144,212                       | 17,623                       |
| 25 Lenox Street, Beresfield   | 194,157                       | 87,379                       |
| 18-20 Fetherstone Street, Bankstown – sale to Attorney General's Department       | 2,244,190                     | 781,490                      |
| Lot 1 Camp Street, Coonabarabran – Police Reserve revoked by Dept. of Lands       | 0.00                          | (4,000)                      |
| <b>TOTAL</b>  | <b>\$4,601,699</b>            | <b>1,301,662</b>             |

NSW Police is in the process of disposing of a portion of the car park area of the Sydney Police Centre to Energy Australia and to Sydney City Council. At 30 June 2004 NSW Police had received \$6.797M of the total proceeds of \$13.5M. NSW Police retain \$10.6M of this revenue toward funding the relocation of Police Headquarters to Parramatta. The balance of \$2.9M net of remediation and other sales costs will be returned to Treasury when it is received from Sydney City Council.

## APPENDIX 14

### RISK MANAGEMENT

#### Workers Compensation Cover

Workers compensation premiums increased by 21% for 2002-03 and by 17% for 2003-04. The major contributing factors are dramatic salary increases and additional police being covered under the scheme.

#### Property Insurance

In 1999 there were 424 claims lodged which cost approximately \$2M. During 2003-04 there were 290 claims lodged and only \$468,456 incurred. The premium paid in 1999-00 was \$990,335 and has been increased to approximately \$1.6M for 2004-05. This is nearly 41% increase for 2003-04 and an increase of approx.68% for 2004-05 compared to the premium paid in 1999-00.

#### Miscellaneous Insurance Cover

NSW Police lodged 65 claims in 1999-00 incurring a cost of \$32,149 and the premium paid at that time was \$52,106. In 2003-04 just 25 claims have been lodged and only \$10,265 incurred. This represents a 61% reduction in the number of claims and 68% reduction in the cost.

#### Police Public Liability Cover

Police public liability premium has decreased by half of one percent. There has also been a small decrease of 1.5% in the motor vehicle insurance premium over the same period.

#### Motor Vehicles Insurance Cover

The cost of claims fell by 7.8% compared with 2003-04 to 2002-03. The number of claims being reduced by 17.35%. Increases in premiums have proved a challenge for NSW Police where high risk is inherent in its day to day operations.

## APPENDIX 15

### WASTE REDUCTION AND PURCHASING POLICY

During 2003-04 NSW Police undertook activities to reduce waste and recover resources in accordance with the Government's Waste Avoidance and Resource Recovery Act 2001.

#### Waste Reduction

Continuing initiatives:

- Business policies/documents placed on the NSW Police Intranet to increase accessibility and avoid unnecessary printing.
- Paper based records reduced and replaced by electronic data storage.
- NSW Police recently enhanced its employee self service capability by providing electronic pay slip advices. Leave and travel applications are also processed electronically. 96.75% of NSW Police employees have access to these applications. The remainder are provided with hardcopy advice through the mail. The bulk of 2003-04 payment summaries were produced electronically.
- NSW Police's IT disposal policy complies with the Government's Re-connect Program for donating old IT equipment to educational services or local schools.
- NSW Police continues to replace, where operationally feasible, petrol or diesel vehicles with vehicles using LPG fuel systems.
- 1.5% of the NSW Police fleet consists of hybrid petrol/electric vehicles. The NSW Government expectation is 1% of fleet. The 20 Toyota Prius' are for non-direct operational purposes. NSW Police will continue to consider opportunities where hybrid petrol/electric vehicles can be used.

#### Use of Recycled Material

NSW Police continues to actively participate in the Government's Waste Avoidance and Resource Recovery directions. On a monthly basis 10,000 litres of paper waste is collected for recycling from five major sites with an additional 600 litres collected at each of the remaining 250 sites across the state. Recycled paper and envelopes are used for all Police specific printed and general intra-office communications.

Sustainable procurement opportunities are identified and promoted giving due consideration to suppliers that manage their natural resources and waste products in an environmentally safe and clean manner.

#### Resource Recovery

NSW Mounted Police generates approximately 400 tonnes of animal waste each year comprising mostly straw and manure that is redistributed to agencies such as the Royal Botanic Gardens, Centennial Park or charitable organisations for fertiliser.

Vehicle water, oils and metals (including batteries) are collected for either reuse or sent away to be recycled.

NSW Police servicing and maintenance contracts for fleet vehicles place stringent environmental operating requirements on the suppliers for all used oils to be collected and recycled; degreasers and washing solutions to be contained, treated and/or safely disposed. Water is recycled at all vehicle wash bays.

Used and recyclable metals and other scraps are collected, sorted by type and disposed of via metal recyclers. Suppliers of car batteries for the NSW Police fleet have a recycling program for old batteries.

## APPENDIX 16

### GOVERNMENT ENERGY MANAGEMENT POLICY

#### Energy Efficiency

NSW Police has fully occupied the new NSW Police Headquarters 4.5 star energy rated building at Parramatta. NSW Police has renewed its electricity contracts across the State with 6% nominated green power usage.

#### Procurement

During the year over 50 police specific contracts were negotiated with a projected value of approximately \$46M. NSW Police participates in whole of government initiatives including Smartbuy (e-procurement), WRAPP and sustainable procurement practices. Contracts for towing, electricity and stationery have also been established.

## APPENDIX 17

### MAJOR WORKS IN PROGRESS

| Project   | Due for Completion | Cost to 30/06/04<br>\$'000 |
|---|--------------------|----------------------------|
| <b>Buildings</b>  |                    |                            |
| Armidale Police Station                                       | June 2005          | 100                        |
| Chatswood Police Station                                      | June 2005          | 4,509                      |
| Griffith Police Station                                       | June 2005          | 151                        |
| Muswellbrook Police Station                                   | June 2005          | 143                        |
| Redfern Police Station  | June 2005          | 440                        |
| St Mary's Police Station                                      | June 2006          | 26                         |
| Sydney Police Centre – Carparking                             | June 2005          | 520                        |
| Thirroul Police Station                                       | June 2005          | 54                         |
| Upgrade of Educational Facilities                             | June 2006          | 1,500                      |
| <b>Computers</b>  |                    |                            |
| Integrated Business Information Solution (IBIZ)               | June 2005          | 1,808                      |
| Livescan Fingerprint Equipment                                | June 2005          | 1,719                      |
| Technical Infrastructure Enhancements Projects                | June 2005          | 19,221                     |
| <b>Plant and Equipment</b>                                    |                    |                            |
| Bicycles  | June 2005          | 16                         |
| In-Car Video  | June 2005          | 340                        |
| Digital Radio Upgrade   | June 2006          | 2,000                      |
| Police Motor Vehicle Fleet Enhancements                       | June 2006          | 317                        |
| New Forensic Research & Investigative Science Centre (FRISC)* | June 2005          | 0                          |

\* New Forensic Research & Investigative Science Centre (FRISC) Project has been deferred.

## APPENDIX 18

### CONSULTANCY FEES FOR 2003-04

#### CONSULTANCIES LESS THAN \$30,000

During the year 2003-04 consultants continued to be engaged in projects started in financial year 2002-03 and instalment payments were made during the financial year 2003-04 as follows:

|  |                 |
|--|-----------------|
| NSW Police Recruitment & Retention of Police                                 | \$24,717        |
| Project - Workforce Distribution System –Advice and support                  | \$22,300        |
| Evaluation of the Innovative Models of Police and Community Training Program | \$20,000        |
| <b>Total consultancies less than \$30,000</b>                                | <b>\$67,017</b> |
| <b>Total consultancies over \$30,000</b>                                     | <b>Nil</b>      |
| <b>TOTAL CONSULTANCIES</b>   | <b>\$67,017</b> |

# APPENDIX 19

## OVERSEAS TRAVEL

| NAME / POSITION   | COUNTRY      | PURPOSE  | FUNDED   |
|---|--------------|--|--|
| Sgt Richard Wood  | Indonesia    | Interpol Disaster Victims Identification 2nd Pacific Rim Group                                     | NSW Police   |
| Joseph Vukasovic  | UK & USA     | Michael O'Brien Memorial Scholarship Winner  | Scholarship  |
| Det Insp Colin Dyson, Det Sgt Phillip Vickery                             | UK           | Criminal Investigation   | NSW Police   |
| Gillian O'Malley  | New Zealand  | Police Commissioners' Policy Advisory Group  | NSWP   |
| Dr Tony Raymond   | USA & France | FBI's Hazardous Materials Response Course<br>DNA Monitoring Experts Group                          | Joint funding by National Institute of Forensic Sciences and the FBI (USA) |
| Rebecca Hoile   | USA          | Biology of Hazardous Materials Course<br>Hazardous Materials Operations Course                     | Accommodation funded by FBI (USA)  |
| Det Leading Sen Con Stuart Cadden,<br>Det Sen Con Glyn Baker, Con Mai Liu | China        | Strike Force Catwalks and Chanuka  | NSW Police   |
| Det Snr Con Sheldon Klotz   | USA          | Taskforce Bilge/Tahoe  | NSW Police   |
| Peter Stacey  | USA          | Weapons of Mass Destruction Crime Scene Operations<br>Radiological Materials Course                | Accommodation in Virginia met by FBI (USA)                                 |
| Karen Scott   | USA          | Hazardous Materials Operations Course<br>Radiological Materials Course                             | Accommodation in Virginia met by FBI (USA)                                 |
| Det Sen Con Kristina Illingsworth   | USA          | FBI Symposium on "Family Violence: The Impact of Child, Intimate Partner and Elder Abuse"          | Jointly funded by FBI (USA) and NSW Police                                 |
| Sgt Lesley Allinson   | Canada       | International Surveillance Committee Conference hosted by Special TO Royal Canadian Mounted Police | NSW Police   |

| NAME / POSITION                                      | COUNTRY          | PURPOSE  | FUNDED                                       |
|--|------------------|--|--|
| Dep Comm David Madden                                | England & France | International Policing Conference<br>French Gendarmerie (Police) Training College                                | NSW Police                                   |
| Det Insp Mark Jones and A/Snr Sgt Darren Mobbs       | China            | Inaugural International Conference on Police and Science   | Chinese Government                           |
| Det Sen Con Chris McKinnon, Det Sen Con Peter Murphy | Philippines      | Extradition  | NSW Police                                   |
| Stephanie Hales (Scientific Officer)                 | Netherlands      | Specialised training: Scanning Electron Microscopy/EDX analysis  | NSW Police                                   |
| Snr Sgt Forbes                                       | Indonesia        | Operation Resolve – Bombing of Marriott Hotel  | NSW Police                                   |
| Sgt Richard Wood                                     | Malaysia         | Assist in the development of a Disaster Victim Identification Training Program, Royal Malaysian Officers College | Australian Federal Police                    |
| Det Supt Helen Begg                                  | New Zealand      | NSW Police Leadership Development Program  | Partially self-funded/ Partially NSW Police  |
| Supt Frank Hansen                                    | Canada           | Presentation at 29th Canadian Congress on Criminal Justice   | Partially self-funded/ Partially NSW Police  |
| Det Ch Supt Robert Inkster                           | New Zealand      | New Zealand Combined Law Agency Group Symposium  | Externally Funded                            |
| A/Det Snr Sgt Holton, Det Snr Sgt Cullen             | Philippines      | Extradition  | NSW Police                                   |
| Det Snr Con Bowden, Det Snr Con Matthew Smith        | Solomon Islands  | Extradition  | NSW Police                                   |
| Ch Insp Mark Edwards                                 | USA              | Disaster Victim Identification (DVI) Steering Committee  | NZ Police                                    |
| Snr Sgt Ian Parker                                   | New Zealand      | Disaster Victim Identification Training Program, Royal NZ Police College   | NZ Police                                    |
| Det Ch Insp Graeme Abel                              | Japan            | Negotiation Training Course, National Police Agency of Japan   | Japanese Government                          |
| Con Levy , Con Jason Flood                           | New Zealand      | Strike Force Jean (Task Force GAIN)  | NSW Police                                   |
| Asst Comm Terry Collins                              | East Timor       | NSW Police Contingent Liaison Coordinator,   | NSW Police<br>United Nations Civilian Police |

Appendix 19 continued

| NAME / POSITION   | COUNTRY                           | PURPOSE   | FUNDED  |
|---|-----------------------------------|---|---|
| Jason Beckett, Insp Jeff Conly  | UK & USA, Canada, The Netherlands | Study tour for information and benchmarking   | NSW Police  |
| Insp John Stapleton   | New Zealand                       | Counter Terrorist Exercise - Lawman   | NSW Police  |
| Det Sen Const Alison Brazel   | New Zealand                       | Evidence at Court   | NZ Department of Public Prosecutions              |
| Dep Comm Andrew Scipione  | Virginia, USA                     | FBI 27th Annual National Executive Institute  | NSW Police  |
| Supt Phil Flögel, Scientific Officer, Dr Susan Bennett, Scenes of Crime Officers Jennifer Raymond, Donnah Day, Scientific Officer Stephanie Hales | New Zealand                       | Aust & NZ Forensic Science Society 17th International Symposium on the Forensic Sciences      | Partially self-funded/ Partially NSW Police       |
| Ch Insp Mark Edwards  | France                            | International Standing Committee at Interpol on Disaster Victim Identification                | Externally Funded                                 |
| Det Sen Con Alison Brazel   | New Zealand                       | Court appearance  | Externally Funded                                 |
| Insp Garry Smith  | New Zealand                       | Attendance at National Urban Search & Rescue Working Group                                    | Emergency Management Australia                    |
| Det Sen Con Nigel Warren  | New Zealand                       | Strike Force Euclid & Strike Force Irondale   | NSW Police  |
| Det Sgt David Gawel   | Greece                            | Extradition Operation Sparkler  | Partially Funded                                  |
| Ch Supt John Hartley  | New Zealand                       | Australasian Traffic Policing Forum   | NSW Police  |
| Ch Insp Mark Edwards  | France                            | International Disaster Victim Identification Standing Committee                               | Externally Funded                                 |
| Det Insp John Lehmann   | Hong Kong                         | Law Enforcement Cooperation Program   | Jointly funded by Hong Kong Police and NSW Police |
| Elizabeth Chan  | The Netherlands                   | Specialised training course for Scanning Electron Microscopy/Energy Dispersive X-Ray analysis | Partially Funded                                  |

| NAME / POSITION                                    | COUNTRY         | PURPOSE   | FUNDED           |
|--|-----------------|---|------------------|
| Supt Michael Corboy                                | USA Canada & UK | Explore options for Computer Aided Dispatch (CAD) systems from a whole of government perspective                | NSW Police       |
| Supt Peter Lennon                                  | New Zealand     | Leadership Development Program  | NSW Police       |
| Det Insp Colin Dyson , Det Sgt Philip Vickery      | United Kingdom  | Strike Force Whittlesford   | NSW Police       |
| Stuart Anderson                                    | United Kingdom  | Alcohol Drug and Traffic Conference   | NSW Police       |
| Det Insp Derek Schagen                             | Lebanon         | Terrorist Investigations  | NSW Police       |
| Supt Frank Hansen                                  | Canada          | Canadian Congress on Criminal Justice to present paper on the Kings Cross Medically Supervised Injecting Centre | Health Canada    |
| Det Sgt David Gawell                               | Greece          | Extradition   | NSW Police       |
| Det Sgt Ricardo Palamara                           | Canada          | Training course on Child Exploitation via the Internet  | NSW Police       |
| Det Sen Const Chris McKinnon, Det Sen Const Murphy | Philippines     | Extradition Strike Force Colodian   | NSW Police       |
| Det Sgt Warren                                     | New Zealand     | Strike Forces Euclid and Irondale   | NSW Police       |
| Insp Jennifer Thommeny                             | Thailand        | MasterCard Fraud Conference   | Self funded      |
| Det Sgt Scott Cook                                 | New Zealand     | Asian Crime Course  | Partially funded |



## APPENDIX 20

### LIST OF PUBLICATIONS

NSW Police publishes a range of material each year. Most are available to the public upon request either free or for a nominal fee to cover production costs. A range of fact sheets are available on the NSW Police Internet site, [www.police.nsw.gov.au](http://www.police.nsw.gov.au)

#### Publications available through NSW Police

- Aboriginal Strategic Direction 2003 – 2006. Free publication available to the public on the Internet.
- Recruitment packs with information on the Diploma of Policing Practice are available to careers advisers at schools (upon request), community groups, Education and Development Officers and Youth Liaison Officers.
- NSW Police Criminal Law Handbook Supplement 2003, [www.lawbook.com.au](http://www.lawbook.com.au).

Publications that have been published during the year 2003-04

- Information for victims of youth crime
- Cautioning Aboriginal Young People Protocol
- Safer by Design Manual
- Domestic Violence Fact Sheet and Apprehended Violence Order Fact Sheet and Adult Sexual Assault Fact Sheet
- ‘Stolen’ Strategic Plan for the Car Theft Action Group, publication is available on the NSW Police Internet site.
- Motor Vehicle Rebirthing Stakeholders Information Pack, available from NSW Police.

## APPENDIX 21

### FREEDOM OF INFORMATION STATISTICS

Period From 1 July 2003  
To 30 June 2004

#### SECTION A - NUMBERS OF FOI REQUESTS

|                              | Personal    | Other     | Total       |
|------------------------------|-------------|-----------|-------------|
| New (incl. transferred in)   | 8428        | 77        | 8505        |
| Brought forward              | 513         | 11        | 525         |
| <b>Total to be processed</b> | <b>8941</b> | <b>88</b> | <b>9030</b> |
| Completed                    | 8181        | 63        | 8245        |
| Transferred out              | 4           | 1         | 5           |
| Withdrawn                    | 87          | 0         | 87          |
| <b>Total Processed</b>       | <b>8272</b> | <b>64</b> | <b>8337</b> |
| Unfinished                   | 670         | 24        | 694         |

**SECTION B – RESULT OF FOI REQUESTS**

|                  | <b>Personal</b> | <b>Other</b> |
|------------------|-----------------|--------------|
| Granted in full  | 2222            | 13           |
| Granted in part  | 960             | 26           |
| Refused/No Trace | 4999            | 24           |
| Deferred         | 0               | 0            |
| <b>Completed</b> | <b>8181</b>     | <b>63</b>    |

**SECTION C - NUMBER OF MINISTERIAL CERTIFICATES ISSUED DURING THE PERIOD**

|                                 |   |
|---------------------------------|---|
| Ministerial Certificates issued | 0 |
|---------------------------------|---|

**SECTION D – NUMBER OF REQUESTS REQUIRING CONSULTATIONS (ISSUED) AND TOTAL NUMBER OF FORMAL CONSULTATION(S) FOR THE PERIOD**

|   | <b>Personal</b> | <b>Other</b> |
|---|-----------------|--------------|
| Number of requests requiring formal consultations | 5               | 7            |

**SECTION E – NUMBER OF REQUESTS FOR AMENDMENT OF PERSONAL RECORD DURING THE PERIOD**

| <b>RESULT OF AMENDMENT REQUEST</b> | <b>TOTAL</b> |
|------------------------------------|--------------|
| Result of amendment – agreed       | 0            |
| Result of amendment – refused      | 5            |
| <b>Total</b>                       | <b>5</b>     |

**SECTION F**

|   |   |
|---|---|
| Number of requests for notation of personal record for the reporting period | 4 |
|---|---|

**SECTION G – FOI REQUESTS GRANTED IN PART OR REFUSED AND BASIS OF DISALLOWING ACCESS**

| Basis of disallowing or restricting access           | Personal    | Other     |
|--|-------------|-----------|
| Section 19 -application incomplete, wrongly directed | 0           | 0         |
| Section 22 -deposit not paid                         | 1           | 0         |
| Section 22 (diversion of resources)                  | 0           | 0         |
| Section 25(1)(a) -Exempt                             | 968         | 33        |
| Section 25(1)(b), (c), (d) -otherwise available      | 4           | 1         |
| Section 28(1)(b) -documents not held                 | 4984        | 13        |
| Section 24(1) (deemed refused, over 21 days)         | 14          | 5         |
| Section 31(4) -released to Medical Practitioner      | 1           | 0         |
| <b>Totals</b>  | <b>5972</b> | <b>52</b> |

**SECTION H – COSTS AND FEES OF REQUESTS PROCESSED – DURING THE PERIOD (DOES NOT INCLUDE UNFINISHED REQUESTS)**

|                    |           |
|--------------------|-----------|
| Completed Requests | \$237,193 |
|--------------------|-----------|

**SECTION I – NUMBERS OF FOI REQUESTS PROCESSED DURING REPORTING PERIOD WHERE DISCOUNTS WERE ALLOWED**

| TYPE OF DISCOUNT ALLOWED                     | Personal   | Other    |
|--|------------|----------|
| Public Interest                              | 0          | 1        |
| Financial hardship – pensioner/child         | 172        | 0        |
| Financial hardship – Non profit organisation | 0          | 0        |
| <b>Totals</b>                                | <b>172</b> | <b>1</b> |

**SECTION J – DAYS TO PROCESS – NUMBER OF COMPLETED REQUESTS BY CALENDAR DAYS (ELAPSED TIME) TAKEN TO PROCESS**

| Elapsed time  | Personal    | Other     |
|---------------|-------------|-----------|
| 0-21 days     | 6462        | 27        |
| 22 to 35 days | 3           | 0         |
| Over 35 days  | 1714        | 36        |
| <b>Totals</b> | <b>8179</b> | <b>63</b> |

**SECTION K – PROCESSING TIME – NUMBER OF COMPLETED REQUESTS BY HOURS TAKEN TO PROCESS**

| Processing hours | Personal    | Other     |
|------------------|-------------|-----------|
| 0 – 10 hrs       | 8168        | 58        |
| 11 – 20 hrs      | 4           | 0         |
| 21 – 40 hrs      | 2           | 0         |
| Over 40 hours    | 5           | 2         |
| <b>Totals</b>    | <b>8179</b> | <b>60</b> |

**SECTION L – REVIEWS AND APPEALS – NUMBER FINALISED DURING THE PERIOD**

|   |    |
|---|----|
| Number of Internal Reviews Finalised        | 23 |
| Number of Ombudsman Reviews Finalised       | 0  |
| Number of Administrative Decisions Tribunal | 0  |

**Results relating to internal reviews finalised during the period**

(These figures relate to whether or not the original agency decision was upheld or varied by internal review).

| Bases of internal review<br>Grounds on which<br>Internal review requested | Personal  |          | Other    |          |
|---|-----------|----------|----------|----------|
|   | Upheld    | Varied   | Upheld   | Varied   |
| Access Refused  | 4         | 0        | 0        | 0        |
| Deferred  | 0         | 1        | 0        | 0        |
| Exempt Matter   | 9         | 1        | 0        | 0        |
| Unreasonable Charges  | 0         | 0        | 0        | 0        |
| Charge unreasonably incurred  | 0         | 0        | 0        | 0        |
| Withdrawn   | 2         | 0        | 0        | 0        |
| <b>Totals</b>   | <b>15</b> | <b>2</b> | <b>0</b> | <b>0</b> |

**Section L continued**

The total number of Freedom of Information applications (personal and non-personal) received by the NSW Police in the financial year 2003-04 was 8,505 applications compared with 5,106 applications received in 2002-03. Fees received in 2002-03 financial year concerning finalised applications totalled \$133,208 compared with 2003-04 which totalled \$237,193.

Applications for personal documentation significantly outnumbered non-personal applications in both financial years.

There were 33 formal consultations for 2002-03 and 12 for 2003-04 financial years. There were no Ministerial Certificates issued in either period.

**Documents Held by Police**

Requests under the Freedom of Information Act for access to NSW Police documents are dealt with by the Freedom of Information Unit. Requests are made on the appropriate form obtained from the Freedom of Information Unit, Police Headquarters, Locked Bag 5102, Parramatta NSW 2124, telephone (02) 8831-0122. Requests must be accompanied by the statutory fee and provide adequate information to identify the document being sought.

**Privacy Management Plan**

There were a total of five (5) Internal Reviews under the *Privacy and Personal Information Protection Act 1998*.

In addition NSW Police

- have provided ongoing education throughout NSW Police at Local Area Commands, and the NSW Police College
- have established a page on the Intranet on the *Privacy Act* and the Privacy Management Plan and Privacy Code of Conduct
- is a member of the Privacy 'Round Table' discussions with Privacy NSW
- regularly reviews the Privacy Management Plan and Privacy Code of Practice.

## APPENDIX 22

### COMPLAINTS

#### Complaints Management Performance

NSW Police receives complaints on a wide variety of issues from both internal and external sources. They are carefully assessed and managed with the NSW Ombudsman and Police Integrity Commission overseeing this activity. Complaints are investigated formally or managed at the local area level, depending on their nature.

#### Issues Raised in Complaints Received

| Issue Group  | 2003*       | 2004**      | Variance    |
|--|-------------|-------------|-------------|
| Arrest   | 131         | 97          | -26%        |
| Corruption/Misuse of Office                              | 360         | 246         | -32%        |
| Custody  | 169         | 140         | -17%        |
| DNA evidence and sampling                                | 1           | 3           | +200%       |
| Drugs (other than Searches or Evidence Matters)          | 131         | 107         | -18%        |
| Evidence (all sub-classifications are Category 1)        | 310         | 197         | -36%        |
| False Complaint  | 10          | 12          | +20%        |
| Harassment and Discrimination                            | 418         | 289         | -31%        |
| Investigations   | 836         | 706         | -16%        |
| Local Management Issues                                  | 1916        | 2165        | +13%        |
| Misconduct   | 229         | 135         | -41%        |
| Misuse of information and information systems            | 349         | 239         | -32%        |
| Other criminal act or omission (not specified elsewhere) | 153         | 179         | +17%        |
| Property and exhibits                                    | 171         | 170         | -1%         |
| Prosecution  | 220         | 170         | -23%        |
| Searching  | 142         | 98          | -31%        |
| Service Delivery   | 1496        | 1341        | -10%        |
| Theft/Misappropriation                                   | 88          | 72          | -18%        |
| Traffic Offences   | 86          | 104         | +21%        |
| Unreasonable use of force (including assault)            | 684         | 538         | -21%        |
| Untruthfulness/Lying/Dishonesty                          | 130         | 94          | -28%        |
| Use of Service resources                                 | 74          | 55          | -26%        |
| <b>Total</b>   | <b>8140</b> | <b>7157</b> | <b>-12%</b> |

\* NSW Police received 5,174 complaints in 2002-03, with 8,140 issues raised.  
 \*\* NSW Police received 5,287 complaints in 2003-04, with 7,157 issues raised.

### Complainant Satisfaction

Records the level of satisfaction by complainants with action taken with respect to their complaints.

| Year    | Investigations Completed | Satisfied |    | Unsatisfied |    | Total Contactable* |    |
|---------|--------------------------|-----------|----|-------------|----|--------------------|----|
|         |                          | No.       | %  | No.         | %  | No.                | %  |
| 2002-03 | 1352                     | 723       | 79 | 188         | 21 | 911                | 67 |
| 2003-04 | 2556                     | 1366      | 82 | 310         | 18 | 1676               | 66 |

\*Complainants not contacted include anonymous complainants, those who refused to respond and complainants who were otherwise not contactable.

### Deficiency Rates

Based on the number of matters not ratified by the Ombudsman.

| Year  | Ombudsman Closed Complaints | Ombudsman Oversight Investigation | Investigation Deficiency |      | Action Deficiency |     | Investigation Remedied |      | Action Remedied |    | Timeliness Deficiency |      |
|-------|-----------------------------|-----------------------------------|--------------------------|------|-------------------|-----|------------------------|------|-----------------|----|-----------------------|------|
|       |                             |                                   | No.                      | %    | No.               | %   | No.                    | %    | No.             | %  | No.                   | %    |
| 2003  | 1510                        | 511                               | 6                        | 1.17 | 2                 | 0.3 | 5                      | 83.3 | 1               | 50 | 30                    | 5.9  |
| 2004* | 1057                        | 621                               | 16                       | 2.58 | 3                 | 0.5 | 12                     | 75.0 | 2               | 66 | 129                   | 20.8 |

\*Data only available to 19 January 2004.

### Timeliness

Measures the time to complete an investigation of a complaint.

| Year | 0-30 days |          | 31-60 days |          | 61-90 days |          | 91-180 days |          | 181 days-1yr |          | Greater than 1yr |     | Under Invest | Total |      |
|------|-----------|----------|------------|----------|------------|----------|-------------|----------|--------------|----------|------------------|-----|--------------|-------|------|
|      | %         | No. Comp | %          | No. Comp | %          | No. Comp | %           | No. Comp | %            | No. Comp | %                | No. |              |       |      |
| 2003 | 4.2       | 83       | 9.8        | 192      | 13.4       | 262      | 30.4        | 599      | 26.4         | 521      | 9.3              | 184 | 6.5          | 129   | 1970 |
| 2004 | 6.1       | 153      | 11.8       | 293      | 11.6       | 290      | 21.7        | 540      | 9.5          | 237      | 1.0              | 1   | 39.2         | 976   | 2490 |

## APPENDIX 23

### SPONSORSHIP

| Command/Unit                    | Name of Sponsor   | Type     | Initiative  | Value    |
|---------------------------------|---|----------|---|----------|
| Kings Cross                     | NRMA Insurance  | Cash     | Street Retreat                                      | \$20,000 |
| Quakers Hill                    | Krackell Pty Ltd<br>(Trading as<br>Lander Toyota Group) | Goods    | Crime Prevention                                    | \$11,000 |
| Fairfield                       | Subaru Aust Pty   | Goods    | Crime Prevention / Youth Liaison Officer            | \$5,500  |
| Marketing                       | News Ltd  | Cash     | Remembrance Day                                     | \$27,524 |
| Marketing                       | News Ltd<br>(Daily Telegraph)                           | Cash     | Remembrance Day                                     | \$6,818  |
| Blue Light Unit                 | Ty Aust   | Goods    | Beanie Baby - Blue Light Discos                     | \$10,000 |
| Lake Macquarie                  | State Forest  | Goods    | Trail Bikes   | \$9,500  |
| Gladesville                     | Brad Garlick Ford                                       | Goods    | Leasing of vehicle                                  | \$10,720 |
| Burwood                         | Rotary Club of Burwood                                  | Cash     | Re-establishing Bike Unit. Uniforms/Bike            | \$3,000  |
| Waverly LAC                     | Volkswagen Group Australia                              | Goods    | Crime Prevention Car                                | \$3,600  |
| Special Services                | P&O Cruises Australia                                   | Cash     | Sponsorship of Marine Area Command opening ceremony | \$5,000  |
| Operational Policy and Programs | NRMA Insurance  | Goods    | Van fitted out for Crime Prevention activities      | \$50,000 |
| Northern Region                 | NRMA Insurance  | Cash     | Property Theft Reduction                            | \$80,000 |
| Miranda                         | Toyota  | Goods    | Crime Prevention Officer - Car                      | \$10,200 |
| Miranda                         | Stewart   | Services | Car Maintenance                                     | \$2,000  |
| Miranda                         | Caltex  | Goods    | Fuel  | \$2,000  |
| Miranda                         | NRMA Insurance  | Cash     | NRMA  | \$5,000  |

## DONATIONS

| Command/Unit          | Name of Sponsor                   | Type  | Description  | Value    |
|-----------------------|-----------------------------------|-------|--|----------|
| Tweed Heads           | Unknown                           | Cash  | Bikes for the crime prevention Team                              | \$4,500  |
| Marketing             | Police Association of NSW         | Cash  | Remembrance Day catering costs                                   | \$2,000  |
| City Central          | American Express Global Services  | Goods | 2 Compaq laptop computers  | \$6,000  |
| Marrickville          | Marrickville Council              | Cash  | Maintenance for Bike Unit  | \$2,000  |
| PCYC - Port Macquarie | Australian LC Triathlon Committee | Cash  | Police Community and Youth Club Triathlons                       | \$10,000 |
| PCYC - Tamworth       | West Tamworth Rotary Club         | Cash  | Donation for general use   | \$2,000  |
| PCYC - Tamworth       | Jobs Lind Plus                    | Cash  | Air conditioning for the 'youthie' and gymnastics rooms          | \$16,100 |
| PCYC - Port Macquarie | Ports Nail Bar                    | Cash  | Funded and organised trivia night to raise funds for local PCYC. | \$2,500  |
| New England LAC       | New England Credit Union          | Cash  | Crime prevention vehicle   | \$7,500  |
| New England LAC       | Country Energy                    | Cash  | Crime prevention vehicle   | \$7,500  |



## APPENDIX 24

### SIGNIFICANT COMMITTEES

NSW Police is involved in many interagency committees within New South Wales, across other states and internationally.

| BOARD/COMMITTEE NAME   | NSW POLICE STAFF MEMBER  | POSITION ON BOARD/COMMITTEE |
|--|--|-----------------------------|
| <b>Internal significant committees:</b>                          |  |                             |
| Commissioners' Executive Team                                    | Commissioner Moroney, Deputy Commissioner Madden,<br>Deputy Commissioner Scipione, Senior Assistant Commissioner Adams.  | Chair<br>Members            |
| Information Communication and Technology Management Board        | Deputy Commissioner Scipione, Deputy Commissioner Madden,<br>Senior Assistant Commissioner Adams, Tony Rooke   | Chair<br>Members            |
| Implementation Advisory Group (disbanded in February 2004)       | Deputy Commissioner Scipione, Assistant Commissioner Garry Dobson,<br>Ian Peters, Sean Crumlin, Tony Rooke, then Region Commander Adams,<br>Piyush Bhatt, Chris Beatson. | Chair<br>Members            |
| Audit Committee  | Ms Carol Holley, Commissioner Moroney, Deputy Commissioner Madden,<br>Deputy Commissioner Scipione, Senior Assistant Commissioner Adams                                  | Chair<br>Members            |
| Operation and Crime Review Panel                                 | Commissioner Moroney, Deputy Commissioner Madden,<br>Deputy Commissioner Scipione, Senior Assistant Commissioner Adams   | Chair<br>Members            |
| <b>Interdepartmental or International Committees</b>             |  |                             |
| Aboriginal Strategic Direction Steering Committee                | Asst Comm Morris West  | Member                      |
| Adult Sexual Assault Interagency Committee                       | Det Supt Kim McKay,<br>Snr Sgt Beth Cullen, Det Ch Insp Bob Sullivan, Tamahra Manson   | Chair<br>Members            |
| Australian National Child Offenders Register Board of Registrars | Sgt Martin Welfare, Katrina Sullivan   | Members                     |
| Anti-homophobia Interagency                                      | David Toolan   | Member                      |

|   |  |                          |
|---|--|--------------------------|
| Apprehended Violence Legal Issues Coordinating Committee              | Asst Comm Reg Mahoney, Tracey Hales                  | Members                  |
| Attorney General's Dept – Child Protection Learning & Development     | Chrissiejoy Marshall                                 | Member                   |
| Australasian Telecommunication Investigation Fraud Association        | Insp Bernadette Beard                                | Representative           |
| Australasian Heads of HR  | Ian Peters & Sue Thompson                            | Chair, Executive Officer |
| Australasian Police Industrial Relations Group                        | Joe Vass, Director Industrial Relations              | Member                   |
| Australasian Police Professional Standards Council Steering Committee | Asst Comm Garry Dobson, Commander Education Services | Member                   |
| Australasian Working Group on Undercover Policing                     | Detective A/Chief Insp Jones                         | Member                   |
| Australia & New Zealand Equal Opportunity Coordinators Committee      | Elizabeth Casey, Tamara Rosinaryi                    | Members                  |
| Australian Communications Industry Forum                              | Supt Michael Corboy                                  | Member                   |
| Australian Graduate School of Policing (GSU) Board of Studies         | Asst Comm Garry Dobson                               | Member                   |
| Australian Illicit Drug Intelligence Program                          | A/Det. Supt Dave Laidlaw, Nerys Evans                | Members                  |
| Australian Institute of Police Management Board of Studies            | Asst Comm Garry Dobson                               | Member                   |
| Australian National Council on Drugs                                  | Supt Frank Hansen                                    | Member                   |
| Australian Police Integrity Forum                                     | Asst Comm John Carroll                               | Member                   |
| Australian Retailers Association Executive Security Group             | Det Insp Marcus Rowles                               | Police representative    |
| Board of State Records Authority NSW                                  | David Pailot (appointment pending)                   | Member                   |
| Central West Regional Advisory Council                                | Asst Comm Morris West                                | Member                   |
| Chief Information Officers Justice Sector Committee                   | Tony Rooke   | Member                   |
| Commissioners' Australasian Women In Policing Advisory Council        | Supt Lee Shearer, Elizabeth Casey                    | Members                  |

Appendix 24 continued

|   |  |                 |
|---|--|-----------------|
| CrimTrac and CrimTrac sub committees                                    | Commissioner, Tony Rooke, Superintendent Carlene York, Brian Moir and Gillian O'Malley | Members         |
| Department of Aboriginal Affairs / Aboriginal Justice Cluster Group     | Peter Lalor  | Member          |
| Department of Gaming and Racing Charities Committee                     | Ch Insp Ray Rootes   | Member          |
| Drug Detection in Border Area Trial                                     | Asst Comm Terrence Collins   | Member          |
| Drug Facilitated Sexual Assault Committee                               | Tamahra Manson   | Member          |
| E Notices Steering Committee  | Tony Rooke   | Member          |
| Emergency Services Advisory Committee                                   | Supt Michael Corboy  | Member          |
| Emergency Services Information Assurance Advisory Group                 | Insp Gordon Dojcinovic   | Member          |
| Human Services Group Senior Officers Group                              | Det Supt Kim McKay, Snr Sgt Beth Cullen, Tamahra Manson                                | Member          |
| Innovative Models of Policing & Community Training Management Team      | Asst Comm Garry Dobson   | Chair           |
| Inter-Agency Committee on the Disposal of Judicial Records              | David Brumby, Laraine Tate   | Members         |
| Interdepartmental Committee for Industrial Hemp Cultivation Application | A/DET Supt Dave Laidlaw  | Member          |
| Interdepartmental Committee on Mental Health Criminal Procedure Act     | Sgt Peter Vromans  | Member          |
| Internal Witness Advisory Council                                       | Asst Comm John Carroll   | Member          |
| International Assoc. of Financial Crimes Investigators                  | Det Insp Colin Dyson   | Member          |
| Joint Interagency Response Team Forum Interagency Steering Committee    | Det Ch Insp Janice Stirling, Det Snr Sgt Tony Holton                                   | Chair<br>Member |
| Joint Interagency Response Team Statewide Committee                     | Tamahra Manson   | Member          |
| Joint Interagency Response Team Statewide Management Group              | Det Supt Kim McKay,  | Rotating Chair  |

|   |   |                  |
|---|---|------------------|
|   | Det Ch Insp Janice Stirling,<br>Tamahra Manson, Supt Tony McWhirter   | Members          |
| Joint Research Committee – Early Warning Systems                        | Insp Cath Cole<br>Bass Masri, Glenn Damaso, Snr Sgt Gary Sandri   | Chair<br>Members |
| Joint Standing Committee – NSW Police & NSW Ombudsman                   | Asst Comm John Carroll, Super Tony McWhirter, Ch Insp Karen McCarthy,<br>Diane Elphinstone, Chris Leeds, Richard Butler | Members          |
| Justice Safety Task Force (NSW Attorney General's Department)           | Det Ch Supt Carolyn Smith   | Member           |
| Local Court Reform Steering Committee                                   | Tony Rooke  | Member           |
| Magistrates Early Referral into Treatment Statewide Steering Committee  | Pat Ward, Neda Dusevic  | Members          |
| Major Hazards Interagency Committee                                     | Det Insp Paul Willingham  | Member           |
| Marine Disaster Response Plan for Sydney Harbour                        | Det Supt Terry Dalton   | Chair            |
| Medically Supervised Injecting Centre Statutory Review Committee        | Supt Frank Hansen   | Member           |
| Mental Health Committee Consultative Committee                          | Ch Insp Smith   | Member           |
| Murdi Paaki Council of Australian Governments Trial Regional Group      | Asst Comm Morris West   | Member           |
| National Approach to Fraud Control Working Party                        | Det Insp Colin Dyson  | Representative   |
| National Child Sexual Assault Reform Committee                          | Det Supt Kim McKay  | Member           |
| National Counter Terrorism Committee & Sub Committees                   | Asst Comm Norm Hazzard, Ch Insp Graeme Abel,<br>Insp Craig McNee, Det Insp Andrew Slattery                              | Members          |
| National Criminal History Record Checking Operations Advisory Committee | Brian Moir, Superintendent Carlene York   | Members          |
| National Disaster Victim's Identification Committee                     | Ch Insp Mark Edwards, Sgt Richard Wood  | Members          |
| National Drug Law Enforcement Research Fund                             | Det Supt Paul Jones   | Board Member     |

Appendix 24 continued

|   |   |                   |
|---|---|-------------------|
| National Emergency Communications Working Group   | Supt Michael Corboy   | Member            |
| National Police Consultative Group on Missing Persons   | Insp Jeff Emery   | Member            |
| National Police Drug & Alcohol Coordinating Committee   | Pat Ward  | Committee Member  |
| National Search & Rescue Committee  | Insp Garry Smith  | Ex Officio Member |
| NSW Chemical Biological & Radiological Committee  | Ch Insp Mark Edwards, Insp John Stapleton                         | Members           |
| NSW Council of Violence Against Women   | Asst Comm Reg Mahoney   | Member            |
| NSW Government Call Centre Consolidation Task Force   | Chris Beatson   | Member            |
| NSW Government Implementation Committee for Youth Partnership for Pacific Island Communities    | Asst Comm Garry Dobson  | Member            |
| NSW Police Academic Board   | Asst Comm Garry Dobson,<br>Ch Supt Greg Moore, Ms Helen Scott     | Chair<br>Members  |
| NSW Police and Police Association of NSW Joint Committee on Education, Training and Development | Asst Comm Garry Dobson, Insp Peter Shinfield, Insp Joshua Maxwell | Member            |
| NSW Urban Search & Rescue Steering Committee  | Insp Garry Smith  | Chair             |
| NSW Youth Interagency Committee   | Cathy Mackson   | Member            |
| Partnerships Against Homelessness   | Kevin Gardner   | Member            |
| Police, Health & Ambulance  | Asst Comm Terry Collins   | Member            |
| Police and Department of Public Prosecutions Liaison Groups (Statewide) Steering Committee      | Ch Insp Ray Rootes, Rye Cook, Insp Peter Morgan                   | Members           |
| Police and Department of Public Prosecutions Prosecution Liaison Standing Committee             | Insp Ian Duncan, Rye Cook   | Member            |

|  |   |          |
|--|---|----------|
| Police Oversight Data Store (PODS) Tri Agency Committee  | Insp Cath Cole  | Member   |
| Premier's Department – Regional Coordination Management Group (Western Region)   | Asst Comm Morris West                                   | Member   |
| Public Sector Advisory Committee – State Records NSW   | David Pallot  | Member   |
| Recovered Assets Pool  | Deputy Comm Dave Madden, Asst Comm Graeme Morgan        | Members  |
| Risk Analysis Intelligence Forum   | Insp Cath Cole, Bass Masri                              | Members  |
| Same Sex Domestic Violence Committee   | David Toolan  | Member   |
| Senior Executive Group CEO   | Asst Comm Terry Collins                                 | Member   |
| Senior Officer Coordinating Committee on Alcohol   | Insp John Green   | Member   |
| Senior Officer Coordinating Committee on Drugs   | Supt Frank Hansen                                       | Member   |
| Senior Officers Coordinating Committee on Diversion  | Supt Frank Hansen, Patricia Ward                        | Members  |
| Senior Officers Coordinating Committee on Drug & Community Action Strategy   | Supt Frank Hansen, Linnet Collins                       | Members  |
| Senior Officers Wireless Working Party   | Asst Comm Reg Mahoney, Ch Insp Dave Meurant, Allan Shaw | Members  |
| Sexual Assault Review Committee (Chaired by The Office of The Director of Public Prosecutions)   | Snr Sgt Beth Cullen, Tamahra Manson                     | Members  |
| Standing Committee of Attorneys-General and Australasian Police Ministers Council Joint Working Group on National Investigation Powers | Rye Cook  | Member   |
| Standing Committee on Amphetamine Control  | Det Insp Paul Willingham, Det Sgt Nic Iorfino           | Members  |
| Steering Committee on Information Management   | Supt Michael Corboy, Tony Rooke                         | Members  |
| Sydney Metropolitan Area Rescue Committee  | Insp Garry Smith  | Chairman |

Appendix 24 continued

|  |  |                  |
|--|--|------------------|
| Telecommunications Steering Committee                                      | Chris Beatson  | Member           |
| Tri Agency c@ts.i Business Advisory Panel                                  | Richard Butler   | Member           |
| Tripartite Committee   | Commissioner Moroney,<br>Deputy Comm Madden, Deputy Comm Scipione,<br>Snr Asst Comm Dick Adams, Ian Peters | Chair<br>Members |
| Victim Impact Statement Committee  | Ch Insp Ray Rootes, Insp Ian Duncan, Snr Sgt Peter Searle  | Member           |
| Violence Against Women State Management Group                              | Tracey Hales   | Member           |
| Volunteer Marine Rescue Council  | Det Supt Terry Dalton  | Deputy Chair     |
|  | Insp Glenn Finniss   | Member           |
| Western Sydney Consultative Committee                                      | Supt Leslie Wales  | Member           |
| WorkCover Dangerous Goods/Major Hazard's Facilities Consultative Committee | Insp Gordon Dojcinovic   | Member           |
| Youth Crime Prevention Program (school-based intervention strategies)      | Supt Carmine Mennilli  | Member           |
| Youth Justice Advisory Committee   | Cathy Mackson  | Member           |
| State Aboriginal Employment Strategy                                       | Supt Stephen Bradshaw  | Chair            |

| <b>STATUTORY BODIES</b>                                      | <b>NSW POLICE STAFF MEMBER</b>                 | <b>POSITION ON BOARD/ COMMITTEE</b> |
|--|--|-------------------------------------|
| <b>NAME OF STATUTORY BODIES</b>                              |  |                                     |
| ACC National Coordination Committee                          | Det Ch Supt Peter Dein                         | Member                              |
| Advisory Panel, National Institute of Forensic Science       | Asst Comm Graeme Morgan                        | Delegate                            |
| Animal Welfare Advisory Council                              | A/Insp Peter Crumblin                          | Advisor                             |
| Australasian Crime Commissioners' Forum                      | Asst Comm Graeme Morgan                        | Member                              |
| Australasian Identity Crime Working Party                    | Det Insp Col Dyson                             | Member                              |
| Australasian Police Multicultural Advisory Bureau            | Asst Comm Garry Dobson                         | Member                              |
| Australian Bankers Association                               | Det A/Supt Peter Cotter, Det Insp Maria Rustja | Member                              |
| Australian Bankers Association Fraud Task Force              | Det Supt Megan McGowan                         | Member                              |
| Australian Hoteliers Association                             | Det A/Supt Peter Cotter                        | Representative                      |
| Casino Control Authority Standing Committee                  | Det Supt Helen Begg                            | Member                              |
| Child Death Review Team                                      | Det Supt Kim McKay                             | Member                              |
| Child Sexual Assault Jurisdiction Project team               | Det Ch Insp Janice Stirling                    | Member                              |
| Council of the Motor Vehicle Repair Industry Authority       | Det Supt John Kerlatec                         | Member                              |
| Criminal Assets Liaison Group                                | Insp Jennifer Thommeny                         | Member                              |
| Criminal Justice System CEO Committee                        | Michael Holmes                                 | Member                              |
| Criminal Law Committee of the Law Society of New South Wales | Michael Holmes                                 | Member                              |



Appendix 24 continued

|   |  |                                 |
|---|--|---------------------------------|
| Dept Industry, Tourism & Resources. Compliance Taskforce, Inbound Tourism Operators | Det Insp Linda Howlett                                   | Member                          |
| DPP/ Police Standing Committee  | Michael Holmes   | Co-chair                        |
| Drug & Alcohol Multicultural Education Committee                                    | Supt Frank Hansen  | Member                          |
| Firearms Trafficking Network  | Det Supt Helen Begg,<br>Insp Fiona Walton                | Chair<br>Intelligence organiser |
| High-Tech Crime Managers Group  | Det Insp Bruce Van Der Graaf                             | Member                          |
| Institute of Criminology  | Michael Holmes   | Member                          |
| Intellectual Property Enforcement Consultative Group                                | Det Insp Col Dyson                                       | Member                          |
| Intergovernmental Committee on Drugs  | Supt. Frank Hansen<br>Det Supt Paul Jones                | Chair<br>Member                 |
| Jewellers Association of Australia  | Det Insp Chris Olen                                      | Member                          |
| Law Week Board  | Michael Holmes   | Member                          |
| Money Laundering Committee  | Insp Jennifer Thormeny                                   | Member                          |
| Motor Trade Advisory Council  | Det Supt John Kerlatec                                   | Member                          |
| National Drug Law Enforcement Research Fund Board                                   | Det Supt Paul Jones                                      | Member                          |
| National Firearms Policy Working Group  | Garry Richmond   | Member                          |
| NSW Crime Stoppers Board  | Ross Neilson/Alan Clarke,<br>Teresa Brennan, Linda Fagan | Director<br>Members             |
| NSW Dept Women Working Party – Illegal Immigrants & the Sex Industry                | Det Insp Murray Chapman                                  | Member                          |

|   |   |         |
|---|---|---------|
| NSW Parole Board  | Insp Chris Whitehall, Sgt Yvette Johnson          | Members |
| Poisons Advisory Committee  | Det Insp Paul Willingham                          | Member  |
| Police & Community Youth Club Board                                       | Supt Frank Hansen                                 | Member  |
| Police & Ethnic Communities Advisory Council                              | Asst Comm Garry Dobson                            | Member  |
| Security and Allied Industry Federation                                   | Det Insp Chris Olen                               | Member  |
| Security Industry Council   | Det Supt Helen Begg                               | Member  |
| Security Industry Training Advisory Body NSW                              | Det Supt Helen Begg                               | Member  |
| Sentinel Events Review Committee (Mental Health) NSW Department of Health | Supt Terrence Jacobsen                            | Member  |
| SIRCA Working Party on Identity Fraud                                     | Det A/Sgt Vukasovic                               | Member  |
| State Emergency Management Committee                                      | Asst Comm Robert Waites, Ross Neilson/Alan Clarke | Members |
| Therapeutic Goods Administration  | Det Insp Maria Rusija                             | Member  |
| Victims Advisory Board  | Det Supt Paul Jones                               | Member  |

## SIGNIFICANT INTERNAL COMMITTEES ESTABLISHED DURING REPORTING PERIOD

| Name of Established Board or Committee   | Function  |
|--|---|
| Aboriginal Strategic Direction Steering Committee                              | Oversee the implementation of the Aboriginal Strategic Direction  |
| Alcohol & Related Crime 11 (ARC 11 Steering, Legislation Review Working Group) | Review legislative amendments including:<br>– Summary Offences Act, Liquor Act, Registered Clubs Act, Marine Safety (Amendment) Act   |
| Bail Act Review Committee  | Review legislation to determine the nature and extent of any impact upon the NSW Police   |
| COP Bail Working Party Project (improving bail legislation)                    | Bail enhancements in COPS as a result of the successive changes to the Bail Act.  |
| COPS Standing Committee  | Review and provide high level governance for changes to COPS and CIDS applications.   |
| Mainframe Replacement Program Project  | Change management for Mainframe Replacement Program Project.  |
| Counter Terrorism Working Group  | Addressing requirements for counter terrorist strategies including legislation and internal training needs.   |
| Counter Terrorist Command Legal Support Group                                  | Specialist of legal advisor training for counter terrorist activity.  |
| Crimes (Forensic Procedures) Act 2000 Working Group                            | Provide advice to the NSW Government on recommendations made by the Findlay Review of the Crimes (Forensic Procedures) Act 2000.  |
| Criminal Law Division Management Committee                                     | Meeting of Criminal Law Division managers.  |
| Dangerous Goods Steering Committee   | Working with other NSW Police stakeholders and WorkCover to draft new regulations for explosives.   |
| Drug Detection Border Areas Steering Committee                                 | Provide advice on the draft amendment to the legislation for drug detection in state border areas.  |
| Drug Detection in Border Area Trial Implementation Project Steering Committee  | Oversee and guide the implementation of the Police Powers (Drug Detection in Border Areas Trial) Act 2003 within NSW Police. This trial will continue into 2005. Membership includes: NSW Ombudsman's Office, Attorney General's Department, Roads and Traffic Authority. |
| E-Briefs Steering Committee  | Transmission of electronic briefs to the Department of Public Prosecutions and the Legal Aid Commission.  |
| Fraud Specialist Advisory Group  | Provide advice to stakeholders.   |
| Identity Industry Fraud Prevention Committee                                   | Fraud Prevention.   |
| In-Car-Video Project Steering Committee  | Provide executive direction of the project, monitor progress and resolve serious issues.  |
| Intelligence Standing Committee  | Corporate Management of Intelligence.   |
| Law Enforcement Powers & Responsibilities Steering Committee                   | This committee is overseeing the implementation of the Law Enforcement (Powers and Responsibilities) Act 2002. The Act will commence in 2005.   |
| National Criminal History Record Checking Steering Committee                   | Introduction of National Criminal History Record Checking within NSW.   |
| Passenger Transport Drug & Alcohol Testing Working Party                       | Develop draft Standard Operating Procedures for implementation of legislation.  |
| Science & Technology Standing Committee  | Monitor and identify opportunities for adoption of emerging technologies; encourage integration of ICT solutions; assess international policing experiences and technologies.   |

|   |  |
|---|--|
| Strategic Management of Exhibit & Miscellaneous Property Project Steering Committee | On-going review of progress by the various working groups on Properties and Storage, Records & Information Processes, Legislation & Policy and future legislative issues ie Innocence Panel & Double Jeopardy. |
| Telecommunications Committee  | Provide direction and advice regarding Telecommunications policy and procedures for NSW Police.  |
| Web Council User Group Committee  | Development of best practice model for Intranet with continuous improvements and recommendations as to the future direction of the intranet & internet.  |

**Committees / Boards finalised  
(abolished)**

- Web Council
- NSW Police State Domestic Council
- Local Court Reform Steering Committee
- Exemption Review Committee
- Adult Sexual Assault Policy & Standard
- Operating Procedures Review Committee
- NSW Police Data Management Committee

# APPENDIX 25

## KEY ACRONYMS USED BY NSW POLICE

### Internal References

| Acronym / Abbreviation | Full Name  |
|------------------------|--|
| ACLO                   | Aboriginal Community Liaison Officer                           |
| BTS                    | Business Technology Solutions                                  |
| CET                    | Commissioner's Executive Team                                  |
| CIN                    | Criminal Infringement Notice                                   |
| Commissioner (the)     | NSW Police Commissioner  |
| COAG                   | Council of Australian Governments                              |
| COPS                   | Computerised Operational Policing System                       |
| DISPLAN                | Disaster Plan  |
| DO                     | Duty Officer   |
| DOI                    | Duty Operations Inspector                                      |
| EEO                    | Equal Employment Opportunity                                   |
| ERISP                  | Electronically Recorded Interview between a Suspect and Police |
| HQ                     | Headquarters   |
| HWP                    | Highway Patrol   |
| LAC                    | Local Area Command also refers to Local Area Commander         |
| OCR                    | Operations and Crime Review                                    |
| PAL                    | Police Assistance Line   |
| PCYC                   | Police and Community Youth Clubs                               |
| PIC                    | Police Integrity Commission                                    |
| POC                    | Police Operations Centre                                       |
| PSES                   | Police Senior Executive Service                                |
| SCIA                   | Special Crime and Internal Affairs                             |
| SOP                    | Standard Operating Procedure                                   |
| SPC                    | Sydney Police Centre   |
| SPG                    | State Protection Group   |
| TI Act                 | Telecommunications (Interception) Act 1979 (Cth)               |

**External Organisations or Committees**

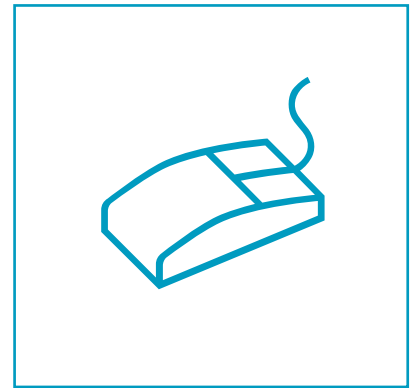
| <b>Acronym / Abbreviation</b> | <b>Full Name</b>   |
|-------------------------------|--|
| ABS                           | Australian Bureau of Statistics                            |
| ACC                           | Australian Crime Commission                                |
| ACPR                          | Australasian Centre for Policing Research                  |
| ACS                           | Australian Customs Service                                 |
| ADF                           | Australian Defence Forces                                  |
| AFP                           | Australian Federal Police                                  |
| AIC                           | Australian Institute of Criminology                        |
| AIPM                          | Australian Institute of Police Management                  |
| ALRC                          | Australian Law Reform Commission                           |
| APMC                          | Australasian Police Ministers' Council                     |
| ASIC                          | Australian Securities and Investment Commission            |
| ASIO                          | Australian Security Intelligence Organisation              |
| ATO                           | Australian Taxation Office                                 |
| AUSTRAC                       | Australian Transaction Reports and Analysis Centre         |
| BCI                           | Bureau of Criminal Intelligence                            |
| BOCSAR                        | NSW Bureau of Crime Statistics and Research                |
| CJS-CEOs                      | Criminal Justice System - Chief Executive Officers         |
| CJC                           | Criminal Justice Commission                                |
| CSAC                          | Corrective Services Administrators' Conference             |
| CSMC                          | Corrective Services Ministers' Conference                  |
| CSU                           | Charles Sturt University                                   |
| DPP                           | Director of Public Prosecutions                            |
| GREAT                         | Government and Related Employees Appeals Tribunal          |
| HOCOLEA                       | Heads of Commonwealth Operational Law Enforcement Agencies |
| ICAC                          | Independent Commission Against Corruption                  |
| IGC                           | Intergovernmental Committee                                |
| LEB                           | Law Enforcement Branch (Criminal Justice Division)         |
| MCAJ                          | Ministerial Council on the Administration of Justice       |
| MCDS                          | Ministerial Council on Drug Strategy                       |
| NCA                           | National Crime Authority – no longer in operation          |

|               |   |
|---------------|---|
| <b>NCCJS</b>  | National Centre for Criminal Justice Statistics<br>(incorporates NCSU, NCSSU and NCCSU)   |
| <b>NCCSU</b>  | National Criminal Court Statistics Unit   |
| <b>NCPS</b>   | National Common Police Services   |
| <b>NCSSU</b>  | National Corrective Services Statistics Unit  |
| <b>NCSU</b>   | National Crime Statistics Unit  |
| <b>NIFS</b>   | National Institute of Forensic Science  |
| <b>NSWCC</b>  | New South Wales Crime Commission  |
| <b>NSWFB</b>  | New South Wales Fire Brigade  |
| <b>NSWPA</b>  | New South Wales Police Association  |
| <b>NSWRFS</b> | New South Wales Rural Fire Service  |
| <b>PCC</b>    | Conference of the Commissioners of Police of Australasia<br>and the South West Pacific Region<br>(commonly called the Police Commissioners' Conference) |
| <b>PCPAG</b>  | Police Commissioners' Policy Advisory Group   |
| <b>SCAG</b>   | Standing Committee of Attorneys-General   |
| <b>SES</b>    | State Emergency Services  |
| <b>SOG</b>    | Senior Officers' Group of the APMC and the IGC-ACC  |
| <b>TTI</b>    | Tow Truck Industry  |
| <b>UWS</b>    | University of Western Sydney  |
| <b>VRA</b>    | Volunteer Rescue Association  |

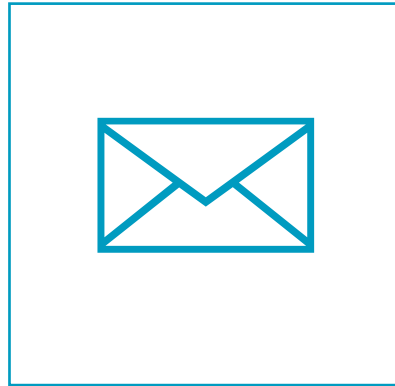
# INDEX

- A**  
Abbreviations 119-121  
Aboriginal Employment Strategy 51  
Aboriginal Employment Scheme 74, 75  
Accounting Policies 45, 65  
Action Plan For Women 75  
Addresses 123  
Alcohol Testing 69, 70, 86  
Annual Report Cost 123  
Appendices 122  
Assumed Identities 85  
Awards 79-80
- C**  
Cost of Service 34, 39, 42, 54, 62, 63  
Charter 5  
Child Protection 26, 76, 87, 88  
Code of Conduct and Ethics 78  
Commissioner's Confidence 78  
Commissioner's Executive Team 5, 16, 17  
Committees 16-17  
– Abolished 118  
– Established 117  
– Interdepartmental 107  
Communications  
– Command 11, 13  
– Radio 89  
Community  
– Concern 23  
– Satisfaction 18, 19  
– Support 20-21, 53  
Complaints 6, 19, 32, 103-104  
Consultancy Fees 94  
Contacts 19, 123  
Counter Terrorism 11, 13, 25, 51, 117  
– and Disaster Victims Identification 89  
Creditors 57, 90  
Crime  
– Prevention 20, 24, 75, 90  
– Rates 24  
Criminal (Crime) Investigations  
26-28, 29, 32, 53  
CrimTrac 11, 109
- D**  
Drug Testing 69, 86  
Disability Action Plan 75  
Documents Held 102  
Donations 46, 106  
Drug and Alcohol Testing 69, 70, 86
- E**  
Education 13, 27, 30, 78, 88  
Employee Statistics 70-72  
Energy Efficiency 93  
Equal Employment Opportunity (EEO)  
Target Groups 73, 74  
Ethnic Affairs Priorities Statement (EAPS) 78  
Events and Emergency Management  
20, 25, 53  
Executive 14-17  
Remuneration, SES 68  
Expenditure 20, 26, 34, 35
- F**  
Forensic  
– Services 11, 28, 53  
– Counter Terrorism 25  
– Procedures 81, 87, 117  
Freedom of Information 13, 99-102
- G**  
Guarantee of Service 6
- H**  
High Speed Pursuits 86  
History 5
- I**  
Independent Audit Report 38  
Industrial Relations 74  
Investigation, Crime 26-28, 29, 32, 53
- J**  
Judicial Support 32, 53
- L**  
Legal  
– Changes 87-88  
– Services 13  
Letter of Transmission 2  
Liaison Officers 20, 21, 75, 78, 99  
Listening Devices 85  
Local Area Commands 5, 10, 20
- M**  
Major Works 93
- O**  
Objectives 6, 53  
Occupational Health And Safety 76  
Organisational Changes 13  
Overseas Travel 91, 95-98
- P**  
Police and Community Teams (PACT) 6  
Police Assistance Line 13, 22, 123  
Privacy and Personal Information  
Protection 102  
Professional Standards 13, 78  
Property Disposals 91  
Public Affairs 13  
Publications 99
- R**  
Recycled Material 92  
Regions 10, 11  
Remuneration, SES 50, 68-69  
Research 11, 66, 78, 88-90  
Revenue 34-35, 42  
Risk Management 76, 92
- S**  
SAP 90, 91  
Security Industry Registry 11, 64  
Separations 72  
Sponsorship 105  
State Crime Command 11  
Statutory Bodies 114
- T**  
Traffic  
– Policing 30-31  
– Training 30, 46, 64  
Trust Funds 49, 63
- V**  
Values 6  
Vikings 24, 34  
Vision 8
- W**  
Waste Reduction 92  
Women 73  
– Action Plan 75  
– Policing 76, 89, 108  
– Violence Against 111





## CONTACTS



### NSW POLICE

[www.police.nsw.gov.au](http://www.police.nsw.gov.au)

### POLICE HEADQUARTERS

1 Charles Street, Parramatta NSW 2150  
Locked Bag 5102, Parramatta NSW 2124  
24 hour service: (02) 9281 0000  
TTY (for hearing impaired): (02) 9211 3776

### NSW POLICE EXECUTIVE OFFICES

201 Elizabeth Street, Sydney NSW 2000  
Locked Bag 5102, Parramatta NSW 2124  
24 hour service: (02) 9281 0000  
TTY (for hearing impaired): (02) 9211 3776

### POLICE ASSISTANCE LINE

Telephone: 131 444 to report non-urgent incidents and less serious crimes.

### CUSTOMER ASSISTANCE UNIT

Telephone toll free: 1 800 622 571

### CRIME STOPPERS

This community based policing service gathers details of criminal activity, volunteered by members of the public. Cash rewards of up to \$1000 are available if this information leads to an arrest. Information can be given anonymously. Free Call: 1 800 333 000

### REGION COMMANDS

Inner Metropolitan Region  
Level 7, Sydney Police Centre  
151-241 Goulburn Street, Surry Hills NSW 2010  
(02) 9265 4920

### GREATER METROPOLITAN REGION

Level 9, Ferguson Centre  
130 George Street, Parramatta NSW 2150  
(02) 9689 7638

### SOUTHERN REGION

Level 3, 84 Crown Street, Wollongong NSW 2500  
(02) 4226 7705

### WESTERN REGION

148 Brisbane Street, Dubbo NSW 2830  
(02) 6881 3104

### NORTHERN REGION

Level 2, Newcastle Police Station  
Cnr Church and Watt Streets, Newcastle NSW 2300  
(02) 4929 0688

*All police stations in the Sydney metropolitan area are listed under 'Police NSW' in the White Pages – Business & Government.*

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