

# DEPARTMENT OF POLICE, FIRE AND EMERGENCY MANAGEMENT

## ANNUAL REPORT 2015–16



Department of Police, Fire and Emergency Management  
Strategy and Support, Business Executive Services  
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- In the event of an emergency (police, fire, ambulance), phone Triple Zero (000)
- For non-emergencies, phone the Police Assistance Line on 131 444
- To anonymously report a crime, phone Crime Stoppers on 1800 333 000
- To contact Tasmania Police from an interstate location, phone 1800 POL TAS (1800 765 827).

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Disclaimer: The information within the Annual Report 2015-16 is considered to be correct at the time of publication.

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# Letter to the Minister

Hon M T (Rene) Hidding MP  
Minister for Police, Fire and Emergency Management  
Parliament House  
HOBART TAS 7000

Dear Minister

In accordance with Section 36 of the *State Service Act 2000* and Section 27 of the *Financial Management and Audit Act 1990*, I am pleased to submit the Annual Report, including Financial Statements, for the Department of Police, Fire and Emergency Management for the 2015-16 financial year.

Yours sincerely

A handwritten signature in black ink, appearing to read 'D. Hine', with a stylized flourish at the end.

D L Hine APM  
Secretary  
Department of Police, Fire and Emergency Management

7 October 2016

# Secretary's Report



The 2015-16 Department of Police, Fire and Emergency Management Annual Report is a record of our performance against a range of statutory requirements, the 2015-16 Business Priorities and the Government Services Budget Paper No.2, Volume 1 performance measures.

Throughout 2015-16, the Department continued to undergo structural change as part of an integration of shared services for Tasmania Police, Tasmania Fire Service (TFS), State Emergency Service (SES) and Forensic Science Service Tasmania. In recognition of the amalgamation, in April 2016, the name of the Department was changed to the Department of Police, Fire and Emergency Management (DPFEM).

The position of Deputy Secretary, DPFEM was established during the reporting period, with Ms Donna Adams appointed to the position on 21 March 2016. The Deputy Secretary is responsible for the newly formed area of Business and Executive Services (BES), which from 4 July 2016 will incorporate the Department's corporate services, policy and human resource areas.

Phase two of the Integration Project commenced in 2015-16, with

preparations made to amalgamate the human resource and policy functions of the Department under BES. The integration has generated many challenges and opportunities, and work is continuing to ensure successful outcomes.

In 2015-16, Tasmania experienced a number of extreme weather events that resulted in all emergency services performing vital roles. Significant bushfires in the North and West of the State were started by lightning strikes in January 2016. The fires impacted on a large proportion of World Heritage sites, National Parks and other conservation areas, though there was no loss of life or destruction of residential property. A substantial response from TFS was supported by police and SES personnel.

In June 2016, record-breaking rains caused widespread flooding in much of the North and North-West of Tasmania. Police and SES personnel responded to the events which tragically resulted in loss of life, necessitated thousands of people being evacuated and caused devastation for families, businesses, farmers and local communities.

The ongoing commitment from the Tasmanian Government to rebuild the police service was further realised, with an additional 44 police officers graduating from two recruit courses and an accelerated training program. The new police officers contribute to achieving the 1,233 full-time equivalent budgeted establishment target.

*The National Survey of Community Satisfaction with Policing* (the Survey) reported that the percentage of the community who felt safe walking locally, both during the day and during the night was at or above the national average in each of the past five years. The continued emphasis on high-visibility

policing strategies contributes to these positive results being maintained. The Survey results also indicated that a higher proportion of Tasmanians were generally satisfied with their police service (79%) than the national average (75%).

The number of Total Offences decreased by 10% following a 13% increase in 2014-15. This reduction was predominately due to a 14% decrease in the number of Offences Against Property. The clearance rate for Total Offences increased from 43% in 2014-15, to 48% in 2015-16.

Tasmania Police continued to prioritise policing Serious Crime, which was reflected by a 3% decrease in offences, and an increase of 8% in clearance rates.

Tasmania Police continued to focus on enhancing road safety, particularly on rural roads. Priorities outlined within the Rural Road Policing Strategy provided an increased enforcement emphasis for high-risk driving behaviours, including speeding, drink/drug driving, inattention and seatbelts. It is concerning that the number of high-risk traffic offenders detected through this approach increased by 2,306 in 2015-16, when compared to the previous year. The number of drink driving offenders reduced to 2,319 in 2015-16, from 2,585 in 2014-15.

I am pleased to present the DPFEM 2015-16 Annual Report, and thank all personnel from across the Department for their continued professionalism, commitment and adaptability.

D L Hine APM  
Secretary  
Department of Police, Fire  
and Emergency Management

# About Us

## Organisation Profile

On 4 April 2016, the Department of Police and Emergency Management was granted approval to change its name to the Department of Police, Fire and Emergency Management (DPFEM).

The new agency name reflects the whole-of-department identity and its role as an all-hazards emergency management agency responsible for the delivery of quality policing and emergency management services in Tasmania. The new name was designed to be inclusive and reflective of the Department's shared goal in keeping the community safe.

DPFEM comprises: Tasmania Police, Forensic Science Service Tasmania (FSST), Tasmania Fire Service<sup>1</sup> (TFS) and the State Emergency Service (SES). The Department has three geographical police districts, with five specialised support districts. TFS reports through the Secretary, DPFEM and the State Fire Commission.

In early 2016, the Deputy Secretary position was created for the Department, with primary oversight of the Business and Executive Services (BES) area. This role was created in recognition of the critical importance of corporate, human resources and policy services across the Department.

Further information regarding BES can be found in the Corporate Services Integration Project section of the Business Chapter.

In 2015-16, an expenditure budget of \$212.599 million was allocated to DPFEM. The Parliament of Tasmania 2015-16 Government Services Budget Paper No. 2, Volume 1, provides detailed information on the delivery of policing and emergency management outputs. The Department's four key service delivery areas of *Public Safety*, *Crime*, *Traffic Policing* and *Emergency Management* are aligned with the Output Groups, as demonstrated in Table 1:

**Table 1: Strategic Priority Area Measures**

<i>2015-16 Government Services Budget Paper No. 2, Volume 1 – Output Groups</i>	<i>Business Priorities 2015-16 Key Service Delivery Area</i>
<b>Output Group 1 – Public Safety</b> 1.1 Support to the Community	<b>Public Safety</b> <i>Aim: For the community to feel safe and be safe</i>
<b>Output Group 2 – Crime</b> 2.1 Investigation of Crime 2.2 Poppy Security 2.3 Fisheries Security 2.4 Support to Judicial Services	<b>Crime</b> <i>Aim: To reduce crime</i>
<b>Output Group 3 – Traffic Policing</b> 3.1 Traffic Policing	<b>Traffic Policing</b> <i>Aim: To improve driver behaviour through traffic law enforcement</i>
<b>Output Group 4 – Emergency Management</b> 4.1 State Emergency Management Services 4.2 State Security and Rescue Operations	<b>Emergency Management</b> <i>Aim: To contribute towards community resilience through effective security and emergency management</i>

1. TFS produces a separate Annual Report which includes SES.



## Key Service Delivery Areas

Throughout the reporting period, the Department focused its activities and measured its performance against the *DPFEM Strategic Framework 2012-17*, *Business Priorities 2015-16* and the *Parliament of Tasmania 2015-16 Government Services Budget Paper No. 2, Volume 1*, Department of Police and Emergency Management Chapter.

DPFEM *Business Priorities* for the reporting period have focused on activities aimed at meeting the Department's Vision and Mission.

### Vision

- A safe, secure and resilient Tasmania

### Mission

- To deliver quality policing and emergency management services

### Values

- Integrity
- Equity
- Accountability

## Corporate Governance

The Secretary is responsible for managing DPFEM and also holds the positions of Commissioner of Police, and State Emergency Management Controller.

The high-level governance and decision-making forums for DPFEM include:

- Agency Management Group
- Corporate Management Group
- Senior Executive Officers (whole-of-Agency and Police)

### Agency Management Group

The Agency Management Group (AMG) assists the Secretary in the discharge of responsibilities in managing DPFEM to meet the needs of its stakeholders.

Police Commands, TFS Regions and business units develop and implement Action Plans, and report to AMG on a regular basis on how services are delivered and measured.

## Corporate Management Group

The Corporate Management Group (CMG) provides strategic leadership to Tasmania Police, including advising and elevating issues of a whole-of-Agency nature to the AMG.

### Senior Executive Officers

Senior Executive Officers (SEO) is a whole-of-Agency consultative and communication group. SEO provides a forum to discuss strategic issues and priorities, including high-level consultation on organisational, policy and technical issues affecting operations and services provided by DPFEM. The group is divided into two streams, Police SEO and DPFEM SEO.

The members of the Groups detailed above are listed in Appendix E: Corporate Governance and Committees.

## Committees

### Project Management Board (PMB)

The PMB provides project governance for major business and technology projects, and advises AMG on corporate project needs and priorities.

### DPFEM Procurement Review Committee

The DPFEM Procurement Review Committee is established in accordance with *Treasurer's Instruction (TI) No. 1116* and *1218*. It is responsible for reviewing all DPFEM procurement processes prior to the purchase or awarding of a contract where the procurement is valued at \$50,000 or more (excluding GST). It encompasses the procurement of goods and services, consultancies, building maintenance and construction work.

The members of the Board and Committee detailed above are listed in Appendix E: Corporate Governance and Committees.

## Boards

### Audit Committee

The DPFEM Audit Committee is a statutory board that operates in accordance with Section 22 of the *Financial Management and Audit Act 1990*, and *TI 108*. The Committee is established to provide high-level assistance, advice and oversight with respect to matters of financial reporting, corporate governance, risk and control, and internal and external audit functions.

### Police Review Board

The Police Review Board is established under the *Police Service Act 2003*. The principal functions of the Board involve the determination of applications for review in respect to promotions, demotions and terminations.

### State Emergency Management Committee

The State Emergency Management Committee is established in accordance with Sections 7 and 8 of the *Emergency Management Act 2006* (the Act). The functions and powers are detailed in Section 9 of the Act.

The members of the Boards and Committees detailed above are listed in Appendix B: Boards.



## Legislation Administered by the Department

DPFEM administers the following Acts and Regulations on behalf of the Minister:

- *Australian Crime Commission (Tasmania) Act 2004*
- *Community Protection (Offender Reporting) Act 2005*
  - *Community Protection (Offender Reporting) Regulations 2016*
- *Emergency Management Act 2006*
- *Fire Service Act 1979*
  - *Fire Service (Miscellaneous) Regulations 2007*
- *Firearms Act 1996*
  - *Firearms Regulations 2006*
- *Marine Safety (Misuse of Alcohol) Act 2006*
  - *Marine Safety (Misuse of Alcohol) Regulations 2006*
- *Marine Search and Rescue Act 1971*
- *Police Offences Act 1935*
  - *Police Offences Regulations 2014*
- *Police Powers (Vehicle Interception) Act 2000*
- *Police Service Act 2003*
  - *Police Service Regulations 2013*
- *Road Safety (Alcohol and Drugs) Act 1970*
  - *Road Safety (Alcohol and Drugs) Regulations 2009*
- *Telecommunications (Interception) Tasmania Act 1999*
- *Witness Protection Act 2000*.

The Department continued to review, develop and improve the legislation it administers, and during 2015-16, a number of significant changes were implemented.

On 1 July 2015, amendments to the *Road Safety (Alcohol and Drugs) Regulations 2009* came into effect that allow the use of evidential breath analysis devices other than the Draeger Alcotest 7110. This allows greater flexibility in the future as the breath analysis instruments used by Tasmania Police are renewed.

In November 2015, a number of amendments to the *Firearms Act 1996* came into force, with the proclamation of sections of the *Firearms (Miscellaneous Amendments) Act 2015* and associated amendments to the *Firearms Regulations 2006*. These changes included:

- provision for paintball businesses in Tasmania
- a requirement for medical practitioners to report firearm incidents to police
- creation of a specific offence for the possession of stolen firearms
- a clarification of police powers to enable officers to enter premises where they have grounds to believe a person has a firearm and may injure themselves
- clarification that items such as nail guns, phasers (laser tag weapons) and net throwers are not firearms, and are not regulated by the *Firearms Act 1996*
- extensions to the limitation on proceedings for certain offences
- consequential amendments to the *Forensic Procedures Act 2000* to include additional firearms offences within the definition of 'serious offence', to in turn provide for the taking of forensic samples in connection with the investigation of those offences.

Further sections of the *Firearms (Miscellaneous Amendments) Act 2015* will be proclaimed during 2016-17.

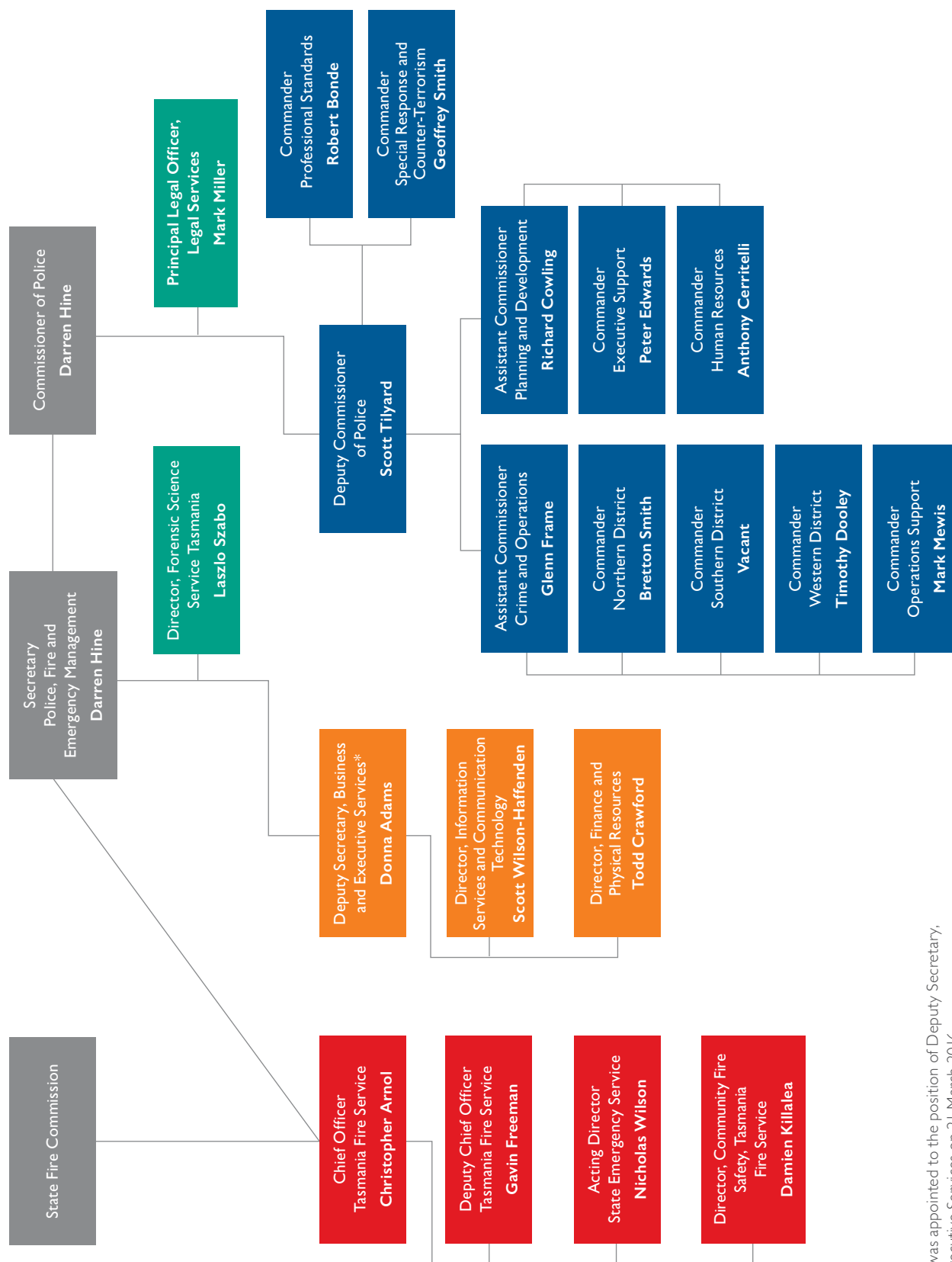
In March 2016, the *Community Protection (Offender Reporting) Regulations 2016* were made to replace the former *Community Protection (Offender Reporting) Regulations 2006*, which were scheduled to expire under the provisions of Section 11 of the *Subordinate Legislation Act 1992*. No significant changes were made to the regulations during this re-make, however amendments to the *Community Protection (Offender Reporting) Act 2005* are intended to be progressed during 2016-17.

In June 2016, the *Police Legislation (Miscellaneous Amendments) Act 2016* was passed by Parliament, making a number of amendments to enhance the provisions of the *Police Offences Act 1935* and *Police Service Act 2003*. These amendments included:

- clarification of the prohibition of the carriage of knives in public places, without lawful excuse, to enhance public safety
- providing for the use of a screening test for drugs in the occupational alcohol and drug testing of police officers, which will allow random drug testing to occur.

Reviews of other legislation administered by the Department were also underway, or commenced, during 2015-16, with several of these expected to be finalised in 2016-17.

**Chart 1: Department of Police, Fire and Emergency Management  
Organisation Structure (at 30 June 2016)**



\*Donna Adams was appointed to the position of Deputy Secretary, Business and Executive Services on 21 March 2016.

## Organisation Profiles

Figure 1: Tasmania Police Districts Map

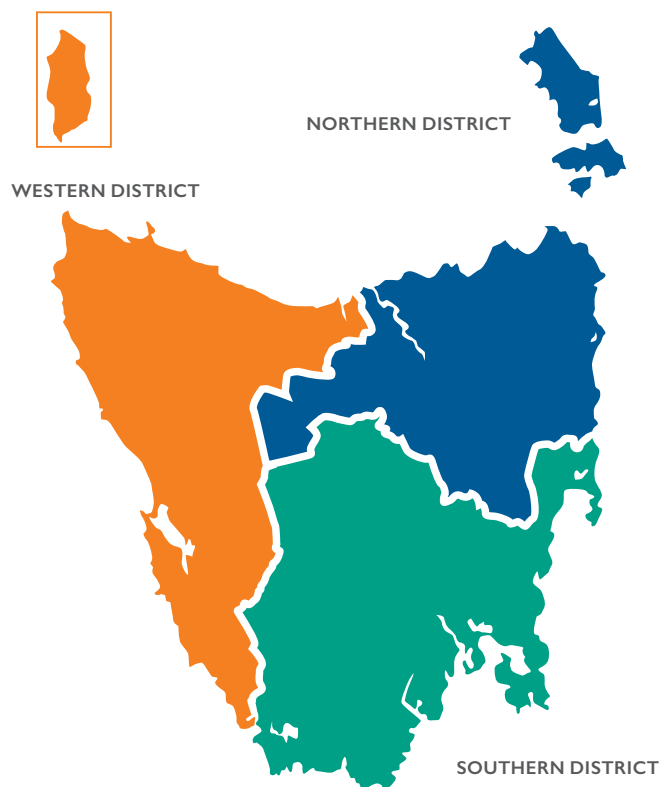


Table 2: Tasmania Police Stations – Southern District (at 30 June 2016)

### Southern District

Headquarters Address 43 Liverpool Street  
HOBART TAS 7000

Division	Stations
Bridgewater	Bothwell Bridgewater Bushy Park Hamilton Kempton Liawenee Maydena New Norfolk Oatlands
Glenorchy	Glenorchy
Hobart	Hobart
Kingston	Alonnah Cygnet Dover Geeveston Huonville Kingston Woodbridge
South East	Bellerive Bicheno Clarence Plains Dunalley Nubeena Orford Richmond Sorell Swansea Triabunna
Support Services	Community Support Services Criminal Investigation Branch District Support Services Drug Investigation Services Prosecution Services (including Coronial Services) Road and Public Order Services
Size <sup>1</sup>	25,518 square kilometres
Population as at 30 June 2016 <sup>2</sup>	258,878
Police positions per 1,000 population <sup>3</sup>	1.79

**Table 3: Tasmania Police Stations – Northern District (at 30 June 2016)**

**Northern District**

Headquarters Address 137 – 149 Cimitiere Street  
LAUNCESTON TAS 7250

Division	Stations
Deloraine	Cressy Deloraine Evandale Longford Perth Westbury
North East	Beaconsfield Bridport Campbell Town Derby Exeter Fingal George Town Gladstone Ringarooma Scottsdale St Helens St Marys Whitemark
Launceston	Launceston Newnham Ravenswood
Support Services	Community Support Services Criminal Investigation Branch (includes Drug Investigation Services) District Support Services (includes Prosecution Services and Coronial Services) Road and Public Order Services
Size <sup>1</sup>	19,975 square kilometres
Population as at 30 June 2016 <sup>2</sup>	143,874
Police positions per 1,000 population <sup>3</sup>	1.69

**Table 4: Tasmania Police Stations – Western District (at 30 June 2016)**

**Western District**

Headquarters Address 88 – 90 Wilson Street  
BURNIE TAS 7320

Division	Stations
Burnie	Burnie Smithton Wynyard
Devonport	Devonport Latrobe Penguin Port Sorell Railton Sheffield Ulverstone
Queenstown	Currie Queenstown Rosebery Strahan Waratah Western Marine Services Zeehan
Support Services	Criminal Investigation Branch (includes Drug Investigation Services, Forensic Services, Crime Management Unit and Victim Safety Response Team) District Support Services (includes Prosecution Services, Road and Public Order Services and Community Support Services)
Size <sup>1</sup>	22,526 square kilometres
Population as at 30 June 2016 <sup>2</sup>	113,834
Police positions per 1,000 population <sup>3</sup>	1.94

1. Area of Police districts is the sum of the land area of Local Government Areas (LGA) contained in the District. Source of area data: Australian Bureau of Statistics (ABS), Australian Standard Geographical Classification (ASGC): Volume 3 – Non ABS Structures, July 2014, Tasmania LGA ASGS Non ABS Structures Edition 2014.csv. Note: The sum of the land area for Western District does not include the South West Heritage area, as it does not have a specified LGA.

2. Source: ABS, 3218.0 Regional Population Growth, Australia; Table 6. Provisional Estimated Resident Population for 30 June 2015, LGA, Tasmania. Released 31 March 2016

3. Rate is Actual District police positions reported in the June 2016 Corporate Performance Report per 1000 persons (District population/1,000). These figures are not directly comparable with those in previous annual reports.

## **Tasmania Police State Headquarters**

47 Liverpool Street,  
HOBART TAS 7000

Corporate Services provides administrative support to Legal Services, which reports directly to the Commissioner of Police.

## **Business and Executive Services**

47 Liverpool Street,  
HOBART TAS 7000

BES provides support to the Department in the following areas:

- Information Technology Services
- Information Security
- Communication Systems and Technology
- Trunk Mobile Radio Network
- Information Services (including Traffic Liaison Services, Accident Records, Criminal History Services, Records Information Services, Forensic Procedures Compliance Unit, Operational Information Services and Business Systems Support)
- Finance and Payroll Services
- Property and Procurement Services
- Engineering and Fleet Services.

## **Executive Support**

47 Liverpool Street,  
HOBART TAS 7000

Executive Support provides high-level support and advice to AMG. Services include: business reform, legislative development (including Right to Information), policy and procedures, statistical reporting, media, organisational performance, corporate documents, and internet and intranet publishing.

Executive Support delivers these services through the following areas:

- Business Improvement Unit
- Legislation Development and Review Services
- Media and Communications
- Policy Development and Research Services

- Reporting Services
- Safer Families Tasmania (multi-agency).

## **Human Resources**

Tasmania Police Academy,  
151 South Arm Highway,  
ROKEBY TAS 7019

Human Resources (HR) ensures adequate recruitment and deployment of both police officers and State Service Employees (SSE) to meet community demand for services.

HR provides support, training and educational opportunities for police and SSE through the following areas:

- Staff Support Services
  - Equity and Diversity
  - Injury Management and Advisory Service
  - Healthy Lifestyle Program
  - Police Recruitment
- Employee Services
  - State Service Recruitment
  - Industrial Relations
  - Workforce Planning
- Professional Development Services
  - Education and Information Services
  - In-service Training
  - Promotion Services
- Recruit Training Services
  - Operational Skills
  - Recruit Training.

## **Operations Support**

30-32 Bathurst Street,  
HOBART TAS 7000

Operations Support provides specialist functions and statewide support to other Districts and Commands through the following divisions:

- Operations Support Administration
- Forensic Services
- Firearms and State Community Policing Services
- Marine and Rescue Services (including Helicopter Operations)
- Radio Dispatch Services
- Investigation and Intelligence Support Services incorporating:

- State Intelligence Services
- Telephone Interception Services
- Technical Surveillance Services
- Physical Surveillance Services
- Serious Organised Crime Division, incorporating:
  - Fraud and e-Crime Investigation Services
  - Serious Organised Crime Unit
  - Unexplained Wealth Unit.

## **Professional Standards**

47 Liverpool Street,  
HOBART TAS 7000

Professional Standards incorporates Internal Investigations and Management Review. Internal Investigations is responsible for the investigation of complaints against police. Management Review is responsible for audits, reviews and proactive measures intended or designed to improve professionalism and accountability.

Professional Standards works proactively with all police Commands to improve police professionalism through the development of policies, shared learning and the provision of integrity training.

## **Special Response and Counter-Terrorism**

47 Liverpool Street,  
HOBART TAS 7000

The Special Response and Counter-Terrorism Command (SRCT) is represented as a member of the Tasmanian Security and Emergency Management Group. It works closely with the Emergency Management Unit of the State Emergency Service and the Office of Security and Emergency Management, Department of Premier and Cabinet.

SRCT provides a focal point for whole-of-government security activities and projects involving counter-terrorism. It liaises with the private sector, the Australian Government and other jurisdictions in relation to counter-terrorist arrangements, and contributes

to the development of national counter-terrorism policies. SRCT also manages a range of specialist capabilities maintained as part of the response to a terrorism incident. SRCT encompasses:

- Closed-Circuit Television (CCTV) coordination
- critical infrastructure and places of mass gathering protection
- countering violent extremism intervention program coordination
- counter-terrorism policy, planning and exercising
- emergency management policy, planning and exercising
- specialist capability support.

### Forensic Science Service Tasmania (FSST)

St Johns Avenue,  
NEW TOWN TAS 7008

FSST is operationally independent of Tasmania Police, with the Director reporting to the Secretary, DPfEM.

FSST provides a comprehensive range of forensic biology and forensic chemistry services including:

- analysis of paint, glass, explosives, accelerants and chemical warfare agents
- bloodstain pattern analysis
- detection of illicit and pharmaceutical drugs
- DNA profiling and maintenance of a forensic DNA database
- examination of crime scenes for biological evidence
- testing for alcohol and drugs in blood.

Clients include: police officers investigating crime, medical practitioners treating victims of sexual assault, forensic pathologists conducting post-mortems, coroners investigating the cause of death and identifying deceased persons, prosecutors in the Office of the Director of Public Prosecutions, fire and insurance investigators, and lawyers and barristers defending clients.

Forensic scientists give expert opinion evidence in the Supreme Court of Tasmania, the Magistrates Court of Tasmania, and occasionally interstate.

FSST is accredited to national and international quality standards by the National Association of Testing Authorities, an independent accreditation organisation.

### Right to Information

The Department of Justice publishes a comprehensive Annual Report on the operation of the *Right to Information Act 2009*, which is available from the Department of Justice website ([www.justice.tas.gov.au](http://www.justice.tas.gov.au)).

### Tasmania Police: Applications for Assessed Disclosure

In accordance with the provisions of the *Right to Information Act 2009* (the Act)

	2015-16
Applications received	390
Refused (under Sections 9, 10, 11, 12, 16, 17, 19, 20 of the Act)	44
Number of applications released with exemptions applied (under Sections 27, 28, 29, 30, 31, 34, 35, 36, 37, 39 of the Act)	225
For internal review (under Section 43 of the Act)	19
• Internal review outcome – original decision upheld in full	9
• Internal review outcome – original decision upheld in part	8
• Internal review outcome – original decision reversed in full	2
For external review by the Ombudsman (under Part 4 of the Act)*	3
• External review outcome – original decision upheld in full	1
• External review outcome – awaiting determination	5

\*The numbers for review by the Ombudsman do not total, as it includes figures from previous reporting periods.

During 2015-16, there were no Right to Information requests made to FSST.

## **Appeals and Reviews against Decisions made by the Department**

### **Infringement Notices**

To enquire or apply to the Issuing Authority for review of an Infringement Notice, contact Traffic Liaison Services, Tasmania Police on (03) 6173 2963, or email [traffic.liaison@police.tas.gov.au](mailto:traffic.liaison@police.tas.gov.au). Applications for review are required in writing.

### **Police Record Check**

Submissions of concerns regarding Police Record Checks are required in writing. Further information is available on the Tasmania Police website ([www.police.tas.gov.au](http://www.police.tas.gov.au)) or by contacting Criminal History Services, Tasmania Police on (03) 6173 2928, or [criminalhistoryservices@police.tas.gov.au](mailto:criminalhistoryservices@police.tas.gov.au).

### **Right to Information (review of a decision)**

Information in relation to the Assessed Disclosure Review Process can be found in Part 4 - Review of Decisions, *Right to Information Act 2009*.

Applications for review should be made in writing, within the required timeframes and addressed to:

The Secretary  
Department of Police, Fire  
and Emergency Management  
GPO Box 308  
HOBART TAS 7001

### **Other Appeals against decisions**

Tasmania Police operates under, and enforces, a diverse range of legislation. Where an individual or organisation seeks review of a decision made by the Department, the process may vary depending on the legislation under which the decision was made.

For internal administrative review, the first contact point should be the Inspector or manager in charge of the area responsible for the decision. Contact details for the various areas are available at [www.police.tas.gov.au](http://www.police.tas.gov.au).

If a dispute cannot be resolved at Inspector or manager level, written requests for review can be directed to the Commander or Director of the relevant area. Details of the organisational structure are also available at [www.police.tas.gov.au](http://www.police.tas.gov.au).

Some administrative decisions may also be reviewable by the Magistrates Court (Administrative Appeals Division). For more information, see: [www.magistratescourt.tas.gov.au/about\\_us/administrative\\_appeals\\_division](http://www.magistratescourt.tas.gov.au/about_us/administrative_appeals_division).



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# People

At 30 June 2016, DPFEM employed (headcount) 1,252 police officers and 417<sup>1</sup> State Service Employees (SSE) statewide.

The increase in SSE numbers from the 2014-15 period is due to the first stage of the DPEM/TFS integration, resulting in employees formerly reported in the State Fire Commission Annual Report now being reported by DPFEM.

To achieve the Mission of providing a quality policing and emergency management service, DPFEM will deliver strong leadership at all levels of the organisation with an emphasis on people by:

- supporting the frontline
- facilitating effective communication
- increasing police workforce capacity and
- supporting safe and healthy workplaces

## Support to the Frontline

### Operational Readiness

DPFEM remains committed to serving the Tasmanian community with the vision to deliver a safe, secure and resilient Tasmania. During 2015-16, the Department maintained its commitment to improve operational readiness strategies to meet service delivery demands.

### Operational Training

As part of this ongoing commitment, training programs to further enhance frontline competencies, as well as upskilling members in contemporary policing strategies has been a key focus. The Department has employed both computer and scenario based training programs for frontline staff, along with the continued roll out of the *Renewal and Refreshment Program*. This program ensures that all members maintained their contemporary frontline

competencies, and ensure that non-frontline personnel can be re-deployed to operational duties if needed. Ongoing training of officers will remain a priority to maintain the operational readiness of Tasmania Police members.

### Crime Car Initiative

The implementation of the *Crime Car Initiative* across geographical districts in 2015-16 has given officers flexibility to respond to and actively investigate crimes within the community. A Crime Car can be staffed by a detective and a uniform member; and provide opportunities to expose uniform officers to advanced investigation techniques, including participation in electronic interviews. They provide constables with a valuable training opportunity, working alongside experienced detectives, and provide continuity of information gathering and

<sup>1</sup> Figures based on headcounts and excludes casual staff

sharing. This approach has resulted in timely investigations and the resolution of a number of crimes reported during the reporting period.

### Police Recruitment

Recruitment continued in the 2015-16 period with two trainee courses graduating with 39 constables, and a further five members completing an accelerated training program.

## Effective Communication

### Integrity, Equity and Diversity Training

The Department is committed to providing an inclusive workplace culture by eliminating barriers that would otherwise impede individuals from fully and actively participating in work. Completion of the Equity and Diversity Training and Ethics and Integrity Training programs (the training) are mandatory for all employees and can be accessed via DPFEM's intranet e-learning management system. Presentations on these topics are also delivered to police recruits and at in-service courses. The training includes relevant provisions of the *Anti-Discrimination Act 1998*, awareness of disability issues and agencies that are available to provide appropriate support and assistance. The training is completed by all DPFEM employees annually.

## Workforce Capacity

### People Plan 2013-2016

The *People Plan 2013-2016* (the Plan) continued to form part of the strategic plan for the management, development and support of the Department's employees during the reporting period.

The Plan provides a focus on equity and diversity whilst reinforcing the Department's *Guiding Principles* and commitment to its values and ethical behaviour. The plan contains a number of initiatives, including providing better access to information, operational

readiness, building on leadership skills, developing more flexible learning practices and supporting access to technologies. A new plan is currently being developed for implementation that will incorporate the new DPFEM organisational structure.

### Strategic Organisational Planning Project

To achieve the Tasmanian Government's election commitment to increase police numbers to 1,233 Full-Time Equivalents (FTE) within this term of government, the Strategic Organisational Planning Project (the Project) was developed. The Project identified areas where additional police officers were required, and where operational activity could be enhanced during the 2015-16 and 2016-17 periods. As at 30 June 2016, there are 1210.13 FTE police officers (includes 39 trainees).

### Enterprise Bargaining for Police

Enterprise Bargaining Agreement negotiations were completed and registered with the Tasmanian Industrial Commission in late 2014. This agreement commenced on 19 February 2015 and expires on 1 January 2018. Only allowance changes provided for in the Award were made to this agreement during the reporting period.

## Safe and Healthy Workplaces

In 2015-16, DPFEM continued to promote a proactive approach to workplace health and safety (WHS) whilst complying with the *Tasmanian Work Health and Safety Act 2012*. A designated working group consisting of health and safety representatives and WHS Safety Committee members together with a WHS Strategic Issues Group, met regularly in 2015-16 to discuss, update and improve DPFEM policies and procedures.

During 2015-16 the most significant workplace health and safety initiatives were:

- Providing Workers Compensation and Rehabilitation case management services to meet the health, safety and rehabilitation needs of the workforce.
- Making the *Influenza Vaccination Program* available to DPFEM staff and
- Implementing the DPFEM *Health and Wellbeing Program*, which encourages employees to maintain a healthy and balanced lifestyle, whilst promoting the health benefits of being active. This program included Mental and Physical Health Screenings, and Wellbeing Education.

## Internal Grievance Procedures

The Department maintains internal grievance procedures for investigating complaints about how we behave and carry out our responsibilities, this includes formal inquiry and/or disciplinary procedures under the *Police Service Act 2003* and the *State Service Act 2008*.

## Medals and Awards

In 2015-16, the Australian Police Medal was presented to two Tasmania Police officers, and the National Police Service Medal was awarded to 232 serving, and 142 retired members of Tasmania Police. These medals recognise the role of police officers in protecting the community and represent past and future commitment in providing ethical and diligent service. There were 104 police officers recommended for receipt of the Commissioner's Medal including clasps. Forty one State Service Employees were presented with Commissioner's Awards, two of which were for over 40 years of service. In addition, 24 retired members were also awarded the Commissioner's Medal. During 2015-16, the Commissioner awarded five Commendations, and two Certificates of Appreciation to seven police officers.

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# Innovation

In support of the Department's Mission to deliver a quality policing and emergency management service, DPFEM focuses on innovation and aspires to:

- identify and support innovative opportunities and initiatives
- encourage lateral thinking and problem-solving abilities
- effectively and efficiently develop and utilise resources and systems.

## **Innovation**

### **Quality Management System (QMS) Software**

FSST purchased and installed Paradigm3 QMS software, to efficiently manage National Association of Testing Authorities accreditation requirements. Configuration and customisation of the software for the scientific environment has commenced and is anticipated to be completed by the end of 2016.

### **Whole-of-Agency Electronic-Learning Management System**

A plan to implement the Electronic Learning Management System (e-LMS) across DPFEM was developed. The plan outlines the resourcing requirements associated with full implementation and ongoing administration. At the time of reporting, the plan was in draft awaiting Agency Management Group endorsement.

### **Implementation of Incident Management System**

The multi-agency emergency management information sharing software, Web-based Emergency Operations Centre (WebEOC), provides an information management capability and interoperability between the Tasmanian Government and interstate jurisdictions.

During 2015-16, presentations and training sessions were conducted to introduce WebEOC to non-emergency service providers within the Tasmanian Government, local government and state-owned companies.

WebEOC was used extensively by emergency services to communicate across DPFEM and other agencies during the summer bushfire season and the statewide flooding event in June 2016.

## **Key Deliverables**

DPFEM also undertook the following major Tasmanian Government initiatives:

- Emergency Alert
- Emergency Services Computer Aided Dispatch (ESCAD) System
- Large Vessel Replacement
- Rebuilding the Police Service
- Support for the Police and Community Youth Club (PCYC) Network
- Unexplained Wealth
- Upgrade Police Housing.

### **Emergency Alert**

Emergency Alert is the national telephone warning system used by emergency management agencies. The system sends voice messages to landlines and text messages to mobile phones within a defined area, about likely or actual emergencies such

as fire, flood, acts of terrorism or extreme weather events. A total of sixteen Emergency Alerts were issued in 2015-16 by Tasmania Fire Service (warning of imminent fire threat), State Emergency Service (flood warning) and TasWater (unsuitable drinking water advice).

### **Emergency Services Computer Aided Dispatch Project**

In 2015-16, funding of \$15.27 million over two years was provided by the Tasmanian Government to implement an ESCAD system. The ESCAD Project will provide a contemporary integrated Computer Aided Dispatch (CAD) system for Ambulance Tasmania, TFS, Tasmania Police and SES to enhance the responsiveness of emergency services and provide for more efficient inter-agency operations.

A Request for Tender (RFT) was conducted in October 2015, and Fujitsu Australia was awarded the contract to deliver and support the CAD system, which is anticipated to be implemented by October 2017.

### **Large Vessel Replacement**

In August 2014, the Tasmanian Government allocated \$5 million for the replacement of *Police Vessel (PV) Fortescue*. In September 2015, the Department went to open tender for the procurement of a new large Off-shore Police Patrol Vessel. The RFT sought the purchase or construction of a new vessel. The RFT received significant national and international interest, but did not successfully identify a fit-for-purpose vessel.

In January 2016, additional funding of \$3.64 million was approved by the Tasmanian Government to enable the design and construction of a new vessel to meet the size, performance and functional specifications required to perform marine enforcement and search and rescue functions. The additional funding was necessary due to variations in the foreign monetary exchange rate, vessel construction,

contract management, quality assurance and project costs.

Further details regarding the Large Vessel Replacement can be found under the Business Chapter.

### **Rebuilding the Police Service**

The Tasmanian Government committed to rebuilding the police service by employing an additional 108 police officers over four years to enhance the public order response capability and establish a serious organised crime capacity.

Stage two of the Strategic Organisational Planning Project was completed in 2015-16. This enabled 30 additional police officers to be deployed to positions across the State, including Western Road and Public Order Services (RPOS), Firearms Services, Clarence Plains, Bridgewater and Huonville police stations. The establishment of the Serious Organised Crime Unit (SOCU) was finalised during the reporting period.

In August 2015, funding for an additional five police officers was provided for the Safe Families Coordination Unit, established under key action item one of the Tasmanian Government *Safe Homes, Safe Families Tasmania's Family Violence Action Plan 2015-2020*. This increased the budgeted authorised police officer strength to 1,233 FTE.

### **Police Community and Youth Club Network**

The Tasmanian Government committed funding of \$250,000 per annum for four years from 2014-15 to assist PCYCs in supporting young people at risk and in diverting them away from anti-social and criminal behaviours, while building positive relationships with police.

The Tasmanian Association of PCYC Inc. administers a grant program to disseminate the funding to programs and projects. In 2015-16, the successful grants were aligned to programs that focused on education, physical fitness, social inclusion, leadership and self-awareness.

The second grant round concluded in October 2015 and will be used to upgrade equipment and facilities, provide operational assistance and fund programs at Bridgewater, Hobart, Queenstown and Huon Valley PCYCs.

### **Unexplained Wealth**

Following the establishment of the Serious Organised Crime Division (SOCD), the Unexplained Wealth Unit focused on the investigation of unexplained wealth under the *Crime (Confiscation of Profits) Act 1993*. The Unit works collaboratively with the Office of the Director of Public Prosecutions to support ongoing enforcement of the legislation.

During 2015-16, the Unexplained Wealth Unit successfully issued unexplained wealth orders resulting in \$820,000 in cash, assets and firearms being seized and forfeited. Further investigations are underway relating to assets valued at approximately \$2 million.

### **Upgrade Police Housing**

In 2015-16, the Tasmanian Government allocated funding of \$2 million over two years to address police housing issues primarily on the West Coast of Tasmania. The funding is to provide police officers engaged in remote area policing with contemporary accommodation.

Stage one involved an RFT to renovate six police residences in Queenstown. The contract was awarded to a Tasmanian owned and based company, and it is anticipated that this will be completed in late 2016. To facilitate the renovations, the Department also purchased two properties in Queenstown to provide an immediate supply of suitable accommodation for the relocation of police officers in the area.

Preliminary design work commenced in preparation for the remaining phases of construction in Strahan, Rosebery and Zeehan during 2016-17.

# Public Safety

The aim of this key Output Group is for the community to feel safe and be safe. The performance of the Department is measured by its actions and commitment to the following business priorities:

- maximise the visibility of police within the community
- enhance the response to alcohol and drug-related public order issues
- maintain operational readiness.

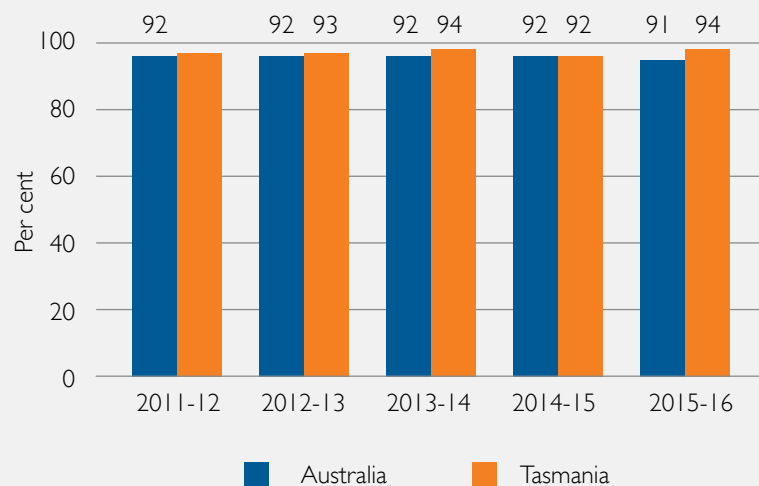
## Visibility of Police in the Community

Across the State, Tasmania Police continues to focus efforts on high-visibility policing. *The National Survey of Community Satisfaction with Policing* reported that the percentage of the community who felt safe walking locally, both during the day and during the night, was at or above the national average in each of the past five years (Figures 2 and 3). The percentage of Tasmanians who

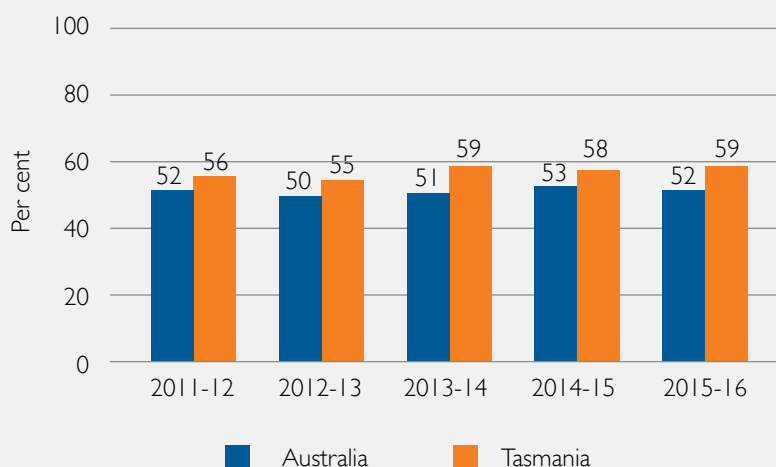
were generally satisfied with policing services increased to 79%, which was above the national average (75%).

Tasmania Police utilises a variety of high-visibility policing strategies, including: police operations with a coordinated focus on activities relating to crime and traffic enforcement; policing public events (such as festivals, regattas, fun runs and national sporting events); and partnerships with planning

**Figure 2: Percentage of Tasmanian Population Who Feel Safe Walking Locally During the Day**



**Figure 3: Percentage of Tasmanian Population Who Feel Safe Walking Locally at Night**



committees and local governments. In each geographical police district, RPOS focuses on public safety through the effective management of public order issues, events and traffic policing.

The Police Infringement Notice System (PINS) continued to assist police officers in effectively dealing with low-level street offences where detention is not required, enabling police officers to spend more time patrolling within the Tasmanian community.

### Alcohol and Drug-Related Public Order Issues

The Tasmanian Government's commitment to increased police numbers resulted in the allocation of additional police personnel to Western District RPOS during 2015-16. RPOS provides high-visibility patrols to reduce violence, antisocial behaviour and maintain public order. RPOS also focuses on licensed premises in accordance with the *Liquor Licensing Act 1990*.

Tasmania Police RPOS and Licensing Units in all geographical police districts continue to work collaboratively with local government, alcohol industry representatives and other stakeholders to support a range of initiatives aimed at increasing public safety and amenity in relation to alcohol issues.

In 2015-16, the Northern District Command responded to increased levels of Public Place Assaults in the Launceston central business district by conducting additional police foot patrols from 11 pm on Friday and Saturday nights. Under the *Safer Hobart Community Partnership*, Tasmania Police in conjunction with the Salvation Army and the City of Hobart continued to focus on reducing anti-social behaviour and improving public safety in Hobart's night-time entertainment areas.

During 2015-16, the drug detection dog capabilities of Tasmania Police were expanded statewide with the addition of two new dogs. The drug detection dogs have been utilised as part of targeted operations within night-time entertainment districts to provide increased police visibility and the detection of illicit drugs.

The Tasmania Police Illicit Drug Diversion Initiative is a program that seeks to divert adult minor drug offenders from the criminal justice system to health-based interventions. The Alcohol and Drug Service, Department of Health and Human Services provides education, counselling or treatment. If eligibility criteria are met, police officers have the discretion to issue a caution or diversion. In 2015-16, a total of 660 cautions/diversions were issued by police, in response to minor drug offences.

Public Place Assaults statewide decreased by 2% in 2015-16, following a 5% increase the previous year (Figure 4 on the following page). The general overall downward trend over a five-year period demonstrates that maximising the visibility of police within the community, together with enhancing public order response capabilities, has contributed to a safer community.

In 2015-16, there was a change in the way that public order incidents were measured, with vehicle complaints removed from the indicator. The total number of public order incidents for 2015-16 cannot be compared to those of previous years (Table 5).

**Table 5: Number of Recorded Public Order Incidents 2011-12 to 2015-16**

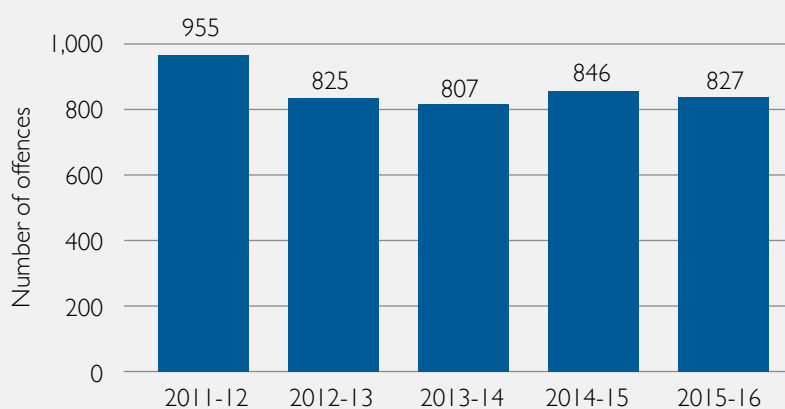
Year	Number of Public Order Incidents <sup>1</sup>
2011-12	28,387
2012-13	24,828
2013-14	25,486
2014-15	23,518
<b>2015-16</b>	<b>15,556<sup>2</sup></b>

Source: Tasmania Police Annual Corporate Performance Report 2015-16.

1. Total Public Order Incidents comprise an amalgam of offences and prohibited behaviours such as: vandalism, public place assaults, abusive language, damage, licensing breaches and public noise.

2. In 2015-16, the definition of a Public Order Incident was amended to exclude vehicle complaints, breaking the time series.

**Figure 4: Number of Reported Public Place Assaults from 2011-12 to 2015-16**



Source: Offence Reporting System (ORS), DPfEM

Note: Public Places, as defined by the *Police Offences Act 1935*, include: public halls; auction rooms; liquor-licensed premises (including billiard/eight-ball rooms); racecourses; sports, show and regatta grounds; public streets; as well as any other place to which the public have access.

## Operational Readiness

The Department continues to support police officers to be operationally ready, and able to respond quickly and effectively to calls for assistance. In support of this, Tasmania Police continued the renewal and refreshment program to ensure all police officers maintain operational competency. In 2015-16, Southern District Support Services utilised a range of options, including secondments, crime car duties, role switching and training and development courses, to ensure police officers maintain contemporary operational skills and knowledge.

The Front Line Refresher Course primarily targets police officers who have worked for long periods of time in non-operational positions, are returning from extended leave or external secondments, or wish to update their knowledge and skills. The course aims to provide police officers with an operational policing skill and knowledge refreshment. Two courses were conducted in 2015-16, attended by 23 participants.

Tasmania Police conducts a validation process to maintain validity of accoutrements essential for operational policing. Validation includes the use of a Glock semi-automatic pistol, Sabre OC spray and the Multi-Use Integrated Protection Vest, which protects police officers against injury from firearms and edged weapons.

Significant police resources were deployed in response to the extreme weather events experienced in all geographical police districts during the first half of 2016. The Northern District Command deployed police personnel to conduct traffic management, evacuations and public reassurance in response to a major flooding incident. Western and Northern District Commands were affected by lightning strikes which started widespread bushfires, with Southern District Command personnel also deployed to provide additional support. Police Operation Centres were activated in all geographical police districts to coordinate the significant police response in support of the Tasmania Fire Service. Police personnel were drawn from a variety of areas to respond to the emergency, including from non-operational areas.



**Table 6: Summary of Performance Information – Output Group 1: Public Safety**

<i>DPFEM Budget Paper</i> Performance Measure <sup>1,7</sup>	Unit of Measure	2012-13 Actual	2013-14 Actual	2014-15 Actual	2015-16 Target	2015-16 Actual
Satisfaction with police services*	%	78	77	77	≥ nat av	<b>79</b> (75 nat)
Satisfaction with police in dealing with public order problems*	%	68	71	70	≥ nat av	<b>73</b> (68 nat)
Assaults in public places <sup>1</sup>	Number	824	807	846	≤ 3 yr av	<b>827</b> (826 av)
Total public order incidents	Number	24,828	25,486	23,518	≤ 3 yr av	<b>15,556<sup>2</sup></b> (17,176 av)
Cost of policing per capita <sup>3</sup>	Dollars	388	406	400	n/a	<b>n/a<sup>4</sup></b>
Perceptions of safety in public places – during the day*	%	93	94	92	≥ nat av	<b>94</b> (91 nat)
Perceptions of safety in public places – during the night*	%	55	59	58	≥ nat av	<b>59</b> (52 nat)
Perceptions of safety at home – alone during the night*	%	90	93	91	≥ nat av	<b>88</b> (88 nat)

**Table 7: Total Number of Reported Incidents Related to 2015-16 Business Priorities – Public Safety**

Business Priorities 2015-16	Total
Number of police officers (head count)	<b>1,252<sup>8</sup></b>
Number of licenced premises checks <sup>5</sup>	<b>10,782</b>
Number of youth drug cautions	<b>190</b>
Number of drug cautions/diversions	<b>660</b>
Number of public place assaults involving alcohol <sup>6</sup>	<b>239</b>
Number of public place assaults involving drugs <sup>6</sup>	<b>68</b>
Number of personnel available for operational deployment (head count)	<b>1,163</b>

1. Data for 2014-15 have been revised with no changes.

2. The definition of Public Order Incidents was revised in 2015-16 to exclude vehicle complaints, breaking the time series. The three year average target for this indicator has been generated using the new counting rules.

3. Data for this indicator have been revised to reflect 2014-15 dollars as per the *Report on Government Services 2016*.

4. Figure not available until the *Report on Government Services 2017* is released in January 2017.

5. Checks conducted by RPOS personnel only.

6. For approximately 50 per cent of recorded Public Place Assaults it is unknown whether alcohol or drugs was an associated factor. Figures on alcohol and drug involvement are therefore underestimates.

7. The performance measure 'Perceptions of safety at home – alone during the day' has been removed from the *National Survey of Community Satisfaction with Policing*.

8. The head count number of police officers includes trainees.

\* This indicator is derived from the *National Survey of Community Satisfaction with Policing 2015-16* conducted by The Social Research Centre. There is an error margin of 2% on State figures and 1% on national figures.

# Crime

In 2015-16, the strategic direction of DPFEM aimed to reduce crime by focusing on the business priorities of:

- serious and organised crime
- firearm crime
- prevention of violence against women and children
- crime risks.

## Total Offences

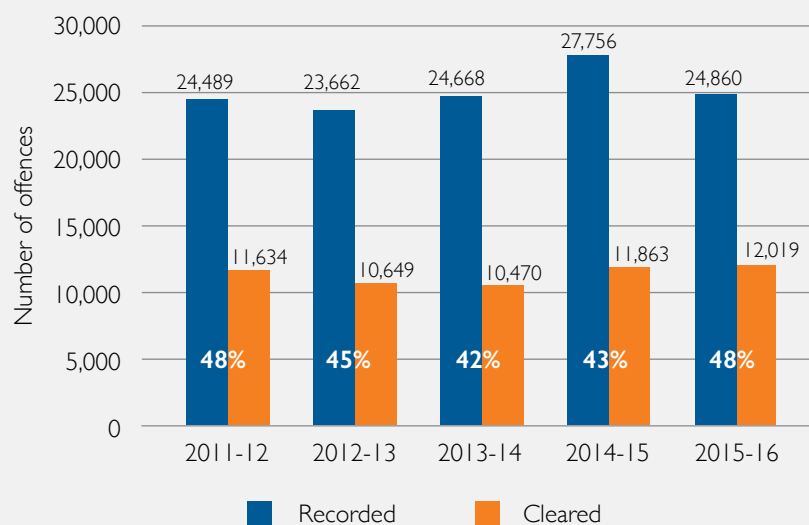
Total Offences consists of crimes under the *Criminal Code Act 1924*; offences involving dishonesty or injury to persons or property; or offences which, because of their nature, method of commission, or the offender concerned, are important from a criminal intelligence point of view.

In 2015-16, Total Offences decreased by 10%, following a 13% increase

the previous year. The 24,860 Total Offences recorded in 2015-16 was below the previous three-year average (25,362 offences). The reduction in Total Offences in 2015-16 was mostly due to a 14% decrease in Offences Against Property.

The clearance rate for Total Offences increased from 43% in 2014-15, to 48% in 2015-16 as can be seen in Figure 5.

**Figure 5: Comparative Table of Total Offences Recorded in Tasmania and Percentage of Offences Cleared 2011-12 through 2015-16**



Source: Offence Reporting System (ORS), DPFEM

## Serious and Organised Crime

In 2015-16, a DPFEM business priority area was serious and organised crime, Serious Crime clearance rates, serious drug offenders charged and number of Serious Crime offences, including Outlaw Motorcycle Gangs (OMCG) criminal activity.

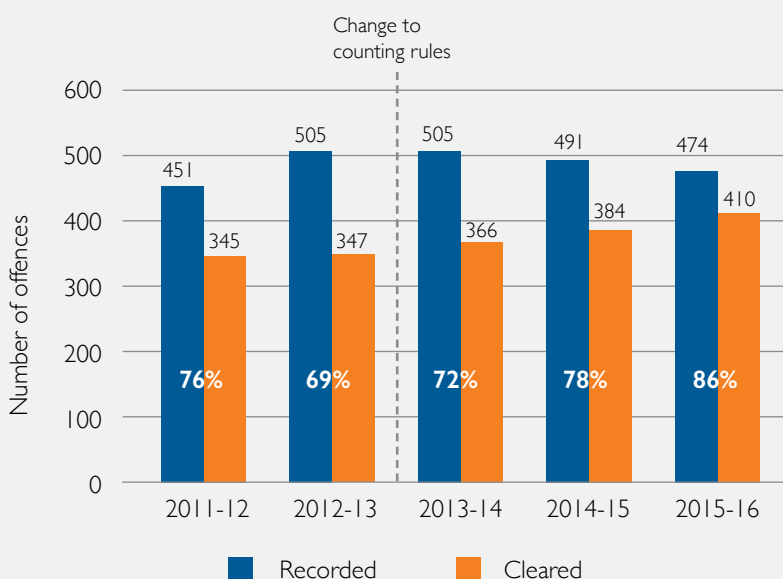
### Serious Crime

Serious Crime includes Serious Assault, Serious Sexual Assault, Robbery, Homicide-related offences and Arson, as well as incidents of other offences involving property valued at \$50,000 or more. In 2013-14, the Serious Crime definition was expanded to include several new offences, including Involving Minor in Child Exploitation and Child Prostitution.

Serious Crime decreased by 17 offences (3%) in 2015-16, following a 3% decrease the previous year. The Serious Crime clearance rate increased from 78% in 2014-15 to 86% in 2015-16.

In 2015-16, there were 37 Serious Crime offences recorded for incidents involving property valued at \$50,000 or more. Further information is provided in Table 8.

**Figure 6: Comparative Table of Serious Crimes Recorded in Tasmania and Percentage of Serious Crimes Cleared 2011-12 through 2015-16**



Source: ORS, DPFEM

Armed and Aggravated Armed Robbery offences decreased from 44 recorded in 2014-15 to 37 in 2015-16, the lowest level for armed robberies since 1996-97. Unarmed Robbery increased by one offence in 2015-16.

**Table 8: Serious Crime offences from incidents involving property valued ≥ \$50,000**

Value Stolen/Damaged	2015-16
\$50,000 - \$99,999	20
\$100,000 - \$199,999	8
\$200,000 - \$399,999	6
\$400,000 or more	3
<b>Total</b>	<b>37</b>

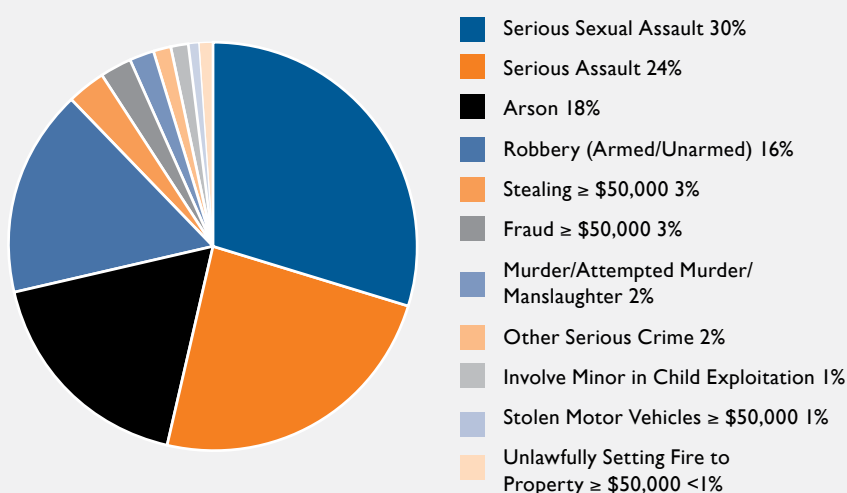
Source: ORS, DPFEM

Figure 7 shows the distribution of Serious Crime Offences in 2015-16.

### Outlaw Motorcycle Gangs

Outlaw Motorcycle Gangs (OMCGs) continue to gain national prominence and attention, due to ongoing violent and illegal activities in several states and territories, often involving the use of firearms.

**Figure 7: Serious Crime Offences Displayed by Category for the year 2015-16**



Source: Offence Reporting System (ORS), DPFEM

In the reporting period, Tasmania Police was an active participant in the Australian Crime Commission (ACC) National Task Force, *Operation Morpheus*, aimed at providing an effective platform for coordinated, collaborative national action against OMCG criminal activity.

Tasmania Police continued to be an active member of the ACC National Task Force *Attero*, which is focused on disrupting, disabling and dismantling the criminal activities of the Rebels OMCG.

The Tasmania Police *Outlaw Motorcycle Gang Plan 2015-2017* provides a practical framework to undertake coordinated and proactive policing strategies to disrupt OMCGs in Tasmania.

In 2015-16, there were six nationally recognised OMCGs established in Tasmania, with approximately 280 members. Tasmanian OMCG Chapters have proven links to interstate OMCG Chapters and crime gangs involved in the manufacture, distribution and trafficking of illicit drugs and firearms. Investigations by Tasmania Police confirmed these activities extend to Tasmania.

The Australian Federal Police (AFP) National Anti-Gang Squad (NAGS) provides support to state and territory task forces to enhance investigations, as well as providing increased ability to access information, intelligence and capabilities of Australian Government agencies, including the international network of the AFP.

During the reporting period, Tasmania Police continued to engage in supporting national and local action against OMCGs and proactively target their criminal activities. In the week 23-27 May 2016, Tasmania Police coordinated *Operation NAGS Week of Action 2016*. More than 70 personnel, including Tasmania Police, AFP NAGS, Australian Border Force (ABF), Australian Taxation Office (ATO) and Victoria Police were involved in searching three OMCG clubhouses and 16 OMCG-related residences and businesses across the State. The week of action resulted in four arrests,

42 charges to be proceeded against by either arrest or summons, the seizure of nine unregistered and insecure firearms, more than 400 rounds of ammunition, \$5,030 in cash, a stolen motorcycle and unlawfully possessed explosives.

### Serious Drug Offenders

Tasmania Police works in partnership with other Australian jurisdictions to develop strategies to deal with drug issues emerging at national and international levels.

In December 2015, the Council of Australian Governments (COAG) endorsed and released the Final Report of the National Ice Taskforce and Strategy. Tasmania Police implemented a number of strategies to deal with crystalline methamphetamine in Tasmania, including a focus on importation routes and organised crime groups, as well as increasing drug detection dog resources with the graduation of Police Dogs Bernie and Una on 7 April 2016.

Tasmania Police collaborated with relevant government agencies to reduce the supply of, and demand for, crystalline methamphetamine and to support harm reduction approaches.

Drug Investigation Services (DIS), in each of the three geographical District Commands, conducted operations that

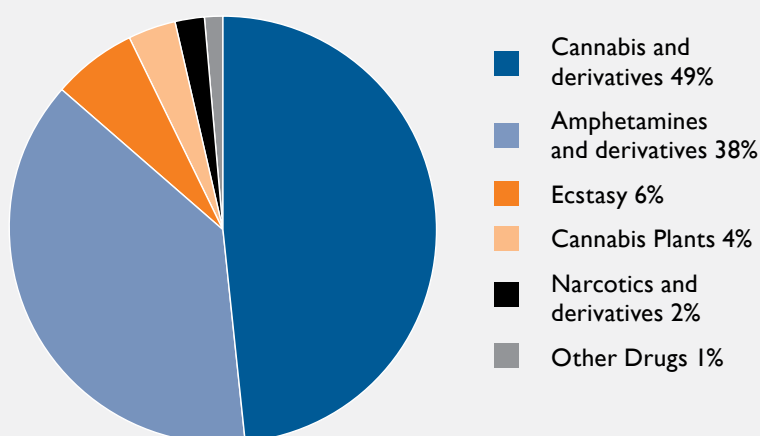
disrupted, investigated and prosecuted those involved in the manufacture, supply and distribution of illicit drugs and illicitly-used pharmaceuticals.

In May 2016, in conjunction with Victoria Police and the AFP, Tasmania Police conducted raids on three OMCG clubrooms, as well as residences and businesses of known OMCG members and associates. Among the illicit drugs seized were 36 grams of crystalline methamphetamine worth \$36,000 and 4.3 kg of cannabis worth more than \$70,000, together with a pill press used in the manufacture of illicit drugs.

In late 2015, Tasmania Police conducted *Operation Intercept* (the Operation), with the aim to disrupt supply and reduce the availability of crystalline methamphetamine to the Tasmanian community. The Operation focused on the transport of illicit drugs into the State through mail, cargo, maritime and airport gateways, and resulted in increased enforcement activities being incorporated as part of normal business practice.

In 2015-16, 412 offenders were charged with serious drug offences (Figure 8), which represents a 9% decrease on the number charged in the previous year. Additionally, DIS charged 245 offenders with other drug offences.

**Figure 8: Serious Drug Offences by Drug 2015-16**



Source: Annual Corporate Performance Report (CPR) 2015-16, DPFEM

**Table 9: Drug Seizures by Weight, 2015-16 Reporting Period**

DIS Drug Seizures	2015-16 <sup>1</sup>
Processed Cannabis	262 kg
Unprocessed Cannabis	2,107 plants
Amphetamines/Dexamphetamines	3,286 g
Ecstasy/MDMA	6,362 tablets
Heroin	6 g
Cocaine	38 g
Analogue/Synthetic Drugs	2,418 g
Poppy Capsules	1,591 capsules <sup>2</sup>
Poppy Product	66 g
Opioids	1,446 tablets 73 mL
Benzodiazepines	642 tablets

Source: *Annual CPR 2015-16*, DPfEM

1. Seizure data may exclude seizures that are not finalised by the reporting deadline.

2. Of the 1,591 capsules recorded in 2015-16, 1,242 capsules were in a state of decay when seized, and may relate to the 2014-15 poppy season.

## Firearm Crime

Tasmania Police identifies offences involving firearms as a current business priority and is proactive in dealing with all firearm-related crime.

Firearm crime consists of offences involving firearms. Firearms can be a weapon used in the commission of an offence, or the target of burglary, robbery or theft. There are also specific offences relating to firearm discharge and possession, as well as offences relating to firearm licensing and storage.

Tasmania Police works in collaboration with state and territory police services, AFP, ACC, ABF and ATO to intercept and disrupt organised crime activity.

*Operation Unification* continued during the reporting period and focused on a number of firearm-related activities, including storage inspections, deceased

estate follow-ups and several mobile firearms amnesties. Since September 2013, a total of 813 unwanted and illegal firearms and large quantities of ammunition have been surrendered during amnesty operations.

Police geographical districts continue to be proactive in identifying and charging members of the community who have been trafficking firearms. Between 1 October and 31 December 2015, *Operation Illume* was undertaken in Northern District Command. With the objective of reducing crime and increasing intelligence, a number of strategies were deployed including: targeted searches, firearms amnesty, targeting firearm offences, suburb 'lock downs' and community crime forums. In the last 12 months, the Northern District Command has charged five people with trafficking in firearms and also served in excess of 30 firearm

prohibition orders on members of the community who were not fit to have possession of firearms due to previous criminal behaviour. In the Western District Command, 19 people were the subject of current Firearms Prohibition Orders, and several had charges before the courts associated with breaching those orders.

For the reporting period, 61 total firearm-related incidents (incidents involving firearm use) were recorded, which was equivalent to the previous three-year average.

## Firearm Disposal

In 2015-16, 2,497 firearms were destroyed. This figure may include items registered for the purposes of destruction that are not whole firearms (for example firearms parts). As at 30 June 2016, 1,219 lots of ammunition were in custody in preparation for destruction.

The Firearms Disposal figures are being reported differently to previous years due to the introduction of the Firearms and Weapons Data Systems and subsequent changes to the data collection and reporting.

## Crime Risks

Offences are deemed to be crime risks if they are high-volume offences that can significantly impact upon the level of Total Offences recorded. In 2015-16, the highest volume offence types recorded were Stealing (8,943 offences), Burglary (3,041 offences), Destroy/Injure Property (3,031 offences) and Common Assault (2,621 offences).

## Crime Response Plan

Performance against the *Crime Response Plan 2015-2017* (the Plan) was identified as a business priority for 2015-16. The Plan was developed to reduce the incidence of crime in the State and provides a number of strategies including, social media messaging, high-visibility patrols in areas identified as a potential high risk, targeting bail curfews and seeking Firearms Prohibition Orders.

Since the introduction of the Plan, all geographical police Districts have implemented components of the strategies outlined in the Plan. For instance, Western District Command has adopted a collaborative strategy involving general duties, RPOS, Criminal Investigation Branch (CIB) and DIS personnel targeting Oral Fluid Testing (OFT) of identified targets associated with crime and drugs. This strategy is delivering crime, drug and road safety outcomes while contributing to the generation of useful intelligence. Southern and Northern District Commands distributed crime prevention literature to residents via council and TasWater rates notices, with TasWater alone distributing pamphlets to 210,000 customers statewide.

'Wanted Wednesday', an initiative of the DPFEM Media and Communications unit, commenced on 15 July 2015. The initiative uses Facebook posts each Wednesday to specifically target prolific offenders via social media and was well utilised by all geographical Districts. As at 30 June 2016, 49 persons were listed, with 46 of those subsequently arrested or accounted for. With an average Facebook reach of just over 43,000 per 'Wanted Wednesday' post, this initiative has proven to be highly successful and has generated significant community interest and support.

The Plan has provided opportunities for innovation and entrepreneurial approaches to crime response as evidenced by 'Wanted Wednesday' and the involvement of local government and State utilities for dissemination of crime prevention material.

The next review of the Plan is scheduled to occur at the end of 2015-16.

The following provides additional information against the Summary of Performance Information – Output 2: Crime.

### Poppy Security

In March 2016, responsibility for the Poppy Advisory and Control Board (PACB) was transferred from the

care of the Attorney-General to the Minister for Primary Industries and Water. During the growing and harvesting season, crops are monitored by PACB field officers. Tasmania Police is responsible for the investigation of poppy-related incidents, including poppy thefts, and is a member of PACB.

The number of poppy hectares sown decreased from 21,846 in 2014-15 to 14,817 in 2015-16. In 2015-16, there were 10 interferences recorded, with 516 poppy capsules stolen.

### Fisheries Security

Tasmania Police is responsible for the protection of marine resources, through the provision of marine compliance and enforcement activities, for both the recreational and commercial fishing sectors. Tasmania Police used a combination of overt and covert sea patrols, in-port, at sea and fish processor inspections to target offenders and facilitate the protection and security of marine resources.

In 2015-16, 1,277 marine offenders were proceeded against.

### Support to Judicial Services

DPFEM invested significant resources into supporting Tasmanian Judicial Services, including the prosecution

of offenders, provision of diversionary programs, bail/warrant processing, family violence strategies, victim support services and investigation, and administrative and investigation services on behalf of the Coroner.

## Prevention of Violence against Women and Children

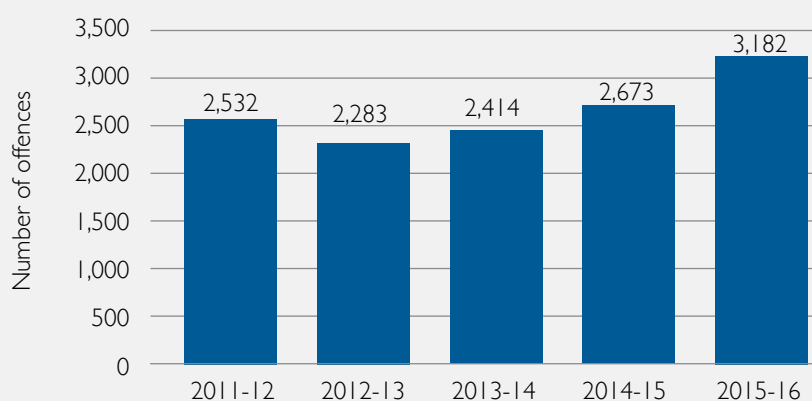
### Family Violence Incidents

DPFEM continued as a key partner in Tasmania's *Safe at Home* response model to family violence. Tasmania Police maintains a Victim Safety Response Team (VSRT) in each geographical command, which focuses on victim safety through risk and offender management.

In the reporting period, police recorded 3,182 family violence incidents (under the *Family Violence Act 2004*), as well as 1,958 family arguments (events not classified as family violence).

Figure 9 shows an upward trend in family violence incidents in the last four years. An increase in incidents does not necessarily mean that family violence is increasing. It may instead mean an increase in reporting to police. The underlying reason for changes in reported numbers is not known.

**Figure 9: Reported Incidents of Family Violence in Tasmania 2011-12 to 2015-16**



Source: Family Violence Management System, DPFEM

### Safer Families Coordination Unit

During 2015-16, the Safer Families Coordination Unit (SFCU) was established, with a project team commencing work in September 2015. After a three-month pilot period, the SFCU commenced formal operations on 27 June 2016.

SFCU is a multi-agency collaborative unit led by DPfEM. It brings together resources from the Departments of Justice, Health and Human Services, and Education, to provide assistance to victims of family violence through the provision of timely and targeted recommendations to agencies for the

delivery of services. These activities are informed through cross-agency information sharing practices.

The SFCU is a key deliverable from the Tasmanian Government's *Safe Homes, Safe Families: Tasmania's Family Violence Action Plan 2015-2020*.

**Table 10: Summary of Performance Information – Output Group 2: Crime**

DPfEM Budget Paper Performance Measure	Unit of Measure	2012-13 Actual	2013-14 Actual	2014-15 Actual	2015-16 Target	2015-16 Actual
<b>Investigation of Crime</b>						
Total Offences <sup>1</sup>	Number	23,662	24,668	27,756	≤ 3 yr av	<b>24,860</b> (25,362 av)
Total Offences clearance rate <sup>1</sup>	%	45	42	43	≥ 3 yr av	<b>48</b> (43 av)
Total Serious Crime <sup>1,2</sup>	Number	505	505	491	≤ 3 yr av	<b>474</b> (500 av)
Serious Crime clearance rate <sup>1,2</sup>	%	69	72	78	≥ 3 yr av	<b>86</b> (73 av)
Offences Against the Person <sup>1</sup>	Number	3,689	3,778	3,802	≤ 3 yr av	<b>4,070</b> (3,756 av)
Offences Against the Person clearance rate <sup>1</sup>	%	91	90	92	≥ 3 yr av	<b>95</b> (91 av)
Offences Against Property <sup>1</sup>	Number	19,153	20,074	23,014	≤ 3 yr av	<b>19,741</b> (20,747 av)
Offences Against Property clearance rate <sup>1</sup>	%	35	32	34	≥ 3 yr av	<b>38</b> (34 av)
Serious drug offenders charged	Number	416	423	454	≤ 3 yr av	<b>412</b> (431 av)
Total firearm-related incidents <sup>3,4</sup>	Number	60	70	53	≤ 3 yr av	<b>61</b> (61 av)
<b>Poppy Security</b>						
Number of poppy crop interferences per 1,000 hectares sown	Number	0.61	0.82	0.32	≤ 3 yr av	<b>0.67</b> (0.60 av)
<b>Fisheries Security</b>						
Total marine offenders detected	Number	1,155	1,091	1,241	≤ 3 yr av	<b>1,277</b> (1,162 av)
<b>Support to Judicial Services</b>						
Family violence incident reports <sup>1</sup>	Number	2,283	2,414	2,673	≤ 3 yr av	<b>3,182</b> (2,457 av)
State charges prosecuted <sup>1</sup>	Number	40,667	40,072	44,182	≤ 3 yr av	<b>46,898</b> (41,640 av)

1. Data for 2014-15 have been revised from the figures published in the 2014-15 DPfEM Annual Report.

2. The definition of 'Serious crime' was expanded for the 2013-14 financial year.

3. The definition of performance measure 'Total firearms-related incidents' was amended for the 2015-16 Budget Chapter to only include incidents involving firearms discharge and firearms used as a weapon.

4. Data for 2013-14 have been revised from the figures published in the 2015-16 DPfEM Budget Chapter.



**Table 11: Total Number of Reported Incidents Related to 2015-16 Business Priorities – Crime**

<b>Business Priorities 2015-16</b>	<b>Total</b>
Number of Firearm Prohibition Orders issued	32
Number of firearm inspections	3,253
Number of family violence charges <sup>1</sup>	2,984
Number of Police Family Violence Orders issued	2,050
Number of Family Violence Orders issued <sup>2</sup>	1,339
Number of Assaults against women <sup>3</sup>	1,328
Number of Assaults against children <sup>4</sup>	334
Number of Sexual Assaults against women <sup>3</sup>	77
Number of Sexual Assaults against children <sup>4</sup>	113
Car Burglaries <sup>5</sup>	1,250
Home Burglaries <sup>6</sup>	1,388
Business Burglaries <sup>7</sup>	647

1. Includes arrests and summons.

2. Includes orders not initiated by police.

3. Women are defined as female victims aged 18 years or more.

4. Children are defined as victims aged 17 years or less.

5. Car Burglaries comprise all burglaries of motor vehicles.

6. Home Burglaries comprise most burglaries of dwelling premises.

7. Business Burglaries comprise burglaries of retail and non-retail businesses.

#### **Performance Information Comments**

The Summary of Performance Information reports on measures relating to crime detection and investigation. The performance measure 'Total Offences', includes all offences which generate an offence report, while 'Total Serious Crime' includes the most severe offences against the person and financially damaging offences against property. The performance measure 'State charges prosecuted' is a measure of the number of charges that were prosecuted across the whole State.

An offence is considered 'cleared' if an offender has been identified and proceeded against by police; or cannot be proceeded against and further investigation cannot be established; or if the offence is withdrawn by the victim.

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# Traffic Policing

The aim of this key service delivery area is to improve driver behaviour through traffic law enforcement. In 2015-16, DPFEM focused on the two business priorities of:

- high-visibility deployments on rural roads and
- high-risk traffic offenders.

## High-Visibility Deployments

Tasmania Police continued to provide a high-visibility approach to traffic policing, conducting a total of 1,159 road safety initiatives in both metropolitan and rural areas. A keen focus on rural roads and improving driver behaviour through traffic law enforcement was undertaken by all districts.

## Statewide Operations

During 2015-16, Tasmania Police conducted a number of statewide Operations, with a focus on road safety. These included *Operation Zero*, a joint initiative between Tasmania Police and the Road Safety Advisory Council (RSAC), which was a back-to-basics operation that targeted the fatal five risk factors of speeding, drink-and drug-driving, inattention, failure to wear seat belts and fatigue.

Tasmania Police also joined with other Australian policing jurisdictions in the roll-out of regularly held high-profile national operations including:

- *Operation Crossroads*, a road safety blitz, targeting driving behaviour, conducted during the Christmas and Easter holiday periods
- National Road Safety Week
- *Operation AUSTRANS*, focusing on road safety within the heavy vehicle and transport sector.

These Operations, supported with considerable media exposure, focused on education, traffic law compliance and driver behaviour, particularly in relation to high-risk behaviours.

## Rural Road Policing Strategy

During 2015-16, rural road safety was identified as a priority for Tasmania Police. The analysis of crash data revealed that 37% of the most serious and fatal injury crashes occurred on rural roads in 100 km/hr zones and 4% in 110 km/hr zones. The data shows a reduction in percentage from the previous reporting period.

The two-year *Rural Road Policing Strategy* (the Strategy) was launched on 1 January 2015, in-line with the *Tasmanian Road Safety Strategy 2007-2016*, with key objectives of the Strategy being:

- improving driver behaviour through increased exposure to police road safety activities
- creating an environment in which drivers expect to encounter police enforcement activities on rural roads
- preventing, detecting and prosecuting offences and high-risk driving behaviour by motorists on rural roads
- coordinating high-visibility operational activities between police districts in order to maximise the impact on motorists on rural roads.

Driver behaviours that have the highest priority under the Strategy are those that have been identified as the '*fatal five*'.

Though not yet reviewed, the Strategy appears to have had a positive effect in the reporting period with the number of fatal accidents for all road data decreasing 12%. At the conclusion of the Strategy, an independent review will be sought to inform future road policing activities, with the aim of reducing deaths and injuries on Tasmanian roads.

## High-Risk Driving Behaviours

In line with the *Rural Road Policing Strategy*, the key objectives are reported as follows:

### Speeding 15 km/h or more over the Speed Limit

In 2015-16, 20,522 drivers received an infringement for exceeding the posted speed limit by 15 km/h or more. This is an increase of 11.2% (2,384<sup>1</sup> infringements issued) from the previous period. Police officers detected 18,767 offences, and both fixed and mobile Speed Cameras detected 1,755 offences. See Traffic Law Compliance outputs for a more detailed breakdown of speeding offences.

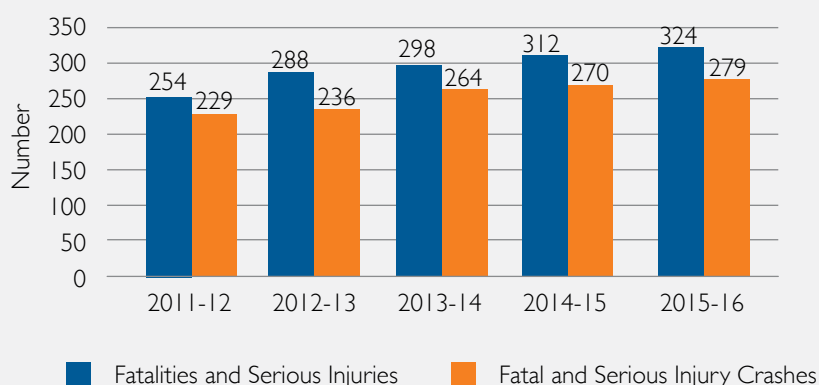
### Drink Driving Enforcement

Tasmania Police conducted 469,610 Random Breath Tests, which resulted in 2,319 drivers being charged with exceeding the prescribed alcohol limit or driving under the influence of intoxicating liquor. Of the drivers tested in 2015-16, 99.5% complied with the prescribed alcohol limit, which matched the compliance rate of the previous year. There were 77 drivers charged with refusing to provide a breath or blood sample for analysis, a decrease from 100<sup>2</sup> drivers in the previous reporting period.

### Drug Driving Enforcement

Tasmania Police conducts OFT to detect the presence of proscribed drugs in drivers. In 2015-16, 3,738 tests were conducted, representing a marginal increase from 3,431 in 2014-15. Of the 3,738 tests, 2,318 drivers were required to undergo a confirmatory blood test, with 1,939 drivers confirmed to be driving under the influence of a proscribed illicit drug in their system. At 30 June 2016, 253 blood results were still pending analysis.

**Figure 10: Total number of Recorded Crashes, Fatalities and Serious Injuries from 2011-12 to 2015-16**



Note: A fatality is a death resulting from a crash within 30 days of the crash. A serious injury is an injury resulting from a crash in which the victim is hospitalised for 24 hours or more.

### Inattention

Inattention is reported as a factor in 17% of incidents in Tasmanian crash data<sup>3</sup>. Inattention includes driver distractions both internal and external to the vehicle. Of these distracting influences, the use of mobile phones and similar devices is an ever increasing factor.

### Driving Using Mobile Phone

Tasmania Police issued 3,273 Infringement Notices for driving whilst using a hand-held mobile phone, an increase from the 3,256<sup>4</sup> Infringement Notices issued the previous year. *The National Survey of Community Satisfaction with Policing 2015-16* (the Survey) also showed that 25% of Tasmanian respondents (26% nationally) indicated that in the previous six months they had driven using a hand-held mobile phone at least some of the time. This is an increase from 21% in 2014-15.

### Seatbelt offences

In 2015-16, Tasmania Police recorded 3,119 charges resulting from an occupant not wearing a seatbelt. Despite the many benefits seatbelts provide, the Survey indicated that 8.2% of Tasmanian respondents (4.6% nationally) reported that in the previous six months, they had driven without wearing a seatbelt. This number has increased from 6.3% in 2014-15.

### Dangerous and Reckless Driving

In 2015-16, Tasmania Police recorded 110 charges resulting from the high-risk offences of Dangerous Driving, Reckless Driving, Cause the Death of Another Person by Negligent Driving or Cause Grievous Bodily Harm to Another Person by Negligent Driving. In addition, there were two charges of the more serious offence of Causing Grievous Bodily Harm by Dangerous Driving. There was also a slight increase in Fatal and Serious Injury Crashes (Figure 10<sup>5</sup>) relative to the previous reporting period.

1 Note that all 2014-15 figures were revised due to data settling at time of extracting current reporting period data, and was taken into account when determining percentage increases.

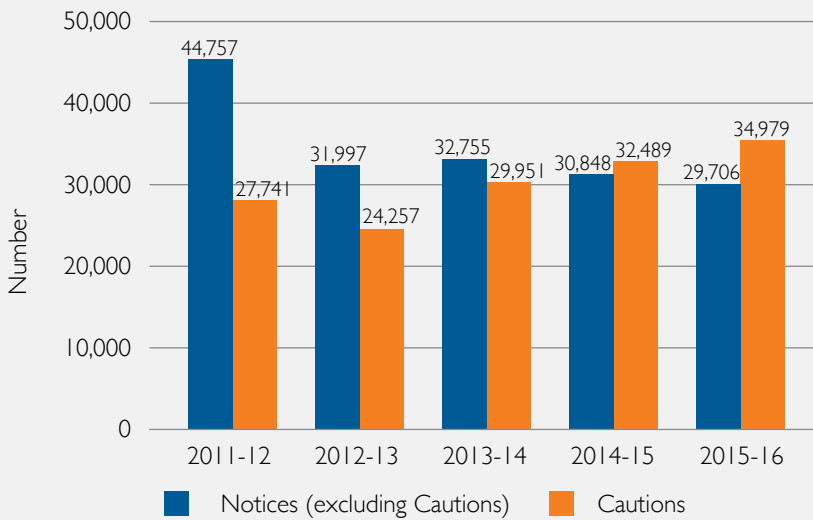
2 This number has been revised as at 30 June 2016 due to data settling from the previous reporting period.

3 Inattention is difficult to determine and measure by police, as it is usually self-reported by the driver at the scene.

4 This figure has been revised as at 30 June 2016, due to data settling from the previous reporting period.

5 All data displayed in this graph has been revised as at 30 June 2016, due to data settling from the previous reporting period.

**Figure 11: Total number of Traffic Infringement Notices and Cautions issued from 2011-12 to 2015-16**



Note: Only includes infringements issued by Tasmania Police.

## Traffic Law Compliance Outputs

### Traffic Infringement Notices

Tasmania Police issued 64,685 Traffic Infringement Notices including 34,979 Cautions in 2015-16 (Figure 11)<sup>6</sup>.

### Speeding Offences

In 2015-16, Tasmania Police focussed on speed limit compliance through a combination of highly visible and covert operations across Tasmania. As a result of these operations, a total of 42,633 Infringement Notices for speeding offences were issued, compared to 41,912 in 2014-15 (Figure 12). The number of speeding detections by speed cameras increased from 9,250 in 2014-15, to 15,220 in 2015-16<sup>7</sup>.

The introduction of the Fixed Speed Camera Project resulted in Mobile Speed Cameras being redirected, and the implementation of eight new (bringing the total to 10) fixed speed cameras statewide. The fixed speed cameras operate 24 hours a day, seven days a week and free up police resources to undertake other road

safety duties, particularly on rural roads. Fixed speed cameras reported a total of 14,914 infringements in 2015-16, while during the transition period from trailer mounted speed cameras to fixed cameras, trailer mounted cameras

recorded 306 infringements. Figure 12 demonstrates the total number of speeding Infringement Notices annually from 2011-12 financial year.<sup>8</sup>

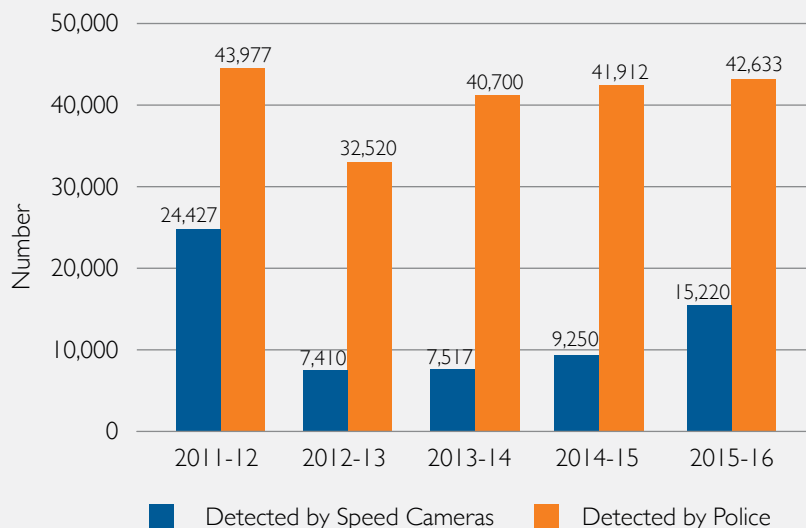
### Clamping and Confiscation of Vehicles

The Survey reports that in 2014-15, 67% of Tasmanians were concerned about 'speeding cars or dangerous/noisy driving'. In 2015-16, Tasmania Police clamped or confiscated 687 vehicles, an increase on the 602 vehicles clamped or confiscated in 2014-15, and 596 in 2013-14. The offences that most often result in clamping or confiscation of vehicles include evading police (353 vehicles), hooning type offences (178 vehicles) and driving whilst disqualified (130 vehicles).

### Road Safety Advisory Council

DPFEM works in partnership with the Motor Accident Insurance Board (MAIB) and the Department of State Growth to develop, implement and monitor a road safety program aimed at decreasing fatal and serious injury crashes. The program

**Figure 12: Total number of Speeding Infringement Notices issued from 2011-12 to 2015-16**



Excludes: Emergency Vehicles attending an emergency incident.

6 All data displayed in this graph has been revised, as at 30 June 2016. Any changes to previous years reported figures are due to data settling from the previous reporting period.

7 The increase can be accounted for by the introduction of eight new fixed speed cameras across the state.

8 All data displayed in this graph has been revised as at 30 June 2016. Any changes to previous years reported figures are due to data settling from the previous reporting period.

operates through the RSAC and is fully funded by MAIB, which has committed funding for the program through to December 2017.

The funding allocated to DPFEM supports 16 police officers to undertake traffic law enforcement across the three geographical District Commands. In

addition to this program, RSAC has also worked in partnership with Tasmania Police on a number of other road safety campaigns including:

- Speeding Shatters Lives campaign (December 2015 - February 2016)
- Road Safety Week (1 to 6 May 2016).

**Table 12: Summary of Performance Information - Output Group 3: Traffic Policing**

<i>DPFEM Budget Paper Performance Measure<sup>1</sup></i>	<b>Unit of Measure</b>	<b>2012-13 Actual</b>	<b>2013-14 Actual</b>	<b>2014-15 Actual</b>	<b>2015-16 Target</b>	<b>2015-16 Actual</b>
Number of high-risk traffic offenders <sup>2</sup>	Number	19,428	22,695	25,782	23,720	<b>28,088</b>
Speeding Offences: Police Issued Infringements <sup>3</sup>	Number	32,520	40,700	41,912	39,991	<b>42,633</b>
Random Breath Tests conducted <sup>4</sup>	Number	550,354	551,444	475,510	440,000	<b>469,610</b>
Number of drink driving offenders <sup>5</sup>	Number	2,916	2,782	2,585	2,831	<b>2,319</b>
Number of persons who self-reported driving whilst over the alcohol limit in the previous six months*	%	9.6	9.1	8.8	≤ nat av	<b>8.8 (7.0 nat)</b>
OFT conducted <sup>2</sup>	Number	1,698	1,819	3,431	1,536	<b>3,738</b>
Number of drug driving offenders <sup>5</sup>	Number	498	657	1,867	1,000	<b>1,939</b>
Number of persons who self-reported driving whilst impaired by medication or other drugs in the previous six months*	%	5.6	3.8	3.9	≤ nat av	<b>5.7 (3.4 nat)</b>
Fatal and Serious Injury Crashes	Number	236	264	270	≤ 3 yr av	<b>279 (257 av)</b>
Proportion of people who felt that speeding cars or dangerous, noisy driving was a 'major problem' or 'somewhat of a problem' in the neighbourhood*	%	66	58	60	≤ nat av	<b>67 (70 nat)</b>

1. The performance measure 'Speed camera operating hours' has been removed due to the introduction of the fixed speed camera project, which will change the parameters of this measure.

2. The measure 'Number of high-risk driver behaviour detections' has been renamed 'number of high-risk traffic offenders'.

3. The measure 'speeding offenders' has been renamed 'speeding offences: Police issued infringements' and includes court related matters.

4. In accordance with the Drink/Drug Driving Strategy of the Department, the performance measure 'Random breath tests conducted' will not be increased due to a shift of focus on drink/drug driving.

5. This new measure has been included to better reflect the Department's Strategic Business Priorities for 2015-16.

6. All data displayed in this table has been revised as at 30 June 2016. Any changes to previous years reported figures are due to data settling from the previous reporting period.

\* This indicator is derived from the *National Survey of Community Satisfaction with Policing 2015-16* conducted by The Social Research Centre. There is an error margin of 2% on State figures and 1% on National figures.

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# Emergency Management

The aim of this key service delivery area is to contribute towards community resilience through effective security and emergency management. In 2015-16, DPFEM focused on the business priority of:

- Implementation of agreed recommendations from the *Independent Review of Emergency Management Arrangements in Tasmania*.

Due to the Corporate Services integration project not yet being finalised as at 30 June 2016, a summary of performance outputs for the State Emergency Service is reported in the *State Fire Commission Annual Report 2015-16*.

## Review of Emergency Management Arrangements

The Department committed project resources, headed by the Director, SES, to the implementation of all 52 Cabinet endorsed recommendations arising from the 2015 *Independent Review of Emergency Management Arrangements in Tasmania* (the Review).

These recommendations address enhancements to emergency management legislation and planning, state-level governance, disaster control arrangements, support to local government, exercise management arrangements, disaster recovery provisions and improvements to information management.

The Review will continue into the next reporting period.

## Tasmania Police Search and Rescue Capabilities

DPFEM reported a total of 262 search and rescue operations this reporting period, an increase of 9.2% on the 2014-15 reported number of 240.

## Westpac Air Rescue Helicopter

Since its launch in 2000, the Hobart-based Westpac Air Rescue Helicopter (the Helicopter) has performed over 2,000 rescues statewide. The Helicopter delivers aero-medical services, search and rescue services, and assistance in police operations, surveillance and other tasks as required. During this reporting period, the Helicopter experienced increased demand.

In late 2015, the Helicopter, with Tasmania Police and Ambulance Tasmania personnel, was featured in two episodes of the Channel 7 television observational documentary 'Air Rescue', highlighting the work of the Helicopter service nationally.

### Marine and Rescue Services

Marine and Rescue Services is based in Hobart and maintains, coordinates and trains specialist part-time units, including the Dive Squad, Land Squad and Helicopter Crew. The current marine rescue arrangement provides a comprehensive coverage of coastal waters, although response is dependent on weather and other climatic conditions. Tasmania Police also utilises the resources of Surf Life Saving Tasmania, which maintains and crews a number of Volunteer Marine Rescue assets across the State.

### Land-Based Searches

In addition to the Helicopter and Marine search and rescue capabilities, Tasmania Police also assists in Land-based searches in response to events such as personal beacon activations by bushwalkers. These land-based search activities are supported by SES and bushwalking clubs in a volunteer capacity. A high priority is placed on training, with a mandated training program for all search and rescue groups, including a major exercise conducted annually with all emergency services and volunteers to ensure readiness.

### Police Response to Emergency Situations

Tasmania Police, in conjunction with a number of partner agencies, provided a critical response in a number of emergency situations, including the bushfires in January and February 2016, and the flooding events in January and June 2016.

Police operation centres were activated in all Police Districts to command and control the police response during the bushfires and a significant police response from across the State was also required for the flooding emergencies. The response required Remote Area Teams, capable of operating under arduous conditions, and deployment of specialist equipment to assist in the response. The Tasmanian Government Interoperability register was initiated for the first time in the reporting period, which utilised the services of a number of volunteer SSEs to provide operational support to the emergency response.

Further to this, RPOS members were deployed as a readily mobile and responsive resource to assist during both of these extreme weather events and in other emergency situations throughout the State during the reporting period.

Ongoing training to test the responsiveness and capabilities of members involved in emergency responses were conducted during 2015-16, and will continue into the future to ensure that operational members remain prepared.

**Table 13: Summary of Performance Information – Output Group 4: Emergency Management**

<i>DPFEM Budget Paper Performance Measure<sup>1</sup></i>	<b>Unit of Measure</b>	<b>2012-13 Actual</b>	<b>2013-14 Actual</b>	<b>2014-15 Actual</b>	<b>2015-16 Target</b>	<b>2015-16 Actual</b>
<b>State Security and Rescue Operations</b>						
Number of Search and Rescue Operations conducted by Police	Number	210	134	240	n/a	<b>262</b>
Number of exercises managed by Special Response and Counter-Terrorism Unit	Number	44	30	19	≥ prev yr	<b>25</b>

I. The performance information for the State Emergency Services has been removed to reflect the change in reporting to Tasmania Fire Service.



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# Business

In achieving the DPFEM Mission to deliver quality policing and emergency management services, the Department provides a focus on leadership in the area of Business, with the aim to:

- continuously improve business processes to enhance our service
- develop business opportunities and processes to streamline and assist frontline service delivery
- enhance collaboration, coordination and cooperation in key business ventures.

## **Continuously Improve Business Processes to Enhance our Service**

### **Corporate Services Integration Project**

Wise, Lord and Ferguson was engaged to assist in the development of the most efficient and effective model for the combined delivery of shared services across Tasmania Police, TFS, SES and FSST.

The first phase of the Integration Project (the Project) was completed in the reporting period and realised the integration of finance and payroll services, information technology, information security, engineering and fleet, communications and asset services across the Department.

The Project has achieved a number of benefits across the Department, particularly in relation to streamlining processes, enhancing communications for emergency services and information technology support and service.

In March 2016, the Deputy Secretary was appointed and BES was established, as the corporate services arm of the Department. The appointment of the Deputy Secretary also saw phase two of the Project commence, with the integration of the human resources and

policy functions of the Department. The structural and business operation model for the new areas of People and Culture (formerly Human Resources Command) and Strategy and Support (formerly Executive Support Command) will be established from 4 July 2016.

### **Asset Management**

The Department's assets include buildings, vehicles and equipment, which are managed in accordance with DPFEM guidelines and the relevant legislation, including the *Workplace Health and Safety Act 1995*, *Work Health and Safety Act 2012* and *Safety Act 2012*, together with the Building Code of Australia and Treasurer's Instructions.

The Department's asset management policies and frameworks are currently being reviewed in line with the Project.

### **Risk Management**

The Department maintains a focus on the management of risk across the corporate and policy environments, supported by policies and guidelines.

In 2015-16, DPFEM worked towards developing a framework to manage corporate risk across the Department. The framework will assist in identifying significant risks and in determining mitigation strategies to address these. The framework will be implemented in 2016-17.

## Information Management and Information Technology Strategy

The development of the *Information Services and Communications Technology (ISCT) Strategy 2016-2020* commenced in 2015-16. The Strategy includes a Strategic Plan, Risk Analysis, Roadmap and Annual Action Plans.

The Strategy addresses the significant changes required with the creation of BES and the consolidation of complex and disparate ISCT environments, processes and resources across the Department. ISCT business areas include Information Technology Services, Communications Systems and Technology, Information Services, Information Security and the Trunk Mobile Radio Network (TMRN).

## Education and Training

To ensure that the Recruit Training Services Curriculum (the Curriculum) addresses the needs of Tasmania Police, a detailed review of the Curriculum was conducted in 2015-16. The review involved both senior officers, subject matter experts and University of Tasmania (UTAS) staff. All final changes made to the Curriculum were approved by the Curriculum Approval Board in early 2016. The Curriculum will continue to be reviewed annually to ensure that it continues to meet the future needs of the Department.

## State Service Strategic Management Program

The State Service Strategic Management Program (the Program) is an initiative between DPFEM, the State Service Management Office and UTAS. It provides a focus on strategic management and leadership, and developing effective networks and collaborative practice across agencies. Participants include police officers and senior State Service managers.

The Program was piloted and evaluated in 2015 and it is anticipated that it will be conducted on an annual basis.

## Develop Business Opportunities and Processes to Streamline and assist Frontline Service Delivery

### Electronic Forensic Case Note Trial

In early 2016, the first phase of the electronic forensic case note trial commenced, with the deployment of three new laptops in the FSST laboratory. If the trial is successful, this will allow FSST to move away from paper records and store all case related information electronically.

### Graduated Management Model for Police Complaints

DPFEM utilises the Graduated Management Model (GMM) to manage misconduct complaints in a timely manner. The Professional Standards Command, in collaboration with the Integrity Commissioner, undertook a review to establish whether the objectives of the GMM were achieved and if the model required further amendment.

A review found that, although the GMM made progress in meeting some of the needs of modern policing, there were areas where improvements could be made such as opportunities to reduce over-investigation of minor matters and to generally improve business process outcomes.

A major recommendation of the review was an extension of the philosophy of the GMM and the creation of an all-encompassing Conduct Management System (*Abacus*). During the reporting period, *Abacus* was developed and the consultation stage was completed. Assessment of feedback had commenced and it is anticipated that the final draft will be completed by 30 September 2016.

### Conflict of Interest, Declarable Associations, and Social Media

Professional Standards developed draft provisions for the Tasmania Police Manual (TPM) incorporating *Conflict of Interest, Declarable Associations and Social Media*. The provisions provide explanation, guidance and advice to police members on how to effectively manage an actual, perceived or potential conflict of interest, respond to and

manage a declarable association, and effectively manage the use of social media and online associations.

The draft TPM provisions on *Conflict of Interest, Declarable Associations and Social Media* have been finalised and will be subject to consultation in 2016-17.

### Vehicle Pursuit

TPM amendments concerning vehicle pursuits, vehicle interception, vehicle immobilisation devices and road blocks, and urgent duty driving were developed and implemented during this reporting period.

Following extensive consultation, and subsequent amendments to the draft, the approved TPM provisions were implemented on 1 February 2016. Mandatory training sessions have been delivered statewide.

## Enhance Collaboration, Coordination and Cooperation in Key Business Ventures

### Tasmanian Government Radio Network (TasGRN)

The TasGRN Project involves the development of a single whole-of-government radio network that will enable all Government users to transition from separate radio networks to a single mobile radio communication system.

The TasGRN Project is progressing and an independent Business Relationships Manager commenced in April 2016.

Partner agencies have been involved in the selection of technical consultants to work with the new project team to establish the business requirements and procurement methodology for a future whole-of-government network.

### Data Reporting

The Data Reporting Review (the Review), a systematic review of data reporting within the Department, was completed in 2015-16 and has resulted in a new database structure.

The new structure and datasets are designed to enable most of the regular

reporting to be easier and any new reports to be developed quickly. Where feasible, the counting rules and standard calculations are embedded in the datasets to ensure consistency of data.

The Review also resulted in the creation of a new intranet page providing a consolidated reporting site across the Department.

### **Review of DPFEM Intranets and Internet**

During 2015-16, the Department continued to undergo a number of significant organisational changes, including the integration of Corporate Services. As a result of this integration, a key business priority included a review of the DPFEM internet and intranet sites.

The recommendations of the review were supported by AMG and work commenced on developing an implementation plan. It is anticipated that the plan will be completed by early 2017.

### **Serious Organised Crime**

The development of a serious organised crime capability for Tasmania Police was established through the creation of SOCD. SOCD comprises the SOCU, Fraud and e-Crime Investigation Services, and the Unexplained Wealth Unit.

During the reporting period, SOCD received an increase in staff and continued to build its capacity to target crime entities and syndicates in Tasmania, including OMCs.

As a result of additional resources in SOCD, a number of operations, investigations and activities were effectively progressed in accordance with the SOCU Action Plan.

During 2015-16, a Capability Assessment for Fraud and e-Crime Investigation Services was scheduled, and it is anticipated that it will be completed in the next reporting period. A review of the fraud reporting processes and statistics is also scheduled to occur in the next financial year. During 2016-17, an additional two staff will be allocated to Fraud and e-Crime Services to enhance this capability.

### **Large Vessel Replacement Project**

The Large Vessel Replacement Project continued to be implemented in accordance with the Project Plan. During the reporting period, the minimum vessel requirements and specifications were developed in consultation with marine consultants Thompson Clarke Shipping Pty Ltd and independently verified by naval architect Seward Maritime. In March 2016, following an extensive tender evaluation process, Fine Entry Marine Pty Ltd was awarded the contract to design, construct and supply the new vessel. Southerly Design completed the design of *PV Cape Wickham* and, as per the Project Plan, it is expected to be commissioned by 30 June 2017.

### **Search and Rescue Capability**

During 2015-16, a review was conducted into the Tasmania Police Search and Rescue capability. The review considered the legislative, policy and protocol framework supporting capability, training arrangements, governance, reporting and equipment procurement with a view to ensuring that current response capability is both contemporary and meets best practice.

The review involved stakeholder consultation and research into issues that are likely to impact on Search and Rescue response into the future. The review also examined whether the current Search and Rescue provisions in the TPM reflect contemporary arrangements. The review and recommendations were finalised and have been provided to CMG for consideration and implementation.

### **Firearms Legislation**

During the reporting period, Phase I amendments to the *Firearms Act 1996* were implemented. Phase I involved a number of changes to processes and practices, most notably the provisions relating to paintball operations, which commenced in November 2015.

Work has continued on preparations for Phase 2 and 3 of the amendments which are progressing through the Tasmanian Parliament. These amendments relate to minor's permits, captive bolt devices, the surrender of unregistered firearms to dealers and changes to firearms storage requirements. Phase 2 is expected to commence in August 2016, with Phase 3 yet to be scheduled.

### **Terrorism Resilience**

In ensuring resilience to terrorism and other major security threats, SRCT continued to develop capacity amongst key stakeholders through the delivery of two Security Risk Management and Exercise Management courses during 2015-16. Course participants included employees from within the Tasmanian State Service and representatives of owners and operators of critical infrastructure and places of mass gathering.

SRCT continued to engage with owners and operators of Tasmania's critical infrastructure and places of mass gathering to build essential capabilities. In support of this, a robust methodology for risk ranking and assessment has been developed. This includes an approach specific to places of mass gatherings, which leads the way in Australia.

In addition, the SRCT proactively provides jurisdiction and sector-specific information to owners and operators of critical infrastructure and places of mass gathering on a range of security topics. Consultations with owners and operators of critical infrastructure and places of mass gathering will continue into the next financial year to validate previous information and guide future Tasmania Police engagement.

# Appendix A: Abbreviations and Acronyms

AAS	Australian Accounting Standards
AASB	Australian Accounting Standards Board
ABF	Australian Border Force
ABS	Australian Bureau of Statistics
ACC	Australian Crime Commission
AFP	Australian Federal Police
AMG	Agency Management Group
ASGS	Australian Standard Geographical Classification
ATO	Australian Taxation Office
BES	Business and Executive Services
CAD	Computer Aided Dispatch
CCTV	Closed-Circuit Television
CIB	Criminal Investigation Branch
CLAF	Crown Lands Administration Fund
CMG	Corporate Management Group
COAG	Council of Australian Governments
CoH	City of Hobart (formerly Hobart City Council)
CPR	Corporate Performance Report
DAP	<i>Disability Action Plan 2014-2017</i>
DFA	<i>Disability Framework for Action 2013-17</i>
DIS	Drug Investigation Services
DNA	Deoxyribonucleic acid
DPEM	Department of Police and Emergency Management
DPFEM	Department of Police, Fire and Emergency Management
e-LMS	Electronic Learning Management System
ESCAD	Emergency Services Computer Aided Dispatch
FSST	Forensic Science Service Tasmania
FTE	Full-time equivalent
g	Grams
GMM	Graduated Management Model
GST	Goods and Services Tax
HR	Human Resources
IFRS	International Financial Reporting Standards
ISAB	International Accounting Standards Board
ISCT	Information Services and Communication Technology
kg	Kilograms
km/h	Kilometres per hour
LGA	Local Government Area
LGBTI	Lesbian, Gay, Bisexual, Transgender and/or Intersex
LRP	Launceston Reception Prison
MAIB	Motor Accident Insurance Board
MDMA	Methylenedioxymethamphetamine

mL	Millilitre
n/a	Not available
NAGS	National Anti-Gang Squad
nat av / nat	National average / national
OFT	Oral Fluid Test
OMCG	Outlaw Motorcycle Gang
ORS	Offence Reporting System
PACB	Poppy Advisory and Control Board
PCYC	Police and Community Youth Club
PDAC	Premier's Disability Advisory Council
PINS	Police Infringement Notice System
PMB	Project Management Board
prev yr	Previous year
PV	Police Vessel
QMS	Quality Management Systems
RDS	Radio Dispatch Service
RFT	Request for Tender
RPOS	Road and Public Order Services
RSAC	Road Safety Advisory Council
RTI	Right to Information
SE	Standard Error
SEO	Senior Executive Officers
SES	State Emergency Service
SFCU	Safer Families Coordination Unit
SOCD	Serious Organised Crime Division
SOCU	Serious Organised Crime Unit
SOPP	Strategic Organisational Planning Project
SPA	Superannuation Provision Account
SRCT	Special Response and Counter-Terrorism
SSE	State Service Employee
TasGRN	Tasmanian Government Radio Network
TFS	Tasmania Fire Service
TI	Treasurer's Instruction
TMRN	Trunk Mobile Radio Network
TPM	Tasmania Police Manual
TRMF	Tasmanian Risk Management Fund
TTY	Teletypewriter
UTAS	University of Tasmania
VSRT	Victim Safety Response Team
WebEOC	Web-based Emergency Operations Centre
WHS	Workplace Health and Safety
yr	Year

## Appendix B: Boards

### STATUTORY BOARDS

#### Audit Committee

The Audit Committee is established in accordance with Section 22 of the *Financial Management and Audit Act 1990* and *Treasurer's Instruction No. 108*. The Committee is established to provide high-level assistance, advice and oversight with respect to matters of financial reporting, corporate governance, risk and control, and internal and external audit functions.

Membership	Position
Deputy Commissioner of Police	Chair
Assistant Commissioner, Crime and Operations	Member
Assistant Commissioner, Planning and Development	Member
Director, Finance and Physical Resources, DPFEM	Member
Director, Information Services and Communication Technology, DPFEM	Member
Deputy Chief Officer, Tasmania Fire Service	Member
Director, Finance and Budget Services, Department of Education	External Member

#### Police Review Board

The Police Review Board is established under the *Police Service Act 2003*. The principal functions of the Board involve the determination of applications for review in respect to promotions, demotions and terminations.

Membership	Position
Ms Patricia Leary	Chair
Mr Michael Stoddart	Member
Ms Linda Mason	Member
Mr Tom Tully	Member
Mr Ross Paine	Member
Mr Jonathan Rogers	Secretariat

### State Emergency Management Committee

The State Emergency Management Committee is established in accordance with Sections 7 and 8 of the *Emergency Management Act 2006* (the Act). The functions and powers are detailed in Section 9 of the Act.

Membership	Position
State Emergency Management Controller (Commissioner of Police)	Chair
Director, State Emergency Service	Executive Officer
Secretary, Department of Premier and Cabinet	Member
Secretary, Department of Health and Human Services	Member
Deputy Commissioner of Police	Member
Deputy Secretary, Department of Premier and Cabinet	Member
Chief Officer, Tasmania Fire Service	Member
Chief Executive Officer, Ambulance Tasmania	Member



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## Appendix C: Carbon Emissions

The Department is committed to addressing climate change through a reduction in emissions. The Department's Emissions Reduction Plan (the Plan) is consistent with the Tasmanian Government's *Framework for Action on Climate Change*, and is aimed at concentrating efforts on better energy usage, more efficient travel and transport, reducing waste, and raising awareness and commitment.

The goals established under the Department's Plan are to:

- reduce emissions associated with energy consumption within the Department's owned and leased properties
- reduce emissions through more efficient and effective transportation means, including the use of the Department's vehicle fleet
- decrease the total waste produced by the Department and increase the use of recycled products
- foster an organisational culture that recognises and encourages the actions of individuals and workgroups in achieving emissions reductions.

### Energy

All new developments and renovations incorporate, where possible, the following Ecologically Sustainable Design initiatives:

- performance double-glazing for optimal glazing thermal efficiencies, both in hot and cold situations
- windows screened by metal fins and screen shading louvers, to minimise solar loadings
- zoned lighting and heating mechanisms, which can be controlled as required
- a Building Management System, which controls the building's internal climate
- energy efficient floor plan
- heavy insulation
- use of low volume water saving plumbing fixtures
- instant gas hot water systems, to reduce storage demand on hot water systems.

Construction of the Dunalley Police Station in 2014 included double glazing, solar panels and Light-Emitting Diode (LED) lighting. The police station has performed well since opening, with electricity produced by solar panels at a level two and a half times the consumed amount.

In 2015-16, the upgrade of six police residences on the West Coast of Tasmania included a specification for high levels of wall, floor and ceiling insulation to ensure thermal performance.

### Waste

The Department continues to explore technology based initiatives to reduce its waste and a number of tangible waste reduction strategies have been implemented. This includes paper and cardboard recycling of office generated products. The Department has also extended its recycling initiative through the provision of recycled materials salvaged from the upgrade of police residences, being donated to the Queenstown Police Community and Youth Club.

### Awareness

All areas of DPFEM are represented on the Emissions Reduction Committee, which focuses on continuing to develop and implement the Plan, and promote awareness across the Department.

### Transport

DPFEM has actively sought to reduce and diversify its vehicle fleet to produce a smaller carbon footprint associated with the operation of vehicles.

**Table 14: Summary of DPFEM Energy Use and Emissions**

	2014-15 Emissions All Scopes (TC02-e)	014-15 GJ Consumption	2015-16 Emissions All Scopes (TC02-e)	2015-16 GJ Consumption
Electricity	2,565	40,145	1,251	33,824
Diesel Consumption (Transport)	2,136	28,674	2,177	29,215
Unleaded Petrol Consumption (Transport)	1,637	22,738	1,382	19,196
Premium Unleaded Consumption (Transport)	47	660	43	604
Unleaded with 10% Ethanol Consumption (Transport)	0	0	0	0
<b>Total</b>	<b>6,386*</b>	<b>92,217</b>	<b>4,853*</b>	<b>82,839</b>

Source: Tasmanian Climate Change Office, Department of Premier and Cabinet

\*Figures have been rounded.

## Appendix D: Consultancies and Contracts

The Department ensures procurement is undertaken in accordance with the mandatory requirements of the *Treasurer's Instructions* relating to procurement, including that Tasmanian businesses are given every opportunity to compete for Agency business. It is the Department's policy to support Tasmanian businesses whenever they offer best value for money for the Government.

Table 15 provides a summary of the level of participation by local businesses for contracts, tenders and/or quotations with a value of \$50,000 or over (excluding GST).

**Table 15: Summary of Participation by Local Business (for contracts, tenders and/or quotations with a value of \$50,000 or over (ex GST))**

Total number of contracts Awarded (including consultancy)	\$42,357,778	12
Total number of contracts Awarded (including consultancy) to Tasmanian businesses	\$19,339,088	5
Total number of tenders called and/or quotation processes run		12
Total number of bids and/or written quotations received		36
Total number of bids and/or written quotations received from Tasmanian businesses		24

Table 16 provides detailed information on contracts (excluding consultancy with a value of \$50,000 or over (excluding GST)).

**Table 16: Contracts with a value of \$50,000 or over (ex GST) and excluding consultancy contracts**

Contractor Name	Contractor Location	Contract Description	Contract Period	Contract Total Value (\$)
Vos Construction	Hobart, Tasmania	Renovation of Six Queenstown Residences	27/4/2016 to 30/9/2016	\$998,474
Agilent Technologies	Mulgrave, Victoria	Procurement of a Gas Chromatograph/ Mass Spectrometer (GCMS)	10/4/2016	\$106,858
Casewise	Melbourne, Victoria	Supply and Maintenance of a Business Process Mapping Management Suite	1/2/2016	\$166,375

Contractor Name	Contractor Location	Contract Description	Contract Period	Contract Total Value (\$)
Ultimate Positioning Group	Melbourne, Victoria	Total Robotic Station	9/6/2016	\$153,600
Fujitsu	Docklands, Victoria	Provision of a Common Integrated Emergency Services Dispatch System for the Tasmanian Emergency Services	31/3/2016 to 31/7/2022	\$14,608,347
Fine Entry Marine Pty Ltd	Geraldton, Western Australia	Purchase or Design and build an Offshore Police Patrol Vessel	14/3/2016 to 30/06/2017	\$6,441,200
Healthy Business Performance Group	Bellerive, Tasmania	Provision of Physical Exercise Training, Including Sports Medicine Advice and Team Building Exercise for the Tasmania Police Academy (Recruit Training)	1/2/2016 to 1/2/2019	\$67,980
Explosive Protective Equipment	Fortitude Valley, Queensland	Procurement of Digital Vanguard Remote Positioning Vehicle	20/6/2016	\$196,006
Mendelssohn Construction	Launceston Tasmania	Asbestos Removal Launceston PCYC	10/03/2016	\$99,876
RTAS	Hobart, Tasmania	Design Services and Contract Management Services to Renovate Five Queenstown Police Residences	17/11/2015 to 30/12/2016	\$66,090
Ericsson Australia	Docklands, Melbourne	TMRN Operation and Maintenance Services Agreement	22/12/2015 to 21/12/2020	\$17,953,068

Table 17 provides detailed information on consultancies with a value of \$50,000 or over (excluding GST).

**Table 17: Consultancies with a value of \$50,000 or over (ex GST)**

Contractor Name	Contractor Location	Contract Description	Contract Period	Consultancy Total Value (\$)
DHHS	Hobart, Tasmania	Salary costs for DHHS staff working on ESCAD Project	01/07/2015 to 30/06/16	\$77,086
GSD Advisors Pty Ltd	Lindisfarne, Tasmania	Project Services for ESCAD	01/07/2015 to 30/06/16	\$269,285
J Mazengarb	Lindisfarne, Tasmania	Consultancy Services for ESCAD	01/07/2015 to 30/06/16	\$339,340
GSD Advisors Pty Ltd	Lindisfarne, Tasmania	Consulting services for Whole of Government Radio Project	April to June 2016	\$58,925
UXC Consulting	Sydney, New South Wales	Technical consultancy for TMRN	June 2015 to January 2016	\$63,615

### Procurement from Businesses that Provide Employment to Persons with Disabilities

Under TIs 1127 and 1231, agencies may directly procure from businesses that “predominantly exist to provide the services of persons with a disability” without the need to undertake a full quotation or tender process. No contracts were awarded under these TIs in 2015-16.

### Contract Extensions

Under TIs 1115(4), a Head of Agency may approve the extension of a contract for a period of no longer than one year where, due to exceptional circumstances, the extension is required to enable a full procurement process to be properly undertaken or where other exceptional circumstances exist that justify the extension. No contracts were extended in 2015-16.

### **Exemptions Approved During 2015-16 in Relation to Disaggregate Contracts**

Under TIs 1119(5) and 1225(5), a Head of Agency may approve an exemption from the requirement to disaggregate substantial contracts. No exemptions were approved during 2015-16.

### **Confidentiality of Government Contracts**

TI 1401 provides for a Head of Agency to approve the inclusion of a confidentiality provision for contracts entered into on, or after 15 September 2012. In December 2015, approval was granted for confidentiality provisions to be included in the contract awarded to Ericsson Australia, mainly in relation to the removal of information which identified the locations of radio sites and other radio network infrastructure.

# Appendix E: Corporate Governance and Committees

## Corporate Governance

### Agency Management Group

Membership	Position
DPFEM Secretary and Commissioner of Police	Chair
Deputy Commissioner of Police	Member
Chief Officer, TFS	Member
DPFEM Deputy Secretary	Member
Manager, Media and Communications DPFEM	Member
Manager, Office of the Commissioner	Member
Principal Executive Officer, BES	Member
Principal Executive Officer, Chief Fire Officer	Member

### Corporate Management Group

Membership	Position
Commissioner of Police	Chair
Deputy Commissioner of Police	Member
DPFEM Deputy Secretary	Member
Assistant Commissioner of Police, Crime and Operations	Member
Assistant Commissioner of Police, Planning and Development	Member
Manager, Media and Communications DPFEM	Member
Staff Officers/Principal Executive Officers DPFEM	Member

### Senior Executive Officers

Police SEO Membership	Position
Commissioner of Police	Chair
Deputy Commissioner of Police	Member
DPFEM Deputy Secretary	Member
Assistant Commissioner of Police, Crime and Operations	Member
Assistant Commissioner of Police, Planning and Development	Member
Tasmania Police Commanders	Member



### Senior Executive Officers

Police SEO Membership	Position
Manager, Office of the Commissioner	Member
Manager, Media and Communications DPFEM	Member
DPFEM SEO Membership	Position
DPFEM Secretary and Commissioner of Police	Chair
Deputy Commissioner of Police	Member
DPFEM Deputy Secretary	Member
Assistant Commissioner of Police, Crime and Operations	Member
Assistant Commissioner of Police, Planning and Development	Member
Tasmania Police Commanders	Member
Director, Finance and Physical Resources	Member
Director, Information Services and Communication Technology	Member
Director, Forensic Science Service Tasmania	Member
Chief Officer, TFS	Member
Deputy Chief Officer, TFS	Member
Manager, Human Resources, TFS	Member
Director, Community Fire Safety, TFS	Member
Regional Chiefs, TFS	Member
Director, SES	Member
Assistant Director, Operations and Resources, SES	Member
Assistant Director, Emergency Management, SES	Member
Principal Legal Officer	Member
Manager, Media and Communications	Member
Manager, Office of the Commissioner	Member
Manager, TMRN	Member

## Committees

### Project Management Board

Membership	Position
Deputy Commissioner of Police	Chair
DPFEM Deputy Secretary	Member
Assistant Commissioner of Police, Planning and Development	Member
Assistant Commissioner of Police, Crime and Operations	Member
Director, Finance and Physical Resources	Member
Director, Information Services and Communication Technology	Member
Commander, Operations Support	Member
Commander, Executive Support	Member
Director, SES	Member
Manager, Information Security	Member
Inspector, Business Improvement Unit, Executive Support	Member

### DPFEM Procurement Review Committee

Membership	Position
Director, Finance and Physical Resources	Chair
Manager, Property and Procurement Services	Member
Manager, Contracts and Procurement	Member
Manager, Finance and Payroll Services	Member
Manager, Information Security	Member
Executive Officer, Purchasing and Stores, TFS	Member

## Appendix F: Deaths in Custody

Deaths in Police Custody and during Custody-Related Police Operations (Tasmania)	2012-13	2013-14	2014-15	2015-16
Category 1*	0	0	0	1
Category 2	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>

### Category 1: Institutional or Close Contact Custody:

- deaths in (or during transfer to/from) institutional settings (including police stations, lockups, police vehicles)
- other deaths in police operations where officers were in close contact with the deceased.

### Category 2: Other Custody-Related Police Operations:

- other deaths during custody-related police operations (including situations where officers did not have such close contact with the person as to be able to significantly influence or control the person's behaviour; and most sieges).

Deaths in Custody are monitored in response to a recommendation by the *Royal Commission into Aboriginal Deaths in Custody*.

\* The death relates to the police shooting incident in Cooeee on 24 May 2016, and remains subject to an internal investigation by Tasmania Police Professional Standards and coronial inquiry.

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## Appendix G: Disability Framework for Action

In response to the introduction of the Tasmanian Government Disability Framework for Action 2013-2017 (DFA), DPFEM developed a Disability Action Plan 2014 – 2017 (DAP). The focus of DAP is to meet the objectives of the DFA by identifying and removing barriers for people with disabilities.

In August 2013, the Department released the *Disability Access and Inclusion Policy*. The Policy acknowledged the aims of the DFA with the following statement:

*It is the policy of the Department of Police and Emergency Management to deliver quality policing and emergency management services to people with disabilities, their families and carers, ensuring that they have equal access to the full range of services, information and facilities provided by the Department.*

In 2015-16, DPFEM reported to the Tasmanian Government on progress against the four key areas of the DFA:

1. Access to services and programs
2. Access to employment opportunities, career development, retention and recruitment
3. Access to buildings, facilities, venues and off-premises events
4. Access to information (printed materials, websites, audio and video).

### **I. Access to Services and Programs**

The DPFEM Equity and Diversity Policy is underpinned by the principles of the *Tasmanian Anti-Discrimination Act 1998*, which prohibits discrimination on the basis of disability. All employees participate in mandatory and regular equity and diversity training to ensure awareness of the rights of people with a disability.

The integration of DPFEM human resource functions commenced 30 June 2016 and will enable a more consistent approach to disability, carer and welfare issues across the Department. Importantly, a number of changes have already been successfully implemented. Consultation between service areas, as part of the integration process, is creating more cohesive and focused work groups, with the challenge in this arena being to not only maintain current disability service levels, but to expand and consolidate services.

Implementation of the text messaging service, to make contact directly with the police Radio Dispatch Services (RDS), enables police, on receipt of a text message, to dispatch a response unit to their location, text back, or call the person using the National Relay Service. This service is not designed for use in emergencies.

In 2015, it was reported to the Premier's Disability Advisory Council (PDAC):

*The service has not been utilised by people with a disability as yet, and this is likely due to the limited promotion or awareness of the service at this stage. Information on this service is currently available on the Tasmania Police website, and is also on the Tasdeaf website. Radio Dispatch Services will monitor the service and improvements implemented if identified.*

Since that report the service has been utilised, although infrequently, and has proven to make a significant difference to people with a hearing or speech impairment. In early 2016, RDS purchased a new device to further enhance the service. The new device, with a larger interface, allows operators easier notification access and improved monitoring ability.

The Tasmania Police Academy utilises a consultant psychiatrist to present to police professional development courses and frontline refresher training courses. The psychiatrist has considerable experience working in the Mental Health facilities of the Royal Hobart Hospital. Presentations include information on mental illness and advice on strategies when interacting with people suffering from mental health issues. The psychiatrist also provides advice to inform police trainees on these issues in courses conducted by the Operational Skills Unit and as part of the Vulnerable Persons Module. This training informs strategies to be used by recruits when approaching people from diverse backgrounds and with disabilities.

In 2015, the review of the Equity and Diversity package provided to volunteers, as provided to PDAC, emphasised the need to ensure that the package includes a component on Mental Health first aid.

To facilitate this, approval has recently been granted for two employees to attend 'Train the Trainer' Mental Health First Aid training interstate. This training should be finalised in late 2016, with subsequent training to DPFEM employees conducted via presentations on scheduled training days and in group learning environments.

## **2. Access to Employment Opportunities, Career Development, Retention and Recruitment**

The Department reviews State Service Vacancies as they occur, providing an opportunity to consider all recruitment methods, including the State Service Disability Employment Register. DPFEM employees who identify as working with disability are supported in the workplace and in their career development activities.

Tasmania Police recruitment has been a focus during the reporting period, due to the Tasmanian Government commitment to restore police staffing levels. DPFEM commits to ensuring that people who may identify with disability are not discriminated against, however applicants must meet job specific educational and medical requirements.

The annual 'People Matters Survey' will provide increased information concerning the needs of disabled persons employed in the newly amalgamated DPFEM corporate business units. As the inaugural survey since its restructure, it is expected to provide valuable insight into the current organisational workforce and inform future directions.

## **3. Access to Buildings, Facilities, Venues and Off-Premises Events**

In May 2016, a disability access ramp was installed in the Launceston Police Headquarters at a cost of \$50,000.

The preferred solution for disability access to the Hobart City Police Station has been costed at \$220,000, and DPFEM are currently working with the Department of Treasury and Finance in relation to this matter.

## **4. Access to Information (Printed Materials, Websites, Audio and Video)**

The Tasmania Police internet site maintains Web Content Accessibility Level AA standard.

The internet site also includes a number of options to source contemporary information, or to communicate with Tasmania Police, including Facebook and Twitter. Other options for people with disability to contact the Department include the National Relay Service and TTY, along with the SMS facility as described in *1. Access to programs and services*.

Accessibility options are available on the website, including the option to select documents in various formats. Further assistance in accessing information to suit individual needs is available on request.

The DPFEM website ([www.dpfem.tas.gov.au](http://www.dpfem.tas.gov.au)) provides links to Tasmania Police, FSST, SES and TFS and includes contact us and accessibility sections.

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# Appendix H: Documents and Publications

## Corporate Publications

- *Aboriginal Strategic Plan*
- *Alcohol Implementation Plan*
- *Annual Report*
- *Business Priorities*
- *DPFEM Contracts valued over \$2 million (not as the result of a procurement)*
- *Crime Statistics Supplement*
- *Disability Action Plan*
- *Guiding Principles*
- *Service Charter*
- *Strategic Direction.*

## Community Relations Documents

- *Alcohol and Boats*
- *Be Alert – Scams and Fraud*
- *Child Safety Handbook*
- *Closed Circuit Television*
- *Graffiti and Aerosol Paint Laws*
- *Home Security Audit*
- *Business Security Audit*
- *Laser Pointer Information*
- *Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Liaison Officers*
- *List of Police Stations*
- *Park Smart*
- *Party Safe – Form*
- *Permits for Events*
- *Personal Safety Handbook*
- *Rank Insignia*
- *Residential Burglary Prevention*
- *Robbery Prevention and Procedures*
- *Road Cycle Races – Guidelines*
- *Rural and Remote Area Crime*
- *Shoplifting Prevention and Detection*
- *Tasmania Police Colouring Book*
- *Tattooing, Body Modification and Body Piercing of Youths*
- *Tourist Tips*
- *Vehicle Clamping and Confiscation laws*
- *Verbal and Physical Abuse Poster*
- *Youth and Alcohol.*

All documents and publications are available from the Tasmania Police website ([www.police.tas.gov.au](http://www.police.tas.gov.au))

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# Appendix I: Head of Agency Authority

## **State Emergency Management Act 2006**

Section 63 of the *Emergency Management Act 2006* (the Act) requires the State Emergency Management Controller (Head of Agency for the Department) to report on the operation of that Act. The report is to include details about each authorisation or declaration of a state of emergency made, amended or extended under Divisions 2, 3 and 4 of Part 3 of the Act, or any other matters required by the Minister.

The authorisations relate to the use of risk identification/assessment powers of entry, emergency powers and special emergency powers.

During 2015-16, no authorisations or declarations of a state of emergency under Divisions 2, 3 and 4 of Part 3 of the Act were made during the financial year.

## **Public Interest Disclosures Act 2002**

Section 86 of the *Public Interest Disclosures Act 2002* (the Act) requires the Department to report on its activities in relation to the Act. The Department has prepared guidelines identifying the roles and responsibilities for key stakeholders, as well as the investigation process and reporting system. These guidelines are available on the Tasmania Police internet site ([www.police.tas.gov.au](http://www.police.tas.gov.au)).

During 2015-16, no disclosures were made to the Department under the Act.



D L Hine APM  
Secretary  
Department of Police, Fire and Emergency Management

30 June 2016

## **Superannuation Certificate**

I, Darren Hine, Secretary, Department of Police, Fire and Emergency Management, hereby certify that the Department met its obligations under the *Commonwealth Superannuation Guarantee (Administration) Act 1992*, in respect of those employees of the Department who were members of complying superannuation schemes to which the Department contributed.



D L Hine APM  
Secretary  
Department of Police, Fire and Emergency Management

30 June 2016



# Appendix J: Human Resources Statistics

**Table 18: Total Number of DPFEM Employees as at 30 June 2016**

	Police		State Service		TOTAL	
	2014-15	2015-16	2014-15	2015-16	2014-15	2015-16
Full-time equivalent employees	1170.19	<b>1210.13</b>	303.57	<b>390.66</b>	1473.76	<b>1600.79</b>
Head count excluding casuals	1210	<b>1252</b>	330	<b>417</b>	1540	<b>1669</b>
Head count casuals	N/A	<b>N/A</b>	5	<b>11</b>	5	<b>11</b>

**Table 19: Total Number of Tasmania Police Employees by District as at 30 June 2016**

	2014-15			2015-16		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Commissioners	3	0	3	<b>3</b>	<b>0</b>	<b>3</b>
Commissioner's Office	3	0	3	<b>3</b>	<b>0</b>	<b>3</b>
Executive Support	14	0	14	<b>19</b>	<b>0</b>	<b>19</b>
Human Resources	64	2	66	<b>81</b>	<b>4</b>	<b>85</b>
Northern District	230	21	251	<b>232</b>	<b>21</b>	<b>253</b>
Operations Support	134	20	154	<b>140</b>	<b>23</b>	<b>163</b>
Professional Standards	8	0	8	<b>9</b>	<b>0</b>	<b>9</b>
Southern District	439	37	476	<b>440</b>	<b>37</b>	<b>477</b>
Special Response and Counter-Terrorism Unit	8	0	8	<b>11</b>	<b>0</b>	<b>11</b>
Western District	215	12	227	<b>214</b>	<b>15</b>	<b>229</b>
<b>TOTAL</b>	<b>1118</b>	<b>92</b>	<b>1210</b>	<b>1152</b>	<b>100</b>	<b>1252</b>

**Table 20: Total Number of State Service Employees as at 30 June 2016 by Area**

	2014-15				2015-16			
	Full-time	Part-time	Casual	Total	Full-time	Part-time	Casual	Total
Commissioners	1	0	0	1	1	0	0	1
Commissioner's Office	4	0	0	4	4	0	0	4
Business and Executive Services <sup>#</sup>	0	0	0	0	146	23	0	169
Corporate Services <sup>#</sup>	85	19	0	104	0	0	0	0
Executive Support	13	6	0	19	15	7	0	22
Forensic Science Service Tasmania	27	5	1	33	27	7	1	35
Human Resources	19	7	0	26	18	7	0	25
Northern District	15	7	0	22	21	8	0	29
Operations Support	41	5	4	50	47	5	9	61
Professional Standards	2	0	0	2	2	0	0	2
Southern District	31	10	0	41	37	7	1	45
Special Response and Counter-Terrorism Unit	3	1	0	4	4	1	0	5
Western District	16	13	0	29	19	11	0	30
<b>TOTAL*</b>	257	73	5	335	341	76	11	428

<sup>#</sup>Phase one of the Corporate Services Integration Project involved the integration of police and fire corporate service business units under the new DPFEM BES area. The increase in state service employees is attributable to the incorporation of TFS personnel.

**Table 21: Tasmania Police Employees by Rank as at 30 June 2016**

	2014-15	2015-16
Deputy Commissioner	1	1
Assistant Commissioner	2	2
Commander	8	7
Inspector	41	43
Sergeant	209	218
Constable	927	942
Trainee	22	39
<b>TOTAL</b>	<b>1210</b>	<b>1252</b>

**Table 22: State Service Employees Award Classification as at 30 June 2016**

	Tasmania Police		FSST	
	2014-15	2015-16	2014-15	2015-16
Head of Agency	1	1	0	0
Senior Executive Service	2	4	1	1
Tasmanian State Service	287	376	10	11
Professional (inc. FSST & Allied Health)	1	1	22	22
Legal Practitioners	10	11	0	0
Misc. Workers (Public Sector)	1	1	0	0
<b>TOTAL*</b>	302	394	33	34

**Table 23: Employment Authority as at 30 June 2016**

	Police		State Service	
	2014-15	2015-16	2014-15	2015-16
Permanent	1199	1242	313	386
Fixed-term	0	0	18	35
Contract	11	10	4	7
<b>TOTAL*</b>	1210	1252	335	428

**Table 24: Age Profile of all Employees as at 30 June 2016**

	Police		State Service	
	2014-15	2015-16	2014-15	2015-16
15-19	2	6	0	1
20-24	56	45	4	9
25-29	118	130	19	29
30-34	169	179	41	44
35-39	176	169	25	42
40-44	256	231	56	70
45-49	212	254	50	63
50-54	169	172	54	61
55-59	38	52	46	60
60-64	14	14	28	36
65-69	0	0	12	13
<b>TOTAL*</b>	1210	1252	335	428

**Table 25: Gender Analysis as at 30 June 2016**

	Police		State Service	
	2014-15	2015-16	2014-15	2015-16
Male	832	858	117	177
Female	378	394	218	251
<b>TOTAL*</b>	1210	1252	335	428

**Table 26: Staff Turnover**

	Police		State Service			
	2014-15	2015-16	2014-15		2015-16	
			Perm	Fixed-Term	Perm	Fixed-Term
Commencements*	42	66	11	10	93	35
Separations*	23	24	26	20	25	10

**Table 27: Separation Reasons**

	Police		State Service	
	2014-15	2015-16	2014-15	2015-16
Resignation	8	11	24	9
Retirement - Age	1	2	0	0
Retirement - Ill Health	0	0	0	2
Retirement - Voluntary	14	8	8	6
End of Contract (Section 29 – <i>State Service Act 2000</i> )	0	0	0	0
End of Temporary Appointment/Contract*	0	0	13	8
Dismissal	0	2	0	0
Deceased	0	0	0	0
Redundancy	0	0	0	0
Transfer/Promotion	0	1	5	10
Completion of Secondment to DPFEM	0	0	0	0
Commence Secondment Tasmanian State Service	0	0	1	0
Redeployment (Section 49 – <i>State Service Act 2000</i> )	0	0	0	0
Abandonment of Position	0	0	0	0
Termination - Probation	0	0	0	0
Separation Incentive	0	0	0	0
<b>TOTAL*</b>	23	24	51	35

**Table 28: Leave Without Pay as at 30 June 2016**

	Police		State Service	
	2014-15	2015-16	2014-15	2015-16
Number of Employees	20	19	3	10

**Table 29: Sick Leave as at 30 June 2016**

	Police		State Service	
	2014-15	2015-16	2014-15	2015-16
Sick Leave Hours - Full Pay	55175.48	55447.02	20076.40	21485.02
Sick Leave Hours - Average Hours per Employee	45.60	44.29	60.84	51.52

**Table 30: Excess Leave as at 30 June 2016**

	Police		State Service	
	2014-15	2015-16	2014-15	2015-16
Excess Annual Leave pro rata – Number of Employees (Excess Annual Leave more than two years accrual)	40	52	14	24
Excess Long Service Leave – Number of Employees (Excess Long Service Leave 100 days)	0	1	0	0

Source: Payroll Services, DPfEM.

\*Includes casual State Service Employees.

Note: State Emergency Service personnel are not included in this data.

## Appendix K: Pricing Policies

In accordance with the Government's policy on fees and charges, costs are based on a full cost recovery model.

### Coronial Matters

<b>Description</b>	Coronial files and matters currently under investigation
<b>Fee</b>	Determined upon request
<b>Process</b>	Apply in writing to Tasmania Police, Coronial Services: <ul style="list-style-type: none"><li>• Southern District: GPO Box 308, HOBART TAS 7001, <a href="mailto:coroners.hobart@police.tas.gov.au">coroners.hobart@police.tas.gov.au</a></li><li>• Northern and Western Districts: PO Box 45, LAUNCESTON TAS 7250 <a href="mailto:coroners.launceston@police.tas.gov.au">coroners.launceston@police.tas.gov.au</a></li></ul>

<b>Description</b>	Historical/completed coronial matters
<b>Fee</b>	Determined upon request
<b>Process</b>	Apply in writing to: <ul style="list-style-type: none"><li>• Coronal Clerk, Coroners' Office, Department of Justice, GPO Box 354, HOBART TAS 7001 <a href="mailto:coroners.hbt@justice.tas.gov.au">coroners.hbt@justice.tas.gov.au</a></li></ul>

### Forensic Photographs

<b>Description</b>	Photograph copy (limited availability, reviewed on a case-by-case basis)
<b>Fee</b>	CD (regardless of number of images): \$20
<b>Process</b>	Apply in writing to: <ul style="list-style-type: none"><li>• Officer in Charge, Forensic Services, GPO Box 308, HOBART TAS 7001</li></ul>

### Offence Reports

<b>Description</b>	Verification that a crime has been reported to police, including a description of any property reported stolen or damaged
<b>Fee</b>	\$53.90 <ul style="list-style-type: none"><li>• cheque made payable to Tasmania Police, or</li><li>• cash (exact change preferred)</li></ul>
<b>Process</b>	Apply in writing to: <ul style="list-style-type: none"><li>• Offence and Crash Reporting, GPO Box 308, HOBART TAS 7001, <a href="mailto:information.services@police.tas.gov.au">information.services@police.tas.gov.au</a>, or</li><li>• Request and collect in person Monday-Friday, 47 Liverpool Street, Hobart</li></ul>

### Police File Disclosure of Information

<b>Description</b>	Prosecution/Police File relating to offence/s you have been charged with
<b>Fee</b>	\$53.90
<b>Process</b>	Application form (Request for Disclosure of Information) available from: <ul style="list-style-type: none"><li>• <a href="http://www.police.tas.gov.au">www.police.tas.gov.au</a>, or</li><li>• Prosecution Services office; Hobart, Launceston or Devonport Station (contact details available at <a href="http://www.police.tas.gov.au">www.police.tas.gov.au</a>)</li></ul>

### Police Record Check

<b>Description</b>	Police record of an individual's court convictions and/or matters
<b>Fee</b>	<ul style="list-style-type: none"><li>• Tasmania Police Record: No cost for supply of one per year</li><li>• National Police Record: \$45*</li><li>• National Police Record and Fingerprint Check: \$120*</li><li>• National Police Record for accredited volunteers: \$5</li></ul>
<b>Process</b>	Application form available from: <ul style="list-style-type: none"><li>• Police Stations</li><li>• Service Tasmania outlets</li><li>• Tasmania Police website (<a href="http://www.police.tas.gov.au">www.police.tas.gov.au</a>)</li><li>• Criminal History Services, Tasmania Police, <a href="mailto:criminalhistoryservices@police.tas.gov.au">criminalhistoryservices@police.tas.gov.au</a> or (03) 6173 2928</li></ul>

\*Can also require completion to satisfy requirements associated with Security or Gaming Licences, or visa applications.

### Right to Information

<b>Description</b>	Information not routinely or otherwise available
<b>Fee</b>	\$38.25
<b>Process</b>	<ul style="list-style-type: none"><li>• Application for Assessed Disclosure form available from the Tasmania Police website (<a href="http://www.police.tas.gov.au">www.police.tas.gov.au</a>).</li><li>• Applicants should ensure the requested information is not already available, as the application may be refused</li></ul>



## Speed Camera Photograph

<b>Description</b>	Speed Camera photograph relating to an Infringement Notice
<b>Fee</b>	Nil
<b>Process</b>	Contact: <ul style="list-style-type: none"><li>• Traffic Liaison Services, Tasmania Police, GPO Box 308, HOBART TAS 7001, <a href="mailto:traffic.liaison@police.tas.gov.au">traffic.liaison@police.tas.gov.au</a>, (03) 6173 2963, or</li><li>• Nearest police station (contact details available at <a href="http://www.police.tas.gov.au">www.police.tas.gov.au</a>)</li></ul>

## Traffic/Crash Report

<b>Description</b>	Traffic/Crash Report (for a crash you or your vehicle were involved in)
<b>Fee</b>	\$53.90 <ul style="list-style-type: none"><li>• cheque made payable to Tasmania Police, or</li><li>• cash (exact change preferred)</li></ul>
<b>Process</b>	Apply in writing to: <ul style="list-style-type: none"><li>• Offence and Crash Reporting, GPO Box 308, HOBART TAS 7001, <a href="mailto:information.services@police.tas.gov.au">information.services@police.tas.gov.au</a>, or</li><li>• request and collect in person Monday-Friday, 47 Liverpool Street, Hobart</li></ul>



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# Financial Statements

For the year ended

30 June 2016



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## Certification

The accompanying Financial Statements of the Department of Police, Fire and Emergency Management are in agreement with the relevant accounts and records and have been prepared in compliance with Treasurer's Instructions issued under the provisions of the *Financial Management and Audit Act 1990* to present fairly the financial transactions for the year ended 30 June 2016 and the financial position as at the end of the year.

At the date of signing I am not aware of any circumstances which would render the particulars included in the financial statements misleading or inaccurate.

A handwritten signature in black ink, appearing to read 'D. Hine', written in a cursive style.

D L Hine APM  
Secretary  
Department of Police, Fire and Emergency Management

22 September 2016

## Comprehensive Income for the year ended 30 June 2016

	Notes	2016 Budget \$'000	2016 Actual \$'000	2015 Actual \$'000
<b>Continuing operations</b>				
<b>Revenue and other income from transactions</b>				
Revenue from Government				
Appropriation revenue - recurrent	6.1	196,211	196,611	186,295
Appropriation revenue - works and services	6.1	12,140	9,046	-
Other revenue from Government	6.1	500	500	1,500
Grants	6.2	2,654	2,937	3,866
Sales of goods and services	6.3	1,844	2,479	2,352
Contributions received	6.4	-	-	986
Other revenue	6.5	11,504	17,762	17,513
<b>Total revenue and other income from transactions</b>		<b>224,853</b>	<b>229,335</b>	<b>212,512</b>
<b>Expenses from transactions</b>				
Employee benefits	7.1	163,030	163,397	157,048
Depreciation and amortisation	7.2	8,390	9,254	10,163
Supplies and consumables	7.3	36,191	48,803	45,753
Grants and subsidies	7.4	2,823	2,582	2,973
Finance costs	7.5	39	30	66
Other expenses	7.6	2,126	3,193	2,755
<b>Total expenses from transactions</b>		<b>212,599</b>	<b>227,259</b>	<b>218,758</b>
<b>Net result from transactions (net operating balance)</b>		<b>12,254</b>	<b>2,076</b>	<b>(6,246)</b>
<b>Other economic flows included in net result</b>				
Net gain/(loss) on non-financial assets	8.1	-	(724)	274
<b>Total other economic flows included in net result</b>		<b>-</b>	<b>(724)</b>	<b>274</b>
<b>Net result</b>		<b>12,254</b>	<b>1,352</b>	<b>(5,972)</b>
<b>Other comprehensive income</b>				
<i>Items that will not be reclassified subsequently to profit or loss</i>				
Changes in property, plant and equipment revaluation reserve	12.1	26,572	-	-
<b>Total other comprehensive income</b>		<b>26,572</b>	<b>-</b>	<b>-</b>
<b>Comprehensive result</b>		<b>38,826</b>	<b>1,352</b>	<b>(5,972)</b>

This Statement of Comprehensive Income should be read in conjunction with the accompanying notes.

Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 4 of the accompanying notes.

## Statement of Financial Position as at 30 June 2016

	Notes	2016 Budget \$'000	2016 Actual \$'000	2015 Actual \$'000
<b>Assets</b>				
<i>Financial assets</i>				
Cash and deposits	13.1	1,751	4,397	3,104
Receivables	9.1	1,163	1,399	1,361
Other financial assets	9.2	98	189	131
<i>Non-financial assets</i>				
Inventories	9.3	782	947	879
Property, plant and equipment	9.4	258,075	188,197	195,972
Intangibles	9.5	661	2,728	62
Other assets	9.6	1,530	1,632	1,289
<b>Total assets</b>		<b>264,060</b>	<b>199,489</b>	<b>202,798</b>
<b>Liabilities</b>				
Payables	10.1	3,395	1,953	3,197
Interest bearing liabilities	10.2	-	-	1,905
Employee benefits	10.3	47,956	53,554	54,305
Other liabilities	10.5	520	2,930	1,050
<b>Total liabilities</b>		<b>51,871</b>	<b>58,437</b>	<b>60,457</b>
<b>Net assets</b>		<b>212,189</b>	<b>141,052</b>	<b>142,341</b>
<b>Equity</b>				
Reserves	12.1	164,414	108,837	110,844
Accumulated funds		47,775	32,215	31,497
<b>Total equity</b>		<b>212,189</b>	<b>141,052</b>	<b>142,341</b>

This Statement of Financial Position should be read in conjunction with the accompanying notes.

Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 4 of the accompanying notes.

## Statement of Cash Flows for the year ended 30 June 2016

	Notes	2016 Budget \$'000	2016 Actual \$'000	2015 Actual \$'000
<b>Cash flows from operating activities</b>		Inflows (Outflows)	Inflows (Outflows)	Inflows (Outflows)
<b>Cash inflows</b>				
Appropriation receipts - recurrent		196,211	196,611	186,295
Appropriation receipts – works and services		12,140	9,046	-
Other revenue from Government		-	2,334	500
Grants		2,654	2,909	3,866
Sales of goods and services		1,844	2,412	2,380
GST receipts		6,200	6,028	5,644
Other cash receipts		11,504	17,909	16,839
<b>Total cash inflows</b>		<b>230,553</b>	<b>237,249</b>	<b>215,524</b>
<b>Cash outflows</b>				
Employee benefits		(166,973)	(164,144)	(154,559)
GST payments		(6,200)	(6,279)	(5,627)
Supplies and consumables		(40,291)	(50,188)	(45,747)
Grants and transfer payments		(2,823)	(2,615)	(3,055)
Finance costs		-	(97)	-
Other cash payments		(2,126)	(3,237)	(2,644)
<b>Total cash outflows</b>		<b>(218,452)</b>	<b>(226,560)</b>	<b>(211,632)</b>
<b>Net cash from (used by) operating activities</b>	13.2	<b>12,101</b>	<b>10,689</b>	<b>3,892</b>
<b>Cash flows from investing activities</b>				
<b>Cash inflows</b>				
Proceeds from the disposal of non-financial assets		-	15	264
Other cash receipt – Interoperability Gateway Project		-	-	592
<b>Total cash inflows</b>		<b>-</b>	<b>15</b>	<b>856</b>
<b>Cash outflows</b>				
Payments for acquisition of non-financial assets		(12,640)	(7,507)	(5,160)
<b>Total cash outflows</b>		<b>(12,640)</b>	<b>(7,507)</b>	<b>(5,160)</b>
<b>Net cash from (used by) investing activities</b>		<b>(12,640)</b>	<b>(7,492)</b>	<b>(4,304)</b>
<b>Cash flows from financing activities</b>				
<b>Cash outflows</b>				
Repayment of borrowings		(1,904)	(1,904)	-
<b>Total cash outflows</b>		<b>(1,904)</b>	<b>(1,904)</b>	<b>-</b>
<b>Net cash from (used by) financing activities</b>		<b>(1,904)</b>	<b>(1,904)</b>	<b>-</b>
<b>Net increase (decrease) in cash held and cash equivalents</b>		<b>(2,443)</b>	<b>1,293</b>	<b>(412)</b>
<b>Cash and deposits at the beginning of the reporting period</b>		<b>4,194</b>	<b>3,104</b>	<b>3,516</b>
<b>Cash and deposits at the end of the reporting period</b>	13.1	<b>1,751</b>	<b>4,397</b>	<b>3,104</b>

This Statement of Cash Flows should be read in conjunction with the accompanying notes.

Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 4 of the accompanying notes.



## Statement of Changes in Equity for the year ended 30 June 2016

	Notes	Reserves	Accumulated funds	Total equity
		\$'000	\$'000	\$'000
<b>Balance as at 1 July 2015</b>		<b>110,844</b>	<b>31,497</b>	<b>142,341</b>
Total comprehensive result		-	1,352	1,352
Transfer sale proceeds to the Crown Lands Administration Fund (CLAF)		-	(2,641)	(2,641)
Transfer to/(from) reserves	12.1	(2,007)	2,007	-
<b>Balance as at 30 June 2016</b>		<b>108,837</b>	<b>32,215</b>	<b>141,052</b>

	Notes	Reserves	Accumulated funds	Total equity
		\$'000	\$'000	\$'000
<b>Balance as at 1 July 2014</b>		<b>111,271</b>	<b>37,820</b>	<b>149,091</b>
Total comprehensive result		-	(5,972)	(5,972)
Transfer sale proceeds to the Crown Lands Administration Fund (CLAF)		-	(778)	(778)
Transfer to/(from) reserves	12.1	(427)	427	-
<b>Balance as at 30 June 2015</b>		<b>110,844</b>	<b>31,497</b>	<b>142,341</b>

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

## Notes to and forming part of the Financial Statements for the year ended 30 June 2016

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## Note 1. Administered Financial Statements

### 1.1 Schedule of Administered Income and Expenses

The Department administers, but does not control, certain resources on behalf of the Government as a whole. It is accountable for the transactions involving such administered resources, but does not have the discretion to deploy resources for the achievement of the Department's objectives.

	Notes	2016 Budget \$'000	2016 Actual \$'000	2015 Actual \$'000
<b>Administered revenue and other income from transactions</b>				
Sales of goods and services	15.2	237	267	241
Fees and fines	15.3	500	741	667
Other revenue	15.4	-	69	64
<b>Total administered revenue and other income from transactions</b>		<b>737</b>	<b>1,077</b>	<b>972</b>
<b>Administered expenses from transactions</b>				
Transfers to the Consolidated Fund		737	1,073	972
<b>Total administered expenses from transactions</b>		<b>737</b>	<b>1,073</b>	<b>972</b>
<b>Administered net result from transactions attributable to the State</b>		<b>-</b>	<b>4</b>	<b>-</b>
<b>Administered comprehensive result</b>				
		<b>-</b>	<b>4</b>	<b>-</b>

This Schedule of Administered Income and Expenses should be read in conjunction with the accompanying notes.

Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 15.1 of the accompanying notes.

### 1.2 Schedule of Administered Assets and Liabilities

	Notes	2016 Budget \$'000	2016 Actual \$'000	2015 Actual \$'000
<b>Administered assets</b>				
Receivables		-	4	-
<b>Total administered assets</b>		<b>-</b>	<b>4</b>	<b>-</b>
<b>Administered equity</b>				
Accumulated funds		-	4	-
<b>Total administered equity</b>		<b>-</b>	<b>4</b>	<b>-</b>

### 1.3 Schedule of Administered Cash Flows

	Notes	2016 Budget \$'000	2016 Actual \$'000	2015 Actual \$'000
<b>Administered cash flows from operating activities</b>		Inflows (Outflows)	Inflows (Outflows)	Inflows (Outflows)
<b>Administered cash inflows</b>				
Sales of goods and services		237	263	241
Fees and fines		500	741	667
Other revenue		-	69	64
<b>Total administered cash inflows</b>		<b>737</b>	<b>1,073</b>	<b>972</b>
<b>Administered cash outflows</b>				
Transfers to the Consolidated Fund		(737)	(1,073)	(972)
<b>Total administered cash outflows</b>		<b>(737)</b>	<b>(1,073)</b>	<b>(972)</b>
<b>Administered net cash from (used by) operating activities</b>		<b>-</b>	<b>-</b>	<b>-</b>
<b>Net increase (decrease) in administered cash held</b>		<b>-</b>	<b>-</b>	<b>-</b>
<b>Administered cash and deposits at the beginning of the reporting period</b>		<b>-</b>	<b>-</b>	<b>-</b>
<b>Administered cash and deposits at the end of the reporting period</b>		<b>-</b>	<b>-</b>	<b>-</b>

This Schedule of Administered Cash Flows should be read in conjunction with the accompanying notes.

Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 15.1 of the accompanying notes.

### 1.4 Schedule of Administered Changes in Equity

	Notes	Reserves	Accumulated funds	Total equity
		\$'000	\$'000	\$'000
<b>Balance as at 1 July 2015</b>		-	-	-
Total comprehensive result		-	4	4
<b>Balance as at 30 June 2016</b>		<b>-</b>	<b>4</b>	<b>4</b>

	Notes	Reserves	Accumulated funds	Total equity
		\$'000	\$'000	\$'000
<b>Balance as at 1 July 2014</b>		-	-	-
Total comprehensive result		-	-	-
<b>Balance as at 30 June 2015</b>		<b>-</b>	<b>-</b>	<b>-</b>

## Note 2. Departmental Output Schedules

### 2.1 Output Group Information

Comparative information has not been restated for external administrative restructures.

Budget information refers to original estimates and has not been subject to audit.

#### Output Group I – Public Safety

	2016 Budget \$'000	2016 Actual \$'000	2015 Actual \$'000
<b>Continuing operations</b>			
<b>Revenue and other income from transactions</b>			
Revenue from appropriation	108,142	107,416	102,647
Other revenue from Government	-	-	1,500
Grants	-	13	513
Sales of goods and services	874	691	687
Other revenue	9,019	10,674	10,464
<b>Total revenue and other income from transactions</b>	<b>118,035</b>	<b>118,794</b>	<b>115,811</b>
<b>Expenses from transactions</b>			
Employee benefits	93,908	89,350	86,735
Depreciation and amortisation	6,503	4,750	5,477
Supplies and consumables	16,173	27,794	27,594
Grants and transfer payments	516	453	512
Finance costs	39	15	34
Other expenses	925	1,564	1,407
<b>Total expenses from transactions</b>	<b>118,064</b>	<b>123,926</b>	<b>121,759</b>
<b>Net result from transactions (net operating balance)</b>	<b>(29)</b>	<b>(5,132)</b>	<b>(5,948)</b>
<b>Other economic flows included in net result</b>			
Net gain/(loss) on non-financial assets	-	(376)	5
<b>Total other economic flows included in net result</b>	<b>-</b>	<b>(376)</b>	<b>5</b>
<b>Net result</b>	<b>(29)</b>	<b>(5,508)</b>	<b>(5,943)</b>
<b>Other economic flows – other non-owner changes in equity</b>			
Changes in property, plant and equipment revaluation reserve	26,572	-	-
Total other economic flows – other non-owner changes in equity	26,572	-	-
<b>Comprehensive result</b>	<b>26,543</b>	<b>(5,508)</b>	<b>(5,943)</b>
<b>Expense by output</b>			
Output 1.1 Support to the Community	118,064	123,926	121,759
<b>Total</b>	<b>118,064</b>	<b>123,926</b>	<b>121,759</b>
<b>Net Assets</b>			
Total assets deployed for Output Group I – Public Safety		108,094	112,140
Total liabilities incurred for Output Group I – Public Safety		(30,750)	(33,101)
<b>Net assets deployed for Output Group I – Public Safety</b>		<b>77,344</b>	<b>79,039</b>

## Output Group 2 – Crime

	2016 Budget \$'000	2016 Actual \$'000	2015 Actual \$'000
<b>Continuing operations</b>			
<b>Revenue and other income from transactions</b>			
Revenue from appropriation	60,727	64,409	60,914
Other revenue from Government	-	500	-
Grants	-	167	164
Sales of goods and services	-	460	472
Contributions received	-	-	986
Other revenue	875	2,030	1,923
<b>Total revenue and other income from transactions</b>	<b>61,602</b>	<b>67,566</b>	<b>64,459</b>
<b>Expenses from transactions</b>			
Employee benefits	49,643	54,843	52,859
Depreciation and amortisation	1,315	2,849	2,965
Supplies and consumables	9,521	8,582	8,102
Grants and transfer payments	422	283	318
Finance costs	-	9	21
Other expenses	940	1,185	978
<b>Total expenses from transactions</b>	<b>61,841</b>	<b>67,751</b>	<b>65,243</b>
<b>Net result from transactions (net operating balance)</b>	<b>(239)</b>	<b>(185)</b>	<b>(784)</b>
<b>Other economic flows included in net result</b>			
Net gain/(loss) on non-financial assets	-	(229)	267
<b>Total other economic flows included in net result</b>	<b>-</b>	<b>(229)</b>	<b>267</b>
<b>Net result</b>	<b>(239)</b>	<b>(414)</b>	<b>(517)</b>
<b>Comprehensive result</b>	<b>(239)</b>	<b>(414)</b>	<b>(517)</b>
<b>Expense by output</b>			
Output 2.1 Investigation of Crime	45,072	48,594	46,872
Output 2.2 Poppy Security	1,150	1,107	1,068
Output 2.3 Fisheries Security	5,518	6,174	6,241
Output 2.4 Support to Judicial Services	10,101	11,876	11,062
<b>Total</b>	<b>61,841</b>	<b>67,751</b>	<b>65,243</b>
<b>Net Assets</b>			
Total assets deployed for Output Group 2 - Crime		56,174	57,372
Total liabilities incurred for Output Group 2 - Crime		(19,034)	(20,600)
<b>Net assets deployed for Output Group 2 - Crime</b>		<b>37,140</b>	<b>36,772</b>

### Output Group 3 – Traffic Policing

	2016 Budget \$'000	2016 Actual \$'000	2015 Actual \$'000
<b>Continuing operations</b>			
<b>Revenue and other income from transactions</b>			
Revenue from appropriation	18,713	14,671	13,532
Grants	2,450	2,405	2,846
Sales of goods and services	-	217	215
Other revenue	-	531	526
<b>Total revenue and other income from transactions</b>	<b>21,163</b>	<b>17,824</b>	<b>17,119</b>
<b>Expenses from transactions</b>			
Employee benefits	17,377	12,117	11,979
Depreciation and amortisation	426	1,471	1,530
Supplies and consumables	3,099	4,062	3,642
Grants and transfer payments	105	140	164
Finance costs	-	5	10
Other expenses	241	335	275
<b>Total expenses from transactions</b>	<b>21,248</b>	<b>18,130</b>	<b>17,600</b>
<b>Net result from transactions (net operating balance)</b>	<b>(85)</b>	<b>(306)</b>	<b>(481)</b>
<b>Other economic flows included in net result</b>			
Net gain/(loss) on non-financial assets	-	(118)	2
<b>Total other economic flows included in net result</b>	<b>-</b>	<b>(118)</b>	<b>2</b>
<b>Net result</b>	<b>(85)</b>	<b>(424)</b>	<b>(479)</b>
<b>Comprehensive result</b>	<b>(85)</b>	<b>(424)</b>	<b>(479)</b>
<b>Expense by output</b>			
Output 3.1 Traffic Policing	21,248	18,130	17,600
<b>Total</b>	<b>21,248</b>	<b>18,130</b>	<b>17,600</b>
<b>Net Assets</b>			
Total assets deployed for Output Group 3 – Traffic Policing		28,845	29,244
Total liabilities incurred for Output Group 3 – Traffic Policing		(4,264)	(5,005)
<b>Net assets deployed for Output Group 3 – Traffic Policing</b>		<b>24,581</b>	<b>24,239</b>



## Output Group 4 – Emergency Management

	2016 Budget \$'000	2016 Actual \$'000	2015 Actual \$'000
<b>Continuing operations</b>			
<b>Revenue and other income from transactions</b>			
Revenue from appropriation	8,629	10,115	9,202
Grants	204	352	343
Sales of goods and services	970	1,111	978
Other revenue	1,610	4,527	4,601
<b>Total revenue and other income from transactions</b>	<b>11,413</b>	<b>16,105</b>	<b>15,124</b>
<b>Expenses from transactions</b>			
Employee benefits	2,102	6,243	5,476
Depreciation and amortisation	146	184	191
Supplies and consumables	7,398	7,226	6,415
Grants and transfer payments	1,780	1,707	1,979
Finance costs	-	1	1
Other expenses	20	101	95
<b>Total expenses from transactions</b>	<b>11,446</b>	<b>15,462</b>	<b>14,157</b>
<b>Net result from transactions (net operating balance)</b>	<b>(33)</b>	<b>643</b>	<b>967</b>
<b>Other economic flows included in net result</b>			
Net gain/(loss) on non-financial assets	-	-	-
<b>Total other economic flows included in net result</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net result</b>	<b>(33)</b>	<b>643</b>	<b>967</b>
<b>Comprehensive result</b>	<b>(33)</b>	<b>643</b>	<b>967</b>
<b>Expense by output</b>			
Output 4.1 State Emergency Management Services	1,541	4,965	5,242
Output 4.2 State Security and Rescue Operations	9,905	10,497	8,915
<b>Total</b>	<b>11,446</b>	<b>15,462</b>	<b>14,157</b>
<b>Net Assets</b>			
Total assets deployed for Output Group 4 – Emergency Management		4,043	4,041
Total liabilities incurred for Output Group 4 – Emergency Management		(1,968)	(1,750)
<b>Net assets deployed for Output Group 4 – Emergency Management</b>		<b>2,075</b>	<b>2,291</b>

## Output Group – Capital Investment Program

	2016 Budget \$'000	2016 Actual \$'000	2015 Actual \$'000
<b>Continuing operations</b>			
<b>Revenue and other income from transactions</b>			
Revenue from appropriation – capital	12,140	9,046	-
Other revenue from Government	500	-	-
<b>Total revenue and other income from transactions</b>	<b>12,640</b>	<b>9,046</b>	<b>-</b>
<b>Expenses from transactions</b>			
Employee benefits	-	844	-
Supplies and consumables	-	1,138	-
Other expenses	-	9	-
<b>Total expenses from transactions</b>	<b>-</b>	<b>1,991</b>	<b>-</b>
<b>Net result from transactions (net operating balance)</b>	<b>12,640</b>	<b>7,055</b>	<b>-</b>
<b>Comprehensive result</b>	<b>12,640</b>	<b>7,055</b>	<b>-</b>
<b>Expense by output</b>			
Capital Investment Program	-	1,991	-
<b>Total</b>	<b>-</b>	<b>1,991</b>	<b>-</b>
<b>Net Assets/(Liabilities)</b>			
Total assets deployed for Capital Investment Program		2,334	-
Total liabilities incurred for Capital Investment Program		(2,422)	-
<b>Net assets/(liabilities) deployed for Capital Investment Program</b>		<b>(88)</b>	<b>-</b>

Further details of specific projects within this Output are included in Note 13.3  
Acquittal of Capital Investment and Special Capital Investment Funds.

## 2.2 Reconciliation of Total Output Groups Comprehensive Result to Statement of Comprehensive Income

	2016 Budget \$'000	2016 Actual \$'000	2015 Actual \$'000
Output Group 1 – Public Safety	(29)	(5,508)	(5,943)
Output Group 2 – Crime	(239)	(414)	(517)
Output Group 3 – Traffic Policing	(85)	(424)	(479)
Output Group 4 – Emergency Management	(33)	643	967
Output Group – Capital Investment Program	12,640	7,055	-
<b>Total comprehensive result of Output Groups</b>	<b>12,254</b>	<b>1,352</b>	<b>(5,972)</b>
<b>Comprehensive result</b>	<b>12,254</b>	<b>1,352</b>	<b>(5,972)</b>

## 2.3 Reconciliation of Total Output Groups Net Assets to Statement of Financial Position

	2016 Actual \$'000	2015 Actual \$'000
Output Group 1 – Public Safety	77,344	79,039
Output Group 2 – Crime	37,140	36,772
Output Group 3 – Traffic Policing	24,581	24,239
Output Group 4 – Emergency Management	2,075	2,291
Output Group – Capital Investment Program	(88)	-
<b>Total net assets deployed for Output Groups</b>	<b>141,052</b>	<b>142,341</b>
<b>Net assets</b>	<b>141,052</b>	<b>142,341</b>

## 2.4 Administered Output Schedule

Comparative information has not been restated for external administrative restructures.

Budget information refers to original estimates and has not been subject to audit.

	2016 Budget \$'000	2016 Actual \$'000	2015 Actual \$'000
<b>Administered revenue and other income from transactions</b>			
Sales of goods and services	237	267	241
Fees and fines	500	741	667
Other revenue	-	69	64
<b>Total administered revenue and other income from transactions</b>	<b>737</b>	<b>1,077</b>	<b>972</b>
<b>Administered expenses from transactions</b>			
Grants and transfer payments	737	1,073	972
<b>Total administered expenses from transactions</b>	<b>737</b>	<b>1,073</b>	<b>972</b>
<b>Administered net result from transactions (net operating balance)</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Administered net result</b>	<b>-</b>	<b>4</b>	<b>-</b>
<b>Total administered comprehensive result</b>	<b>-</b>	<b>4</b>	<b>-</b>
<b>Administered expense by output</b>			
Administered items	737	1,073	972
<b>Total</b>	<b>737</b>	<b>1,073</b>	<b>972</b>

## Note 3. Expenditure under Australian Government Funding Arrangements

	State Funds	Australian Government Funds	State Funds	Australian Government Funds
	2016 Actual \$'000	2016 Actual \$'000	2015 Actual \$'000	2015 Actual \$'000
<b>National Partnership Payments</b> <i>Via Appropriation</i>				
Natural Disaster Resilience Program	-	223	-	798
Emergency Management Framework	-	163	-	152
Emergency Volunteer Fund	-	90	-	260
State Emergency Management Program	-	201	-	339
National Bushfire Mitigation Program	-	250	-	-
<b>Total</b>	<b>-</b>	<b>927</b>	<b>-</b>	<b>1,549</b>

## Note 4. Explanations of Material Variances between Budget and Actual Outcomes

The following are brief explanations of material variances between original budget estimates and actual outcomes. Variances are considered material where the variance exceeds the greater of 10 per cent of budget estimate or \$1.5 million.

### 4.1 Statement of Comprehensive Income

	Note	Original Budget	2016 Actual	Variance	Variance
		\$'000	\$'000	\$'000	%
<b>Revenue and other income from transactions</b>					
Appropriation receipts – works and services	(a)	12,140	9,046	(3,094)	(25.5)
Sales of goods and services	(b)	1,844	2,479	635	34.4
Other revenue	(c)	11,504	17,762	6,258	54.4
<b>Expenses from transactions</b>					
Supplies and consumables	(d)	36,191	48,803	12,612	34.8
Other expenses	(e)	2,126	3,193	1,067	50.2
<b>Other comprehensive income</b>					
Changes in physical asset revaluation reserve	(f)	26,571	-	(26,571)	(100.0)

### Notes to Statement of Comprehensive Income variances

- (a) The variance relates to delays in the Emergency Services Computer Aided Dispatch (ESCAD) project. An amount of \$2.334m has been carried over into 2016-17.
- (b) An increase in sales of goods and services over budget relates to higher than expected revenue due to an increased number of helicopter evacuations.
- (c) This variance relates to additional revenue received for the Tasmanian Mobile Radio Network (TMRN) (\$1.4m), payment from the Tasmania Fire Service towards the costs of the State Emergency Service (\$2.5m), unbudgeted revenue for the Safe Families Program (\$0.2m), unbudgeted paid parental scheme payments (\$0.34m), reimbursement for secondments (\$1.0m), and higher than anticipated seized proceeds (\$0.2m).
- (d) This variance relates to unbudgeted expenditure for the Tasmanian Mobile Radio Network (TMRN) service fees (\$4.7m), purchase of tablets for police officers (\$1.2m), ESCAD project costs which were not capitalised (\$1.6m), purchase of body armour (\$0.8m), and an increase in equipment maintenance costs (\$0.3m). The budget for the TMRN is held by Finance-General, Department of Treasury and Finance.
- (e) This variance relates to unbudgeted legal costs for the Tasmanian Mobile Radio Network (TMRN) (\$0.4m), additional workers compensation payments (\$0.2m), transfer of sale proceeds from 2014-15 to the Crown Lands Administration Fund (CLAF) (\$0.2m) and other unbudgeted operational expenses (\$0.2m).

- (f) In 2015-16 the indexation factor applicable to both land and building assets was determined to be not material resulting in no change to the value of land and buildings shown in the financial statements. This was not anticipated at the time that the budget was formulated.

## 4.2 Statement of Financial Position

Statement of Financial Position variances are considered material where the variance exceeds the greater of 10 per cent of Budget estimate or \$1.5 million.

Budget estimates for the 2015-16 Statement of Financial Position were compiled prior to the completion of the actual outcomes for 2015-16. As a result, the actual variance from the Original Budget estimate will be impacted by the difference between estimated and actual opening balances for 2015-16. The following variance analysis therefore includes major movements between the 30 June 2015 and 30 June 2016 actual balances.

	Note	Original Budget \$'000	2016 Actual \$'000	2015 Actual \$'000	Budget Variance \$'000	Actual Variance \$'000
<b>Assets</b>						
Cash and deposits	(a)	1,751	4,397	3,104	2,646	1,293
Property, plant and equipment	(b)	258,075	188,197	195,972	(69,878)	(7,775)
Intangibles	(c)	661	2,728	62	2,067	2,666
<b>Liabilities</b>						
Employee benefits	(d)	48,765	53,554	54,304	4,789	(750)
Reserves	(e)	164,414	108,837	110,844	(55,577)	(2,007)

### Notes to Statement of Financial Position variances

- (a) The increase in Cash and deposits is due to funding being carried forward under section 8A(2) of the *Public Account Act 1986* for the Emergency Services Computer Aided Dispatch (ESCAD) project.
- (b) The decrease in Property, plant and equipment over budget reflects the fact that the original budget forecast included a full revaluation of property being undertaken in 2015-16 which did not occur. The decrease in actual figures between financial years reflects the depreciation allocated in 2015-16.
- (c) Intangibles includes the capitalisation of expenses relating to the Emergency Services Computer Aided Dispatch (ESCAD) project. There was no original budget for amortisation of ESCAD as this was not expected to be capitalised in 2015-16.
- (d) The increase in Employee benefits over budget relates to superannuation and long service leave costs. No funding is received from the State Government for superannuation rate increases. The variance between financial years reflects the decrease in accrued salaries from 9 days to one day accrual.
- (e) The decrease in Reserves reflects the fact that a full property revaluation was not undertaken in 2015-16 as originally planned. This will now be undertaken in 2016-17. The decrease in Reserves between financial years reflects the realisation of the asset revaluation reserve on sale of police properties.

### 4.3 Statement of Cash Flows

Statement of Cash Flows variances are considered material where the variance exceeds the greater of 10 per cent of Budget estimate or \$1.5 million.

	Note	Original Budget	2016 Actual	Variance	Variance
		\$'000	\$'000	\$'000	%
<b>Cash flows from operating activities</b>					
<b>Cash inflows</b>					
Appropriation receipts – works and services	(a)	12,140	9,046	(3,094)	(25.5)
Sales of goods and services	(b)	1,844	2,412	568	30.8
Other cash receipts	(c)	11,504	17,909	6,405	55.7
<b>Cash outflows</b>					
Supplies and consumables	(d)	40,291	50,188	9,897	24.6
Other cash payments	(e)	2,126	3,237	1,111	52.3
<b>Cash flows from investing activities</b>					
<b>Cash outflows</b>					
Payments for the acquisition of non-financial assets	(f)	12,640	7,507	(5,133)	(40.6)

#### Notes to Statement of Cash Flows variances

- (a) The variance relates to delays in the Emergency Services Computer Aided Dispatch (ESCAD) project. An amount of \$2.334m has been carried over into 2016-17.
- (b) An increase in sales of goods and services over budget relates to additional revenue due to an increased number of helicopter evacuations.
- (c) This variance relates to additional revenue received for the Tasmanian Mobile Radio Network (TMRN) (\$1.4m), payment from the Tasmania Fire Service towards the costs of the State Emergency Service (\$2.5m), unbudgeted revenue for the Safe Families Program (\$0.2m), unbudgeted paid parental scheme payments (\$0.34m), reimbursement for secondments (\$1.0m), and higher than anticipated seized proceeds (\$0.2m).
- (d) This variance relates to unbudgeted expenditure for the Tasmanian Mobile Radio Network (TMRN) service fees (\$4.7m), purchase of tablets for police officers (\$1.2m), ESCAD project costs which were not capitalised (\$1.6m), purchase of body armour (\$0.4m), and an increase in equipment maintenance costs (\$0.3m). The budget for the TMRN is held by Finance-General, Department of Treasury and Finance.
- (e) This variance relates to unbudgeted legal costs for the Tasmanian Mobile Radio Network (TMRN) (\$0.4m), additional workers compensation payments (\$0.2m), transfer of sale proceeds from 2014-15 to the Crown Lands Administration Fund (CLAF) (\$0.2m) and other unbudgeted operational expenses (\$0.2m).
- (f) Payments for the acquisition of non-financial assets includes payments for the Emergency Services Computer Aided Dispatch (ESCAD) system (\$2.7m), payments for the new police vessel (\$3.3m), purchase of new equipment (\$1.0m) and purchase of additional police housing (\$0.3m). In addition, not all the expenditure relating to non-financial assets was capitalised as indicated in the original budget.

## Note 5. Underlying Net Operating Balance

Non-operational capital funding is the income from transactions relating to funding for capital projects. This funding is classified as income from transactions and included in the net operating balance. However, the corresponding capital expenditure is not included in the calculation of the net operating balance. Accordingly, the net operating balance will portray a position that is better than the true underlying financial result.

For this reason, the net operating result is adjusted to remove the effects of funding for capital projects.

	Notes	2016 Budget \$'000	2016 Actual \$'000	2015 Actual \$'000
<b>Net result from transactions (net operating balance)</b>		<b>12,254</b>	<b>1,352</b>	<b>(5,972)</b>
<b>Less impact of Non-operational capital funding</b>				
Appropriation revenue – capital		9,046	9,046	-
Other revenue from Government		500	500	-
Contributions received		-	-	986
Other revenue – Interoperability Gateway Project		-	-	592
<b>Total</b>		<b>9,546</b>	<b>9,546</b>	<b>1,578</b>
<b>Underlying net operating balance</b>		<b>(2,708)</b>	<b>(8,194)</b>	<b>(7,550)</b>

## Note 6. Income from Transactions

Income is recognised in the Statement of Comprehensive Income when an increase in future economic benefits related to an increase in an asset or a decrease of a liability has arisen that can be measured reliably.

### 6.1 Revenue from Government

Appropriations, whether recurrent or capital, are recognised as revenues in the period in which the Department gains control of the appropriated funds. Except for any amounts identified as carried forward, control arises in the period of appropriation.

Revenue from Government includes revenue from appropriations, appropriations carried forward under section 8A(2) of the *Public Account Act 1986* and Items Reserved by Law.

Section 8A(2) of the *Public Account Act 1986* allows for an unexpended balance of an appropriation to be transferred to an account in the Special Deposits and Trust Fund for such purposes and conditions as approved by the Treasurer. In the initial year, the carry forward is recognised as a liability, Revenue Received in Advance. The carry forward from the initial year is recognised as revenue in the reporting year, assuming that the conditions of the carry forward are met and the funds are expended.

The Budget information is based on original estimates and has not been subject to audit.



	2016 Budget \$'000	2016 Actual \$'000	2015 Actual \$'000
<b>Appropriation revenue - recurrent</b>			
Current year	196,211	196,611	186,295
<b>Total</b>	<b>196,211</b>	<b>196,611</b>	<b>186,295</b>
<b>Appropriation revenue – works and services</b>	<b>12,140</b>	<b>9,046</b>	<b>-</b>
<b>Revenue from Government - other</b>			
Appropriation carried forward under section 8A(2) of the <i>Public Account Act 1986</i> taken up as revenue in the current year	500	500	1,500
<b>Total</b>	<b>12,640</b>	<b>9,546</b>	<b>1,500</b>
<b>Total revenue from Government</b>	<b>208,851</b>	<b>206,157</b>	<b>187,795</b>

## 6.2 Grants

Grants payable by the Australian Government are recognised as revenue when the Department gains control of the underlying assets. Where grants are reciprocal, revenue is recognised as performance occurs under the grant.

Non-reciprocal grants are recognised as revenue when the grant is received or receivable. Conditional grants may be reciprocal or non-reciprocal depending on the terms of the grant.

	2016 \$'000	2015 \$'000
<b>Grants from the Australian Government</b>		
Specific grants	89	123
<b>Total</b>	<b>89</b>	<b>123</b>
<b>Other grants</b>		
State Government grants		
Motor Accident Insurance Board	2,756	2,697
Department of State Growth	-	970
Department of Health and Human Services	76	76
Other	16	-
<b>Total</b>	<b>2,848</b>	<b>3,743</b>
<b>Total revenue from Grants</b>	<b>2,937</b>	<b>3,866</b>

### 6.3 Sales of goods and services

Amounts earned in exchange for the provision of goods are recognised when the significant risks and rewards of ownership have been transferred to the buyer. Revenue from the provision of services is recognised in proportion to the stage of completion of the transaction at the reporting date. The stage of completion is assessed by reference to surveys of work performed.

	2016 \$'000	2015 \$'000
Services		
Commissions	38	33
Helicopter evacuations	1,081	946
National criminal history checks	1,084	1,066
Police Academy facilities hire	204	217
Prosecution document search fees	31	28
Other	41	62
<b>Total</b>	<b>2,479</b>	<b>2,352</b>

### 6.4 Contributions received

Services received free of charge by the Department are recognised as income when a fair value can be reliably determined and at the time the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense.

Contributions of assets at no cost of acquisition or for nominal consideration are recognised at their fair value when the Department obtains control of the asset. It is probable that future economic benefits comprising the contribution will flow to the Department and the amount can be measured reliably. However, where the contribution received is from another government agency as a consequence of restructuring of administrative arrangements, they are recognised as contributions by owners directly within equity. In these circumstances, book values from the transferor agency have been used.

	2016 \$'000	2015 \$'000
Fair Value of assets assumed at no cost or for nominal consideration	-	986
<b>Total</b>	<b>-</b>	<b>986</b>

The Department of Justice was provided with \$1.0 million to address the immediate security and safety issues at the Launceston Reception Prison (LRP). The LRP forms part of the Launceston Police Headquarters, which is controlled by the Department of Police, Fire and Emergency Management (DPFEM). As a result, the upgrade works to address the security and safety issues at LRP was transferred to DPFEM in 2014-15 and recognised as a contribution received for no cost.

## 6.5 Other revenue

Revenue from other sources is recognised when the goods or services which generate this revenue are provided.

	2016 \$'000	2015 \$'000
Property rental	526	508
Contributions from Government	1,062	1,069
Contribution from Tasmania Fire Service for State Emergency Service	2,538	2,494
Workers compensation recoveries	459	370
Reimbursements	2,916	2,697
TMRN service fees	7,376	7,051
Interoperability Gateway Project	261	769
National partnership program	804	1,449
National Bushfire Mitigation Program	457	-
Safe Families Program	214	-
Insurance Proceeds	-	238
Other	1,149	868
<b>Total</b>	<b>17,762</b>	<b>17,513</b>

## Note 7. Expenses from Transactions

Expenses are recognised in the Statement of Comprehensive Income when a decrease in future economic benefits related to a decrease in asset or an increase of a liability has arisen that can be measured reliably.

### 7.1 Employee benefits

Employee benefits include, where applicable, entitlements to wages and salaries, annual leave, sick leave, long service leave, superannuation and any other post-employment benefits.

#### (a) Employee expenses

	2016 \$'000	2015 \$'000
Wages and salaries ( <i>including fringe benefits and non-monetary components</i> )	126,583	123,130
Annual leave	13,368	12,082
Long service leave	5,345	4,399
Superannuation – defined contribution scheme	9,900	9,473
Superannuation – defined benefit scheme	7,837	7,751
Other employee expenses	364	213
<b>Total</b>	<b>163,397</b>	<b>157,048</b>

Superannuation expenses relating to defined benefits schemes relate to payments into the Consolidated Fund. The amount of the payment is based on an employer contribution rate determined by the Treasurer, on the advice of the State Actuary. The current employer contribution rate is 12.75 per cent (2015: 12.75 per cent) of salary.

Superannuation expenses relating to defined contribution schemes are paid directly to the superannuation funds at a rate of 9.5 per cent (2015: 9.5 per cent) of salary. In addition, departments are also required to pay into the Consolidated Fund a "gap" payment equivalent to 3.25 per cent (2015: 3.25 per cent) of salary in respect of employees who are members of contribution schemes.

## **(b) Remuneration of key management personnel**

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the agency, directly or indirectly.

Remuneration for key personnel is set by the *State Service Act 2000*. Remuneration and other terms of employment are specified in employment contracts. Remuneration includes salary, motor vehicle and other non monetary benefits, including notional value of car parking. Long-term employee expenses include movements in long service leave entitlements, long service leave paid out, and superannuation obligations. Negative amounts represent more leave being taken in a given year than accrued. Superannuation means the contribution to the superannuation fund of the individual. Superannuation obligations for members of a defined scheme were calculated using a notional cost equivalent to 3.25 per cent (2015: 3.25 per cent) of salary.

### **Acting arrangements**

When members of key management personnel are unable to fulfil their duties, consideration is given to appointing other members of senior staff to their position during their period of absence. Individuals are considered members of key management personnel when acting arrangements are for a period of 10 days or more.

The following were key management personnel of the Department at any time during the financial year and unless otherwise indicated were key management personnel for the entire period:

### **Key management personnel**

<b>Darren Hine</b>	Secretary and Commissioner of Police, from 11 October 2010
<b>Scott Tilyard</b>	Deputy Commissioner of Police, from 30 May 2011, Acting Commissioner (28 December to 12 January 2016)
<b>Donna Adams</b>	Assistant Commissioner, Crime and Operations, until 20 March 2016 and Deputy Secretary, from 21 March 2016. Acting Deputy Commissioner (15 June to 19 July 2015, and 24 November to 13 December 2015)
<b>Glenn Frame</b>	Assistant Commissioner, Crime and Operations, from 23 May 2016
<b>Richard Cowling</b>	Assistant Commissioner, Planning and Development, from 22 September 2014

**Acting key management personnel**

<b>Lauchland Avery</b>	Acting Assistant Commissioner, Planning and Development (31 August to 15 October 2015)
<b>Bretton Smith</b>	Acting Assistant Commissioner, Planning and Development (9 May to 22 May 2016)
<b>Robert Bonde</b>	Acting Assistant Commissioner, Crime and Operations (28 December to 29 January 2016)
<b>Peter Edwards</b>	Acting Assistant Commissioner, Crime and Operations (21 March to 22 May 2016)

	Short-term benefits		Long-term benefits			
2016	Salary	Other Benefits	Super-annuation	Other Benefits & Long Service Leave	Termination Benefits	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000

**Key management personnel**

Darren Hine	299	24	37	-	-	360
Scott Tilyard	258	26	31	(8)	-	307
Donna Adams	198	23	25	2	-	248
Glenn Frame	169	23	21	6	-	219
Richard Cowling	185	24	23	8	-	240

**Acting key management personnel**

Lauchland Avery	22	-	3	-	-	25
Bretton Smith	7	-	1	-	-	8
Robert Bonde	16	-	2	-	-	18
Peter Edwards	29	-	4	-	-	33
<b>Total</b>	<b>1,183</b>	<b>120</b>	<b>147</b>	<b>8</b>	<b>-</b>	<b>1,458</b>

	Short-term benefits		Long-term benefits			
2015	Salary	Other Benefits	Super-annuation	Other Benefits & Long Service Leave	Termination Benefits	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000

**Key management personnel**

Darren Hine	272	23	35	8	-	338
Scott Tilyard	223	24	31	9	-	287
Donna Adams	195	18	25	-	-	238
Phillip Wilkinson	73	7	6	26	-	112
Richard Cowling	178	10	21	1	-	210

**Acting key management personnel**

Todd Crawford	144	20	19	3	-	186
<b>Total</b>	<b>1,085</b>	<b>102</b>	<b>137</b>	<b>47</b>	<b>-</b>	<b>1,371</b>

## 7.2 Depreciation and amortisation

All applicable non-financial assets having a limited useful life are systematically depreciated over their useful lives in a manner which reflects the consumption of their service potential. Land, being an asset with an unlimited useful life, is not depreciated.

Depreciation is provided for on a straight-line basis, using rates which are reviewed annually. Major depreciation periods are:

Vehicles	3.5 years
Plant and equipment	2-20 years
Buildings	5-90 years
Infrastructure	5-10 years

All intangible assets having a limited useful life are systematically amortised over their useful lives reflecting the pattern in which the asset's future economic benefits are expected to be consumed by the Department.

Major amortisations rates are:

Software	2-5 years
Rent	2-3 years

### (a) Depreciation

	2016 \$'000	2015 \$'000
Buildings	3,418	3,365
Plant, equipment and vehicles	738	1,164
Infrastructure	5,036	5,035
<b>Total</b>	<b>9,192</b>	<b>9,564</b>

### (b) Amortisation

	2016 \$'000	2015 \$'000
Intangibles	62	599
<b>Total</b>	<b>62</b>	<b>599</b>
<b>Total depreciation and amortisation</b>	<b>9,254</b>	<b>10,163</b>

### 7.3 Supplies and consumables

	2016 \$'000	2015 \$'000
Audit fees – financial audit	62	62
Audit fees – internal audit	43	39
Operating lease costs	10,397	9,784
Consultants	905	547
Property services	4,966	5,053
Maintenance	5,228	4,887
Communications	11,880	10,847
Information technology	3,406	3,309
Travel and transport	4,635	4,441
Advertising and promotion	55	50
Personal equipment (including body armour and ammunition)	1,089	1,381
Equipment costs (lease costs, minor purchases)	1,273	812
Administration costs (printing, publications, office supplies)	1,575	1,508
Training and personnel costs	539	385
Uniforms (including materials, tailoring and protective clothing)	995	643
Other supplies and consumables	1,755	2,005
<b>Total</b>	<b>48,803</b>	<b>45,753</b>

### 7.4 Grants and subsidies

Grant and subsidies expenditure is recognised to the extent that:

- the services required to be performed by the grantee have been performed; or
- the grant eligibility criteria have been satisfied.

A liability is recorded when the Department has a binding agreement to make the grants but services have not been performed or criteria satisfied. Where grant monies are paid in advance of performance or eligibility, a prepayment is recognised.

	2016 \$'000	2015 \$'000
Natural Disaster Resilience Program	223	708
State Emergency Management Program	201	339
Emergency Volunteer Fund	90	260
National Bushfire Mitigation Program	239	-
Enhancing community resilience in Aboriginal and Torres Strait Islander communities	-	80
Emergency Alert Telephone Warning System	329	-
PCYC Funding	344	343
SES Vehicle Replacement Program	146	195
Road and Rescue Call Outs	107	103
Other grants and subsidies	903	945
<b>Total</b>	<b>2,582</b>	<b>2,973</b>

## 7.5 Finance costs

All finance costs are expensed as incurred using the effective interest method. Finance costs include interest on bank overdrafts and short term and long term borrowings.

	2016 \$'000	2015 \$'000
Interest on loans	30	66
<b>Total</b>	<b>30</b>	<b>66</b>

## 7.6 Other expenses

Other expenses are recognised when it is probable that the consumption or loss of future economic benefits resulting in a reduction in assets and/or an increase in liabilities has occurred and the consumption or loss of future economic benefits can be measured reliably.

	2016 \$'000	2015 \$'000
Workers Compensation	1,613	1,456
Transfer of land sale proceeds to Crown Land Administration Fund	180	-
Legal expenses	496	508
Disbursement of third party revenue collected	488	404
Other	416	387
<b>Total</b>	<b>3,193</b>	<b>2,755</b>

# Note 8. Other Economic Flows included in Net Result

## 8.1 Net gain/(loss) on non-financial assets

Gains or losses from the sale of Non-financial assets are recognised when control of the assets has passed to the buyer.

### Key judgement

All non-financial assets are assessed to determine whether any impairment exists. Impairment exists when the recoverable amount of an asset is less than its carrying amount. Recoverable amount is the higher of fair value less costs to sell and value in use. The Department's assets are not used for the purpose of generating cash flows; therefore value in use is based on depreciated replacement cost where the asset would be replaced if deprived of it.

	2016 \$'000	2015 \$'000
Net gain/(loss) on disposal of physical assets	(724)	274
<b>Total net gain/(loss) on non-financial assets</b>	<b>(724)</b>	<b>274</b>



## Note 9. Assets

Assets are recognised in the Statement of Financial Position when it is probable that the future economic benefits will flow to the Department and the asset has a cost or value that can be measured reliably.

### 9.1 Receivables

Receivables are recognised at amortised cost, less any impairment losses, however, due to the short settlement period, receivables are not discounted back to their present value.

	2016 \$'000	2015 \$'000
Receivables	808	949
Less: Provision for impairment	3	3
	<b>805</b>	<b>946</b>
Tax assets	594	415
<b>Total</b>	<b>1,399</b>	<b>1,361</b>
Settled within 12 months	1,399	1,361
<b>Total</b>	<b>1,399</b>	<b>1,361</b>

Reconciliation of movement in provision for impairment of receivables	2016 \$'000	2015 \$'000
Carrying amount at 1 July	3	5
Amounts recovered during the year	-	2
<b>Carrying amount at 30 June</b>	<b>3</b>	<b>3</b>

### 9.2 Other financial assets

The Department records accrued revenue at the expected recovery amount.

	2016 \$'000	2015 \$'000
Accrued revenue	189	131
<b>Total</b>	<b>189</b>	<b>131</b>
Settled within 12 months	189	131
<b>Total</b>	<b>189</b>	<b>131</b>

### 9.3 Inventories

Inventories held for distribution are valued at cost adjusted, when applicable, for any loss of service potential. Inventories acquired for no cost or nominal consideration are valued at current replacement cost.

Inventories are measured using the weighted average cost formula.

	2016 \$'000	2015 \$'000
Uniform store	739	712
Forensic Science Service Tasmania store	208	167
<b>Total</b>	<b>947</b>	<b>879</b>
Consumed within 12 months	947	879
<b>Total</b>	<b>947</b>	<b>879</b>

### 9.4 Property, plant and equipment

#### Key estimate and judgement

##### (i) Valuation basis

Land and buildings are recorded at fair value less accumulated depreciation. All other non-current physical assets, including work in progress, are recorded at historic cost less accumulated depreciation and accumulated impairment losses. All assets within a class of assets are measured on the same basis.

Cost includes expenditure that is directly attributable to the acquisition of the asset. The costs of self-constructed assets includes the cost of materials and direct labour, any other costs directly attributable to bringing the asset to a working condition for its intended use, and the costs of dismantling and removing the items and restoring the site on which they are located. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

When parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

Fair value is based on the highest and best use of the asset. Unless there is an explicit Government policy to the contrary, the highest and best use of an asset is the current purpose for which the asset is being used or build occupied.

##### (ii) Subsequent costs

The cost of replacing part of an item of property, plant and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the Department and its costs can be measured reliably. The carrying amount of the replaced part is derecognised. The costs of day-to-day servicing of property, plant and equipment are recognised in profit or loss as incurred.

**(iii) Asset recognition threshold**

The asset capitalisation thresholds adopted by the Department are:

Land	\$10,000
Buildings	\$50,000
Plant and equipment	\$10,000
Infrastructure	\$10,000
Heritage	\$10,000

Assets valued at less than the threshold amount are charged to the Statement of Comprehensive Income in the year of purchase (other than where they form part of a group of similar items which are material in total).

**(iv) Fair value measurement**

All assets of the Department for which fair value is measured or disclosed in the financial statements are categorised within the following fair value hierarchy, based on the data and assumptions used in the most recent specific appraisals:

- Level 1 – represents fair value measurements that reflect unadjusted quoted market prices in active markets for identical assets and liabilities.
- Level 2 – represents fair value measurements that are substantially derived from inputs (other than quoted prices included within Level 1) that are observable, either directly or indirectly.
- Level 3 – represents fair value measurements that are substantially derived from unobservable inputs.

**(v) Revaluations**

The Department has adopted a revaluation threshold of \$50,000 above which assets are revalued on a fair value basis.

Assets are grouped on the basis of having a similar nature or function in the operations of the Department.

Assets are revalued with sufficient regularity to ensure they reflect fair value at balance date. Any accumulated depreciation at the date of a full revaluation is eliminated against the gross carrying amount of the asset and the net amount restated to the revalued amount of the asset.

**(a) Carrying amount**

	<b>2016 \$'000</b>	<b>2015 \$'000</b>
<b>Land</b>		
At fair value (Land revalued on 30 June 2012)	33,404	35,097
<b>Total</b>	<b>33,404</b>	<b>35,097</b>
<b>Buildings</b>		
At fair value (Buildings revalued on 30 June 2012)	145,909	147,505
Less: Accumulated depreciation	(13,033)	(9,854)
<b>Total</b>	<b>132,876</b>	<b>137,651</b>
<b>Plant, equipment and vehicles</b>		
At cost	21,662	20,377
Less: Accumulated depreciation	(16,847)	(16,109)
	4,815	4,268
Work in progress (at cost)	3,353	172
<b>Total</b>	<b>8,168</b>	<b>4,439</b>
<b>Infrastructure</b>		
At cost	35,926	35,926
Less: Accumulated depreciation	(23,203)	(18,167)
	12,723	17,759
Work in progress (at cost)	592	592
<b>Total</b>	<b>13,315</b>	<b>18,351</b>
<b>Heritage assets</b>		
At cost	434	434
<b>Total property, plant and equipment</b>	<b>188,197</b>	<b>195,972</b>

The Department's land and buildings were revalued as at 30 June 2012 by independent valuers LG Valuation Services.

The revaluation was based on fair value in accordance with relevant accounting standards and Treasurer's Instructions.

Accumulated depreciation at the date of the full revaluation was eliminated against the gross carrying amount of the asset and the net amount restated to the revalued amount of the asset.

In 2015-16 the Valuer-General performed an assessment on DPFEM's property portfolio and determined that the average state wide movement in land between 1 July 2012 and 30 June 2016 was a 2.3 per cent increase and the average state wide movement in capital value between 1 July 2012 and 30 June 2016 was a 1.5 per cent increase. Because there was no material change in land and building values

since 1 July 2012 it was considered unnecessary to adjust the 30 June 2012 fair value valuations for 30 June 2016 financial reporting purposes.

A full revaluation of property will be undertaken in 2016-17.

## (b) Reconciliation of movements

Reconciliations of the carrying amounts of each class of property, plant and equipment at the beginning and end of the current and previous financial year are set out below. Carrying value means the net amount after deducting accumulated depreciation and accumulated impairment losses.

2016	Land Level 2 (in active markets)	Buildings Level 2 (in active markets)	Plant equipment and vehicles	Infrastructure	Heritage	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Carrying value at 1 July</b>	<b>35,097</b>	<b>137,651</b>	<b>4,439</b>	<b>18,351</b>	<b>434</b>	<b>195,972</b>
Additions	-	330	1,114	-	-	1,444
Disposals	(1,693)	(1,687)	-	-	-	(3,380)
Revaluation increments (decrements)	-	-	-	-	-	-
Impairment losses	-	-	-	-	-	-
Assets held for sale	-	-	-	-	-	-
Work in progress at cost	-	-	3,353	-	-	3,353
Write offs	-	-	-	-	-	-
Depreciation and amortisation	-	(3,418)	(738)	(5,036)	-	(9,192)
<b>Carrying value at 30 June</b>	<b>33,404</b>	<b>132,876</b>	<b>8,168</b>	<b>13,315</b>	<b>434</b>	<b>188,197</b>

2015	Land Level 2 (in active markets)	Buildings Level 2 (in active markets)	Plant equipment and vehicles	Infrastructure	Heritage	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Carrying value at 1 July</b>	<b>35,479</b>	<b>137,018</b>	<b>4,748</b>	<b>22,794</b>	<b>434</b>	<b>200,473</b>
Additions	-	4,412	835	-	-	5,247
Disposals	(382)	(414)	(152)	-	-	(948)
Revaluation increments (decrements)	-	-	-	-	-	-
Impairment losses	-	-	-	-	-	-
Assets held for sale	-	-	-	-	-	-
Work in progress at cost	-	-	172	592	-	764
Write-offs	-	-	-	-	-	-
Depreciation and amortisation	-	(3,365)	(1,164)	(5,035)	-	(9,564)
<b>Carrying value at 30 June</b>	<b>35,097</b>	<b>137,651</b>	<b>4,439</b>	<b>18,351</b>	<b>434</b>	<b>195,972</b>

## 9.5 Intangibles

An intangible asset is recognised where:

- it is probable that an expected future benefit attributable to the asset will flow to the Department; and
- the cost of the asset can be reliably measured.

Intangible assets held by the Department are valued at fair value less any subsequent accumulated amortisation and any subsequent accumulated impairment losses where an active market exists. Where no active market exists, intangibles are valued at cost less any accumulated amortisation and any accumulated impairment losses.

### (a) Carrying amount

	2016 \$'000	2015 \$'000
<b>Intangibles with a finite useful life</b>		
At cost	1,435	1,435
Less: Accumulated amortisation	1,435	1,373
	-	62
Work in progress (at cost)	2,728	-
<b>Total</b>	<b>2,728</b>	<b>62</b>

### (b) Reconciliation of movements (including fair value levels)

	2016 Level 2 \$'000	2016 Total \$'000	2015 Total \$'000
<b>Carrying amount at 1 July</b>	<b>62</b>	<b>62</b>	<b>661</b>
Additions	2,728	2,728	-
Amortisation expense	(62)	(62)	(599)
<b>Carrying amount at 30 June</b>	<b>2,728</b>	<b>2,728</b>	<b>62</b>

## 9.6 Other assets

### (a) Carrying amount

The Department records prepaid expenses at the expected recovery amount.

	2016 \$'000	2015 \$'000
<b>Other current assets</b>		
Prepayments	1,632	1,289
<b>Total</b>	<b>1,632</b>	<b>1,289</b>
Recovered within 12 months	1,632	1,289
<b>Total</b>	<b>1,632</b>	<b>1,289</b>

## Note 10. Liabilities

Liabilities are recognised in the Statement of Financial Position when it is probable that an outflow of resources embodying economic benefits will result from the settlement of a present obligation and the amount at which the settlement will take place can be measured reliably.

### 10.1 Payables

Payables, including goods received and services incurred but not yet invoiced, are recognised at amortised cost, which due to the short settlement period, equates to face value, when the Department becomes obliged to make future payments as a result of a purchase of assets or services.

	2016 \$'000	2015 \$'000
Creditors	821	2,529
Accrued expenses	1,132	668
<b>Total</b>	<b>1,953</b>	<b>3,197</b>
Settled within 12 months	1,953	3,197
<b>Total</b>	<b>1,953</b>	<b>3,197</b>

Settlement is usually made within 30 days.

### 10.2 Interest bearing liabilities

Bank loans and other loans are initially measured at fair value, net of transaction costs. Bank loans and other loans are subsequently measured at amortised cost using the effective interest rate method, with interest expense recognised on an effective yield basis.

The effective interest rate method is a method of calculating the amortised cost of a financial liability and allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability or, where appropriate, a shorter period.

	2016 \$'000	2015 \$'000
Loans from the State Government	-	1,905
<b>Total</b>	<b>-</b>	<b>1,905</b>
Settled within 12 months	-	1,905
<b>Total</b>	<b>-</b>	<b>1,905</b>

In 2012-13, the Department took out a loan with the Department of Treasury and Finance under the Voluntary Targeted Employment Separation Arrangement (VTESA) to fund costs associated with separation payments. This loan was fully repaid in 2015-16.

### 10.3 Employee benefits

#### Key estimate and judgement

Liabilities for wages and salaries and annual leave are recognised when an employee becomes entitled to receive a benefit. Those liabilities expected to be realised within 12 months are measured as the amount expected to be paid. Other employee entitlements are measured as the present value of the benefit at 30 June, where the impact of discounting is material, and at the amount expected to be paid if discounting is not material.

A liability for long service leave is recognised and is measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date.

Sick leave entitlements are not vested in employees and are not considered to give rise to a liability therefore no provision has been made.

	2016 \$'000	2015 \$'000
Accrued salaries	639	5,339
Annual leave	17,654	16,449
Long service leave	35,081	32,347
Accumulated leave schemes	180	170
<b>Total</b>	<b>53,554</b>	<b>54,305</b>
Expected to settle wholly within 12 months	15,475	20,878
Expected to settle wholly after 12 months	38,079	33,427
<b>Total</b>	<b>53,554</b>	<b>54,305</b>



## 10.4 Superannuation

### (i) Defined contribution plans

A defined contribution plan is a post-employment benefit plan under which an entity pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to defined contribution plans are recognised as an expense when they fall due.

### (ii) Defined benefit plans

A defined benefit plan is a post-employment benefit plan other than a defined contribution plan.

#### Key estimate and judgement

The Department does not recognise a liability for the accruing superannuation benefits of Departmental employees. This liability is held centrally and is recognised within the Finance-General Division of the Department of Treasury and Finance.

## 10.5 Other liabilities

Other liabilities are recognised in the Statement of Financial Position when it is probable that an outflow of resources embodying economic benefits will result from the settlement of a present obligation and the amount at which the settlement will take place can be reliably measured.

	2016 \$'000	2015 \$'000
<b>Revenue received in advance</b>		
Appropriation carried forward from current and previous years under section 8A of the <i>Public Account Act 1986</i>	2,334	500
<b>Other liabilities</b>		
Employee benefits – on-costs	596	550
<b>Total</b>	<b>2,930</b>	<b>1,050</b>
Settled within 12 months	2,412	554
Settled in more than 12 months	518	496
<b>Total</b>	<b>2,930</b>	<b>1,050</b>

## Note 11. Commitments and Contingencies

### 11.1 Schedule of Commitments

	2016 \$'000	2015 \$'000
<b>By type</b>		
<i>Capital commitments</i>		
Buildings	8,800	2,200
Infrastructure	11,693	16,797
Plant and equipment	4,203	7,106
<b>Total capital commitments</b>	<b>24,696</b>	<b>26,103</b>
<b>Lease Commitments</b>		
Operating leases	18,856	7,443
<b>Total lease commitments</b>	<b>18,856</b>	<b>27,443</b>
<b>By maturity</b>		
<i>Capital commitments</i>		
One year or less	16,831	14,850
From one to five years	7,865	11,253
<b>Total capital commitments</b>	<b>24,696</b>	<b>26,103</b>
<i>Operating lease commitments</i>		
One year or less	11,771	11,078
From one to five years	6,887	16,365
More than five years	198	-
<b>Total operating lease commitments</b>	<b>18,856</b>	<b>27,443</b>
<b>Total</b>	<b>43,552</b>	<b>53,546</b>

The Department has entered into a number of operating lease agreements for property, plant and equipment, where the lessors effectively retain all the risks and benefits incidental to ownership of the items leased. Equal instalments of lease payments are charged to the Statement of Comprehensive Income over the lease term, as this is representative of the pattern of benefits to be derived from the leased property.

Capital commitments for buildings include the upgrade of police housing primarily on the West Coast of Tasmania. Capital commitments for plant and equipment encompass the replacement of police vessels. Infrastructure commitments relate to an integrated emergency services computer aided dispatch (ESCAD) system for Tasmania's emergency services (Tasmania Police, Ambulance Tasmania, the Tasmania Fire Service and the State Emergency Service).

## 11.2 Contingent Assets and Liabilities

Contingent assets and liabilities are not recognised in the Statement of Financial Position due to uncertainty regarding the amount or timing of the underlying claim or obligation.

### Quantifiable contingencies

A quantifiable contingent asset is a possible asset that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity.

A quantifiable contingent liability is a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity; or a present obligation that arises from past events but is not recognised because it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation.

	2016 \$'000	2015 \$'000
<b>Quantifiable contingent liabilities</b>		
<i>Contingent claims</i>		
Agency litigation	75	79
<b>Total quantifiable contingent liabilities</b>	<b>75</b>	<b>79</b>

As at 30 June 2016, the Department had claims against it for legal disputes.

## Note 12. Reserves

### 12.1 Reserves

2016	Land & Buildings \$'000	Total \$'000
<b>Asset revaluation reserve</b>		
Balance at the beginning of financial year	110,844	110,844
Transfer to accumulated surplus/(deficit)	(2,007)	(2,007)
<b>Balance at end of financial year</b>	<b>108,837</b>	<b>108,837</b>
<b>2015</b>	<b>Land &amp; Buildings \$'000</b>	<b>Total \$'000</b>
<b>Asset revaluation reserve</b>		
Balance at the beginning of financial year	111,271	111,271
Transfer to accumulated surplus/(deficit)	(427)	(427)
<b>Balance at end of financial year</b>	<b>110,844</b>	<b>110,844</b>

#### (a) Nature and purpose of reserves

##### **Asset Revaluation Reserve**

The Asset Revaluation Reserve is used to record increments and decrements on the revaluation of non-financial assets.

## Note 13. Cash Flow Reconciliation

Cash means notes, coins, any deposits held at call with a bank or financial institution, as well as funds held in the Special Deposits and Trust Fund, being short term of three months or less and highly liquid. Deposits are recognised at amortised cost, being their face value.

### 13.1 Cash and deposits

Cash and deposits includes the balance of the Special Deposits and Trust Fund Accounts held by the Department, and other cash held, excluding those accounts which are administered or held in a trustee capacity or agency arrangement.

	2016 \$'000	2015 \$'000
<b>Special Deposits and Trust Fund balance</b>		
T519 Department of Police and Emergency Management Operating Account	4,382	3,090
<b>Total</b>	<b>4,382</b>	<b>3,090</b>
<b>Other cash held</b>		
Cash and deposits	15	14
<b>Total</b>	<b>15</b>	<b>14</b>
<b>Total cash and deposits</b>	<b>4,397</b>	<b>3,104</b>

### 13.2 Reconciliation of Net Result to Net Cash from Operating Activities

	2016 \$'000	2015 \$'000
Net result	1,352	(5,972)
Non-operational capital funding	-	(592)
Contributions received free of charge	-	(986)
Depreciation and amortisation	9,254	10,163
(Gain) loss on non-financial assets	724	(274)
Decrease (increase) in receivables	140	(51)
Decrease (increase) in inventories	(68)	(97)
Decrease (increase) in accrued revenue	(58)	(33)
Decrease (increase) in prepayments	(343)	167
Decrease (increase) in tax assets	(180)	33
Increase (decrease) in creditors	(1,724)	5
Increase (decrease) in accrued expenses	463	7
Increase (decrease) in employee benefits	(751)	2,491
Increase (decrease) in other liabilities	1,880	969
<b>Net cash from (used by) operating activities</b>	<b>10,689</b>	<b>3,892</b>

### 13.3 Acquittal of Capital Investment and Special Capital Investment Funds

The Department received Works and Services Appropriation funding to fund specific projects.

Cash outflows relating to these projects are listed below by category.

Budget information refers to original estimates and has not been subject to audit.

#### (a) Project expenditure

	2016 Budget \$'000	2016 Actual \$'000	2015 Actual \$'000
<b>Capital Investment Program</b>			
Emergency Services Computer Aided Dispatch System	6,640	4,306	-
Upgrade Police Housing	1,000	1,740	-
Large Vessel Replacement	4,500	3,500	-
<b>Total</b>	<b>12,140</b>	<b>9,546</b>	<b>-</b>

## (b) Classification of cash flows

The project expenditure above is reflected in the Statement of Cash Flows as follows.

	2016 \$'000	2015 \$'000
<b>Cash outflows</b>		
Payments for acquisition of assets	6,411	-
Other cash payments	3,135	-
<b>Total cash outflows</b>	<b>9,546</b>	<b>-</b>

## Note 14. Financial Instruments

### 14.1 Risk exposures

#### (a) Risk management policies

The Department has exposure to the following risks from its use of financial instruments:

- credit risk
- liquidity risk
- market risk.

The Head of Agency has overall responsibility for the establishment and oversight of the Department's risk management framework. Risk management policies are established to identify and analyse risks faced by the Department, to set appropriate risk limits and controls, and to monitor risks and adherence to limits.

#### (b) Credit risk exposures

Credit risk is the risk of financial loss to the Department if a customer or counterparty to a financial instrument fails to meet its contractual obligations.

Financial Instrument	Accounting and strategic policies (including recognition criteria and measurement basis)	Nature of underlying instrument (including significant terms and conditions affecting the amount, timing and certainty of cash flows)
<b>Financial Assets</b>		
Receivables	Receivables are recognised at the nominal amounts due, less any provision for impairment.	Credit terms are generally 30 days.
Cash and deposits	Cash and deposits are recognised at face value. It is a requirement for any changes in deposit strategy to be approved by the Treasurer.	Cash means notes, coins and any deposits held at call with a bank or financial institution.

The carrying amount of financial assets recorded in the Financial Statements, net of any allowances for losses, represents the Department's maximum exposure to credit risk without taking into account any collateral or other security. The following tables analyse financial assets that are past due but not impaired:

**Analysis of financial assets that are past due at 30 June 2016 but not impaired**

	Not past due	Past due >30 < 60 days	Past due > 60 < 90 days	Past due > 90 days	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
Receivables	591	212	-	2	805

**Analysis of financial assets that are past due at 30 June 2015 but not impaired**

	Not past due	Past due >30 < 60 days	Past due > 60 < 90 days	Past due > 90 days	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
Receivables	918	23	4	1	946

**(c) Liquidity risk**

Liquidity risk is the risk that the Department will not be able to meet its financial obligations as they fall due. The Department's approach to managing liquidity is to ensure that it will always have sufficient liquidity to meet its liabilities when they fall due.

Financial Instrument	Accounting and strategic policies (including recognition criteria and measurement basis)	Nature of underlying instrument (including significant terms and conditions affecting the amount, timing and certainty of cash flows)
<b>Financial Liabilities</b>		
Payables	Payables, including goods received and services incurred but not yet invoiced, are recognised at the amortised cost, which due to the short settlement period, equates to face value, when the Department becomes obliged to make future payments as a result of a purchase of assets or services.	Settlement is usually made within 30 days.
Interest bearing liabilities	Loans are initially measured at fair value and subsequently measured at amortised cost using the effective interest rate.	Interest payable is based on forecast cash and 3 year bond rates.

The following tables detail the undiscounted cash flows payable by the Department by remaining contractual maturity for its financial liabilities. It should be noted that as these are undiscounted, totals may not reconcile to the carrying amounts presented in the Statement of Financial Position.

## 2016 | Maturity analysis for financial liabilities

	1 Year	2 Years	3 Years	4 Years	5 Years	> 5 Years	Undiscounted Total	Carrying Amount
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Financial liabilities</b>								
Payables	1,953	-	-	-	-	-	1,953	1,953
Interest bearing liabilities	-	-	-	-	-	-	-	-
<b>Total</b>	<b>1,953</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,953</b>	<b>1,953</b>

## 2015 | Maturity analysis for financial liabilities

	1 Year	2 Years	3 Years	4 Years	5 Years	> 5 Years	Undiscounted Total	Carrying Amount
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Financial liabilities</b>								
Payables	3,197	-	-	-	-	-	3,197	3,197
Interest bearing liabilities	1,905	-	-	-	-	-	1,905	1,905
<b>Total</b>	<b>5,102</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>5,102</b>	<b>5,102</b>

### (d) Market risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. The primary market risk that the Department is exposed to is interest rate risk.

At the reporting date, the interest rate profile of the Department's interest bearing financial instruments was:

	2016 \$'000	2015 \$'000
<b>Variable rate instruments</b>		
Financial liabilities	-	1,905
<b>Total</b>	<b>-</b>	<b>1,905</b>

## 14.2 Categories of Financial Assets and Liabilities

	2016 \$'000	2015 \$'000
<b>Financial assets</b>		
Cash and deposits	4,397	3,104
Loans and receivables	994	1,077
<b>Total</b>	<b>5,391</b>	<b>4,181</b>
<b>Financial Liabilities</b>		
Financial liabilities measured at amortised cost	1,953	5,102
<b>Total</b>	<b>1,953</b>	<b>5,102</b>



### 14.3 Reclassifications of Financial Assets

The Department did not reclassify any financial assets during 2015-16.

### 14.4 Derecognition of Financial Assets

The Department did not derecognise any financial assets during 2015-16.

### 14.5 Comparison between Carrying Amount and Net Fair Value of Financial Assets and Liabilities

	Carrying Amount 2016	Net Fair Value 2016	Carrying Amount 2015	Net Fair Value 2015
	\$'000	\$'000	\$'000	\$'000
<b>Financial assets</b>				
Cash and deposits	4,397	4,397	3,104	3,104
Other financial assets	994	994	1,077	1,077
<b>Total financial assets</b>	<b>5,391</b>	<b>5,391</b>	<b>4,181</b>	<b>4,181</b>
<b>Financial liabilities (recognised)</b>				
Payables	1,953	1,953	3,197	3,197
Interest bearing liabilities	-	-	1,905	1,905
<b>Total financial liabilities (recognised)</b>	<b>1,953</b>	<b>1,953</b>	<b>5,102</b>	<b>5,102</b>

#### Financial Assets

The net fair values of cash and non-interest bearing monetary financial assets approximate their carrying amounts.

#### Financial Liabilities

The net fair values for trade creditors are approximated by their carrying amounts.

## Note 15. Notes to Administered Statements

### 15.1 Explanations of Material Variances between Budget and Actual Outcomes

The following are brief explanations of material variances between revised budget estimates and actual outcomes. Variances are considered material where the variance exceeds 10 per cent of budget estimate.

#### (a) Schedule of Administered Income and Expenses

	Note	Original Budget \$'000	Actual \$'000	Variance \$'000	Variance %
Fees and fines	(a)	500	741	241	48.2

#### Notes to Schedule of Administered Income and Expenses variances

(a) The increase in Fees and fines relates to greater than anticipated revenue relating to firearms fees.

#### (b) Schedule of Administered Cash Flows

	Note	Original Budget \$'000	Actual \$'000	Variance \$'000	Variance %
Fees and fines	(a)	500	741	241	48.2

#### Notes to Schedule of Administered Cash Flow variances

(a) The increase in Fees and fines relates to greater than anticipated revenue relating to firearms fees.

## 15.2 Administered Sales of Goods and Services

Amounts earned in exchange for the provision of goods are recognised when the significant risks and rewards of ownership have been transferred to the buyer. Revenue from the provision of services is recognised in proportion to the stage of completion of the transaction at the reporting date. The stage of completion is assessed by reference to surveys of work performed.

	2016 \$'000	2015 \$'000
<b>Services</b>		
Document search fees	109	118
Academy trainee board	137	107
Other sales of goods and services	21	16
<b>Total</b>	<b>267</b>	<b>241</b>

## 15.3 Administered Fees and Fines

Revenue from fees and fines is recognised upon the first occurrence of either:

- receipt by the State of self-assessed fees or
- the time the obligation to pay arises, pursuant to the issue of an assessment.

	2016 \$'000	2015 \$'000
<b>Fees</b>		
Firearms licenses/registrations	741	667
<b>Total</b>	<b>741</b>	<b>667</b>

## 15.4 Administered Other Revenue

Revenue from other sources is recognised when the goods or services which generate this revenue are provided.

	2016 \$'000	2015 \$'000
Found and confiscated proceeds	69	64
<b>Total</b>	<b>69</b>	<b>64</b>

## Note 16. Events Occurring After Balance Date

There have been no events subsequent to balance date which would have a material effect on the Department's Financial Statements as at 30 June 2016.

## Note 17. Other Significant Accounting Policies and Judgements

### 17.1 Objectives and Funding

The Department's objectives are:

- to be a values-based organisation, which embraces the values of integrity, equity and accountability,
- for the community to feel safe and be safe,
- to reduce crime,
- to improve driver behaviour through traffic law enforcement, and
- to contribute towards community resilience through effective security and emergency management.

The Department is structured to meet the following outcomes:

- an effective community service,
- a safe and secure environment,
- prevention of crime in the community, and
- law enforcement services aimed at detecting, investigating and resolving offences.

Departmental activities are classified as either controlled or administered.

Controlled activities involve the use of assets, liabilities, revenues and expenses controlled or incurred by the Department in its own right. Administered activities involve the management or oversight by the Department, on behalf of the Government, of items controlled or incurred by the Government.

The Department is a Tasmanian Government not-for profit entity that is predominantly funded through Parliamentary appropriations. It also provides services on a fee for service basis, as outlined in Notes 17.2 and 17.3. The financial report encompasses all funds through which the Department controls resources to carry on its functions.

## 17.2 Basis of Accounting

The Financial Statements are a general purpose financial report and have been prepared in accordance with:

- Australian Accounting Standards issued by the Australian Accounting Standards Board and Interpretations, and
- The Treasurer's Instructions issued under the provisions of the *Financial Management and Audit Act 1990*.

The Financial Statements were signed by the Secretary on 12 August 2016 and resigned on 22 September 2016.

Compliance with the Australian Accounting Standards may not result in compliance with International Financial Reporting Standards, as the AAS include requirements and options available to not-for-profit organisations that are inconsistent with IFRS. The Department is considered to be not-for-profit and has adopted some accounting policies under the AAS that do not comply with IFRS.

The Financial Statements have been prepared on an accrual basis and, except where stated, are in accordance with the historical cost convention. The accounting policies are generally consistent with the previous year except for those changes outlined in Note 17.6.

The Financial Statements have been prepared as a going concern. The continued existence of the Department in its present form, undertaking its current activities, is dependent on Government policy and on continuing appropriations by Parliament for the Department's administration and activities.

## 17.3 Reporting Entity

The Department of Police, Fire and Emergency Management is responsible for the delivery of quality policing, fire and emergency management services in Tasmania. The Department comprises Tasmania Police, the Tasmania Fire Service, the State Emergency Service, Forensic Science Service Tasmania and Business and Executive Services.

The Tasmania Fire Service reports separately to the State Fire Commission for the purposes of financial reporting and are therefore not included in this financial report.

The Financial Statements include all the controlled activities of the Department. The Financial Statements consolidate material transactions and balances of the Department and entities included in its output groups. Material transactions and balances between the Department and such entities have been eliminated.

## 17.4 Functional and Presentation Currency

These Financial Statements are presented in Australian dollars, which is the Department's functional currency.

## 17.5 Fair Presentation

No departure from Australian Accounting Standards has been made in preparation of these Financial Statements.

## 17.6 Changes in Accounting Policies

### (a) Impact of new and revised Accounting Standards

In the current year, the Department has adopted all of the new and revised Standards and Interpretations issued by the Australian Accounting Standards Board that are relevant to its operations and effective for the current annual reporting period. These include:

- 2013-9 *Amendments to Australian Accounting Standards – Conceptual Framework, Materiality and Financial Instruments* [Operative dates: Part A *Conceptual Framework* – 20 December 2013; Part B *Materiality* – 1 January 2015; Part C *Financial Instruments* – 1 January 2016] – The objective of this Standard is to make amendments to the Standards and Interpretations listed in the Appendix:
  - (a) as a consequence of the issue of Accounting Framework AASB CF 2013-1 *Amendments to the Australian Conceptual Framework*, and editorial corrections, as set out in Part A of the Standard;
  - (b) to delete references to AASB 1031 *Materiality* in other Australian Accounting Standards, and to make editorial corrections, as set out in Part B of the Standard; and
  - (c) as a consequence of the issuance of IFRS 9 *Financial Instruments – Hedge Accounting* and amendments to IFRS 9, IFRS 7 and IAS 39 by the IASB in November 2013, as set out in Part C of the Standard.

There is no financial impact of adopting this Standard.

- 2015-1 *Amendments to Australian Accounting Standards – Annual Improvements to Australian Accounting Standards 2012-2014 Cycle* [AASB 1, AASB 2, AASB 3, AASB 5, AASB 7, AASB 11, AASB 110, AASB 119, AASB 121, AASB 133, AASB 134, AASB 137 & AASB 140] – The objective of this Standard is to make amendments to Australian Accounting Standards that arise from the issuance of International Financial Reporting Standard *Annual Improvements to IFRSs 2012-2014 Cycle* by the IASB. This Standard applies to annual reporting periods beginning on or after 1 January 2016. There is no financial impact of adopting this Standard.

- AASB 2015 -2 *Amendments to Australian Accounting Standards – Disclosure Initiative: Amendments to AASB 101 [AASB 7, AASB 101, AASB 134 & AASB 1049]* – The objective of this Standard is to amend AASB 101 to provide clarification regarding the disclosure requirements in AASB 101. This Standard applies to annual reporting periods beginning on or after 1 January 2016. This has resulted in some changes in the presentation of these financial statements.
- AASB 2015-3 *Amendments to Australian Accounting Standards arising from the Withdrawal of AASB 1031 Materiality* – The objective of this Standard is to effect the withdrawal of AASB 1031 *Materiality* and to delete references to AASB 1031 in the Australian Accounting Standards. This Standard is applicable to annual reporting periods beginning on or after 1 July 2015. There is no financial impact of adopting this Standard.
- 2010-7, 2014-7 and 2015-7 *Amendments to Australian Accounting Standards arising from AASB 9 – Financial Instruments* in December 2010. The objective of these Standards is to make amendments to various standards as a consequence of the issuance of AASB 9 *Financial Instruments* in December 2010. It is not expected to have a financial impact.
- 2014-5 *Amendments to Australian Accounting Standards arising from AASB 15 – Revenue from Contracts with Customers*. The objective of this Standard is to make amendments to Australian Accounting Standards and Interpretations arising from the issuance of AASB 15 *Revenue from Contracts with Customers*. This Standard applies to annual reporting periods beginning on or after 1 January 2017, except that the amendments to AASB 9 (December 2009) and AASB 9 (December 2010) apply to annual reporting periods beginning on or after 1 January 2018. This Standard shall be applied when AASB 15 is applied. It is not expected to have a financial impact.
- 2015-6 *Amendments to Australian Accounting Standards – Extending Related Party Disclosures to Not-for-Profit Public Sector Entities* – The objective of this Standard is to make amendments to AASB 124 *Related Party Disclosures* to extend the scope of that Standard to include not-for-profit public sector entities. This Standard applies to annual reporting periods beginning on or after 1 July 2016. The impact is increased disclosure in relation to related parties.
- 2015-8 *Amendments to Australian Accounting Standards – Effective Date of AASB 15* – The objective of this Standard is to amend the mandatory effective date of AASB 15 *Revenue from Contracts with Customers* so that AASB 15 is required to be applied for annual reporting periods beginning on or after 1 January 2018 instead of 1 January 2017. It is not expected to have a financial impact.
- 2016-2 *Amendments to Australian Accounting Standards – Disclosure Initiative: Amendments to AASB 107* – The objective of this Standard is to amend AASB 107 *Statement of Cash Flows* to require entities preparing statements in accordance with Tier 1 reporting requirements to provide disclosures that enable users of financial statements to evaluate changes in liabilities arising from financing activities, including both changes arising from cash flows and non-cash changes. This Standard applies to annual periods beginning on or after 1 January 2017. The impact is increased disclosure in relation to cash flows and non-cash changes.
- AASB 16 *Leases* – The objective of this Standard is to introduce a single lessee accounting model and require a lessee to recognise assets and liabilities for all leases with a term of more than 12 months, unless the underlying asset is of low value. This Standard applies to annual reporting periods beginning on or after 1 January 2019. The impact is enhanced disclosure in relation to leases. The financial impact of this Standard has not yet been assessed.

**(b) Impact of new and revised Accounting Standards yet to be applied**

The following applicable Standards have been issued by the AASB and are yet to be applied:

- AASB 15 *Revenue from Contracts with Customers* – The objective of this Standard is to establish the principles that an entity shall apply to report useful information to users of financial statements about the nature, amount, timing, and uncertainty of revenue and cash flows arising from a contract with a customer. This Standard applies to annual reporting periods beginning on or after 1 January 2017. Where an entity applies the Standard to an earlier annual reporting period, it shall disclose that fact. It is not expected to have a financial impact.

## 17.7 Administered Transactions and Balances

The Department administers, but does not control, certain resources on behalf of the Government as a whole. It is accountable for the transactions involving such administered resources, but does not have the discretion to deploy resources for the achievement of the Department's objectives. Administered assets, liabilities, expenses and revenues are disclosed in Note 1 to the Financial Statements.

## 17.8 Activities Undertaken Under a Trustee or Agency Relationship

Transactions relating to activities undertaken by the Department in a trust or fiduciary (agency) capacity do not form part of the Department's activities. Trustee and agency arrangements, and transactions/balances relating to those activities, are neither controlled nor administered.

Fees, commissions earned and expenses incurred in the course of rendering services as a trustee or through an agency arrangement are recognised as controlled transactions.

## 17.9 Transactions by the Government as Owner – Restructuring of Administrative Arrangements

Net assets received under a restructuring of administrative arrangements are designated as contributions by owners and adjusted directly against equity. Net assets relinquished are designated as distributions to owners. Net assets transferred are initially recognised at the amounts at which they were recognised by the transferring agency immediately prior to the transfer.

Following the Government's 2014-15 budget process, the management arrangements within the Department of Police, Fire and Emergency Management (DPFEM) have been revised. This has resulted in a change to the State Emergency Service (SES) governance arrangements, which now sees SES reporting through the Tasmania Fire Service (TFS) who report separately to the State Fire Commission. However, for administrative purposes SES financial arrangements have remained unchanged with TFS making a payment to DPFEM for their required funding component. As such the Department of Police, Fire and Emergency Management (DPFEM) has included all SES financial transactions in its 2014-15 and 2015-16 financial statements. These transactions are reported under Output Group 4: Emergency Management.

Both the Department and TFS are working towards a suitable reporting arrangement with regard to the SES administrative restructuring in 2016-17.

## 17.10 Unrecognised Financial Instruments

The Department has no unrecognised financial instruments.

## 17.11 Foreign Currency

Transactions denominated in a foreign currency are converted at the exchange rate at the date of the transaction. Foreign currency receivables and payables are translated at the exchange rates current as at balance date.

## 17.12 Comparative Figures

Comparative figures have not been adjusted to reflect any changes in accounting policy or the adoption of new standards. Details of the impact of changes in accounting policy on comparative figures are at Note 17.6.

Where amounts have been reclassified within the Financial Statements, the comparative statements have been restated.

Restructures of Outputs within the Department (internal restructures) that do not affect the results shown on the face of the Financial Statements are reflected in the comparatives in the Output Schedule at Note 2.

The comparatives for external administrative restructures are not reflected in the Financial Statements.

## 17.13 Rounding

All amounts in the Financial Statements have been rounded to the nearest thousand dollars, unless otherwise stated. As a consequence, rounded figures may not add to totals. Amounts less than \$500 are rounded to zero and are indicated by the symbol "...".

## 17.14 Departmental Taxation

The Department is exempt from all forms of taxation except for Fringe Benefits Tax and the Goods and Services Tax.

## 17.15 Goods and Services Tax

Revenue, expenses and assets are recognised net of the amount of Goods and Services Tax, except where the GST incurred is not recoverable from the Australian Taxation Office. Receivables and payables are stated exclusive of GST. The net amount recoverable, or payable, to the ATO is recognised as an asset or liability within the Statement of Financial Position.

In the Statement of Cash Flows, the GST component of cash flows arising from operating, investing or financing activities which is recoverable from, or payable to, the Australian Taxation Office is, in accordance with the Australian Accounting Standards, classified as operating cash flows.





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28 September 2016

Mr D Hine  
Secretary  
Department of Police, Fire and Emergency Management  
47 Liverpool Street  
**HOBART TAS 7000**

Dear Mr Hine

**Department of Police, Fire and Emergency Management – Final Management Letter - Audit of Financial Statements for the Year Ended 30 June 2016**

The audit of the financial statements for the Department of Police, Fire and Emergency Management has been completed in accordance with the agreed client strategy. I have issued my audit report on the financial statements, a copy of which is enclosed.

**Audit Findings**

The enclosed Management Report sets out certain matters outstanding from the prior years which were followed-up during the current audit, all of which have now been resolved.

You will appreciate that my normal audit procedures are designed primarily to enable me to form an opinion on the financial statements as a whole and therefore do not necessarily bring to light at each audit all the weaknesses in internal control or accounting practice which a special investigation might do.

I have prepared this report solely for the use of the Department. As you know, this report forms part of a continuing dialogue between the Secretary and the Auditor-General and, therefore, it is not intended to include every matter, whether large or small, that has come to my attention. For this reason I believe that it would be inappropriate for this report to be made available to third parties and, if such a third party were to obtain a copy without my prior written consent, I would not accept any responsibility for any reliance that they might place on it.

**Auditor-General's Report**

Relevant commentary for inclusion in the Auditor-General's Report to Parliament will be forwarded to you for formal comment where the contents impact on the Department.

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To provide independent assurance to the Parliament and Community on the performance and accountability of the Tasmanian Public sector.  
Professionalism | Respect | Camaraderie | Continuous Improvement | Customer Focus

*Strive | Lead | Excel | To Make a Difference*

### Review of the Annual Report

Please will you forward to me a copy of the final draft of the Department's annual report for review by my staff prior to its publication. This review will be conducted in accordance with Auditing Standard ASA 720 *The Auditor's Responsibilities Relating to Other Information in Documents Containing Audited Financial Report* to identify any material inconsistencies between the financial statements and other information disclosed in the annual report.

Appreciation is expressed for the assistance and co-operation provided to my contractors and staff during the course of the audit.

Please note that a copy of this letter together with the audit report and management report will be provided to the for Police and Emergency Management, the Hon. M T Hidding MP, in accordance with section 19(2) of the *Audit Act 2008*.

If you have any queries regarding the audit or any other matters, please contact myself or Mr Phillip Chung on 6173 0900.

Yours sincerely



E R De Santi  
**Deputy Auditor-General**

Encl.

Copy for:

Mr Scott Tilyard, Chair, Audit committee  
Ms Donna Adams, Deputy Secretary, Executive Support and Secretarial  
Mr Todd Crawford, Acting Director Corporate Services

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