

INCOMING GOVERNMENT BRIEF

TOPIC: BUDGET – TASPOL & FSST

Current situation:

- The Department of Police, Fire and Emergency Management has a budget of \$454.7 million for 2020-21, comprising \$260.1 million in operating services appropriation, \$32.1 million in capital services appropriation and \$162.5 million from other sources.
- Of this amount, \$348.6 million is allocated to Tasmania Police (including Business and Executive Services) and Forensic Science Service Tasmania.

Challenges and opportunities:

- S 27 - Exemption Applied

Action required by Government:

- Consideration of budget pressures outlined above, to be addressed through the Budget Development process.

Background:

- The Department of Police, Fire and Emergency Management detailed the following specific initiatives in the 2020-21 State Budget:
 - \$12.0 million over three years to continue the vessel replacement program.
 - \$46.1 million to implement Stage Two of Project Unify, an initiative to upgrade a number of disparate, disconnected and ageing Police ICT systems.



- \$13.2 million over three years to upgrade police housing stock.
 - \$7.0 million over two years to refurbish the Launceston Police Station.
 - \$3.5 million over two years to build a purpose-built State Operations Centre for crisis coordination and emergency management in Tasmania.
 - \$5.4 million over four years to enable the ongoing telephony, network and infrastructure costs following the upgrade to the Triple Zero service in 2019.
 - \$3.7 million for the Public Building Maintenance program, as part of stimulus funding due to COVID-19 and to deliver upgrades to security and maintenance to Police stations state-wide.
 - \$8.8 million over four years to employ additional officers to deliver a sustainable front-line response during COVID-19;
 - \$2.7 million over four years for the provision of an emergency warning system, as agreed by the Council of Australian Government in 2009, known as Emergency Alert.
 - \$250,000 for Volunteer mental health programs.
- In addition, funding of \$120.9 million over four years has been appropriated to Finance -General (Department of Treasury and Finance) for the Tasmania Government Radio Network Project, which is managed by the DPfEM, and transferred as funds are expended.
 - Since the announcement of the State Budget, the Department has also been the recipient of other funding announcements including:
 - An increase of \$1.5 million per annum to the Wellbeing Program, which in effect doubles the Government's commitment to proactive preventative health;
 - Funding for the Commission of Inquiry into historical allegations of child sexual abuse of \$1.5 million over two years;
 - Funding for the Covid Coordination Centre of \$6.6 million over two years (split with Department of Premier and Cabinet); and
 - An allocation of \$3.1 million for a Whole-of-Government Plan for Managing Concurrent and Future Disasters and Emergencies.



INCOMING GOVERNMENT BRIEF

TOPIC: BUDGET – TFS & SES

Current situation:

- The Department of Police, Fire and Emergency Management has a budget for 2020-21 of \$454.7 million comprising \$260.1 million in operating services appropriation, \$32.1 million in capital services appropriation and \$162.5 million from other sources.
- Of this amount, \$106.1 million is allocated to the Tasmania Fire Service (TFS) and State Emergency Service (SES).

Challenges and opportunities:

- The TFS currently receives funding from a range of fund sources as outlined in the *Fire Service Act 1979*, S 27 - Exemption Applied

S 27 - Exemption Applied

- A recent review of the Act, undertaken by Mr Mike Blake, is designed to address this in part, in conjunction with developing a sustainable funding model for the SES. Mr Blake's review was provided to Government in late 2020 for consideration.
- In addition, the TFS has expanded its employee numbers to address current and future firefighting requirements (e.g. Air operations), funded by short term investments, and is reliant on a long-term funding commitment to the model.

S 27 - Exemption Applied

Action required by Government:

- Decisions on the outcomes of the Fire Service Act Review would provide clarity and certainty for both TFS and SES on the future funding direction.

Background:

- The State Fire Commission is required to submit a draft Corporate Plan to the Minister by 1 April each year.
- The Corporate Plan for the period 2021-22 to 2024-25 has been prepared by the SFC and has been forwarded to the Minister's Office in accordance with the legislative



requirements. The Plan is an important input into the broader State Government Budget process.

- The State Fire Commission is committed to delivering a number of key deliverables in 2020-21 and across the forward estimates, including:
 - A Fire Fighting Appliance Replacement Program (\$15.8 million over 4 years), including funding for Aerial Appliances;
 - An increase to the Fuel Reduction Teams (\$9.3 million over 4 years);
 - The Fire Station Build Program (\$3.5 million over 4 years);
 - Remote Area Teams seed funding of \$320,000 over two years;
 - Bushfire mitigation activities, with \$75,000 and \$295,000 commitment for the Bushfire mitigation legalisation and Red Hot Tips program respectively; and
 - Supporting our Emergency Service Volunteers, through a grants program (\$1.0 million over 2 years – shared with the State Emergency Service).
- In addition, the State Fire Commission received \$8.0 million over 2 years to support the Commission's activities including a decision to freeze the Fire Service contribution during the COVID-19 pandemic, and to support Tasmania's ongoing capacity to respond to bushfires.
- The State Emergency Service has received funding for Community Protection Planning for Flood and Storm Hazard of \$1.7 million over 4 years.



INCOMING GOVERNMENT BRIEF

TOPIC: HEALTH AND WELLBEING

Current situation:

- The health and wellbeing of our workforce is a top priority of both DPFEM and respective unions and employee / volunteer associations.
- In recognition of the importance of wellbeing, Wellbeing Support was created as a stand-alone entity in 2019. It has had a significant increase in the staffing allocation and is currently recruiting – authorised strength is 19 FTE. The additional staff will enable preventative measures to be extended.
- DPFEM is undertaking a major program of work in relation to wellbeing, which includes both proactive (preventative) and reactive (responsive) services. DPFEM has recently finalised its Mental Health and Wellbeing Strategy 2021-2026.
- A mental health and wellbeing risk assessment is to occur as a key action in the Mental Health and Wellbeing Action Plan.
- MyPulse and Ready for Response (R4R) are two proactive services that have received considerable acclaim, both within DPFEM and more generally.

Challenges and opportunities:

- DPFEM Mental Health and Wellbeing Strategy and Action Plan present an ideal opportunity to positively influence cultural change, reduce stigma and increase wellbeing leadership at all levels of the organisation.
- To ensure that emergency service responders are provided appropriate and timely mental health services, a Request for Tender/s (RFT) process is currently underway (closes on 6 May 2021) for the provision of:
 - Psychiatric Services
 - Psychological Services
 - Allied Health and Allied Mental Health Services
 - Critical Incident Stress Management Psychology Services
- Sadly, there have been four police officer suicides since July 2016. A coronial inquiry is to occur with the Coroner set to examine all four deaths.
- The Secretary, DPFEM has appointed an independent panel to review the effectiveness of the Department's Health and Wellbeing and Workers Compensation Frameworks for employees suffering mental health related issues.
- This review is currently underway and will aim to provide recommendations for improvement.



Action required by Government:

- N/A

Background:

- DPFEM is undertaking a significant amount of work in Mental Health and Wellbeing.
- Work Health and Safety (including a fatigue policy) is a focal point also.

Key facts:

- The mental health and wellbeing of all employees is a key priority for Ambulance Tasmania (AT) and DPFEM.
- There can be significant trauma attached to undertaking emergency service work.
- Police, firefighters, and other emergency services workers are susceptible to Post Traumatic Stress Disorder (PTSD) and other mental illness, both on account of the severity of incidents they attend, and the cumulative effect of incidents attended over a long period of time.
- The Senate's Education and Employment References Committee, Beyond Blue and rising workers compensation premiums have all indicated how important it is for the State Government to take a proactive approach to the health and wellbeing of emergency service responders.
- It is not sufficient to only provide an intervention and response capability. We need to work harder at the preventative and proactive part of the spectrum.

- S 27 - Exemption Applied

- The following services are available through Wellbeing Support:

MyPulse

- Following a Request for Tender process, Gallagher Basset was announced as the successful tenderer for the supply and delivery of an online health and wellbeing program ('MyPulse') that supports both the physical and mental health of our emergency services personnel.
- 'MyPulse' was launched on 10 September 2019.
- 'MyPulse' is targeted at emergency service responders (career and volunteer) across AT and DPFEM and offers a scalable range of services that is responsive to known risks associated with emergency first responder duties.



- 'MyPulse' includes physical and mental health screens, cancer risk assessments, e-learn modules and face-to-face wellbeing training.
- If a frontline emergency responder flags red or amber on a physical or mental health screen they are entitled to the following coaching sessions:
 - Red – 6 x 1 hour coaching sessions over 12 weeks
 - Amber – 3 x 45 minute coaching sessions over 12 weeks
- 'MyPulse' online cancer risk assessment provides an opportunity for career and volunteer firefighters to obtain a better understanding of the potential risks associated with their role. The online cancer risk assessment is not designed to replace regular health screenings and diagnosis provided by GP's.
- In addition to the online cancer risk assessment, Lung Function Tests are also available to all career and volunteer firefighters.

Ready for Response

- Ready for Response (R4R) is a 12-week fitness and nutrition program which targets the wellbeing of emergency service workers and volunteers across AT and DPFEM. There are two elements to the R4R Program, an online program and a face-to-face program. R4R has run on three occasions and is currently being evaluated by Edith Cowan University.

Critical Incident Stress Management Program

- Critical Incident Stress Management (CISM) is a peer support program that has been in operation since 1988. When the CISM Program is notified of a critical (traumatic) incident, the emergency service responders who attended are contacted (within 72 hours) by a Peer. Any reactions are discussed with the emergency service responders and appropriate referrals for psychological assistance are made.
- Approval has been provided to increase the number of Peers in the CISM Program to 100 in the coming years, and the number of Psychologists from six to 12. Recruitment of an additional 18 Peers has recently been completed and training undertaken. The next intake is to occur in July 2021.

Wellbeing Support Officers, Clinical Psychological and Counselling Services

- There are five full-time Wellbeing Support Officers across the State (three South, one North, one North-West) available on a 24/7 basis for all members, personnel and volunteers.
- To supplement this service, seven additional members are trained as Wellbeing Support Peers and provide additional assistance on weekends and when required. A further 25 Wellbeing Support Peers are to be appointed. Training is to occur in June 2021.



- The additional funding provided by the State Government on 11 February 2021 will enable four additional Wellbeing Support Officers, a Program Development Coordinator, a Psychologist and an Organisational Psychologist to be recruited.
- Any member can make contact with a Wellbeing Support Officer or Peer who will assist with providing relevant information and referrals onto appropriate services whether that be psychological (in consultation with DPFEM Psychologist) or counselling support.
- DPFEM Psychologist is available to all police and State Service employees for consultation and ongoing treatment. There is also facility to refer emergency service responders and/or their family members to external psychologists across Tasmania.

Mental Health and Wellbeing Checks

- Wellbeing checks are offered to all police members working within areas considered to be high risk. This includes areas such as Forensic Services and Crash Investigation.
- Any issues highlighted within these checks are addressed by DPFEM Psychologist or referred to another psychologist as necessary.
- 176 Wellbeing Checks have been conducted this financial year (as at 21 April 2021).

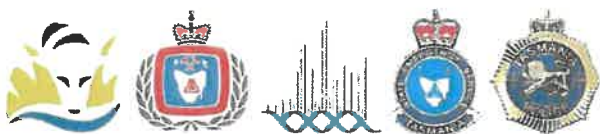
Mental Health First Aid Training

- Mental Health First Aid (MHFA) is an accredited course, which enables help to be provided to people developing a mental illness, experiencing a mental health problem or a mental health crisis.
- MHFA is now included in the training program for all police and fire recruit courses.
- DPFEM has been granted 'Gold MHFA Skilled Workplace' status by MHFA Australia in recognition of the number of staff members trained.
- MHFA was complemented by Mental Health and Wellbeing Training for Managers, which targeted managers and supervisors. This program was aimed at enhancing the knowledge surrounding mental health within the workforce, de-stigmatisation of mental health and illness and improved understanding of mental health. Additional training in this area is under consideration.

Evaluation of Wellbeing Program

- Edith Cowan University has been appointed to independently evaluate the effectiveness of the Health and Wellbeing Program and associated wellbeing services. The evaluation will be completed in 2022.

Workers Compensation



- DPFEM has an Injury Management and Advisory Service (IMAS). When a member is diagnosed with PTSD they are supported to make a workers compensation claim. Members are case managed according to the advice of their medical providers and, when ready, return to work is arranged in a supportive environment.

Claims under PTSD presumption

- In October 2018, an Administrative Standard was issued to give effect to Tasmanian Government policy relating to presumptive PTSD.
- On 4 June 2019, an amendment to the Act commenced to legislate for presumptive PTSD for all public sector workers and volunteer first responders. The presumption applies to assume in the first instance that the worker's employment contributed to the PTSD illness to a substantial degree.
- All claims for PTSD are fully and properly considered by the Department, which may include seeking an independent medical opinion, statements from the injured worker and other relevant parties, and reports from treating medical practitioners.

Removal of step down

- At the last election, in accordance with their policy 'A First Class, Next Generation Police Service', the Government committed to remove step down provisions that apply to police officers who are on workers compensation as a result of operational-related injury issues.
- The legislative removal of stepdown commenced on 2 September 2019.

Fatigue Policy and Guidelines

- Tasmania Police has drafted a Fatigue Management Policy and Guidelines, which is currently in the consultation phase.
- The Policy and Guidelines recognise that fatigue is a significant work, health and safety consideration for Tasmania Police.
- The Policy and Guidelines provide for a range of organisational controls to mitigate fatigue and fatigue related risks.



INCOMING GOVERNMENT BRIEF

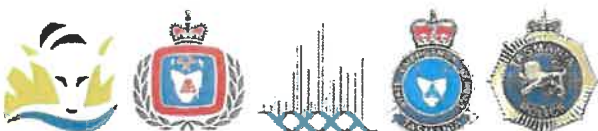
TOPIC: INDUSTRIAL ISSUES

Current situation:

- The United Firefighters Union of Australia (UFUA) is continually active and has been campaigning for more career firefighters, career stations and to protect its interests in the review of the *Fire Service Act 1979* during the election period.
- Since 2019, the Police Association of Tasmania (PAT) has had a particular focus on wellbeing and work, and health and safety. Regular meetings have been held with representatives of the PAT and the Department every 6 weeks to discuss any industrial matters that are arising. These meetings will now become regular meetings with policing portfolios to speak to specific issues arising (i.e. Operations, Specialist Support). In addition, the PAT often writes to the Department to raise specific issues for their membership. Matters raised are managed through the office of the Deputy Commissioner.
- S 27 - Exemption Applied
- There is currently an obligation to commence or continue bargaining for the following industrial instruments covering employees of the Department:
 - Firefighting Industrial Agreement (UFUA)
 - Police Award (Police Association of Tasmania)
 - Incident Management Operations Agreement (CPSU)
 - Legal Practitioner's Agreement (CPSU).
- There are a small number of routine industrial matters currently before the Tasmanian Industrial Commission and a more significant demarcation dispute between the Australian Workers Union, UFUA and CPSU for coverage of a group of employees within the fuel reduction burn unit, which is currently awaiting decision.

Action required by Government:

- Review of the State Wages Policy is required to provide bargaining parameters for negotiation of the industrial instruments noted above.



Background:

- The PAT is an employee association with membership understood to sit at 98%. Traditionally, the PAT and the Department have worked collaboratively to resolve issues.

S 27 - Exemption Applied

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Key facts:

- Industrial action and disputation is a feature of industrial relations within the TFS and is likely to increase during bargaining of the Firefighting Industrial Agreement, Incident Management Operations Agreement and, later, the Public Sector Union Wages Agreement.
- Some of the key issues raised by the UFUA and CPSU through consultative and other forums, which they indicate may lead to industrial action include:
 - Insufficient career firefighting staff to provide surge capacity, to access leave, and stability in crews (overreliance on overtime);
 - Insufficient state service staff skilled in incident management operations to provide appropriate coverage for large scale incidents;



- That the *Workers Rehabilitation and Compensation Act 1988* fails to acknowledge fuel reduction staff and training officers' exposure to contaminants for the purposes of presumptive cancer;
 - That the *Fire Service Act 1979* fails to provide appropriate indemnifications and powers in relation to Community Fire Safety staff;
 - The impact emergency events has on business as usual and the failure to provide sufficient resourcing to mitigate the impacts of that; and
 - The failure of the State Service legislative and policy framework to provide for a rank structure and the nuances of an emergency management agency.
- S 27 - Exemption Applied
 - The management of industrial issues, instruments and relationships requires significant investment by the Department.



INCOMING GOVERNMENT BRIEF

TOPIC: SENIOR OFFICER RECRUITMENT

Current situation:

- Two senior officers within DPFEM recently announced their retirement:
 - Chris Arnol, the Chief Officer, Tasmania Fire Service to retire on 2 July 2021.
 - Scott Tilyard, the Deputy Commissioner of Police to retire on 22 July 2021.
- Recruitment processes to fill each position have commenced and is being managed by executive search firm NGS Global.
- The panel determining the Chief Officer, TFS comprises:
 - Darren Hine (Secretary, DPFEM)
 - Jenny Gale (Secretary, Department of Premier and Cabinet)
 - Sarah Bolt (Anti-Discrimination Commissioner, Tasmania)
 - Paul Baxter (Commissioner, NSW Fire Service)
 - Allan Garcia (Chair, State Fire Commission)
- The panel determining the Deputy Commissioner of Police comprises:
 - Darren Hine, (Commissioner, Tasmania Police)
 - Grant Stevens (Commissioner, South Australia Police)
 - Professor Natalie Brown (Director, The Peter Underwood Centre)
- Interviews for each recruitment process will occur:
 - Chief Officer, TFS: 12 May 2021
 - Deputy Commissioner of Police: 19 May 2021.

Action required by Government:

- Appointments to these positions will require sign off by the Executive Council. Cabinet will be advised of the Executive Council process in accordance with standard procedure.

Background:

- In February 2021, Expressions of Interest were sought from three executive search firms for the recruitment of these positions.
- NGS Global was awarded the work for both positions based on their experience in the Tasmanian market, their recruitment in the higher level of Executive recruitment and in similar roles across other fire and police jurisdictions.
- The Director, People and Culture within DPFEM is the main point of contact for NGS Global. The Director, People and Culture ensures that appropriate State Service and



Government recruitment processes are adhered to, including appropriate management of conflicts of interest, document write up, and application of merit.

- Both roles were advertised locally and nationally, as well as executive search undertaken by NGS Global.
 - Applications for the Chief Officer, TFS role closed on 14 April 2021. The role was advertised on the jobs.tas.gov.au website, locally in three Tasmanian newspapers and in the Weekend Australian.
 - Applications for the Deputy Commissioner of Police role closed on 18 April 2021. The role was advertised in the Police Gazette and in the online Financial Review.



INCOMING GOVERNMENT BRIEF

TOPIC: WORKERS COMPENSATION PREMIUMS

Current situation:

- The Tasmanian Risk Management Fund (TRMF) is a whole-of-government self-insurance arrangement for funding and managing specific identified insurable liabilities of participants.
- Each State Service agency undertakes a self-insurance type role for workers compensation as both employer and claims manager in accordance with the TRMF.
- The TRMF operates on a cost recovery basis with contributions set to ensure adequate financial provision for the cost of risk now and into the future.
- All participating Agencies pay annual contributions to meet claims costs and administrative expenses.
- The TRMF engages an independent actuary to determine the contributions that will be charged to agencies in each financial year.
- This contribution is determined based on risk exposure, claims experience over a rolling three-year period, salary increases and excess level.

Challenges and opportunities:

- The recommended workers compensation contributions for DPfEM (which excludes TFS) have increased by 84.5%, from \$4,779,902 in 2020-21 to \$8,802,926 in 2021-22.
- The recommended workers compensation contributions for the TFS have increased 44% from \$1,838,191 to \$2,650,342 for the same periods.

S 27 - Exemption Applied

Background:

- Workers Compensation premiums have increased significantly over the previous two years as shown in Table I.I.



Table I.1: Workers Compensation Premium Contributions

Financial Year	Premium Contribution - DPFEM	Premium Contribution - SFC ¹
2016-17	\$1,597,499
2017-18	\$1,907,213
2018-19	\$2,261,197
2019-20	\$3,443,969	\$1,271,363
2020-21	\$4,779,902	\$1,838,191
2021-22	\$8,820,926	\$2,650,342

Note:

1. Premiums are not shown for SFC prior to 2019-20 as they were with a private insurer for this period.

Key facts:

- As can be seen from the tables below, the total number of workers compensation claims since 2017-18 has increased each year.
- In addition, the average cost of each claim has increased by approximately \$10,000 per year since 2017-18. These increases are attributable primarily to psychological claims, but also several settlements and incidents involving motor vehicles/motorbikes.
- There has also been an increase in claim complexity characterised by factors such as psychological illnesses, both primary and secondary to a physical injury; pre-existing medication, treatment, or co-morbidities; aggravations or exacerbations of pre-existing underlying conditions; previous, current, or ongoing employment issues including performance management, internal and external complaint investigations or workplace conflict.
- PTSD claims have increased from 4 claims in 2017-18 to 24 claims in 2019-20.
- These increases in numbers and complexity have coincided with two significant legislative changes introduced by Government since 2018.
 - In October 2018, an Administrative Standard was issued to all state service agencies to give effect to presumptive PTSD. In June 2019, an amendment to the *Workers Rehabilitation and Compensation Act 1988* commenced to include presumptive PTSD for all public sector workers and volunteer first responders.



The presumption assumes in the first instance that the worker's employment contributed to the PTSD to a substantial degree.

- In September 2019, an additional amendment commenced which abolished the current step-down provisions for any new claims lodged by a police officer. The step-down provisions set out that an individual who is receiving compensation is to receive 100% of their weekly payment for the first 26 weeks of the period of incapacity, 90% of the weekly payment between weeks 26 and 78, and 80% of the weekly payment from 78 weeks to a maximum of nine years.

Table 1.2: Tasmania Police, State Emergency Service and State Service Employees

Accident Year	Incurred Cost ¹	Number of New Claims (incl. PTSD)	Number of PTSD Claims	Average cost of New Claims ¹
2017-18	\$1,811,389	116	4	\$15,062
2018-19	\$5,368,392	130	13	\$25,121
2019-20	\$6,102,902	181	24	\$35,536
2020-21 ²	NA	121	11	NA

Notes:

1. Reference to costs is based on incurred figures, i.e., paid plus outstanding. As a claim progresses, the anticipated outstanding amount may vary up or down depending on levels of medical recovery, rehabilitation and Return to Work.
2. Shows year-to-date data for number of claims as at 31 January 2021. Information relating to cost of claims is not yet available.

Table 1.3: Tasmania Fire Service Employees²

Accident Year	Incurred Cost ¹	Number of New Claims	Average cost of New Claims ¹
2017-18	\$1,362,746	46	\$21,278
2018-19	\$3,080,273	62	\$40,865
2019-20	\$1,265,854	48	\$27,991
2020-21 ³	NA	NA	NA



Notes:

1. Reference to costs is based on incurred figures, i.e., paid plus outstanding. As a claim progresses, the anticipated outstanding amount may vary up or down depending on levels of medical recovery, rehabilitation and Return to Work.
2. Information from Allianz, Workers Compensation Insurer for TFS up to 31 August 2020 and Jardine Lloyd Thompson – Managers of the Tasmanian Risk Management Fund.
3. Year-to-date information is not yet available.

- Table 1.2 outlines a snapshot of the number of PTSD claims between 2017-18 to 2019-20. A significant increase can be seen in 2018-19 where the Administrative Standard was introduced in the second quarter of the financial year. As at 31 January 2021, and since the commencement of the Administrative Standard, the Department received 48 new claims for PTSD as the primary illness.
- Of those, 42 claims remained open, with 55 per cent currently totally incapacitated for work and 40 per cent currently returned to work in some capacity. The remaining 5 per cent relate to claimants who have retired/resigned.
- The introduction of presumptive PTSD is a positive change that is helping to destigmatise mental health issues across the state service. However, PTSD claims are often significantly more complex and varied than physical injury claims and it has been observed that some aspects of medical infrastructure in Tasmania have not been able to scale up to meet increased demand since introduction of the legislative change. With limited options available for psychiatric inpatient facilities, with no specialist PTSD options numerous PTSD claimants have been required to travel to Victoria to access specialist inpatient treatment.

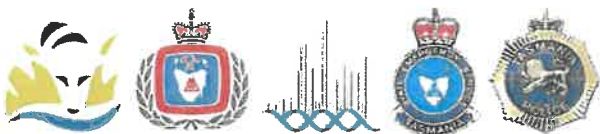
S 27 - Exemption Applied

S 27 - Exemption Applied

- The removal of the step-down provisions for new claims from police officers have a direct impact on workers compensation costs now through current weekly payments and into the future through premiums and settlement costs.
- Up to 31 January 2021, DPFEM received 214 new claims which are no longer subject to stepdown. Of those claims, 30 claims remain open and have reached the point at which the step down would otherwise apply. Payment of weekly compensation on those claims is variable from week to week, depending on medical and return to work status.
- In addition, once a claim reaches the previous 80% step down level after 78 weeks, claims experience within Tasmania Police indicates that a return to pre-injury duties or any alternative duties within Tasmania Police or the broader Department is extremely unlikely. In such circumstances, the claims management focus is on retraining/redeployment options, or alternatively claim settlement and separation.



- The WorkCover Tasmania Board has appointed Allen + Clarke Consulting to undertake a review of step-down provisions. As part of the review, recommendations are to be provided to the Minister for Building and Construction on:
 - The operation of section 69B of the Act, concerning the step-down provisions, as applied to occupational groups within the public sector; and
 - Whether or not the Act ought to be amended in light of the Board's recommendations and advice.
- DPFEM recognises the risks to emergency services workers including the risk of mental illness and PTSD. A range of supports are available in the Department's health and wellbeing program which provides a mix of proactive, preventative and intervention measures. These are further outlined in a separate briefing.
- In response to the increase in PTSD claims, the Department has continued to take steps to provide employees with additional tools and resources specifically focussing on mental health and wellbeing.
- DPFEM has also prepared a submission to an independent panel chaired by Rob Winter to review the effectiveness of DPFEM's Wellbeing and Workers Compensation Frameworks for employees suffering mental health related illnesses. It is expected that the findings of the review will be received prior the end of 2021.



INCOMING GOVERNMENT BRIEF

TOPIC: FRONTLINE SUPPORT

Current situation:

- Tasmania Police is continuing to increase numbers in line with Government's commitment to increase overall police numbers by 125 by 30 June 2022. New positions have been created across the state to ensure numbers are maintained on frontline shifts, including country areas. On 1 July 2021, agreed safe staffing levels will be introduced to the first two 24-hour operational stations (Burnie and Glenorchy) to ensure rostered shift numbers do not fall below specified levels. The remaining five 24-hour stations will implement agreed safe staffing levels on 1 July 2022.
- The incoming Government has committed an additional 50 police officers over the next five years, and to recruit specialised support staff including additional prosecutors, cybercrime specialists and digital evidence staff.
- Tasmania Police continues to respond to crime and public order issues, and enforce road safety. In emergency situations, police will often be the first responders to an incident that does not normally form part of their core duties but are still required to respond whether it be a mental health incident, assistance to Ambulance Tasmania or the current pandemic. The removal of police from performing security in the north west courts and prisoner transport will enable police from those areas to spend more time on the front line.
- S 27 - Exemption Applied
- Fatigue, whether it be caused by work or personal life, or a combination, affects the mental health and wellbeing of our members. A new draft Fatigue Management Framework is currently being reviewed by the PAT, prior to being sent out for wider consultation. The Framework considers requirements for taking leave, restrictions on overtime, secondary employment, and mandatory breaks between extended duty. The final report into a state-wide roster review is also expected to provide a basis to improve the work life balance of members and reduce fatigue in the future.



Challenges and opportunities:

- Maintaining recruitment to meet commitment targets remains challenging and will continue to require innovative strategies to attract suitable applicants as evidenced by the current feasibility study to run a recruit training course in the north of the state to further enhance recruitment.

- S 27 - Exemption Applied

Action required by Government:

- Government to continue discussion with the department in relation to fulfilling previous commitments to increase staffing numbers to support the front line.

Key facts:

- As of 30 April 2021, the current police officer allocation in Tasmania Police is 1287 officers, and 45 police recruits are expected to graduate before the end of June 2021.
- By end of June 2022 police numbers under the current increase of 125 FTE will be 1358 FTE. Recruitment to enable the implementation of the initial 10 full time Special Operation Group members has commenced with increases to course recruit course numbers in 3/2021 and 1/2022 towards a commencement in mid-2022.
- At least two further recruit courses and one Accelerated Training Program course will be required graduating in 2021/22 to meet overall increases.

125 Government Commitment (*Note an additional 10 to assist with Covid duties and then implement initial Special Operations Group to be implemented mid-2022 taking establishment to 136* FTE in July 2022*)

Stage	Positions Allocated	Completed	Incomplete
Stage 1 18/19 FY	35	35	N/A
Stage 2 19/20 FY	30	30	N/A
Stage 3 20/21 FY	30	24	<ul style="list-style-type: none"> • Glenorchy x4 (completed after recruit graduation in June 2021) • Nubeena x1 (awaiting housing)



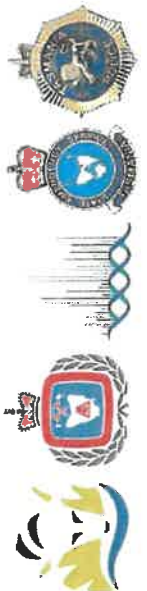
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			<ul style="list-style-type: none"> Queenstown x1 (moved to Stage 4 and Cradle Mountain brought forward to stage 3)
Stage 4 21/22 FY	30	Nil	N/A



A21/88585

Government Commitment 20/21 FY	Current actuals FTE (as at 14 Apr 21)	Recruits graduating 20/21	Average attrition rate per month (currently 3.9)	Forecast actuals FTE by EOFY 20/21	Forecast deficit / surplus
1328	1288	45	4	1321	-7 FTE
Government commitment 21/22 FY	Forecast actuals FTE EOFY 20/21	Recruits graduating 21/22	Average attrition rate per month (currently 3.9)	Forecast actuals FTE by EOFY 20/21	Forecast deficit / surplus
1358	1321	77	4	1350	-8 FTE



INCOMING GOVERNMENT BRIEF

TOPIC: FORENSIC SCIENCE SERVICE TASMANIA

Current situation:

- Forensic Science Service Tasmania (FSST) provides a range of chemical, toxicology and biological forensic science services to Tasmania Police and other clients. These include:
 - 24-hour forensic biology crime scene service conducting examinations in the field as requested by Tasmania Police.
 - limited forensic chemistry out-of-hours service available by phone or email to provide time critical chemistry advice to Tasmania Police, Tasmania Fire Service (TFS) and other stakeholders.
 - operation and maintenance of the Tasmanian State DNA database, which is managed in compliance with the *Forensic Procedures Act 2000*.
 - drug and alcohol testing on driver blood and oral fluid samples provided by Tasmania Police, and testing of liquids, pills, and powders to identify illicit substances.

Challenges and opportunities:

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- S 27 - Exemption Applied

Action required by Government:

- Provide funding for a technology uplift program for FSST to modernise the existing instrumentation, and importantly the State DNA database to the contemporary standard.
- Provide funding to acquire or build a fit-for-purpose long term forensic evidence store for the Department of Police, Fire and Emergency Management (DPFEM).



Background:

- FSST provides a range of chemical and biological forensic science services to Tasmania Police and other clients, including:

Forensic Toxicology

- FSST tests 250 oral fluid samples per month for confirmation of illicit drugs, compared to around 50 samples per month five years ago. However, blood test numbers have reduced significantly.
- FSST uses an extensive drugs screen for routine case work. This tests for 288 drugs and is used for samples from drivers involved in crashes, driving under the influence of drugs cases, and in blood samples from coronial and criminal cases for example, unexplained deaths, sexual assaults, and drug trafficking. FSST completes around 35 MVA bloods and 38 coronial cases per month with the full screen method.

Forensic Chemistry and Criminalistics

- FSST examines crime scene evidence such as paint (from vehicle crashes and burglaries), fibres (from assaults), glass (from burglaries), miscellaneous chemicals (e.g., powders, plastics, etc.) and fire scene samples (from potential arson cases to check for accelerants such as petrol).
- FSST provides hazardous material (HAZMAT) incident assistance to the TFS and Tasmania Police and also calibrates the Alcotest 9510 breathalysers used by Tasmania Police.

Illicit Drugs

- FSST continues to see new designer drugs including a range of synthetic cathinones (mimicking the effects of amphetamines and ecstasy) and novel drugs such as flubromazepam (a psychoactive drug structurally related to valium).
- These designer drugs are a significant public health issue, as they have typically not undergone clinical trials, and can have toxic side-effects when taken in uncontrolled doses.



DNA Database Statistics

- For the period 1 July 2018 to 31 March 2021, the Tasmanian DNA database identified:
 - 2,357 crime scene to person DNA matches where those individuals were already suspects.
 - 2,350 crime scene to person DNA matches where those individuals were not suspects.
 - 262 crime scene to crime scene DNA matches, and
 - 270 suspects who were excluded by DNA results.
- The Tasmanian DNA database held 30,498 crime scene profiles, and 34,464 suspect and serious offender profiles as of 31 March 2021.

Equipment

- Ongoing enhancements in forensic technology results in forensic instrumentation and associated software having an effective lifespan of approximately 7 years.
- Forensic instrumentation, maintenance and consumables are high-cost assets that require ongoing funding to remain NATA compliant.
- A significant portion of FSST's current instrumentation was acquired in 2009-2011 through a Government capital investment program. These instruments are now well past their use-by-date.
- The current State DNA Database was developed around 21 years ago and is now not fit-for-purpose.
- FSST has outgrown the present laboratory facilities and is challenged to store critical forensic exhibits. Many of these exhibits need to be retained for many decades.
- Presently, Tasmania Police houses crime scene examiners within the unaccredited Forensic Services Division while FSST performs analytical services under NATA accreditation requirements.
- The unaccredited status of Forensic Services has been raised in recent high profile Supreme Court cases and also by the DPP.

Key facts:

- FSST is a separate business unit within the Business and Executive Services (BES) structure of DPFEM that provides forensic analytical services.
- Tasmania Police operates a separate forensics section, the Forensic Services Division which is part of the Operations Support Police District and is located in the City Police precinct.
- FSST employs 35 permanent staff (31.7 FTE at 1 April 2021)



A21/88585

- FSST has an annual budget of \$4.35 million.
- FSST has been accredited by the National Association of Testing Authorities (NATA) for forensic testing since 1998.



INCOMING GOVERNMENT BRIEF

TOPIC: CHILD SEXUAL ABUSE ALLEGATIONS & COMMISSION OF INQUIRY

Current situation:

- Offending by a paediatric nurse (S. 36 matter) at the Launceston General Hospital was a catalyst for a Commission of Inquiry (Col) into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings.
- A Management Review examined how investigations and assessments were undertaken in relation to the S. 36 matter and highlighted deficiencies which are being addressed internally by a Tasmania Police Review Team (Review Team).
- The Review Team is also actioning a historic complaints review process. The Review Team will initially run comparisons across data sets provided by the Departments of Communities (Children, Youth and Families, CYF), Justice (Working with Vulnerable People) and Tasmania Police.
- The Review Team is also reviewing current Tasmania Police structures and those in place in other jurisdictions to investigate sexual offences, in order to support advice to the Premier concerning the establishment of a new best practice unit to coordinate investigations involving allegations of sexual abuse.

Challenges and opportunities:

- S 27 - Exemption Applied
- Information sharing under s 53A & 53B of the Children, Young Persons and Their Families Act 1997 (CYPTFA) only relates to relevant persons – which is a quite a limited category. Section 103(3)(c) of the CYPTFA can authorise the disclosure of any information by CYF to Tasmania Police relating to the abuse, or suspected abuse, of children, including the identity of victims and suspected offenders. However, if information relates to the abuse, suspected abuse or neglect of children, CFS are authorised to disclose it to Tasmania Police but not required to do so. If the information relates to “abuse offences” they must report it to police. S 27 - Exemption Applied

S 27 - Exemption Applied



- S 27 - Exemption Applied
- Opportunities exist for structural reform to enhance the effectiveness of criminal investigation of sexual offences as well as the protection and support for victims through operational cross agency multi-disciplinary organisational structures.

Action required by Government:

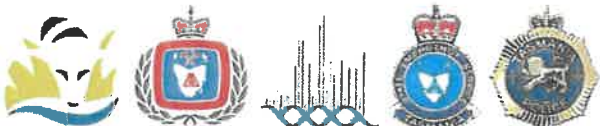
- The DPFEM has submitted a high priority funding request through the Department of Justice, outlining non-policing resourcing requirements to support the increased workload associated with the Col.
- Recurrent funding of \$1.615M across 2022-24 is predicated on the Inquiry running for two years to fund additional 14 FTEs across records and information management, information technology, right to information, administrative support and legal practitioners.

Background:

- On 15 March 2021, the Governor ordered that a Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings be established.
- On 26 February 2021 Premier Gutwein announced that Government would provide \$1.5m to establish a police-led Historic Complaints Review Process to identify potential perpetrators of child sexual abuse where there may be unlinked information reports or references relating to an individual across agencies. In the Parliament of Tasmania on 2 March 2021, the Premier requested advice from the Commissioner of Police in relation to a new unit to coordinate investigations of sexual assault or abuse.

Key facts:

- S 27 - Exemption Applied
- Led by police, the Historic Complaints Review Process is being undertaken jointly by a Police/Communities team whose work is being overseen by a Steering Committee chaired by A/Deputy Commissioner, with Deputy Secretary representation from the Departments of Justice, Communities and Premier and Cabinet.



INCOMING GOVERNMENT BRIEF

TOPIC: SUSTAINABLE FUNDING MODEL FOR THE STATE FIRE COMMISSION AND STATE EMERGENCY SERVICE

Current situation:

State Fire Commission (SFC)

- The SFC collects the majority of its revenue through a series of fees and levies. It is not substantially funded through State Budget appropriation.

- S 27 - Exemption Applied

- A clear mandate and operating platform for the fire service's functions requires development so that an effective and efficient fire service operation can provide value for money in the future.

State Emergency Service (SES)

- SES operates in an environment of increasing costs due to a number of influences including an increase in natural disasters, developing technology, inter-agency collaboration, as well as greater public and political pressure arising from intense public scrutiny and recommendations made in recent emergency management and flood event reviews.
- The SES funding model consists of a complex mixture of State, local and Australian Government funding arrangements, as well as in-kind support. Increased costs and lack of control over procurement of assets and standards has resulted in the current model being unsustainable.
- Future statewide funding and in-kind support from all councils cannot be guaranteed and is expected to decline, posing significant risk to SES personnel, facilities, equipment, resources and overall operations.
- There is currently no access to additional project funding sources apart from competitive grants, for priority purpose specific SES projects or emerging needs.
- In 2020-21, SES received an annual non-salary budget of \$1.0 million. Of this, \$120-150K is required to support a fleet of 75 vehicles statewide, leaving insufficient funding or reliable revenue streams to meet changing strategic asset management needs, standards, and priorities (particularly for fleet, facilities, road crash rescue equipment and future radio communications costs).



- In order to meet financial needs, SES must negotiate council contributions for fleet and facilities, or seek additional funding from government or competitive grants. Success or full compliance with SES standards cannot be assured under this model.

Challenges and opportunities:

State Fire Commission

- The review of the *Fire Service Act 1979* proposes a more sustainable funding model for the SFC.
- Any funding model should be sustainable, transparent and conducive to efficient and effective operations, as well as being fair and equitable for contributors.

State Emergency Service

- The development of a more sustainable and centralised funding model for the SES is included as part of the review of the *Fire Service Act 1979*.
- The community expects state-level emergency management coordination and support, such as state-level responsibility for the centralised funding and management of facilities, equipment and resources (including volunteer units and operations centres). However, SES Unit-level operations are contingent on external support that cannot always be assured.

Action required by Government:

- Progress the review of the *Fire Service Act 1979* to implement a new sustainable funding model for both the SFC and the SES.
- The incoming Government has committed that it will deliver a new *Fire Service Act*, and that it will not abolish the State Fire Commission. Additionally, it has guaranteed continuation of the policy that no fire brigades will be forced to close or amalgamate.
- The new funding model will need to support these policy positions.
- The Government also committed to 'ring fencing' any SFC funding.



Background:

State Fire Commission

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S 27 - Exemption Applied

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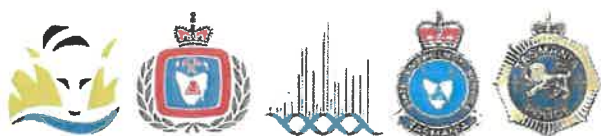
State Emergency Service

- The SES has direct control of funding allocations totalling \$4.7 million from consolidated revenue, the SFC and the Motor Accidents Insurance Board (MAIB). \$3.7 million of this is expended on salaries for 30 permanent paid staff and six additional fixed term project staff. \$1.0 million is available for non-salaries expenditure.
- Under sections 48 and 49 of the *Emergency Management Act 2006*, the SES also relies on councils to fund the establishment, maintenance, and operations of municipal SES volunteer units. The SES does not have direct control of these funds and negotiates SES expenditure with the support of agreed memoranda of understanding with most councils.

Key facts:

State Fire Commission

- Provisions for the finances of the SFC are contained in Part VI of the *Fire Service Act 1979*. Under the Act, Tasmania has a hybrid system comprising a property services levy for households together with a tax imposed against commercial and motor vehicle insurance.
- The Act specifies that the operating costs of all brigades should be financed from contributions by:
 - an Insurance Fire Levy charged on commercial insurance premiums
 - the Motor Vehicle Fire Levy payable on vehicle registration each year
 - the Fire Service Contribution collected by local councils from ratepayers, weighted according to the assessed annual value of properties and the fire services available.



- The Commission also receives contributions from State/Australian governments and raises revenue through the sale and maintenance of fire equipment, the provision of training services to both the public and private sectors, alarm monitoring fees, plan approval fees, avoidable false alarm charges and fire investigation reports.
- The pricing and costing policies of the Commission are expected to be determined primarily by outside market forces and the ability of the user to pay for services. Wherever possible the Commission bases its price increases on changes to the Consumer Price Index (CPI). The only major revenue source that the Commission has direct control over and has increased more than CPI, in recent years, is the Fire Service Contribution where larger increases have been provided to cover operational costs.

State Emergency Service

- S 27 - Exemption Applied
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INCOMING GOVERNMENT BRIEF

TOPIC: LARGE VESSEL REPLACEMENT PROGRAM

Current situation:

- The Large Vessel Replacement Program (LVRP) is currently in Phase 2 and 3 of the Project.
- Phase 2, the replacement of PV Dauntless, is in the Construction stage of the Project.
- Phase 3, the replacement of PV Van Diemen, is in the Tender Evaluation stage of the Project.

Challenges and opportunities:

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S 27 - Exemption Applied

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Action required by Government:

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S 27 - Exemption Applied

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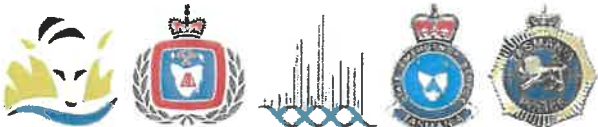


Background:

- The objectives of the Large Vessel Replacement Program (LVRP) are to:
 - Ensure that the State Government, the Commissioner of Police, and Tasmania Police can continue to meet legislative and functional maritime, fisheries, enforcement, and search and rescue duties and obligations, which extend out to 200 nautical miles from the coast of Tasmania;
 - Provide Tasmania Police with a fit for purpose and contemporary large vessel fleet, whereby it can maintain current maritime capabilities, service delivery and operational outputs; and
 - Modernise the aging large vessels as a priority.
- The LVRP was approved to be completed over 3 Phases.
 - Phase 1 was commenced in 2015 and completed with the delivery of the Offshore Police Patrol Vessel (OPPV) Cape Wickham, in August 2017.
 - Phase 2 involves the replacement of the PV Dauntless which is a 10-metre multipurpose fast response vessel. A Contract was signed with Hart Marine, Victoria in December 2019, construction commenced and is due to be delivered late 2021.
 - Phase 3 involves the replacement of the PV Van Diemen which is a 23-metre aluminium OPPV built in 1995.
- RFT for Phase 3 was approved and posted on the Tasmanian Government Tenders Website on Saturday 12 December 2020. RFT closed on Thursday 4 March 2021. Tender responses were received, and the approved TEP was initiated with the Tender Evaluation Committee (TEC) commencing evaluation. An indicative schedule in the TEP has contract negotiations completed by late October 2021.

Key facts:

- The Tasmanian Government initially committed \$10.7 million funding for the completion of Phases 2 & 3 of the LVRP. In November 2020, the State Government committed an additional \$2.5 million (\$13.2 million total) to overcome an identified shortfall due to market changes.
- It was highlighted when additional funding was applied for in 2019 (subsequently approved November 2020) that the true cost of a vessel procurement could only be established at the time tenders are received for the construction of a fit-for-purpose vessel as per the RFT Specifications and Requirements.
- Evaluation of the Tender Responses has revealed a budget shortfall of \$2.8 million due to substantial increases in the cost of constructing a fit-for-purpose vessel. Pricing increases can be attributed to insurances, electronic and mechanical components (substantially sourced from international sources), and supply of materials, further globally impacted by Covid 19, resulting in a substantial total increase in the build price of such a vessel.



- The TEC has not identified, nor believe there are any significant areas of potential cost saving within the responses that will substantially reduce the cost of build to enable the project to proceed on current budget allocation without significant design and specification change. This is not considered as an option due to the inherent risks associated and will not deliver on the agreed outcome as per the original Business Case for a 'like-for-like' replacement of PV Van Diemen.
- Additional funding is forecast to be required in the 2023/2024 financial year.



INCOMING GOVERNMENT BRIEF

TOPIC: TASGRN

Current situation:

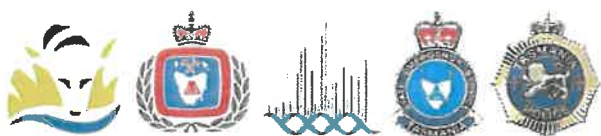
- The Tasmanian Government Radio Network (TasGRN) Project is establishing an interoperable, sustainable and contemporary radio capability for eight key government stakeholder agencies involved in providing emergency incident response or operating on the emergency response network, including Tasmania Police, Tasmania Fire Service, Ambulance Tasmania, State Emergency Service, Sustainable Timber Tasmania, Department of Primary Industries, Parks, Water and Environment, TasNetworks and Hydro Tasmania.
- On 23 December 2020, the TasGRN Agreement was executed with Telstra Corporation, to deliver the TasGRN on behalf of the State for a period of 12 years.
- Following the commencement of the Agreement on 18 January 2021, the TasGRN Project began working closely with Telstra and substantial planning activities for the TasGRN implementation phases are underway.

Challenges and opportunities:

- A challenge for the TasGRN Project is to ensure that all User Organisations are ready to transition and can effectively operate on the TasGRN from their respective go-live dates.
- Active management of the scope of the program delivery across the life of the TasGRN Project will be required.
- The TasGRN project is expected to create up to fifty jobs during the three-year construction phase, with additional positions likely required to help run and oversee the network once the network is operational.
- The TasGRN will deliver a reliable, functional, and usable state-wide public safety grade radio communications network that will effectively support emergency response, maintaining public safety during major events and the day-to-day operations of Tasmania's emergency service organisations, land managers and the electricity supply industry.

Action required by Government:

- N/A



Background:

- Radio networks currently used by emergency service organisations, land managers and electricity supply industry organisations (referred to as core users) are inadequate in meeting their existing and future radio communications requirements. Core users are currently managing significant risks created by a disparate set of radio networks that are nearing, or past, their designed useful “end of life”.
- Multiple government-initiated inquiries, including the *2013 Tasmanian Bushfires Inquiry* and the *2014 Auditor-General’s Report on Government Radio Communications*, highlighted a range of deficiencies with existing radio network communications, including:
 - the difficulty, and in some cases inability, for users to communicate with each other
 - radio network congestion issues
 - the inability to communicate securely and confidentially.
- Phase 2 of the TasGRN Project was established in 2016, with the resourcing of a project management team, selection of an external technical advisor (Mingara Australasia Pty Ltd), establishment of an interagency Steering Committee, and commencement of agency engagement.
- Following the approval of the TasGRN Business Case in 2018, a Request for Tender for the end-to-end managed service of a State-wide emergency grade radio network and its build was released to the market in 2018. Following a robust evaluation period, Telstra Corporation Limited (Telstra) were endorsed by the TasGRN Steering Committee as the preferred Tenderer in 2019.

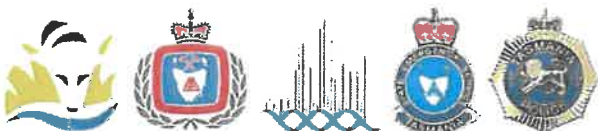
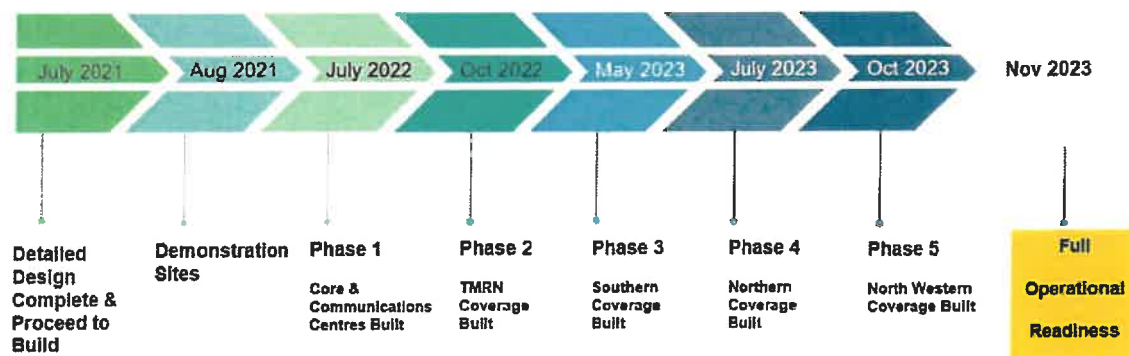
Key facts:

- The Parliamentary Standing Committee on Public Works approved the TasGRN Project to proceed on 17 September 2020.
- In June 2020, the Government committed to non-recurrent funding of \$94.1M for FY20 to FY28 in addition to the \$25M per annum currently allocated in the forward estimates for the ongoing operation of the new service. A redirection of User Organisations’ existing funding from legacy networks support and maintenance will contribute in funding the new Managed Service arrangement.
- On 23 December 2020, the TasGRN Agreement was executed with Telstra Corporation to deliver the TasGRN on behalf of the State. The total value of the TasGRN Agreement is \$567 million, over a twelve-year period.



- Once established TasGRN will rationalise a number of end-of-life existing radio networks and replace with a single contemporary P25 network including:
 - The Trunk Mobile Radio Network (TMRN) – the TMRN is the primary Government radio network used by Tasmania Police, the Tasmanian electricity supply industry network (TasNetworks and Hydro Tasmania), and to a lesser extent the State Emergency Service.
 - A number of smaller analogue radio networks currently operated by the Tasmania Fire Service (also used by Ambulance Tasmania and State Emergency Service), Sustainable Timber Tasmania, and the Department of Primary Industries, Parks, Water and Environment.
- The TasGRN project will provide interoperability between Tasmania Police, State Emergency Service, Ambulance Tasmania, and Tasmania Fire Service, which was a key recommendation of the review into the 2013 Dunalley bushfires.
- In addition to providing greater interoperability the new network will also provide increased coverage, secure (encrypted) communications and deliver a modern user interface.

TasGRN Timeline



INCOMING GOVERNMENT BRIEF

TOPIC: PROJECT UNIFY

Current situation:

- In November 2020, the Government announced \$46m in funding for DPFEM over four years to further develop the integrated operational policing system known as 'Atlas'. This investment will also support a broader program of work and deliver online crime reporting services for the community, an enhanced firearms management system to support public facing digital services and replacement of critical infrastructure.
- Project Unify is currently in the initiation phase, which includes market research into technology platforms and data solutions to ensure public value for the investment.

Challenges and opportunities:

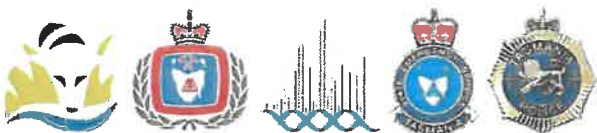
- This investment will build a contemporary technology platform for DPFEM, reducing agency risk, improving overall effectiveness, strengthening collaboration between Government agencies and significantly enhancing service delivery to the Tasmanian community.

Action required by Government:

- Nil.

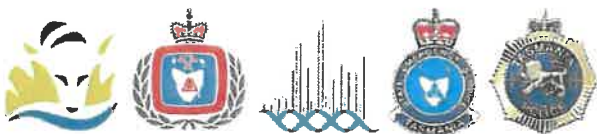
Background:

- The Project Unify Business Case was developed in 2015 recommending the replacement of several ageing, unsupported and failing legacy operational systems with a single, integrated operational policing information system.
- In October 2019, after purchasing the Niche Technology (Niche) Records Management System, DPFEM successfully launched 'Atlas' – an integrated system incorporating core name and address data, and managing police intelligence, missing persons and warrants. Also launched was 'Compass', an integrated search application.
- In 2020, DPFEM sought further funding from Government to roll out the remaining functionality of 'Atlas', including, amongst others, crime reporting, family violence management, custody and charging, court file development and property management.
- In November 2020, the Government announced \$46m in funding for DPFEM over four years to further develop the integrated operational policing system known as 'Atlas', as well as develop an online crime reporting service for the community, and an enhanced firearms management system to support a public facing digital service.



Key facts:

- The rollout of a public facing portal for the community to interact with DPFEM, particularly Tasmania Police, will be a significant step forward in modernising police interaction with the community.
- It could also potentially reduce the impact on frontline operational policing resources, enabling the public to conduct business online without the need for face-to-face interaction.
- The new systems will improve integration, data sharing and case collaboration with partner agencies such as the Department of Communities and the Department of Justice.



INCOMING GOVERNMENT BRIEF

TOPIC: CAPITAL PROGRAM

The Tasmanian Government has committed \$48.2 million from 2019-20 through to 2022-23 towards significant infrastructure developments, which will provide emergency services personnel and Tasmanian communities with modern, functional, fit-for-purpose emergency service facilities well into the future.

During the 2021 election campaign, the incoming Government further committed an additional \$7.5 million for the development of a new police station at St Helens, and \$12.5 million for upgrading the police station at Bridgewater. These works will be added to the department's capital program, with scoping work to commence in due course.

Sorell Emergency Services Hub – \$12.0 million

Current situation:

- The Development Application was lodged with the Sorell Council in December 2020 and advertised for public comment in March 2021. There were no submissions for consideration and it was approved in April 2021.
- Current activity includes:
 - Formalising minor amendments that have been made to the Public and Disability Parking areas, and access and egress arrangements for vehicular movement.
 - Preparing detailed specification documentation that will enable a Request for Tender (RFT) for the construction component to be advertised in July 2021.
 - Continuing to work with the project's Architects and the design team to formalise the furniture and fittings schedule.

Challenges and opportunities:

- The project is currently on budget, however the estimated build cost will not be fully known until the RFT for construction has been advertised and cost submissions have been received.
- Industry Quantity Surveyors and prices submitted for similar sized construction projects indicate that costs in the construction industry have increased between 20% and 40% over the past 12 months.

- S 27 - Exemption Applied



Action required by Government:

- Not applicable – S 27 - Exemption Applied

S 27 - Exemption Applied

Background:

- The Sorell Emergency Services Hub will facilitate the co-location of Tasmania Police, Tasmania Fire Service and the State Emergency Service in a new fit-for-purpose site that will enhance emergency services capability for Sorell and the greater South East Tasmanian Community.
- The Sorell Police Station was built in 1966. The station is the headquarters of the East Coast Division. The current station lacks the required size and modern design to facilitate the provision of effective policing services into the future. Currently the Tasmania Fire Service and State Emergency Service do not have dedicated units located in Sorell.
- Construction works are expected to begin in September 2021 with completion of the facility scheduled for the end of the 2022 calendar year.
- This project is funded over 4 years, commencing in 2018-19 through to 2021-22.

Key facts:

- Current financial expenditure:

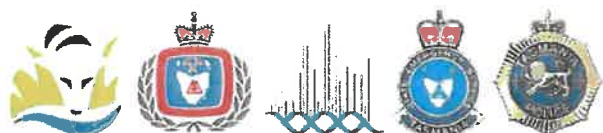
	Total Project Budget	Total Project Actuals	Total Spent	Remaining Budget	2020-21 Budget	2020-21 Actuals	2020-21 Spent	Milestones Completed
	\$'000	\$'000	%	\$'000	\$'000	\$'000	%	%
Sorell Emergency Services Hub	12,000	611	5%	11,389	9,000	311	3%	48%

As at end of March 2021.

New Norfolk Police Station – \$5.0 million

Current situation:

- Following demolition of the old station in December 2020, construction works commenced on the new station in late January 2021. Construction is expected to be completed in November 2021.
- Installation of precast sections will begin shortly, and shop drawing approvals have been sought for the glazing and steelwork components.
- Work is continuing with the project's Architect and the design team to formalise the furniture and fittings schedule.



Challenges and opportunities:

- N/A

Action required by Government:

- N/A

Background:

- The New Norfolk police station is the headquarters of the New Norfolk Subdivision, within the Bridgewater Police Division. The sub-division also comprises the country police station cluster of Maydena, Bushy Park and Hamilton as well as the Derwent Valley Police Community Youth Club.
- The old station's design did not meet the needs of a modern police service and could not facilitate the provision of effective policing services into the future. The old station was demolished during the end of 2020 and early 2021 in order to make way for the new contemporary station.
- Hansen & Yuncken has been appointed as the builder and construction works began in February 2021.
- The project was originally funded in 2018-19 through to 2019-20 and is currently on budget and expected to be completed in November 2021.

Key facts:

- Current financial expenditure:

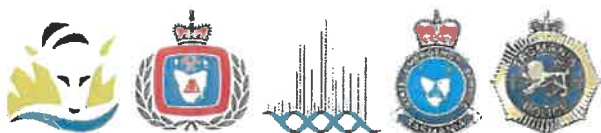
	Total Project Budget	Total Project Actuals	Total Spent	Remaining Budget	2020-21 Budget	2020-21 Actuals	2020-21 Spent	Milestones Completed
	\$'000	\$'000	%	\$'000	\$'000	\$'000	%	%
New Norfolk Station	5,000	1,223	24%	3,777	4,500	761	17%	74%

As at end of March 2021.

Longford Police Station – \$5.0 million

Current situation:

- Construction works commenced on the new station in February 2021 with construction expected to be completed in December 2021.
- Pouring of the concrete slab has begun as well as the installation of underground services to the new facility.
- Preparations to install the precast panels is underway.
- Work is continuing with the project's Architects and the design team to formalise the furniture and fittings schedule.



Challenges and opportunities:

- The project is currently on budget with construction expected to be completed in December 2021.
- The recent inclusion of the Special Operations Group (SOG) facility as an extension to the existing planned site works may slightly delay the final completion date of the Longford Police Station. A separate Development Application for the SOG component will need to be approved by the Northern Midlands Council.

Action required by Government:

- N/A

Background:

- The current Longford Police Station forms part of Tasmania Police's Deloraine Division. The new station will become the new Divisional Headquarters, replacing the leased facility situated in Deloraine.
- The land that the current station occupies at 31 George Street, Longford does not have the necessary size to accommodate a new purpose-built facility so land was purchased on the corner of Cressy Road and Peel Street, at a size of 34,000m².
- VOS Constructions has been appointed as the builder and construction works began in February 2021 with an anticipated completion date of December 2021.
- The project was originally funded in 2018-19 through to 2019-20 and is currently on budget and expected to be completed in December 2021.



Key facts:

- Current financial expenditure:

	Total Project Budget	Total Project Actuals	Total Spent	Remaining Budget	2020-21 Budget	2020-21 Actuals	2020-21 Spent	Milestones Completed
	\$'000	\$'000	%	\$'000	\$'000	\$'000	%	%
Longford Station	5,000	1,070	21%	3,930	4,200	321	8%	71%

As at end of March 2021.

Special Operations Group (Police Infrastructure) – \$1.0 million**Current situation:**

- Construction of the SOG Northern facility is expected to be underway in late 2021 with completion scheduled for early 2022.
- Currently work has commenced on detailed design documentation for inclusion with a Development Application for the Northern Midlands Council, seeking permission to construct this new Northern facility as an extension to the Longford Police Station which is currently under construction.
- Consultation is underway with the lead contractors on the Longford site (VOS Constructions) in order to ascertain a Quantity Surveyors' estimate to complete the SOG component of the build.
- It is anticipated that the \$1 million allocated to the project will be sufficient to complete the build.

Challenges and opportunities:

- A new Development Application is being prepared by the Architect for submitting with the Northern Midlands Council.
- The proposed works are an extension to the originally planned and currently under construction, Longford Police station.

Action required by Government:

- Consideration of funding to support construction of a southern SOG facility. Construction of a southern facility at the Tasmania Police Academy in Rokeby is expected to cost \$3.6 million.

Background:

- In 2018-19 the current State Government provided \$1 million to establish a new, fit for purpose SOG facility to accommodate SOG officers and their equipment.



- As part of the transition to a full time SOG, in the 2020-21 budget, the current Tasmanian Government allocated funding to establish a full time SOG, consisting of Northern & Southern units over a four-year timeframe.
- Originally the new facility was going to be constructed at the Police Academy in Rokeby, however the estimated costs to build the necessary infrastructure (\$3.6 million) for the Southern facility was beyond the funding allocated.
- The \$1 million allocated for the project has been redirected to construct the Northern SOG facility which will be built as an extension to the new Longford Police Station. The costs for the SOG construction component is expected to be within the allocated budget and completed in early 2022.

Key facts:

- Current financial expenditure:

	Total Project Budget	Total Project Actuals	Total Spent	Remaining Budget	2020-21 Budget	2020-21 Actuals	2020-21 Spent	Milestones Completed
	\$'000	\$'000	%	\$'000	\$'000	\$'000	%	%
SOG Infrastructure	1,000	20	2%	980	1,000	16	2%	30%

As at end of March 2021.

State Control Centre / State Operations Centre – \$3.5 million

Current situation:

- Suitable accommodation located at 70 Collins Street, Hobart has been selected to build the new facility. S 27 - Exemption Applied
S 27 - Exemption Applied
- Detailed specifications and functional layout documentation are being prepared to enable the construction cost to be accurately assessed and priced by Terraplex, who is expected to undertake the necessary building works as a part of the lease agreement.
- It is anticipated that building works will commence in August 2021, with construction likely to be completed by the end of October 2021.
- The project team is currently determining a technology inventory schedule that enables the procurement of infrastructure requirements.



Challenges and opportunities:

- In early 2021 the Quantity Surveyors' estimate for the proposed works indicated an expected budget shortfall.
- Primarily this shortfall is due to the high-end infrastructure requirements, which includes a high security zone that will enable Australian Secure Network (ASNet) capability to ensure continuous protected communications during, or as a result of, foreign interference, espionage and cyber-attacks.
- The construction component is expected to be undertaken by the building owners (and paid for by DPFEM) as part of the current lease negotiations, however (as noted earlier), costs in the construction industry have increased between 20% and 40% over the past 12 months, which is likely to have an impact on the total cost for this project.

Action required by Government:

- S 27 - Exemption Applied

Background:

- The current Government allocated \$3.5 million to establish a new State Control Centre (SCC) and State Operations Centre (SOC), funded through the COVID-19 Infrastructure Stimulus initiatives across 2020-21 and 2021-22.
- A new modern SCC facility will assist with the delivery of whole-of-government emergency management policy, strategy, response and recovery. The SOC will accommodate the strategic elements necessary to manage multiple, or significant fire or flood events, state-wide.
- In order to identify a suitable location for the new facility to be established, the Department of Treasury and Finance assisted DPFEM by conducting a Request for Major Office Accommodation Lease (RMOAL) process, which closed in January 2021 with 70 Collins Street Hobart (known as the Telstra building) selected as the preferred location.
- HBV Architects has been appointed as the Architects and they have recently completed preparing the functional design layout according to the accommodation footprint provided at the 70 Collins Street site.



Key facts:

- Current financial expenditure:

	Total Project Budget	Total Project Actuals	Total Spent	Remaining Budget	2020-21 Budget	2020-21 Actuals	2020-21 Spent	Milestones Completed
	\$'000	\$'000	%	\$'000	\$'000	\$'000	%	%
scc/soc	3,500	74	2%	3,426	2,000	74	4%	62%

As at end of March 2021.

Launceston Police Station – \$7 million**Current situation:**

- Initial work has begun on the project in readiness for the broader scope of works to be advertised for tender in September 2021. Current works include rooftop asbestos removal, sealing of roof leaks and completion of electrical sub-station (transformer) upgrades.
- The project team has commenced detailed interior design concepts and building master planning in consultation with District Management & end users.
- Due to the size of the intended building works the majority of the workforce will need to be relocated. Preliminary decanting options are currently being investigated.
- Detailed specifications and functional layout documentation are being prepared to enable the construction cost to be accurately costed.

Challenges and opportunities:

-

S 27 - Exemption Applied

Action required by Government:

- N/A

Background:

- In July 2020, the State Government provided COVID-19 Infrastructure Stimulus funding to refurbish the Launceston Police Station.
- This development is funded across a two-year period ending in 2021-22 and will result in a significant upgrade to policing accommodation and amenities at the station.



- A local architectural firm has been appointed and key design and functional layout documents have been created and approved by the internal Steering Committee.
- Minor works have begun on the facility with the full construction tender expected to be advertised in September 2021 with major works expected to be underway in October 2021.

Key facts:

- Current financial expenditure:

	Total Project Budget	Total Project Actuals	Total Spent	Remaining Budget	2020-21 Budget	2020-21 Actuals	2020-21 Spent	Milestones Completed
	\$'000	\$'000	%	\$'000	\$'000	\$'000	%	%
Launceston Station	7,000	150	2%	6,850	2,000	150	8%	23%

As at end of March 2021.

Upgrade Police Housing – \$14.7 million

Current situation:

- The Upgrade Police Housing Project is on target to undertake 14 renovations to existing properties, construct up to 8 new residences and purchase an additional 7 across 2020-21 and 2021-2022.
- Varying stages of renovations, construction and purchases are underway across the State, which will see the completion of 11 of the 29 properties by the end of June 2021.
- Pre-tender design documentation, site analysis and initial discussions with planning personnel and local councils are well underway for the majority of the remaining properties.
- The Department is on track to complete all 29 properties by the end of the 2021-22 financial year.

Challenges and opportunities:

- S 27 - Exemption Applied

Action required by Government:

- N/A



Background:

- The Department provides residential accommodation for Tasmania Police personnel stationed in rural and remote towns throughout Tasmania.
- An initial \$6.0 million was allocated to the Department in 2019-20 through to 2022-23 to continue with upgrading police houses, state-wide. A further \$8.7 million from the COVID-19 economic stimulus package was allocated to the Department to upgrade the remaining 29 police residences in country or community areas across 2020-21 and 2021-22.
- The current Government's election commitment to increase the police establishment by a further 125 full time equivalent (FTE) officers resulted in an additional 12 positions allocated to country and community stations. These properties are included in the 29 residences planned to be upgraded.
- The Project commenced in 2013-14 and has been funded by a combination of proceeds from the sale of surplus properties, Capital Investment Program (CIP) funds and most recently the COVID-19 economic stimulus package funds.

Key facts:

- Current financial expenditure:

	Total Project Budget	Total Project Actuals	Total Spent	Remaining Budget	2020-21 Budget	2020-21 Actuals	2020-21 Spent	Milestones Completed
	\$'000	\$'000	%	\$'000	\$'000	\$'000	%	%
Upgrade Police Housing	14,700	3,687	25%	11,013	5,500	2,187	40%	52%

As at end of March 2021.

Tasmania Fire Service Capital Program

Current situation:

- There are 10 TFS Capital Projects underway, being scoped, or completed in the 2020-21 Financial Year, including:
 - A state-wide hose repair facility at Youngtown, which is expected to be completed in May 2021;
 - A new combined TFS and SES facility is in the early concept stages for Campbell Town;
 - New fire station facilities at Bridport and Marrawah, which are at the concept design and land acquisition stage; and
 - Personal Protective Clothing separation facilities being installed within volunteer fire stations, state-wide.



Challenges and opportunities:

- Government announcement opportunity for the commissioning of the State-wide Hose Repair Facility at Youngtown TFS (to be completed in May 2021).
- TFS projects are experiencing similar funding shortfalls due to the construction industry prices rising between 20% and 40% over the past 12 months.
- The current TFS Forward Estimate TFS Capital Program will require further review and reprioritising when the Quantity Surveyors estimates are received for the Bridport and Marrawah projects. These estimates are likely to be far higher than the funding currently allocated to the projects.

Action required by Government:

- N/A

Background:

- Following the resumption of TFS capital project funding in 2018-19, property related capital projects have been co-ordinated through the Department of Police, Fire & Emergency Management.
- In 2018-19 TFS reviewed the Strategic Asset Management Planning process. This included a review of all pending projects and development of mandates for any new capital proposals.
- The current TFS Capital Program and Forward Estimates 2020-21 through 2023-24 includes 18 projects ranging from large co-located builds (TFS/SES), through to smaller TFS Fire Station builds, state-wide.

Key facts:

TFS Capital Forward Estimate:

2020-21		2021-22		2022-23		2023-24		Total	Total
Budget	Allocation	Budget	Allocation	Budget	Allocation	Budget	Allocation	Budget	Allocation
\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
1,040	735	740	1,420	900	1,580	800	1,140	3,480	4,875

- As at March 2021 financial expenditure is \$478,799 of the expected spend of \$735,000 (\$1,040,000 is the 2020-21 Budget).



Financial Summary of DPFEM Capital Projects:

DPFEM Major Capital Program as at March 2021								
	Total Project Budget	Total Project Actuals	Total Spent	Remaining Budget	2020-21 Budget	2020-21 Actuals	2020-21 Spent	Milestones Completed
	\$'000	\$'000	%	\$'000	\$'000	\$'000	%	%
Program Grand Total	48,200	6,835	14%	41,365	28,200	3,820	14%	51%
SOG Infrastructure	1,000	20	2%	980	1,000	16	2%	30%
New Norfolk Station	5,000	1,223	24%	3,777	4,500	761	17%	74%
Longford Station	5,000	1,070	21%	3,930	4,200	321	8%	71%
Upgrade Police Housing	14,700	3,687	25%	11,013	5,500	2,187	40%	52%
Launceston Station	7,000	150	2%	6,850	2,000	150	8%	23%
SCC/SOC	3,500	74	2%	3,426	2,000	74	4%	62%
Sorell Emergency Services Hub	12,000	611	5%	11,389	9,000	311	3%	48%

TFS Capital Forward Estimate:

S 27 - Exemption Applied



INCOMING GOVERNMENT BRIEF

TOPIC: EQUIPMENT AND SERVICES (VEHICLE FLEET)

Current situation:

- The DPFEM including Tasmania Police, Tasmania Fire Service (TFS), State Emergency Service (SES), Forensic Science Service Tasmania (FSST), Business and Executive Services (BES) operates a leased and owned vehicle fleet consisting of trucks, motor vehicles, caravans, buses, motorcycles, and trailers.
- The DPFEM regularly reviews its vehicle fleet, in accordance with operational needs and new technologies.
- A fleet matrix is used as a guide to select and allocate vehicles, based on work area needs.

Background:

- Tasmania Police operates 524 vehicles, including leased operational vehicles, and owned vehicle assets such as caravans and trailers.
- Of the 524 vehicles, Tasmania Police operates 390 operational police vehicles that are leased and replaced on a three-year term. These include marked, unmarked, and high-visibility operational vehicles and motorcycles.
- Tasmania Fire Service operates 705 vehicles, including those operated by Tasmania Fire Training, TasFire Equipment and the Fuel Reduction Unit. These are owned vehicle assets, which include operational trucks, non-operational motor vehicles and trailers.
- Of the 705 vehicles, Tasmania Fire Service operates 470 operational fire appliances, which includes tankers, pumpers, aerial appliances and special appliances used for salvage and rescue. This component of the fleet is owned and has a service lifespan ranging between 15 to 25 years.



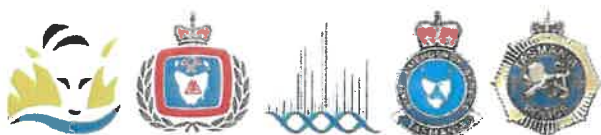
Key facts:

- DPFEM agency vehicle fleet quantities are highlighted in the following tables:

Tasmania Police		
Operational/leased assets	2018-19	2019-20
Motorcycle	14	14
High-visibility vehicle	16	12
Marked vehicle (including lights, sirens, markings)	194	194
Unmarked non-operational (no lights, sirens)	17	26
Unmarked operational (including covert lights, sirens)	138	144
Total operational/leased assets	379	390
Owned assets		
Bus	3	4
Caravan	3	2
Motorcycle	11	12
Special other	3	3
Quad	7	9
Trailer	102	103
Truck	3	1
Total owned assets	132	134
Tasmania Police Total assets	511	524



Tasmania Fire Service (TFS)		
Operational appliances		
Heavy Tanker	156	154
Medium Tanker	124	127
Light Tanker	140	143
Heavy Pumper	15	17
Medium Pumper	14	14
Aerial Appliance	3	3
Hazmat/Rescue Truck	10	11
CAFS Pumper Tanker	1	1
Total operational appliance	463	470
Other vehicles		
Group transport vehicles	99	99
Passenger vehicles	84	92
Trailers	32	34
Utes	8	8
Forklifts	2	2
Total other vehicles	225	235
TFS Total assets	688	705



Other agency vehicles		
(including cars, utes, ATVs, trailers, trucks)	2018-19	2019-20
State Emergency Service (SES)	70	79
Forensic Science Service Tasmania (FSST)	2	2
Business and Executive Services (BES)	51	60
Total vehicles	123	141

- Vehicles not in the Leaseplan database will not appear, which may exclude some SES volunteer vehicles that are the property and responsibility of municipal councils.
- Vehicle quantities include vehicles in the process of replacement/disposal, which may be retained short-term for fire-season surge.
- Figures also exclude the TFS Museum.

DPFEM fleet costs are below. Costs exclude TFS.

DPFEM FLEET COSTS	2017-18 Costs	2018-19 Costs	2019-20 Costs
Fuel costs	1,651,579	1,867,507	1,752,579
Lease costs	2,787,924	2,799,358	2,865,254
Purchases	38,663	64,789	177,479 *a
Registration	267,470	271,273	287,297
Management Fee	184,477	198,909	194,495
External Servicing	174,468	130,706	228,032 *b
Parts & Equipment	705,505	955,506	995,526
Operating Expenses	63,198.	774	11,439
Insurance	274,753	286,815	371,432
Other	36,860	35,361	72,606 *c
Total	6,184,897	6,610,998	7,616,707

[Source: TechOne – as at 30th June of each year]

- Areas of increased expenditure from previous financial year:



- **a – Expenditure in 2019-20 for DPFEM vehicle purchases was due to expenditure on two SES rescue appliances being manufactured by Engineering and Fleet Services.*
- **b – Expenditure in 2019-20 against DPFEM external servicing is higher than in previous year due to work performed on the vehicle fleet attached to the PCYC at Bridgewater (25K), and Western District.*
- **c – Expenditure in 2019-20 against DPFEM Other is higher than previous years, due to SES vehicle fit out costs.*

TFS fleet costs are below. Costs excludes other DPFEM agencies.

TFS FLEET COSTS	2017-18 Costs	2018-19 Costs	2019-20 Costs
Fuel costs	839,831	892,901	802,862
Lease costs	0	9,130	9,885
Purchases	391,083	810,172	863,979
Registration	298,710	285,202	282,262
Management Fee	89,171	73,676	72,868
External Servicing	127,308	162,251	145,165
Parts & Equipment	969,544	1,170,869	1,644,837 *c
Operating Expenses	6,087	2,188	1,172
Insurance	359,116	307,975	93,457
Other	2,318	2,145	10,713
Total	3,083,168	3,716,509	3,927,200

[Source: TechOne – as at 30th June of each year]

- *Areas of increased expenditure from previous financial year:*
- **a - Expenditure in 2019-20 on TFS Parts and Equipment is due to multiple vehicles being repainted, and higher refit costs at TFS Burnie, Launceston, Devonport and Hobart Fire Brigades.*



TFS operates a Capital Build Program to build and acquire fire appliances. Below reflects the current planned TFS Capital Build Program.

TFS CAPITAL BUILD PROGRAM	2021-22 Estimate	2022-23 Estimate	2023-24 Estimate	2024-25 Estimate
Fleet Passenger Vehicles	750,000	750,000	750,000	750,000
Heavy Tankers	0	250,000	2,250,000	2,250,000
Medium Tankers	2,200,000	2,200,000	0	0
Light Tankers	0	500,000	500,000	500,000
Aerials	60	60	60	60
Pumpers	800,000	800,000	950,000	950,000
Specialist Appliances	0	350,000	550,000	550,000
Revenue from disposals	-300,000	-350,000	-350,000	-350,000
Total	3,450,060	4,500,060	4,650,060	4,650,060

S 27 - Exemption Applied



INCOMING GOVERNMENT BRIEF

TOPIC: EMERGING ISSUES

Current situation:

- In 2001, a project commenced to replace the Court of Petty Sessions with a modern Criminal and General Court. This was a complex project that ultimately resulted in the passing of the *Magistrates Court (Criminal and General Division) Act 2019*. Although this Act will modernise the criminal and general jurisdiction of the court, it has not yet commenced, with a range of administrative matters to be implemented beforehand. Both DoJ and DPFEM have appointed project managers to oversee this process, however an anticipated commencement date is not yet known.
- The Liberal government introduced anti-protest laws in 2014, aimed particularly at opponents of the forestry industry. The High Court found the laws unconstitutional and impacted the implied freedom of political communication. In the lead-up to the 2018 state election, the government committed to resurrect the laws by amending them, and introduced the *Workplace (Protection from Protestors) Amendment Bill 2019*. The House of Assembly debate was held in the final week of state Parliament in 2019 but did not progress to the legislative Council until March 2021, where it failed to pass. Both parties have committed to introducing some form of protesting Bill.
- Recent bushfire events have shown an increase in scale and severity of Bushfires in Tasmania and Mainland Australia, with evidence suggesting bushfire seasons are starting earlier and lasting longer. On advice from the Government, the Department of Premier and Cabinet prepared a draft *Bushfire Mitigation Measures Bill 2020* that went out for public consultation in October 2020. The Bill aims to enhance Tasmania's bushfire preparedness to provide a new legislative framework to support bushfire mitigation in Tasmania. A final report was provided to the Minister's office in October 2020 for consideration. S 27 - Exemption Applied
S 27 - Exemption Applied
- In May 2019, the Commissioner for Children and Young People released a Memorandum of Advice regarding the searching of children and young people in custody. The DoJ has prepared a draft Bill to address matters raised by the Commissioner, to which DPFEM had significant drafting involvement. It was anticipated that the Bill would be presented to Parliament during Autumn 2021, however this work was put on hold following the dissolution of Parliament.



- In 2020, the DoJ commenced leading work on a Police Powers and Responsibilities Bill to consolidate police powers, particularly the power of arrest, to address the present inconsistent replication of these powers across Tasmanian legislation. This has been lobbied for by the Police Association of Tasmania and was an election commitment of the Government in the lead up to the 2018 election. S 27 - Exemption Applied

S 27 - Exemption Applied

Challenges and opportunities:

- Nil

Action required by Government:

- Both major parties have indicated a desire to amend anti-protest laws where they apply to the resources industry. S 27 - Exemption Applied

S 27 - Exemption Applied

- S 27 - Exemption Applied

Background:

Magistrates Court (Criminal and General Division) Act 2019

- The *Magistrates Court (Criminal and General Division) Act 2019* was passed by Parliament in November 2019 and received Royal Assent on 12 December 2019. The Attorney-General predicted the act would be proclaimed and commence within 12 – 18 months after passing, however it is yet to commence.
- The changes for DPFEM will be significant, including how police proceed against defendants, how complaints are laid with the court, and most notably what disclosure is required to be provided (and when). This requires process and system changes and will require the retraining of all police officers, all of which will require funding (a budget bid is yet to made).



S 27 - Exemption Applied

Workplaces (Protection from Protestors) Act 2014

- The *Workplaces (Protection from Protestors) Act 2014* provides for police to issue directions to protestors to leave an area where protestors are preventing, hindering or obstructing business activities. In 2017, the High Court found several provisions within the Act were invalid due to the provisions infringing on the Constitution's implied right to freedom of political communication. Following the High Court's decision, the Solicitor-General instructed Tasmania Police not to issue directions under the Act.
- The Government committed to reintroducing this legislation addressing issues identified by the High Court and in 2019, *The Workplace (Protection from Protestors) Amendment Bill 2019* was debated in the House of Assembly. The Government believed the amendments would ensure the anti-protest laws conform with the constitution. In March 2021, the Bill failed to pass the Upper House.

S 27 - Exemption Applied

S 27 - Exemption Applied

The Tasmania Police Manual specifically instructs Tasmania Police members not to use the provisions of the *Workplaces (Protection from Protestors) Act 2014*.

Bushfires Mitigation Measures Bill 2020

- In April 2017, Cabinet approved the Terms of Reference for the Review of the *Fire Service Act 1979*. The Review was headed by an independent chair, Mr Mike Blake, and included significant consultation with the public and interested parties.
- The Review was finalised and provided to the Minister in late 2020.
- DPAC has led work on a *Bushfire Mitigation Measures Bill 2020*, the aim of which is to:
 - Reinforce the duty of public and private landowners/occupiers to proactively manage bushfire risks on land they own or control;
 - Establish a Bushfire Mitigation Measures Panel to ensure a range of perspectives and expertise are utilised when considering Bushfire Mitigation Plan applications;
 - Streamline the Bushfire Mitigation Plan approval process by creating a succinct approval process; and
 - Consolidate the framework for bushfire hazard reduction notices allowing the TFS to issue notices to landowners/occupiers to address bushfire hazards on their land.



S 27 - Exemption Applied

Youth Justice Amendment (Searches in Custody) Bill 2020

- In May 2019, the Commissioner for Children and Young People (CCYP) provided a *Memorandum of Advice* to Government. The scope of the Memorandum was the searching of children and young people in custodial facilities and made nine recommendations for change.
- The *Youth Justice (Searches in Custody) Bill 2020* was to be presented to Parliament during the Autumn sitting, with the proposed amendments aiming to consolidate and improve the legislative basis for conducting searches of youth in custody in custodial facilities in Tasmania. S 27 - Exemption Applied

S 27 - Exemption Applied

Work in this

space has been put on hold due to the upcoming election.

Police Powers Act

- General police powers in Tasmania are inconsistently replicated across multiple Acts, making the Law complex for police in the execution of their duties. Following a report completed by the Tasmania Law Reform Institute, the Government made a commitment in the lead-up to the 2018 state election to legislate a Police Powers Act. Work on this project did not commence until 2020, with the Department of Justice being the lead agency.
- The election commitment included a specific commitment to introduce a Police Powers Act which would provide a power of arrest without warrant for 'all offences and crimes' subject to strict criteria.
- A Steering Committee has been established comprising of members from Department of Justice, DPfEM and Communities Tasmania and has met monthly since August 2020.
- The Steering Committee has approved development of a proposal paper to seek stakeholder feedback on the proposed consolidated police powers of arrest and additional police powers that may need consolidating. A minute to the Attorney-General was completed in March 2021 where it was suggested the proposal paper be publicly released in March 2021 with consultation to close in April 2021, however the project halted in March 2021 following the dissolution of Parliament.



Key facts:

- The resource implications for DPFEM in relation to the *Magistrates Court (Criminal and General Division) Act 2019* will be significant, even if funding is secured from government for the implementation project and ongoing costs. At this stage it is not possible to quantify those costs.
- A budget bid has been put forward to fund the subsequent re-drafting of the *Fire Service Act 1979*, S 27 - Exemption Applied

S 27 - Exemption Applied

INCOMING GOVERNMENT BRIEF

TOPIC: LEGISLATION AND REFORM

Current situation:

- The Police Offences Amendment (Repeal of Begging) Bill 2019 was still before Parliament when the election was called. The Bill had originally passed the House of Assembly, but was amended in the Legislative Council, removing new 'move on' powers. As the amendment had not been considered in the House of Assembly when the election was called, the Bill is now void. S 27 - Exemption Applied

S 27 - Exemption Applied
- A major review of the *Fire Service Act 1979* commenced in 2017. A steering committee with an independent chair, Mr Michael Blake, was established to oversee the review. The Final Report on the Review Outcomes was provided to the Minister for consideration in late 2020, S 27 - Exemption Applied

S 27 - Exemption Applied

S 27 - Exemption Applied

A Budget Bid has been submitted to fund the subsequent re-drafting of the Act should this proceed.
- In early 2020, DPaC commenced work on a Bushfire Mitigation Measures Bill (to ultimately be administered by DPfEM) to streamline processes for undertaking bushfire hazard reduction, including authorising TFS to undertake hazard reduction without landowner consent where mitigation has not been carried out. The impetus for this Bill is the increasing severity and regularity of larger scale bushfires, which in turn impacts the availability of resources to respond. This is on hold to be considered in line with the recommendations of the Review of the *Fire Service Act 1979*.
- In 2020, the Department of Justice commenced leading work on a Police Powers and Responsibilities Bill to consolidate police powers generally, and particularly the power of arrest, to address the present inconsistent replication of these powers across Tasmanian legislation. This has been lobbied for by the Police Association of Tasmania and was an election commitment of the Liberal Party in the lead up to the 2018 election. DPfEM has been providing support to the project, which has been delayed with DoJ seeking policy advice from Government on a range of issues to be covered in the Bill.



A21/88585

- S 27 - Exemption Applied

Challenges and opportunities:

- S 27 - Exemption Applied
- The Police Association has been calling for a review of the *Police Service Act 2003*. This Act has not been holistically reviewed since it commenced, and the Association has submitted that in a number of matters the Act is weighted too heavily in favour of the Commissioner without appropriate appeal mechanisms for police officers. S 27 - Exemption Applied

S 27 - Exemption Applied

Action required by Government:

- Determine the legislative priorities for DPFEM.

Background:

- DPFEM administers 15 Acts, and their subordinate Regulations, on behalf of the Minister for Police, Fire and Emergency Management. The Acts span policing, firefighting and emergency management activities.
- Despite administering some policing legislation, the majority of Acts providing for both policing powers and the criminal law are administered by the Department of Justice to provide separation between the agency administering the legislation and the agency undertaking enforcement activities.



Key facts:

- The Acts and Regulations administered by DPfEM are:

Acts	Regulations
<i>Australian Crime Commission (Tasmania) Act 2004</i>	
<i>Community Protection (Offender Reporting) Act 2005</i>	<i>Community Protection (Offender Reporting) Regulations 2016</i>
<i>Emergency Management Act 2006</i>	<i>Emergency Management Regulations 2020</i>
<i>Fire Service (Extension of Regulations) Act 2017</i>	
<i>Fire Service Act 1979</i>	<i>Fire Service (Finance) Regulations 2017</i> <i>Fire Service (Miscellaneous) Regulations 2017</i> <i>General Fire Regulations 2010</i>
<i>Firearms Act 1996</i>	<i>Firearms Regulations 2016</i>
<i>Marine Safety (Misuse of Alcohol) Act 2006</i>	<i>Marine Safety (Misuse of Alcohol) Regulations 2016</i>
<i>Marine Search and Rescue Act 1971</i>	
<i>Police Offences Act 1935</i>	<i>Police Offences Regulations 2014</i>
<i>Police Powers (Vehicle Interception) Act 2000</i>	
<i>Police Service Act 2003</i>	<i>Police Service Regulations 2013</i>
<i>Removal of Fortifications Act 2017</i>	
<i>Road Safety (Alcohol and Drugs) Act 1970</i>	<i>Road Safety (Alcohol and Drugs) Regulations 2018</i>
<i>Telecommunications (Interception) Tasmania Act 1999</i>	
<i>Witness Protection Act 2000</i>	



INCOMING GOVERNMENT BRIEF

TOPIC: TASMANIAN EMERGENCY MANAGEMENT ARRANGEMENTS

Current situation:

- In Tasmania, an integrated emergency management framework is described under the *Emergency Management Act 2006* (the Act). The Act establishes the State, Regional and Municipal Emergency Management Committees and requires those committees to prepare plans for all-hazards emergency management in Tasmania. The Act also establishes the powers that can be applied for response and recovery to an event.
- The incoming Government has committed to undertaking a review of the Act, which is to commence within the first 100 days of the forming of Government. It is as yet unclear whether this work is going to be led by the DPFEM or DPAC.
- The existing Tasmanian emergency management governance structure and an overview of the levels of emergency operations and coordination centres that may be used and/or adjusted for an event are provided in the diagrams below.
- Emergency Management in Tasmania is currently guided by the [Tasmanian Disaster Resilience Strategy 2020-2025](#) which provides a vision of a disaster resilient Tasmania and paths to work towards that vision. This is a public facing document that identifies disaster resilience as the product of everyone working together, using the best available evidence, to understand and reduce risks and prepare for disasters. It is about acting before disasters occur to reduce their impacts on communities and the environment.
- The Tasmanian government's contribution to supporting the Tasmanian Disaster Resilience Strategy is outlined in the [Strategic Directions Framework](#) of the State Emergency Management Committee (SEMC). The Framework ensures that emergency-related governance structures work cohesively and include a wide range of stakeholders. The SEMC is supported by four sub-committees focuses on key themes:
 - Informed risk management
 - Community resilience
 - Emergency management sector capability
 - Recovery
- The Tasmanian Emergency Management Arrangements ([TEMA](#)), approved on 10 December 2019, is the principal reference for how emergency management is undertaken in Tasmania. The TEMA describes the framework for emergency



management arrangements in Tasmania across the Emergency Management Cycle (also known as PPRR – Prevention/Mitigation / Preparation / Response / Recovery).

Challenges and opportunities:

- Increasing costs due to global warming/climate change; developing technology; and greater public and political pressure arising from public scrutiny and the review of emergencies are impacting emergency management arrangements in Tasmania. This is evidenced at a national level by the conduct of the Royal Commission into National Natural Disaster Arrangements (RCNDA) which identified a number of recommendations, many of which will affect Tasmania.
- Tasmania supported, or supported in principle, all of the Royal Commission's recommendations with the exception of recommendations that the Australian Government be able to take action without a state or territory request for assistance and that state governments assume responsibility for local government emergency management activity. S 27 - Exemption Applied
S 27 - Exemption Applied
- The Fire Service Act 1979* has been reviewed and the Report of Mr Mike Blake provided to Government. The details of the Report have not been released, S 27 - Exemption Applied
S 27 - Exemption Applied
- Historically there has been a focus on 'managing emergencies' rather than 'emergency management'. This focus has shifted both globally and nationally through Australia's involvement in the United Nations Sendai Framework and the development of *A roadmap for implementation of the Sendai Framework for Disaster Risk Reduction, 2017-2022*. In Australia this has been materialised through the National Disaster Risk Reduction Framework, which was a key reference during the development of the [Tasmanian Disaster Resilience Strategy 2020-2025](#). This represents an opportunity to use the focus on risk reduction to support challenges around land use planning, climate change, changing demographics and community awareness about the disaster risks we face in Tasmania.

- S 27 - Exemption Applied



This function transitioned to the COVID Coordination Centre (CCC) on 1 January 2021.

Action required by Government:

- Note that many of the RCNDA recommendations involve resource implications for the Tasmanian Government.

- S 27 - Exemption Applied

Background:

Funding programs

- The Emergency Management Unit within the SES currently administers the National Partnership Agreement for Natural Disaster Risk Reduction between the Tasmanian and Australian Governments. This is delivered through the Natural Disaster Risk Reduction Grant Program (NDRRGp), which provides \$5.22 million in Australian Government funding to Tasmania over a five-year period from 2019 to 2024.

Tasmanian Disaster Risk Assessment

- In partnership with the University of Tasmania, SES is undertaking a project to complete the Tasmanian Disaster Risk Assessment (TASDRA). This will replace the Tasmanian Natural Disaster Risk Assessment (TSNDRA) which was produced in 2016 and will support disaster risk reduction decision-making that identifies and assesses key disaster risks for Tasmania. The TASDRA will extend the hazards assessed to include selected man-made ones, and will seek to achieve the following outcomes:
 - Better understanding of significant state level disaster risks;
 - Evidence-based disaster risk reduction decision-making; and
 - Improved safety and wellbeing outcomes and reduced disaster impacts in Tasmania, and “triple dividend” gains from reducing disaster risk.

Emergency Alert

- The Emergency Alert (EA) system is the national telephone warning system and is one of many ways a Response Management Agency (RMA) can warn a community of a likely or actual emergency. EA sends voice messages to landline telephones and text messages to mobile telephones within a specific area defined by the RMA issuing the emergency warning message. EA relies on telecommunications networks to send messages and message delivery cannot be guaranteed. There is a National Project to update this system known as Emergency Alert Phase 4 (EAP4) which is on track for delivery on 1 September 2021.



TasALERT

- TasALERT is the Tasmanian Government's official emergency website that brings together information from emergency services and government agencies. This website is managed by Strategic Projects and Programs within DPAC.

Tasmanian Emergency Management Training (TasEMT)

- TasEMT has recently been developed by the SES as a resource to enable people with emergency management responsibilities to increase their capability and capacity to be proficient during the All Hazards phases of prevention, preparedness, response and recovery-PPRR. The target audience for TasEMT are Local Government employees and State Government Employees, specifically those who are on the interoperability register. Over 7000 people have accessed TasEMT since its release in 2020 and this represents a significant reach within the Tasmanian Community and more broadly.

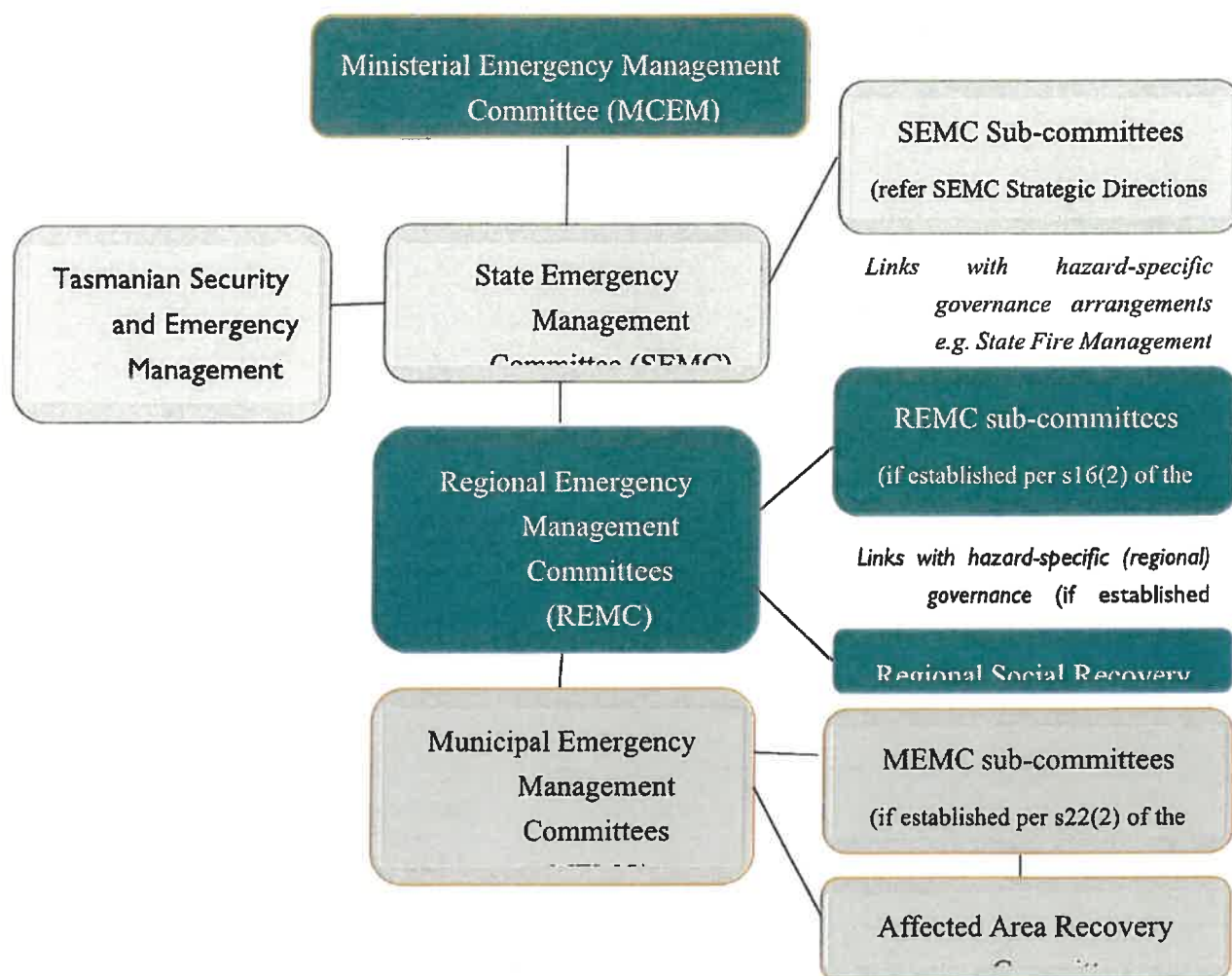
Key facts:

- Refer diagrams below



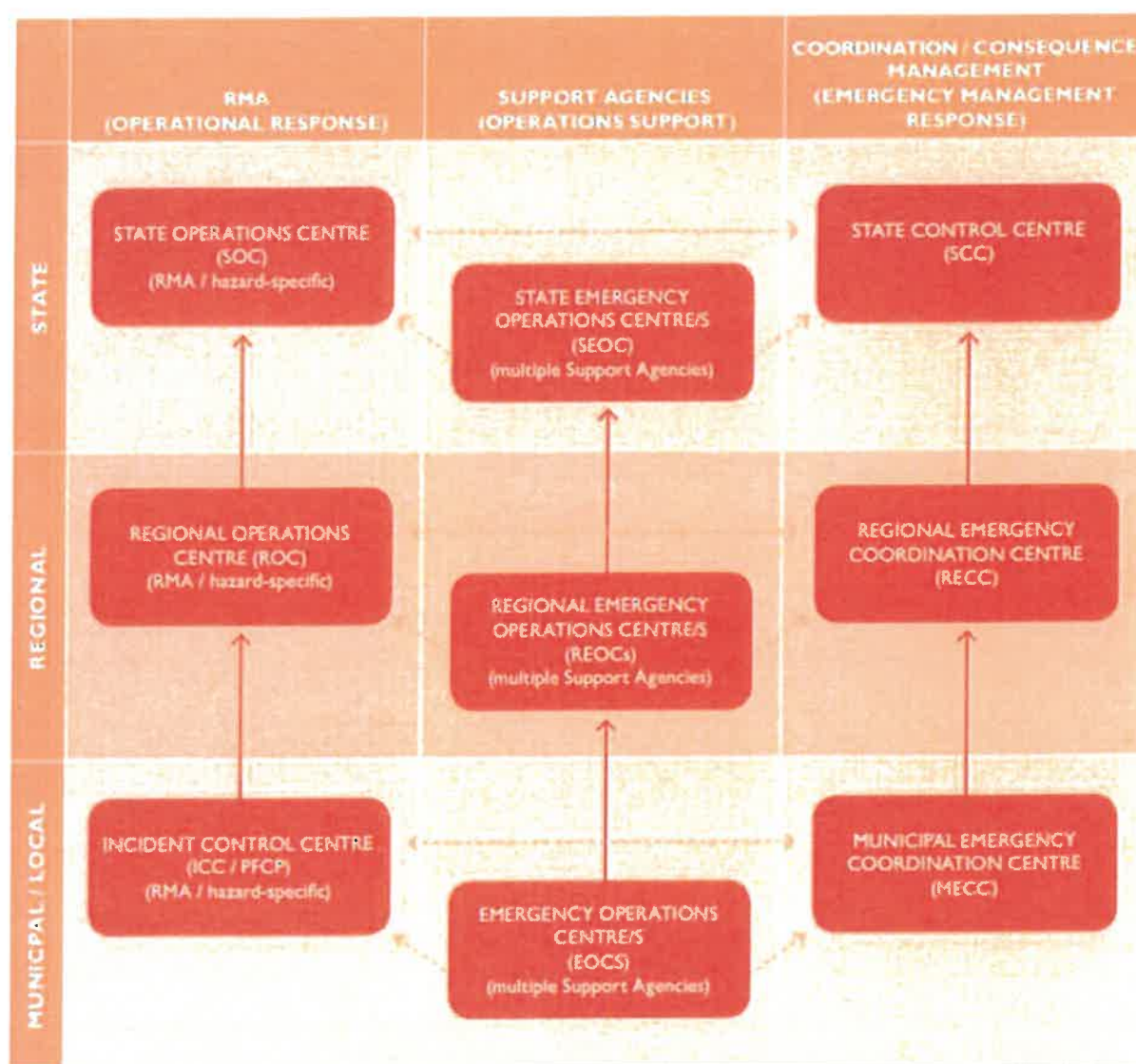
Tasmanian emergency management governance structure

Tasmania's governance structures for emergency management aim to enable effective coordination across key players.



Emergency operations and coordination centres

The diagram below provides an overview of the levels of emergency operations and coordination centres that may be used and/or adjusted for each situation.



INCOMING GOVERNMENT BRIEF

TOPIC: BUSHFIRE PREPAREDNESS AND RESOURCING

Current situation:

- Tasmania Fire Service (TFS) has 334 career firefighters and approximately 5000 volunteer firefighters stationed strategically throughout the State, in 228 Fire Brigades.
- There are currently 30 recruits training to become career firefighters, due to graduate on 11 June 2021. The next course is due to start in early August and as at 20 April 2021, 16 people have been offered spots on that course.
- Tasmania's multi-agency response to fires also includes assets and firefighters from the Parks and Wildlife Service (PWS) and Sustainable Timber Tasmania (STT).
- The incoming Government has committed \$900,000 to stand up a permanent multi-hazard intelligence team in the new State Operations Centre, in order to provide rapid responses to incident controllers.

Action required by Government:

- S 27 - Exemption Applied
-

Background:

- TFS, PWS and STT prepared for the 2020-21 fire season in a holistic way utilising a broad range of both response and mitigation strategies.
- This includes public education campaigns, a Fuel Reduction Burning Program, establishment of an air desk, use of predictive modelling, as well as ensuring appropriate resourcing arrangements and contracts (e.g. aircraft and plant / machinery) are in place for response to fires, in addition to other activities that are triggered by particular seasonal activities.

Key facts:

- Pre-season briefings were undertaken with all stakeholders in September.
- With regards to the impact of COVID-19, three aspects are being actively managed for fire operations.
 - Social distancing has meant that TFS is reviewing how interactions are managed within operations centres and front-line gatherings for briefings and reassessing the capacity of facilities for operations and alternative technological options.



- Measures are being implemented to manage potential transmission/ infection control during operations through cleaning vehicles during changeover, PPE issue, personal hygiene, protection of at-risk groups within the ranks, and preparing procedures to manage any situation where infection is detected in our teams or front-line crews. Contracts are being established for rapid deployment of deep clean for facilities if required.
- Other preparedness measures that have been put in place include the Fuel Reduction Program, Bushfire Protection Planning and the Bushfire Ready Neighbourhoods Program, guidance through Community Protection Plans and TFS' encouragement that all Tasmanians have an individual bushfire survival plan.
- The TFS has approximately 100 career remote area firefighters available state-wide for this fire season. Remote firefighting capability has been enhanced with the addition of 30 fully trained volunteer remote area firefighters. This will increase to 80 personnel over the next three years who can work in a team environment under arduous conditions in remote locations across Tasmania in conjunction with TFS career and PWS remote area firefighters.



INCOMING GOVERNMENT BRIEF

TOPIC: FUEL REDUCTION PROGRAM

Current situation:

- The aim of the Fuel Reduction Program is to strategically reduce the threat of bushfires in areas of greatest risk to Tasmanian communities. The program includes both private and public land and is known as a 'tenure-blind' approach.
- The Fuel Reduction Program receives \$9 million per annum of ongoing funding from the Tasmanian Government.
- Last year the program completed 188 fuel reduction burns, across nearly 35,000 hectares, in strategic locations to protect Tasmanian communities.
- The 2021 Fuel Reduction Program has undertaken 57 fuel reduction burns to date across approximately 1,500 hectares.
- There are over 300 fuel reduction burns scheduled to commence under the right conditions.
- The newly funded mitigation staff have commenced. This additional resourcing boost will provide increased opportunities to undertake strategic fuel reduction burning activities to take place.
- Further, the incoming Government has committed an additional \$2.5 million to support mechanical fuel load clearing.

Action required by Government:

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S 27 - Exemption Applied

Background:

- The Tasmania Fire Service (TFS) partners with Parks and Wildlife Service (PWS) and Sustainable Timber Tasmania (STT) in the delivery of the Fuel Reduction Program in Tasmania.
- Administrative responsibility for the delivery of the program was transferred from the Department of Primary Industries, Parks, Water and Environment (DPIPWE) to the



Department of Police, Fire and Emergency Management (DPFEM) in July 2016. The program continues to straddle three ministerial portfolios.

- A high-level Steering Committee oversees the coordination and implementation of the program. Steering Committee members are: Secretary DPFEM (Chair), Deputy Secretary DPFEM (Deputy Chair), Secretary DPAC, Chief Officer TFS, CEO STT, Deputy Secretary Parks and Wildlife Service, Chair Tasmanian Aboriginal Heritage Council, and Chair State Fire Management Council.
- The TFS Fuel Reduction Program forms part of the Bushfire Risk Unit which has the key responsibility for coordination and implementation of the program across the whole-of-Government, including implementation of the Business Plan, Communications and Engagement Strategy, as endorsed by the program Steering Committee.
- The program strategically reduces bushfire risk in the areas that provide the most protection to communities. Therefore, areas of both private and public land are included – a ‘tenure-blind’ approach.
- The program utilises the resources of the TFS, PWS, STT, contractors and local councils to mitigate bushfire risk in a strategic, systematic way across urban, semi-rural and wilderness areas.
- Program staff are involved in all roles and aspects of bushfire response and provide several key specialist skills, including on-ground fire management, roles in Incident Management Teams, statewide technical, strategic, interstate/international liaison, and support roles.

Key facts:

Bushfire Risk Re-Analysis

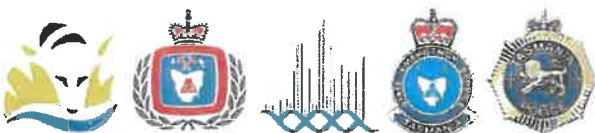
- The Fuel Reduction Program aims to conduct targeted fuel reduction burns to outperform the natural vegetation recovery rate. Occasional small relative risk increases are expected. However, due to the continued fuel reduction burning program these increases are at a significantly lower rate than the natural vegetation recovery rate. The trendline is expected to show an overall decline over time.
- The most recent bushfire risk re-analysis was undertaken in October 2020 and identified a small increase in statewide relative risk. The largest contributors to the statewide increase in relative risk occurred in the North East of the State, Hobart and the Southern Fire Management Areas (FMA). However, when compared with the natural recovery rate, the program reduced relative risk in seven of the ten FMA in 2019-20.



- Subsequent vegetation recovery following bushfires and previous burns in the Hobart and Southern FMA noticeably impacted the statewide relative risk trendline due to the number and density of communities that are at risk of bushfire.
- The statewide risk trendline may naturally increase as vegetation continues to recover from planned burn activities and/or the impact of previous bushfire events.
- The 'relative risk chart' measures risk reduction to communities, however, the program also undertakes a range of bushfire risk reduction activities to provide protection for both critical assets and natural values that are not measured on the statewide relative risk chart.

Fuel Reduction Program

- The aim of the Fuel Reduction Program is to strategically reduce the threat of bushfire risk in areas of greatest risk to provide the most protection to Tasmanian communities. The National Council for Fire and Emergency Services (AFAC) has said, there is no viable alternative to broad-scale fuel reduction and resultant risk reduction for communities. Reducing fuel loads in Tasmania is one of the most critical tools in the firefighting kit.
- The program has a multi-agency approach with the delivery facilitated through program partners TFS, PWS and STT.
- Since the program commenced seven years ago, 881 strategic bushfire risk reduction activities have been completed statewide, encompassing over 124,139 hectares, of which 20,081 hectares was conducted on private land (at 22 April 2021).
- The strategic fuel reduction burns around the greater Hobart area including Lenah Valley and Mt Stuart have resulted in a 25-50% and 50-75% bushfire risk reduction respectively.
- During the 2018-19 summer bushfires, fuel reduction burns previously undertaken were critical in protecting the town of Zeehan by preventing and reducing the spread of a number of major fires.



INCOMING GOVERNMENT BRIEF

TOPIC: RED HOT TIPS

Current situation:

- The 'Red Hot Tips' program is aimed at landholders responsible for large tracts of land in rural areas of Tasmania.
- In 2020, funding of \$590,000 was provided to help landowners plan and undertake fuel reduction activities. Initial funding was for 12 months and was delivered through the Red Hot Tips program. The program is delivered by a team of four; a state-wide coordinator and three regional facilitators.
- The program educates, engages with and supports landholders to actively manage their bushfire risk, encouraging collaborative vegetation fire management and ecological sustainability across the landscape.
- The incoming Government has committed an additional \$2.5 million for continuation of the program. Further advice will be required in due course as to the period over which this funding will be provided.
- Further detail will allow the department to determine the ongoing evolution of the program.

Background:

- Recent years have seen an increase in the severity and regularity of larger scale bushfire campaigns in Tasmania. As a result, disaster response and recovery costs have risen significantly, highlighting the need to invest further in resilience measures.
- Planned burning is a very important tool for managing bushfire risk and for enhancing biodiversity and native vegetation condition (e.g. enhanced regeneration, assisting in weed management). S 27 - Exemption Applied
- Red Hot Tips provides a central point of contact, 'a one stop service', offering practical bushfire management advice including:
 - practical advice on effective bushfire management planning, including obtaining appropriate permits, developing burn plans and property management plans
 - opportunities for private and public landholders to work together to plan for and undertake vegetation fire management activities
 - training and mentoring, including planned burning demonstrations



- assistance identifying resources required for planned burning, and
- advice on alternative fuel reduction treatments and access to helpful resources.
- The Red Hot Tips team has engaged with all registered landholders, have visited many properties, providing on-ground support and mentoring with planned burns and other vegetation fire management activities.

Key facts:

- The State Fire Management Council (SFMC) has strategic oversight through the Red Hot Tips Advisory Group. The Group is chaired by SFMC Chair, Mr Ian Sauer, and comprises stakeholders with specific knowledge and skills in land management, bushfire management and rural engagement.
- Since August 2020, 113 farmers and private landholders who manage over 314,500 ha of land have registered with the program,
- These participants have completed 108 planned burns (74 of these burns have been mapped and cover over 2,200 ha of privately managed land).
- Five registration events have been held, 39 participants have attended burn plan training workshops, and 71 burn plans have been subsequently developed. Additionally, three demonstration burns have been conducted with 43 participants undertaking hands-on planned burning.
- Additional outcomes from the program have included landholders sharing resources and conducting collaborative planned burns. This in turn has strengthened relationships between landholders and local volunteer brigades.
- The facilitators assist with building relationships between farmers, government agencies and industry to prepare for, and undertake vegetation fire management activities, particularly where bushfire risk is identified across boundaries.



INCOMING GOVERNMENT BRIEF

TOPIC: REDUCING FIRES: FIRE FATALITY RATES AND OTHER FIRE IMPACTS

Current situation:

- Statistics show that fire fatalities almost always occur in residences. There were no preventable residential fire fatalities in the 2019-20 financial year.
- Over the last 15 years there has been a downward trend in fire fatalities and house fires in Tasmania. During this period, the average fire fatality rates in Tasmania have halved from an average of six deaths per annum to three or less.

Action required by Government:

- Nil

Background:

- The Community Fire Safety Division delivers services including management of regulation, community engagement and education program delivery, providing fire equipment and training services, and the implementation of specific mitigation and community development programs.

Key facts:

Residential Fires

- The TFS delivers a range of evidence-based strategies focusing on people who are identified most at risk of fire death or injury.
- In February 2020, TFS commenced the Home Fire Risks in the Community project. This project will review current business practices and develop systems for the collection and exchange of information between internal and external stakeholders to mitigate and manage identified hazards of at-risk residents of Tasmania.
- Progress was delayed due to COVID-19, but consultation with key internal and external stakeholders is now well underway.
- Project Wake Up! (PWU) is a fire safety program for elderly people and people with disabilities living in the community. In 2019-20, all TFS career brigades and 143 volunteer brigades around Tasmania provided home fire safety audits; general home fire safety information; and smoke alarm installation.
- TFS also continued to provide a peer education program about home fire safety for people over the age of 65 in partnership with the Council on the Ageing.



- The School Fire Education Program reached over 18,000 primary school children and their families in 2019-20. This number is slightly lower than usual, most likely due to the closure of schools during COVID-19.
- The program is offered to all Tasmanian primary schools from Kindergarten to Grade 6. Specially trained TFS career firefighters provide age-appropriate activities about home fire safety and how to survive a fire.
- The school-based program also aims to prevent the onset of fire-lighting among children by increasing their awareness of the dangers of fires, and encourage them to make safe choices about fire.
- This awareness raising has contributed to a decline in referrals to TFS' secondary arson prevention program for children, the Juvenile Fire Lighter Intervention Program (JFLIP). JFLIP is a family-based program for primary school-aged children who engage in unsafe fire-play. Ninety per cent of participating children do not re-offend.
- TFS representatives also participate in Youth Justice diversionary processes for young people who have committed fire-related offences.
- One of the key messages in the Tasmania Fire Service's home fire safety messages is that homes should have a working smoke alarm in every room where somebody sleeps.

Bushfire Risk

- Bushfire risk is measured at a whole-of-landscape scale, enabling the prioritisation of targeted programs to reduce fuel in the landscape, such as the Fuel Reduction Program.
- Implementing strategically chosen fuel reduction treatments across all tenured lands in Tasmania, greatly reduces the risk of bushfire impacting on communities. This includes mechanical treatment of fuels as well as fuel reduction burns.
- TFS also develops community-level bushfire plans. Community Protection Plans are simple, local plans for community members and visitors to the area. They provide bushfire safety options, such as the location of nearby places of safety, and community specific advice.
- TFS also delivers a range of customised programs to communities in identified bushfire-prone areas such as Bushfire-Ready Neighbourhoods; and the Bushfire-Ready Schools program.



Other Activities

- TFS also undertakes legislated responsibilities to ensure that commercial buildings in Tasmania comply with relevant fire safety standards. This includes responsibility for assessing and approving evacuation plans required under the *General Fire Regulations 2010*.
- TFS provides a range of training and fire equipment services to workplaces in more remote areas of the State.
- TFS work closely with major industries to facilitate effective emergency response in high-risk workplaces, such as the mining and manufacturing sector. Emergency Response Team training programs are tailored to respond to site-specific risks at isolated worksites and prepares site teams to respond effectively to fires until the nearest TFS brigade is dispatched.



INCOMING GOVERNMENT BRIEF

TOPIC: TFS AND SES VOLUNTEERS

Current situation:

- Tasmania Fire Service (TFS) currently has over 5,000 volunteers. There are currently 222 volunteer brigades working out of 232 volunteer fire stations (some brigades have more than one physical location/fire station attached to them).
- State Emergency Service (SES) has 600 volunteers across 36 volunteer units.
- Volunteers are essential to the ability of TFS and SES to deliver emergency response and community safety services to the Tasmanian community.
- Volunteers and their brigade or unit also form an important part of the social fabric of small communities.
- TFS and SES recognise the need to invest in supporting volunteer needs, in the same manner as employee needs are supported.
- The incoming Government has announced funding of \$2.4 million to establish a dedicated team for volunteer management, and provision of secretariat services to the volunteer TFS and SES associations. This funding will assist in work already being undertaken around the TFS volunteer sustainability strategy.

Action required by Government:

- Nil

Background:

- The TFS and SES, and our communities, rely on a skilled and motivated volunteer workforce to undertake 24/7 emergency response for multiple emergency situations, including fire and flood events, storm and severe weather events, road crash rescue, search and rescue.



Key facts:

TFS Volunteers

- The TFS has the second highest number of volunteer personnel per 100,000 people nationally (943.1) which is well above the national average (823.8). NSW has the highest number per 100,000 (950.5).
- Current membership figures (5,067) compared to those in 2009-10 (4,861) demonstrate that Tasmania has been effective in recruiting, training, deploying and retaining volunteer firefighters and volunteer fire support members who provide services that would not be economically possible to provide with paid workforces.
- In the event of large scale or prolonged incidents, TFS is able to access interstate and international resources through the AFAC National Resource Sharing Centre (NRSC). Similarly, TFS deploys resources to interstate and international incidents via the NRSC, as seen in the 2019-20 bushfire season.

SES Volunteers

- SES volunteers provide first response and support for flood and storm emergencies, road crash rescue, general rescue (entrapment, vertical rescue) and search and rescue. They also support municipal authorities and the other emergency services, and undertake a range of community safety activities (Driver Reviver, crowd control at major events, etc).
- SES volunteer time commitments are increasing significantly over recent years, with 14,206 contact hours for emergencies registered last FY.
- SES volunteers have proudly represented Tasmania on a number of interstate deployments over the last decade to assist with major disaster response. Preparations are currently underway for 21 SES volunteers to support WA following tropical cyclone Seroja.
- A large proportion of SES volunteer operational time commitment is now in support of the Tasmania Fire Service and Tasmania Police during bushfires, with staging management support, rapid impact assessment, logistics, door knocking, evacuations and traffic management.
- The Tasmania SES Volunteer Association was recently established as a Chapter of the National SES Volunteer Association.

S 27 - Exemption Applied

S 27 - Exemption Applied



Volunteer Grant Program

- The Tasmanian State Government committed \$2 million over four years to support TFS volunteer Brigades and SES Units. During the 2021 election campaign the incoming Government committed to continuing the program, with \$500,000 committed per year.
- In consultation with the respective Volunteer Associations, TFS and SES have set up separate grant programs seeking applications for non-core equipment and training, enhanced recruitment and engagement activities, as well as amenities and minor facility improvements.

The grant programs do not permit applications for core equipment, provisions and training, as these remain the responsibility of the TFS and SES.

The Program is currently in third budget year of the Volunteer Grants Programs with almost \$1.5 million in grants awarded over the full duration. Expenditure is well underway although spending did slow because of COVID-19 impacts. Grants applications for the final budget year allocation of \$500K will open in June 2021.



INCOMING GOVERNMENT BRIEF

TOPIC: COMMUNITY POLICING

Current situation:

- Tasmania Police maintains a strong commitment to keeping the community safe and providing services, programs, strategies and initiatives for the community to feel safe.
- Positive community engagement is a key component of community safety and a dedicated Community Policing capability exists to monitor community needs and provide accessible, equitable and culturally sensitive policing services.
- Tasmania Police, State Community Policing Services (SCPS) is responsible for the management and support of community-based programs. SCPS provides a state-wide liaison and coordination service for community groups and district community police officers.
- The main focus of the service is to provide programs that build relationships, reduce crime, and assist members of the community at a higher risk of becoming a victim.
- Each operational policing district has a designated District Community Police Officer that responds to locally based community issues.
- SCPS is responsible for working with and educating our communities to increase crime resilience, through:
 - preparation and maintenance of crime prevention materials
 - participation in the national Cybersmart Detective Program (ThinkUKnow Program)
 - provision of support to multicultural communities and the Humanitarian Settlement Network
 - liaison with the Veterans and Veterans Families Counselling Service
 - state-wide coordination and administration of Charitable Collections permits, and
 - Crime Stoppers support and liaison.
- The incoming Government has committed \$100,000 to support Crime Stoppers to undertake additional community engagement and adopt anti-theft measures, such as the Bikelinc program.



Action required by Government:

- Engage with Tasmania Police partners and community groups establishing renewed commitment to fostering increased interactions between Police and the community.
- Provide support, both in-kind and financially, to initiatives that promote cohesiveness and confidence within communities.

Background:

- In each geographical police district, police officers work in partnership with community members on a range of crime prevention strategies and programs.
- Tasmania's Police and Community Youth Clubs (PCYCs) play a role in improving relationships between police and young people across the State and help divert young people from anti-social or criminal behaviour.
- There are a number of other early intervention diversionary programs for at risk disengaged youth and youth offenders supported by Tasmania Police. This includes legislated restorative justice processes facilitated by the *Youth Crime and Intervention Units* within Tasmania Police, dedicated Therapeutic Youth Courts, the Police Recruit Youth Mentoring Program and school-based programs.
- Tasmania Police is committed to ensuring equality and fairness to the community it serves. As part of this commitment a network of LGBTI, Aboriginal, Multicultural and Mental Health Liaison Officers has been established across the State to assist Tasmania Police in improving its relationship with people and communities.
- Life expectancy in Australia continues to increase at a rate greater than one year in every 10, so Tasmania can expect its aging population to continue to grow. The 2016 Census identified 159 languages are spoken in Tasmania with 20% of our population being born overseas. All indications are that culturally and linguistically diverse (CALD) community members will continue to increase. With increasing cultural diversity, there is a corresponding need for police to engage with the CALD community.
- Mental health, loneliness, family violence and child abuse are now known to be far more significant contributors to safety, security and wellbeing and the community policing capability is a recognised tool for improving community engagement and providing effective communication and improved crime prevention through enhanced awareness.



Key facts:

- Some of the strategies and programs on which police have worked with community groups include:
 - supporting the Officer-Next-Door Program, the Rotary Youth Driver Awareness Program, Adopt-a-Cop, Crime Stoppers, Neighbourhood Watch and Bush Watch
 - liaising with 35 Neighbourhood Watch Groups across the state - five in Western District, 14 in Northern District and 16 in Southern District
 - participating in a diverse range of community events, focusing on community engagement and recruitment activities
 - conducting police station tours for schools and community groups
 - delivering crime prevention, social media awareness, personal safety, road safety, and legislation presentations to community groups, schools, businesses and other vulnerable groups
 - providing ThinkUKnow Program presentations to school and community groups, parents and sporting groups relating to safe, ethical and responsible cyber use, and
 - participating and attending Humanitarian Entrant activities, including orientation support for new arrivals and liaison with the Migrant Resource Centres and regular liaisons with Max Solutions/TAFE.
- There are a number of PCYCs across the state, each with its own structure and committee, and receiving various levels of police support. Although an important pro-social outlet, PCYCs are typically run by non-police employees and boards.



INCOMING GOVERNMENT BRIEF

TOPIC: COUNTER-TERRORISM AND COUNTERING VIOLENT EXTREMISM

(CT & CVE)

Current situation:

- The Tasmanian Government maintains counter-terrorism capabilities coordinated by Tasmanian Police. This includes Police Tactical (Special Operations Group), Bomb Response, Negotiators, Dignitary Protection, Investigation, Intelligence, Surveillance, Technical, Bomb Scene Examination and Forensics, as well as policy expertise and interventions to counter violent extremism.
- The Tasmanian Government and Tasmania Police remains well connected nationally to law enforcement and security agencies through the Australia-New Zealand Counter-Terrorism Committee (ANZCTC).
- Tasmania Police established a CVE Intervention Coordinator position in 2016 in accordance with the preventative focus of *Australia's Counter-Terrorism Strategy*, and developed a jurisdictional intervention process and capability with advice and support from a multi-agency reference group. Tasmania Police also has a nationally accepted process and capability to address fixated threats.
- The Tasmanian Government agreed to a suite of proposed amendments to the *Commonwealth Criminal Code Act 1995* and is working with jurisdictions to ensure Australia has appropriate laws to deal with the threat from terrorism. S 27 - Exemption Applied

S 27 - Exemption Applied

Challenges and opportunities:

- S 27 - Exemption Applied



- Tasmania Police now has a nationally accepted process, structure and capability to address Fixated Threats - the Tasmania Fixated Threat Assessment Capability (TFTAC), which is reliant on support from the Department of Health in the form of a Forensic Psychiatrist and Forensic Psychologist. Resourcing, skills maintenance, expertise and succession planning remain significant challenges.
- Tasmanian Government CVE interventions (CVE Interventions Coordinator) and programs are dependent on Commonwealth funding for resources, implementation and maintenance.
- Additional, guaranteed funding and support provided to Tasmania Police Special Response and Counter-Terrorism Command would enable:
 - establishment and resourcing of dedicated and skilled personnel (sworn and unsworn)
 - maintenance and development of dedicated and skilled personnel (sworn and unsworn)
 - further procurement and maintenance of specialist equipment; and
 - the ongoing administration of CVE coordination activities beyond 2021 and support to cross Government agency capability, support and case management services.
- Challenges remain with community perceptions of need and public safety.

Action required by Government:

- Additional support to:
 - specialist capability development and maintenance (including equipment and expertise) for CVE intervention support and case management, as well as policy.
 - Crowded places (major events) and critical infrastructure protective security expertise and advice (risk and vulnerability assessments), including TT Line counter-terrorism security arrangements.
 - legislative amendments to ensure Tasmanian legislation is contemporaneous and consistent with national and other jurisdictional legislative frameworks.



Background:

- Acquisition and Maintenance of Specialist Equipment and Capabilities -**
 Arrangements exist through the ANZCTC for the funding of some specialised equipment, core capabilities, training and exercises, to support national CT prevention, preparedness, response and recovery. Tasmania relies on these initiatives for consistency and currency of skills in the national CT arena. Tasmania Police engages through the ANZCTC, jurisdictional law enforcement agencies and security agencies on equipment procurement and maintenance.
- Fixated Threats –** S 27 - Exemption Applied
S 27 - Exemption Applied
S 27 - Exemption Applied TFTAC has nationally consistent processes, and Tasmania Police engages the ANZCTC, jurisdictional law enforcement and security agencies on the issue. Tasmania Police also works with a Forensic Psychiatrist and Forensic Psychologist from the Department of Health as part of national best-practice and arrangements.
- CVE Interventions Coordinator and Programs –** Tasmania Police entered into a funding agreement with the Commonwealth Government through the Department of Home Affairs to administer CVE coordination activities, with potential further funding to manage cases. The Department of Home Affairs provides funding for a full-time CVE Intervention Coordinator. Tasmania Police continues to participate in Commonwealth facilitated CVE intervention workshops and training to further develop and consolidate Tasmania's approach to CVE.
- Community perceptions -** Challenges remain with community perceptions of need and public safety related to counter-terrorism efforts. S 27 - Exemption Applied

S 27 - Exemption Applied



Key facts:

- S 27 - Exemption Applied
- We need to maintain our preparedness and vigilance, and the public to continue to exercise caution.
- Tasmania's Counter-Terrorism Preparedness arrangements are well developed and aligned with national doctrine, but appropriate to our needs. These arrangements are continually exercised. Tasmania Police works closely with Australian Federal Police and national security colleagues to combat the threat from terrorism in the state.
- Tasmania Police proactively engages owners and operators of crowded places (major events) and critical infrastructure, to upskill and better equip them to counter the terrorist threat.



INCOMING GOVERNMENT BRIEF

TOPIC: FAMILY VIOLENCE

Current situation:

- The Tasmanian Government has committed to eliminating family violence. Violence against anyone, in any form, is unacceptable, but the harm caused by family violence is particularly devastating.
- Since 2015, there has been an overall increase in the number of matters reported. This coincides with the launch of the Tasmanian Government's *Safe Homes, Safe Families: Tasmania's Family Violence Action Plan 2015-2020*. This sustained level of reporting suggests a reduced level of tolerance for family violence in the community, and by persons affected by family violence. It also shows an increased awareness and confidence in family violence response, intervention and support services.
- It is notable that, over the 2015-20 period, there has been a continued reduction in the number of family violence incidents that are assessed as high-risk.
- The intervention by police at the front line has been supported by coordination from integrated services for supporting affected persons and children, monitoring the response and any subsequent court proceedings. The Safe Families Coordination Unit (SFCU), the number one action under the *previous action plan* ensures sharing of information across agencies to provide strategic responses where there is a higher risk to families due to family violence.

S 27 - Exemption Applied

Challenges and opportunities:

- The Tasmanian Institute of Law Enforcement Studies (TILES) conducted a review of the Electronic Monitoring Device (EMD) trial (*Project Vigilance*) and determined that it was an effective strategy in reducing further family violence. TILES made seven recommendations including the continuation of the project and consideration of utilising EMD for medium risk perpetrators. The project is currently funded until 30 June 2021.
- The incoming Government has announced further funding of \$2.4 million over two years to extend the EMD program. Modelling undertaken by this department as part of the budget submission process identified funding of \$2.64 million would be



required, over two years, to extend the project.

S 27 - Exemption Applied

S 27 - Exemption Applied

Action required by Government:

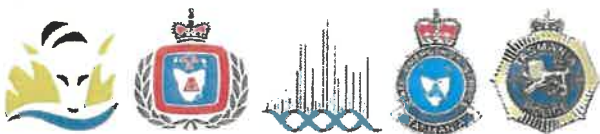
- Funding for the Safe Families Coordination Unit (SFCU) is currently provided by the Tasmanian Government under Action 27 of the *Safe Homes, Families, and Communities: Tasmania's action plan for family and sexual violence 2019-2022* (the Plan). Communities Tasmania supports the funding for the actions in this Plan. with funding committed until 30 June 2022.
- Future budget and business planning in relation to SFCU will need to occur in consultation with Communities Tasmania and government.

Background:

- Commencing in 2004, *Safe at Home* delivers a whole-of-government integrated criminal justice response to family violence in Tasmania. The *Safe at Home* service system is designed to meet the needs of victims, both adult and children, while holding perpetrators accountable for their behaviour.
- Implemented as the number one action of the *Safe Homes, Safe Families: Tasmania's Family Violence Action Plan 2015-2020*, was the creation of the SFCU. The SFCU comprises representatives from multiple government agencies who work together to review all incidents of family violence. The SFCU complements the objectives and services of *Safe at Home*.
- On 1 July 2019, the Tasmanian Government released *Safe Homes, Families, and Communities: Tasmania's action plan for family and sexual violence 2019-2022*. This Plan represents the next stage of the Government's long-term commitment to preventing and responding to family violence, and the new response to sexual violence.

Key facts:

- Funding, as committed by Government, will be required for the continuation of EMD for high-risk family violence perpetrators past 30 June 2021.
- Budget and planning for SFCU will need to occur in advance of 30 June 2022 with consideration of the next iteration of the Tasmanian Government's plan to eliminate family and sexual violence. This planning will need to be done in consultation with Communities Tasmania.



INCOMING GOVERNMENT BRIEF

TOPIC: PREVENTING CRIME AND ENHANCING PUBLIC SAFETY

Current situation:

- The *Tasmania Police Business Priorities 2020-21* is a key strategic document to ensure that Tasmania Police delivers on its responsibility to provide quality policing services to the Tasmanian community. Our priorities align with the Department of Police, Fire and Emergency Management's overarching *Future Focus* strategic framework, and provide the structure to deliver on our four output groups: Public Safety, Crime, Traffic Policing and Emergency Management.
- Each output group has a specific aim and set of priorities and key performance measures. These are used to track and report progress towards realising the Tasmania Police Vision.
- Informed by the Capability Review undertaken in 2019, Tasmania Police will continue to evolve and adapt to ensure it is well placed to meet changing service requirements, including the establishment of the Crime and Intelligence Command, deployment of an additional 125 police officers between 2018 and 2022, and the establishment of a full time Special Operations Group of 20 members between 2022 and 2024.

Challenges and opportunities:

- Tasmania Police continues to be the lead agency regarding security at International Quarantine Hotels. 35 Tasmania Police members sourced from non 24/7 front-line uniform areas are assigned to this security detail. The absence of staff from their primary place of work directly impacts Tasmania Polices' road safety enforcement and criminal investigation capability.

Action required by Government:

- Nil

Background:

- The new Crime and Intelligence Command supports the Assistant Commissioner, Operations in relation to crime strategy, crime policy and procedure, prioritisation of organised crime response and to assist with the management of responses to national crime related initiatives.



- The Crime and Intelligence Command commenced on 1 July 2020 and is divided into three targeted crime divisions: Serious Crime Support, Cyber and Child Exploitation Crime Division and State Intelligence Service.
- The Crime and Intelligence Command will enable Tasmania Police to better coordinate specialist resources to investigate crime. This will allow for greater support to the three District crime and drug investigation areas and provide an enhanced ability to combat organised crime, firearm trafficking, serious drug distribution, child exploitation and serious financial crime.

Key facts:

Corporate Performance Review statistics, financial year to date to February 2021 for Public Order and Crime

- The general satisfaction with Police Services remains above the national average (84% YTD/ 81%);
- Public Order Incidents are up across the State with 12,147 YTD compared with 10,419 for the same period last financial year. A large proportion of the increase is a result of 1,338 additional noise complaints being made to police;
- Public Place Assaults across the State are down compared to the previous YTD (593 YTD/ 602);
- Family Violence Incidents across the State remain steady compared to the previous year (2,530 YTD/ 2,512);
- Total Offences continue to trend downwards on the three-year average (15,807 YTD/ 19,401 three-year average);
- Serious crime across the State is higher with 442 YTD compared with 381 for the same period last financial year. Of note, an increase in serious crime reporting aligns directly with the announcement of the Commission of Inquiry and an increase sexual offence reports;
- Home Burglaries were lower across the State with 671 YTD compared with 911 for the same period last financial year, along with Business Burglary offences (399 YTD/ 506);
- Stolen Motor Vehicles were lower across the State with 681 YTD compared with 856 for the same period last financial year;
- Fraud and Similar Offences are lower across the State with 443 YTD compared to 706 for the same period last financial year.



INCOMING GOVERNMENT BRIEF

TOPIC: SEARCH AND RESCUE

Current situation:

- Tasmania Police deploys land based, helicopter and marine rescue resources, as required, in a search and rescue capacity. Tasmania Police is responsible for search and rescue operations on all Tasmanian land areas and in an area 200 nautical miles (370km) to sea.
- Tasmania Police maintains land Search and Rescue squads attached to the three operational district commands. Thirty-four vessels are operated by Tasmania Police and are strategically positioned around the state, including Flinders and King Islands. Among that fleet are two 24 metre patrol vessels suited to offshore operations. One of those vessels (PV Cape Wickham) was replaced in 2017 and a project is currently underway to replace the other (PV Van Diemen). The Hobart based vessel “PV Dauntless” is also in the process of being replaced with delivery expected during the first quarter of the 21/22 financial year.
- Tasmania Police search and rescue capabilities are supported by volunteers in the land and marine environments. Volunteer groups include the State Emergency Service, Volunteer Marine Rescue units, Surf Life Saving Tasmania, walking groups and caving groups whose expertise provides valuable assistance and support.

Challenges and opportunities:

- With increased visitor numbers to the state, added pressure has been placed on search and rescue resources. Advertising encourages visitors and residents into remote regions where support facilities are limited. An incremental increase in the use of helicopter resources to rescue lost or injured persons has been observed over the preceding five years.
- Improvements in technology create additional training burden to facilitate effective use. Essential equipment such as FLIR (Forward Looking Infra-Red) cameras and complex computer programs designed to better direct search efforts require a level of expertise to operate which is beyond the capacity of staff to maintain without dedicated training opportunities.
- Work has commenced to procure a new, shared helicopter contract between the Department of Police, Fire and Emergency Management (DPFEM) and the Department of Health (Ambulance Tasmania). Opportunity exists to expand operations to include helicopter mounted FLIR technology which has been proven all over the world to



improve search and rescue outcomes. It also presents significant benefit to law enforcement operations and is being used to great effect by other Australian states.

Action required by Government:

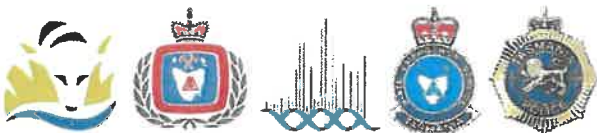
- To maintain the commitment for funding the Large Vessel Replacement Program.
- To note the ongoing process for eventual procurement of a new Helicopter Contract from July 2022 which is to be the responsibility of the Department of Health (DoH).
- To note the potential of technological advancements in the search and rescue field and potential for funding submissions for the procurement of these technologies, particularly in the area of helicopter operations.

Background:

- Marine and Rescue Services is based in Hobart and maintains, coordinates and has responsibility for the training of specialist part-time units, including the Dive Squad, Land Squad and Helicopter Crew. These specialist activities are provided to geographical district commands as required.
- Since the revised contract with Rotorlift Aviation from 1 December 2016, flying hours have increased from 360 per annum (30 hrs per month) to 600 flying hours (50 hours per month), including access to a third helicopter.
- The Westpac Rescue Helicopter is crewed by Marine and Rescue Services and Ambulance Tasmania members. It is deployed state-wide by Tasmania Police, on request from police, Ambulance Tasmania or the Australian Maritime Safety Authority.
- Tasmania Police is supported by the SES and bushwalking clubs in a volunteer capacity for land-based searches. These are conducted in response to incidents such as personal location beacon activations by bushwalkers, often when accessibility by helicopter is not achievable due to weather or other issues. Tasmania Police, by state and national agreement, is the responsible agency for search and rescue operations in Tasmania.

Key facts:

- A contract between the Crown and Rotorlift Aviation is managed by the DPFEM providing search and rescue, patient retrieval and aero-medical support services. The current contract expires in June 2022.
- In recognition of a need to enhance aero-medical services, additional funding was committed to DPFEM from DoH from 1 July 2019 to increase crew numbers and capability by five members.



- Contract arrangements with Rotorlift Aviation were reviewed in 2019 with the current contract priced at approximately \$8 million per annum (GST inclusive), which included the provision of two Kawasaki BK 117 helicopters (available 24 hours, 7 days per week).
- The helicopter service is jointly funded by DPfEM and DoH and the arrangements, costs are shared on a user-pays basis.
- The continued expansion of aero-medical services will enable rapid deployment state-wide with high level medical care provided on scene.

Helicopter Search and Rescue and Aero-Medical Retrieval Services (note – below figures do not include hours flown by the Bell 412 helicopter independently contracted by DoH)

Helicopter Flying Hours	2019-20	July 2020 - 31 March 2021
Search and Rescue	2	5
Medical Operations		
Flight Crew Training	8	0
Ambulance Tasmania	5	3
Other		
Total	44	16

- In 2015, Australian Maritime Safety Authority (AMSA) ceased funding land-based search and rescue responses. AMSA continues to support water-based searches. This, in conjunction with an increase in the use of wilderness walking attractions and mountain park parks, may increase the requirement and costs associated with land-based rescues.



INCOMING GOVERNMENT BRIEF

TOPIC: SERIOUS AND ORGANISED CRIME

Current situation:

- In July 2020, Tasmania Police implemented the Crime and Intelligence Command which will enable better coordination of specialist resources to investigate crime. This will allow for greater support to the three District crime and drug investigation areas and provide an enhanced ability to combat serious and organised crime including criminal networks such as Outlaw Motorcycle Gangs (OMCG), firearm trafficking, high risk and emerging drug distribution, child exploitation, cybercrime, serious financial crime and Cold case investigations.
- OMCG continue to pose a significant threat to public safety and engage in serious and organised criminal activity. OMCG are organised crime groups and continue to be attracted to and target Australia and New Zealand's lucrative illicit drug market. Tasmania Police continues to focus on high-risk drugs such as methyldamphetamine (ICE), cocaine and MDMA in relation to OMCG activity.
- While Tasmania has strong firearm controls, illicit firearms remain a desirable commodity and enabler for criminal activity. The large number of legal firearms in the community, combined with the number of unregistered (including grey market) and illicitly sourced firearms ensures a continual and growing supply of firearms to the illicit market.
- Tasmania Police maintains a cold case capability and unsolved murder cases are never closed until the offender is identified and prosecuted. Tasmania Police has a strong track record in investigating and resolving cold cases. While the Crime and Intelligence Command have primary responsibility for cold case reviews, all cold case murders are actively reviewed and where appropriate, investigated by the Tasmania Police Criminal Investigation Branches in each of the geographic Commands. Tasmania Police has recently reviewed all current monetary rewards and increased their value to a standard \$500,000 for information leading to convictions in relation to current murder and suspected murder investigations.



Challenges and opportunities:

- All law enforcement agencies recognise that the evolution and operating environment of criminals has changed markedly. Rapid and continuous technological change is at the forefront of criminality which for the most part is no longer constrained by legislation which was initially established for activities contained within borders.
- To achieve success in this new environment Tasmania Police must be proactive, adopt new strategies and technologies and operate adaptively. Tasmania Police continues to work collaboratively with both State and Federal policing and law enforcement agencies, targeting serious and organised crime.

- S 27 - Exemption Applied

Action required by Government:

- S 27 - Exemption Applied

Background:

- The Australian Government has expressed increasing interest in addressing the impact, evolution, and increased complexity of serious and organised crime which is estimated to cost Australia \$47 billion in 2021. This has included the creation of the Office of Home Affairs, expansion of the Australian Criminal Intelligence Commission, the Australian Federal Police, and the creation of the Transnational, Serious and Organised Crime Agency under which several capabilities, including child exploitation, are being developed.
- These initiatives and developments have had an exponential impact on Tasmania Police. The current focus on serious and organised crime has worked well for Tasmania, with clearance rates high and reported crime dropping significantly over the last 20 years.
- The initial introduction of the Serious and Organised Crime Division (now within the Crime and Intelligence Command) over the last five years, allowed a concentrated effort on limited cold cases and increased effort toward dealing with the increased problem of serious and organised crime, including OMCG, high risk drug distribution,



online crimes such as fraud, cybercrime and child exploitation material. Although, Tasmania Police engaged in these crime areas, it has not been strategically supported until the formation of the Crime and Intelligence Command in July 2020.

Key facts:

- The Crime and Intelligence Command includes:
 - Cyber and Child Exploitation Crime Division
 - Child Exploitation (including Joint Anti Child Exploitation Team)
 - Serious Financial Crime
 - Telephone Intercept Services
 - Fixated Threat
 - Serious Crime Support
 - Organised Crime (including Outlaw Motorcycle Gangs)
 - Unexplained Wealth
 - Firearms
 - Cold Case
 - Illicit Drugs
 - Physical Surveillance Services
 - Technical Surveillance Services
 - State Intelligence Service
 - Human Source Management
 - State Intelligence.



INCOMING GOVERNMENT BRIEF

TOPIC: TRAFFIC POLICING AND ROAD SAFETY

Current situation:

- Traffic Policing is one of four key strategic focus areas for Tasmania Police, with the predominant aim being to improve road safety and reduce the incidence of serious injury and fatal crashes on Tasmania's Roads. Tasmania Police has dedicated Road and Public Order Services units in each geographic region of the state who provide dedicated traffic enforcement capability. In addition, traffic policing is a routine part of general duties policing undertaken by all uniform officers.
- Despite this focus, 2020 was a particularly bad year for serious injury and fatal crashes on Tasmanian Roads. There were 36 fatalities in 2020, which was higher than the 10-year average of 32.1, and 284 serious injuries, again higher than the 10-year average of 269.51.

Challenges and opportunities:

- During the COVID-19 pandemic, many policing resources have been diverted from routine policing activity, such as traffic policing, to roles associated with the pandemic. In addition, infection prevention measures limited the ability of police to undertake some activities, such as routine alcohol and drug testing of drivers.
- DPFEM is currently working with the Department of State Growth, which is leading an Automated Speed Enforcement Project to explore opportunities for greater use of automated enforcement technologies into the future. This will include additional speed cameras, and will also examine technologies for detecting other offences, such as mobile phone use and seatbelt compliance. A current priority is to acquire four trailable mobile speed cameras, with speed still being the number one causal factor in serious injury and fatal crashes.
- In the lead-up to the 2021 election, the RACT is calling for speed camera revenue to be used to directly fund the latest automated enforcement technology, rather than to consolidated revenue.

¹ https://www.transport.tas.gov.au/road_safety_and_rules/crash_statistics



Action required by Government:

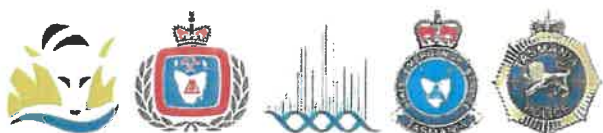
- The approval of the Minister for Infrastructure and Transport is required to authorise use of the road safety levy to fund the four additional speed cameras that are a current priority of the Automated Speed Enforcement Program.

Background:

- A coordinated approach to road safety in Tasmania is led by the Road Safety Advisory Council. The independent Council was established in 2010 and provides advice to Government on road safety policy, including expenditure of the road safety levy. The Council also oversees a range of public education advertising campaigns. The Council consists of representatives from government and non-government organisations and includes the Commissioner of Police.
- Based on the advice of the Council, the Tasmanian Government has produced: *Towards Zero — The Tasmanian Road Safety Strategy 2017-26*. This strategy is a coordinated government plan for delivering road safety and informs the internal strategies and activities of Tasmania Police. The Strategy is supported by the current *Towards Zero Action Plan 2020-2024*.

Key facts:

- The majority of traffic legislation in Tasmania is administered by the Department of State Growth, with DPFEM only administering the legislation for drink and drug-driving, 'hooning' offences, vehicle clamping and confiscation, and in respect of evading police.
- Speed (either excessive speed for the conditions or exceeding the speed limit) is a factor in one in three serious injury or fatal crashes. Alcohol, inattention, and inexperience continue to be the other leading behavioural factors.
- In addition to mainstream government funding, Tasmania Police receives ongoing funding from the Motor Accidents Insurance Board, administered through the Road Safety Advisory Council, for traffic policing activities. This funding has been provided through a succession of three-year funding agreements and fund 16 police positions (8 south, 4 north, and 4 north-west) in addition to providing for equipment purchases.



INCOMING GOVERNMENT BRIEF

TOPIC: STATE POLICE OPERATIONS CENTRE

Current situation:

- In March 2020, a State Police Operation Centre (SPOC) was stood up for the very first time in Tasmania to provide state-wide oversight for police activities in responding to the COVID-19 pandemic.
- Police and State Service Employees from across the state were brought together to lead the police response from a strategic state level. The SPOC remains operational and is staffed by 1x Sergeant and 2x Constables overseen by the Staff Officer (Inspector) to the Assistant Commissioner of Operations (ACO). The ACO maintains strategic oversight and provides direction to the SPOC.
- Each of the three geographical districts maintains a district POC which reports through the State POC.
- Tasmania Police is responsible for:
 - providing support to the Department of Primary Industry, Parks, Water and Environment (DPIPWE) at border arrival ports (air and sea);
 - compliance management of those subject to home quarantine requirements;
 - assisting with compliance enforcement of Public Health Directions and State Controller Directions; and
 - being the lead agency for international hotel quarantine security.
- Members of the SPOC (up to and including the ACO) participate in and provide valuable input to cross agency COVID related working groups and meetings on a daily basis.

Challenges and opportunities:

- The high-level agreement between the Victorian and Tasmanian Governments, in which Tasmania provides an entry pathway for an initial 1,500 workers under the Pacific Mobility Schemes on behalf of Victoria, creates significant long-term resourcing challenges including:
 - The ongoing need for Tasmania Police members at International Quarantine Hotels - 35 Tasmania Police members are assigned to security duties within the three southern hotels, Ibis, Best Western and the Fountainside Hotel (if stood up for a positive COVID patient). Although not from 24/7 front-line uniform areas, these absences have a direct impact on road safety enforcement and criminal investigation capability. Police staff working in the international hotels are drawn



from a variety of work areas and pooled in a division devoted to these security functions to ensure an agile workforce is maintained.

- 80 Australian Defence Force (ADF) personnel are in Tasmania supporting the security arrangements at the International Quarantine Hotels. The current ADF assistance agreement expires on 30 June 2021, S 27 - Exemption Applied

S 27 - Exemption Applied

Action required by Government:

- Nil

Background:

- Since home quarantine requirements were implemented on 25 March 2020 and up to 14 April 2021, Tasmania Police, with the assistance of the Australian Defence Force and volunteers from both the State Emergency Service and the Tasmania Fire Service, have conducted 47,119 quarantine compliance checks state-wide.
- To further strengthen home quarantine compliance, a technological solution to compliance checking was developed by the SPOC. The tool, called Whispir uses SMS and mobile phone location services to pinpoint the location of a phone, therefore the location of the person subject to home quarantine. It requires the person to opt in and does not live track the person but provides a map image when the link within the SMS is pressed.
- The use of the tool does not replace physical checking. It has been implemented to increase checks being conducted, making sure everyone subject to quarantine conditions is complying with their obligations, for the safety of the Tasmanian community.
- Tasmania Police meets with Communities Tasmania, private security, ADF and hotel managers daily to provide the opportunity to share and respond to information regarding emerging issues and risks that are relevant to hotel quarantine.
- In addition to staffing international quarantine hotels, Tasmania Police officers also provide support at border arrival ports when required due to areas of mainland Australia designated high risk. Officers are predominately drawn from Road and Public Order Services and other specialist areas, excluding 24/7 stations.



- When a fulltime presence is not required at arrival ports (when no high risk areas exist) security issues regarding non-compliance are escalated to Tasmania Police through the Police Radio Dispatch Services using a dedicated priority contact. When contact is made, resources are immediately tasked to attend.

Key facts:

- Monthly statistics are made publicly available through the Tasmania Police website. The latest SPOC statistics, as of 1 April 2021 are outlined below.

SPOC Monthly Return to 1 Apr 2021 6:00 PM

Measure	Since 25 March 2020
	Cumulative State Total
Reports of suspected non-compliance (includes passing attention jobs not allocated by ESCAD)	7,753
Stay at home non-compliance	
- Summons	151
- Arrest	162
- Warning	576
- Advice	584
Business non-compliance	
- Charged	0
- Warned	3
Infringements issued	Since 21 May 2020
People Offences	Cumulative State Total
Non-compliant gathering of persons	
- Caution	2
- Infringement	1
Fail to comply with 'stay at home' requirement	



- Caution	2
- Infringement	4
Confirmed case fails to remain at place of isolation	
- Caution	0
-Infringement	0
Close contact fails to remain at place of isolation	
- Caution	0
- Infringement	0
Fail to comply with the direction of an emergency management worker	
- Caution	20
- Infringement	10
Fail to comply with mask requirement	
- Caution	3
- Infringement	9
Business Offences	
Non-compliant gathering at premises	
- Caution	2
- Infringement	0



For daily reporting purposes, infringements data displayed above based on date and time PIN created in system, not date and time of offence.

PINS with offence dates prior to 1 May 2020 have been excluded.

Eligible for police compliance checks

(Quarantine Compliance System)

District	People Active*
Southern	52
Northern	31
Western	29
Total	112

* Please note as at 14 April 2021, 0 people are in home quarantine.

Quarantine Compliance Checking

Cumulative since 25 March 2020

	Checks	Advice	Warnings	Arrest / Summons
Southern	15,860	14	4	12
Northern	15,274	44	9	19
Western	15,845	3	2	2
Total	46,979	61	15	33



INCOMING GOVERNMENT BRIEF

TOPIC: COVID COORDINATION CENTRE

Current situation:

- On 1 January 2021, the State Control Centre transitioned to the COVID Coordination Centre (CCC). The purpose of the CCC is to support the Department of Health (Response Management Authority) in coordinating whole-of-government (WoG) strategic policy and emergency (consequence) management activities for the COVID-19 emergency response in Tasmania.
- The CCC:
 - Provides strategic support and policy advice to the Deputy State Emergency Management (EM) Controller, State EM Coordinator, Government leaders and executives;
 - Coordinates the provision of timely information to the State Government and the community;
 - Coordinates communications with other State/Territory/Federal Governments and Authorities, including requests for assistance; and
 - Coordinates WoG emergency (consequence) management activities.
- In addition, the CCC supports WoG coordination of operational and consequence management activities including, but not limited to:
 - Hotel Quarantine
 - Border Controls and arrangements
 - Vaccination strategies
- The CCC will use existing emergency management coordination arrangements and networks at state, regional and local levels to support these activities as appropriate.

Challenges and opportunities:

- The CCC is working with key stakeholders to review quarantine arrangements including consideration of risks, issues and opportunities associated with the operation of Tasmania's quarantine program.
- Current challenges faced by the CCC include:
 - Timeframe for rollout of the vaccination program; and
 - Approach to a lockdown if one or more cases of COVID-19 appear in the Tasmanian community, in order to contain the spread of the disease.



Action required by Government:

- An additional budget allocation from government will be needed if the CCC is required to continue operating post December 2021.

Background:

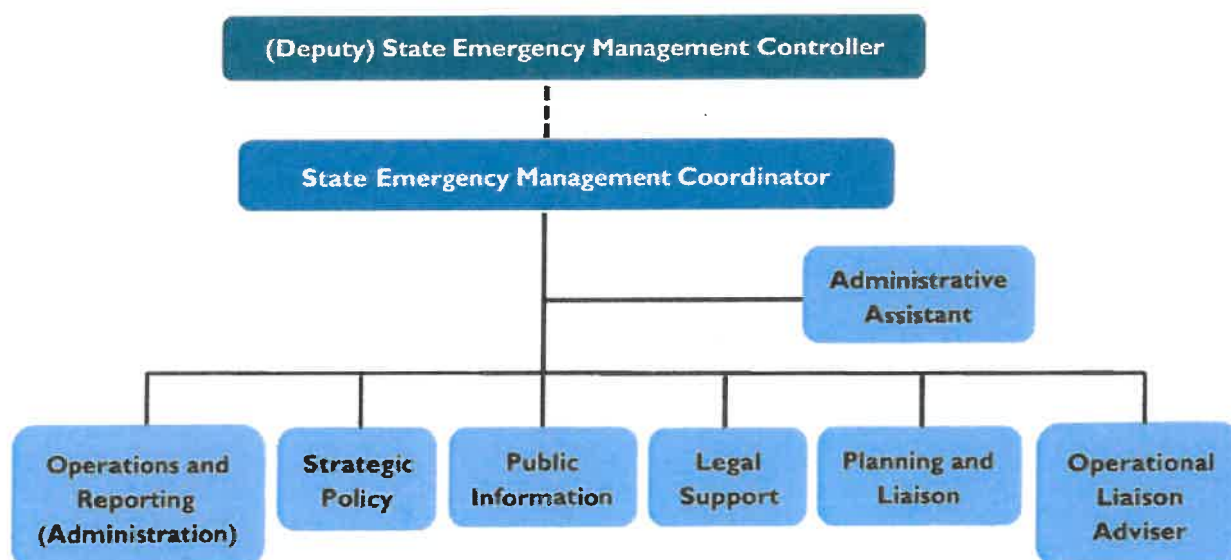
- The nature of the COVID-19 pandemic and its impact on Tasmania is complex, dynamic and ongoing. This sustained impact will have lasting implications for the social, political and economic structures across the State.
- A flexible and sustained emergency response to the COVID-19 pandemic will be required for some time, and requires a transition from managing Tasmania's borders to managing COVID-19 cases within the community.
- The operational tempo will continue to fluctuate as outbreaks occur in Tasmania, other jurisdictions in Australia and internationally, and with increased oversight and pressure from the community and businesses on the actions/decisions as periods of low risk or no community transmission extend.
- The CCC roles and functions do not represent a departure from existing EM arrangements, but will be adapted appropriate to circumstances and changing needs consistent with a learning culture.

Key facts:

- The CCC is led by the Deputy State EM Controller and the State EM Coordinator, supported by the functional areas of Strategic Policy, Public Information, Operational Liaison Adviser, Legal Support, Operations and Reporting, and Planning and Liaison.
- The Strategic Policy Team operates across a broad range of policy contexts, including health, events, agriculture, tourism, transport, sport and recreation, education, general business/industry, aged care, maritime and across multiple levels of government. The Strategic Policy team monitors risk and uses this to inform policy decisions on which responses are based.
- The Public Information Unit coordinates the distribution of consistent, timely and accessible public information from across government. It manages a range of key public information channels, including the coronavirus website and a program of electronic and traditional communications, and collaborates with agencies to support their engagement with key stakeholders.



- The Operational Liaison Adviser operates across the public health domain as a representative of the Response Management Authority, including engagement at the national/Australian Government level (e.g., Australian Health Protection Principal Committee - AHPPC, and National Cabinet) to provide expert advice on coordinated activities to support the operational health response (including vaccinations). This includes consideration of public and political expectations to inform policy considerations to understand COVID-19 impacts.
- The Legal Support Team provides advice under the *Emergency Management Act 2006* to the Deputy State EM Controller and State EM Coordinator.
- The Operations and Reporting Team operate across agencies to coordinate and operationalise activities and maintain efficient and effective responses to deliver outcomes (including situational awareness) for the Deputy State EM Controller and State EM Coordinator.
- The Planning and Liaison Team operate across the strategic, longer-term preparedness space to provide strategic planning advice, aligned with national best-practice on preparedness for response. This includes consideration of concurrent emergency planning and existing EM frameworks for response to understand overlap and implications of COVID-19 on those plans and responses, including recovery activities.



INCOMING GOVERNMENT BRIEF

TOPIC: COVID PUBLIC INFORMATION UNIT

Current situation:

- The COVID Public Information Unit (PIU) coordinates the distribution of consistent, timely and accessible public information on the COVID-19 response in Tasmania from across government.
- It manages a range of key public information channels, including the coronavirus website and a diverse program of electronic and traditional communications, aimed at ensuring Tasmanians have the information they need to help protect themselves and slow the spread of the virus.
- Current major priority work of the PIU includes the Department of Health's Tasmania COVID-19 Vaccination Implementation Plan, uptake of the Check in TAS system for patrons and businesses, Tas e-travel, wastewater testing, COVID-19 testing and compliance with current restrictions.
- The focus of the communications strategies developed for the vaccination program are building community confidence in the vaccine program and addressing community concerns, understanding why vaccination is important, understanding how the vaccination rollout is working and how to get vaccinated and where.

Challenges and opportunities:

- The PIU is responsible for communicating information on all key Public Health decisions and Emergency Management Directions as well as more general Public Health advice ranging from the vaccination program, testing for COVID-19, border restrictions, State entry requirements, the Check in TAS program, advice to stay home when required, quarantine, as well as other response information as required.
- A wide range of channels are required to ensure the information is communicated to all stakeholder groups within the community. The PIU regularly liaises directly with stakeholder groups as well as other Government Departments to ensure information is being provided in a range of formats to meet the needs of all sections of the community.
- In addition to the coronavirus website, channels used for information and engagement include printed information for distribution, social media, radio, television, social media and print advertising, outdoor advertising (bus backs and billboards) and portable message boards.



- Ongoing public communication and education programs require expenditure across a wide range of channels that impact on the budget of the PIU. Further budget requirements may be identified to ensure that all necessary information can be appropriately communicated.

- S 27 - Exemption Applied

Action required by Government:

- Note the above.

Background:

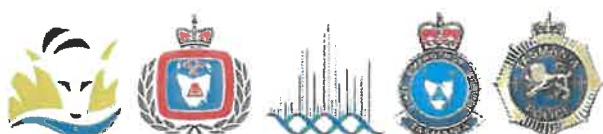
- The PIU was initially part of the State Control Centre established on 19 March 2020 when a State of Emergency was declared in Tasmania in response to COVID-19.
- It is now part of the COVID Coordination Centre, established to continue the whole-of-government approach to our COVID-19 response in 2021.
- Public information costs to date have included printing, distribution, media monitoring and advertising across a range of channels including print, radio, television, direct mail, outdoor and digital.
- The PIU has engaged a range of Tasmanian service providers to support its work.

Key facts:

- The public information task in relation to COVID-19 is in many ways unprecedented as it has required a reach – state-wide and interstate – and longevity that exceeds previous emergency responses, such as fruit fly, bushfires, floods and severe weather events.
- In terms of paid media, reaching all corners of Tasmania with rapidly changing information has necessitated frequent and prominent placements.
- The PIU was initially staffed under the Interoperability Arrangements for Sharing Skills Resources in Tasmania. There is now a core staff of nine people on fixed-term contracts, rostered five days a week and on-call after-hours and over weekends.
- Roles include the Public Information Advisor, PIU Manager and officers responsible for online publishing, advertising, copywriting and graphic design.



- PIU expenditure (excluding salaries) from 19 March 2020 to 16 April 2021 has included:
 - Press, radio, television and online advertising: \$5,041,792
 - Media monitoring: \$127,713
 - Printing, design and distribution: \$162,369
 - Media planning and management: \$350,622
 - Auslan interpreting services: \$35,485



INCOMING GOVERNMENT BRIEF

TOPIC: TASMANIA'S COVID-19 RESTRICTIONS

Current situation:

- Tasmania's border measures continue to be the first line of defence against importing COVID-19 and are responsive to the changing threats of COVID-19 both nationally, and internationally.
- Tasmania's border management system designates risks by area at the state, regional or local government area, or at individual sites or premises where a known case attended while infectious. Based on Public Health advice, risk is managed by Directions which restrict arrivals to the State, and imposing quarantine and testing conditions.
- In addition to these Directions regulating the movement of people, vessels and aircraft into the state, the Director of Public Health maintains a number of Directions including restrictions on gatherings, the management of premises, contact tracing, COVID-19 Safety Plans, and testing of workers at quarantine sites.
- A Heads of Agency COVID-19 Coordination Group oversees the implementation of the COVID-19 Directions, including the management of government quarantine facilities, gateway/arrivals processes (including international arrivals), managing border changes, and coordinating COVID-19 testing.

Challenges and opportunities:

- Tasmania's approach to border and public health restrictions continues to evolve, reflecting changing domestic and international circumstances and understanding of COVID-19.
- As the vaccine is rolled-out, emergency management and public health restrictions will continue to be reviewed. S 27 - Exemption Applied
S 27 - Exemption Applied
- National frameworks to support the easing of restrictions may be a resource to inform decision making. However, these frameworks are not binding on statutory decision makers at the state level, who need to execute their powers according to relevant emergency management and public health legislation.
- Emerging priorities include continuous review and improvement of Tasmania's quarantine arrangements, and consideration of facilitating the arrival of key international cohorts such as international students and Antarctic expeditioners.



- S 27 - Exemption Applied

Action required by Government:

- Nil

Background:

- Tasmania's border and arrivals policies are made by the State Controller (or delegate) under the Emergency Management Act 2006.
- Between March and October 2020 all arrivals to Tasmania were subject to some form of quarantine requirement. Since October 2020, a scalable approach to managing arrivals based on risk has been implemented.
- Tasmania relies on skills, goods and services imported from interstate. Those people whose skills and expertise are essential to keeping business, industry and infrastructure functioning in Tasmania (Essential Travellers) can apply to the State Controller (or delegate) for an exemption from quarantine in certain situations and subject to conditions if arriving from medium or high-risk areas.
- The State Controller (or delegate) can also grant exemptions or partial exemptions from quarantine for compassionate reasons.
- Policies regarding gatherings, business operations, events, COVID-19 testing, isolation for confirmed/suspect cases, contact tracing, and facemask policies are made by the Director of Public Health (or delegate) under the Public Health Act 1997.
- Some of the most restrictive policies impacting the community occurred during March and August 2020, when the 'Stay at Home' period was in force and the North West Regional Outbreak occurred, and then during subsequent "reopening" phases.
- An Events Framework became operational in November 2020, which enable larger COVIDSafe events to proceed, with the approval of key government agencies, including Public Health.
- Senior government officials involved in the pandemic response brief the Ministerial Committee for Emergency Management on COVID-19 restrictions each week.

