

ANNUAL REPORT 2021–22

Department
of Police, Fire
& Emergency
Management



Tasmania Fire Service



Tasmanian
Government

Department of Police, Fire and Emergency Management Annual Report 2021–22

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CONTENTS

ABBREVIATIONS AND ACRONYMS	4	2021–22 COMPLIANCE INDEX	30
LETTER TO THE MINISTER	5	OUR COMPLIANCE REPORT	32
SECRETARY'S FOREWORD	6	Corporate Governance	32
2021–22 OUR YEAR IN REVIEW	8	Statutory and Non-statutory Boards and Committees	33
Strategic Focus Area 1: Supporting a healthy and resilient workforce	8	Legislation	36
Strategic Focus Area 2: Building frontline capability	8	Public Access and Information Disclosure	37
Strategic Focus Area 3: Enhancing trust and strengthening community relations	9	Our People and Policies	40
Strategic Focus Area 4: Capitalising on interoperable emergency services	10	Workplace Diversity	43
OUR DEPARTMENT	11	Compliance Reporting to Other Legislation	48
Our Strategic Framework	11	Royal Commissions Reporting	56
Organisational Changes	11	Pricing Policy	56
Organisation Chart (as at 30 June 2022)	13	Risk Management	57
OUR ORGANISATIONAL STRUCTURE	14	Asset Management	57
Tasmania Police Commands	14	Procurement	58
Geographical Police Districts	14	Debts Written Off	63
Business and Executive Services	17	Loss and Damage	63
Forensic Science Service Tasmania	18	FINANCIAL STATEMENTS	64
Tasmania Fire Service	18	Certification	66
State Emergency Service	18	Notes to and forming part of the Financial Statements for the year ended 30 June 2021	71
OUR PERFORMANCE	19	Independent Auditor's Report	122
Budget Allocation	19	CONTACT US	126
Our Key Deliverables	19		
Our Output Groups	20		
Output Group 1: Public Safety	21		
Output Group 2: Crime	23		
Output Group 3: Traffic Policing	26		
Output Group 4: Emergency Management	28		

ABBREVIATIONS AND ACRONYMS

A Act	<i>Audit Act 2008</i>	km/h	Kilometres per hour
AAS	Australian Accounting Standards	MDC	Multi-Disciplinary Centres
AASB	Australian Accounting Standards Board	na	Not applicable
ABS	Australian Bureau of Statistics	NATA	National Association of Testing Authorities, Australia
ATO	Australian Tax Office	NCIS	National Criminal Intelligence System
CCC	COVID Coordination Centre	PF	Procurement Framework
CISM	Critical Incident Stress Management	PID Act	<i>Public Interest Disclosures Act 2002</i>
DNA	Deoxyribonucleic acid	PP	Procurement Processes
DPFEM	Department of Police, Fire and Emergency Management	PSSR Act	<i>Public Sector Superannuation Reform Act 2016</i>
ED	Employment Direction	PTE	Part-time Equivalent
EM Act	<i>Emergency Management Act 2006</i>	PV	Police Vessel
ESCAD	Emergency Services Computer Aided Dispatch	RTI Act	<i>Right to Information Act 2009</i>
Ex	Excluding	SCC	State Control Centre
FC	Financial Controls	SES	State Emergency Service
FM Act	<i>Financial Management Act 2016</i>	SOC	State Operations Centre
FMAA	Financial Management Association of Australia	SOG	Special Operations Group
FSST	Forensic Science Service Tasmania	SS Act	<i>State Service Act 2000</i>
FTE	Full-time Equivalent	SS Regs	<i>State Service Regulations 2021</i>
FR	Financial Reporting	TasGRN	Tasmania Government Radio Network
GST	Goods and Services Tax	TEMA	Tasmanian Emergency Management Arrangements
IC Act	<i>Integrity Commission Act 2009</i>	TFS	Tasmania Fire Service
IFRS	International Financial Reporting Standards	TI	Treasurer's Instructions
ISO	International Organisation for Standardisation	WHS	Work, Health and Safety
JACET	Joint Anti Child Exploitation Team		

LETTER TO THE MINISTER

Hon Felix Ellis MP
Minister for Police, Fire and Emergency Management
Parliament House
HOBART TAS 7000

Dear Minister

In accordance with the requirements of section 36(1) of the *State Service Act 2000* and section 42 of the *Financial Management Act 2016*, I am pleased to submit for presentation to Parliament, the Department of Police, Fire and Emergency Management Annual Report for the financial year ended 30 June 2022.

Yours sincerely

A handwritten signature in black ink, appearing to read 'D. Hine', with a stylized, cursive script.

D L Hine AO, PSM, APM
Secretary

SECRETARY'S FOREWORD



I am very pleased to present my final Annual Report for the Department of Police, Fire and Emergency Management (DPFEM). The Annual Report is always an opportunity for us to provide a transparent record of our financial obligations, our legislative compliance requirements, and a summary of our performance measures across our four Output Groups over the preceding 12 months. It is also an opportunity to report on our successes, areas for improvement and a report card on how we are keeping our community safe.

I would like to highlight a priority that has been of particular significance this year – our police numbers. Although Tasmania Police reached its highest ever establishment number, we have continued to focus on recruitment to ensure we are consistently employing and training the best people for the job. To encourage more people than ever to join Tasmania Police, for the first time we trialled a northern-based recruit course that commenced on 25 April 2022 with 17 participants. I am pleased to report that the trial proved very successful, and planning is underway for another northern-based course in 2023.

In my position as Commissioner of Police, I have appeared before two significant inquiries, the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (Disability Royal Commission) and the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings (Commission of Inquiry).

The week-long Disability Royal Commission hearing concentrated on the lived experience of people with disability, with a particular focus on women and girls experiencing family and sexual violence. My appearance in April 2022, was an opportunity to explain how Tasmania Police provides support and assistance to women and girls with disability experiencing these offences. It also provided the chance to explain what we are doing to improve outcomes for all victims of family violence, including those with disability, through the work of our Safe Family Coordination Unit and Family Violence Units. I know that we will continue to remove barriers and make reasonable adjustments to ensure equitable and fair outcomes for people with disability and to keep them safe.

In relation to the Commission of Inquiry, firstly I would like to commend the courage of the victim-survivors who have shared their stories publicly, and the bravery of every victim-survivor who comes forward to make a report to police. I would also like to reiterate my heartfelt apologies to all victims who were let down by the deficiencies in our investigative processes and assure them that we have taken considerable steps to improve how we respond to information reports, how we share information, and how we educate, train, and support police officers in responding to victim-survivors. Work is also underway to implement Multi-Disciplinary Centres – which will provide a holistic, trauma-informed approach to responding to victim-survivors.

Tragically, in the reporting year we have seen a devastating number of serious and fatal crashes on our roads. Tasmania Police remains committed to improving road safety and changing driver behaviours which is why we have reviewed our traffic policing model, working with stakeholders to identify ways we can make our roads safer. The new Road Policing Services model comprises a brand-new highway patrol and 68 police officers solely dedicated to road policing across Tasmania. Launching in July 2022, the new model will improve our ability to undertake intelligence-led road safety operations across the State and means Tasmania will have one of the highest ratios of traffic police in Australia. As we continue our traffic enforcement efforts, I urge the community to recognise that road safety is a shared responsibility, and we need all motorists to play their part by making the right choices each and every time they are on our roads, so we can all get home safely.

On an encouraging note, I am pleased to report on the positive outcomes of a new multi-agency mental health initiative that was trialled in southern Tasmania in January 2022. The PACER (Police, Ambulance and Clinician Early Response) Team is comprised of mental health workers, including clinicians, who travel with police and ambulance officers to attend mental health specific Triple Zero (000) calls. Together, PACER members provide a rapid, specialist response to acute mental health or behavioural concerns in our community, with a focus on mental health assessment, treatment, and referral. This is a better outcome for patients, emergency responders and our health system. We will look forward to reporting on the outcomes of the trial in the next Annual Report.

We have continued to navigate through COVID-19, providing appropriate responses to the pandemic to ensure the Tasmanian community receives high quality and effective policing services. Although the Public Health emergency declaration is due to expire at midnight on 30 June 2022, Tasmania Police will continue to remain vigilant to any emerging crises.

In the event of any future emergencies, both health-related and natural disasters, a new purpose-built emergency response facility has been constructed in Hobart. The new Emergency Management Centre became fully operational in May 2022 and will provide whole-of-government coordination of emergency management preparation, response and recovery phases associated with statewide all-hazard emergency events.

We have continued to invest in upgrading our police stations to provide modern, accessible and fit for purpose premises for both the community and our police officers. New Norfolk and Longford Police Stations were opened in early 2022 providing those communities with much needed modernised facilities. DPFEM remains committed to progressing the upgrading of our aging stations and the development of state-of-the-art emergency management facilities across the State. The completion of the Sorell Emergency Services Hub will be a key achievement for next year when it becomes operational in early 2023.

As mentioned, this is my last Annual Report as the Secretary of DPFEM. I would like to take this opportunity to say how honoured I am to have led this trusted and respected organisation over the past 14 years, and to have worked with such highly skilled and professional people. I want to thank all DPFEM employees and volunteers for their continued hard work and dedication in making Tasmania a safe place to live. I am confident that I will be handing over a strong and diverse workforce that will provide outstanding service to the community and support to the next Secretary of the Department of Police, Fire and Emergency Management.



D L Hine AO, PSM, APM
Secretary

2021–22 OUR YEAR IN REVIEW

Highlights of our strategic focus areas and significant key business priorities for 2021–22 are outlined below:

Strategic Focus Area 1: Supporting a healthy and resilient workforce

Wellbeing and Workers Compensation Review: Implementation of recommendations

The mental health and wellbeing of our staff and volunteers is a key priority of DPFEM. We recognise the significant impact that attending incidents can have on mental health over time.

To assess the effectiveness of our health and wellbeing frameworks, DPFEM established the *Independent Review of the Effectiveness of the Department of Police, Fire and Emergency Management's Health and Wellbeing and Workers Compensation Frameworks for employees suffering from Mental Health Related Illness* (the Review). The Review comprised of an independent panel of experts who examined DPFEM's frameworks, policies, and procedures to support mental health and wellbeing. The panel also assessed whether appropriate supports are in place for employees and volunteers suffering from mental health related illnesses.

Positively, the Review recognised the significant achievements of the Wellbeing Support program over the last two years including implementation of new programs such as *MyPulse*, an increase in the number of Wellbeing Support Officers statewide, the employment of additional staff psychologists and the integration of peers and support for family members.

In late February 2022, the panel completed their report and made a total of 23 recommendations. The recommendations are significant and DPFEM will continue to liaise with stakeholders to progress recommendations.

Work, Health and Safety: New governance arrangements and an agreed work plan

We continued to focus on improving our work health and safety (WHS) governance and reporting systems to increase support to our frontline workers.

During this reporting period, we finalised the WHS policy and implemented changes to the WHS governance committee structure. These modifications included the introduction of an expanded WHS Strategy Committee and new Health and Safety Representative (HSR) Forum arrangements. The reforms have increased engagement with both the HSR network and unions on WHS issues and strategies that impact the entire organisation.

Strategic Focus Area 2: Building frontline capability

Safe Staffing: Implement key policies regarding safe staffing numbers

The implementation of Tasmania Police's safe staffing levels has been supported by the State Government's commitment to funding additional police officers.

Safe staffing levels were identified for all 24-hour police stations across Tasmania with safe staffing levels successfully implemented at Burnie and Glenorchy Police Stations on 1 July 2021. Implementation at the remaining 24-hour stations is anticipated to occur early in the next reporting period.

Capability Review: continued implementation, including the development of a two-tier police staffing model

We continued to implement recommendations from the Tasmania Police Capability Review to improve the way Tasmania Police responds to challenges in the current police operating environment and prepare for future shifts in demand for policing.

A key recommendation of the Capability Review was the introduction of a two-tier police staffing model. The model seeks to introduce a staffing capability that provides specialist and technical expertise (such as forensic accountants and cybercrime specialists) to ensure Tasmania Police is able to keep pace with the changing policing environment.

In April 2022, we commenced development of an employment framework that will support the recruitment of these specialists as part of the police establishment.

Recruitment: continued our focus on recruitment to increase police numbers, including the development of a Northern satellite course

Tasmania Police continued to recruit in line with commitments from the State Government to meet our establishment number of 1,368 police officers by 30 June 2022. For the financial year 2021–22, 80 police recruits graduated from the Tasmania Police Academy to join the operational frontline.

Although Tasmania Police is now at its highest ever establishment number, we remain focused on increasing recruitment and intend to develop a new marketing campaign to attract more members of the community to make policing their career.

To further boost our police numbers, in April 2022 Tasmania Police commenced a pilot recruit course in Launceston. The 31-week training course meant that, for the first time ever, recruits from the North and North-West of Tasmania were able to complete their training closer to home. This initial course attracted 17 participants and plans are underway to continue the Northern training course in 2023.

Strategic Focus Area 3: Enhancing trust and strengthening community relations

Commission of Inquiry into the Tasmanian Government Responses to Child Sexual Abuse in Institutional Settings: review and response

In response to the Commission of Inquiry, DPFEM has taken significant steps on how we respond to intelligence submissions, share information, and how we educate, train and support our members in responding to victim-survivors. We established a Review Team comprised of experienced child safety professionals, detectives, intelligence, and policy analysts to implement recommendations to improve child safety outcomes. The Review Team carried out a significant body of work that included:

- Reviewing thousands of records held across Government agencies to assess potential risk to children.
- Developing new protocols for the information exchange between DPFEM and Department of Justice for Working with Vulnerable People checks.
- Developing Memorandum of Understandings between Tasmania Police, Departments of Communities, Education and Justice to ensure information is shared promptly across agencies.
- Recommending amendments to ensure appropriate responses and actions are undertaken when either party receives information relating to child sexual abuse.
- Reviewing and refining Tasmania Police guidelines for investigating child sexual abuse to ensure information relevant to these investigations is consolidated into a single protocol for ease of reference by police.

Multi-Disciplinary Centres

The work of the Review Team led to the development of Multi-Disciplinary Centres (MDC), which will provide a holistic, trauma-informed approach to responding to victim-survivors.

During the reporting period, work has been underway to establish a two year pilot for MDCs in the North and South of the State. The MDCs will integrate specialist police investigators, child safety service professionals and support services for both sexual and family violence.

The MDCs will recognise the intersection between sexual and family violence and be supported by an expansion of the remit of the Safe Families Coordination Unit.

Capital Infrastructure Program

During the reporting period, we made progress on a range of significant infrastructure projects to support the delivery of contemporary policing and emergency management services.

Significant progress was achieved towards completing the **Launceston Police Station** which will result in a substantial upgrade to policing accommodation and amenities at the 1970 constructed station. A local Tasmanian architectural firm and a commercial builder worked with DPFEM to define the scope of works and begin the internal refurbishment of key prioritised areas of the station. Works are well underway and expected to be completed in early 2023.

The previous outdated **New Norfolk Police Station** was demolished, and the new fully operational station was officially opened on 25 February 2022.

The new **Longford Police Station** was officially opened on 15 March 2022. This station is the headquarters for the Central North Division, which encompasses a large portion of the regional area of the Northern Police District.

Construction of the new southern Special Operation Group (SOG) facility commenced in February 2022 and is on target for completion in the next reporting period. The northern based facility was completed in March 2022 and provides new fit for purpose accommodation for the northern SOG police officers and their equipment.

The development of the **Sorell Emergency Services Hub** will enable the emergency service arms of Tasmania Police, State Emergency Service and Tasmania Fire Service to be co-located on a purpose-built site.

Following the appointment of a local Tasmanian architectural firm and a commercial builder, construction works commenced in November 2021 and it is expected the Hub will be operational in early 2023.

Review of the Fire Service Act 1979

DPFEM continued to support the review of the *Fire Service Act 1979*. The aim of the review was to ensure that the Tasmania Fire Service and the State Emergency Service is supported by contemporary legislation that reflects the service delivery that is expected by the community now and into the future.

Tasmanians were invited to provide feedback on the review recommendations, including governance and financial reform. The consultation process closed in December 2021, and in March 2022 DPFEM appointed a director to progress the reform.

At the time of writing, we were in the final stages of formulating advice to the State Government for it to consider a recommended legislative reform approach.

Strategic Focus Area 4: Capitalising on interoperable emergency services

Tasmanian Government Radio Network: planning and business readiness activities in preparation for the transition to a new secure radio network.

We continued to progress the Tasmanian Government Radio Network (TasGRN) Project. This project will establish an interoperable, sustainable, and contemporary radio capability for eight key government stakeholder agencies involved in providing emergency incident response or operating on the emergency response network.

The new network will provide greater interoperability, increased coverage, secure (encrypted) communications and deliver a modern user interface. Once established TasGRN will rationalise several end-of-life existing radio networks and replace them with a single contemporary network.

The TasGRN demonstration sites became operational in August 2021 which marked the completion of a significant milestone for the project. It is anticipated that the transition for all stakeholder agencies will be completed towards the end of 2023.

New State Operations Centre and State Control Centre

The development of this new purpose-built facility commenced in August 2021 and established a new State Operations Centre (SOC) and State Control Centre (SCC) in one building. The new facility will assist with the delivery of whole-of-government emergency management policy, strategy, response and recovery for emergency management events such as fire, flood, pandemic, biosecurity or terrorism events.

The new facility was officially opened in early June 2022.

OUR DEPARTMENT

The Department of Police, Fire and Emergency Management (DPFEM) is responsible for providing quality policing, fire and emergency management services to the Tasmanian community.

DPFEM consists of Tasmania Police, Tasmania Fire Service, State Emergency Service, Forensic Science Service Tasmania and Business and Executive Services.

The Tasmania Fire Service and State Emergency Service are significant areas of DPFEM and are extensively reported in the *2021–22 State Fire Commission Annual Report*.

Our Strategic Framework

The *Future Focus 2020–2023* establishes the strategic direction for DPFEM. *Future Focus* outlines the vision and mission and is supported by a set of principles. These guide the delivery of our services and the behaviours of our people.

Our Vision

A safe, secure and resilient Tasmania.

Our Mission

To provide effective policing, fire and emergency management services.

Our Principles

Our people underpin what we do through the following principles:

- Leadership
- Resilience
- Professionalism
- Collaboration
- Values-led.

Strategic Focus Areas

Our *Future Focus* identifies four areas of strategic focus for the agency, and for its operational services. These are:

- Supporting a healthy and resilient workforce
- Building frontline capability
- Enhancing trust and strengthening community relations
- Capitalising on interoperable emergency services.

These focus areas have been incorporated into our *2021–22 Business Priorities* to deliver strong outcomes across all our activities. The *Our Year in Review* chapter highlights our key priority areas that drive our business and are of strategic or whole-of-department significance.

Corporate Governance

The Secretary has overall responsibility for the performance and management of DPFEM and is accountable to the Minister for Police, Fire and Emergency Management. The Secretary is a Head of Agency as defined by the *Financial Management Act 2016* and the *State Service Act 2000* and pursuant to the State Service Management Framework.

The Secretary also holds the positions of Commissioner of Police under the *Police Service Act 2003* and State Emergency Management Controller under the *Emergency Management Act 2006*.

During 2021–22, Darren Hine held the positions of Secretary, Commissioner of Police and the State Emergency Management Controller.

The governance structure for DPFEM is outlined within the Corporate Governance Section in *Our Compliance Report*.

Agency Management Group

The Agency Management Group provides a forum for whole-of-agency decision-making and coordination. The Group consists of the Secretary, Deputy Commissioner of Police, Chief Officer Tasmania Fire Service, and Deputy Secretary Business and Executive Services.

Corporate Management Group

The Corporate Management Group brings together strategic decision-makers from Tasmania Police and Business and Executive Services.

Committees and Boards

DPFEM has a range of committees and boards to monitor financial and organisational performance, risk and compliance standards.

These include:

- Audit and Risk Committee
- Police Review Board
- Tasmania Police Charity Trust
- Procurement Review Committee
- State Emergency Management Committee.

Organisational Changes

Executive Appointments

Donna Adams was appointed Deputy Commissioner of Police on 23 July 2021.

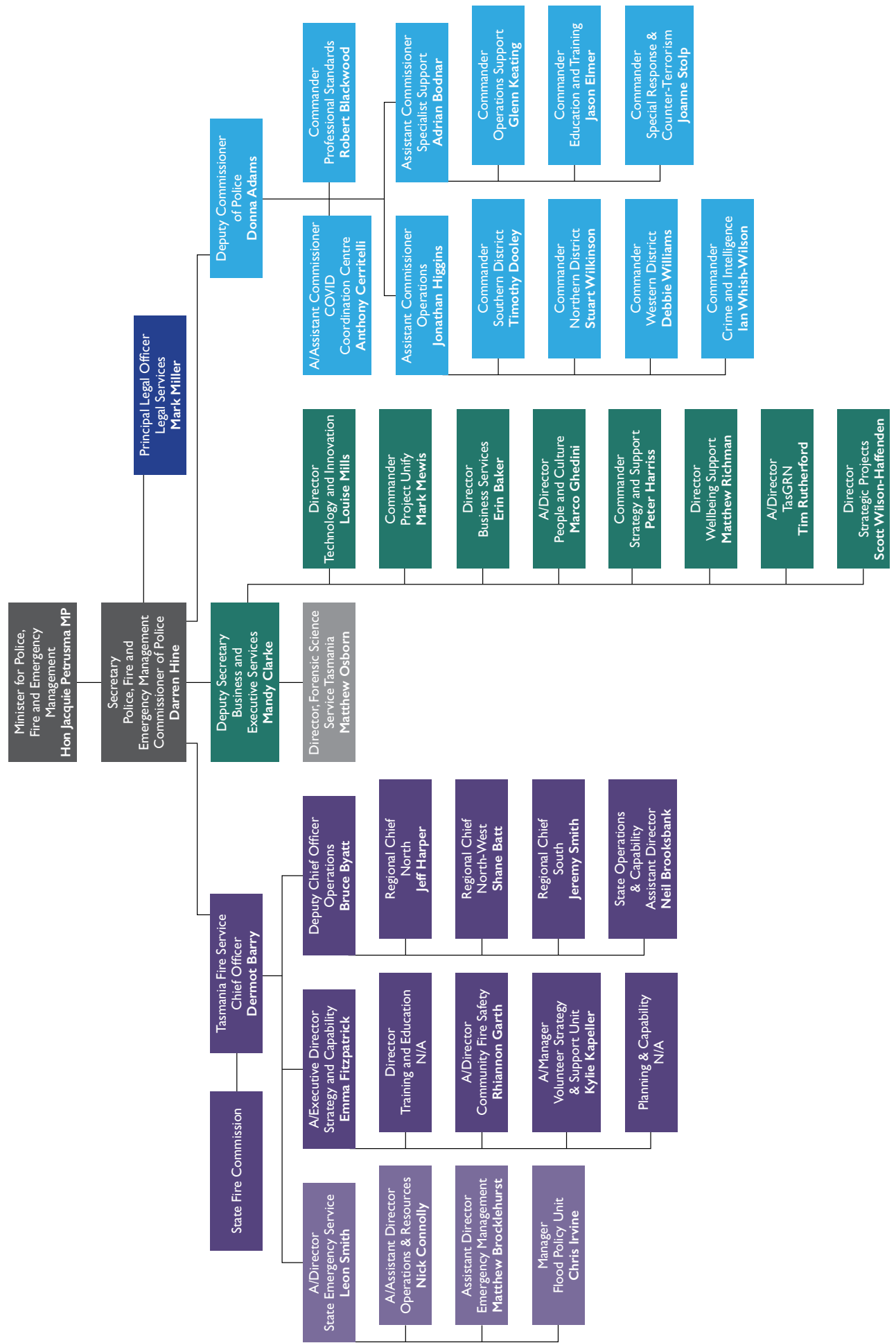
Dermot Barry was appointed Chief Officer, Tasmania Fire Service on 2 August 2021.

Mandy Clarke was appointed Deputy Secretary, Business and Executive Services on 14 February 2022.

Structural Changes

There were no organisational structural changes for DPFEM during 2021–22.

Department of Police, Fire and Emergency Management Organisational Structure (as at 30 June 2022)



OUR ORGANISATIONAL STRUCTURE

Tasmania Police Commands

Tasmania Police consists of eight commands: three geographical police districts and five support commands:

- Southern, Northern and Western Districts
- Crime and Intelligence
- Education and Training
- Operations Support
- Professional Standards, and
- Special Response and Counter-Terrorism.

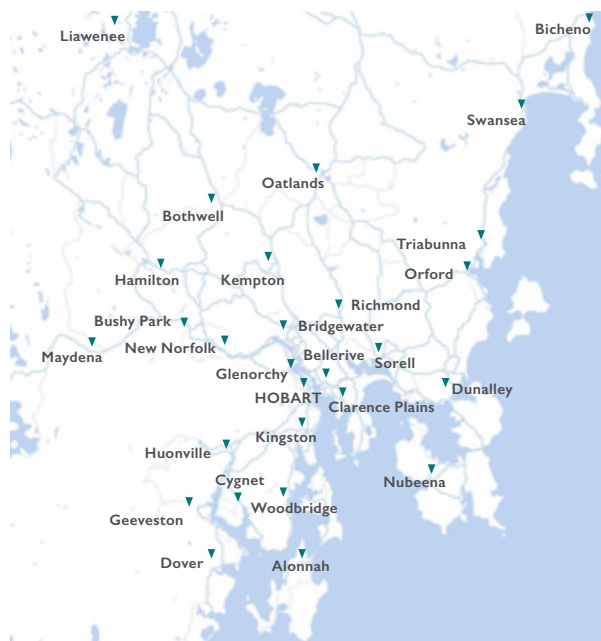
Tasmania Police Districts Map



Geographical Police Districts

Southern District

Southern District encompasses the divisions of Bridgewater, Clarence, East Coast, Glenorchy, Hobart and Kingston with members stationed as far north as Bicheno and as far south as Alonnah on Bruny Island.



Headquarters Address 43 Liverpool Street
HOBART TAS 7000

District Size¹ 25,518 square kilometres

Population as at 30 June 2021² 278,922

Police positions per 1,000 population³ 1.85

Support Services

Community Support Services

Coronial Services

Crime Management Unit

Criminal Investigation Branches

Drug Investigation Services

Family Violence Unit

Forensic Services

Prosecution Services

Road and Public Order Services

Youth Crime Intervention Unit

Northern District

Northern District encompasses the divisions of Central North, North East, Launceston, and St Helens with members stationed as far north as Whitemark on Flinders Island and as far south as Campbell Town.



Headquarters Address 137–149 Cimitiere Street, LAUNCESTON TAS 7250

District Size¹ 19,975 square kilometres

Population as at 30 June 2021² 148,395

Police positions per 1,000 population³ 1.84

Support Services

Community Support Services

Crime Management Unit

Criminal Investigation Branch

Drug Investigation Services

Family Violence Unit

Forensic Services

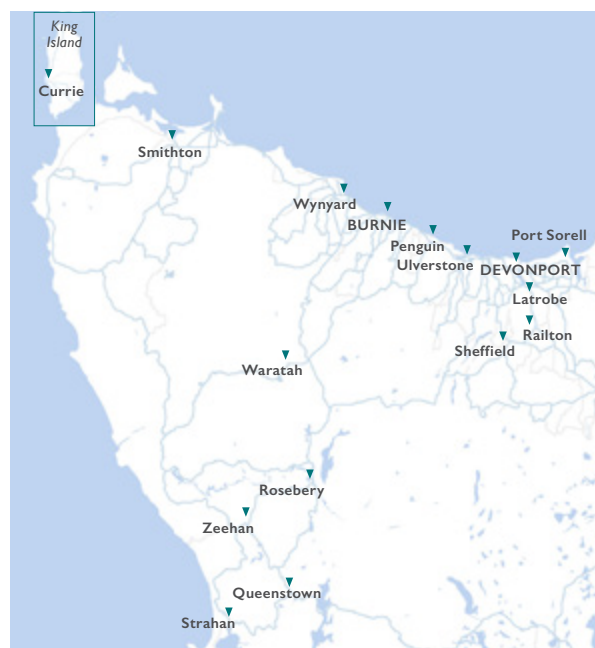
Prosecution Services

Road and Public Order Services

Youth Crime Intervention Unit

Western District

Western District encompasses the divisions of Burnie, Devonport and Central West, with members stationed as far north as Currie on King Island and as far south as Strahan.



Headquarters Address 88–90 Wilson Street, BURNIE TAS 7320

District Size¹ 22,526 square kilometres

Population as at 30 June 2021² 113,998

Police positions per 1,000 population³ 2.28

Support Services

Community Support Services

Crime Management Unit

Criminal Investigation Branch

Drug Investigation Services

Family Violence Unit

Forensic Services

Prosecution Services

Road and Public Order Services

Youth Crime Intervention Unit

¹ Area of geographical police districts is the sum of the land area of Local Government Areas contained in the district. Source of area data: Australian Bureau of Statistics (ABS), *Regional Population, Australia, Population Estimates and Components by Local Government Area, 2020 to 2021; Table 6. Estimated Resident Population, Local Government Areas, Tasmania for 30 June 2021*. Released 29 March 2022.

² Source: ABS, *Regional Population, Australia, Population Estimates and Components by Local Government Area, 2020 to 2021; Table 6. Estimated Resident Population, Local Government Areas, Tasmania for 30 June 2021*. Released 29 March 2022.

³ Rate is District police FTE positions provided by DPFEM People and Culture per 1,000 persons (District population/1,000). There was a methodological change to the calculation of police positions per 1,000 population in 2019–20.

Police Support Commands

Crime and Intelligence

Provides centralised coordination support to the three geographical police district crime and drug investigation areas. The Command enhances the ability of Tasmania Police to combat organised crime, firearm trafficking, serious drug distribution, child exploitation and serious financial crime.

Crime and Intelligence Command is divided into three targeted crime divisions:

- Serious Crime Support
- Cyber and Child Exploitation Crime
- State Intelligence Service.

Education and Training

Provides education and training support, including developing and conducting promotional courses, police recruitment and training both internally and to external organisations.

Education and Training includes:

- Recruit Training Services
- Learning and Development Services
- Library
- Business Operations.

Operations Support

Provides specialist functions and statewide support to other Tasmania Police Commands, through the following divisions and projects:

- Firearms Services
- Forensic Services
- Marine and Rescue Services
(including helicopter operations)
- Radio Dispatch Services
- Safe Families Coordination Unit
- State Community Policing
- Large Vessel Replacement Project.

Professional Standards

Has statewide responsibility to protect and promote integrity and make policing in Tasmania a trusted profession. The Command reports directly to the Deputy Commissioner of Police and is comprised of two divisions:

- Internal Investigations
- Management Review.

Special Response and Counter-Terrorism

Provides coordination for whole-of-government counter-terrorism activities and projects involving counter-terrorism and contributes to the development of national counter-terrorism policies.

The Command also manages a range of specialist capabilities, maintained as part of the response to a terrorist incident, through the following units:

- Policy Development
- Emergency and Risk Management
- Dog Handling Unit
- Special Operations and Capability Support
- Protective Security.

Business and Executive Services

Provides support to DPFEM through the following business units:

Business Services

Provides core corporate services across DPFEM and consists of the following units:

- Audit and Risk
- Engineering and Fleet Management Services
- Finance and Payroll Services
- Information Services
- Property and Procurement Services.

People and Culture

Provides high-level advice and services across DPFEM and consists of the following units:

- Employment Advisory Services
- Employment Conditions and Strategy
- Diversity and Inclusion
- Workplace Relations
- Organisational Development
- Work Health and Safety.

Strategy and Support

Provides high-level support and advice across DPFEM, and consists of the following units:

- Legislation Development and Review Services (including Right to Information Services)
- Media and Communications
- Policy Development and Research Services
- Reporting Services.

Technology and Innovation

Provides core information, communication technology and project management services across DPFEM. It also supports the operations of the Triple Zero and the Emergency Services Computer Aided Dispatch (ESCAD) systems for Tasmania Police, Ambulance Tasmania, Tasmania Fire Service and State Emergency Service.

It consists of the following units:

- Business Engagement and Client Services
- ICT Operations
- Emergency Services Business Support Unit
- Information Security
- Project Management Office.

Wellbeing Support

Provides preventative and responsive wellbeing programs and services, including:

- Critical Incident Stress Management Services
- Injury Management and Advisory Service
- Psychological and Allied Health Services
- Wellbeing Support Officer Services
- Wellbeing Program
 - MyPulse
 - Ready 4 Response
 - Mental Health First Aid Training.

Projects

Tasmanian Government Radio Network

Established to deliver an interoperable sustainable and contemporary radio capability for eight key government stakeholder agencies involved in providing emergency incident response or operating on the emergency response network.

This is time limited work, expected to be completed towards the end of 2023.

Project Unify

Established to deliver an integrated and sophisticated operational information system for Tasmania Police, that will replace a number of disparate, disconnected, and ageing ICT systems that support policing operations.

The project team is working on the second phase of the project which aims to deliver new functionality and integration will be across a range of operational areas including property management, family violence, firearms administration, and crime management.

Forensic Science Service Tasmania

FSST is a NATA accredited service, providing a comprehensive range of forensic biology, forensic toxicology and forensic chemistry services including:

- examination of major crime scenes
- screening of evidence items
- identification of biological material
- DNA profiling and maintenance of the Tasmanian DNA database
- toxicology analysis
- identification and confirmation of illicit drugs
- botanical cannabis identification
- investigation of clandestine drug laboratories
- analysis of glass, paint and fibres
- detection and identification of explosives and trace ignitable fluids
- general identification of unknown chemicals and powders
- calibration and certification of evidential breathalysers.

Tasmania Fire Service

The Tasmania Fire Service (TFS) is the operational arm of the State Fire Commission and includes over 230 fire brigades across Tasmania. These fire brigades comprise of career firefighters and volunteer firefighters.

TFS provides an emergency management response by maintaining an air operations capability across the State, supporting a remote area capability that enhances firefighting capacity in remote areas, and retaining a diverse fleet of fire appliances.

TFS partners with the Parks and Wildlife Service and Sustainable Timber Tasmania to deliver the Fuel Reduction Program, aimed at strategically reducing bushfires in areas of greatest risk to provide the most protection to Tasmanian communities.

The following services are also provided by TFS:

- emergency call handling and dispatch
- fire investigation
- training
- community fire education
- building safety
- fire equipment sales and service
- fire alarm monitoring
- implementation of mitigation and prevention programs for both structure and bushfires
- risk modelling and predictive services.

State Emergency Service

The State Emergency Service (SES) is a statutory service within DPFEM and is established under the provisions of the *Emergency Management Act 2006*. SES maintains a skilled and motivated volunteer work force to provide front line 24/7 emergency services for storm or flood response, road crash rescue, as well as a search and rescue capability.

SES provides many broader emergency management functions involving planning, education, awareness and the coordination of various projects or programs that help build community resilience against natural disasters.

SES comprises of the following units:

- Office of the Director
- Operations and Resources (including Training and Education)
- Emergency Management Unit
- Flood Policy Unit.

The Emergency Management Unit works closely with regional and municipal emergency management authorities to provide emergency management planning and development.

The Flood Policy Unit was established following the 2016 floods and provides coordination of policy and planning relating to flood management, mitigation, awareness, and community resilience.

SES also undertakes incident management support and an increasing amount of operational support functions for other Response Management Authorities.

Further information about the operations of SES and TFS are reported in the *2021–22 State Fire Commission Annual Report*.

OUR PERFORMANCE

Budget Allocation

The budget allocation, key deliverables and performance information for DPFEM is outlined in the 2021–22 *Government Services Budget Paper No. 2, Volume 1* (Budget Paper).

In 2021–22, an expenditure budget of \$438.209 million was allocated to DPFEM, which includes expenditure on behalf of the Tasmania Fire Service and State Emergency Service, which report separately to the State Fire Commission for the purposes of financial reporting.

A comprehensive financial statement for 2021–22 is included at the end of this Annual Report.

Our Key Deliverables

The Budget Paper provides a summary of the Budget and Forward Estimate allocations for a range of key deliverables within the Department.

An update of our progress against these key deliverables is outlined below.

Bridgewater and St Helens Police Stations

Initial scoping of the St Helens Police Station identified that the current design and locality of the station is not suitable to undertake a significant rebuild. DPFEM consulted with the Break O'Day Council to identify an alternative green field site that would be more appropriate for the construction of this new facility. A local architectural firm has been appointed to assist with detailed design documentation.

Preliminary scoping of the upgrade to the Bridgewater Police Station identified that the current building would need to be demolished to enable the construction of a new purpose-built facility on the existing site. It is anticipated that an architectural firm will be appointed early in the next reporting period to assist with detailed design documentation.

Progress on our other projects can be found in the *Our Year in Review – Capital Infrastructure Program* section of this Annual Report.

Crime Stoppers Support

This initiative will provide funding to Crime Stoppers to undertake additional community engagement and to adopt anti-theft measures such as the Bikelinc Program in Tasmania. DPFEM has transferred the funding to Crime Stoppers.

Emergency Services Personnel and Volunteers Health and Wellbeing Program

This initiative provides additional funding to the Health and Wellbeing program. This will deliver additional services, such as psychologists, to ensure emergency service personnel and volunteers receive the support they require.

On 21 January 2022, all State Service employees within DPFEM and Ambulance Tasmania were provided with access to all services within MyPulse, including physical and mental health screening and coaching services.

This initiative enabled DPFEM psychologists to be available to all employees (including volunteers and their families) for consultation and ongoing treatment. DPFEM is seeking to expand the number of psychologists that will be available across DPFEM.

In 2021, Wellbeing Support trained a group of retired police officers to provide peer support to police officers who have resigned or retired.

Increase in Police Numbers

This initiative will deliver an additional 50 police officers commencing from 2022–23 to bolster frontline services and deliver a greater focus on criminal investigation capability.

Our progress in increasing police numbers can be found in the *Our Year in Review – Capability Review* section of this Annual Report.

More Support for Police

This initiative will provide more support to police by employing State Service employees in specialised roles, such as prosecution, cybercrime and digital evidence analysis.

Our progress in providing more support for police can be found in the *Our Year in Review – Capability Review* section of this Annual Report.

Other Initiatives

Country Police Station Relief Policy

This initiative will provide permanent funding for a relief policy to support coverage for rural and remote stations when police officers are on leave.

Tasmania Police worked collaboratively with the Police Association of Tasmania to deliver the Country Police Station Relief Policy. This policy ensures that all planned absences at country stations will be backfilled from the very first day of the absence. It also guarantees where unplanned absences occur (such as sick leave), a relief member will be assigned to backfill after five days. The policy was completed in August 2021 and will be reviewed in the next reporting period.

COVID-19 Response

This initiative provides funding for the ongoing coordination of the whole-of-government response by the State Controller to the COVID-19 pandemic following the declaration of a State of Emergency in Tasmania by the Government.

DPFEM continued to play a critical role in Tasmania's emergency response to COVID-19 and supporting the whole-of-government response to the pandemic. This role included providing support to the community through education and enforcement activities in respect to public health directions, quarantine, and business compliance.

Tasmania reopened its borders to mainland jurisdictions on 15 December 2021. However, Tasmania Police continued to maintain a full-time compliance role in supporting Biosecurity officers at the *Spirit of Tasmania* terminal and both Launceston and Hobart airports. This role involved assessing passenger entry authorisations and escorting passengers to government hotel quarantine locations in accordance with entry requirements under the *Tasmanian Emergency Management Act 2006*.

Tasmania Police transitioned away from a full-time presence at the State's arrival ports with changing border requirements occurring from 17 January 2022. During this time, Tasmania Police remained agile and well prepared to respond to the pandemic with business continuity plans in place. These plans provided support for any staff shortages due to illnesses and quarantine requirements.

The Public Health emergency declaration expired at midnight on 30 June 2022, and Tasmania Police were no longer required to actively monitor compliance.

Emergency Services Operations Centre and Southern Special Operations Group Infrastructure

Our progress in the construction of a purpose-built State Operations Centre and for a standalone facility for the storage of specialist equipment for the Special Operations Group can be found in the *Our Year in Review* section of this Annual Report.

Large Vessel Replacement Program

The new *PV Dauntless* arrived in Hobart on 18 November 2021. After successful testing it was commissioned into operational use by Marine and Rescue Services on 18 February 2022.

Further funding of \$2.5 million was allocated in the 2021–22 financial year to assist the procurement of a fit for purpose offshore patrol vessel. The process for the replacement of the *PV Van Diemen* has commenced with the contract awarded to Fine Entry Marine. It is expected that the new vessel will be completed in early 2024.

Our Output Groups

DPFEM (excluding the Tasmania Fire Service) has four key service delivery areas known as Output Groups, comprising Public Safety, Crime, Traffic Policing and Emergency Management.

These Output Groups are reflected across both the Budget Paper and the *Tasmania Police Business Priorities 2021–22* and are used to develop priority areas and to measure our performance.

The Output Group and their aims are outlined below:

Budget Paper – Output Group	Output Group Aims
1. Public Safety	For the community to feel safe and be safe
1.1 Support to the Community	
2. Crime	To reduce crime
2.1 Investigation of Crime	
2.2 Poppy Security	
2.3 Fisheries Security	
2.4 Support to Judicial Services	
3. Traffic Policing	To improve driver behaviour through traffic law enforcement
3.1 Traffic Policing	
4. Emergency Management	To contribute towards community resilience through effective security and emergency management
4.1 State Emergency Management Services ⁴	
4.2 State Security and Rescue Operations	

The Budget Paper is divided into the four Output Groups and each group has a set of measures that are used to assess the performance of DPFEM. Our progress against these performance measures is contained in the *Summary of Performance Information* at the end of each of the Output Group chapters.

The 2021–22 *Tasmania Police Business Priorities* are based on priorities by Output Group and are developed to provide an enhanced focus on priority areas. The performance of Tasmania Police in relation to 2021–22 priority areas are provided at the beginning of each Output Group chapter.

⁴ The State Emergency Service is reported in the *State Fire Commission Annual Report*.

Output Group 1: Public Safety

The aim of this Output Group is for the community to feel safe and be safe. Public Safety relates to personal safety in the community, maintaining public order and the provision of safety initiatives that assist in developing safe, secure and resilient communities.

DPFEM's response to the important issue of family violence is detailed under this Output Group and in Output Group 2: Crime. These responses include significant support to a number of State Government agencies in the delivery of this essential service.

Public Safety – Tasmania Police Business Priorities

The 2021–22 *Tasmania Police Business Priorities* have focused on high visibility policing, policing public spaces and COVID-19 response as priority areas in the reporting period.

The key focus and performance outcomes for Public Safety are reported in Table 1 below with more detailed performance information provided in Table 2: Performance Measures.

TABLE 1: PUBLIC SAFETY KEY FOCUS AND PERFORMANCE OUTCOMES

Priority Area	Key Focus	Performance Outcomes
High-visibility policing	Satisfaction with policing services	Performance Measure 1
	Satisfaction with police in dealing with public order issues	Performance Measure 2
Policing public spaces	Public place assaults	Performance Measure 3
	Public order incidents	Performance Measure 4
	Safety in public places	Performance Measures 6 and 7
COVID-19 Response	Gateway compliance	See Our COVID-19 Response under <i>Our Performance</i> chapter
	Compliance checking	Tasmania Police conducted 85,827 compliance checks on those in home quarantine between 25 March 2020 to 15 January 2022.

Performance Measures

TABLE 2: SUMMARY OF PERFORMANCE INFORMATION – OUTPUT GROUP 1: PUBLIC SAFETY

Government Services Budget Paper – Performance Measure	Unit of Measure	2018-19 Actual	2019-20 Actual	2020-21 Actual	2021-22 Target	2021-22 Actual
I.1 Support to the Community						
1. Satisfaction with police services ⁵	%	85	81	83	≥ nat av (77)	80
2. Satisfaction with police in dealing with public order problems ⁶	%	79	75	na	na	na
3. Public place assaults ⁷	Number	889	800	859	≤ 3 yr av (849)	950
4. Public order incidents ⁷	Number	14,841	15,241	17,847	≤ 3 yr av (15,976)	19,209
5. Cost of policing per capita ⁸	Dollars	488	496	523	na	na⁹
6. Perceptions of safety in public places – during the day ⁵	%	93	89	92	≥ nat av (92)	93
7. Perceptions of safety in public places – during the night ⁵	%	60	56	57	≥ nat av (54)	58
8. Perceptions of safety at home – alone during the night ⁵	%	90	88	92	≥ nat av (89)	90
9. Family Violence Incidents ⁷	Number	3,642	3,668	3,936	≤ 3 yr av (3,749)	4,042
10. Offences Against the Person ⁷	Number	4,687	4,621	4,963	≤ 3 yr av (4,757)	5,320
11. Offences Against the Person clearance rate ^{7, 10, 11}	%	91	89	85	≥ 3 yr av (88)	85

Sources: *National Survey of Community Satisfaction with Policing 2021–22*, DPFEM Offence Reporting System 2, ESCAD System, Command and Control System and Family Violence Management System.

5 This indicator is sourced from the *National Survey of Community Satisfaction with Policing 2021–22*

6 This indicator is not available for reporting from 2020-21 onwards as it was removed from the *National Survey of Community Satisfaction with Policing*.

7 Data for 2020-21 have been revised from figures published in the 2020-21 DPFEM Annual Report.

8 Data for 2018-19 and 2019-20 have been updated based on the *Report on Government Services 2022* published by the Productivity Commission.

9 This figure is not available until the *Report on Government Services 2023* is released in January 2023.

10 Data for 2018-19 and 2019-20 have been revised from the figures published in the 2020-21 DPFEM Annual Report.

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

Output Group 2: Crime

The Crime Output Group is broken down into four sub-groups as outlined below:

Output Group 2.1: Investigation of Crime. This output relates to the detection and apprehension of offenders, including investigation of serious and organised crime. DPFEM aims to reduce the number of offences committed against both people and property through crime detection strategies and legislative reform.

Output Group 2.2: Poppy Security. This output focuses on the protection and security of poppy crops, the prevention of poppy crop interferences and the targeting of offenders through investigative techniques.

Output Group 2.3: Fisheries Security. This output relates to marine safety and the protection of State and Australian Government marine resources, through the provision of marine compliance and enforcement activities.

Output Group 2.4: Support to Judicial Services. This output relates to policing services that support the judicial system, such as the prosecution of offenders; provision of diversionary programs; bail/warrant processing; victim support services and investigation; and clerical and investigation services on behalf of the coroner. In addition, DPFEM plays a lead role in the reduction and management of family violence in Tasmania.

Crime – Tasmania Police Business Priorities

The 2021–22 Tasmania Police Business Priorities have highlighted victim crime, serious and organised crime, family violence and volume crime as priority areas during the reporting period.

The key focus and performance outcomes for Crime are reported in Table 3 below with more detailed performance information provided in Table 4: Performance Measures.

TABLE 3: CRIME KEY FOCUS AND PERFORMANCE OUTCOMES

Priority Area	Key Focus	Performance Outcomes
Victim Crime	Person offences	Public Safety Performance Measures 10 and 11
	Assault ¹²	3,407 offences
	Sexual assault	574 offences
	Assault ¹² and sexual assault against children ¹³	410 assaults against children 227 sexual assaults against children
	Child exploitation	Tasmania Police Joint Anti Child Exploitation Team (JACET) targets cyber-enabled child exploitation offending and works alongside the Australian Federal Police and Australian Centre to Counter Child Exploitation. JACET continues to focus on high-risk child abuse offenders who are committing serious offences in Tasmania and are a risk to Tasmanian children and young people.

¹² This indicator excludes sexual assaults and assaults against police officers.

¹³ Children are defined as victims aged 17 years or less at the date of report.

Priority Area	Key Focus	Performance Outcomes
Serious and organised crime	Serious crime offences	Performance Measures 3 and 4
	Incidents involving firearm use	129 incidents
	Serious drug offenders	Performance Measure 7
Family violence	Family violence arrests	1,700 arrests
	Family violence response	<p><i>See Performance Measure 9 in Public Safety chapter in Table 2: Summary of Performance Information.</i></p> <p>Tasmania Police continues a pro-intervention response to Family Violence and have several specific powers and functions to support the operational response to family violence, together with collaborative agency involvement.</p> <p>The number of family violence arrests remains steady over this reporting period.</p>
	Priority family violence perpetrators	<p>Tasmania Police is committed to hold perpetrators to account for their actions and remains actively engaged in the identification of high-risk family violence perpetrators. These perpetrators are identified through known behaviours and risk factors in family violence.</p> <p>The management of priority family violence perpetrators results in proactive interventions to ensure that any perpetrating behaviour is disrupted. These interventions are aimed to minimise risk and maximise safety for victim-survivors and affected children.</p>
Volume Crime	Home Burglaries	949 offences
	Business Burglaries	538 offences
	Motor Vehicle Crime	<p>1,113 Motor Vehicle Burglary offences</p> <p>1,272 Stolen Motor Vehicle offences</p>
	Repeat Offenders ¹⁴	53%

¹⁴ The indicator Crime Offender Recidivism Rate is being reported on for this key focus area. It measures the number of unique persons charged by police for crime offences in the previous reporting year who were subsequently charged for a crime offence in the twelve-month period that immediately followed.

Performance Measures

TABLE 4: SUMMARY OF PERFORMANCE INFORMATION – OUTPUT GROUP 2: CRIME

Government Services Budget Paper - Performance measure	Unit of Measure	2018-19 Actual	2019-20 Actual	2020-21 Actual	2021-22 Target	2021-22 Actual
2.1 Investigation of Crime						
1. Total Offences ¹⁵	Number	27,936	27,557	24,256	≤ 3 yr av (26,583)	25,750
2. Total Offences clearance rate ^{15, 16, 17}	%	47	48	50	≥ 3 yr av (48)	50
3. Serious Crime ¹⁵	Number	601	592	711	≤ 3 yr av (635)	850
4. Serious Crime clearance rate ^{15, 16, 17}	%	77	81	70	≥ 3 yr av (76)	81
5. Offences Against Property ¹⁵	Number	21,910	21,536	18,147	≤ 3 yr av (20,531)	19,173
6. Offences Against Property clearance rate ^{15, 16, 17}	%	36	38	40	≥ 3 yr av (38)	39
7. Serious Drug Offenders ¹⁵	Number	352	283	283	≥ 3 yr av (306)	235
2.2 Poppy Security						
8. Number of poppy crop interferences per 1,000 hectares sown ¹⁵	Number	0.57	0.82	1.73	≤ 3 yr av (1.02)	1.17
2.3 Fisheries Security						
9. Marine Offenders ¹⁵	Number	1,479	1,334	1,208	≥ 3 yr av (1,340)	1,111
2.4 Support to Judicial Services						
10. State charges prosecuted ¹⁵	Number	54,267	53,391	50,633	≥ 3 yr av (52,764)	51,458

Sources: DPFEM Offence Reporting System 2, Prosecution System, Information Bureau, Drug Offence Reporting System and Drug Investigation Services and the Department of Justice Fines and Infringement Notices Database.

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 '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.

¹⁵ Data for 2020-21 have been revised from the figures published in the 2021-22 DPFEM Annual Report.

¹⁶ Data for 2018-19 and 2019-20 have been revised from the figures published in the 2021-22 DPFEM Annual Report.

¹⁷ 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.

Output Group 3: Traffic Policing

The aim of this Output Group relates to the improvement of driver behaviour, traffic law compliance, and minimising road trauma.

DPFEM aims to improve road safety, reduce the incidence of inattentive driving and diminish the use of alcohol or drugs whilst driving. This will be achieved through the provision of high visibility patrols on highways and arterial roads, targeting high-risk driver behaviour and the investigation of vehicle crashes.

Traffic Policing – Tasmania Police Business Priorities

The 2021–22 *Tasmania Police Business Priorities* have highlighted the development and implementation of a new Tasmania Police Road Safety Strategy and high-risk road behaviour as priority areas for the reporting period.

The key focus and performance outcomes for Traffic Policing are reported in Table 5 below with more detailed performance information provided in Table 6 Performance Measures.

TABLE 5: TRAFFIC POLICING KEY FOCUS AND PERFORMANCE OUTCOMES

Priority Area	Key Focus	Performance Outcomes
Road Safety	Develop and implement a new Tasmania Police Road Safety Strategy	<p>This year we commenced the development of a new <i>Tasmania Police Road Safety Strategy 2022–2024</i> (the Strategy) that will support the State's <i>Towards Zero Tasmanian Road Safety Strategy 2017–2026</i>. The Strategy will focus the enforcement efforts of Tasmania Police on those behaviours and actions that most contribute to serious injury and fatal crashes.</p> <p>The development of the Strategy was informed by a Road Policing Review that made several recommendations for how we police our roads in the future and how to enhance our capability to positively change driver behaviour on our roads.</p> <p>One of the recommendations adopted from the Review will be the introduction of a new road policing model that establishes a highway patrol within each of the Road Policing Services and the appointment of a State Road Safety Coordinator to provide strategic leadership to the Tasmania Police response to road trauma. It is anticipated that the model and strategy will commence implementation early in the next reporting period.</p>
	Reduce serious and fatal crashes	Performance Measure 6
High-risk road behaviour	High-risk drivers	Performance Measure 1
	Evade police offenders	380 offenders
	Speeding	Performance Measure 2
	Use of seatbelts	1,108 Seatbelt Compliance offenders
	Alcohol and drug driving	Performance Measures 3, 4 and 5
	Mobile phone use	2,326 Mobile Phone offenders
	Inattention	3,683 Inattentive Driving offenders

Performance Measures

TABLE 6: SUMMARY OF PERFORMANCE INFORMATION – OUTPUT GROUP 3: TRAFFIC POLICING

Government Services Budget Paper – Performance Measure	Unit of Measure	2018-19 Actual	2019-20 Actual	2020-21 Actual	2021-22 Target	2021-22 Actual
1. High-Risk Traffic Offenders ^{18, 20}	Number	31,076	28,273	30,442	≥ 28,000	29,588
2. Speeding Offenders ^{18, 20}	Number	41,216	36,709	37,036	≥ 40,000	34,451
3. Random Breath Tests ¹⁹	Number	438,322	281,175	121,515	≥ 270,000	113,780
4. Drink and Drug Driving Offenders ^{20, 21}	Number	4,395	4,209	4,241	≥ 4,270	3,786
5. Oral Fluid Tests	Number	4,518	4,959	5,098	≥ 6,000	4,004
6. Fatal and Serious Injury Crashes ¹⁸	Number	274	253	270	≤ 3 yr av (266)	249

Sources: DPFEM Prosecution System, Information Bureau, Traffic Crash Reporting System, Manual Police District Reporting, the Department of Justice Fines and Infringement Notices Database and the Department of State Growth Crash Data Manager System.

Performance Information Comments

The performance measure 'high-risk traffic offenders' includes offenders who have committed one or more of the following offences: detected speeding by 15 km/h or more by speed cameras or police officers, seatbelt compliance offenders, mobile phone offenders, dangerous and reckless driving offenders, and drink and drug driving offenders.

¹⁸ Data for 2020-21 have been revised from the figures published in the 2020-21 DPFEM Annual Report.

¹⁹ This key performance indicator has been notably affected by the COVID-19 pandemic. Roadside static Random Breath Testing has at certain times been suspended or significantly reduced over the past two years to reduce the risk of COVID-19 transmission. However, other forms of testing have continued on a more targeted and risk-assessed basis.

²⁰ These key performance indicators have been affected by the ongoing COVID-19 restrictions, including patterns in offending behaviour and diversion of operational police into COVID-19 related duties.

²¹ Data for 2018-19 and 2019-20 have been revised from the figures published in the 2021-22 DPFEM Budget Chapter.

Output Group 4: Emergency Management

The Emergency Management output is divided into two subgroups:

Output Group 4.1: State Emergency Service. This output group is reported in the *State Fire Commission Annual Report 2021–22*.

Output Group 4.2: State Security and Rescue Operations. This output group focuses on the provision of whole-of-government policies relating to counter-terrorism and terrorist threats, countering violent extremism and the provision of search and rescue operations. Activities under this Output consist of involvement in multi-jurisdictional exercises; supporting national counter terrorism arrangements; and the provision of a combination of land, sea and air search and rescue operations.

Emergency Management – Tasmania Police Business Priorities

The 2021–22 *Tasmania Police Business Priorities* have highlighted leadership and effective incident management during emergency responses, and operational preparedness, as priority areas in the reporting period.

The key focus and performance outcomes for Emergency Management, Output 4.2 – State Security and Rescue Operations are reported in Table 7 below with more detailed performance information provided in Table 8 Performance Measures.

TABLE 7: EMERGENCY MANAGEMENT KEY FOCUS AND PERFORMANCE OUTCOMES

Priority Area	Key Focus	Performance Outcomes
Provide leadership and effective incident management during emergency responses	Ongoing review of the COVID-19 pandemic response	<p>Tasmania Police has continued to examine and review both DPFEM's and cross-government approaches in responding to COVID-19.</p> <p>This review has identified key learnings that will be effective in co-ordinating the ongoing whole-of-government responsibilities in managing this pandemic.</p> <p>Tasmania Police will continue to engage with key stakeholders and collaborate on common challenges, and participate in joint activities and exercises, to enhance our ability to remain ready to respond to developing and emerging issues.</p>
	Continue to support the whole-of-government COVID-19 response	<p>The COVID-19 Coordination Centre (CCC) remained active throughout the duration of the pandemic, to support the whole-of-government emergency response.</p> <p>This critical support was underpinned by partnerships at every level of government through existing emergency management, administrative, legislative and governance arrangements. The CCC facilitated this support and coordination by providing policy advice, public communications, lead agency liaison, legal advice, and operational / administrative support.</p> <p>From a whole-of-government perspective, arrangements remained flexible and scalable to meet the ever-changing challenges presented by the pandemic. In transitioning to the various phases of COVID-19 in the community, it was critical to ensure government coordination and capability was maintained, so that Tasmania could respond swiftly and flexibly should circumstances change.</p>

Priority Area	Key Focus	Performance Outcomes
	Continue to lead the COVID-19 Coordination Centre	The CCC continued to lead the whole-of-government coordination throughout the pandemic. The functions were performed by a broad range of experienced and skilled individuals, drawn from specialist areas across government and in accordance with the <i>Tasmanian Emergency Management Arrangements (TEMA)</i> .
Operational preparedness	The undertaking of all-hazards emergency management exercises	DPFEM emergency services and support business units continued to collaborate on emergency management preparedness activities such as planning, capability and capacity reviews, exercising and knowledge sharing. These crucial activities enable continuous improvement in essential measures that support the agency to achieve our vision for a safe, secure and resilient Tasmania.
	Support the review of the <i>Emergency Management Act 2006</i>	The <i>Emergency Management Act 2006</i> is the State's principal legislation for emergency management with provisions of the Act being used extensively in response to COVID-19. In 2021, the Government committed to a targeted review of the Act to incorporate lessons learnt during the response to COVID-19. The review, led by DPFEM, released Terms of Reference on 25 February 2022, with submissions closing on 2 April 2022. It is anticipated that the review will evaluate submissions and provide recommendations to Government on the operation of the Act during the response to COVID-19.

Performance Measures

TABLE 8: SUMMARY OF PERFORMANCE INFORMATION – OUTPUT GROUP 4: EMERGENCY MANAGEMENT

Government Services Budget Paper – Performance Measure	Unit of measure	2018-19 Actual	2019-20 Actual	2020-21 Actual	2021-22 Target	2021-22 Actual
4.1 State Emergency Services – reported in the <i>State Fire Commission Annual Report</i>						
4.2 State Security and Rescue Operations						
1. Number of search and rescue operations ²²	Number	250	262	330	na	390
2. Number of exercises managed ²³	Number	25	11	13	≥ prev yr	19
3. Total helicopter hours ²²	Hours	867	1,135	1,029	na	1,095

Source: Marine and Rescue Services and Special Response and Counter-Terrorism

²² Data for 2020-21 have been revised from the figures published in the 2020-21 DPFEM Annual Report. Data sourced from Marine and Rescue Services.

²³ This figure is sourced from Special Response and Counter-Terrorism.

2021–22 COMPLIANCE INDEX

Compliance	Source	Page No
Aids to Access		
Table of contents	Auditor-General's Special Report no. 4 of 1993, Standard of Annual Reporting by Government Departments	3
Table of compliance		30
Abbreviations and acronyms		4
Our Department		
Our role	SS Reg s. 9(a)(i)	11
Organisational chart	SS Reg s. 9(a)(ii)	13
Output Group Structure	SS Reg s. 9(a)(iii)	20
Organisational structure changes	SS Reg s. 9(a)(iv)	12
Our Divisions	SS Act s. 36(1)(a) TI FR-4	Our Organisational Structure Chart
Statutory and non-statutory bodies	SS Reg s.9(d)	33
Statutory Office Holders	SS Act s. 36(1)(b) TI FR-4	13
Strategic Priorities		
Major initiatives to give effect to Government policy	SS Reg s. 9(a)(v)	19
Performance report	SS Act s. 36(1)(a) TI FR-4	20
Legislation		
Legislation administered	SS Reg s. 9(d)	36
Legislation commenced	SS Reg s. 9(d)	36
Public Access and Information Disclosure		
Appeals process	SS Reg s. 9(c)(iii)	37
Contact details	SS Reg s. 9(c)(ii)	126
Community awareness	SS Reg s. 9(c)(i)	37
Gifts and Benefits	Whole-of-government Gifts, Benefits and Hospitality Policy	37
Publications	SS Reg s. 9(c)(i)	37
Public interest disclosures	PID Act s. 86	38
Right to information requests	RTI Act s. 23 (1) and s. 53 (1)	39
Our People and Policies		
Employee participation in industrial relations matters	SS Reg s. 9(b)(i)	46
Ethical Conduct of Staff	IC Act s.32	46
Human Resource information	SS Act s. 36(1)(a)	40
Occupational health and safety (incl. WHS Plan)	SS Reg s. 9(b)(ii) ED No. 27 (5.2)	47
Performance management	SS Act s. 36(1)(ba) ED No. 26	46
Superannuation contributions	PSSR Act s. 55	92

Compliance	Source	Page No
Workplace diversity	State Service Diversity and Inclusion Framework 2017-20	43
Workplace health and wellbeing	ED No. 23	46
Compliance Reporting to Other Legislation		
State Controller to provide report on any authorisation or declaration of State of Emergency made	EM Act s. 63	48
Royal Commissions		
Deaths in Custody	<i>Royal Commission into Aboriginal Deaths in Custody</i>	56
Pricing Policy		
Pricing policy	TI FR-4 (4.1.2)	56
Risk Management		
Risk management	TI FR-4 (4.1.5)	57
Asset Management and Procurement		
Asset management	TI FR-4 (4.1.6)	57
Infrastructure projects	TI FR-4 (4.1.3)	59
Contract extensions	TI FR-4 (4.1.8.6.1)	58
Contracts where an exemption from the requirement to disaggregate has been approved	TI FR-4 (4.1.8.5)	58
Confidentiality of Government contracts	TI FR-4 (4.1.8.1)	58
Contracts with value over \$50,000	TI FR-4 (4.1.8.3)	59
Exemptions from <i>Treasurer's Instructions</i>	TI FC-I (1.2)	61
Grants	TI FC-I2	N/A
Direct/limited procurement	TI FR-4 (4.1.8.5)	62
Support for local business	TI FR-4 (4.1.8.2)	62
Debts Written Off		
Debts Written Off	TI FC-I4	63
Loss and Damage		
Loss and damage	TI FC-4	63
Financial Statements		
Audit report	FM Act A Act	122
Financial statements	FM Act	64
Head of agency certification	TI FR-2 TI FR-3 (3.1) FM Act s. 42	66
Significant financial performance directives which affected the achievement of operational objectives	TI FR-4 (4.1.1)	N/A

OUR COMPLIANCE REPORT

DPFEM continued to meet its compliance requirements in 2021–22.
This section of the Annual Report outlines our statutory reporting responsibilities.

Corporate Governance

Membership of the executive governance and high-level decision-making forums for DPFEM are outlined below. Further information on the functions of these forums is outlined in the *Our Department* chapter of this Annual Report.

Agency Management Group Membership

Member	Position
Secretary/Commissioner of Police	Chair
Deputy Commissioner of Police	Member
Chief Officer, Tasmania Fire Service	Member
Deputy Secretary, Business and Executive Services	Member
Manager, Media and Communications	Adviser
Manager, Office of the Commissioner	Adviser
Manager, Office of the Deputy Secretary, Business and Executive Services	Adviser
Manager, Office of the Chief Fire Officer	Adviser
Director, State Emergency Service	Adviser

Corporate Management Group Membership

Member	Position
Secretary/Commissioner of Police	Chair
Deputy Commissioner of Police	Member
Deputy Secretary, Business and Executive Services	Member
Assistant Commissioner of Police, Operations	Member
Assistant Commissioner of Police, Specialist Support	Member
Manager, Office of the Commissioner	Adviser
Manager, Office of the Deputy Secretary, Business and Executive Services	Adviser
Manager, Media and Communications	Adviser
Staff Officers	Adviser

Statutory and Non-statutory Boards and Committees

DPFEM has a range of governance committees and boards to ensure that our resources to deliver key priorities are managed effectively.

Audit and Risk Committee

The Audit and Risk Committee is a statutory board that operates in accordance with Section 51 of the *Financial Management Act 2016*.

The Committee oversees risk management and is responsible for overseeing the development and undertaking of the strategic internal audit and annual audit plans and provides high-level assistance and advice on matters of financial reporting and corporate governance. It maintains effective communication with both internal and external auditors and considers recommendations from internal and external auditors.

The Committee is chaired by the Deputy Secretary and meets quarterly.

AUDIT AND RISK COMMITTEE MEMBERSHIP

Members	Position
Deputy Secretary, Business and Executive Services	Chair
Assistant Commissioner of Police, Specialist Support	Member
Executive Director Strategy and Capability, Tasmania Fire Service	Member
Director, Business Services, Business and Executive Services	Member
Special Agency Analyst, State Fire Commission Representative	Member
Internal Audit Representative, Wise, Lord and Ferguson Accounting and Advisory	Member
Manager, Audit and Risk, Business and Executive Services	Secretariat

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.

Strategy and Support, Business and Executive Services provides secretariat support to the Board.

POLICE REVIEW BOARD MEMBERSHIP

Members	Position
Mr Donald Jones	Chair
Mr Michael Stoddart	Member
Ms Eliza Jones	Member
Ms Leigh Mackey	Member
Hon. Stephen Parry	Member

Tasmania Police Charity Trust

The Tasmania Police Charity Trust was established in December 2006. It provides the opportunity for DPFEM employees to work together with the community to raise funds to support nominated charities and disadvantaged individuals in Tasmania.

TASMANIA POLICE CHARITY TRUST MEMBERSHIP

Members	Position
Commissioner of Police	Chair
Deputy Commissioner of Police	Deputy Chair
Director, Business Services, Business and Executive Services, DPFEM	Treasurer
Ms Rebecca Munnings, Public Officer, DPFEM	Member
Sergeant Anthony Peters, Tasmania Police	Member
Constable Richard Douglas, Tasmania Police	Member
Constable Leigh Devine, Tasmania Police	Member
Constable Kelly Hindle, Tasmania Police	Member
Ms Lisa Stingel, Office of the Commissioner, DPFEM	Member
Hon. Stephen Parry	External Member
Ms Catherine Shaw	Secretariat

Procurement Review Committee

The Procurement Review Committee is established in accordance with the *Treasurer's Instructions No. PF-5*. The Committee is responsible for ensuring that a fair and equitable procurement process is followed and that the principles and processes required by the *Treasurer's Instructions* and in the *Free Trade Agreements Guideline* (where applicable) are adhered to.

The Committee is responsible for reviewing DPFEM's procurement processes prior to the purchase or awarding of a contract where the procurement is valued at \$50,000 or over (ex GST). It encompasses the procurement of goods and services, consultancies, building maintenance and construction work.

PROCUREMENT REVIEW COMMITTEE MEMBERSHIP

Members	Position
Director, Business Services	Chair
Manager, Property and Procurement Services	Member
Manager, Procurement and Supply	Member
Manager, Finance and Payroll Services	Member
Manager, Tasmania Fire Equipment	Member
Manager, Procurement and Contracts TasGRN	Member
Assistant Manager, Procurement and Supply	Member

State Emergency Management Committee

The State Emergency Management Committee is established under the *Emergency Management Act 2006* to support the institution and coordination of emergency management, including review of emergency management policy.

Schedule 3 of the Act makes provisions for the membership and the conduct of meetings.

STATE EMERGENCY MANAGEMENT COMMITTEE MEMBERSHIP

Membership	Position
State Emergency Management Controller (Commissioner of Police)	Chair
Director, State Emergency Service	Executive Officer and Member
Secretary, Department of Premier and Cabinet	Member
Secretary, Department of Health	Member
Secretary, Department of Natural Resources and Environment Tasmania	Member
Secretary, Department of State Growth	Member
Secretary, Department of Justice	Member
Secretary, Department of Education	Member
Secretary, Department of Treasury and Finance	Member
Secretary, Department of Communities Tasmania	Member
Deputy Secretary, Department of Premier and Cabinet	Member
Deputy State Emergency Management Controller (Deputy Commissioner of Police)	Member
Chief Officer, Tasmania Fire Service	Member
Director of Public Health, Department of Health	Member
Chief Executive Officer, Ambulance Tasmania, Department of Health	Member
Chief Executive Officer, Local Government Association of Tasmania	Member
Director, Environment Protection Agency	Member
Regional Emergency Management Controllers, Tasmania Police	Members
Chairs of State Emergency Management Committee Sub Committees	Members
Any other person holding a position or office determined by the State Controller	As Required
Any other persons the State Controller considers appropriate	As Required

Legislation

Legislation Administered

As at 30 June 2022, the following Acts and Regulations were administered on behalf of the Minister for Police, Fire and Emergency Management.

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

Legislation Commenced

The following regulations commenced in 2021–22:

Regulations
<i>Emergency Management Amendment Regulations 2021</i>
<i>General Fire Regulations 2021</i>

Legislation Developed

The Police Offences Amendment (Workplace Protection) Bill 2022 was developed and tabled during the year, but at the time of reporting was still before Parliament.

All legislation, including any amending Acts, is available at the Tasmanian Legislation website www.legislation.tas.gov.au.

Public Access and Information Disclosure

Appeals Process

DPFEM is required to annually report on processes available for appeals against decisions made by the Department.

DPFEM 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 and the output in question.

Infringement Notices

To enquire or apply to the issuing authority for a review of an infringement notice, contact Traffic Liaison Services, Tasmania Police on (03) 6173 2963 or email traffic.liaison.services@police.tas.gov.au.

Applications for review are required in writing.

Police Record Check

Any concerns regarding Police Record Checks are required in writing. Further information is available on the Tasmania Police website (www.police.tas.gov.au) or by contacting Criminal History Services, Tasmania Police on (03) 6173 2928 or email criminal.history.services@police.tas.gov.au.

Other Appeals Against Decisions

Under the *State Service Act 2000*, applicants to employment processes may seek a review to the Tasmanian Industrial Commission in relation to a permanent recruitment process or an administrative action undertaken by DPFEM.

Community Awareness

Tasmania Police continues to utilise social media as a means of communicating with the public on a large scale, as well as more traditional means of communications through news outlets.

Facebook remains the primary tool for large-scale communication with the public, achieving a 18% increase in followers throughout the year. Our 235,000 followers represent approximately 40% of the Tasmanian population. Instagram followers also increased throughout the year.

Social media platforms are used to proactively inform the community about a range of incidents including missing people, shark sightings, crime trends, road closures and arrests and charges. We also undertake various community engagement campaigns such as recruitment, road safety and crime prevention.

In addition, Tasmania Police uses social media to seek information from the community, for example the location and identification of suspects in a criminal investigation context and concerns for welfare.

Gifts and Benefits Register

DPFEM maintains a register of all gifts, benefits and hospitality of \$50.00 and over, consistent with the Whole-of-Government Gifts, Benefits and Hospitality Policy. The register is available on our website:

<https://www.police.tas.gov.au/information-disclosure/routine-information-disclosures/>

Publications

A range of publications were produced that provide information about DPFEM. These publications are listed below and are available from the Tasmania Police website: www.police.tas.gov.au.

CORPORATE PUBLICATIONS

- DPFEM Annual Report 2020-21
- DPFEM Future Focus 2020-2023
- Tasmania Police Business Priorities 2021-22
- DPFEM Crime Statistics Supplement 2020-21
- Contracts >\$2 million (disclosures of Tasmania Police contracts valued at more than \$2 million)
- Tasmania Police Corporate Performance Reports (monthly) June 2021 – May 2022

Public Interest Disclosures

DPFEM is committed to the objectives and aims of the *Public Interest Disclosures Act 2002* (PID Act), and values transparency and accountability in all administrative and management practices.

Under section 86 of the PID Act, DPFEM is required to report on its activities during the year in relation to the Act.

DPFEM's Public Interest Disclosures procedure is available on the Tasmania Police website www.police.tas.gov.au. The website also includes information on how to make a disclosure.

A nil return is provided for 2021–22 in the prescribed table format.

TABLE 9: NUMBER OF PUBLIC INTEREST DISCLOSURES DURING 2021–22

Disclosure Type	Response
The number and type of disclosures made to the Department during the year and the number of disclosures determined to be a public interest disclosure	nil
The number of disclosures determined by the Department to be public interest disclosures that it investigated during the year	nil
The number and type of disclosed matters referred to the Department during the year by the Ombudsman	nil
The number and types of disclosed matters referred during the year by the Department to the Ombudsman to investigate	nil
The number and types of investigations of disclosed matters taken over by the Ombudsman from the Department during the year	nil
The number and types of disclosed matters that the Department has declined to investigate during the year	nil
The number and type of disclosed matters that were substantiated upon investigation and the action taken on completion of the investigation	nil
Any recommendations made by the Ombudsman that relate to the Department	nil

Right to Information

DPFEM is committed to increasing the Government's accountability to the public by giving people access to information in accordance with the *Right to Information Act 2009* (RTI Act).

In accordance with section 53 of the RTI Act, we provide information to the Department of Justice on our administration of this Act. The Department of Justice publishes a comprehensive Annual Report on the operation of the RTI Act, which is available on the Department of Justice website.

Table 10 provides details of the number of applications for assessed disclosure – Right to Information requests during 2021–22.

TABLE 10: NUMBER OF APPLICATIONS FOR ASSESSED DISCLOSURE – RIGHT TO INFORMATION REQUESTS DURING 2021–22.

Applications	Number received
Applications received	461
Refused (under Sections 9, 10, 11, 12, 16, 17, 19, 20 of the Act)	49
Number of applications released with exemptions applied (under sections 27, 28, 29, 30, 31, 34, 35, 36, 37, 39 of the Act)	243
For internal review (under section 43 of the Act) ²⁴	9
Internal review outcome – original decision upheld in full	6
Internal review outcome – original decision upheld in part	1
Internal review outcome – original decision reversed in full	Nil
For external review by the Ombudsman (under Part 4 of the Act)	2
External review outcome – original decision upheld in full ²⁵	4
External review outcome – outcome by other means ²⁵	Nil
External review outcome – awaiting determination ²⁵	7

Source: DPFEM Electronic Document and Records Management System.

RIGHT TO INFORMATION (REVIEW OF A DECISION)

Information in relation to the right to information review process can be found in Part 4 – Review of Decisions, of the *Right to Information Act 2009*.

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

Principal Officer, Right to Information
Department of Police, Fire and Emergency Management
GPO Box 308
HOBART TAS 7001

Or email:

rti@dpfem.tas.gov.au

²⁴ The numbers for internal review do not total, as it includes figures from previous reporting periods.

²⁵ External review figures are for those reviews completed in the financial year. These may include matters from previous years that have determined by the Ombudsman's Office in 2021–22.

Our People and Policies

Human Resource Information

DPFEM employed 2,597 employees (headcount) as at 30 June 2022. This total includes 1,445 Tasmania Police employees and 1,152 State Service Employees, of which 32 were SES State Service Employees and 524 were Tasmania Fire Service employees. Further details of Tasmania Fire Service and State Emergency Service employees are reported in the *State Fire Commission Annual Report*.

TABLE 11: FULL-TIME EQUIVALENT AND HEADCOUNT (AS AT 30 JUNE 2022)

Employee Type	Full-time Equivalent	Head count (excluding casuals)	Head count casuals
Tasmania Police	1,396.56	1,445	0
State Service Employees	532.35	563	33
TOTAL	1,928.91	2,008	33

TABLE 12: TASMANIA POLICE BY EMPLOYMENT TYPE (AS AT 30 JUNE 2022)

Command/Business Unit	Employment Type		Total
	Full-time	Part-time	
Business and Executive Services	52	6	58
Secretary/Commissioner	3	0	3
Office of the Commissioner	4	0	4
Crime and Intelligence	58	8	66
Education and Training	64	3	67
Northern District	257	25	282
Operations Support	114	22	136
Professional Standards	11	0	11
Southern District	486	44	530
Special Response and Counter-Terrorism	17	1	18
Western District	243	27	270
TOTAL	1,309	136	1,445

TABLE 13: STATE SERVICE EMPLOYEES BY EMPLOYMENT TYPE (AS AT 30 JUNE 2022)

Command/Business Unit	Employment type			Total
	Full-time	Part-time	Casual	
Business and Executive Services	263	35	3	301
Secretary/Commissioner	1	0	0	1
Office of the Commissioner	5	0	0	5
COVID Coordination Centre	10	1	0	11
Crime and Intelligence	4	0	0	4
Education and Training	14	5	0	19
Forensic Science Service Tasmania	26	8	0	34
Legal Services	5	1	0	6
Northern District	17	16	0	33
Operations Support	49	12	30	91
Professional Standards	2	0	0	2
Southern District	39	14	0	53
Special Response and Counter-Terrorism	4	1	0	5
Western District	22	9	0	31
TOTAL²⁶	461	102	33	596

TABLE 14: TASMANIA POLICE BY RANK (AS AT 30 JUNE 2022)

Rank	Total
Deputy Commissioner	1
Assistant Commissioner	2
Commander	11
Inspector	57
Sergeant	250
Constable	1,079
Trainee	45
TOTAL	1,445

²⁶ The total includes State Service casual employees.

TABLE 15: STATE SERVICE EMPLOYEES BY AWARD CLASSIFICATION (AS AT 30 JUNE 2022)

Award Classification	State Service Employees (excludes TFS & SES)
Head of Agency	1
Senior Executive Service	8
Tasmania State Service	549
Professional (Allied Health Practitioners Agreement)	22
Legal Practitioners	16
TOTAL²⁶	596

TABLE 16: EMPLOYMENT TYPE (AS AT 30 JUNE 2022)

Employment Type	Tasmania Police	State Service Employees
Permanent	1,431	486
Fixed term	0	101
Contract	14	9
TOTAL²⁶	1,445	596

TABLE 17: STAFF MOVEMENTS (AS AT 30 JUNE 2022)

Staff Movement	Tasmania Police	State Service Employees	
		Permanent	Fixed term
Commencements ²⁶	104	69	81
Separations ²⁶	65	74	41

Workplace Diversity

We are committed to creating a workplace culture that values and embraces the contribution of employees from diverse backgrounds, experiences, knowledge, skills and perspectives. Significant work was completed to contribute to this commitment and promote a respectful and inclusive workplace which is free from all forms of discrimination, bullying and prohibited conduct.

The DPFEM Diversity and Inclusion Policy and Guidelines were updated in May 2022 and will remain current until 2024. The focus of the policy and guidelines is to inform our employees on their responsibilities in creating a respectful and inclusive workplace free from all forms of discrimination, bullying and prohibited conduct. The guidelines also provide advice to employees in understanding the issue management and resolution process.

We have continued to participate in important forum networks encompassing diversity and inclusion across the State Service. A new action plan has been developed to address our obligations under the *Our Watch Workplace Equality and Respect Standards* banner.

The final stages of developing an online learning module were completed. This training introduces diversity and inclusion; workplace rights and responsibilities and provides insights and materials designed to develop cultural understandings of respectful behaviours and the role of individuals in organisation culture.

In February 2022, we rolled out an e-learning package – *Disability Confidence in the Workplace*. The training, which was commissioned by all State Government agencies as part of the commitment to *Accessible Island*, aims to build disability confidence in our workplace. The training package covers all forms of disability, including those that may be non-visible. It will provide our employees with the skills to understand why disability confidence and inclusion matters, feel confident in discussing disability, and to know how to contribute to a barrier free workplace. This training is compulsory for all employees, including Tasmania Police officers.

As at 30 June 2022, the gender profile for DPFEM reflected a greater proportion of males than females.

Across the total number of staff, the gender profile is 43% female and 57% male (excluding Tasmania Fire Service and State Emergency Service).

This year, the gender profile within the Senior Executive Service reflected a higher female representation, with 62% female and 38% male compared with 56% female and 44% male last reporting period.

TABLE 18: SENIOR EXECUTIVE SERVICE LEVEL BAND GENDER PROFILE (AS AT 30 JUNE 2022)

Senior Executive Level	Male	Female
Prescribed Senior Executive Service Specialist	0	0
Senior Executive Service Level 1	0	1
Senior Executive Service Level 2	2	3
Senior Executive Service Level 3	0	0
Senior Executive Service Level 4	1	1
TOTAL	3	5

TABLE 19: POLICE AND STATE SERVICE EMPLOYEES GENDER PROFILE (AS AT 30 JUNE 2022)

Gender	Tasmania Police	State Service Employees
Male	930	225
Female	515	371
TOTAL²⁶	1,445	596

TABLE 20: EMPLOYMENT TYPE GENDER PROFILE (AS AT 30 JUNE 2022)

Employment Type	Tasmania Police		State Service Employees	
	Male	Female	Male	Female
Full-time	908	401	194	267
Part-time	22	114	18	84
Casual	0	0	13	20
TOTAL²⁶	930	515	225	371

TABLE 21: AGE AND GENDER PROFILE (AS AT 30 JUNE 2022)

Age Profile	Tasmania Police		State Service Employees	
	Male	Female	Male	Female
15-19	4	5	5	2
20-24	41	47	8	13
25-29	61	69	15	40
30-34	95	81	21	36
35-39	115	87	20	41
40-44	115	73	26	38
45-49	151	71	35	50
50-54	205	57	38	64
55-59	119	23	24	47
60-64	24	2	26	28
65+	0	0	7	12
TOTAL²⁶	930	515	225	371

TABLE 22: POLICE RANK GENDER PROFILE (AS AT 30 JUNE 2022)

Rank	Male	Female
Deputy Commissioner	0	1
Assistant Commissioner	2	0
Commander	9	2
Inspector	46	11
Sergeant	199	51
Constable	648	431
Trainee	26	19
Total	930	515

TABLE 23: STATE SERVICE EMPLOYEE CLASSIFICATION PROFILES (AS AT 30 JUNE 2022)

Classification	Male	Female
Head of Agency	1	0
Senior Executive Service Level 4	1	1
Senior Executive Service Level 2	2	3
Senior Executive Service Level 1	0	1
Legal Practitioner Level 5	0	1
Legal Practitioner Level 2	1	5
Legal Practitioner Level 1	3	6
Allied Health Level 5 or Equivalent	0	1
Allied Health Level 4 or Equivalent	1	0
Allied Health Level 3 or Equivalent	5	9
Allied Health Level 2 or Equivalent	3	3
Tasmania State Service Band 9-10	1	0
Tasmania State Service Band 7-8	36	33
Tasmania State Service Band 4-6	88	120
Tasmania State Service Band 1-3	83	188
TOTAL²⁶	225	371

Source: Tables 11 to 23: Finance and Payroll Services, DPfEM.

Ethical Conduct of Staff

DPFEM is committed to upholding the aims and objectives of the Integrity Commission and our responsibilities under the *Integrity Commission Act 2009* (IC Act). We continue to ensure our employees and volunteers meet high standards of conduct and receive ongoing training in relation to ethical conduct under section 32 of the IC Act.

Our recruitment practices incorporate conflict of interest requirements that strengthen our management of risks and align with whole-of-government requirements. Our induction programs provide information on our various Codes of Conduct, appropriate use of information and communications technology and obligations regarding confidentiality and access to information and systems.

Tasmania Police uses Abacus as an instrument for managing professional development with the aim of improving police conduct and performance.

Industrial Democracy and Employee Participation

DPFEM provides opportunities for employees to contribute to decision making and offer feedback on a variety of issues through a range of representative forums and consultative mechanisms. These include formal work health and safety consultation structures, industrial consultative committees, statewide engagement processes to inform enterprise bargaining negotiations and participation in and use of information produced through employee surveys.

In this reporting period, employee feedback has informed diversity and inclusion issues, workplace health and safety matters, including the regular review of COVID risk assessments, program, policy and strategy development and various change initiatives.

Performance Management

DPFEM continued to actively promote performance development as an important tool in developing our people and their management capabilities. Workshops were delivered on the 'what, why and how' of performance development along with reflective practice on the application of the model. This year, two new online learning modules were launched – *Performance Development Guidelines* and *The Process of Managing Performance Issues*.

The Performance Development Framework continues to be supported by other organisational learning and development initiatives such as: *DiSC® Thinking and Communication Preferences*, *Managing with DiSC®* and *Productive Conflict*.

The ongoing benefits of quality conversations in the workplace form the basis of psychological safety, organisational connectedness, and can be a positive contributor to enhancing employee wellbeing. In addition, we appreciate that workplace dialogue is an enabler towards the achievement of higher performance, talent identification and succession planning.

Work Health and Safety

One of our key strategic priorities is supporting a healthy and resilient workforce. This year we administered 1,628 flu shots to both staff and volunteers through the flu vaccination program via on-site workplace clinics, selected pharmacies, and General Practitioners. We also continued to review and update plans and procedures relating to COVID-19 to effectively manage workplace risk in accordance with advice from Public Health.

We continued to focus on improving work health and safety (WHS) governance and reporting systems to increase support to our frontline workers. We finalised our WHS Policy and implemented changes to the WHS governance committee structure by introducing an expanded WHS Strategy Committee and new Health and Safety Representative (HSR) Forum arrangements. These changes have operated effectively throughout 2021-22 and increased engagement with the HSR network and unions on strategy and WHS issues that impact the entire organisation.

We conducted several consultations to identify workplace hazards and work health safety risks and improve our approach to WHS risk management. One consultation method was a survey encouraging all staff and volunteers to identify the potential hazards and risks in their workplace including psychosocial, and health, safety and wellbeing hazards. The other consultation was a workshop specifically for Tasmania Police which identified high level risks. It is anticipated that this work will assist in developing a register of DPFEM's top WHS risks, establishing mitigation plans and enabling regular assessment.

A new online WHS reporting system (*Folio*) was implemented that contributed to an increase in the reporting of incidents and hazards across DPFEM. *Folio* allows access to managers and supervisors to review, update and provide progress notes to resolving hazards reported in the system. This has been a significant achievement for DPFEM and is contributed to improved reporting, tracking of corrective actions and identification of WHS risks.

Superannuation Contributions

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



D L Hine AO, PSM, APM

Secretary,
Department of Police, Fire and Emergency Management

Compliance Reporting to Other Legislation

Emergency Management Act 2006

In accordance with section 63 of the *Emergency Management Act 2006*, the following table provides details of the authorisations and declarations of a state of emergency made, amended or extended under Divisions 2, 3 and 4 of Part 3 of the Act during 2021–22, together with details about the exercise of powers under those Divisions during that financial year.



D L Hine AO, PSM, APM

State Emergency Management Controller

TABLE 24: COVID-19 INSTRUMENTS UNDER THE EMERGENCY MANAGEMENT ACT 2006 DURING 2021-22²⁷

No.	Description	Relevant Power	Summary	Executed Date	Period in Force	Comments/ Follow up
193	Authorisation by Deputy State Controller	Section 40	Authorisation of specified Emergency Powers by Deputy State Controller to himself.	8 July 2021	With immediate effect & in place until 22 July 2021	
194	Authorisation by Deputy State Controller	Section 40	Authorisation of specified Emergency Powers by Deputy State Controller to authorised officers within Biosecurity Tasmania	8 July 2021	With immediate effect & in place until 22 July 2021	Amended on 16 July 2021. See Number 197
195	Authorisation by Deputy State Controller	Section 40	Authorisation of specified Emergency Powers by Deputy State Controller to members of the Tasmania Police Service	8 July 2021	With immediate effect & in place until 22 July 2021	Amended on 16 July 2021. See Number 197
197	Amended Authorisation by Deputy State Controller	Section 40	Amended authorisation of specified Emergency Powers by Deputy State Controller to authorised officers within Biosecurity Tasmania	16 July 2021	Not applicable	
198	Amended Authorisation by Deputy State Controller	Section 40	Amended authorisation of Emergency Powers by Deputy State Controller to members of the Tasmania Police Service	16 July 2021	Not applicable	
199	Delegation by State Controller	Section 30	Delegation of powers under the EM Act by State Controller to Donna Adams, Deputy Commissioner	19 July 2021		

²⁷ This information has been extracted from a larger document that is maintained by DPFEM Legal. Information not relevant to the *Emergency Management Act 2006* has been removed and subsequently the numbering on the left is not sequential. This numbering has not been adjusted as comments in the right-hand column refer to related serial numbers throughout the table.

No.	Description	Relevant Power	Summary	Executed Date	Period in Force	Comments/ Follow up
200	Delegation by Secretary, DPFEM	Section 25J	Delegation of powers under 25D, 25E and 25I under <i>COVID Disease Emergency (Miscellaneous Provisions) Act 2020</i>	19 July 2021		
201	Revocation of Delegation by Secretary, DPFEM	Section 25J	Revocation of powers under 25D, 25E, 25I under <i>COVID Disease Emergency (Miscellaneous Provisions) Act 2020</i> which were sent to Scott Tilyard, Deputy Commissioner and Adrian Bodnar, Assistant Commissioner	19 July 2021	With effect from 12.01am on 23 July 2021	
202	Revocation of Delegation by Secretary, DPFEM	Section 25J	Revocation of powers under 25D, 25E, 25I under <i>COVID Disease Emergency (Miscellaneous Provisions) Act 2020</i> which were sent to Glenn Keating, Acting Assistant Commissioner	19 July 2021		
203	Authorisation of Emergency Powers by Deputy State Controller	Section 40	Authorisation of specific emergency Powers by Deputy State Controller to Biosecurity Tasmania	23 July 2021	12 weeks	Extended on 15 October 2021
204	Authorisation of Emergency Powers by Deputy State Controller	Section 40	Authorisation of all emergency powers to members of the Tasmania Police Service	23 July 2021	12 weeks	Extended on 15 October 2021
205	Authorisation of Emergency Powers by Deputy State Controller	Section 40	Authorisation of all emergency powers to the Deputy State Controller	23 July 2021	12 weeks	Extended on 15 October 2021
209	Authorisation of Emergency Powers by State Controller	Section 40	Authorisation of specific powers to Assistant Commissioners & the Deputy Commissioners to (i) make Arrivals Directions (ii) grant exemptions/approvals/authorisations (iii) impose conditions/requirements	30 July 2021	With effect for 12 weeks	Extended 22 October 2021. See No. 260

No.	Description	Relevant Power	Summary	Executed Date	Period in Force	Comments/ Follow up
237	Directions by the Deputy State Controller	Section 40	Directions in relation to persons arriving in Tasmania	23 September 2021		Revoked on 24 September 2021. See Number 238
238	Directions by the Deputy State Controller	Section 40	Directions in relation to persons arriving in Tasmania	24 September 2021		Revoked on 15 October 2021. See No. 245
244	Directions by the Deputy State Controller	Section 40	Directions in relation to area lockdown	15 October 2021	To commence 6:00pm and expire at 6:00pm on 18 October 2021	Revoked on 16 October 2021. See Number 253
245	Directions by the Deputy State Controller	Section 40	Directions in relation to persons arriving in Tasmania	15 October 2021		Revoked with effect from 11:59pm on 14 December 2021. See Number 277
250	Extension of Authorisation of Emergency Powers by Deputy State Controller	Section 40	Authorisation of specific emergency Powers by Deputy State Controller to Biosecurity Tasmania	15 October 2021	For 12 weeks	Extended with effect from 7 January 2022 for 12 weeks
251	Extension of Authorisation of Emergency Powers by Deputy State Controller	Section 40	Authorisation of specific emergency Powers by Deputy State Controller to members of the Tasmania Police Service	15 October 2021	For 12 weeks	Extended with effect from 7 January 2022 for 12 weeks
252	Extension of Authorisation of Emergency Powers by Deputy State Controller	Section 40	Authorisation of specific emergency Powers by Deputy State Controller to herself	15 October 2021	For 12 weeks	Extended with effect from 7 January 2022 for 12 weeks
253	Directions by the Deputy State Controller	Section 40	Directions in relation to area lockdown	16 October 2021	Until 6:00pm on Monday 18 October 2021	Expired
260	Extension of Authorisation of Emergency Powers	Section 40	Authorisation of specific powers to Assistant Commissioners & the Deputy Commissioners to (i) make Arrivals Directions (ii) grant exemptions/approvals/authorisations (iii) impose conditions/requirements	22 October 2021	For 12 weeks Commencing 22 October 2021	
277	Directions by the Deputy State Controller	Section 40	Directions in relation to persons arriving in Tasmania	14 December 2021	With effect from 11:59pm on 14 December 2021	Revoked from 11:59pm on 31 December 2021. See Number 298

No.	Description	Relevant Power	Summary	Executed Date	Period in Force	Comments/ Follow up
278	Class Approval under Directions by the Deputy State Controller	Section 40	Class Approval to enter Tasmania Unvaccinated Tasmanian Residents	14 December 2021	With effect from 11:59pm on 14 December 2021	Amended on 31 December 2021 & Revoked with effect from 12:01am on 26 February 2022. See Number 324
279	Class Approval under Directions by the Deputy State Controller	Section 40	Class Approval to enter Tasmania Fully vaccinated travellers from high-risk locations (untested)	14 December 2021	With effect from 11:59pm on 14 December 2021	Amended on 31 December 2021 & Revoked with effect from 12:01am on 26 February 2022. See Number 324
280	Class Approval under Directions by the Deputy State Controller	Section 40	Class Approval to enter Tasmania Unvaccinated seasonal workers	14 December 2021	With effect from 11:59pm on 14 December 2021	Amended on 31 December 2021 & Revoked with effect from 12:01am on 26 February 2022. See Number 324
281	Class Approval under Directions by the Deputy State Controller	Section 40	Class Approval to enter Tasmania Unvaccinated Transport Freight & Logistics Workers	14 December 2021	With effect from 11:59pm on 14 December 2021	Amended on 31 December 2021 & Revoked with effect from 12:01am on 26 February 2022. See Number 324
282	Class Exemption under Directions by the Deputy State Controller	Section 40	Class Exemption from Quarantine Fully vaccinated travellers from high-risk locations (untested)	14 December 2021	With effect from 11:59pm on 14 December 2021	Amended on 31 December 2021 & Revoked with effect from 12:01am on 26 February 2022. See Number 324
283	Class Authorisation under Directions by the Deputy State Controller	Section 40	Class Authorisation to Release from Quarantine (unvaccinated travellers)	14 December 2021	With effect from 11:59pm on 14 December 2021	Amended on 31 December 2021 & Revoked with effect from 12:01am on 26 February 2022. See Number 324
284	Class Authorisation under Directions by the Deputy State Controller	Section 40	Class Authorisation to release from Quarantine – Fully vaccinated travellers from high-risk locations (untested)	14 December 2021	With effect from 11:59pm on 14 December 2021	Amended on 31 December 2021 & Revoked with effect from 12:01am on 26 February 2022. See Number 324

No.	Description	Relevant Power	Summary	Executed Date	Period in Force	Comments/ Follow up
285	Class Authorisation under Directions by the Deputy State Controller	Section 40	Class Authorisation – Release from Schedule 4 requirements – Essential Travellers (Category 1 & Category 2).	14 December 2021	With effect from 11:59pm on 14 December 2021	Amended on 31 December 2021 & Revoked with effect from 12:01am on 26 February 2022. See Number 324
286	Class Authorisation under Directions by the Deputy State Controller	Section 40	Class Authorisation – Release from Quarantine – Extreme Risk Travellers (0-7)	14 December 2021	With effect from 11:59pm on 14 December 2021	Amended on 31 December 2021 & Revoked with effect from 12:01am on 26 February 2022. See Number 324
287	Class Exemption under Directions by the Deputy State Controller	Section 40	Class Exemption from Quarantine Extreme Risk Travellers (8-14)	14 December 2021	With effect from 11:59pm on 14 December 2021	Amended on 31 December 2021 & Revoked with effect from 12:01am on 26 February 2022. See Number 324
288	Delegation by the Secretary, DPFEM	Section 25J	Delegation under <i>COVID-19 Disease Emergency (Miscellaneous Provisions) Act 2020</i> to Anthony Cerritelli, A/ Assistant Commissioner	15 December 2021		
298	Directions by Acting Assistant Commissioner Blackwood	Section 40	Directions in relation to persons arriving in Tasmania.	31 December 2021	With effect from 11:59pm on 31 December	Revoked on 18 January 2022. See number 316
299	Class Approval under Directions (AMENDED)	Section 40	Class Approval to enter Tasmania Unvaccinated Tasmanian Residents	31 December 2021	With effect from 11:59pm on 31 December 2021	Amended on 18 January 2022 & Revoked with effect from 12:01am on 26 February 2022. See Number 324
300	Class Approval under Directions (AMENDED)	Section 40	Class Approval to enter Tasmania Fully vaccinated travellers from high-risk locations (untested)	31 December 2021	With effect from 11:59pm on 31 December 2021	Revoked on 18 January 2022. See Number 317
301	Class Approval under Directions (AMENDED)	Section 40	Class Approval to enter Tasmania Unvaccinated seasonal workers	31 December 2021	With effect from 11:59pm on 31 December 2021	Amended on 18 January 2022 & Revoked with effect from 12:01am on 26 February 2022. See Number 324

No.	Description	Relevant Power	Summary	Executed Date	Period in Force	Comments/ Follow up
302	Class Approval under Directions (AMENDED)	Section 40	Class Approval to enter Tasmania Unvaccinated Transport Freight & Logistics Workers	31 December 2021	With effect from 11:59pm on 31 December 2021	Amended on 18 January 2022 & Revoked with effect from 12:01am on 26 February 2022. See Number 324
303	Class Exemption under Directions (AMENDED)	Section 40	Class Exemption from Quarantine Fully vaccinated travellers from high-risk locations (untested)	31 December 2021	With effect from 11:59pm on 31 December 2021	Revoked on 18 January 2022. See Number 317
304	Class Authorisation under Directions (AMENDED)	Section 24F (3) and Section 24F (2)(b)	Class Authorisation to Release from Quarantine (unvaccinated travellers).	31 December 2021	With effect from 11:59pm on 31 December 2021	Amended on 18 January 2022 & Revoked with effect from 12:01am on 26 February 2022. See Number 324
305	Class Authorisation under Directions (AMENDED)	Section 40	Class Authorisation to release from Quarantine – Fully vaccinated travellers from high-risk locations (untested)	31 December 2021	With effect from 11:59pm on 31 December 2021	Revoked on 18 January 2022. See Number 317
306	Class Authorisation under Directions (AMENDED)	Section 40	Class Authorisation – Release from Schedule 4 requirements – Essential Travellers (Category 1 & Category 2).	31 December 2021	With effect from 11:59pm on 31 December 2021	Amended on 18 January 2022 & Revoked with effect from 12:01am on 26 February 2022. See Number 324
307	Class Authorisation under Directions (AMENDED)	Section 40	Class Authorisation – Release from Quarantine – Extreme Risk Travellers (0-7)	31 December 2021	With effect from 11:59pm on 31 December 2021	Amended on 18 January 2022 & Revoked with effect from 12:01am on 26 February 2022. See Number 324
308	Class Exemption under Directions (AMENDED)	Section 40	Class Exemption from Quarantine Extreme Risk Travellers (8-14).	31 December 2021	With effect from 11:59pm on 31 December 2021	Amended on 18 January 2022 & Revoked with effect from 12:01am on 26 February 2022. See Number 324
310	Authorisation of Powers by Deputy State Controller	Section 40	Extension of Authorisation of emergency powers by Deputy State Controller to members of the Tasmania Police Service	5 January 2022	With effect from 7 January 2022 for 12 weeks	Expired

No.	Description	Relevant Power	Summary	Executed Date	Period in Force	Comments/ Follow up
311	Authorisation of Powers by Deputy State Controller	Section 40	Extension of authorisation of emergency powers by Deputy State Controller to Biosecurity Tasmania.	5 January 2022	With effect from 7 January 2022 for 12 weeks	Expired
312	Authorisation of Powers by Deputy State Controller	Section 40	Extension of authorisation of emergency powers by Deputy State Controller to herself	5 January 2022	With effect from 7 January 2022 for 12 weeks	Expired
313	Authorisation of Powers by State Controller	Section 40	Extension of authorisation of emergency powers by State Controller to Deputy Commissioner and Assistant Commissioner	6 January 2022	With effect from 14 January 2022 for 12 weeks	
316	Directions by the Deputy State Controller	Section 40	Directions in relation to persons arriving in Tasmania	18 January 2022	With effect from 11:59pm on 18 January 2022	Revoked from 12:01am on 26 February 2022. See Number 323
317	Class Revocations	Section 40	Class Revocation of: Class Approval to enter Tas – vaccinated travellers (high risk & untested). Class exemption from Quarantine – vaccinated travellers (high risk and untested). Class authorisation to release from Quarantine – vaccinated travellers (high risk and untested)	18 January 2022	With effect from 11:59pm on 18 January 2022	
318	Class Approval	Section 40	Amended Class Approval to enter Tasmania – Unvaccinated Tasmanian Residents	18 January 2022	With effect from 11:59pm on 18 January 2022	Revoked with effect from 12:01am on 26 February 2022. See Number 324
319	Class Approval	Section 40	Amended Class Approval to enter Tasmania – Unvaccinated Seasonal workers	18 January 2022	With effect from 11:59pm on 18 January 2022	Revoked with effect from 12:01am on 26 February 2022. See Number 324
320	Class Approval	Section 40	Amended Class Approval to enter Tasmania – Unvaccinated transport freight and logistics workers	18 January 2022	With effect from 11:59pm on 18 January 2022	Revoked with effect from 12:01am on 26 February 2022. See Number 324

No.	Description	Relevant Power	Summary	Executed Date	Period in Force	Comments/ Follow up
321	Class Authorisation	Section 40	Amended Class Authorisation to release from quarantine – unvaccinated travellers	18 January 2022	With effect from 11:59pm on 18 January 2022	Revoked with effect from 12:01am on 26 February 2022. See Number 324
322	Class Authorisation	Section 40	Amended Class Authorisation to release from Schedule 4 requirements – Essential Travellers	18 January 2022	With effect from 11:59pm on 18 January 2022	Revoked with effect from 12:01am on 26 February 2022. See Number 324
323	Class Authorisation	Section 40	Amended Class Authorisation to release from Quarantine – Extreme Risk Travellers (0-7)	18 January 2022	With effect from 11:59pm on 18 January 2022	Revoked with effect from 12:01am on 26 February 2022. See Number 324
324	Class Exemption	Section 40	Amended Class Exemption from Quarantine – Extreme Risk Travellers (8-14)	18 January 2022	With effect from 11:59pm on 18 January 2022	Revoked with effect from 12:01am on 26 February 2022. See Number 324
323	Directions by the Deputy State Controller	Section 40	Directions in relation to persons arriving in Tasmania	25 February 2022	With effect from 12:01am on 26 February 2022	Revoked with effect from 11:58pm on 31 May 2022. See Number 350
324	Class Revocation by the Deputy State Controller	Section 40	Class Revocation of the 7 class approvals, authorisations and exemption given on 18 January 2022	25 February 2022	With effect from 12:01am on 26 February 2022	
336	Authorisation of Emergency Powers by State Controller	Section 40	Extension of Authorisation of Emergency Powers	7 April 2022	With effect from 8 April 2022 until 31 May 2022	Lapsed on 31 May 2022
350	Revocation of Directions by the Deputy State Controller	Section 40	Revocation of the Directions in relation to persons arriving in Tasmania.	30 May 2022	From 11:59pm on 31 May 2022	

Royal Commissions Reporting

Deaths in Custody

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

TABLE 25: DEATHS IN POLICE CUSTODY AND DURING CUSTODY-RELATED POLICE OPERATIONS (TASMANIA)

Categories	2021–22
Category 1 – Institutional or Close Contact Custody	0
Category 2 – Other Custody-Related Police Operations	0
TOTAL	0

Source: Professional Standards Command

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).

Pricing Policy

In accordance with the *Treasurer's Instruction FR-4* (section 4.1.2) pricing policies for goods and services provided by DPFEM are based on a full-cost recovery model.

DPFEM has responsibility for providing some goods and services such as Offence Reports, Forensic photographs, Speed Camera photographs, Road Safety sample analysis and Traffic/Crash reports. These services require that fees and charges should be set at a level which ensures that the full cost of providing a good or service can be accounted for explicitly and recovered at an appropriate level.

Risk Management

As a Tasmanian Public Sector organisation, DPFEM is expected to ensure consideration of material risks in its decisions, and appropriately manage risk in view of relevant obligations, constraints and objectives. Effective risk management enhances decision-making and increases service delivery and community safety outcomes.

DPFEM adopts the ISO 31000:2018 risk management guidelines, an internationally accepted basis for best practice risk management. Risk management obligations include the requirement that risk considerations must be documented and reflected in the organisation's overall governance, strategic planning, performance management, financial management and service delivery processes and outcomes. A Risk Management Framework has been established including a risk evaluation process.

Corporate risks are aligned with organisational objectives and are managed collaboratively and reported regularly. DPFEM recognises risk management as an integral part of culture, policies, systems and processes, and that it is required to ensure community safety.

DPFEM is committed to maturing its risk management framework and requires all employees and contractors to manage risks in their areas of responsibilities by making timely and informed decisions.

Asset Management

DPFEM ensures assets are managed in accordance with whole-of government policies and guidelines and the mandatory requirements of the Treasurer's Instructions relating to the asset management policies, strategies and initiatives, including delivering on major capital projects.

DPFEM continued to implement initiatives to improve the overall management of assets across the State through the following key strategies:

- Optimising the use of built resources to support the provision of emergency services activities at dispersed sites.
- Managing capital funding for building improvements equitably and according to business priorities, ensuring appropriate standards of accommodation to support best practice in service delivery.
- Optimising maintenance effort through strategic management and managing resources in accordance with statutory obligations, work health and safety, optimum service delivery and asset retention.
- Progressing initiatives to identify, assess and mitigate risks within the context of the government's overall risk management strategy.
- Progressing towards industry best practice in procurement practices and full compliance with the Department of Treasury and Finance requirements.
- Maximising the responsible use of facilities, facilitating partnership agreements for sharing facilities and enhancing community engagement and utilisation in relation all Departmental and volunteer facilities where appropriate.
- Supporting the Strategic Asset Management Committee through the provision of high level strategic advice to enable informed decision and direction in asset management.
- Contribute and assist with the development of the Strategic Asset Management Plan for the Department.

TABLE 26: ACQUISITIONS

Eight police residences were purchased during the reporting period:

Town	Purchase Price
Zeehan	\$480,000
St Helens	\$545,000
St Helens	\$615,000
Smithton	\$300,000
Smithton	\$295,000
St Helens	\$520,000
Queenstown	\$300,000
Liawenee	\$270,000

TABLE 27: DISPOSALS

Two properties were disposed during the reporting period:

Town	Disposal Price
Strahan	\$279,001
Currie	\$241,327

Procurement

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

Contract Extensions

One contract extension was approved in accordance with *Treasurer's Instruction PP-6* during 2021-22.

TABLE 28: CONTRACT EXTENSIONS

Supplier Name	Contract Description	Contract Extension Period	Total Value of Contract ex GST (\$)
EXEX (RMIT)	Supply of Calibration Services	22/4/2022 – 23/4/2023	\$68,096

Confidentiality of Government Contracts

Treasurer's Instruction C-1 provides for a Head of Agency to approve the inclusion of a confidentiality provision for contracts entered on or after 15 September 2012. No confidentiality provision for contracts were approved during 2021-22.

Contracts Exempt from Disaggregation Requirement

Under the *Treasurer's Instructions PF-2*, a Head of Agency may approve an exemption from the requirement to disaggregate substantial contracts. No exemptions were approved during 2021-22 as outlined in this instruction.

Contracts Over \$50,000

Contracts awarded (excluding consultancy) with a value of \$50,000 or over (ex GST) for 2021–22 are listed in the table below.

TABLE 29: CONTRACTS WITH A VALUE OF \$50,000 OR OVER (EX GST)

Contractor Name	Contractor Location	Contract Description	Contract Period	Total Value of Contract (ex GST)
Advanced Contracting	Glenorchy, TAS	Launceston Police HQ – removal of redundant plant and upgrade to exhaust systems	13/9/2021 – 7/11/2021	\$75,507
bdna Group Pty Ltd	Brisbane, QLD	Atlas Support Drop 07 RFT for Technical Services	20/6/2022 – 20/6/23	\$260,000
Bentley Workspaces	Hobart, TAS	Supply of furniture for Tasmania Police Academy	30/5/2022 – one-off purchase	\$55,454
Chubb Fire and Security	Derwent Park, TAS	Electronic Security Services – Level 4, 30-32 Bathurst Street, Hobart	29/3/2022 – 11/7/2022	\$78,854
Contact Group ²⁸	North Hobart, TAS	maintenance of mechanical services (North and North-West Regions)	28/2/2022 – 27/2/2029	\$417,060
Draeger Australia Pty Ltd	Notting Hill, VIC	Supply of Breath Testing Devices	26/11/2021 – 1/11/26	\$310,000
Efficiency Tasmania Pty Ltd ²⁸	Franklin, TAS	Business Analysis Services – Project Management Office	13/12/2021 – 20/1/2023	\$249,320
Fairbrother Pty Ltd	Quoiba, TAS	Construction of an Emergency Services Hub, Sorell	12/10/2021 – 30/11/2022	\$10,414,670
Fairmont Commercial Pty Ltd	Kings Meadows, TAS	Supply and installation of furniture – New Norfolk and Longford Police Stations	15/10/2021 – 15/3/2022	\$200,814
Fine Entry Marine Pty Ltd	Geraldton, WA	Design, construct and deliver Offshore Police Patrol Vessel	20/5/2022 – 30/4/2024	\$13,414,264
High Performance Work Health International	Mount Rumney, TAS	Police Recruit physical training	3/5/2022 – 2/5/2029	\$434,000
Industrial Fire and Electrical Pty Ltd	Riverside, TAS	Launceston Police HQ generator replacement	25/1/2022 – 18/4/2022	\$224,650
MPH Builders Pty Ltd	Prospect, TAS	Dwelling alterations and new dwellings at 105 High Street, Campbelltown (No 2) and Stieglitz Street Fingal (No. 2)	3/8/21 – 25/6/2022	\$998,880
Otis Elevator Company Pty Ltd	North Hobart, TAS	Launceston Police Headquarters – lift replacement	21/9/21 – 16/5/2022	\$197,200
R & T Rosier Construction Pty Ltd	Launceston, TAS	Construction of a new dwelling	28/4/2022 – 31/10/2022	\$598,410
Tacmed Australia Pty Ltd	North Boambee Valley, NSW	Tactical First Aid training	12/8/2021 – 30/4/2022	\$246,757
TacMed Australia Pty Ltd	North Boambee Valley, NSW	Supply of Tactical First Aid training and First Aid supplies to Tasmania Police	3/6/2022 – 2/6/2026	\$4,500,000
TCM Pty Ltd	Moonah, TAS	DPFEM Police Operations Support thermal plant upgrade	1/12/2021 – 1/6/2022	\$293,000
TCM Pty Ltd ²⁸	Moonah, TAS	Maintenance of mechanical services (Southern Region)	28/2/2022 – 27/2/2029	\$860,786

²⁸ Items awarded by DPFEM for use by Tasmania Police, SES and TFS. These contracts are not reported separately in the *State Fire Commission Annual Report*.

Contractor Name	Contractor Location	Contract Description	Contract Period	Total Value of Contract (ex GST)
The Project Lab	Hobart, TAS	Solution Architect Services – Project Pantheon	21/2/2022 – 1/3/2023	\$248,835
Vision 42 Pty Ltd	Battery Point, TAS	Business Analysis Services – DPFEM Firearms Project	23/2/2022 – 30/8/2022	\$165,000
Vision 42	Battery Point, TAS	Detailed planning and design - NCIS	6/6/2022 – 8/10/2022	\$535,200
Vision 42 Pty Ltd	Battery Point, TAS	Business Analysis Services – DPFEM Firearms Project	23/2/2022 – 30/8/2022	\$165,000
VOS Construction and Joinery	Kingston, TAS	Construction of a building at the Tasmania Police Academy, Rokeby	15/12/2021 – 1/9/2022	\$2,184,286
Panel Contract (detailed below) ²⁸	As detailed below	Provision of Mental Health Services Workers – CISM Psychology Services	30/5/2022 – 29/5/2029	\$1,237,500
Christina Anderson	Geilston Bay, TAS			
Ann Stark	Sandy Bay, TAS			
Linda Burrows	Rosny, TAS			
Colin Clark	Prospect, TAS			
Lucy Brown	Bellerive, TAS			
Psychology Plus (Tas) Pty Ltd	South Burnie, TAS			
Peter Nelson	Battery Point, TAS			
Helen Spinks	Devonport, TAS			
Windsor Allied Health Pty Ltd	Riverside, TAS			
Community Mediation Service Tasmania Inc trading as Positive Solutions	Hobart, TAS			
Psyche Mental Health Centre	Hobart, TAS			

Consultancies over \$50,000

The following consultancies with a value of \$50,000 or over for 2021-22 are listed in the table below.

TABLE 30: CONSULTANCY CONTRACTS WITH A VALUE OF \$50,000 OR OVER (EX GST)

Contractor Name	Contractor Location	Contract Description	Contract Period	Total Value of Contract (ex GST)
The Project Lab	Hobart, TAS	Solution Options and Business Case for State Emergency Dispatch Messaging Service	1/7/21-30/6/22	\$75,000

COVID-19 Emergency Procurements

Table 31 provides detailed information on contracts awarded as a result of direct/limited submission sourcing processes approved in accordance with *Treasurer's Instruction PF-7 COVID-19 Emergency Procurement Measures* for 2021-22.

No exemptions were approved during 2021-22 as outlined in this instruction.

TABLE 31: CONTRACTS AWARDED AS A RESULT OF DIRECT/LIMITED SUBMISSION SOURCING RE: COVID-19

Supplier Name	Contract Description	Reason for Approval	Total Value of Contract (ex GST)
Premium Construction (TAS) Pty Ltd	Refurbishment of Launceston Police Head Quarters	PF-7 1.1.3 to procure goods, services or works, in connection with programs delivered to stimulate the economy or to support businesses and persons impacted by COVID-19.	\$4,680,900

Exemptions from the *Treasurer's Instructions*

There were no exemptions made under *Financial Control (FC-9)* relating to purchases on the Tasmanian Government Card during 2021-22.

Exemptions to Procuring Legal Services

There were no exemptions approved during 2021-22 in relation to procuring legal services under the *Treasurer's Instruction FC-17*. Agencies must refer all request for legal advice to Crown law who in turn may determine if external advice is required.

Direct/Limited Procurement

Table 32 provides detailed information on a contract awarded as a direct/limited submission sourcing process approved in accordance with the *Treasurer's Instruction PP-2* for 2021–22.

TABLE 32: CONTRACTS AWARDED AS A RESULT OF DIRECT/LIMITED SUBMISSION SOURCING

Supplier Name	Contract Description	Reason for Approval	Total Value of Contract (ex GST)
Back in a Flash Construction	Dwelling Alterations at 3 Meech Street, Currie, King Island	PP-2 2.18.9. The circumstances justify limiting the number of suppliers.	\$475,983
Tascon Constructions Pty Ltd	Tasmania Police - office redevelopment	PP-2 2.18.9. The circumstances justify limiting the number of suppliers.	\$521,565
STRmix Limited (SL)	Supply of STRmix software	PP-2 2.18.2. Due to an absence of competition for technical reasons.	\$76,767
Hellweg International Pty Ltd	Multi-use Integrated Protection Vest (MIPV) recertification	PP-2 2.18.3 Single source supplier.	\$640,800

Procurement from Businesses that Provide Employment to Persons with Disabilities

Under the *Treasurer's Instruction PP-2*, 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 instructions in 2021–22.

Support for Local Business

DPFEM's procurement policy is consistent with the Government's Buy Local Policy, which provides Tasmanian businesses with every opportunity to compete for agency business.

Table 33 provides a summary of the level of participation of local businesses for contracts and procurement (including ongoing contracts, tenders and/or quotations with a value of \$50,000 or over (excluding (ex) GST).

TABLE 33: SUMMARY OF PARTICIPATION BY LOCAL BUSINESS (FOR CONTRACTS, TENDERS AND/OR QUOTATIONS WITH A VALUE OF \$50,000 OR OVER [EX GST])

Type of Participation	Number/Value
Total number of contracts awarded (including consultancy)	41
Total number of contracts awarded (including consultancy) to Tasmanian businesses	32
Value of contracts awarded	\$44,921,701
Value of contracts awarded to Tasmanian businesses	\$25,147,874
Total number of tenders called and/or quotation processes run	31
Total number of bids and/or written quotations received	80
Total number of bids and/or written quotations received from Tasmanian businesses	59

Debts Written Off

In accordance with the *Treasurer's Instruction FC-14*, there were no debts written off during 2021–22.

Loss and Damage

The Tasmanian Risk Management Fund (TRMF) covers DPFEM's insurable risks. Table 34 provides summary of insurance claims lodged with TRMF during 2021–22.

TABLE 34: SUMMARY OF INSURANCE CLAIMS

Item	Number of Claims	Incurred Costs
General liability	nil	nil
Motor vehicle	1,087	\$454,854
Personal accident	nil	nil
Property	1	nil
Transit	1	nil
Workers compensation	227	\$10,666,659



FINANCIAL STATEMENTS

For the year ended 30 June 2022

TABLE OF CONTENTS

CERTIFICATION	66
STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2022	67
STATEMENT OF FINANCIAL POSITION AT 30 JUNE 2022	68
STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2022	69
STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2022	70
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022	71

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 Act 2016* to present fairly the financial transactions for the year ended 30 June 2022 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 AO, PSM, APM
Secretary

29 September 2022

Statement of Comprehensive Income for the year ended 30 June 2022

		2022 Budget \$'000	2022 Actual \$'000	2021 Actual \$'000
	Notes			
Income from continuing operations				
Revenue from Government				
Appropriation revenue - operating	6.1	298,083	302,206	261,970
Appropriation revenue - capital	6.1	25,281	27,681	8,375
Other revenue from Government	6.1	5,254	5,254	3,540
Grants	6.2	5,189	3,313	3,806
Sales of goods and services	6.3	3,587	2,593	2,256
Contribution from the State Fire Commission	6.4	13,030	15,933	12,811
Contributions received	6.5	...	1,564	...
Other revenue	6.6	112,527	141,949	149,222
Total revenue from continuing operations		462,951	500,493	441,980
Net gain/(loss) on non-financial assets	7.1	...	(768)	151
Net gain/(loss) on financial instruments and statutory receivables/payables	7.2	...	22	(33)
Total income from continuing operations		462,951	499,747	442,098
Expenses from continuing operations				
Employee benefits	8.1	227,281	243,541	224,606
Depreciation and amortisation	8.2	20,329	13,633	14,255
Supplies and consumables	8.3	61,301	78,438	69,880
Grants and subsidies	8.4	28,714	23,342	20,277
Finance cost	8.5	5	697	344
Other expenses	8.6	100,579	118,546	111,216
Total expenses from continuing operations		438,209	478,197	440,578
Net result from continuing operations		24,742	21,550	1,520
Net result		24,742	21,550	1,520
Other comprehensive income				
<i>Items that will not be reclassified to net result in subsequent periods</i>				
Changes in property, plant and equipment revaluation surplus	12.1	(7,534)	39,270	10,827
Total other comprehensive income		(7,534)	39,270	10,827
Comprehensive result		17,208	60,820	12,347

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 2022

	Notes	2022 Budget \$'000	2022 Actual \$'000	2021 Actual \$'000
Assets				
<i>Financial assets</i>				
Cash and cash equivalents	13.1	5,220	7,597	4,212
Receivables	9.1	1,473	1,767	2,612
Other financial assets	9.2	950	1,698	2,767
<i>Non-financial assets</i>				
Inventories	9.3	2,027	2,304	2,149
Property, plant and equipment	9.4	134,152	247,660	184,746
Right-of-use assets	9.5	17,077	15,815	9,001
Intangibles	9.6	20,985	13,432	13,496
Other assets	9.7	1,730	2,143	2,371
Total assets		183,614	292,416	221,354
Liabilities				
Payables	10.1	4,215	7,084	5,828
Lease liabilities	10.2	17,064	16,362	9,635
Employee benefits	10.3	77,318	84,390	81,585
Other liabilities	10.5	1,802	1,576	1,602
Total liabilities		100,399	109,412	98,650
Net assets		83,215	183,004	122,704
Equity				
Reserves	12.1	42,267	150,989	112,025
Accumulated funds		40,948	32,015	10,679
Total equity		83,215	183,004	122,704

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 2022

	Notes	2022 Budget \$'000	2022 Actual \$'000	2021 Actual \$'000
Cash flows from operating activities		Inflows (Outflows)	Inflows (Outflows)	Inflows (Outflows)
<i>Cash inflows</i>				
Appropriation receipts - operating		298,083	302,206	261,970
Appropriation receipts - capital		25,281	27,681	8,375
Other revenue from Government		5,254	5,254	3,540
Grants – continuing operations		5,189	3,316	3,828
Sales of goods and services		3,587	2,488	2,203
GST receipts		13,339	16,099	13,324
Contribution from State Fire Commission		13,030	15,933	12,811
Other cash receipts		112,527	143,754	146,701
Total cash inflows		476,290	516,731	452,752
<i>Cash outflows</i>				
Employee benefits		(227,194)	(240,525)	(220,190)
Finance costs		(5)	(697)	(344)
GST payments		(13,339)	(16,260)	(13,459)
Supplies and consumables		(65,601)	(78,354)	(69,870)
Grants and subsidies		(28,714)	(23,453)	(20,233)
Other cash payments		(100,579)	(118,602)	(110,925)
Total cash outflows		(435,432)	(477,891)	(435,021)
Net cash from / (used by) operating activities	13.2	40,858	38,840	17,731
Cash flows from investing activities				
<i>Cash outflows</i>				
Payments for acquisition of non-financial assets		(29,535)	(28,438)	(10,771)
Total cash outflows		(29,535)	(28,438)	(10,771)
Net cash from / (used by) investing activities		(29,535)	(28,438)	(10,771)
Cash flows from financing activities				
<i>Cash outflows</i>				
Repayment of lease liabilities (excluding interest)		(11,323)	(7,017)	(7,968)
Total cash outflows		(11,323)	(7,017)	(7,968)
Net cash from / (used by) financing activities		(11,323)	(7,017)	(7,968)
Net increase (decrease) in cash held and cash equivalents held		...	3,385	(1,008)
Cash and cash equivalents at the beginning of the reporting period		5,220	4,212	5,220
Cash and cash equivalents at the end of the reporting period	13.1	5,220	7,597	4,212

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 2022

	Notes	Reserves \$'000	Accumulated funds \$'000	Total equity \$'000
Balance as at 1 July 2021		112,025	10,679	122,704
Total comprehensive result		39,270	21,550	60,820
Transfer sale proceeds to the Crown Lands Administration Fund (CLAF)		...	(520)	(520)
Transfer to/(from) reserves	12.1	(306)	306	...
Balance as at 30 June 2022		150,989	32,015	183,004

	Notes	Reserves \$'000	Accumulated funds \$'000	Total equity \$'000
Balance as at 1 July 2020		101,301	9,330	110,631
Total comprehensive result		10,827	1,520	12,347
Transfer sale proceeds to the Crown Lands Administration Fund (CLAF)		...	(274)	(274)
Transfer to/(from) reserves	12.1	(103)	103	...
Balance as at 30 June 2021		112,025	10,679	122,704

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 2022

NOTE 1 ADMINISTERED FINANCIAL STATEMENTS	73	NOTE 8 EXPENSES FROM TRANSACTIONS	92
1.1 Schedule of Administered Income and Expenses	73	8.1 Employee benefits	92
1.2 Schedule of Administered Assets and Liabilities	73	8.2 Depreciation and amortisation	95
1.3 Schedule of Administered Cash Flows	74	8.3 Supplies and consumables	96
1.4 Schedule of Administered Changes in Equity	74	8.4 Grants and subsidies	97
		8.5 Finance Costs	98
		8.6 Other expenses	98
NOTE 2 DEPARTMENTAL OUTPUT SCHEDULES	75	NOTE 9 ASSETS	99
2.1 Output Group Information	75	9.1 Receivables	99
2.2 Reconciliation of Total Output Groups Comprehensive Result to Statement of Comprehensive Income	80	9.2 Other financial assets	100
2.3 Reconciliation of Total Output Groups Net Assets to Statement of Financial Position	80	9.3 Inventories	100
2.4 Administered Output Schedule	81	9.4 Property, plant and equipment	101
		9.5 Right-of-Use Assets	104
		9.6 Intangibles	105
		9.7 Other assets	105
NOTE 3 EXPENDITURE UNDER AUSTRALIAN GOVERNMENT FUNDING ARRANGEMENTS	81	NOTE 10 LIABILITIES	106
		10.1 Payables	106
		10.2 Lease Liabilities	106
		10.3 Employee benefits	107
		10.4 Superannuation	108
		10.5 Other liabilities	108
NOTE 4 EXPLANATIONS OF MATERIAL VARIANCES BETWEEN BUDGET AND ACTUAL OUTCOMES	82	NOTE 11 COMMITMENTS AND CONTINGENCIES	109
4.1 Statement of Comprehensive Income	82	11.1 Schedule of Commitments	109
4.2 Statement of Financial Position	84	11.2 Contingent Assets and Liabilities	110
4.3 Statement of Cash Flows	85		
NOTE 5 UNDERLYING NET RESULT	86	NOTE 12 RESERVES	111
		12.1 Reserves	111
NOTE 6 REVENUE	87	NOTE 13 CASH FLOW RECONCILIATION	112
6.1 Revenue from Government	87	13.1 Cash and cash equivalents	112
6.2 Grants	88	13.2 Reconciliation of Net Result to Net Cash from Operating Activities	112
6.3 Sales of goods and services	88	13.3 Acquittal of Capital Investment and Special Capital Investment Funds	113
6.4 Contribution from State Fire Commission	89	13.4 Reconciliation of liabilities arising from Financing Activities	114
6.5 Contributions Received	89		
6.6 Other revenue	90		
NOTE 7 NET GAINS / (LOSSES)	91		
7.1 Net gain/(loss) on non-financial assets	91		
7.2 Net gain/(loss) on financial instruments and statutory receivables/payables	91		

NOTE 14 FINANCIAL INSTRUMENTS **114**

14.1 Risk exposures	114
14.2 Categories of Financial Assets and Liabilities	116
14.3 Derecognition of Financial Assets	116
14.4 Comparison between Carrying Amount and Net Fair Value of Financial Assets and Liabilities	117

**NOTE 15 NOTES TO
ADMINISTERED STATEMENTS** **118**

15.1 Explanations of Material Variances between Budget and Actual Outcomes	118
15.2 Administered Sales of Goods and Services	118
15.3 Administered Fees and Fines	118
15.4 Administered Other Revenue	118

**NOTE 16 EVENTS OCCURRING
AFTER BALANCE DATE** **119**

**NOTE 17 OTHER SIGNIFICANT
ACCOUNTING POLICIES
AND JUDGEMENTS** **119**

17.1 Objectives and Funding	119
17.2 Basis of Accounting	119
17.3 Reporting Entity	120
17.4 Functional and Presentation Currency	120
17.5 Fair Presentation	120
17.6 Changes in Accounting Policies	120
17.7 Administered Transactions and Balances	120
17.8 Activities Undertaken Under a Trustee or Agency Relationship	121
17.9 Unrecognised Financial Instruments	121
17.10 Foreign Currency	121
17.11 Comparative Figures	121
17.12 Rounding	121
17.13 Departmental Taxation	121
17.14 Goods and Services Tax	121

Note I Administered Financial Statements

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.

I.1 Schedule of Administered Income and Expenses

	Notes	2022 Budget \$'000	2022 Actual \$'000	2021 Actual \$'000
Administered revenue				
Sales of goods and services	15.2	273	339	384
Fees and fines	15.3	553	2,257	1,166
Other revenue	15.4	...	135	87
Total administered revenue		826	2,731	1,637
Administered expenses				
Transfers to the Public Account		826	2,727	1,637
Total administered expenses		826	2,727	1,637
Administered net result		...	4	...
Administered comprehensive result		...	4	...

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.I of the accompanying notes.

I.2 Schedule of Administered Assets and Liabilities

	Notes	2022 Budget \$'000	2022 Actual \$'000	2021 Actual \$'000
Administered assets				
Receivables		...	8	4
Total administered assets		...	8	4
Administered equity				
Accumulated funds		...	8	4
Total administered equity		...	8	4

This Schedule of Administered Assets and Liabilities should be read in conjunction with the accompanying notes.

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

1.3 Schedule of Administered Cash Flows

	Notes	2022 Budget \$'000	2022 Actual \$'000	2021 Actual \$'000
Administered cash flows from operating activities				
Administered cash inflows				
Sales of goods and services		273	335	384
Fees and fines		553	2,257	1,166
Other revenue		...	135	87
Total administered cash inflows		826	2,727	1,637
Administered cash outflows				
Transfers to the Public Account		(826)	(2,727)	(1,637)
Total administered cash outflows		(826)	(2,727)	(1,637)
Administered net cash from / (used by) operating activities	
Net increase / (decrease) in administered cash held	
Administered cash and cash equivalents at the beginning of the reporting period	
Administered cash and cash equivalents at the end of the reporting period	

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 \$'000	Accumulated funds \$'000	Total equity \$'000
Balance as at 1 July 2021		...	4	4
Total comprehensive result		...	4	4
Balance as at 30 June 2022		...	8	8

	Notes	Reserves \$'000	Accumulated funds \$'000	Total equity \$'000
Balance as at 1 July 2020		...	4	4
Total comprehensive result	
Balance as at 30 June 2021		...	4	4

The Schedule of Administered Changes in Equity should be read in conjunction with the accompanying notes.

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

	2022 Budget \$'000	2022 Actual \$'000	2021 Actual \$'000
Income from continuing operations			
Appropriation revenue - operating	193,864	176,013	141,227
Other revenue from Government	250	250	...
Grants	744	...	335
Sales of goods and services	1,074	759	511
Contribution from the State Fire Commission	...	6,653	5,094
Contributions received	...	...	...
Other revenue	23,809	20,395	27,320
Total revenue from continuing operations	219,741	204,070	174,487
Net gain/(loss) on non-financial assets	...	(392)	77
Net gain/(loss) on financial instruments and statutory receivables	...	11	(17)
Total income from continuing operations	219,741	203,689	174,547
Expenses from continuing operations			
Employee benefits	141,991	138,657	122,887
Depreciation and amortisation	18,442	4,236	3,500
Supplies and consumables	45,077	49,764	43,062
Grants and subsidies	24,796	20,066	16,527
Finance costs	4	297	39
Other expenses	1,039	1,304	2,974
Total expenses from continuing operations	231,349	214,324	188,988
Net result from continuing operations	(11,608)	(10,634)	(14,441)
Net result	(11,608)	(10,634)	(14,441)
<i>Other comprehensive income</i>			
Items that will not be reclassified to net result in subsequent periods			
Changes in property, plant and equipment revaluation surplus	(7,534)	39,270	10,827
Total other comprehensive income	(7,534)	39,270	10,827
Comprehensive result	(19,142)	28,636	(3,614)
Expense by output			
Output I.I Support to the Community	231,349	214,324	188,988
Total	231,349	214,324	188,988
Net assets			
Total assets deployed for Output Group I – Public Safety		155,389	116,046
Total liabilities incurred for Output Group I – Public Safety		(58,530)	(48,510)
Net assets deployed for Output Group I – Public Safety		96,859	67,536

Output Group 2 – Crime

	2022 Budget \$'000	2022 Actual \$'000	2021 Actual \$'000
Income from continuing operations			
Appropriation revenue - operating	70,655	86,798	81,151
Other revenue from Government	...	...	...
Grants	...	209	317
Sales of goods and services	...	523	350
Contribution from the State Fire Commission	...	4,044	3,096
Contributions received	...	...	...
Other revenue	1,528	6,075	5,411
Total revenue from continuing operations	72,183	97,649	90,325
Net gain/(loss) on non-financial assets	...	(238)	46
Net gain/(loss) on financial instruments and statutory receivables	...	7	(10)
Total income from continuing operations	72,183	97,418	90,361
Expenses from continuing operations			
Employee benefits	58,764	77,068	73,974
Depreciation and amortisation	1,315	2,433	1,994
Supplies and consumables	8,654	14,732	10,526
Grants and subsidies	350	731	506
Finance cost	...	178	15
Other expenses	1,040	3,383	2,416
Total expenses from continuing operations	70,123	98,525	89,431
Net result from continuing operations	2,060	(1,107)	930
Net result	2,060	(1,107)	930
Comprehensive result	2,060	(1,107)	930
Expense by output			
Output 2.1 Investigation of Crime	51,097	69,551	64,132
Output 2.2 Poppy Security	1,091	1,091	913
Output 2.3 Fisheries Security	6,362	10,070	8,097
Output 2.4 Support to Judicial Services	11,573	17,813	16,289
Total	70,123	98,525	89,431
Net Assets			
Total assets deployed for Output Group 2 - Crime		86,556	61,816
Total liabilities incurred for Output Group 2 - Crime		(35,687)	(30,604)
Net assets deployed for Output Group 2 - Crime		50,869	31,212

Output Group 3 – Traffic Policing

	2022 Budget \$'000	2022 Actual \$'000	2021 Actual \$'000
Income from continuing operations			
Appropriation revenue - operating	22,158	18,995	17,804
Grants	2,350	2,677	2,706
Sales of goods and services	...	277	195
Contribution from the State Fire Commission	...	2,087	1,598
Contributions received	...	...	...
Other revenue	275	2,064	1,312
Total revenue from continuing operations	24,783	26,100	23,615
Net gain/(loss) on non-financial assets	...	(123)	24
Net gain/(loss) on financial instruments and statutory receivables	...	3	(5)
Total income from continuing operations	24,783	25,980	23,634
Expenses from continuing operations			
Employee benefits	20,676	16,834	16,861
Depreciation and amortisation	426	1,231	1,021
Supplies and consumables	2,997	5,976	4,597
Grants and subsidies	177	377	261
Finance cost	...	90	7
Other expenses	216	1,058	809
Total expenses from continuing operations	24,492	25,566	23,556
Net result from continuing operations	291	414	78
Net result	291	414	78
Comprehensive result	291	414	78
Expense by output			
Output 3.1 Traffic Policing	24,492	25,566	23,556
Total	24,492	25,566	23,556
Net Assets			
Total assets deployed for Output Group 3 – Traffic Policing		44,293	31,748
Total liabilities incurred for Output Group 3 – Traffic Policing		(9,248)	(7,295)
Net assets deployed for Output Group 3 – Traffic Policing		35,045	24,453

Output Group 4 – Emergency Management

	2022 Budget \$'000	2022 Actual \$'000	2021 Actual \$'000
Income from continuing operations			
Appropriation revenue - operating	11,406	20,399	21,789
Grants	2,095	426	448
Sales of goods and services	2,513	1,035	1,199
Contribution from the State Fire Commission	...	3,149	3,023
Other revenue	99,945	113,401	111,667
Total revenue from continuing operations	115,959	138,410	138,126
Net gain/(loss) on non-financial assets	...	(15)	3
Net gain/(loss) on financial instruments and statutory receivables	...	...	(1)
Total income from continuing operations	115,959	138,395	138,128
Expenses from continuing operations			
Employee benefits	5,850	10,535	10,472
Depreciation and amortisation	146	5,707	7,687
Supplies and consumables	4,573	5,902	5,354
Grants and subsidies	2,641	1,418	2,484
Finance cost	1	131	281
Other expenses	98,284	107,666	105,016
Total expenses from continuing operations	111,495	131,359	131,294
Net result from continuing operations	4,464	7,037	6,835
Net result	4,464	7,037	6,835
Comprehensive result	4,464	7,037	6,835
Expense by output			
Output 4.1 State Emergency Management Services	105,004	114,303	111,900
Output 4.2 State Security and Rescue Operations	6,491	17,056	19,394
Total	111,495	131,359	131,294
Net Assets			
Total assets deployed for Output Group 4 – Emergency Management		6,175	11,697
Total liabilities incurred for Output Group 4 – Emergency Management		(4,977)	(11,676)
Net assets deployed for Output Group 4 – Emergency Management		1,198	20

Output Group – Capital investment program

	2022 Budget \$'000	2022 Actual \$'000	2021 Actual \$'000
Income from continuing operations			
Appropriation revenue - capital	25,281	27,681	8,375
Other revenue from Government	5,004	5,004	3,540
Contributions received	...	1,564	...
Other revenue	...	15	3,510
Total revenue from continuing operations	30,285	34,264	15,425
Total income from continuing operations	30,285	34,264	15,425
Expenses from continuing operations			
Employee benefits	...	448	408
Depreciation and amortisation	...	26	53
Supplies and consumables	...	2,064	6,342
Grants and subsidies	750	750	500
Finance cost	...	1	2
Other expenses	...	5,134	1
Total expenses from continuing operations	750	8,423	7,307
Net result from continuing operations	29,535	25,840	8,118
Net result	29,535	25,840	8,118
Comprehensive result	29,535	25,840	8,118
Expense by output			
Capital Investment Program	750	8,423	7,307
Total	750	8,423	7,307
Net Assets/(Liabilities)			
Total assets deployed for Capital Investment Program		3	45
Total liabilities incurred for Capital Investment Program		(970)	(562)
Net assets/(liabilities) deployed for Capital Investment Program		(967)	(517)

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

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

	2022 Budget \$'000	2022 Actual \$'000	2021 Actual \$'000
Total Comprehensive result of Output Groups			
Reconciliation to comprehensive result			
Output Group 1 – Public Safety	(19,142)	28,636	(3,614)
Output Group 2 – Crime	2,060	(1,107)	930
Output Group 3 – Traffic Policing	291	414	78
Output Group 4 – Emergency Management	4,464	7,037	6,835
Output Group – Capital Investment Program	29,535	25,840	8,118
Comprehensive result <i>(taken from Statement of Comprehensive Income)</i>	17,208	60,820	12,347

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

	2022 Actual \$'000	2021 Actual \$'000
Total net assets deployed for Output Groups	183,004	122,704
Reconciliation to net assets		
Output Group 1 – Public Safety	96,859	67,536
Output Group 2 – Crime	50,869	31,211
Output Group 3 – Traffic Policing	35,045	24,453
Output Group 4 – Emergency Management	1,198	20
Output Group – Capital Investment Program	(967)	(516)
Net assets <i>(taken from Statement of Financial Position)</i>	183,004	122,704

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.

	2022 Budget \$'000	2022 Actual \$'000	2021 Actual \$'000
Administered income			
Sales of goods and services	273	339	384
Fees and fines	553	2,257	1,166
Other revenue	...	135	87
Total administered revenue	826	2,731	1,637
Other gain/(loss)	...	...	...
Total administered income	826	2,731	1,637
Administered expenses from continuing operations			
Grants and transfer payments	826	2,727	1,637
Total administered expenses	826	2,727	1,637
Administered net result	...	4	...
Administered comprehensive result	...	4	...
Administered expense by output			
Administered items	826	2,727	1,637
Total	826	2,727	1,637

Note 3 Expenditure under Australian Government Funding Arrangements

	State Funds	State Funds	Australian Government Funds	Australian Government Funds
	2022 Actual \$'000	2021 Actual \$'000	2022 Actual \$'000	2021 Actual \$'000
National Partnership Payments				
<i>Via Appropriation</i>				
Natural Disaster Resilience Program	...	...	385	464
National Disaster Risk Reduction	...	...	870	...
National Bushfire Mitigation Program	...	...	114	56
Women's Safety Package – Technology Trial	563	156	16	690
Prepared Communities	...	...	...	90
Family Law Information Sharing	...	...	72	93
Total	563	156	1,457	1,393

Note 4 Explanations of Material Variances between Budget and Actual Outcomes

Budget information refers to original estimates as disclosed in the 2021-22 Budget Papers and is not subject to audit.

Variances are considered material where the variance exceeds the greater of 10 per cent of budget estimate and \$1.5 million.

4.1 Statement of Comprehensive income

	Note	2022 Budget \$'000	2022 Actual \$'000	Variance \$'000	Variance %
Revenue and other income from transactions					
Appropriation revenue – operating	(a)	298,083	302,206	4,123	1
Appropriation revenue – capital	(b)	25,281	27,681	2,400	9
Grants	(c)	5,189	3,313	(1,876)	(36)
Contribution from State Fire Commission	(d)	13,030	15,933	2,903	22
Other revenue	(e)	112,527	141,949	29,422	26
Expenses from transactions					
Employee benefits	(f)	227,281	243,541	16,260	7
Depreciation and amortisation	(g)	20,329	13,633	(6,696)	(33)
Supplies and consumables	(h)	61,301	78,438	17,137	28
Grants and subsidies	(i)	28,714	23,342	(5,372)	(19)
Other expenses	(j)	100,579	118,546	17,967	18
Other comprehensive income					
Changes in physical asset revaluation reserve	(k)	(7,534)	39,270	46,804	>100

Notes to Statement of Comprehensive Income variances

- (a) The variance relates to additional revenue received for the Police Enterprise Bargaining Agreement (\$6.5m), Historical Complaints Review into Child Sexual Abuse (\$1.1m) and Covid Coordination Centre and supplies (\$1.2m); less rollovers for the Kentish Flood Mitigation (\$3.6m) and Tasmanian Government Radio Network (TasGRN) (\$1.1m).
- (b) The variance relates to transfers from the Forward Estimates for the initiatives Upgrade Police Housing (\$3.3m) and Special Operations Group Infrastructure - South (\$1.2m); less rollovers to 2022-23 for the Emergency Services Operations Centre (\$0.6m) and Special Operations Group Infrastructure - South (\$1.5m).
- (c) The variance is due to amounts budgeted for National Partnership payments being recorded as Other cash revenue.
- (d) The State Fire Commission makes a contribution towards the State Emergency Services (\$2.9m) and the salaries and operating costs of business and executive services (\$13.0m). This contribution was understated in the original budget.
- (e) The increase in Other revenue is primarily due to unbudgeted revenue received for the advertising and media costs associated with the COVID-19 Co-ordination centre (\$5.3m), additional unbudgeted workers compensation reimbursements (\$5.0m), additional salary reimbursements for project staff (\$4.4m), additional National Partnership Agreement revenue (\$1.4m), and additional revenue for seasonal worker flight recoveries (\$0.7m). In addition, an increase in the interagency transfer from the State Fire Commission (\$9.2m) was not included in the original budget.
- (f) The increase in Employee benefits is due to the negotiation and backpay for the new Police Enterprise Agreement which was not in the original budget, payments associated with Covid-19 activities, and the timing of police recruitment training courses.
- (g) The actuals in Depreciation and amortisation compared to budget is lower than expected due to delays in the completion of capital projects.
- (h) The variance in Supplies and consumables is due to higher than budgeted costs for Leases (\$5.9m), travel and transport (\$4.6m), IT costs (\$2.9m) and consultants (\$2.3m).
- (i) The variance in Grants and subsidies is due to the funding for the Health and Wellbeing program (\$1.5m) being expended in other areas such as salaries and wages rather than grants, plus the transfer of the Kentish Flood Mitigation program into 2022-23 (\$3.6m).
- (j) The increase in Other expenses relates predominantly to the budget for Interagency transfer payments from the State Fire Commission (\$9.2m) and an increase in the workers compensation premium (\$6.5m).
- (k) In 2021-22 the Department undertook a full revaluation of its land and buildings. The revaluation was conducted by the Office of the Valuer-General Tasmania. The result was an increase in the valuation of land of \$19.1m together with an increase in the valuation of buildings of \$20.1m.

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 and \$1.5 million.

Budget estimates for the 2021-22 Statement of Financial Position were compiled prior to the completion of the actual outcomes for 2020-21. As a result, the actual variance from the Original Budget estimate will be impacted by the difference between estimated and actual opening balances for 2021-22. The following variance analysis also includes major movements between the 30 June 2021 and 30 June 2022 actual balances.

	Note	2022 Budget \$'000	2022 Actual \$'000	2021 Actual \$'000	Budget Variance \$'000	Actual Variance \$'000
Assets						
Cash and cash equivalents	(a)	5,220	7,597	4,212	2,377	3,385
Property, plant and equipment	(b)	134,152	247,660	184,746	113,508	62,914
Right-of-use-assets	(c)	17,077	15,815	9,001	(1,262)	6,814
Intangibles	(d)	20,985	13,432	13,496	(7,553)	(64)
Liabilities						
Payables	(e)	4,215	7,084	5,828	2,869	1,256
Lease liabilities	(f)	17,064	16,362	9,635	(702)	6,727
Employee benefits	(g)	77,318	84,390	81,585	7,072	2,805
Equity						
Reserves	(h)	42,267	150,989	112,025	108,722	38,964

Notes to Statement of Financial Position variances

(a) The increase in Cash and cash equivalents compared with budget and actual reflects cash in transit to be transferred to the Department of Treasury and Finance due to the receipt of workers compensation reimbursements at the end of June 2022.

(b) The increase in Property, plant and equipment actual to actual is primarily due to the full revaluation of land and buildings (\$39.2m), and capitalisation of building works (\$19.7m) and purchases of plant and equipment (\$9.1m). The original budget does not reflect the revaluation increase.

(c) The decrease in Right-of-use assets against budget to actual reflects the extinguishment of the helicopter lease under AASB 16 *Leases* which was transferred to Ambulance Tasmania in April 2022. This was offset actual to actual by the commencement of a new building lease.

(d) The decrease in Intangibles budget to actual is due to amortisation of software associated with Project Unify, a commercial off the shelf system to replace legacy operational information systems. The original budget is overstated.

(e) The increase in payables actual to actual reflects the timing of payments towards the end of the financial year with invoices for major works projects being received in July 2022 relating to June 2022.

(f) The increase in Employee benefits actual to actual is due to an increase in accrued salaries due to an additional day being accrued, and an increase in the provision for annual leave which was offset by a decrease in the provision for long service leave due to staff taking greater long service leave days after the COVID-19 restrictions. The original budget is understated.

(g) The increase in Lease liabilities actual to actual reflects the commencement of a new building lease under AASB 16 *Leases*.

(h) In 2021-22 the Department undertook a full revaluation of its land and buildings. The revaluation was conducted by the Office of the Valuer-General Tasmania. The result was an increase in the valuation of land of \$19.1m and an increase in buildings of \$20.1m. The original budget for Reserves is understated.

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 and \$1.5 million.

	Note	2022 Budget \$'000	2022 Actual \$'000	Variance \$'000	Variance %
Cash flows from operating activities					
Cash inflows					
Appropriation receipts - operating	(a)	298,083	302,206	4,123	1
Appropriation receipts - capital	(b)	25,281	27,681	2,400	9
Grants	(c)	5,189	3,316	(1,873)	(36)
Grants	(d)	13,339	16,099	2,760	21
Contribution from State Fire Commission	(e)	13,030	15,933	2,903	22
Other cash receipts	(f)	112,527	143,754	31,227	28
Cash outflows					
Employee benefits	(g)	(227,194)	(240,525)	(13,331)	(6)
GST payments	(h)	(13,339)	(16,260)	(2,921)	(22)
Supplies and consumables	(i)	(65,601)	(78,354)	(12,753)	(19)
Grants and subsidies	(j)	(28,714)	(23,453)	5,261	18
Other cash payments	(k)	(100,579)	(118,602)	(18,023)	(18)
Cashflows from financing activities					
Cash outflows					
Repayment of lease liabilities	(l)	(11,323)	(7,017)	4,306	38

Notes to Statement of Cash Flows variances

(a) The variance relates to additional revenue received for the Police Enterprise Bargaining Agreement (\$6.5m), Historical Complaints Review into Child Sexual Abuse (\$1.1m) and Covid Coordination Centre and supplies (\$1.2m); less rollovers for the Kentish Flood Mitigation (\$3.6m) and Tasmanian Government Radio Network (TasGRN) (\$1.1m).

(b) The variance relates to transfers from the Forward Estimates for the initiatives Upgrade Police Housing (\$3.3m) and Special Operations Group Infrastructure - South (\$1.2m); less rollovers to 2022-23 for the Emergency Services Operations Centre (\$0.6m) and Special Operations Group Infrastructure - South (\$1.5m).

(c) The variance is due to amounts budgeted for National Partnership payments being recorded as Other cash receipts.

(d) The increase in GST receipts and GST payments relates to additional revenue and expenditure transacted through the Department's accounts that was not budgeted for.

(e) The State Fire Commission makes a contribution towards the State Emergency Services (\$2.9m) and the salaries and operating costs of business and executive services (\$13.0m). This contribution was understated in the original budget.

(f) The increase in Other cash receipts is primarily due to unbudgeted revenue received for the advertising and media costs associated with the COVID-19 Co-ordination centre (\$5.3m), additional unbudgeted workers compensation reimbursements (\$5.0m), additional salary reimbursements for project staff (\$4.4m), additional National Partnership Agreement revenue (\$1.4m), and additional revenue for seasonal worker flight recoveries (\$0.7m). In addition, an increase in the interagency transfer from the State Fire Commission (\$9.2m) was not included in the original budget.

(g) The increase in Employee benefits is due to the negotiation and backpay for the new Police Enterprise Agreement which was not in the original budget, payments associated with Covid-19 activities, and the timing of police recruitment training courses.

(h) Refer to item (d).

(i) The variance in Supplies and consumables is due to higher than budgeted costs for Leases (\$5.9m), travel and transport (\$4.6m), IT costs (\$2.9m) and consultants (\$2.3m).

(j) The variance in Grants and subsidies is due to the funding for the Health and Wellbeing program (\$1.5m) being expended in other areas such as salaries and wages rather than grants, plus the transfer of the Kentish Flood Mitigation program in to 2022-23 (\$3.6m).

(k) The increase in Other cash payments relates predominantly to the budget for Interagency transfer payments from the State Fire Commission (\$9.2m) and an increase in the workers compensation premium (\$6.5m).

(l) The decrease in Repayment of lease liabilities reflects the extinguishment of the helicopter lease under AASB 16 Leases which was transferred to Ambulance Tasmania in April 2022.

Note 5 Underlying Net Result

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

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

	Notes	2022 Budget \$'000	2022 Actual \$'000	2021 Actual \$'000
Net result from continuing operations		24,742	21,550	1,520
Less impact of Non-operational capital funding				
Revenue from Government - capital	6.1	25,281	27,681	8,375
Revenue from Government - other	6.1	5,254	5,254	3,540
Total		30,535	32,935	11,915
Underlying Net result from continuing operations		(5,793)	(11,385)	(10,395)

Note 6 Revenue

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.

Income is recognised in accordance with the requirements of AASB 15 *Revenue from Contracts with Customers* or AASB 1058 *Income of Not-for-Profit Entities*, dependent on whether there is a contract with a customer defined by AASB 15.

6.1 Revenue from Government

Appropriations, whether operating or capital, are recognised as revenues in the period in which the Department gains control of the appropriated funds as they do not contain enforceable and sufficiently specific obligations as defined by AASB 15. Except for any amounts identified as carried forward, control arises in the period of appropriation.

Revenue from Government includes revenue from appropriations, unexpended appropriations rolled over under section 23 of the *Financial Management Act 2016* and Items Reserved by Law.

Section 23 of the *Financial Management Act 2016* allows for an unexpended appropriation at the end of the financial year, as determined by the Treasurer, to be issued and applied from the Public Account in the following financial year. The amount determined by the Treasurer must not exceed five per cent of an Agency's appropriation for the financial year.

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

	2022 Budget \$'000	2022 Actual \$'000	2021 Actual \$'000
Continuing operations			
Appropriation revenue - operating			
Current year	298,083	302,206	261,970
	298,083	302,206	261,970
Appropriation revenue - capital	25,281	27,681	8,375
Other revenue from Government	5,254	5,254	3,540
Total revenue from Government from continuing operations	328,618	335,141	273,885
Total revenue from Government	328,618	335,141	273,885

6.2 Grants

Grants revenue, where there is a sufficiently specific performance obligation attached, are recognised when the Department satisfies the performance obligation and transfers the promised goods or services. The Department typically satisfies its performance obligations when the Department gains control of the underlying asset. The Department recognises revenue associated with performance obligations using the output method when work is performed.

Grants revenue without a sufficiently specific performance obligation are recognised when the Department gains control of the asset (typically Cash).

	2022 \$'000	2021 \$'000
Grants with sufficiently specific performance obligations		
Motor Accident Insurance Board	3,035	2,975
Parks Australia	122	72
Supporting our Emergency Services Volunteers	69	69
Department of Health (Tasmanian Government)	87	87
Family law information sharing	...	76
National Partnership Payments	...	509
Hydro Tasmania	...	5
Total	3,313	3,793
Grants without sufficiently specific performance obligations		
SES units	...	13
Total	...	13
Total revenue from Grants	3,313	3,806

6.3 Sales of goods and services

Revenue from Sales of goods are recognised when the Department satisfies a performance obligation by transferring the promised goods or services to the customer.

Services	Nature of timing of satisfaction of Performance Obligation, including significant payment terms	Revenue recognition policies
Revenue from the provision of services includes helicopter evacuations, National criminal history checks, police academy facilities hire and prosecution document search fees.	The Department typically satisfies the performance obligation when the services have been provided.	The Department recognises revenue associated with performance obligations using the input method in proportion to the stage of completion.

	2022 \$'000	2021 \$'000
<i>Goods</i>		
Sale of communications equipment ¹	497	...
<i>Services</i>		
Commissions	56	56
Helicopter evacuations	988	1,176
National criminal history checks	792	843
Police Academy facilities hire	135	86
Prosecution document search fees	33	24
Other	92	71
Total	2,593	2,256

Note 1. The Sale of communication equipment and associated costs was transacted through the State Fire Commission in 2020-21.

6.4 Contribution from State Fire Commission

Amounts received as contributions are recognised when the services which generate this revenue are provided.

	2022 \$'000	2021 \$'000
Contribution from State Fire Commission for State Emergency Service	2,888	2,823
Contribution from State Fire Commission for Business and Executive Services	13,045	9,988
Total	15,933	12,811

The Department provides services to the State Fire Commission (SFC) for the State Emergency Service and for Business and Executive Services. The services provided incorporate Technology and Innovation Services, Business Services, Wellbeing Support, Strategic Projects, People and Culture, and Strategy and Support. The SFC makes a contribution to the Department for these services.

6.5 Contributions Received

Services received free of charge by the Department, are recognised as income when a fair value can be reliably determined and when 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 department 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 department have been used.

State Emergency Services (SES) volunteers give a significant number of hours to providing emergency response services to the community for storm or flood response, road crash rescue, search and rescue and in other support roles. The SES also provides many broader emergency management functions involving planning, education, awareness and the co-ordination of various projects or programs that help build community resilience against natural disasters. The operations of the State Emergency Service would not be possible without the support of 600 dedicated volunteers across the state.

The contribution and cost of volunteer services has not been recognised in the financial statements as services donated cannot be reliably measured.

	2022 \$'000	2021 \$'000
Fair value of assets assumed at no cost or for nominal value ¹	1,564	...
Total	1,564	...

Note 1: In 2021-22, the Department commenced a new building lease. The lessor contributed to the renovation costs prior to the Department undertaking occupancy as an incentive for the Department to undertake the lease.

6.6 Other revenue

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

Lease income from operating leases where the Department is a lessor is recognised on a straight line basis. The Department does not have any finance leases as lessor.

	2022 \$'000	2021 \$'000
Property rental	78	85
Contributions from Government	2,752	2,817
Workers compensation recoveries	5,307	3,361
Lease income from operating leases	2,488	2,600
Reimbursements	4,408	3,770
TMRN service fees	7,065	8,406
TasGRN Project	...	11,229
National Partnership Agreement	1,434	1,090
Safe Homes, Safe Families Program	488	1,402
Safe at Home Police Prosecution	267	...
Helicopter Emergency Management Service (HEMS) recoveries	1,085	1,048
COVID-19 Reimbursement of expenses	524	139
Public Building Maintenance Funds	...	3,322
COVID-19 Co-ordination Centre	5,303	...
Seasonal worker flight recoveries	701	1,294
Tasmanian State disaster risk assessment	100	200
Tasmanian flood mapping project	...	925
Tasmanian flood warning project	40	...
ESCAD Support	973	...
Insurance recovery	199	...
Interagency transfer from State Fire Commission ¹	107,460	104,630
Other	1,277	2,904
Total	141,949	149,222

Note 1: All the expenditure for the State Fire Commission (SFC) is transacted through the DPFEM Specific Purpose Account (SPA). Under the *Financial Management Act 2016*, this amount is required to be reported by the Department as a reimbursement from the SFC, however it is equally offset by a payment under Other expenses and is eliminated on a whole of government level. This treatment was first applied from 1 July 2020.

Note 7 Net Gains / (Losses)

7.1 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

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.

Specialised non financial assets are not used for the purpose of generating cash flows; therefore their recoverable amount is expected to be materially the same as fair value, as determined under AASB 13 *Fair Value Measurement*.

All other non financial assets are assessed to determine whether any impairment exists, with impairment losses recognised in Statement of Comprehensive Income.

Impairment losses recognised in prior periods are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

	2022 \$'000	2021 \$'000
Impairment of non-financial assets	(799)	...
Net gain/(loss) on disposal of physical assets	31	151
Total net gain/(loss) on non-financial assets	(768)	151

7.2 Net gain/(loss) on financial instruments and statutory receivables/payables

Financial assets are impaired under the expected credit loss approach required under AASB 9 *Financial Instruments*. The expected credit loss is recognised for all debt instruments not held at fair value through profit or loss.

Key Judgement

An impairment loss using the expected credit loss method for all trade debtors uses a lifetime expected loss allowance. The expected loss rates are based upon historical observed loss rates that are adjusted to reflect forward looking macroeconomic factors.

	2022 \$'000	2021 \$'000
Impairment of receivables	22	(33)
Total net gain/(loss) on financial instruments and statutory receivables/payables	22	(33)

Note 8 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.

8.1 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

	2022 \$'000	2021 \$'000
Wages and salaries	194,281	177,325
Annual leave	19,268	17,234
Long service leave	1,549	4,567
Superannuation – defined contribution scheme	20,055	16,937
Superannuation – defined benefit scheme	8,042	8,136
Other employee expenses	346	407
Total	243,541	224,606

Superannuation expenses relating to defined benefits schemes relate to payments into the Public Account. The amount of the payment is based on a department contribution rate determined by the Treasurer, on the advice of the State Actuary. The current employer contribution rate is 12.95 per cent (2021: 12.95 per cent) of salary.

Superannuation expenses relating to defined contribution schemes are paid directly to the superannuation funds at a rate of 10.0 per cent (2021: 9.5 per cent) of salary. In addition, departments are also required to pay into the Public Account a “gap” payment equivalent to 3.45 per cent (2021: 3.45 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 during 2021-22 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. 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.

No termination benefits were paid in 2020-21 or 2021-22.

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 four weeks or more.

The following were key management personnel of the Department at any time during the 2021-22 financial year and unless otherwise indicated were key management personnel for the entire period:

Key management personnel

Darren Hine	Secretary and Commissioner of Police
Scott Tilyard	Deputy Commissioner of Police to 22 July 2021
Donna Adams	Deputy Commissioner of Police from 23 July 2021
Donna Adams	Deputy Secretary to 22 July 2021
Mandy Clarke	Deputy Secretary from 14 February 2022
Adrian Bodnar	Assistant Commissioner, Specialist Support
Jonathan Higgins	Assistant Commissioner, Operations

Key acting personnel

Scott Wilson-Haffenden	Acting Deputy Secretary, 1 July 2021 to 11 February 2022
Adrian Bodnar	Acting Deputy Commissioner, 21 December 2021 to 21 January 2022
Joanne Stolp	Acting Assistant Commissioner, Operations, 1 July 2021 to 16 August 2021
Glenn Keating	Acting Assistant Commissioner, Specialist Support, 17 January 2022 to 20 February 2022
Ian Whish-Wilson	Acting Assistant Commissioner, Specialist Support, 21 December 2021 to 16 January 2022

Short-term benefits			Long-term benefits		
2022	Salary \$'000	Other Benefits \$'000	Superannuation \$'000	Other Benefits & Long Service	Total \$'000
				Leave \$'000	
Key management personnel					
Darren Hine	384	27	47	10	468
Scott Tilyard	2	22	3	(25)	2
Donna Adams	285	24	35	16	360
Mandy Clarke	121	...	9	29	159
Jonathan Higgins	235	29	29	14	307
Adrian Bodnar	211	26	19	(2)	254
Key acting personnel					
Scott Wilson-Haffenden	160	...	19	...	179
Adrian Bodnar	23	...	2	...	25
Joanne Stolp	27	...	3	...	30
Ian Whish-Wilson	15	...	2	...	17
Glenn Keating	21	...	2	...	23
Total	1,484	128	170	42	1,824

The following were key management personnel of the Department at any time during the 2020-21 financial year and unless otherwise indicated were key management personnel for the entire period:

Key management personnel	
Darren Hine	Secretary and Commissioner of Police
Scott Tilyard	Deputy Commissioner of Police
Donna Adams	Deputy Secretary
Richard Cowling	Assistant Commissioner, Operations to 9 December 2020
Adrian Bodnar	Assistant Commissioner, Specialist Support from 4 January 2021
Jonathan Higgins	Assistant Commissioner, Operations from 21 December 2020

Key acting personnel	
Scott Wilson-Haffenden	Acting Deputy Secretary, 21 December 2020 to 30 June 2021
Donna Adams	Acting Deputy Commissioner, 21 December 2020 to 30 June 2021
Jonathan Higgins	Acting Deputy Commissioner, 7 September 2020 to 20 December 2020
Timothy Dooley	Acting Assistant Commissioner, Specialist Support, 6 July 2020 to 2 August 2020
Anthony Cerritelli	Acting Assistant Commissioner, Operations, 7 September 2020 to 18 October 2020
Debbie Williams	Acting Assistant Commissioner, Operations, 19 October 2020 to 6 December 2020
Ian Whish-Wilson	Acting Assistant Commissioner, Specialist Support, 3 August 2020 to 30 August 2020
Joanne Stolp	Acting Assistant Commissioner, Operations, 7 December 2020 to 10 January 2021
Robert Blackwood	Acting Assistant Commissioner, Specialist Support, 31 August 2020 to 3 January 2021

2021	Short-term benefits		Long-term benefits		Total \$'000
	Salary \$'000	Other Benefits \$'000	Superannuation \$'000	Other benefits & Long Service Leave \$'000	
<i>Key management personnel</i>					
Darren Hine	365	25	45	17	452
Scott Tilyard	326	25	38	23	412
Donna Adams	123	24	14	(5)	156
Richard Cowling	22	...	3	...	25
Jonathan Higgins	147	27	19	11	204
Adrian Bodnar	188	22	24	13	247
<i>Key acting personnel</i>					
Scott Wilson-Haffenden	124	...	16	...	140
Anthony Cerritelli	22	...	3	...	25
Debbie Williams	25	...	3	...	28
Jonathan Higgins	65	...	8	...	73
Timothy Dooley	14	...	2	...	16
Donna Adams	131	...	17	...	148
Ian Whish-Wilson	15	...	2	...	17
Joanne Stolp	18	...	2	...	20
Robert Blackwood	65	...	9	...	74
Total	1,650	123	205	59	2,037

(c) Related party transactions

There are no significant related party transactions requiring disclosure.

8.2 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.

The depreciable amount of improvements to or on leaseholds is allocated progressively over the estimated useful lives of the improvements or the unexpired period of the lease, whichever is the shorter. The unexpired period of a lease includes any option period where exercise of the option is reasonably certain.

Depreciation is provided for on a straight-line basis, using rates which are reviewed annually. Heritage assets are not depreciated. Major depreciation periods are:

Vehicles	3-5 years
Plant and equipment	2-20 years
Buildings	10-100 years
Infrastructure	5-15 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	2-20 years
----------	------------

(a) Depreciation

	2022 \$'000	2021 \$'000
Buildings	4,135	3,053
Plant, equipment and vehicles	1,641	1,288
Infrastructure	...	592
Right-of-use assets	6,929	8,426
Total	12,705	13,359

(b) Amortisation

	2022 \$'000	2021 \$'000
Intangibles	928	896
Total	928	896
Total depreciation and amortisation	13,633	14,255

8.3 Supplies and consumables

	2022 \$'000	2021 \$'000
Audit fees – financial audit	72	64
Audit fees – internal audit	14	40
Lease expenses	11,291	9,679
Consultants	2,717	3,499
Property services	5,803	7,155
Maintenance	6,560	7,326
Communications	15,742	14,318
Information technology	10,257	7,003
Travel and transport	7,248	6,581
Advertising and promotion	4,139	844
Contractors	4,070	2,858
Personal equipment (including body armour and ammunition)	277	257
Equipment costs (minor purchases)	1,571	2,079
Administration costs (printing, publications, office supplies)	1,663	1,665
Training and personnel costs	958	1,006
Uniforms (including materials, tailoring and protective clothing)	2,203	1,885
Other supplies and consumables	3,853	3,621
Total	78,438	69,880

Audit fees paid or payable to the Tasmanian Audit Office for the audit of the Department's financial statements were \$72,196 (2020-21 \$63,960).

Lease expense includes lease rentals for short-term leases, leases of low value assets and variable lease payments. Refer to note 10.2 for breakdown of lease expenses and other lease disclosures.

8.4 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.

	2022 \$'000	2021 \$'000
Natural Disaster Resilience Program	...	140
State Emergency Management Program	116	167
Emergency Volunteer Fund	...	17
National Bushfire Mitigation Program	...	56
Neighbourhood Watch	...	20
Police Citizen and Youth Club	559	...
Justice Connect project	250	...
Road and Rescue Call Outs	41	40
Emergency Alert	414	1,030
Supporting our Emergency Services Volunteers	500	500
State Fire Commission – Remote Area Teams	160	160
State Fire Commission – Fuel Reduction Unit	9,950	9,325
State Fire Commission – Volunteer and equipment upgrades	250	...
Sate Fire Commission – Fire and SES volunteer teams	600	...
State Fire Commission – Fire truck defibrillators	250	...
State Fire Commission – Australian Fire Danger Rating System	1,379	...
Sustainable Timber Tasmania – Fuel Reduction	2,000	2,000
State Fire Commission – Red Hot Tips Fuel Reduction	625	295
State Fire Commission additional funding support	4,000	4,000
Natural Disaster risk reduction program	870	465
Prepared communities program	...	90
Other grants and subsidies	1,378	1,972
Total	23,342	20,277

8.5 Finance Costs

All finance costs are expensed as incurred using the effective interest method. Finance costs include lease charges.

	2022 \$'000	2021 \$'000
Interest Expense		
Interest on lease liabilities	697	344
Total	697	344

8.6 Other expenses

Other expenses are recognised when it is probable that the consumption of 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.

	2022 \$'000	2021 \$'000
Workers Compensation	8,609	4,862
Legal expenses	178	271
Disbursement of third party revenue collected	1,459	861
Payments on behalf of the State Fire Commission ¹	107,460	104,630
Other	840	592
Total	118,546	111,216

Note 1: Payments on behalf of the State Fire Commission include receipts and expenditure for the State Fire Commission which are transacted through the Department's Specific Purpose Financial Management Account.

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 initially recognised at fair value plus any directly attributable transaction costs. Trade receivables that do not contain a significant financing component are measured at the transaction price.

Receivables are held with the objective to collect the contractual cash flows and are subsequently measured at amortised cost using the effective interest method. Any subsequent changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process. An allowance for expected credit losses is recognised for all debt financial assets not held at fair value through profit and loss. The expected credit loss is based on the difference between the contractual cash flows and the cash flows that the entity expects to receive, discounted at the original effective interest rate.

For trade receivables, a simplified approach in calculating expected credit losses is applied, with a loss allowance based on lifetime expected credit losses recognised at each reporting date. The Department has established a provision matrix based on its historical credit loss experience for trade receivables, adjusted for forward-looking factors specific to the receivable.

	2022 \$'000	2021 \$'000
Receivables	470	946
Less: Expected credit loss	(27)	(49)
	443	897
Other Receivables	157	617
Tax assets	1,167	1,098
Total	1,767	2,612
Settled within 12 months	1,767	2,612
Total	1,767	2,612

	2022 \$'000	2021 \$'000
Reconciliation of movement in expected credit loss of receivables		
Carrying amount at 1 July	49	16
Amounts written off during the year	...	...
Increase/(decrease) in provision recognised in profit or loss	(22)	33
Carrying amount at 30 June	27	49

There has been a significant decrease in gross trade receivables as at 30 June 2022 compared to 30 June 2021, primarily due to the timing of receipts. For aging analysis of the financial assets, refer to Note 14.1.

9.2 Other financial assets

The Department records accrued revenue at the expected recovery amount.

	2022 \$'000	2021 \$'000
Accrued revenue	1,698	2,767
Total	1,698	2,767
Settled within 12 months	1,698	2,767
Total	1,698	2,767

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 held for resale are valued at the lower of cost or net realisable value.

	2022 \$'000	2021 \$'000
Uniform store	1,572	1,864
Forensic Science Service Tasmania store	190	191
Communications store	542	94
Total	2,304	2,149
Consumed within 12 months	2,304	2,149
Total	2,304	2,149

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 building being occupied.

The recognised fair value of non-financial assets is classified according to the fair value hierarchy that reflects the significance of the inputs used in making these measurements.

Level 1 the fair value is calculated using quoted prices in active markets;

Level 2 the fair value is estimated using inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices); and

Level 3 the fair value is estimated using inputs for the asset or liability that are not based on observable market data.

(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
Leasehold improvements	\$50,000
Plant, equipment and vehicles	\$10,000
Infrastructure	\$10,000
Heritage assets	\$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) 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

	2022 \$'000	2021 \$'000
Land		
At fair value	64,978	45,683
Total	64,978	45,683
Buildings		
At fair value	270,998	133,862
Less: Accumulated depreciation (and Impairment losses)	(118,510)	(12,628)
	152,488	121,234
Work in progress (at cost)	8,060	5,750
Total	160,548	126,984
Leasehold Improvements		
At fair value	3,343	...
Less: Accumulated depreciation	(13)	...
	3,330	...
Work in progress (at cost)	78	...
Total	3,408	...
Plant, equipment and vehicles		
At cost	40,457	31,344
Less: Accumulated depreciation	(24,265)	(22,624)
	16,192	8,720
Work in progress (at cost)	2,100	2,925
Total	18,292	11,645
Infrastructure		
At cost	35,926	35,926
Less: Accumulated depreciation	(35,926)	(35,926)
Total	...	...
Heritage assets		
At cost	434	434
Total property, plant and equipment	247,660	184,746

The Department's land and buildings were revalued in full as at 31 December 2021 by the Office of the Valuer-General Tasmania. The revaluation was based on fair value in accordance with relevant accounting standards and Treasurer's Instructions. The resulting changes in asset values were taken to the Asset Revaluation Reserve.

Accumulated depreciation for buildings at the date of the full revaluation was reinstated against the gross carrying amount of the asset. This was a variation to the previous full revaluation conducted as at 30 June 2017 where the accumulated depreciation was eliminated against the gross carrying amount of the asset.

In 2021-22, several buildings were impaired due to expenditure exceeding the fair value after revaluation. The impairment loss was eliminated through the Statement of Comprehensive Income. The amount of the impairment loss in 2021-22 is \$798,572.

(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.

2022	Land Level 2 \$'000	Buildings Level 2 \$'000	Lease-hold improvements \$'000	Plant, equipment and vehicles \$'000	Infrastructure \$'000	Heritage assets \$'000	Total \$'000
Carrying value at 1 July	45,683	126,984	...	11,645	...	434	184,746
Additions	345	16,344	3,343	9,114	...	...	29,146
Disposals	(195)	(295)	...	...	...	...	(490)
Revaluation increments (decrements)	19,145	20,125	...	...	...	...	39,270
Impairment losses	...	(799)	...	...	...	...	(799)
Assets held for sale	...	...	...	...	...	...	...
Work in progress at cost	...	2,311	78	(826)	...	...	1,563
Write offs	...	...	...	...	...	...	...
Depreciation	...	(4,122)	(13)	(1,641)	...	...	(5,776)
Carrying value at 30 June	64,978	160,548	3,408	18,292	...	434	247,660

2021	Land Level 2 \$'000	Buildings Level 2 \$'000	Lease-hold improvements \$'000	Plant, equipment and vehicles \$'000	Infrastructure \$'000	Heritage assets \$'000	Total \$'000
Carrying value at 1 July	41,387	114,958	...	10,977	592	434	168,348
Additions	...	3,536	...	375	...	...	3,911
Disposals	...	(123)	...	...	...	...	(123)
Revaluation increments (decrements)	4,296	6,532	...	...	...	...	10,828
Impairment losses	...	...	...	...	...	...	...
Assets held for sale	...	...	...	...	...	...	...
Work in progress at cost	...	5,134	...	1,581	...	...	6,715
Write offs	...	...	...	...	...	...	...
Depreciation	...	(3,053)	...	(1,288)	(592)	...	(4,933)
Carrying value at 30 June	45,683	126,984	...	11,645	...	434	184,746

9.5 Right-of-Use Assets

AASB 16 requires the Department to recognise a right of use asset, where it has control of the underlying asset over the lease term. A right of use asset is measured at the present value of initial lease liability, adjusted by any lease payments made at or before the commencement date and lease incentives, any initial direct costs incurred, and estimated costs of dismantling and removing the asset or restoring the site.

The Department has elected not to recognise right of use assets and lease liabilities arising from short term leases, rental arrangements for which Finance General has substantive substitution rights over the assets and leases for which the underlying asset is of low value. Substantive substitution rights relate primarily to whole-of-Government office accommodation and fleet vehicles. An asset is considered low value when it is expected to cost less than \$10 000.

Right of use assets are depreciated over the shorter of the assets useful life and the term of the lease. Where the Department obtains ownership of the underlying leased asset or if the cost of the right-of-use asset reflects that the Department will exercise a purchase option, the Department depreciates the right-of-use asset over its useful life.

2022	Buildings \$'000	Plant, equipment & vehicles \$'000	Total \$'000
Carrying value at 1 July	1,442	7,559	9,001
Additions	14,929	...	14,929
Depreciation	(1,106)	(5,823)	(6,929)
Other movements	1	(1,187)	(1,186)
Carrying value at 30 June	15,266	549	15,815

2021	Buildings \$'000	Plant, equipment & vehicles \$'000	Total \$'000
Carrying value at 1 July	1,930	14,927	16,857
Additions	72	232	304
Depreciation	(594)	(7,832)	(8,426)
Other movements	34	232	266
Carrying value at 30 June	1,442	7,559	9,001

9.6 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.

As there is no active market for the Department's Intangible assets, the assets are carried at cost less any accumulated amortisation and impairment losses.

(a) Carrying amount

	2022 \$'000	2021 \$'000
Intangibles with a finite useful life		
At cost	16,360	15,670
Less: Accumulated amortisation	(3,274)	(2,346)
	13,086	13,324
Work in progress (at cost)	346	172
Total	13,432	13,496

(b) Reconciliation of movements

	2022 Total \$'000	2021 Total \$'000
Carrying amount at 1 July	13,496	14,220
Additions	690	...
Work in progress	174	172
Amortisation expense	(928)	(896)
Carrying amount at 30 June	13,432	13,496

9.7 Other assets

(a) Carrying amount

Prepayments relate to actual transactions that are recorded at cost.

	2022 \$'000	2021 \$'000
Other current assets		
Prepayments	2,143	2,371
Total	2,143	2,371
Recovered within 12 months	2,143	2,371
Total	2,143	2,371

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.

	2022 \$'000	2021 \$'000
Creditors	5,309	3,871
Accrued expenses	1,775	1,957
Total	7,084	5,828
Settled within 12 months	7,084	5,828
Total	7,084	5,828

Settlement is usually made within 30 days.

10.2 Lease Liabilities

A lease liability is measured at the present value of the lease payments that are not paid at that date. The discount rate used to calculate the present value of the lease liability is the rate implicit in the lease. Where the implicit rate is not known and cannot be determined the Tascorp indicative lending rate including the relevant administration margin is used.

The Department has elected not to recognise right of use assets and lease liabilities arising from short term leases, rental arrangements for which Finance General has substantive substitution rights over the assets and leases for which the underlying asset is of low value. Substantive substitution rights relate primarily to office accommodation. An asset is considered low value when it is expected to cost less than \$10,000.

The Department has entered into the following leasing arrangements:

Class of right-of-use asset	Details of leasing arrangements
Plant and equipment	The Department has four plant and equipment leases. One is with Rotor-Lift Pty Ltd for the provision of aero medical rescue services. This agreement has monthly instalments over a three-year period with payments adjusted annually for CPI. The others are for Information Technology equipment with quarterly or monthly instalments over a five-year period.
Building	The Department leases various properties for lease terms ranging from one year to seven years. Payments are regular and are subject to annual CPI increases.
Short Term Leases	The Department leases properties for residence. The majority of these agreements expire by 30 June 2023 and have been treated as short-term leases.

	2022 \$'000	2021 \$'000
Current		
Lease liabilities	1,202	8,173
Non-current		
Lease liabilities	15,160	1,462
Total	16,362	9,635

Maturity analysis of lease liabilities

	2022 \$'000	2021 \$'000
One year or less	1,202	8,173
One to five years	2,774	1,462
More than five years	12,386	...
Total	16,362	9,635

The lease liability in the maturity analysis is presented using undiscounted contractual amounts before deducting finance charges.

The following amounts are recognised in the Statement of Comprehensive Income

	2022 \$'000	2021 \$'000
Interest on lease liabilities included in note 8.5	697	344
Lease expenses included in note 8.3		
Short term leases	3,660	2,226
Lease of low-value assets	1,911	1,923
Variable lease payments	...	...
Income from sub-leasing right-of-use assets	(2,488)	(2,600)
Net expenses from leasing activities	3,779	1,893

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 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.

	2022 \$'000	2021 \$'000
Accrued salaries	5,592	4,360
Annual leave	30,424	27,605
Long service leave	47,978	49,183
Accumulated leave schemes	396	437
Total	84,390	81,585
Expected to settle wholly within 12 months	77,700	75,727
Expected to settle wholly after 12 months	6,690	5,858
Total	84,390	81,585

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.

	2022 \$'000	2021 \$'000
Other liabilities		
Employee benefits – on-costs	1,007	1,033
Grant funds received in advance	569	569
Total	1,576	1,602
Settled within 12 months	1,436	1,479
Settled in more than 12 months	140	123
Total	1,576	1,602

Note II Commitments and Contingencies

Commitments represent those contractual arrangements entered by the Department that are not reflected in the Statement of Financial Position.

Leases are recognised as Right-of-use Assets and Lease liabilities in the Statement of Financial Position, excluding short term leases and leases for which the underlying asset is of low value. These are recognised as an expense in the Statement of Comprehensive Income.

Commitment figures are shown as GST inclusive.

II.1 Schedule of commitments

	2022 \$'000	2021 \$'000
By type		
<i>Capital commitments</i>		
Property, plant and equipment	654,928	639,746
Total capital commitments	654,928	639,746
<i>Lease commitments</i>		
Short term and/or low-value leases	18	97
Substantive substitution assets	26,766	15,091
Total lease commitments	26,784	15,188
<i>Other commitments</i>		
Other commitments	27,978	23,326
	27,978	23,326
By maturity		
<i>Capital commitments</i>		
One year or less	81,556	61,930
From one to five years	306,582	265,304
More than five years	266,790	312,512
Total capital commitments	654,928	639,746
<i>Operating lease commitments</i>		
One year or less	4,688	3,557
From one to five years	15,291	11,235
More than five years	6,806	396
Total operating lease commitments	26,784	15,188
<i>Other commitments</i>		
One year or less	14,153	10,782
From one to five years	13,825	12,544
More than five years	...	...
Total other commitments	27,978	23,326
Total	709,690	678,260

Capital commitments

In 2020-21, the Department entered into an agreement with Telstra Corporation Limited for the Tasmanian Government Radio Network project for \$624 million (GST inclusive) over the next twelve years, a \$5 million (GST inclusive) agreement for a Professional Services Panel for the TasGRN and various other capital commitments for the redevelopment of Departmental buildings.

Operating lease commitments

The Department leases various properties that are short-term and expired during 2021-22.

The Government's motor vehicle fleet is managed by LeasePlan Australia and is treated as a substantive substitution asset lease with Finance-General. Lease payments vary according to the type of vehicle and, where applicable, the price received for replaced vehicles. The Department also leases building properties which are held by Finance-General.

Other commitments

Other commitments include mechanical and electrical services for the Department, cleaning services and software maintenance.

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.

(a) 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. To the extent that any quantifiable contingencies are insured, details provided below are recorded net.

	2022 \$'000	2021 \$'000
Quantifiable contingent liabilities		
Contingent claims	44	44
Total quantifiable contingent liabilities	44	44

(b) Unquantifiable contingencies

At 30 June 2022, the Department has a number of property leases. Some of these leases contain a "make good provision". It is not possible at the reporting date to accurately estimate the amount of payment that may be required. The leases are generally renewed, therefore deferring any make good liability.

Note 12 Reserves

12.1 Reserves

2022	Land & Buildings \$'000	Total \$'000
Asset revaluation reserve		
Balance at the beginning of financial year	112,025	112,025
Revaluation increment/(decrement)	39,270	39,270
Balance at end of financial year	150,989	150,989

2021	Land & Buildings \$'000	Total \$'000
Asset revaluation reserve		
Balance at the beginning of financial year	101,301	101,301
Revaluation increment/(decrement)	10,827	10,827
Transfer to accumulated surplus/(deficit)	(103)	(103)
Balance at end of financial year	112,025	112,025

(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 Specific Purpose Accounts, 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 cash equivalents

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

	2022 \$'000	2021 \$'000
Special Purpose Account balance		
S519 Department of Police and Emergency Management Operating Account	7,582	4,197
Total	7,582	4,197
Other cash held		
Cash and cash equivalents	15	15
Total	15	15
Total cash and cash equivalents	7,597	4,212

13.2 Reconciliation of Net Result to Net Cash from Operating Activities

	2022 \$'000	2021 \$'000
Net result	21,550	1,520
Depreciation and amortisation	13,633	14,255
(Gain) loss on non-financial assets	(31)	(151)
Contributions received	(1,562)	...
Impairment losses	799	...
Expected credit losses	(22)	33
Decrease (increase) in receivables	914	(1,028)
Decrease (increase) in inventories	(155)	(122)
Decrease (increase) in accrued revenue	1,069	(1,817)
Decrease (increase) in prepayments	228	(641)
Decrease (increase) in tax assets	(69)	(112)
Increase (decrease) in creditors	(112)	683
Increase (decrease) in accrued expenses	(182)	869
Increase (decrease) in employee benefits	2,805	4,442
Increase (decrease) in other liabilities	(25)	(200)
Net cash from (used by) operating activities	38,840	17,731

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

	2022 Budget \$'000	2022 Revised Budget \$'000	2022 Actual \$'000	2021 Actual \$'000
Capital Investment Program				
Large Vessel Replacement Program	2,500	2,500	2,500	2,000
Sorell Emergency Services Hub	3,000	3,000	3,000	390
New Norfolk Police Station	3,000	3,000	3,000	1,500
Longford Police Station	2,700	2,700	2,700	1,500
Crackdown on Anti-Social Driving	100	100	100	100
Police Infrastructure	850	850	850	150
Upgrade Police Housing	3,000	6,300	6,300	3,650
Supporting our Emergency Services Volunteers	500	500	500	500
Volunteer Brigade Equipment Upgrades	250	250	250	...
Emergency Services Operations Centre	6,350	5,800	5,800	150
Launceston Police Station Refurbishment	750	750	750	250
Project Unify	5,131	5,131	5,131	1,635
Body Worn Video	654	654	654	...
Increased Police Support	...	...	...	90
Special Operations Group Infrastructure - South	1,500	2,650	1,150	...
Total	30,285	34,185	32,935	11,915

In 2020-21 delays resulted in several projects not being completed, namely the Sorell Emergency Services Hub, the New Norfolk Police Station, the Longford Police Station and spending on Project Unify and large vessel replacement against Capital investment program funds. The budgets for these projects was transferred to 2021-22.

(b) Classification of cash flows

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

	2022 \$'000	2021 \$'000
Cash outflows		
Payments for acquisition of assets	24,341	8,195
Grants and subsidies	750	500
Other cash payments	7,844	3,220
Total cash outflows	32,935	11,915

13.4 Reconciliation of liabilities arising from Financing Activities

Liabilities arising from financing activities are liabilities for which cash flows were, or future cash flows will be, classified in the Statement of Cash Flows as cash flows from financing activities.

	2022 \$'000	2021 \$'000
Balance as at 1 July	9,635	17,033
Acquisitions / New leases	14,929	304
Other movements	(1,185)	266
Changes from financing cash flows:		
Cash Received	...	...
Cash Repayments	(7,017)	(7,968)
Balance as at 30 June	16,362	9,635

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; and
- liquidity 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)
Financial Assets		
Receivables	Receivables are recognised at the nominal amounts due, less any provision for impairment.	Credit terms are generally 30 days.
Cash and cash equivalents	Cash and cash equivalents 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.

Receivables age analysis – expected credit loss

The simplified approach to measuring expected credit losses is applied, which uses a lifetime expected loss allowance for all trade receivables.

The expected loss rates are based on historical observed loss rates adjusted for forward looking factors that will have an impact on the ability to settle the receivables. The loss allowance for trade debtors as at 30 June 2022 is as follows:

Expected credit loss analysis of receivables as at 30 June 2022

	Not past due \$'000	Past due >30 < 60 days \$'000	Past due > 60 < 90 days \$'000	Past due > 90 days \$'000	Total \$'000
Expected credit loss rate (A)	2.63%	17.05%	36.35%	99.90%	
Total gross carrying amount (B)	412	49	1	8	470
Expected credit loss (A x B)	11	8	...	8	27

Expected credit loss analysis of receivables as at 30 June 2021

	Not past due \$'000	Past due >30 < 60 days \$'000	Past due > 60 < 90 days \$'000	Past due > 90 days \$'000	Total \$'000
Expected credit loss rate (A)	1.58%	12.84%	25.98%	46.42%	
Total gross carrying amount (B)	672	261	5	8	946
Expected credit loss (A x B)	11	33	1	4	49

(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, measurement basis and credit quality of instrument)	Nature of underlying instrument (including significant terms and conditions affecting the amount, timing and certainty of cash flows)
Financial Liabilities		
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.
Other financial liabilities	This relates to grant funds received in advance where the Department has yet to complete its obligations in accordance with grant conditions.	The grant is payable as per the terms of the grant agreement.

Maturity analysis for financial liabilities

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:

2022

	1 Year \$'000	2 Years \$'000	3 Years \$'000	4 Years \$'000	5 Years \$'000	5+ Years \$'000	Undiscounted Total \$'000	Carrying Amount \$'000
Financial liabilities								
Payables	7,084	...	...	...	...	...	7,084	7,084
Other financial liabilities	569	...	...	...	...	...	569	569
Total	7,653	...	...	...	...	...	7,653	7,653

2021

	1 Year \$'000	2 Years \$'000	3 Years \$'000	4 Years \$'000	5 Years \$'000	5+ Years \$'000	Undiscounted Total \$'000	Carrying Amount \$'000
Financial liabilities								
Payables	5,828	...	...	...	...	...	5,828	5,828
Other financial liabilities	569	...	...	...	...	...	569	569
Total	6,397	...	...	...	...	...	6,397	6,397

14.2 Categories of financial assets and liabilities

AASB Carrying amount	2022 \$'000	2021 \$'000
Financial assets		
Cash and cash equivalents	7,597	4,212
Financial assets measured at amortised cost	2,298	4,281
Total	9,895	8,493
Financial Liabilities		
Financial liabilities measured at amortised cost	7,653	6,397
Total	7,653	6,397

14.3 Derecognition of Financial Assets

The Department did not derecognise any financial assets during 2021-22.

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

	Carrying Amount 2022 \$'000	Net Fair Value 2022 \$'000	Carrying Amount 2021 \$'000	Net Fair Value 2021 \$'000
Financial assets				
Cash and cash equivalents	7,597	7,597	4,212	4,212
Other financial assets	2,298	2,298	4,281	4,281
Total financial assets	9,895	9,895	8,493	8,493
Financial liabilities (recognised)				
Payables	7,084	7,084	5,828	5,828
Other Liabilities	569	569	569	569
Total financial liabilities (recognised)	7,653	7,653	6,397	6,397

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. The net fair values for lease liabilities reflect the carrying amount the Department is required to pay.

Note 15 Notes to Administered Statements

Budget information refers to original estimates as disclosed in the 2021-22 Budget Papers and is not subject to audit.

Variances are considered material where the variance exceeds the greater of 10 per cent of budget estimate and \$1.5 million.

15.1 Explanations of Material Variances between Budget and Actual Outcomes

Schedule of Administered Income and Expenses

	Note	Budget \$'000	Actual \$'000	Variance \$'000	Variance %
Fees and fines	(a)	553	2,257	1,704	>100.0%

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.

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.

	2022 \$'000	2021 \$'000
Services		
Document search fees	128	132
Academy trainee board	196	238
Other sales of goods and services	15	14
Total	339	384

15.3 Administered Fees and Fines

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

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

	2022 \$'000	2021 \$'000
Fees		
Firearms licenses/registrations	2,257	1,166
Total	2,257	1,166

15.4 Administered Other Revenue

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

	2022 \$'000	2021 \$'000
Found and confiscated proceeds	135	87
Total	135	87

Note 16 Events Occurring After Balance Date

Subsequent to balance date, the Coronavirus (COVID-19) pandemic continues to impact both communities and businesses throughout the world including Australia and Tasmania. Various measures taken by government to contain the virus have affected economic activity. This is considered a non-adjusting subsequent event as at 30 June 2022, however this pandemic may have a financial impact for the Department in the 2022-23 financial year and potentially financial years beyond this date. The scale, timing and duration of the potential impacts on the Department are unknown.

At the date of signing, there were no events subsequent to balance date which would have a material effect on the Department's financial statements.

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. 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 and Interpretations issued by the Australian Accounting Standards Board; and
- The Treasurer's Instructions issued under the provisions of the *Financial Management Act 2016*.

The Financial Statements were signed by the Secretary on 29 September 2022.

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.

The Department has made no assumptions concerning the future that may cause a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

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 of 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. As a result, transactions between the Department of Police, Fire and Emergency Management and the State Fire Commission have not been eliminated.

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.

(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 1059 *Service Concession Arrangements: Grantors* – This Standard prescribes the accounting for a service concession arrangement by a grantor that is a public sector entity. Service concession arrangements are contracts between an operator and a grantor, where the operator provides public services related to a service concession asset on behalf of the grantor for a specified period of time and manages at least some of those services.

Where AASB 1059 applies, the grantor recognises the service concession asset when the grantor obtains control of the asset and measures the service concession asset at current replacement cost. At the same time, the grantor recognises a corresponding financial liability or unearned revenue liability or a combination of both.

AASB 1059 is expected to apply to the Department's 2022-23 financial statements, resulting in a recognition of a service concession asset and a liability of a service concession arrangement. Comparatives for the year ended 30 June 2022 will be prepared under a modified retrospective approach as per AASB 1059.

The effect of adopting AASB 1059 will have a significant effect on the Department's financial statements. In 2020-21 the Department signed a contract with Telstra Corporation Limited for the Tasmanian Government Radio Network (TasGRN) project for \$624 million (GST inclusive). The aim of the project is to transition eight core user organisations, from five separate networks, onto one unified, digital and interoperable government radio network. The build of TasGRN has commenced with a staged operational transition scheduled to begin in 2022-23. The new network will continue to provide service for at least twelve years after full implementation. The TasGRN will be funded by both recurrent and non-recurrent funding from the Department of Treasury and Finance and contributions from user organisations. Additional professional accounting advice is being sought to assess the full financial impact on the Department's financial statements.

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 Unrecognised Financial Instruments

The Department has no unrecognised financial instruments.

17.10 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.

17.11 Comparative Figures

Comparative figures have been adjusted to reflect changes in accounting policy or the adoption of new standards. Details of the impact of changes in accounting policy on comparative figures are shown 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.

17.12 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 "...".

17.13 Departmental Taxation

The Department is exempt from all forms of taxation except for Fringe Benefits Tax and the Goods and Services Tax.

17.14 Goods and Services Tax

Revenue, expenses and assets are recognised net of the amount of Goods and Services Tax (GST), 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.

Independent Auditor's Report



Independent Auditor's Report

To the Members of Parliament

Department of Police, Fire and Emergency Management

Report on the Audit of the Financial Statements

Opinion

I have audited the financial Statements of the Department of Police, Fire and Emergency Management (the Department,) which comprises the statement of financial position as at 30 June 2022 and statements of comprehensive income, changes in equity and cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies, other explanatory notes and the statement of certification by the Secretary of the Department.

In my opinion, the accompanying financial statements:

- (a) present fairly, in all material respects, the Department's financial position as at 30 June 2022 and its financial performance and its cash flows for the year then ended
- (b) are in accordance with the *Financial Management Act 2016* and Australian Accounting Standards.

Basis for Opinion

I conducted the audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Department in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to my audit of the financial statements in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

The *Audit Act 2008* further promotes the independence of the Auditor-General. The Auditor-General is the auditor of all Tasmanian public sector entities and can only be removed by Parliament. The Auditor-General may conduct an audit in any way considered appropriate and is not subject to direction by any person about the way in which audit powers are to be exercised. The Auditor-General has for the purposes of conducting an audit, access to all documents and property and can report to Parliament matters which in the Auditor-General's opinion are significant.

My audit is not designed to provide assurance on the accuracy and appropriateness of the budget information included in the Department's financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Key Audit Matters

Key audit matters are those matters that, in my professional judgement, were of most significance in my audit of the financial statements of the current period. These matters were addressed in the context of my audit of the financial statements as a whole, and in forming my opinion thereon, and I do not provide a separate opinion on these matters.

Why this matter is considered to be one of the most significant matters in the audit	Audit procedures to address the matter included
Valuation of land and buildings <i>Refer to note 9.4</i>	
<p>At 30 June 2022, the Department's assets included land and buildings totalling \$225.53 million recognised at fair value.</p> <p>The fair values of these assets is based on market values and current replacement cost. The Department undertakes formal revaluations on a regular basis to ensure carrying values represent fair value.</p> <p>During the year a formal revaluation was undertaken based on fair values determined by an external expert</p>	<ul style="list-style-type: none"> • Evaluating the appropriateness of the valuation methodology applied to determine fair values. • Assessing the scope, expertise and independence of experts engaged to assist in the valuations. • Evaluating management's assessment of the valuation reports provided by the independent expert. • Reviewing the accuracy of recording valuations in the Department's asset register and general ledger. • Assessing the adequacy of disclosures made in the financial statements, including those regarding key assumptions used.

Responsibilities of the Secretary for the Financial Statements

The Secretary is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards and the financial reporting requirements of Section 42 (1) of the *Financial Management Act 2016*. This responsibility includes such internal control as determined necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Secretary is responsible for assessing the Department's ability to continue as a going concern, unless the Department's operations will cease as a result of an administrative restructure. The assessment must disclose, as applicable, matters related to going concern and the appropriateness of using the going concern basis of accounting.

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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

From the matters communicated with the Secretary, I determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. I describe these matters in my auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare

circumstances, I determine that a matter should not be communicated in my report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication



Jeff Tongs
Assistant Auditor-General
Delegate of the Auditor-General
Tasmanian Audit Office

29 September 2022
Hobart

CONTACT US

Service	General Enquiries Phone Numbers	Website and Email
Emergency (police, fire, ambulance)	Triple Zero (000)	
Tasmania Police	131 444 (Tasmania) 1800 765 827 (interstate)	www.police.tas.gov.au tasmania.police@police.tas.gov.au
Tasmania Fire Service	(03) 6173 2740	www.fire.tas.gov.au fire@fire.tas.gov.au
State Emergency Service	(03) 6173 2700	www.ses.tas.gov.au ses@ses.tas.gov.au
Forensic Science Service Tasmania	(03) 6165 8000	www.fsst.tas.gov.au FSST.Admin@fsst.tas.gov.au