



Department of Police, Fire
and Emergency Management

ANNUAL REPORT 2024–2025

Acknowledgements

We respectfully acknowledge the Tasmanian Aboriginal people as the traditional owners of the land upon which we work and pay our respect to Elders past and present. We recognise the Tasmanian Aboriginal people as the continuing custodians of the rich cultural heritage of Lutruwita/Tasmania.

We also acknowledge the trauma that continues to affect people with lived experience of child abuse. We are committed to being sensitive to this trauma as we use the learnings from past wrongs to protect the rights of current and future generations of children and young people and keep them safe from harm.

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ABBREVIATIONS AND ACRONYMS

AA	<i>Audit Act 2008</i>	IC Act	<i>Integrity Commission Act 2009</i>
AEG	Agency Executive Group	LGBTIQ+	Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning, Asexual plus other
BES	Business and Executive Services		
CMG	Corporate Management Group	N/A	Not applicable
COI	Commission of Inquiry – Tasmanian Government’s Responses to Child Sexual Abuse in Institutional Settings	PCYC	Police and Community Youth Club
		PF	Procurement Framework
DNA	Deoxyribonucleic acid	PIDA	<i>Public Interest Disclosures Act 2002</i>
DPFEM	Department of Police, Fire and Emergency Management	PP	Procurement Processes
		PSSRA	<i>Public Sector Superannuation Reform Act 2016</i>
DOJ	Department of Justice, Tasmania		
ED	Employment Direction	RTI Act	<i>Right to Information Act 2009</i>
EMA	<i>Emergency Management Act 2006</i>	SEMC	State Emergency Management Committee
EMSR	Emergency Management and Special Response	SES	State Emergency Service
ESCAD	Emergency Services Computer-Aided Dispatch	SFC	State Fire Commission
		SSA	<i>State Service Act 2000</i>
FC	Financial Controls	SSR	State Service Regulations 2021
FMA	<i>Financial Management Act 2016</i>	TasGRN	Tasmanian Government Radio Network
FSST	Forensic Science Service Tasmania		
FTE	Full-time Equivalent	TFS	Tasmania Fire Service
FR	Financial Reporting	TI	Treasurer's Instructions
GST	Goods and Services Tax	WHS	Work Health and Safety

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 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 2025.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Donna Adams', with a long horizontal flourish extending to the right.

Donna Adams PSM APM

Secretary
Department of Police, Fire and Emergency Management

SECRETARY'S FOREWORD

I am pleased to present the 2024–2025 Annual Report for the Department of Police, Fire and Emergency Management, which highlights the efforts, achievements and priorities of this diverse agency.

DPFEM has continued to prioritise child and youth safety, with work undertaken during the year to prepare the *DPFEM Child and Youth Safe Action Plan 2025-2029*. This action plan demonstrates the department's commitment to continued cultural and structural reform to ensure child safety is at the forefront of everything we do.

The demands on DPFEM service delivery continue to grow. Whilst this report focuses on some of the department's key initiatives and deliverables, I would like to acknowledge the significant effort that goes into DPFEM 'business as usual' – both from our frontline services and our many support areas.

2024–2025 saw high numbers of calls for welfare assistance jobs, growth in overall dispatch incidents, and an increase of more than 10 per cent for arrests, as compared to the previous reporting year. The number of search and rescue operations, and the overall number of family violence incidents reported, also continues to grow. I want to thank our hard-working police officers, who continue to go above and beyond to ensure our communities are safe.

Work has continued throughout 2024–2025 to integrate information systems through Project Unify 2.0. Upgrades to information system Atlas are expected to go live in mid-2026 and complement other technological advancements, such as ongoing work to integrate Tasmania Police systems with the National Criminal Intelligence System, and a new public portal for the lodgement of compliments or complaints about members of Tasmania Police.

The wellbeing of our people continues to be my top priority, as the impact of emergency services work can be profound. Our first responders witness trauma firsthand and may feel the impact long after an incident is over. The department continues to deliver an exceptional wellbeing support program to our staff and volunteers.

We know that one of the keys to maintaining good health and wellbeing is through exercise, and in March this year, it was a great honour to host the 19th Australasian Police and Emergency Services Games – which brought together over 2,000 emergency service workers from across the Asia-Pacific region to compete in more than 50 sporting events. The Games offered a valuable opportunity for camaraderie, shared experiences, and friendly competition among those who serve and protect our communities.

In June 2025, we tragically lost one of our own, when Constable Keith Anthony Smith was killed in the line of duty. Keith was a community-minded police officer who was respected for his quiet professionalism and calm resolve. The outpouring of grief and support from the community was a moving reflection of the deep and lasting impact of his legacy and service. In Keith's honour, I have established the Keith Smith Community Policing Award to honour members, like Keith, who go over and above to build relationships with their communities.

Tasmania Police is committed to improving engagement with communities, and on 1 July 2025, we launched the new Community Engagement Command, which will focus on coordinating our engagement efforts across the state. This work will be underpinned by a new Community Engagement Strategy to be delivered in the first half of 2025–2026. One key initiative supporting the new command is Poli – a new, mobile outreach van designed to support community engagement. Poli will continue to travel the state, promoting public safety, addressing local crime issues, and fostering local connections.

The vital work of our first responders could not be achieved without the significant contributions of our corporate support areas, and I would like to offer my sincere thanks to all DPFEM staff for the work you do every day. Your dedication, flexibility, and commitment to serving Tasmania is deeply appreciated.

As we look ahead to the 2025–2026 financial year, our focus remains on keeping our communities safe, building trust by increasing our engagement and prioritising our people through a safe workplace and positive culture.



Donna Adams PSM APM
Secretary



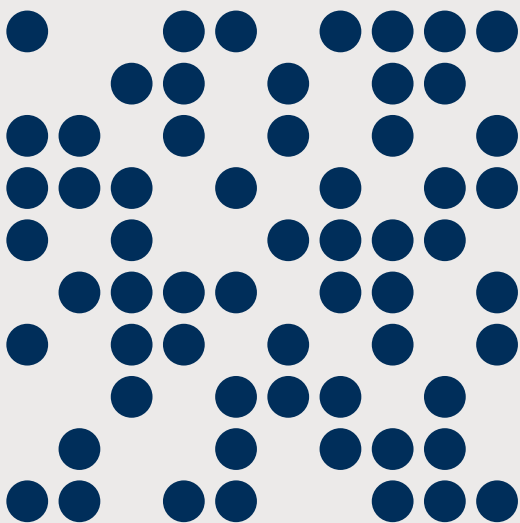
PART 1:

OUR ORGANISATION

Part 1 of our report explains the structure and governance of the Department of Police, Fire and Emergency Management, as well as our strategic aims and goals.

It commences with a broad overview of the entire Department and then provides more detailed information about individual work areas.

Additional information regarding the Tasmania Fire Service and State Emergency Service can be found in the *State Fire Commission Annual Report 2024–25*.



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 comprises four operational service arms – Tasmania Police, Tasmania Fire Service (TFS), State Emergency Service (SES) and Forensic Science Service Tasmania (FSST). The operational service arms are supported by the corporate service arm – Business and Executive Services (BES).

This annual report predominantly reports on the activities of Tasmania Police and BES, incorporating FSST, while TFS and SES are primarily reported separately in the *State Fire Commission Annual Report 2024–25*.

Our strategic framework and priorities

DPFEM service arms collectively aim to keep the Tasmanian community safe, with each service setting its own strategies and action plans.

The following are common, agreed key strategic priority areas for each service arm of DPFEM:

- people – building our workforce
- community – protecting our community
- business – building robust and responsive business practices.

These priority areas form the foundation of the *Tasmania Police Strategy 2023–2028*, which provides the strategic direction for Tasmania Police.

They also form the foundation of the *TFS and SES Our Strategic Plan 2024–2028*, which provides clear direction, transparency and accountability for the management and operations of TFS and SES.

The *Business and Executive Services Action Plan 2023–2026* has also been developed around these key priorities, setting the strategic direction for BES.

Ministerial responsibilities

In 2024–2025, the Department has been responsible to the following Minister for Police, Fire and Emergency Management:

- Hon Felix Ellis MP.

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 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*.

Donna Adams held the positions of Secretary, Commissioner of Police, and State Emergency Management Controller for this reporting period.

The responsibilities, operations, and obligations of the TFS are guided by the State Fire Commission (SFC) – a statutory authority created under the *Fire Service Act 1979*.

The SFC has a range of functions and powers under that Act, including the formulation and approval of policy, preparation and monitoring of its corporate plan, and broad oversight of the activities of the TFS.

The governance structure for DPFEM is outlined below, with more detailed information under the [“Corporate governance”](#) section in Part 3: Our compliance.

Department of Police, Fire and Emergency Management Agency Executive Group

The Agency Executive Group (AEG) provides a forum for whole-of-agency decision-making and coordination.

Membership is outlined in [“Corporate governance”](#) on page 48.

Tasmania Police Corporate Management Group

The Corporate Management Group (CMG) includes strategic decision-makers from Tasmania Police and BES.

Membership is outlined in [“Table 9: Corporate Management Group membership”](#) on page 48.

Tasmania Fire Service and State Emergency Service Executive Committee

The TFS and SES Executive Committee communicates key issues within TFS and SES – its purpose being the achievement of strategies, aims and objectives of the SFC as delegated to the Fire and Emergency Services Commissioner. More information is available in the *State Fire Commission Annual Report 2024–25*.

Committees and boards

The AEG is supported by a range of committees and boards to monitor financial and organisational performance, risk, and compliance. These include:

- DPFEM Audit and Risk Committee
- Budget Oversight Committee
- Capital and Accommodation Committee
- Procurement Review Committee
- Technology Governance Committee
- Work Health and Safety Strategy Committee.

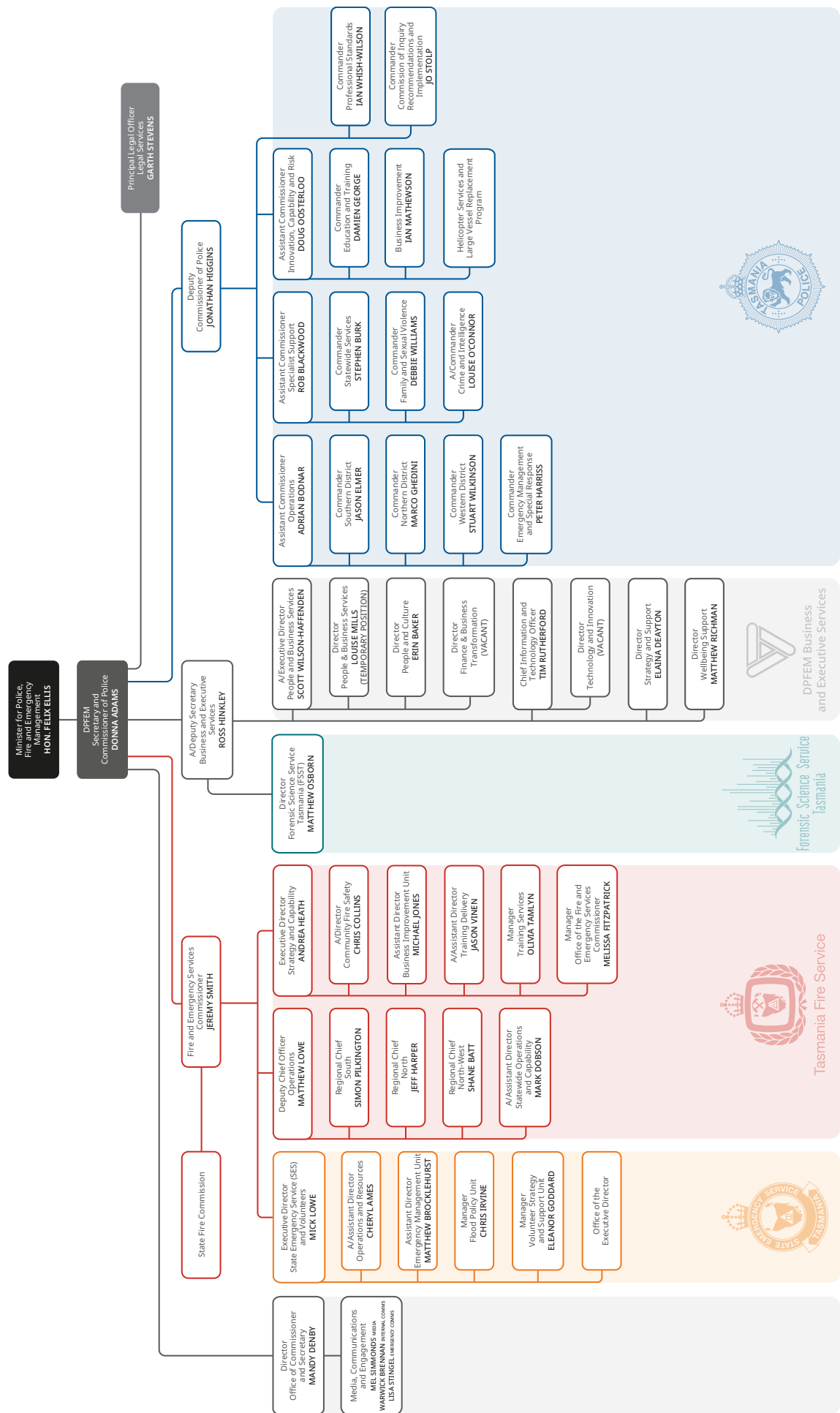
Independent boards under the administration of DPFEM include:

- Police Review Board
- Tasmania Police Charity Trust.

Details of TFS committees and boards can be found in the *State Fire Commission Annual Report 2024–25*.

Our organisational structure

(as at 30 June 2025)



Tasmania Police

Tasmania Police consists of three geographical districts and six specialist support commands.

Geographical police districts



Southern District

Southern District provides proactive and responsive policing services to the south of Tasmania, with members stationed as far north as Bicheno and as far south as Alonnah on Bruny Island.



Headquarters address:
43 Liverpool St, Hobart TAS 7000

District size¹: **25,518 km²**

Population²: **299,214**

Allocated police positions
per 1,000 population³: **1.73**

The district also provides the following specialist services:

- Criminal Investigation Branch
- Drugs and Firearms
- Licencing Services
- Prosecution Services (Coronial Services)
- Road Policing Services
- Youth Crime Intervention Unit

Northern District

Northern District provides proactive and responsive policing services to the northeast of Tasmania, with members stationed as far north as Whitemark on Flinders Island and as far south as Campbell Town.



Headquarters address:
137-149 Cimitiere St, Launceston
TAS 7250

District size: **19,975 km²**

Population: **156,249**

Allocated police positions
per 1,000 population: **1.67**

The district also provides the following specialist services:

- Criminal Investigation Branch
- Drugs and Firearms
- Forensic Services
- Prosecution Services
- Road Policing Services
- Youth Crime Intervention Unit

¹ Area of police districts is the sum of the land area of Local Government Areas (LGA) contained in the district. Source of area data: Australian Bureau of Statistics, Regional Population, Australia, released 27 March 2025.

² Source: Australian Bureau of Statistics, Regional Population, Australia, released 27 March 2025.

³ Rate is calculated on allocated police positions as at 30 June 2025, provided by DPfEM People and Culture. This figure is not comparable to reports prior to 2023-2024.

Western District

Western District provides proactive and responsive policing services to the west of Tasmania, with members stationed as far north as Currie on King Island and as far south as Strahan.



Headquarters address:
88–90 Wilson St, Burnie TAS 7320

District size: **22,526 km²**

Population: **120,033**

Allocated police positions
per 1,000 population: **2.10**

The district also provides the following specialist services:

- Criminal Investigation Branch
- Drugs and Firearms
- Marine Services
- Forensic Services
- Prosecution Services
- Road Policing Services
- Youth Crime Intervention Unit

Police support commands

Crime and Intelligence

The Crime and Intelligence Command provides centralised coordination support to the three geographical police districts.

The Command enhances the ability of Tasmania Police to combat all levels of crime, including firearm trafficking, serious drug and financial crimes and threats to national security.

The Command works closely with partner law enforcement agencies to ensure that Tasmania remains a hostile environment for serious organised crime groups to operate.

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

- Covert Services
- Serious Crime Support
- State Intelligence Service.

Education and Training

The Education and Training Command delivers comprehensive recruitment, promotional and professional development programs and courses to both internal personnel and external partners.

Education and Training includes:

- Business Operations
- Learning and Development Services
- Academic Support and Library
- Operational Safety Division
- Recruit Training Services.

Emergency Management and Special Response (EMSR)

The EMSR Command provides subject matter expertise and consistency in advice and approach to all-hazards emergency management activities in Tasmania Police, which includes countering terrorism and violent extremism.

EMSR coordinates Tasmania Police emergency management and counter-terrorism arrangements, and also maintains a range of specialist terrorism response capabilities through the following divisions, supported by policy and administration:

- Emergency and Exercise Management
- Counter-Terrorism Security Preparedness
- Special Operations and Capability Support.

Family and Sexual Violence

The Family and Sexual Violence Command provides specialist functions and statewide support for family and sexual violence matters.

The Command comprises:

- Safe Families Coordination Unit
- Reportable Offender and Child Exploitation Targeting
- Family and Sex Crimes Divisions (North, West and South)
- Arch South and Arch North – multidisciplinary centres for victim-survivors of sexual harm.

Professional Standards

The Professional Standards Command has statewide responsibility for safeguarding and enhancing the reputation of Tasmania Police by ensuring the behaviours of its members uphold the trust and confidence of the community in Tasmania.

Reporting directly to the Deputy Commissioner of Police, the Command operates through two divisions:

- Internal Investigations
- Management Review.

Statewide Services

The Statewide Services Command provides specialist functions and statewide support to other Tasmania Police commands, through the following divisions and projects:

- Firearms Services
- Forensic Services (including Digital Evidence)
- Radio Dispatch Services
- Community Engagement Services.

Business and Executive Services

BES provides corporate services support across DPFEM through the following business units:

People and Business Services

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

- People and Culture
 - Partnering and Employment Services
 - Employment Conditions and Strategy
 - Diversity and Inclusion
 - Organisational Development
 - Work Health and Safety
 - Workplace Relations
- Finance and Business Transformation
 - Finance and Payroll Services
 - Property Services
 - Procurement and Supply
- Audit and Risk
- Engineering and Fleet Services
- Information Services

Strategy and Support

Strategy and Support provides high-level support and advice to the Department's executive group, the Minister, and other internal and external stakeholders.

Strategy and Support consists of the following specialist units:

- Policy Development and Research Services, including Right to Information Services
- Legislation Development and Review Services
- TFS and SES Legislation and Policy Services (TFES Legislation Project)
- Reporting Services
- Commission of Inquiry Taskforce.

Technology and Innovation

Technology and Innovation delivers core information and communication technologies, information security, and strategic technology initiatives that underpin emergency response and operational effectiveness.

Technology and Innovation manages and maintains critical systems such as Triple Zero and Emergency Services Computer-Aided Dispatch (ESCAD) to support Tasmania Police, Ambulance Tasmania, the TFS and the SES.

Technology and Innovation has oversight of the operation and managed service arrangements for the Tasmanian Government Radio Network (TasGRN).

Technology and Innovation operates through four key streams:

- Office of the Chief Information and Technology Officer
- Strategy, Commercial and Projects
- Enterprise Architecture, Security, Data and Analytics
- Service Delivery and Technology Operations.

Wellbeing Support

Wellbeing Support highlights the Department's commitment to the ongoing wellbeing of our people.

Wellbeing Support provides preventative and responsive wellbeing programs and services, including:

- Critical Incident Stress Management Program
- Psychological and Allied Health Services
- Wellbeing Support Officer Services
- Injury Management and Advisory Services
- Early Intervention
- Social Work Services (in partnership with University of Tasmania)
- Health and Wellbeing Program, including:
 - MyPulse
 - Mental Health First Aid Training
 - People-focused Leadership Training.

Forensic Science Service Tasmania

An independent, National Association of Testing Authorities (NATA) accredited service, FSST provides a comprehensive range of forensic biology, forensic toxicology and forensic chemistry services to the Tasmanian justice system, 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 TFS is the operational arm of the SFC and includes over 210 fire brigades across Tasmania.

These fire brigades comprise approximately 390 career firefighters and over 4400 volunteers.

As a dynamic and diverse organisation, the TFS provides a range of services across community education and emergency response, including:

- bush and urban fire fighting
- fire investigation
- fire prevention and risk mitigation, including fuel reduction
- road crash rescue in urban areas
- hazardous materials incident response
- alarm monitoring
- community education on bushfires and home fire safety.

State Emergency Service

The SES is a statutory service established under the provisions of the *Emergency Management Act 2006*.

The SES maintains a range of prevention (mitigation), preparedness and response capabilities to support the resilience and safety of the Tasmanian community.

Over 770 SES volunteers make up 38 units across the state and provide a 24/7 response to incidents including flood and severe weather, rural road crash rescue, and search and rescue.

In addition, SES maintains three volunteer Incident Management Units that support response operations.

SES volunteers are supported by 48 salaried staff.

SES comprises four business units:

- Office of the Executive Director SES and Volunteers
- Operations and Resources
- Emergency Management Unit
- Flood Policy Unit.

Organisational changes

Executive appointments

The following senior executive appointments occurred in 2024–2025:

- Executive Director, Strategy and Capability – Andrea Heath (TFS)
- Assistant Commissioner, Capability – Douglas Oosterloo (Tasmania Police).

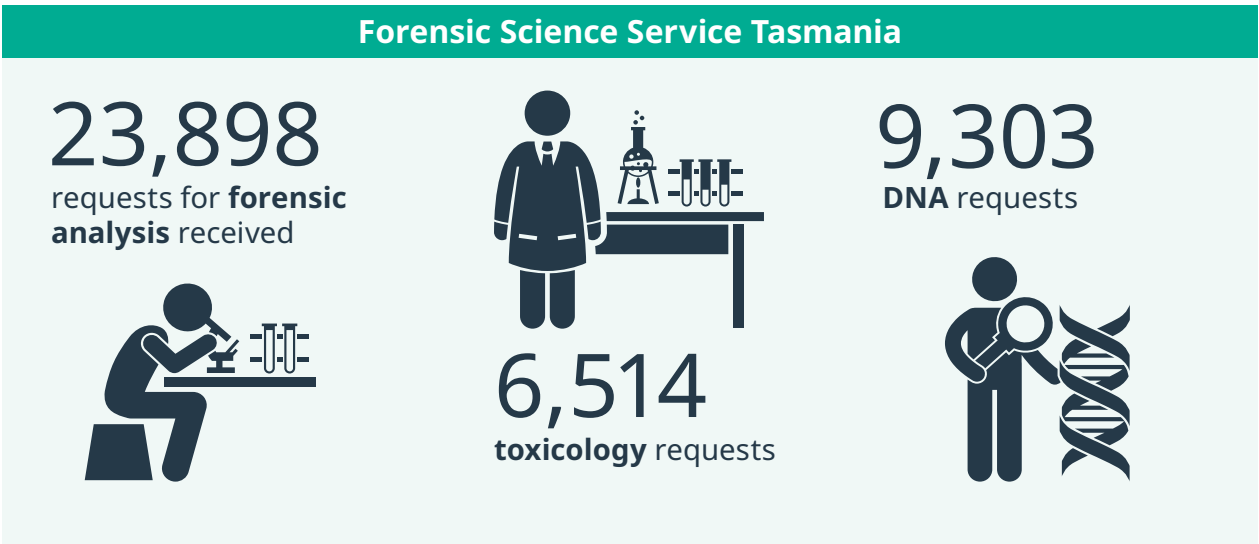
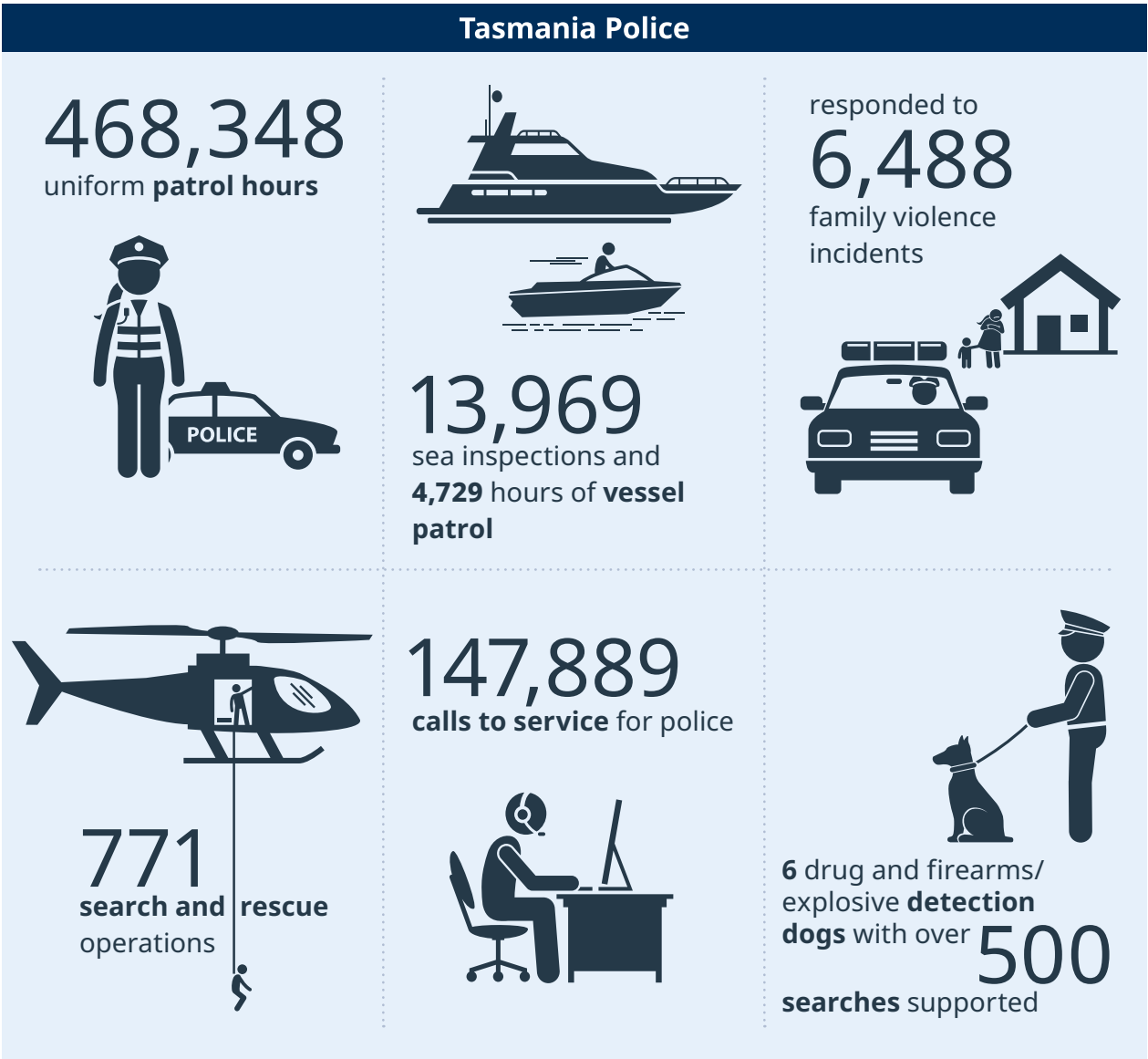
Structural changes

The creation of Intelligence Services in November 2024 saw existing Crime Management Units within each geographical district transition to a centralised reporting structure within the Crime and Intelligence Command.

This structural change supports the enhancement of intelligence capability for Tasmania Police.

The year in numbers

The below infographic is a snapshot in numbers of key achievements for the 2024-2025 reporting period that have contributed to keeping Tasmania safe.



PART 2

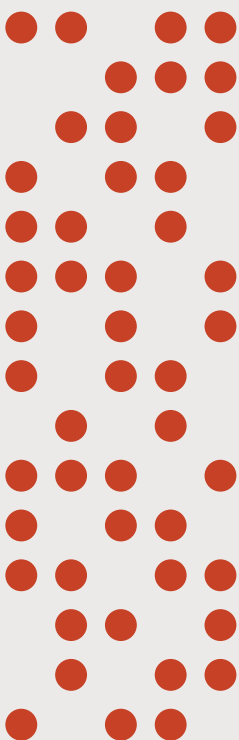
OUR PERFORMANCE

Part 2 of our report outlines our key priorities for the year and how we have performed against various measures and our budget-linked obligations, including the Capital Investment Program, and provides data related to our operational priorities for the 2024–2025 reporting period.

Several of our key priorities and budget key deliverables relate to child safety and recommendations made by the Commission of Inquiry into the Tasmanian Government’s Responses to Child Sexual Abuse in Institutional Settings (COI). These have been brought together under a distinct heading for visibility.

This part of the Report relates to Tasmania Police and BES (including FSST).

TFS and SES performance measures are primarily reported in the *State Fire Commission Annual Report 2024–25*.



Our year in review

Highlights from our strategic focus areas (community, business, and people) and associated key business priorities for 2024–2025 are outlined below.

The listed activities were identified as priorities for either Tasmania Police or BES throughout the year.

COI and child safety-related key business priorities and budget deliverables are reported on [page 31](#).

Safe model of policing (Tasmania Police)

Tasmania Police completed a review of use of force options, including capability gaps in policy, process and response options. Initial planning was undertaken and funding requested for a 12-month Taser trial, including liaison with Queensland Police to learn from its review.

New Multiuse Integrated Protection Vests (MIPVs) have commenced roll out, and this is an ongoing process.

The Glock replacement project neared completion in June 2025, with an additional 190 Gen5 Glock pistols to be delivered and distributed as part of the final tranche in July 2025.

Evolve our leadership framework (Tasmania Police)

A working group was established to inform the ongoing development of a leadership framework for Tasmania Police.

Workshops and a survey informed a program for newly promoted/probationary Sergeants, and a formalised leadership curriculum was embedded in the Sergeant and Inspector Qualifying Process in collaboration with the Australian Institute of Police Management.

Options are being explored for further recognition of vocational experience in alignment to existing rank and title.

Innovate and support recruitment (Tasmania Police)

Tasmania Police advanced its recruitment and retention strategy through a series of initiatives during 2024–2025. This included a social media marketing campaign, ongoing partnerships with colleges and TAFE providers, and a review of physical and application standards to ensure ongoing relevance and accessibility.

This work was complemented by the introduction of a new recruit dashboard and employment projection tool, and a new agreement with the University of Tasmania was developed to bolster academic collaboration.

The third year of the 'This is Tas Police' recruitment campaign proved successful with advertising across multiple media platforms.

As of 30 June 2025, a total of 214 police recruits are, or have been, in training throughout the 2024–2025 financial year.

The recruit training course is now 28 weeks in length, including a six-week in-field training component that maximises on-the-job training, providing recruits with increased practical experience.

Roster trials (Tasmania Police)

Tasmania Police continued to explore roster reform to reduce the cumulative effects of fatigue, and maintain member wellbeing and service delivery. We are doing this in a collaborative way with our workers and the Police Association of Tasmania.

Interim electronic rostering system (Tasmania Police)

A new electronic rostering system was developed for piloting in Northern District from July 2025.

The system aims to provide a consistent roster template for all 24/7 stations, and will enable a statewide dashboard view of workforce management data.

Operational initiatives: Task Force Artemis (Tasmania Police)

Task Force Artemis, formed within the Family and Sexual Violence Command, led the specialist investigative response to institutional abuse reports.

Investigations resulted in the arrest of several former government employees, including from the Ashley Youth Detention Centre.

Tasmania Police also joined with the Australian Federal Police and Australian Border Force in late 2024 to form a Joint Organised Crime Task Force, working together to investigate and combat organised crime affecting the Tasmanian community.

Improve physical and psychosocial safety (BES)

DPFEM carried out a psychosocial hazard gap analysis in consultation with health and safety representatives and employee representative bodies.

This analysis informed development of a gap analysis tool, which will aid in the management of psychosocial hazards. The tool has been shared with service arm leadership groups for consideration.

This process has improved understanding within the leadership group of psychosocial hazards at both the operational and strategic level.

Support the Fire and Emergency Service Act reform (BES)

Progress has continued on the Government's Tasmania Fire and Emergency Service (TFES) reforms. In September 2024, following extensive stakeholder consultation, the Tasmanian Government committed to a legislative reform program to embed TFES in legislation.

In December 2024, a position paper was released which outlined details regarding the establishment of the State Fire and Emergency Services Commission.

Twenty-six industry stakeholders and all 29 councils were consulted, with a total of 20 submissions received. Consultation on the paper concluded in March 2025.

Continue rollout of key technology projects (BES)

The Department worked collaboratively with other partner agencies and stakeholders on a range of key technology projects intended to contemporise DPFEM systems and increase interoperability.

Two significant programs are reported below.

Project Unify

Project Unify (now known as Project Atlas) represents a significant investment in digital transformation in policing and continues to deliver its mission to modernise and unify Tasmania Police's operational information systems.

Since its mobilisation in April 2024, the project has carried out extensive stakeholder engagement aimed at expanding Atlas functionality through the integration of offence reporting, family violence management, and property management.

System design, development, and testing will be informed by real-world operational needs. The project remains on track to be operational in mid-2026.

National Criminal Intelligence System

The National Criminal Intelligence System (NCIS) connects data from Australian law enforcement agencies and enables a national view of policing information and criminal intelligence.

Following the rollout across the state in June 2023, DPFEM has been working to further integrate Tasmania Police systems with NCIS. This work is ongoing and is completed in partnership with the Australian Criminal Intelligence Commission and other Australian policing agencies.

The National Firearms Register Project (BES)

Over the reporting period, DPFEM established a project team and governance arrangements through a steering committee.

The project team has contributed to national program deliverables such as the National Data Standards, initial designs of the Licence and Permit Verification Service, and has met all Federation Funding Agreement milestones to date.

Locally, the project team has embarked on data cleansing firearms records to the agreed National Data Standards, gathered business and technical requirements in preparation for a procurement process to replace the current firearms management system and enhance service delivery, and engaged with the public on the objectives of the National Firearms Register.

Courts and Prosecution Information Management (BES)

The Courts and Prosecution Information Management (CAPIM) Project will deliver a secure, scalable solution enabling seamless data transfer and storage between the Department of Justice (DoJ) and DPFEM.

It will preserve the current efficiencies of existing systems while enhancing information integrity, security, and reliability. Designed for future integration with Justice systems, the platform ensures DPFEM continues to receive critical data in a usable format.

In January 2025, a Request for Tender for CAPIM was released to market. Finalisation of the Request for Tender process and implementation of the solution will progress over 2025–2026.

Develop and implement a departmental policy framework and fraud and corruption policy (BES)

During the reporting period, the Department developed a contemporary policy framework to strengthen our approach to policy development, management, and accessibility.

A dedicated working group of policy practitioners collaborated to create guidelines, templates, and tools that support a consistent policy approach across the department.

DPFEM adopts a zero-tolerance approach to fraud and corruption across all DPFEM activities, and is committed to ensuring robust governance and the ethical conduct of all employees by preventing, detecting, and investigating all forms of fraud and corruption that may occur.

In consultation with the Volunteer State Consultative Committee, Audit and Risk Committee, and other key internal stakeholders, the AEG has endorsed a Fraud and Corruption Control Framework to sustain an organisational culture resistant to fraud and corruption.

Tasmanian Government Radio Network Contract Obligations (BES)

Operational since July 2023, the TasGRN is a whole-of-government initiative delivering a modern, secure, interoperable radio network for Sustainable Timber Tasmania, Parks and Wildlife Service, Hydro Tasmania, TasNetworks, Tasmania Police, Ambulance Tasmania, TFS and the SES.

To fulfil the State's contractual obligations to Telstra for the provision of TasGRN, the 2024–2025 budget included additional ongoing funding to accommodate annual Consumer Price Index adjustments relating to contracted service payments for the delivery of TasGRN.

Budget allocation

The budget allocation, key deliverables and performance information for DPFEM is outlined in the *2024–2025 Government Services Budget Paper No. 2, Volume 1*.

In 2024–2025, an expenditure budget of \$525,183 million was allocated to DPFEM. This includes expenditure on behalf of the TFS.

A comprehensive financial statement for 2024–2025 is included at the end of this Annual Report.

Note: Project Unify and TasGRN are included as both key business priorities and budget deliverables – they have been reported in the preceding section.

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 budget key deliverables is outlined below.

COI and child safety-related deliverables are included on [page 31](#).

The following deliverables will be reported in the *State Fire Commission Annual Report 2024–25*.

- SES vehicles
- SES flood response enhancement
- SES mobile technology refresh
- Fire and Emergency Service Volunteer Grants Program.

Crime Stoppers

The relationship between Tasmania Police and Crime Stoppers Tasmania has been a longstanding, successful collaboration which continues to strengthen and build community trust.

Tasmania Police supported Crime Stoppers Tasmania with direct funding of \$40,000 per year as provided by government. This funding has helped Crime Stoppers Tasmania to deliver ongoing and targeted crime prevention campaigns, as well as to continue its significant contribution to Tasmania Police intelligence holdings.

Emergency Services Cadet Pilot Program

Funding was provided in the 2024–2025 budget for an Emergency Services Cadet Program Pilot with an aim to provide young people with a safe, fun and inclusive environment that offers them practical life skills and leadership opportunities through mentoring by adult volunteers and career emergency services.

TFS is conducting a feasibility study and associated scope of works for a broadened Emergency Services Cadet and Youth Engagement Program.

Health and Wellbeing Program

The Department's Health and Wellbeing program has continued to deliver proactive and supportive wellbeing services to emergency service responders and support staff across Ambulance Tasmania and DPFEM.

This reporting period has seen a continued focus on improving mental health literacy with regular information and education sessions, Mental Health First Aid and People-focused Leadership training sessions. People-focused Leadership training highlights the importance of self-care, communication, broader lived experiences, and mental and physical wellbeing to equip managers to support their teams effectively.

Recruit additional police officers

During 2024–2025 Tasmania Police continued to recruit heavily to meet the delivery target of an additional 60 police officers over six years. The recruitment of these officers has been included in the Tasmania Police recruitment strategy.

Body worn cameras

In October 2024, DPFEM secured an agreement with Axon Public Safety Pty Ltd for continued provision of audio-visual evidence captured by body worn cameras, audio-visual police interviews, uploading of audio-visual digital evidence collected by members of the community, and cloud storage and management of digital evidence. The renewed agreement includes an increase in the number of body worn cameras and associated licencing costs.

Rescue helicopter

This budget initiative is to establish a new working contract to ensure the continuation of delivery of key services for search and rescue operations in remote locations.

Initial preparation and planning was undertaken to transfer to a temporary airbase while maintaining business continuity and service to the community.

Support for injured workers

Emergency services work is stressful, a fact acknowledged in legislation by presumptive recognition of Post-Traumatic Stress Disorder and cancers, and the removal of step-down pay provisions for police officers.

In response to an increase in workers compensation costs, the Government committed over \$19 million over four years to support police officers, firefighters, SES staff and state service employees suffering an injury through work.

These funds have been used to cover premium costs, claims and settlements, and overtime costs necessary to backfill injured staff.

Capital Investment Program

The budget paper also provides a summary of the budget and forward estimate allocations for a range of capital investment programs.

An update of our progress against these programs is outlined below.

Upgrade police housing – additional police house – Flinders Island

The State Government committed \$600,000 towards the purchase of a new property in Flinders Island. This property was purchased in early 2025 for \$790,000, with additional cost covered by the Department.

Lift infrastructure

The State Government committed \$2.2 million over the 2024–2025 and 2025–2026 financial years to upgrade aging lift infrastructure in major police buildings.

To date, Hobart City Police headquarters lifts have been completed, Burnie Police headquarters and Support Services building lifts are progressing through the procurement process, and upgrades at other locations are in design phase.

Due to lead times for lift supply and limited contractors, it is expected this project will be completed by December 2027.

Rosebery Emergency Services Hub

Two million dollars has been allocated towards establishing a new Emergency Services Hub in Rosebery, building on a previous commitment for the upgrade of the existing police station.

Consultation has occurred with the operational arms, and work is underway to determine scope and options for the budget available.

As part of the Government review of infrastructure spending, the funding profile for this project has been revised to commence in the 2026–2027 financial year.

Automatic Vehicle Location Upgrade Project

The Automatic Vehicle Location Upgrade Project is complete.

Metadata in related systems has been enhanced for ease of use during times of incident management, allowing personnel to easily view the location of resources without needing to manage multiple applications.

Crackdown on anti-social driving

Tasmania Police maintains a fleet of Remotely Piloted Aircraft (drones) located throughout all geographical police districts. Drones remain an effective tool in combatting crime and ensuring the safety of the community and police. During the reporting period, drones have been deployed on 873 occasions, equating to 607 hours of flying. This included assisting with offences associated with hooning, stolen and evade vehicles, providing 3D modelling of serious and fatal traffic crash scenes, and in support of major traffic enforcement operations including the proactive crackdown on the illegal use of trail bikes.

Forensic Science Service Tasmania technology uplift project 2022–2026

The 2022–2023 Budget allocated \$3.67 million over four years to invest in critical scientific instrument and laboratory infrastructure to ensure quality evidence for court proceedings.

In 2024–2025, FSST utilised this funding to upgrade infrastructure and purchase a Headspace Gas Chromatograph Flame Ionisation Detector, and High-Performance Liquid Chromatograph.

One million dollars of the provided funding has been allocated to increase the capacity of forensic refrigeration and freezer storage capacity for serious crime exhibits.

Architectural firm Rosevear Stephenson was engaged to progress plans for minor redevelopment of current biology lab space to accommodate a new walk-in freezer room and increase DNA card storage capacity.

Large Vessel Replacement Program

Throughout the life of the Large Vessel Replacement Program (LVRP), the Tasmanian Government committed \$28.34 million to replace the Department's fleet of large police patrol vessels (PVs). The LVRP consisted of three phases, with phases 1 and 2 being completed through the construction of PV Cape Wickham and PV Dauntless.

Phase 3 – the replacement of PV Van Diemen – has been completed with the new vessel becoming operational in December 2024.

The new PV Van Diemen has numerous design and construction enhancements, including state-of-the-art electronics and gyroscopic stabilisation, increasing vessel performance and comfort for the crew.

Police Academy capacity upgrades

The Tasmanian Government committed over \$4 million across the 2023–2024 and 2024–2025 financial years for critical infrastructure upgrades at the Tasmania Police Academy.

Completed projects include domestic hydraulic replacement, driver training track refurbishment, fire detection system upgrades, partial roof replacement, and changeroom renovations in the gymnasium.

Commissioning of new water mains was completed in late 2024, and the replacement of the main electrical switchboard is nearing completion.

Upgrades to toilet facilities in the learning and administration blocks are ongoing.

While several projects have experienced delays, the overall program is expected to be completed by December 2025.

Police station upgrades

Bridgewater

The State Government committed \$12.5 million for the upgrade of the Bridgewater Police Station.

The project will deliver a modern, fit-for-purpose station on the existing site.

A contract to construct the new station was awarded in September 2024, with construction commencing in November 2024.

The project is on track to be completed in the second half of 2025.

Rosebery

Across the 2022–2023 and 2023–2024 reporting periods, a total of \$1 million was provided for the renovation of the Rosebery Police Station. Detailed design documentation was completed over this reporting period.

This project has now been superseded by an election commitment to deliver an emergency services hub in Rosebery, and planning has commenced to deliver on this initiative.

St Helens

Between 2022-2023 to 2025-2026, \$7.5 million has been committed for the construction of a new police station in St Helens.

The new site will accommodate a purpose-built marine facility and three additional police officers, which will increase police officer establishment in the division to 14 FTE positions.

Construction commenced in January 2025 and is on track for completion early in 2026.

The existing St Helens Police Station remains fully operational throughout the build period.

Commission of Inquiry into Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings and child safety

Implementation

DPFEM is responsible for leading nine COI recommendations. Two of the recommendations have been formally completed, with work continuing to meet the remaining seven.

In support of the COI, Tasmania Police Commissioner Adams initiated the Weiss Independent Review into the conduct of former police officer, Paul Reynolds, with the final report released in July 2024. A focus of the recommendations is on improving responses to child sexual abuse involving police, strengthening investigations and rebuilding community trust.

DPFEM also continues to facilitate cultural change in support of the *Child and Youth Safe Organisations Act 2023*, child and youth safe standards.

To support child safety initiatives, the Government allocated \$652,000 towards an implementation taskforce. This taskforce is coordinating implementation of child safety inquiry recommendations and initiatives, ensuring consistent and victim-survivor focused improvements across policy, practice and organisational culture.

Establish a North West Arch Centre (capital investment)

Following the successful opening of Arch facilities in Hobart and Launceston, the Tasmanian Government announced an additional \$5 million in capital funding to establish a third Arch centre on the North West Coast.

Construction of the new facility in Burnie is now underway, with a planned launch in early 2026.

Arch partners continue to plan for the centre's opening, including the formalisation of governance mechanisms to support Arch North West's operations.

Permanent funding for Arch (budget key deliverable)

The Government has committed permanent statewide funding of \$38.2 million for the multi-disciplinary Arch centres to operate in the North, South, and North West. This funding allows the delivery of Arch to transition to business-as-usual.

Arch was initially delivered as a pilot project, with a requirement that the effectiveness of service be independently assessed.

This assessment work is being carried out by the Australian Catholic University Institute of Child Protection Studies, in conjunction with the University of Tasmania School of Social Sciences.

Develop a strategy to engage with priority communities (Tasmania Police business priority and budget key deliverable)

In response to a recommendation of the Weiss Independent Review, the Tasmania Police Community Engagement team transitioned to a full Command as of 1 July 2025.

As part of this transition, work commenced on development of a Tasmania Police Community Engagement Strategy with a focus on priority communities which is in its final draft. The strategy has been developed in consultation with these communities and will underpin the work of the Command.

Throughout the reporting period, the Community Engagement team worked in partnership with the community on a range of crime prevention strategies and engagement activities.

Evidence recording equipment (budget key deliverable)

Significant progress was made this year toward fulfilling the COI recommendation to make evidence recording equipment available in all police geographical districts.

Soft interview rooms, of which the recording equipment is a key component, are operational at Arch North, Arch South, and Devonport Police Station. Additional fitouts have occurred at Glenorchy, Launceston, and Hobart (Professional Standards).

Police officers have received induction training relating to the use of these rooms and interviewing skills to support a trauma-informed approach. This will support consistency in the experience of child sexual abuse victim-survivors and the quality of evidence gathered in investigations.

Community Protection (Offender Reporting) Scheme (Tasmania Police business priority and budget key deliverable)

DPFEM progressed legislative reform of the *Community Protection (Offender Reporting) Act 2005*, culminating in the introduction of the Community Protection (Offender Reporting) Amendment Bill 2024 into Parliament.

Although not a direct recommendation of the COI, the proposed amendments align with the broader reform agenda to better protect children. Key provisions include mandatory information sharing, the establishment of a Reportable Offender Disclosure Scheme and a mechanism allowing parents or guardians to inquire about individuals with regular unsupervised access to their children.

Funding has enabled the appointment of five investigators to manage compliance and assist with anticipated changes to the register.

Management of information for the protection of children (budget key deliverable)

In response to the significant uplift of requests for child related information sharing, DPFEM have undertaken a review of practices which resulted in several recommendations that are being implemented.

The recommendations aim to improve interagency information sharing, foster stronger collaboration across government and help reduce risks to children by removing barriers to effective information exchange.

Online reporting of sexual violence (budget key deliverable)

Tasmania Police is in the process of implementing an online reporting mechanism for child sexual abuse.

The mechanism will support safer and more accessible reporting pathways for victim-survivors and aligns with three recommendations from the Australian Government's Royal Commission into Institutional Responses to Child Sexual Abuse.

The initiative will encourage reporting of child sexual abuse and provide more timely connection to support services.

Police professional standards (budget key deliverable)

Tasmania Police completed the COI recommendation to improve reporting of allegations involving police by the public.

A 'compliments and complaints' reporting portal is now available on the Tasmania Police website, allowing members of the public to lodge complaints or provide information directly to Professional Standards.

The remit of the existing Family and Sexual Violence Involving Police Review Committee has been expanded to include child sexual abuse involving police. The Committee is chaired independently and provides external oversight of all family and sexual violence matters involving police, further strengthening transparency and accountability.

Quality and audit assurance file sampling (budget key deliverable)

Tasmania Police is developing a framework to embed consistent quality and audit assurance practices across all child sexual abuse investigation files. Supervisors will conduct further quality assurance of files as part of business-as-usual processes.

In parallel, a program of random audits focused on child sexual abuse investigations is being developed.

Improvements to investigation practices identified through the quality and audit processes will be implemented to improve the consistency, quality and oversight of child sexual abuse investigations.

Tasmania Police professional development (budget key deliverable)

A specific training package was developed to improve police awareness of powers in situations where a child is being harboured or concealed. This is now delivered on supervisor development courses and investigative programs at the Tasmania Police Academy.

In February 2025, Tasmania Police delivered its inaugural sexual assault investigation course, with 20 officers completing specialist training in child sexual abuse investigations.

Trauma-informed training continues to be delivered to members. Existing policies, procedures and training materials are under review to ensure consistency with best practice. This includes contemporary guidance for responding to family and sexual violence, equipping both frontline

officers and specialist investigators with the knowledge and tools needed to respond effectively and appropriately.

Support the implementation of a child and youth safe framework (BES business priority)

DPFEM continues to strengthen its child and youth safe practices.

Mandatory refresher training and monitoring processes have been developed to ensure training uptake into the future. Volunteers across the service arms have shown strong support for training, which has been delivered flexibly through online, classroom and group sessions.

A working group monitors the embedding of the Child And Youth Safe Standards and the Universal Principle for Aboriginal Cultural Safety as established under the *Child and Youth Safe Organisations Act 2023*.

Work is ongoing to improve access to information and reporting tools, including updated public website content and easy-read materials to ensure all DPFEM workers understand and contribute to a child-safe culture.

Implementation of the Child Safety Assessment Unit within the Safe Families Coordination Unit (Tasmania Police business priority)

The Child Safety Assessment Unit was created to provide a central intelligence unit for child safety referrals within Tasmania Police.

The unit's purpose is to provide strategic oversight and to ensure the coordination and consistency of police responses to inform and manage organisational priorities to mitigate risk of harm and improve the safety of children.

The unit is the point of contact for all mandatory reports submitted to Tasmania Police and ensures reportable conduct and National Redress Scheme referrals are recorded and actioned.

Our output groups

DPFEM (excluding TFS and SES) has four key service delivery areas known as output groups, comprising public safety, crime, traffic policing and emergency management.

These output groups reflect the budget paper and are used to measure our performance.

Each output group and its aims are outlined below.

Budget paper – output group	Output group aims
1 Public safety 1.1 Support to the community	For the community to feel safe and be safe
2 Crime 2.1 Investigation of crime 2.2 Poppy security 2.3 Fisheries security 2.4 Support to judicial services	To reduce crime
3 Traffic policing 3.1 Traffic policing	To improve driver behaviour through traffic law enforcement
4 Emergency management 4.1 State Emergency Service 4.2 State security and rescue operations	To contribute towards community resilience through effective security and emergency management

The four output groups have a set of measures used to assess our performance.

Our progress against these performance measures is contained in the *Summary of Performance Information tables*.

There are no performance measures for output 4.1.

Output Group 1: Public safety

1.1 Support to the community

This output 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.

Through the provision of high-visibility targeted patrols and the establishment of partnerships with community organisations, the Department aims to ensure that the public has confidence in, and is satisfied with, the services provided.

Services provided under Output Groups 1 and 2 include the Department's response to the important issue of family violence and the provision of significant support for services delivered by other departments.

TABLE 1: Summary of performance information – Output Group 1: Public safety

<i>Government Services Budget Paper – performance measure¹</i>	<i>Unit of measure</i>	<i>2021–22 actual</i>	<i>2022–23 actual</i>	<i>2023–24 actual</i>	<i>2024–25 target</i>	<i>2024–25 actual</i>
1.1 Support to the Community						
1. Satisfaction with police services ²	%	80	78	73	≥ nat av (58)	71
2. Public place assaults ³	Number	953	1,140	1,179	≤ 5 yr av (986)	1,164
3. Public order incidents ³	Number	19,209	20,812	20,728	≤ 5 yr av (18,767)	21,019
4. Cost of policing per capita ⁴	Dollars	592	611	739	N/A	N/A ⁵
5. Perceptions of safety in public places – during the day ²	%	93	91	91	≥ nat av (86)	90
6. Perceptions of safety in public places – during the night ²	%	58	56	55	≥ nat av (49)	54
7. Perceptions of safety at home – alone during the night ²	%	90	89	88	≥ nat av (79)	84
8. Family violence incidents ³	Number	4,233	4,680	5,363	≤ 5 yr av (4,378)	6,488
9. Offences against the person ^{3,6}	Number	5,405	6,056	6,680	≤ 5 yr av (5,545)	6,563
10. Offences against the person clearance rate ^{3,7,8}	%	84	84	81	≥ 5 yr av (84)	85

Sources: *National Survey of Community Satisfaction with Policing 2024–2025*, DPfEM Offence Reporting System 2, ESCAD System and Family Violence Management System.

1 Targets for 2024–25 have been updated from those published in the Department's 2024–25 Budget Chapter to reflect finalised actuals for 2023–24.

2 This indicator was sourced from the National Survey of Community Satisfaction with Policing 2024–25 undertaken by the Social Research Centre. Note that due to a methodological change there was a time series break for national figures in 2023–24. Comparisons between Tasmania and national figures should be made with caution.

3 Data for 2023–24 have been revised from the figures published in the 2023–24 DPfEM Annual Report.

4 Actuals for 2021–22, 2022–23 and 2023–24 have been updated based upon the Productivity Commission's 2025 Report on Government Services.

5 This figure is not available until the Report on Government Services 2026 is released in January 2026 and will be included in the 2025–2026 DPfEM Annual Report.

6 Data for 2021–22 and 2022–23 have been revised from the figures published in the 2023–24 DPfEM Annual Report.

7 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.

8 The target type for this indicator for 2024–25 has been changed from a three-year average to a five-year average to correct an error in the Department's 2024–25 Budget Chapter.

Output Group 2: Crime

The crime output group is broken down into four subgroups:

2.1 Investigation of crime

This output relates to the detection and apprehension of offenders, including the investigation of serious and organised crime.

Through crime detection strategies and legislative reform, the Department aims to reduce the number of offences committed against both people and property.

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.

The involvement of industry groups in the protection and security of poppies contributes to the reduction in the number of poppy diversions onto the illicit market.

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.

By using a combination of overt and covert sea patrols and in-port, at sea, and fish processor inspections, the Department is able to target offenders, facilitate the protection and security of marine resources in both the recreational and commercial fishing sectors and ensure the safety of vessel operators.

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.

TABLE 2: Summary of performance information – Output Group 2: Crime

<i>Government Services Budget Paper – performance measure⁹</i>	<i>Unit of measure</i>	<i>2021–22 actual</i>	<i>2022–23 actual</i>	<i>2023–24 actual</i>	<i>2024–25 target</i>	<i>2024–25 actual</i>
2.1 Investigation of crime						
1. Total offences ^{10,11}	Number	25,898	32,622	36,187	≤ 5 yr av (29,304)	34,609
2. Total offences clearance rate ^{10,12}	%	50	49	50	≥ 5 yr av (50)	53
3. Serious crime ¹⁰	Number	912	1,056	1,226	≤ 5 yr av (907)	1,103
4. Serious crime clearance rate ^{10,12}	%	74	80	72	≥ 5 yr av (75)	83
5. Offences against property ^{10,11}	Number	19,214	25,048	28,001	≤ 5 yr av (22,389)	26,617
6. Offences against property clearance rate ^{10,12}	%	39	40	41	≥ 5 yr av (40)	45
7. Serious drug offenders ¹⁰	Number	236	238	232	≥ 5 yr av (254)	251
2.2 Poppy security						
8. Number of poppy crop interferences per 1,000 hectares sown	Number	1.17	2.32	1.99	≤ 5 yr av (1.45)	0.35
2.3 Fisheries security						
9. Marine offenders ¹⁰	Number	1,110	1,072	1,172	≥ 5 yr av (1,179)	1,076
2.4 Support to judicial services						
10. State charges prosecuted ¹⁰	Number	51,419	54,089	59,538	≥ 5 yr av (53,814)	68,282

Sources: Tasmania Police Offence Reporting System 2, Prosecution System, Information Bureau, Drug Offence Reporting System and Tasmania Police Drug Investigation Services and the DoJ Fines and Infringement Notices Database.

9 Targets for 2024-25 have been updated from those published in the Department's 2024-25 Budget Chapter to reflect finalised actuals for 2023-24.

10 Data for 2023–24 have been revised from the figures published in the 2023–24 DPFEM Annual Report.

11 Data for 2021–22 and 2022–23 have been revised from the figures published in the 2023–24 DPFEM Annual Report.

12 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

This output relates to the improvement of driver behaviour, traffic law compliance and minimising road trauma.

Through the provision of high visibility patrols on highways and arterial roads, targeting high risk driver behaviour and the attendance at and investigation of, vehicle crashes, the Department aims to improve road safety, reduce the incidence of inattentive driving and diminish the use of alcohol/drugs whilst driving.

TABLE 3: Summary of performance information – Output Group 3

<i>Government Services Budget Paper – performance measure</i>	<i>Unit of measure</i>	<i>2021-22 actual</i>	<i>2022-23 actual</i>	<i>2023-24 actual</i>	<i>2024-25 target</i>	<i>2024-25 actual</i>
1. High-risk traffic offenders ¹³	Number	29,624	18,148	16,574	≥ 30,000	18,601
2. Speeding offenders ¹³	Number	34,481	23,485	18,372	≥ 40,000	22,924
3. Random breath tests	Number	113,780	158,656	132,738	≥ 200,000	126,640
4. Drink and drug driving offenders ¹³	Number	3,808	3,608	3,420	≥ 4,000	3,869
5. Oral fluid tests	Number	4,004	4,603	5,299	≥ 5,500	5,764
6. Fatal and serious injury crashes ^{13,14}	Number	247	312	278	≤ 5 yr av (272)	298

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

¹³ Data for 2022-23 have been revised from the figures published in the 2022-23 DPFEM Annual Report.

¹⁴ Targets for 2024-25 have been updated from those published in the Department's 2024-25 Budget Chapter to reflect finalised actuals for 2023-24.

Output Group 4: Emergency management

The emergency management output is divided into two subgroups:

4.1 State Emergency Services

The operations of this output group are reported in the *State Fire Commission Annual Report 2024–25*.

4.2 State security and rescue operations

This output relates to 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 included 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.

TABLE 4: Summary of performance information – Output Group 4: Emergency management

<i>Government Services Budget Paper</i> – performance measure	Unit of measure	2021–22 actual	2022–23 actual	2023–24 actual	2024–25 target	2024–25 actual
4.1 State Emergency Service – reported in the <i>State Fire Commission Annual Report 2024–25</i> .						
4.2 State security and rescue operations						
1. Number of search and rescue operations	Number	390	362	446	N/A	473
2. Number of exercises managed	Number	19	19	19	≥ 20	15
3. Total helicopter hours	Hours	1,095	1,436	1,347	N/A	2,348

Source: Marine and Rescue Services and EMSR.

Key community indicators

As noted in Part 1: Our organisation, our key strategic priorities are **our people, our community and our business**.

Specific to our community, Tasmania Police prioritised **safe homes, safe roads, and safe communities** for the 2024–2025 reporting period.

This section provides data related to these three priority areas. This information can also be accessed in real time via the Tasmania Police Reporting Dashboard: <https://www.police.tas.gov.au/dashboard/>.

Several indicators are common across the community indicators and the performance information contained within the output group section outlined above.

TABLE 5: Safe homes

Offence	Data
Assault (excluding assault of a police officer)	4,097
Assault (excluding assault of a police officer): clearance rate	80%
Breach of family violence orders (excluding police family violence orders)	1,518
Breach of police family violence orders	1,331
Family arguments and information reports	3,224
Family violence incidents	See output group 1, performance measure 8
Home burglary offences	1,195
Home burglary offences: clearance rate	30%
Police family violence orders	2,717
Safety at home alone during the night*	See output group 1, performance measure 7
Serious crime	See output group 2, performance measure 3
Sexual assault	641
Sexual assault: clearance rate	94%

Sources: DPFEM Offence reporting system 2, Prosecution System, Information Bureau, and Family Violence Management System.

*Source: National Survey of Community Satisfaction with Policing 2024–2025.

TABLE 6: Safe roads

Offence	Data
Drink driving offenders	1,505
Driven over the speed limit by 10 kilometres per hour or more in the last 6 months*	66%
Driven when possibly over the alcohol limit in the last six months*	9%
Driven without wearing a seatbelt in the last six months*	5%
Drug driving offenders	2,377
Fatal and serious injury crashes	See output group 3, performance measure 6
High risk traffic offenders	See output group 3, performance measure 1
Inattentive driving offenders (excluding mobile phones)	3,987
Mobile phones (excluding speed cameras)	1,721
Oral fluid tests (drugs)	See output group 3, performance measure 5
Random breath tests (alcohol) and vehicle checks	See output group 3, performance measure 3
Seatbelt compliance offenders (excluding speed cameras)	718
Speed camera speeding offenders (DPFEM and Department of State Growth)	71,485
Speeding offenders (excluding speed cameras)	See output group 3, performance measure 2
Static district traffic operations	826

DPFEM Prosecution System, Information Bureau, Traffic Crash Reporting System, manual police district reporting, the DoJ Fines and Infringement Notices Database, and the Department of State Growth Crash Data Manager System.

*Source: National Survey of Community Satisfaction with Policing 2024-25.

TABLE 7: Safe communities

Offence	Data
Bail curfew checks	21,040
Firearm theft incidents	46
General satisfaction with police services	See output group 1, performance measure 1
Incidents involving firearm use	213
Median response time – high priority	18 mins
Median response time – low priority	26 mins
Public order incidents	See output group 1, performance measure 3
Public place assault	See output group 1, performance measure 2
Robbery offences	252
Robbery offences: clearance rate	80%
Safety alone in neighbourhood during the day*	See output group 1, performance measure 5
Safety alone in neighbourhood during the night*	See output group 1, performance measure 6
Safety alone on public transport during the night*	20%
Safety alone on public transport during the night* (excluding those who do not use public transport)	37%
Serious drug offenders	See output group 2, performance measure 7
Stolen motor vehicle offences	1,392
Stolen motor vehicles offences: clearance rate	43%
Total firearm seizures and surrenders	4,558
Total marine offenders	See output group 2, performance measure 9
Total offences	See output group 2, performance measure 1
Total offences: clearance rate	See output group 2, performance measure 2
Youth crime offenders	3,566
• Youth crime offenders diverted	678
• Youth crime offenders prosecuted	2,888

Sources: DPFEM Offence Reporting System 2, Prosecution System, Information Bureau, Drug Offence Reporting System, Drug Investigation Services, ESCAD and the Command-and-Control System. *National Survey of Community Satisfaction with Policing 2024-25.

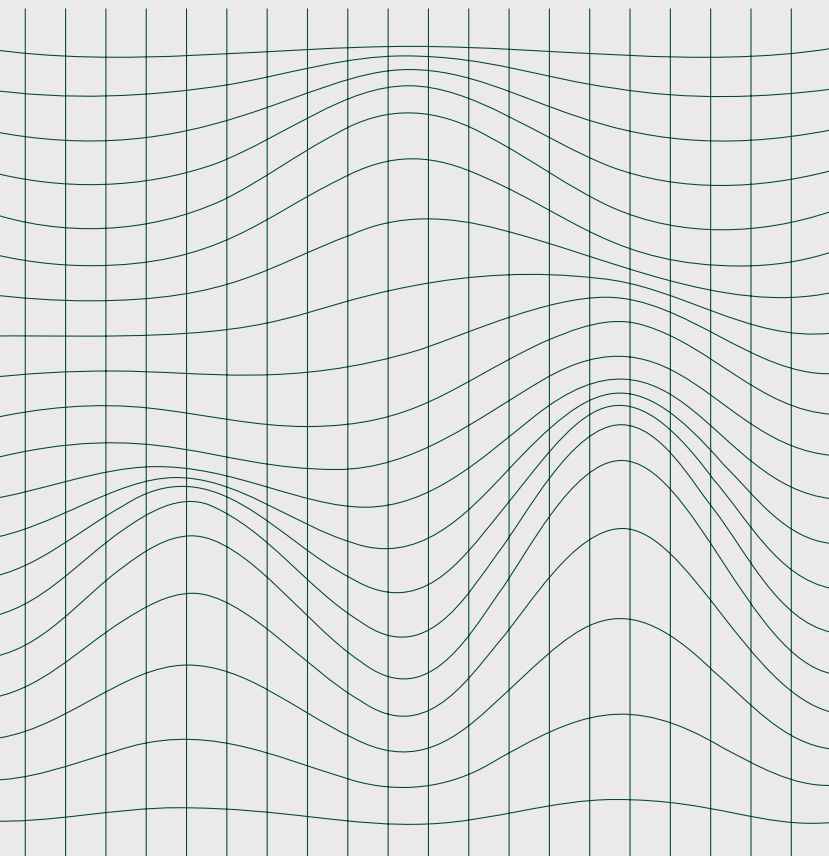
PART 3

OUR COMPLIANCE

Part 3 of our Report details how Tasmania Police, BES and FSST have met their statutory reporting responsibilities over the 2024–2025 reporting period.

TFS and SES are primarily reported in the *State Fire Commission Annual Report 2024-25*.

The first section provides an index summary of requirements, which is followed by the detailed compliance report.



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Employee participation in industrial relations matters	SSR s. 9(b)(i)	61
Ethical conduct of staff	ICA s.32	61
Occupational health and safety (including work health safety plan)	SSR s. 9(b)(ii) ED No. 27 (5.2)	62
Performance management	SSA s. 36(1)(ba) ED No. 26	61
Superannuation contributions	PSSRA s. 55	69
Workplace diversity	State Service Diversity and Inclusion Framework 2017–20	62
Closing the Gap	SSR s. 9(a)(v)	62
Workplace health and wellbeing	ED No. 23	27
Our people		
Human resource information	SSA s. 36(1)(a)	63
Compliance reporting to other legislation		
State Emergency Management Controller to provide report on any authorisation or declaration of state of emergency made	EMA s. 63	N/A
Electronic metal detection device search	POA s.70	70
Deaths in custody	<i>Royal Commission into Aboriginal Deaths in Custody</i>	70
Pricing policy		
Pricing policy	TI FR–4 (4.1.2)	70
Risk management		
Risk management	TI FR–4 (4.1.5)	71

Compliance	Source	Page No
Asset management and procurement		
Asset management	TI FR-4 (4.1.6)	71
Infrastructure projects	TI FR-4 (4.1.3)	28
Contract extensions	TI FR-4 (4.1.8.6.1)	73
Contracts where an exemption from the requirement to disaggregate has been approved	TI FR-4 (4.1.8.5)	74
Confidentiality of government contracts	TI FR-4 (4.1.8.1)	74
Contracts with value over \$50,000	TI FR-4 (4.1.8.3)	74
Exemptions from Treasurer's Instructions	TI FC-1 (1.2)	77
Grants	TI FC-12	N/A
Limited/direct procurement	TI FR-4 (4.1.8.5)	78
Support for local business	TI FR-4 (4.1.8.2)	79
Debts written off		
Debts written off	TI FC-14	79
Loss and damage		
Loss and damage	TI FC-4	79
Financial statements		
Audit report	FMA s. 42(4) AA s. 19(4)	
Financial statements	FMA s. 42(1)	
Head of Agency certification	TI FR-2 TI FR-3 (3.1) FMA s. 42	
Significant financial performance directives which affected the achievement of operational objectives	TI FR-4 (4.1.1)	

Our compliance report

Corporate governance

Membership of the executive governance and high-level decision-making forums for the Department are outlined below.

Further information on the functions of these forums is outlined in Part 1 of this annual report, under “Part 1: Our organisation” on [page 8](#).

The TFS and SES also have specific governance forums. TFS forums are outlined in the *State Fire Commission Annual Report 2024–25*.

TABLE 8: Agency Executive Group membership

Member	Position
Secretary/Commissioner of Police	Chair
Deputy Commissioner of Police	Member
Assistant Commissioner of Police, Operations	Member
Assistant Commissioner of Police, Specialist Support	Member
Assistant Commissioner of Police, Innovation, Capability and Risk	Member
Fire and Emergency Services Commissioner, Tasmania Fire Service	Member
Deputy Chief Officer, Tasmania Fire Service	Member
Deputy Secretary, Business and Executive Services	Member
Executive Director Strategy and Capability, Tasmania Fire Service	Member
Executive Director People and Business Services, Business and Executive Services	Member
Executive Director State Emergency Service and Volunteers	Member

TABLE 9: 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
Assistant Commissioner of Police, Innovation, Capability and Risk	Member

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 (the Committee) operates in accordance with section 51 of the *Financial Management Act 2016* and in accordance with Treasurer's Instruction FC-2.

The purpose of the Committee is to assist the Secretary and the AEG in discharging its responsibilities in providing an objective review of the DPFEM and SFC financial reporting and outcomes from internal and external audits. The Committee regularly reports to the AEG.

The Committee has systematic oversight of the Department's strategic internal audit program and provides high-level assistance and advice with respect to 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 meets four times per year with an additional extra-ordinary meeting for the review of SFC and DPFEM financial statements.

WLF Accounting and Advisory, whilst not members of the Committee, are the internal auditors for the Department.

TABLE 10: Audit and Risk Committee membership

Members	Position
Executive Director State Emergency Service and Volunteers	Chair
Assistant Commissioner of Police, Innovation, Capability and Risk	Member
Executive Director Strategy and Capability, Tasmania Fire Service	Member
Executive Director People and Business Services, DPFEM	Member
State Fire Commission Representative	Member
Manager Audit and Risk, DPFEM	Secretariat

Police Review Board

The Police Review Board is established under Part 4 of the *Police Service Act 2003* and must determine applications for review of certain decisions under that Act, including promotions, demotions, and terminations.

Strategy and Support, BES provides secretariat support to the board.

TABLE 11: Police Review Board membership

Members	Position
Mr Donald Jones	Chair
Mr Michael Stoddart	Member
Ms Eliza Jones	Member
Mr Bruce Giles	Member
Ms Demi Peters	Member

Tasmania Police Charity Trust

The Tasmania Police Charity Trust (the 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 people experiencing difficult circumstances.

The popular Golf Day was again hosted by the Riverside Golf Club in November 2024. In only its second year since returning after COVID, this popular event saw 28 teams of three players entering. Community support once again enabled fantastic team and raffle prizes, with the event raising \$3,890.

The annual Tasmania Police Charity Trust Bike Ride was held from 28 November to 1 December 2024. Eighty-five riders took part in the event which started on the West Coast and passed through Deloraine, Poatina, and Cradle Mountain, before finishing in Strahan. This year the ride supported Down Syndrome Tasmania and Special Olympics Tasmania. The riders pushed through 360km, including 4,500m of climbing, in windy and wet conditions and raised more than \$100,000.

For the second year, the Trust partnered with TasTAFE to support the Tasmania Police Charity Trust Scholarship for young people to help them reach their education goals. The Trust provided three \$2,000 scholarships to Tasmanian students experiencing challenging personal circumstances and who are committed to improving opportunities for themselves and their communities. The funding assists with costs such as purchasing technology, and course and travel expenses. The Trust is pleased to continue the commitment to this scholarship, and it will be offered again in 2026 and 2027.

TABLE 12: Tasmania Police Charity Trust membership

Members	Position
Commissioner of Police	Chair
Deputy Commissioner of Police	Deputy Chair
Executive Director, People and Business Services	DPFEM Treasurer
Ms Rebecca Munnings, Public Officer	DPFEM member
Constable Richard Douglas	Tasmania Police member
Sergeant Peter Lawrence	Tasmania Police member
Constable Leigh Devine (resigned May 2025)	Tasmania Police member
Constable Kelly Hindle	Tasmania Police member
Ms Lisa Stingel	DPFEM member
Hon. Stephen Parry	External member
Ms Lauren Nicolson	DPFEM 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.

TABLE 13: Procurement Review Committee membership

Members	Position
Executive Director People and Business Services	Chair
Manager Procurement and Supply	Member
Manager Finance and Payroll Services	Member
Assistant Director Community Fire Safety	Member
Contracts and Commercial Manager, TasGRN	Member
Assistant Manager Procurement and Supply	Member
Procurement Officer, Procurement and Supply	Secretariat

State Emergency Management Committee

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

Section 8 and Schedule 3 of that Act make provision for the membership of SEMC, which includes:

TABLE 14: State Emergency Management Committee membership

Membership	Position
State Emergency Management Controller (Commissioner of Police)	Chair
Executive Director, State Emergency Service and Volunteers	Executive Officer and member
Deputy State Emergency Management Controller (Deputy Commissioner of Police)	Member
Secretary, Department of Premier and Cabinet	Member
Secretary, Department of Health	Member
Secretary, Department of Natural Resources and Environment	Member
Secretary, Department of State Growth	Member
Secretary, Department of Justice	Member
Secretary, Department for Education, Children and Young People	Member
Secretary, Department of Treasury and Finance	Member
Deputy Secretary, Department of Premier and Cabinet (State Recovery Advisor)	Member
Fire and Emergency Services Commissioner	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	Member
Chairs of SEMC sub-committees	Members
Any other person holding a position or office determined by the State Emergency Management Controller	As required
Any other persons as determined by the State Emergency Controller	As required

DPFEM Technology Governance Committee

The DPFEM Technology Governance Committee delivers Information Communication Technology (ICT) Governance on behalf of the AEG and provides direction, prioritisation, and oversight across the department’s Technology portfolio, enabling ongoing efficiency and enhancement of ICT capabilities to support the strategic objectives of the department.

The Committee is responsible for the identification, progression, delivery, and monitoring of ICT concepts, innovations, programs, assets, and investments that support the needs of the department and makes recommendations on ICT expenditure.

The Committee is responsible for ICT delivery against the ICT Strategy and ensuring compliance with all department-wide and whole-of-government ICT standards and policies, as well as monitoring the performance of initiatives under the Technology portfolio and ICT risks to the department.

TABLE 15: DPFEM Technology Governance Committee

Members	Position
Deputy Secretary, Business and Executive Services	Chair
Chief Information and Technology Officer	Deputy Chair
Assistant Commissioner, Capability, Tasmania Police	Member
Executive Director, Capability and Strategy, Tasmania Fire Service	Member
Executive Director SES and Volunteers	Member
Executive Director, People and Business Services	Member
Technology & Innovation Project Management Office	Secretariat

Legislation administered and enacted by DPFEM

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

Legislation administered

As at 30 June 2025, 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>	Community Protection (Offender Reporting) Regulations 2016
<i>Community Protection (Offender Reporting) Act 2005</i>	Emergency Management Regulations 2020
<i>Emergency Management Act 2006</i>	General Fire Regulations 2021
<i>Firearms Act 1996</i>	Fire Service (Finance) Regulations 2017
<i>Fire Service Act 1979</i>	Fire Service (Miscellaneous) Regulations 2017
<i>Fire Service (Extension of Regulations) Act 2017</i>	Firearms Regulations 2016
<i>Marine Safety (Misuse of Alcohol) Act 2006</i>	Marine Safety (Misuse of Alcohol) Regulations 2016
<i>Marine Search and Rescue Act 1971</i>	Police Offences Regulations 2024
<i>Police Offences Act 1935</i>	Police Service Regulations 2023
<i>Police Powers (Vehicle Interception) Act 2000</i>	Road Safety (Alcohol and Drugs) Regulations 2018
<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 legislation came into effect during 2024–2025:

- On 1 July 2024, the *Firearms (Community Safety) Amendment Act 2023* commenced, providing for several improvements to community safety through increased management and oversight of firearms licencing, manufacturing, use, storage, disposal, forfeiture and auditing in Tasmania, as well as stronger offence provisions.
- On 1 December 2024, the *Firearms Amendment Regulations 2024* commenced, clarifying the status of gel blasters and toy firearms, and updating provisions related to antique firearms.
- On 16 June 2025, the *Police Offences Amendment (Knives and Other Weapons) Act 2024* commenced. Known as 'Reid's Law' it increased police search powers to detect knives and other weapons, including with the use of metal detection wands, and introduced stronger penalties for those carrying them illegally.

Public access and information disclosure

Appeal processes

Under section 9(c) of the State Service Regulations 2021, the Department is required to report annually 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@police.tas.gov.au.

Applications for review are required in writing.

Police record check

Submissions of concerns regarding police record checks are required in writing.

Further information is available on the Tasmania Police website (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.

Employment

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 the Department.

Under the *Police Service Act 2003*, police officers may seek a review to the Police Review Board in relation to promotions, demotions and terminations.

Other appeals

Under the *Police Service Act 2003*, a complaint can be made about the conduct, on or off duty, of a police officer.

The complaint must be made in writing or formal audio or video.

Further information on how to make a complaint on the Tasmania Police website (<https://www.police.tas.gov.au/contact-us/compliments-and-complaints>).

Community awareness

DPFEM is committed to keeping the community informed about our services and activities.

Various public communication and education campaigns have occurred throughout the reporting period, including:

- proactive alerts informing the community about matters of public interest, including potential severe weather events, traffic crashes, road closures, crime trends, and arrests and charges
- coordinated media campaigns on police recruitment, road safety, fire safety and crime prevention
- an annual publication that outlines reports received about the conduct of police officers, along with investigation outcomes – to promote transparency and confidence that the community has in Tasmania Police
- maintenance of our child and youth safe website to communicate our commitment to keeping children and young people safe
- introduction of the Tasmania Police community engagement mobile police van, *Poli*, officially launched in April 2025. *Poli* attends local events, visits schools, and engages with communities, especially in regional areas, to strengthen community connections.

Social media is an important platform used to engage the community, confirmed via the 2023 Tasmania Police Community Survey.

Seventy-one per cent of respondents wanted to receive information through the Tasmania Police Facebook page, and 85% of respondents aged between 25 and 35 strongly preferred our Facebook page as their source of information.

The Tasmania Police, TFS and SES Facebook pages all achieved up to an 8% increase in followers throughout the year.

Tasmania Police also uses social media to seek information from the community during investigations, including, for example, witnesses sought or missing persons.

During an emergency, TasALERT is Tasmania's primary source of clear and consistent emergency warnings and information from emergency services and other government agencies.

Gifts and Benefits Register

The Department maintains a register of all gifts, benefits, and hospitality accepted by employees, 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 and websites

A range of high-level corporate publications were produced that provide information about the Department.

These publications are available from the Tasmania Police website: police.tas.gov.au and are listed below.

Corporate publications

DPFEM (whole-of-agency)

- DPFEM Organisational Chart
- *Annual Report 2023–2024*
- *DPFEM Future Focus 2025–2028*
- *Child and Youth Safe Commitment Statement*
- *Child and Youth Safe Policy*

Special projects

- *Weiss Independent Review into Paul Reynolds Final Report*
- *AP&ES Games Program* – for interstate and Tasmanian audiences.

Tasmania Police

- *Tasmania Police Safe Roads Strategy 2024-2026*
- *Tasmania Police Professional Standards Complaints and Outcomes Summary Statement 2024*

TFS and TFES

- *TFES Reform Update* (factsheet)
- *TFS-SES Culture Review Report*
- *TFS-SES Culture Review Report – Easy Read*
- *TFS-SES Respect 360 – Statement of Commitment*

Websites

DPFEM hosts a range of websites to provide information and support internal stakeholders and the community.

DPFEM websites:

- Arch
<https://arch.tas.gov.au/>
- Australian Police & Emergency Service Games 2025
<https://apandesgames.com.au/>
- 67 Bushfires
<https://67bushfires.fire.tas.gov.au/>
- Bushfire: Why Risk It?
<https://bushfire.tas.gov.au/>
- Bushfire-Ready Neighborhoods
<https://bushfire.tas.gov.au/bushfire-ready-neighbourhoods/what-brn>

- Bushfire Ready Schools
<https://www.bushfirereadyschools.com.au/>
- Disaster Resilience Education Tasmania
<https://disasterresiliencetas.com.au/>
- Department of Police, Fire and Emergency Management
<https://www.dpfem.tas.gov.au/>
- My Pulse
<https://www.mypulse.com.au/>
- State Emergency Service
<https://www.ses.tas.gov.au/>
- State Fire Management Council
<https://sfmc.tas.gov.au/>
- Tasmania Fire Service Community Education
<https://www.tfseducation.com.au/>
- TFS Kids
<https://www.tfskids.com.au/>
- Tasmania Fire Service
<https://www.fire.tas.gov.au/>
- Tasmania Fire Service Recruitment
<https://recruitment.fire.tas.gov.au/>
- Tasmania Police Charity Trust
<https://www.tasmaniapolicecharitytrust.com/>
- Tasmania Police Firearms Services
<https://fas.police.tas.gov.au/>
- Tasmania Police
<https://www.police.tas.gov.au/>
- Tasmania Police Traffic Crash Reporting
<https://reportacrash.police.tas.gov.au/TCR/crashReport/welcome>
- Tasmania Police Recruitment
<https://recruitment.police.tas.gov.au/>

Public interest disclosures

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

Under section 86 of the *Public Interest Disclosures Act 2002*, the Department 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 police.tas.gov.au. The website includes information on how to make a disclosure.

A nil return is provided for 2024–2025 in the prescribed table format.

TABLE 16: Number of public interest disclosures during 2024–2025

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 DoJ on our administration of this Act.

The DoJ publishes a comprehensive annual report on the operation of the RTI Act, which is available on the DoJ website.

TABLE 17: Number of applications for assessed disclosure – Right to Information requests 2024–2025

Applications	Number received
Applications received	620
Applications decided	575
Refused in full or in part	43
Information requested provided in full or in part	430
Applications for internal review (under section 43 of the RTI Act)*	17
Internal review outcome – original decision upheld in full	11
Internal review outcome – original decision upheld in part	1
Internal review outcome – original decision reversed in full	0
For external review by the Ombudsman (under Part 4 of the RTI Act)	6
External review outcome – original decision upheld in full or in part**	2
External review outcome – outcome by other means **	1
External review outcome – awaiting determination **	3
Decisions within 20 working days of acceptance	571
Decisions after 20 working days of acceptance	4

Source: DPFEM Electronic Document and Records Management System.

* The numbers for internal review do not total, as reviews that commenced in one financial year may not be finalised until the following financial year.

** External review figures are for those reviews completed in the 2023–2024 financial year. These may include matters from previous years that have been determined by the Ombudsman's Office in 2023–2024.

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 RTI Act.

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

Right to Information
 Department of Police, Fire and Emergency Management
 GPO Box 308
 HOBART TAS 7001
 Or email: rti@dpfem.tas.gov.au

Our policies

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 that employees receive ongoing training as required 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 codes of conduct, appropriate use of information and communications technology, and obligations regarding confidentiality and access to information and systems. Induction courses have also been expanded to incorporate obligations under the *Child and Youth Safe Organisations Act 2023*.

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, and statewide engagement processes for finalising and implementing employees' industrial entitlements agreed through wage negotiations.

Employee feedback has informed the management of diversity and inclusion issues, workplace health and safety matters, policy and strategy development, and various change initiatives.

DPFEM has continued to work closely with employees and their industrial representatives on a range of issues to gain positive outcomes that suit the needs of employees and meet the operational need of the department. This includes, where appropriate and requested, ad hoc meetings with industrial representatives around workplace matters to collaborate on solutions.

Our People and Culture team has continued to implement a client partner model to improve service delivery. The move gives clients a direct contact to assist with any industrial or employment matters.

Performance development

The DPFEM Performance Development Framework is a tool for supporting the development of our people.

Underpinning the framework are the following principles:

- performance development conversations begin with the commencement of employment
- frequent and quality conversations between supervisors/managers and employees should support formal appraisals
- a mutual understanding should be fostered between employees and managers of personal, team and department goals
- performance development plans should foster a balance between the technical (capabilities) and personal (behaviours) of employees and teams.

Work Health and Safety

The Department has a robust work health and safety (WHS) governance committee structure, with WHS strategy committees, training, and health and safety representative forums facilitated on a quarterly basis with representation from around the state and services.

The development of a Departmental risk register has been completed through the online WHS reporting system (Folio). This body of work completes the final outstanding action from the Wise Lord and Ferguson WHS Review 2020. DPFEM is working with stakeholders to ensure risks are reviewed and managed appropriately.

One of our key strategic priorities is supporting a healthy and resilient workforce. The continuation of the flu vaccination program to both staff and volunteers via onsite workplace clinics, selected pharmacies and general practitioners has been well received. We also continued to offer ongoing proactive health and wellbeing programs, such as MyPulse, to both employees and volunteers.

The implementation of a workplace inspection checklists and risk assessments on the WHS management system has been well received and provides accessibility for the Department's services along with a reduction in data entry requirements and improvements in reporting.

Closing the Gap

In 2020, the National Agreement on Closing the Gap (Closing the Gap) was developed and endorsed across the country. Complementing that, *Tasmania's Plan for Closing the Gap 2025-2028* was recently released and shows how Closing the Gap targets and priorities will be met in Tasmania.

DPFEM contributed to whole-of-government work in developing this plan and is responsible for the delivery of a number of actions. The majority of Closing the Gap targets relate to Tasmania Police, and a new Tasmania Police Aboriginal Engagement Plan is in development to enhance relationships with Aboriginal communities.

Workplace diversity

DPFEM is committed to creating a culture that values and embraces the contribution of employees and volunteers from diverse backgrounds. We promote a respectful and inclusive workplace free from discrimination, bullying and prohibited conduct, including sexual harassment.

DPFEM has various employee-led coalitions, including the DPFEM Disability Working Group, the Tasmania Police Parenting and Early Pregnancy Group, and the LGBTIQ+ Support Network Group (including Ambulance Tasmania staff). We are also commencing work to set up a Neurodivergent Community of Practice across the department, and recently announced the creation of a DPFEM Multicultural Working Group. These groups progress members' concerns, assist with advice relating to their focus areas, and drive departmental policy – such as the reviewed DPFEM Infant Feeding in the Workplace Policy and development of our upcoming DPFEM Reasonable Adjustments Policy.

DPFEM continues to collaborate with external stakeholders across diversity and inclusion networks, such as the Tasmanian State Service Diversity and Inclusion Reference Group. We maintain relationships with organisations such as the Our Watch Workplace Equality and Respect Standards (WERS) Interagency Committee, promoting attitudes within the workplace that prevent violence against women and children in the broader community.

Recently, we celebrated Reconciliation Week across our agency. DPFEM also secured nation-leading accreditation from Carers NSW for DPFEM to be recognised as a carer-friendly employer. This reporting period has seen us complement our existing online diversity learning packages with targeted face-to-face training in workplaces across the Department. We also continue to facilitate training to provide the skills to understand and respond to biases, become role-models and allies, manage conduct issues related to discrimination and harassment, and create inclusive and psychologically safe workplaces.

Our people

The first part of this section provides an overview of human resourcing that includes TFS and SES.

The second section provides more detailed information about police officers, and state service employees attached to BES, FSST and Tasmania Police.

As at 30 June 2025, DPFEM had an establishment of 1,454 Police Officer positions and employed a total of 1,295 state service employees across Tasmania Police, BES, FSST, SES, and TFS (excluding casuals).

Additional information regarding TFS and SES employees is reported in the *State Fire Commission Annual Report 2024–25*.

The following tables provide further details regarding police and state service employees within DPFEM. These tables exclude casuals (the department has 37 casual employees).

TABLE 18: State Service Employees by Award classification as at 30 June 2025

Classification	Tas Police SSE	BES (inc FSST)	TFS	SES
Head of Agency	1	0	0	0
Senior Executive Service	2	9	3	1
State Service (excluding Fire Fighters)	287	323	230	46
Professional (Allied Health Practitioners Agreement)	0	34	0	0
Fire Fighter	0	0	359	0
TOTAL*	290	366	592	47

Figures are based on headcount data.

TABLE 19: Senior executive classification profiles by gender as at 30 June 2025

Classification	Male	Female
Head of Agency	0	1
Senior Executive Service Level 4	1	0
Senior Executive Service Level 3	3	2
Senior Executive Service Level 2	2	3
Senior Executive Service Level 1	0	1
Senior Executive Service Equivalent Specialist	3	0
TOTAL	9	7

Figures are based on headcount data.

The following data focuses on Tasmania Police and BES (including FSST).

TABLE 20: Full-time equivalent (FTE) and headcount as at 30 June 2025

Classification	FTE	Headcount
Tasmania Police	1,505.92	1,555
State Service Employees	600.50	656
TOTAL	2,106.42	2,211

Figures are based on headcount data.

TABLE 21: Police officers by business unit (as at 30 June 2025)

District description	Full-time	Part-time	Total
Commissioner's Office	8	0	8
Business and Executive Services	44	8	52
Business Improvement Unit	12	1	13
Crime and Intelligence	75	14	89
Education and Training	115	4	119
Emergency Management and Special Response	38	1	39
Family and Sexual Violence	75	12	87
Northern District	238	18	256
Professional Standards	11	0	11
Southern District	462	30	492
Statewide Services	112	18	130
Western District	232	27	259
TOTAL	1,422	133	1,555

Figures are based on headcount data.

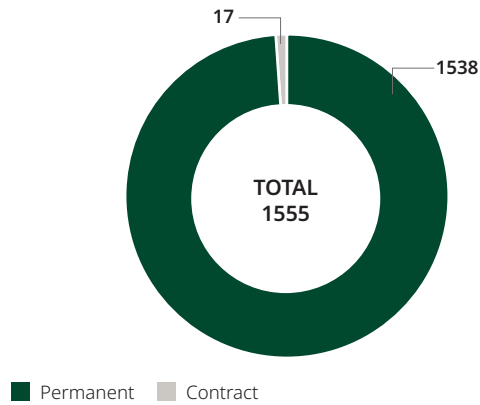
TABLE 22: State Service Employees by business unit (as at 30 June 2025)

Command/Business unit	Full-time	Part-time	Total
Secretary/Commissioner's Office	19	2	21
Business and Executive Services	284	44	328
Crime and Intelligence	3	1	4
Education and Training	21	5	26
Emergency Management and Special Response	5	1	6
Family and Sexual Violence	15	2	17
Forensic Science Service Tasmania	27	11	38
Legal Services	6	1	7
Northern District	22	11	33
Professional Standards	4	2	6
Southern District	47	18	65
Statewide Services	56	11	67
Western District	28	10	38
TOTAL	537	119	656

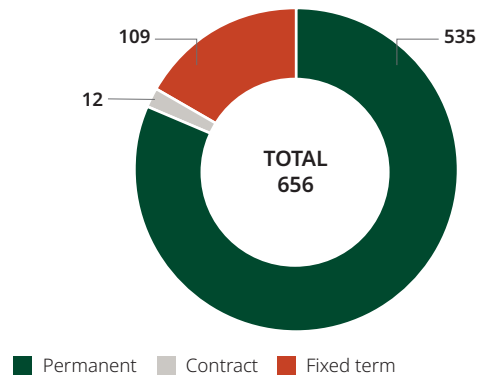
Figures are based on headcount data.

FIGURE 1: Employment type (as at 30 June 2025)

Police Officers



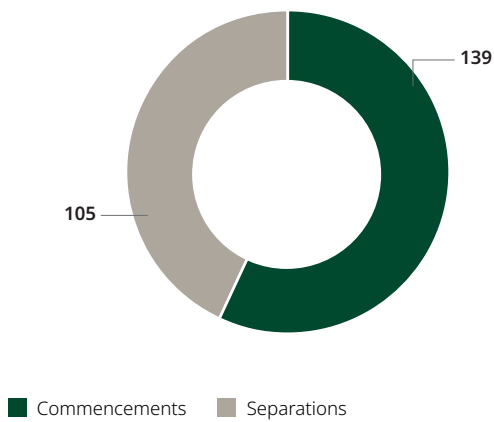
State Service Employees



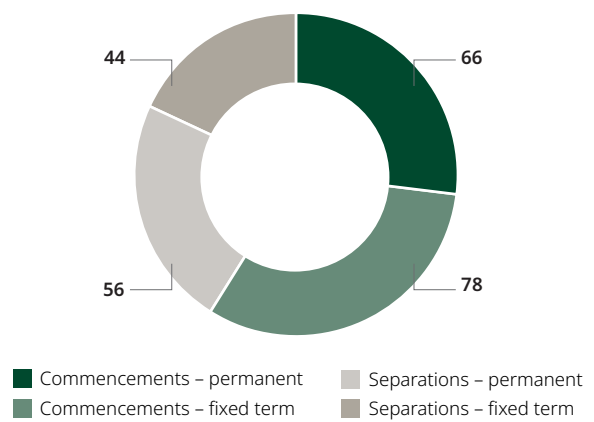
Senior executive positions are employed by contract, to be reviewed upon expiry. State service fixed term positions have a fixed end date. Figures are based on headcount data.

FIGURE 2: Staff movements (as at 30 June 2025)

Police Officers



State Service Employees



Figures are based on headcount data.

TABLE 23: State Service Employee and Police Officer classification profiles by gender
(as at 30 June 2025)

Classification	Male	Female	Prefer not to say	Total
Legal Practitioner Level 4	0	1		1
Legal Practitioner Level 2	4	12		16
Legal Practitioner Level 1	5	6		11
Allied Health Level 5 or Equivalent	1	1		2
Allied Health Level 4 or Equivalent	2	1		3
Allied Health Level 3 or Equivalent	6	10		16
Allied Health Level 2 or Equivalent	1	10		11
Allied Health Level 1 or Equivalent	0	2		2
Tas State Service Band 9–10	0	0		0
Tas State Service Band 7–8	41	41		82
Tas State Service Band 4–6	122	130		252
Tas State Service Band 1–3	63	184	1	248
Commissioner	0	1		1
Deputy Commissioner	1	0		1
Assistant Commissioner	3	0		3
Commander	9	3		12
Inspector	43	13		56
Sergeant	203	68		271
Constable	667	456		1123
Trainee	52	37		89
TOTAL	1,223	976	1	2,200

Excludes Tasmania Fire Service and State Emergency Service senior executive and employees.
Figures are based on headcount data.

TABLE 24: Classification of Police Officers (as at 30 June 2025)

Rank description	Police officers
Deputy Commissioner	1
Assistant Commissioner	3
Commander	12
Inspector	56
Sergeant	271
Constable	1,123
Trainee	89
TOTAL	1,555

The Commissioner has been counted as a Head of Agency and therefore not in this classification table.
Figures are based on headcount data.

FIGURE 3: Employment condition by gender – Police Officers (as at 30 June 2025)

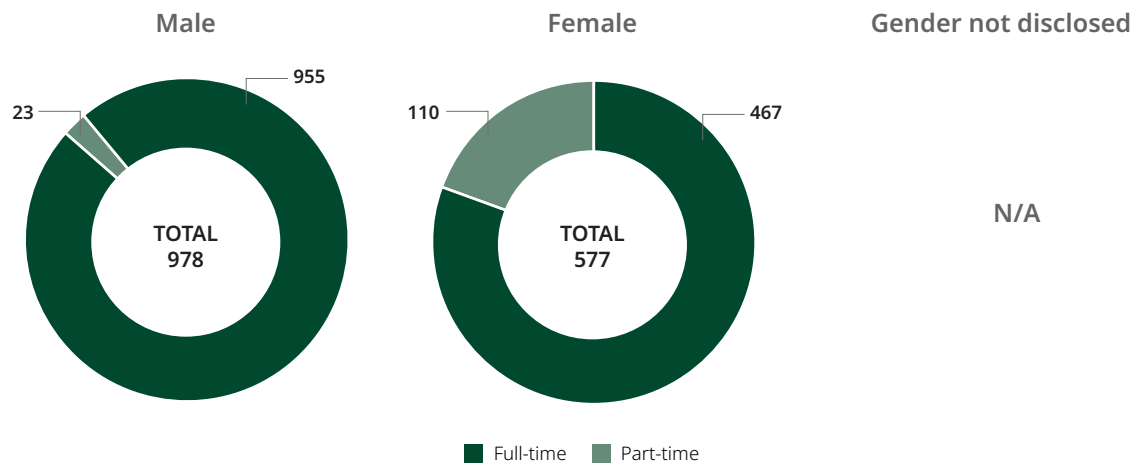
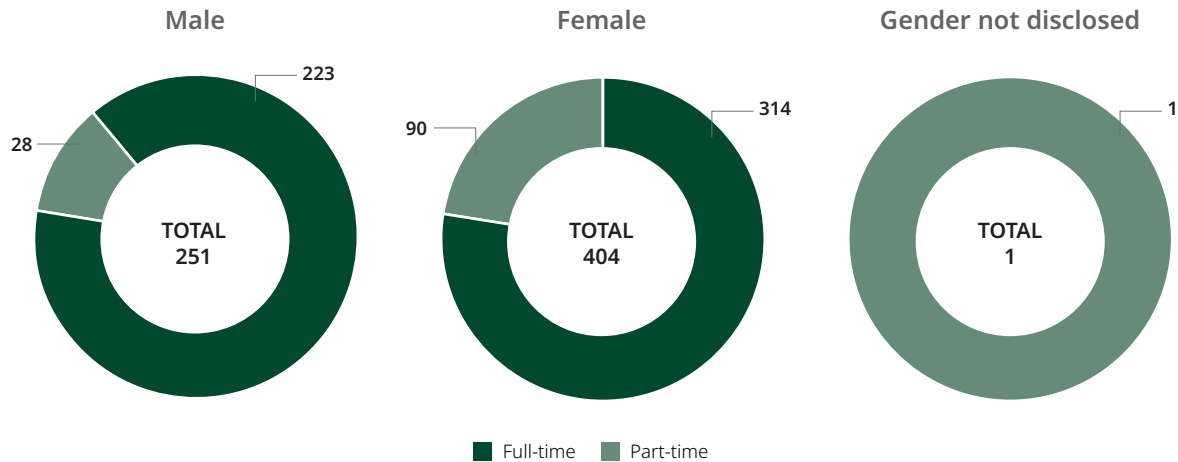
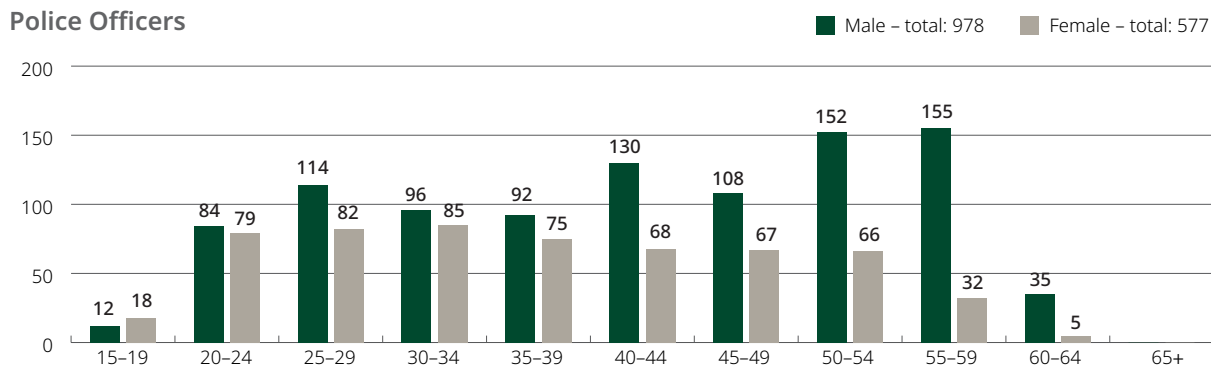


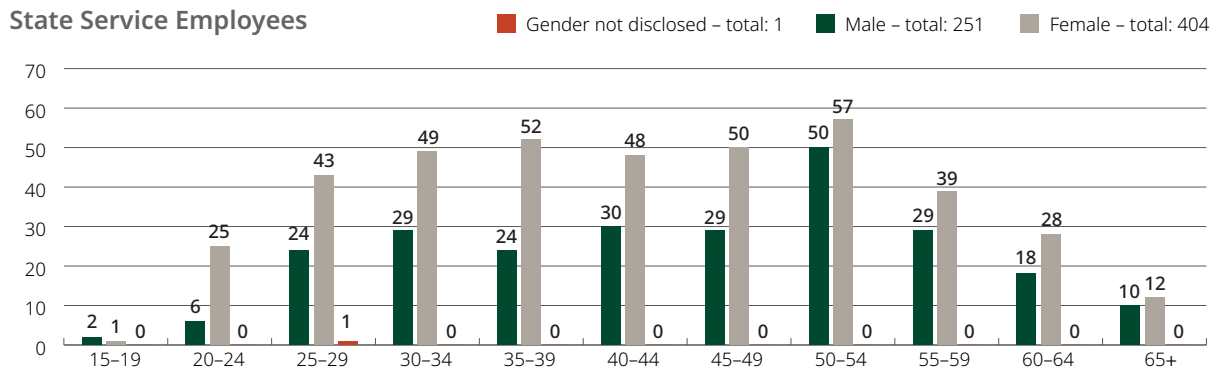
FIGURE 4: Employment condition by gender – State Service Employees (as at 30 June 2025)



Excludes Tasmania Fire Service and State Emergency Service senior executive and employees.
Figures are based on headcount data.

FIGURE 5: Age profile by gender – Police Officers (as at 30 June 2025)

Excludes Tasmania Fire Service and State Emergency Service senior executive and employees.
 Figures are based on headcount data.

FIGURE 6: Age profile by gender – State Service Employees (as at 30 June 2025)

Figures are based on headcount data.

Superannuation contributions

I, Donna Adams, 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.

Donna Adams PSM APM

Secretary, Department of Police, Fire and Emergency Management

Deaths in custody

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

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).

TABLE 25: Deaths in police custody and during custody-related police operations (Tasmania)

Categories	2024-25
Category 1: Institutional or close contact custody	1
Category 2: Other custody-related police operations	1
TOTAL	2

Source: Professional Standards Command.

Police Offences Act 1935 – Report against section 70

Amendments to the *Police Offences Act 1935* took effect on 16 June 2025, and require the Commissioner of Police to provide an annual report on searches involving an electronic metal detection device.

Noting the recent commencement of these amendments, and that formal rollout of the electronic metal detection devices has not yet occurred, there is no data return for this reporting period.

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 responsible for considering material risks in its decision-making and managing those risks in line with relevant obligations, constraints, and objectives. Effective risk management supports better decisions and improves outcomes for service delivery and community safety.

DPFEM follows the internationally recognised ISO 31000:2018 risk management standard. This requires documenting risk considerations and integrating them into governance, strategic planning, performance, financial management and service delivery processes.

DPFEM has established a Risk Management Framework that includes a clear process for evaluating risks. Corporate risks are aligned with organisational goals, managed collaboratively and reported regularly to ensure accountability.

DPFEM recognises risk management as a core part of its culture, policies, systems, and processes, essential to delivering community outcomes. We are committed to the continuous enhancement of its risk management framework and requires that all employees and contractors diligently manage risks within their areas of responsibility by exercising timely and informed judgment.

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 has and will continue to implement initiatives to improve the overall management of assets across the state through the following key strategies aligned with Government Financial and to align with International Infrastructure Management Manual best practices.

Asset portfolio optimisation

- Optimising the use of built resources to support the provision of emergency services activities at dispersed sites through development of strategic portfolio analysis and demand forecasting.
- Conducting regular asset condition assessments and performance monitoring to inform strategic decision making and priority setting within funding constraints.

Capital investment management

- Designing evidence-based capital planning processes that align with organisational strategic objectives and service delivery requirements, whilst maintaining flexibility to respond to changing demographics and legislative requirements.
- Managing capital funding for building improvements equitably and according to business priorities, ensuring appropriate standards of accommodation to support best practice in service delivery.

Maintenance and risk management

- Optimising maintenance effort through strategic management and managing resources in accordance with statutory obligations, WHS 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.
- Implementing risk-based maintenance strategies that prioritise critical assets and ensure regulatory compliance.

Performance and compliance

- Progressing towards industry best practice in procurement practices and full compliance with the Department of Treasury and Finance requirements.
- Implementing continuous improvement processes based on performance data and stakeholder feedback via tools such as ServiceNow.

Community and partnership development

- Maximising the responsible use of facilities, facilitating partnership agreements for sharing facilities, and enhancing community engagement and utilisation in relation to all Departmental and volunteer facilities, where appropriate.
- Developing stakeholder engagement frameworks that ensure community needs are considered in asset planning and management decisions.

Governance and strategic direction

- Supporting the Capital and Accommodation Committee through the provision of high-level strategic advice to enable informed decisions and direction in asset management.
- Contribute and assist with the development of the Strategic Asset Management Plan for the Department.

Acquisitions and disposals

Acquisitions

TABLE 26: Acquisitions

Three police residences were purchased during the 2024–2025 reporting period:

Town	Purchase price
Lady Barron, Flinders Island	\$790,000.00
Cygnet	\$840,000.00
St Marys	\$460,000.00

Disposals

No property disposals were made during the 2024–2025 reporting period.

Maintenance

During 2024–2025, central budgets managed by Facilities and Building Services were used to fund the following programs:

TABLE 27: Maintenance

Maintenance	Cost
Statutory maintenance (Tasmania Police, TFS and SES)	\$1,185,000
Station maintenance (Tasmania Police and DPFEM buildings)	\$704,000
Residence maintenance (Tasmania Police only)	\$102,000
Other facilities maintenance (Tasmania Police, PCYC, SES, FSST)	\$116,000
Property security	\$117,000

Major maintenance activities completed during the 2024–2025 financial year include:

- Support Services building generator rebuild
- New generator installed at Longford Police Station
- Burnie Prosecution office development
- Hobart Police complex lock audit and upgrade.

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 department business.

It is DPFEM's policy to support Tasmanian businesses whenever they offer best value for money for the government.

Contract extensions

Treasurer's Instruction PP-6 permits the Accountable Authority to approve a contract extension outside of the original term under certain circumstances.

One (1) contract extension was approved in accordance with Treasurer's Instruction PP-6 during 2024–2025.

Contractor name	Contract description	Contract extension period	Contract value
Gallagher Bassett Services Pty Ltd	Health and Wellbeing program – MyPulse	1/07/2025 to 30/06/2026	\$630,000

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.

One (1) confidentiality provision for contracts was approved during 2024–2025.

Contractor name	Contract description	Contract value
Australian Defence Apparel Pty Ltd	Supply of Multiuse Integrated Protection Vests	\$4,405,000

Contracts exempt from disaggregation requirement

Under the Treasurer's Instruction PF-2, a Head of Agency may approve an exemption from the requirement to disaggregate substantial contracts.

No exemptions were approved during 2024–2025.

Contracts over \$50,000

Contracts awarded (excluding consultancy) with a value of \$50,000 or over (ex GST) for 2024–2025 are listed in the table below.

TABLE 28: Contracts with a value of \$50,000 or over (ex GST)

Contractor name	Contractor location	Contract description	Contract period	Initial value of contract (ex GST)	Contract extension value (ex GST)
Cumulus Studio Pty Ltd	North Hobart, Tasmania	70 Collins – architectural services	12/06/2025 to 31/03/2027	\$349,125	N/A
Proton Dynamics	Beard, ACT	Supply and delivery of SRV X1417 Extreme X-Ray System	One-off purchase	\$136,550	N/A
Anstie Constructions (Tas) Pty Ltd	South Launceston, Tasmania	Office accommodation fitout, Arch North West – 36 Wilmot Street, Burnie	12/05/2025 to 18/12/2025	\$3,370,011	N/A
Gannets Concreting Service	Roches Beach, Tasmania	Cambridge site – concreting request	One-off purchase	\$66,700	N/A
Intuit Technologies	Battery Point, Tasmania	Tasmania Police workforce rosters and dashboard	22/04/2025 to 15/07/2025	\$99,500	N/A
Tas City Building Pty Ltd	Cambridge, Tasmania	Tasmania Police Academy – classroom block amenities upgrade	27/03/2025 to 28/07/2025	\$322,042.72	N/A
Building Automation Controls	Moonah, Tasmania	Rokeby Police Academy – upgrade of mechanical services switchboards	One-off purchase	\$845,135.08	N/A

Contractor name	Contractor location	Contract description	Contract period	Initial value of contract (ex GST)	Contract extension value (ex GST)
Juvaré Asia Pacific Limited	Wellington, New Zealand	WebEOC	01/03/2025 to 28/02/2029 Option: 01/03/2029 to 28/02/2031	\$140,530.00	
Australian Defence Apparel Pty Ltd	Thomastown, Victoria	Supply of multiuse Integrated Protection Vests (MIPVs)	25/02/2025 to 24/02/2030 Option: 25/02/2030 to 24/02/2032	\$3,146,428.57	\$1,258,571.43
Kelly Civil Contracting	Rosny Park, Tasmania	Rokeby Police Academy – civil works: driver training pavement upgrade and additional front entrance parking	30/01/2025 to 27/03/2025	\$201,569.00	N/A
Alive Technologies Group Pty Ltd	Huntingfield, Tasmania	AP&ES Games - AV contractor	15/03/2025 to 22/03/2025	\$69,024.66	N/A
Spearpoint Solutions & Technology Pty Ltd	Queanbeyan, New South Wales	SOG ballistic helmets	One-off purchase	\$67,034.40	N/A
Axon Public Safety Australia Pty Ltd	Tullamarine, Victoria	Body worn cameras, interview machines and cloud services	30/10/2024 to 31/12/2031 Option: 01/01/2032 to 31/12/2037	\$8,596,722.16	\$8,138,778.33
FABRGO Pty Ltd	Hobart, Tasmania	Interior and spatial design consultancy – Level 4 and 5, 70 Collins Street, Hobart	28/10/2024 to 28/03/2025	\$65,400.00	N/A
Trac-M Constructions Pty Ltd	St Leonards, Tasmania	Construction of a new St Helens police station	25/10/2024 to 12/12/2025	\$6,298,395.00	N/A
Motors Tas Pty Ltd	Derwent Park, Tasmania	Supply of truck cab chassis	One-off purchase	\$293,809.08	N/A

Contractor name	Contractor location	Contract description	Contract period	Initial value of contract (ex GST)	Contract extension value (ex GST)
Fairbrother Pty Ltd	Quoiba, Tasmania	Demolition of the police station at 20–22 Green Point Road, Bridgewater and construction of a new police station on the site	18/10/2024 to 01/09/2025	\$8,415,859	N/A
RSEA Pty Ltd	Glen Iris, Victoria	DPFEM cross-trainer shoes	30/09/2024 to 29/09/2027 Option: 30/09/2027 to 29/09/2029	\$120,000	\$80,000.00
Contact Electrical Pty Ltd	North Hobart, Tasmania	Police Academy main switchboard replacement	One-off Purchase	\$398,894.23	N/A
Seattle Software Australia Pty Ltd	Sydney, New South Wales	Software licence - Orbusinfinity SaaS	13/09/2024 to 12/09/2025	\$99,563.37	N/A
Relevant Drug Testing Solutions	Rosny Park, Tasmania	Independent alcohol and drug testing services	01/11/2024 to 31/10/2027 Option: 01/11/2027 to 31/10/2030	\$300,000	\$300,000
Tas City Building	Cambridge, Tasmania	Rokeby Police Academy – amenities upgrade	29/08/2024 to 05/12/2024	\$349,132.18	N/A
University of Sydney	Sydney, New South Wales	People with Disability Emergency Preparedness Project	29/07/2024 to 28/02/2027	\$110,700	N/A
HypeTV Pty Ltd	Hobart, Tasmania	Production of recruitment campaigns	19/07/2024 to 27/09/2024	\$109,978	N/A
Agilent Technologies	Forest Hill, Victoria	Chemistry instrumentation	One-off purchase	\$64,510.85	N/A

Consultancies over \$50,000

Consultancies with a value of \$50,000 or over awarded in 2024–2025 are listed in the table below.

TABLE 29: Consultancy contracts with a value of \$50,000 or over (ex GST)

Contractor name	Contractor location	Contract description	Contract period	Initial value of contract (ex GST)	Contract extension value (ex GST)
NIKK-C	Coburg, Victoria	Supply of eDeveloper and multimedia consultant services	01/06/2025 to 20/01/2028	\$180,480	N/A
Intuit Technologies	Battery Point, Tasmania	Review of Conexus and Tasmania Police website	09/05/2025 to 01/08/2025	\$110,500	N/A
KPMG Pty Ltd	Hobart, Tasmania	Commercial analyst and commercial financial managerial support services – TasGRN Project	01/02/2025 to 31/05/2025	\$90,000	N/A
WLF Accounting & Advisory	Hobart, Tasmania	Probity services – legacy radio network decommissioning project	29/10/2024 to 28/09/2027	\$80,000	N/A
Angela Hucker T/A CAP Consulting Australia	West Moonah, Tasmania	Probity Services – legacy radio network decommissioning project	29/10/2024 to 28/09/2027	\$80,000	N/A
KPMG Australia Technology Solutions Pty Limited	Hobart, Tasmania	DPFEM Child Safety Information Sharing Review	15/07/2024 to 23/09/2024	\$221,500	N/A
Rhelm Pty Ltd	Neutral Bay, New South Wales	Consultant services – land use planning and building control policy for flood risk management project	10/07/2024 to 10/01/2026	\$195,460	N/A

Exemptions from the Treasurer's Instructions

There were no exemptions made under Treasurer's Instruction FC-9 relating to purchases on the Tasmanian Government Card during 2024–2025.

Exemptions to procuring legal services

There were no exemptions approved during 2024–2025 in relation to procuring legal services under the Treasurer's Instruction FC-17.

Agencies must refer all requests for legal advice to Crown Law, who in turn may determine if external advice is required.

Direct/limited procurement

Table 29 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 2024-2025.

TABLE 30: Contracts awarded as a result of direct/limited submission sourcing

Contractor name	Contract description	Reason for approval	Total value of contract (ex GST)
Proton Dynamics	Supply and delivery of srv x1417 Extreme X-Ray System	TI PP-2.18.2	\$136,550.00
Anstie Constructions (Tas) Pty Ltd	Office accommodation fitout, Arch North West – 36 Wilmot Street, Burnie	TI PP-2.18.6	\$3,370,011.00
Juvaré Asia Pacific Limited	WebEOC	TI PP-2.18.10	\$595,839.30
Axon Public Safety Australia Pty Ltd	Body worn cameras, interview machines and cloud services	TI PP-2.18.2	\$16,735,500.49
University of Sydney	People with Disability Emergency Preparedness Project	TI PP-2.18.2	\$110,700.00
KPMG Australia Technology Solutions Pty Limited	DPFEM Child Safety Information Sharing Review	TI PP-2.18.6	\$221,500.00

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 2024-2025.

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 department business.

Table 30 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 (ex GST).

TABLE 31: 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)	32
Total number of contracts awarded (including consultancy) to Tasmanian businesses	21
Value of contracts awarded	\$45,227,213.36
Value of contracts awarded to Tasmanian businesses	\$22,436,574.95
Total number of tenders called and/or quotation processes run	19
Total number of bids and/or written quotations received	60
Total number of bids and/or written quotations received from Tasmanian businesses	41

Debts written off

In accordance with the Treasurer's Instruction FC-14, there were no debts written off during 2024-2025.

Loss and damage

The Tasmanian Risk Management Fund (TRMF) covers DPFEM's insurable risks. Table 31 provides a summary of insurance claims lodged with TRMF during 2024-2025.

TABLE 32: Summary of insurance claims

Item	Number of claims	Gross incurred cost
General liability	0	
Transit	0	
Personal accident	0	
Motor vehicle	557	\$1,018,389.46
Workers compensation	229	\$13,757,293.04
Property	0	

PART 4

OUR FINANCES

For the year ended 30 June 2025

Part 4 of our Report details our financial statements for the year.

Our Report includes Tasmania Police, BES (including FSST), and SES.

TFS financial information is reported in the *State Fire Commission Annual Report 2024-25*.



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CERTIFICATION

The accompanying Financial Statements of the Department of Police, Fire and Emergency Management are in agreement with the relevant accounts and records and have been prepared in compliance with Treasurer's Instructions issued under the provisions of the *Financial Management Act 2016* to present fairly the financial transactions for the year ended 30 June 2025 and the financial position as at the end of the year.

As at the date of signing, I am not aware of any circumstance which would render the particulars included in the financial statements misleading or inaccurate.

A handwritten signature in black ink, appearing to read 'Donna Adams', with a long horizontal flourish extending to the right.

Donna Adams PSM APM

Secretary Department of Police, Fire and Emergency Management

25 September 2025

Statement of Comprehensive Income for the year ended 30 June 2025

	Notes	2025 Budget \$'000	2025 Actual \$'000	2024 Actual \$'000
Income from continuing operations				
Revenue from Government				
Appropriation revenue – operating	6.1	398,131	414,308	387,336
Appropriation revenue – capital	6.1	21,351	9,525	11,666
Appropriation revenue – rollover	6.1	21,374	12,578	16,860
Grants	6.2	7,862	4,428	3,547
Sales of goods and services	6.3	3,769	2,248	3,323
Contribution from the State Fire Commission	6.4	16,617	20,893	18,098
Contributions received	6.5	...	275	...
Other revenue	6.6	123,909	237,361	179,849
Total revenue from continuing operations		593,013	701,616	620,679
Net gain/(loss) on non-financial assets	7.1	...	(385)	1,659
Net gain/(loss) on financial instruments and statutory receivables/payables	7.2	...	132	(54)
Total income from continuing operations		593,013	701,363	622,284
Expenses from continuing operations				
Employee benefits	8.1	270,308	298,767	282,505
Depreciation and amortisation	8.2	13,525	50,573	51,435
Supplies and consumables	8.3	87,791	92,124	91,050
Grants and subsidies	8.4	22,273	29,232	31,004
Finance costs	8.5	5	638	620
Interest on service concession assets	8.5	...	17,948	26,533
Other expenses	8.6	131,281	212,062	159,559
Total expenses from continuing operations		525,183	701,344	642,706
Net result from continuing operations		67,830	19	(20,422)
Net result		67,830	19	(20,422)
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	24,431	6,261	8,163
Total other comprehensive income		24,431	6,261	8,163
Comprehensive result		92,261	6,280	(12,259)

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 2025

	Notes	2025 Budget \$'000	2025 Actual \$'000	2024 Actual \$'000
Assets				
<i>Financial assets</i>				
Cash and cash equivalents	13.1	15,607	28,196	28,191
Receivables	9.1	3,603	1,733	3,795
Other financial assets	9.2	1,627	1,823	2,698
<i>Non-financial assets</i>				
Inventories	9.3	3,053	3,197	3,156
Property, plant and equipment	9.4	422,038	321,134	309,456
Service concession assets	9.5	...	415,412	458,541
Right-of-use assets	9.6	16,952	14,199	14,156
Intangibles	9.7	25,655	10,955	11,866
Other assets	9.8	10,837	3,628	4,301
Total assets		499,372	800,277	836,160
Liabilities				
Payables	10.1	11,154	18,194	22,729
Lease liabilities	10.2	14,765	15,723	15,321
Service concession liabilities	10.3	...	437,830	480,401
Employee benefits liabilities	10.4	88,650	100,059	95,241
Other liabilities	10.6	2,744	1,776	2,054
Total liabilities		117,313	573,582	615,746
Net assets		382,059	226,695	220,414
Equity				
Reserves	12.1	229,175	193,926	187,664
Accumulated funds		152,884	32,769	32,750
Total equity		382,059	226,695	220,414

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 2025

	Notes	2025 Budget \$'000	2025 Actual \$'000	2024 Actual \$'000
Cash flows from operating activities		Inflows (Outflows)	Inflows (Outflows)	Inflows (Outflows)
<i>Cash inflows</i>				
Appropriation receipts – operating		398,131	414,308	387,336
Appropriation receipts – capital		21,351	9,525	11,666
Appropriation revenue – rollover		21,374	12,578	16,860
Grants – continuing operations		7,862	3,718	3,497
Sales of goods and services		3,769	2,279	3,445
GST receipts		13,339	29,124	21,441
Contribution from State Fire Commission		16,617	20,893	18,098
Other cash receipts		125,092	240,382	175,845
Total cash inflows		607,535	732,807	638,188
<i>Cash outflows</i>				
Employee benefits		(270,221)	(293,939)	(275,707)
Finance costs		(5)	(638)	(624)
GST payments		(13,339)	(28,511)	(21,595)
Interest on service concession assets		...	(24,692)	(9,242)
Supplies and consumables		(92,091)	(89,950)	(93,339)
Grants and subsidies		(22,273)	(29,417)	(30,128)
Other cash payments		(131,281)	(211,860)	(158,777)
Total cash outflows		(529,210)	(679,007)	(589,412)
Net cash from/(used by) operating activities	13.2	78,325	53,800	48,776
Cash flows from investing activities				
<i>Cash inflows</i>				
Proceeds from the disposal of non-financial assets		...	...	1,800
Total cash inflows		...	...	1,800
<i>Cash outflows</i>				
Payments for acquisition of non-financial assets		(69,239)	(15,718)	(15,735)
Total cash outflows		(69,239)	(15,718)	(15,735)
Net cash from/(used by) investing activities		(69,239)	(15,718)	(13,935)
Cash flows from financing activities				
<i>Cash outflows</i>				
Repayment of lease liabilities (excluding interest)		(7,306)	(1,281)	(1,455)
Repayment of service concession liability		...	(36,796)	(16,890)
Total cash outflows		(7,306)	(38,077)	(18,345)
Net cash from/(used by) financing activities		(7,306)	(38,077)	(18,345)
Net increase (decrease) in cash held and cash equivalents held		1,780	5	16,496
Cash and cash equivalents at the beginning of the reporting period		13,827	28,191	11,695
Cash and cash equivalents at the end of the reporting period	13.1	15,607	28,196	28,191

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 2025

	Notes	Reserves \$'000	Accumulated funds \$'000	Total equity \$'000
Balance as at 1 July 2024		187,664	32,750	220,414
Net result		...	19	19
Other comprehensive result		6,261	...	6,261
Total comprehensive result		6,261	19	6,280
Transfer sale proceeds to the Crown Lands Administration Fund (CLAF)		...	...	...
Transfer to/(from) reserves	12.1	...	...	...
Total		...	...	...
Balance as at 30 June 2025		193,926	32,769	226,695

	Notes	Reserves \$'000	Accumulated funds \$'000	Total equity \$'000
Balance as at 1 July 2023		180,313	53,339	233,652
Net result		...	(20,422)	(20,422)
Other comprehensive result		8,163	...	8,163
Total comprehensive result		8,163	(20,422)	(12,259)
Transfer sale proceeds to the Crown Lands Administration Fund (CLAF)		...	(979)	(979)
Transfer to/(from) reserves	12.1	(812)	812	...
Total		(812)	(167)	(979)
Balance as at 30 June 2024		187,664	32,750	220,414

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 2025

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Note 1 Administered Financial Statements

The Department administers, but does not control, certain resources on behalf of the Government. 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.

1.1 Schedule of Administered Income and Expenses

	Notes	2025 Budget \$'000	2025 Actual \$'000	2024 Actual \$'000
Administered revenue				
Sales of goods and services	15.2	297	439	381
Fees and fines	15.3	595	1,289	1,206
Other revenue	15.4	...	189	67
Total administered revenue		892	1,917	1,654
Administered expenses				
Transfers to the Public Account		892	1,915	1,656
Total administered expenses		892	1,915	1,656
Administered net result		...	2	(2)
Administered comprehensive result		...	2	(2)

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

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

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

1.2 Schedule of Administered Assets and Liabilities

	Notes	2025 Budget \$'000	2025 Actual \$'000	2024 Actual \$'000
Administered assets				
Receivables		...	2	...
Total administered assets		...	2	...
Administered equity				
Accumulated funds		...	2	...
Total administered equity		...	2	...

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.

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

1.3 Schedule of Administered Cash Flows

	Notes	2025 Budget \$'000	2025 Actual \$'000	2024 Actual \$'000
Administered cash flows from operating activities				
Administered cash inflows				
Sales of goods and services		297	437	383
Fees and fines		595	1,289	1,206
Other revenue		...	189	67
Total administered cash inflows		892	1,915	1,656
Administered cash outflows				
Transfers to the Public Account		(892)	(1,915)	(1,656)
Total administered cash outflows		(892)	(1,915)	(1,656)
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 2024		...	...	...
Total comprehensive result		...	2	2
Balance as at 30 June 2025		...	2	2

	Notes	Reserves \$'000	Accumulated funds \$'000	Total equity \$'000
Balance as at 1 July 2023		...	2	2
Total comprehensive result		...	(2)	(2)
Balance as at 30 June 2024		...	...	...

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

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

OUTPUT GROUP 1 – Public Safety

	2025 Budget \$'000	2025 Actual \$'000	2024 Actual \$'000
Income from continuing operations			
Appropriation revenue – operating	278,201	257,127	245,202
Other revenue from Government	...	...	15,260
Grants	500	184	5
Sales of goods and services	1,074	1,017	1,664
Contribution from the State Fire Commission	...	8,261	7,432
Contributions received	...	13	...
Other revenue	24,968	35,391	26,749
Total revenue from continuing operations	304,743	301,993	296,311
Net gain/(loss) on non-financial assets	...	(196)	(72)
Net gain/(loss) on financial instruments and statutory receivables	...	67	(28)
Total income from continuing operations	304,743	301,864	296,211
Expenses from continuing operations			
Employee benefits	176,602	178,947	166,839
Depreciation and amortisation	11,638	44,140	45,363
Supplies and consumables	60,134	46,761	53,829
Grants and subsidies	18,412	24,799	24,959
Finance costs	4	328	333
Interest on service concession assets	...	17,948	20,846
Other expenses	18,162	18,609	11,869
Total expenses from continuing operations	284,952	331,532	324,039
Net result from continuing operations	19,791	(29,668)	(27,828)
Net result	19,791	(29,668)	(27,828)
Other comprehensive income			
Items that will not be reclassified to net result in subsequent periods			
Changes in property, plant and equipment revaluation surplus	24,431	6,261	8,163
Total other comprehensive income	24,431	6,261	8,163
Comprehensive result	44,222	(23,407)	(19,665)
Expense by output			
Output 1.1 Support to the Community	284,952	331,532	324,039
Total	284,952	331,532	324,039
Net assets			
Total assets deployed for Output Group 1 – Public Safety		617,083	656,353
Total liabilities incurred for Output Group 1 – Public Safety		(518,346)	(564,169)
Net assets deployed for Output Group 1 – Public Safety		98,737	92,184

OUTPUT GROUP 2 – Crime

	2025 Budget \$'000	2025 Actual \$'000	2024 Actual \$'000
Income from continuing operations			
Appropriation revenue – operating	77,350	104,213	96,644
Grants	321	112	177
Sales of goods and services	...	774	1,056
Contribution from the State Fire Commission	...	5,021	4,517
Contributions received	...	8	...
Other revenue	1,528	11,765	10,315
Total revenue from continuing operations	79,199	121,893	112,709
Net gain/(loss) on non-financial assets	...	(119)	1,756
Net gain/(loss) on financial instruments and statutory receivables	...	41	(17)
Total income from continuing operations	79,199	121,814	114,449
Expenses from continuing operations			
Employee benefits	64,807	83,202	82,889
Depreciation and amortisation	1,315	4,028	3,797
Supplies and consumables	12,539	18,600	17,445
Grants and subsidies	350	513	666
Finance costs	...	190	173
Interest on service concession assets	...	...	3,598
Other expenses	940	12,531	7,595
Total expenses from continuing operations	79,951	119,065	116,165
Net result from continuing operations	(752)	2,750	(1,716)
Net result	(752)	2,750	(1,716)
Comprehensive result	(752)	2,750	(1,716)
Expense by output			
Output 2.1 Investigation of Crime	59,320	80,522	79,604
Output 2.2 Poppy Security	1,183	1,594	1,584
Output 2.3 Fisheries Security	6,880	13,344	11,199
Output 2.4 Support to Judicial Services	12,568	23,605	23,779
Total	79,951	119,065	116,165
Net Assets			
Total assets deployed for Output Group 2 – Crime		115,592	112,522
Total liabilities incurred for Output Group 2 – Crime		(36,495)	(35,454)
Net assets deployed for Output Group 2 – Crime		79,097	77,068

OUTPUT GROUP 3 – Traffic Policing

	2025 Budget \$'000	2025 Actual \$'000	2024 Actual \$'000
Income from continuing operations			
Appropriation revenue – operating	24,724	25,589	20,005
Grants	3,726	2,971	2,787
Sales of goods and services	...	345	533
Contribution from the State Fire Commission	...	2,592	2,332
Contributions received	...	4	...
Other revenue	275	4,999	3,840
Total revenue from continuing operations	28,725	36,500	29,497
Net gain/(loss) on non-financial assets	...	(62)	(23)
Net gain/(loss) on financial instruments and statutory receivables	...	21	(9)
Total income from continuing operations	28,725	36,460	29,466
Expenses from continuing operations			
Employee benefits	23,060	18,296	17,584
Depreciation and amortisation	426	2,054	1,935
Supplies and consumables	3,842	8,169	7,415
Grants and subsidies	177	270	354
Finance costs	...	97	88
Interest on service concession assets	...	...	1,857
Other expenses	219	5,607	3,536
Total expenses from continuing operations	27,724	34,494	32,769
Net result from continuing operations	1,001	1,966	(3,304)
Net result	1,001	1,966	(3,304)
Comprehensive result	1,001	1,966	(3,304)
Expense by output			
Output 3.1 Traffic Policing	27,724	34,494	32,769
Total	27,724	34,494	32,769
Net Assets			
Total assets deployed for Output Group 3 – Traffic Policing		59,426	57,854
Total liabilities incurred for Output Group 3 – Traffic Policing		(9,861)	(9,146)
Net assets deployed for Output Group 3 – Traffic Policing		49,565	48,708

OUTPUT GROUP 4 – Emergency Management

	2025 Budget \$'000	2025 Actual \$'000	2024 Actual \$'000
Income from continuing operations			
Appropriation revenue – operating	17,856	27,379	25,485
Grants	3,315	1,162	579
Sales of goods and services	2,695	111	70
Contribution from the State Fire Commission	...	5,020	3,817
Contributions received	...	250	...
Other revenue	113,755	185,205	138,941
Total revenue from continuing operations	137,621	219,127	168,891
Net gain/(loss) on non-financial assets			
Net gain/(loss) on non-financial assets	...	(8)	(3)
Net gain/(loss) on financial instruments and statutory receivables	...	3	(1)
Total income from continuing operations	137,621	219,122	168,887
Expenses from continuing operations			
Employee benefits	5,839	17,850	14,833
Depreciation and amortisation	146	351	339
Supplies and consumables	11,276	10,696	12,360
Grants and subsidies	2,834	3,150	3,524
Finance costs	1	23	26
Interest on service concession assets	...	...	232
Other expenses	111,960	175,132	136,003
Total expenses from continuing operations	132,056	207,202	167,318
Net result from continuing operations	5,565	11,920	1,570
Net result	5,565	11,920	1,570
Comprehensive result	5,565	11,920	1,570
Expense by output			
Output 4.1 State Emergency Management Services	119,601	185,073	146,044
Output 4.2 State Security and Rescue Operations	12,455	22,129	21,274
Total	132,056	207,202	167,318
Net Assets			
Total assets deployed for Output Group 4 – Emergency Management		8,141	9,431
Total liabilities incurred for Output Group 4 – Emergency Management		(7,391)	(6,019)
Net assets deployed for Output Group 4 – Emergency Management		750	3,412

OUTPUT GROUP – Capital Investment Program

	2025 Budget \$'000	2025 Actual \$'000	2024 Actual \$'000
Income from continuing operations			
Appropriation revenue – capital	21,351	9,525	11,666
Appropriation revenue – rollover	21,374	12,578	1,600
Contributions received	...	...	...
Other revenue	...	...	4
Total revenue from continuing operations	42,725	22,103	13,270
Total income from continuing operations	42,725	22,103	13,270
Expenses from continuing operations			
Employee benefits	...	471	360
Depreciation and amortisation	...	...	...
Supplies and consumables	...	7,898	...
Grants and subsidies	500	500	1,500
Finance costs	...	...	...
Interest on service concession assets	...	...	...
Other expenses	...	183	555
Total expenses from continuing operations	500	9,052	2,415
Net result from continuing operations	42,225	13,051	10,855
Net result	42,225	13,051	10,855
Comprehensive result	42,225	13,051	10,855
Expense by output			
Capital Investment Program	500	9,052	2,415
Total	500	9,052	2,415
Net Assets/(Liabilities)			
Total assets deployed for Capital Investment Program		35	...
Total liabilities incurred for Capital Investment Program		(1,489)	(958)
Net assets/(liabilities) deployed for Capital Investment Program		(1,454)	(958)

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

	2025 Budget \$'000	2025 Actual \$'000	2024 Actual \$'000
Total Comprehensive result of Output Groups			
Reconciliation to comprehensive result			
Output Group 1 – Public Safety	44,222	(23,407)	(19,665)
Output Group 2 – Crime	(752)	2,750	(1,716)
Output Group 3 – Traffic Policing	1,001	1,966	(3,304)
Output Group 4 – Emergency Management	5,565	11,920	1,570
Output Group – Capital Investment Program	42,225	13,051	10,855
Comprehensive result (taken from Statement of Comprehensive Income)	92,261	6,280	(12,259)

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

	2025 Actual \$'000	2024 Actual \$'000
Total net assets deployed for Output Groups	226,595	220,414
Reconciliation to net assets		
Output Group 1 – Public Safety	98,737	92,184
Output Group 2 – Crime	79,097	77,068
Output Group 3 – Traffic Policing	49,565	48,708
Output Group 4 – Emergency Management	750	3,412
Output Group – Capital Investment Program	(1,454)	(958)
Net assets <i>(taken from Statement of Financial Position)</i>	226,695	220,414

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.

	2025 Budget \$'000	2025 Actual \$'000	2024 Actual \$'000
Administered income			
Sales of goods and services	297	439	381
Fees and fines	595	1,289	1,206
Other revenue	...	189	67
Total administered revenue	892	1,917	1,654
Other gain/(loss)	...	...	...
Total administered income	892	1,917	1,654
Administered expenses from continuing operations			
Grants and transfer payments	892	1,915	1,656
Total administered expenses	892	1,915	1,656
Administered net result	...	2	(2)
Administered comprehensive result	...	2	(2)
Administered expense by output			
Administered items	892	1,917	1,656
Total	892	1,917	1,656

Note 3 Expenditure under Australian Government Funding Arrangements

	State Funds	State Funds	Australian Government Funds	Australian Government Funds
	2025 Actual \$'000	2024 Actual \$'000	2025 Actual \$'000	2024 Actual \$'000
National Partnership Program				
Natural Disaster Resilience Program	...	...	63	176
National Disaster Risk Reduction	...	...	795	1,113
Women's Safety Package – Technology Trial	236	210	...	...
Prepared Communities	...	...	25	25
Family Law Information Sharing	...	...	293	201
National Flood Mitigation Infrastructure Program	...	...	2,243	1,808
Coastal and Estuarine Risk Management Program	...	...	200	200
National Firearms Register	...	...	664	...
Living Safe Together Intervention Program Expansion	...	...	816	...
Countering Violent Extremism High Risk Program	...	...	475	...
Total	236	210	5,574	3,523

Note 4 Explanations of Material Variances between Budget and Actual Outcomes

Budget information refers to original estimates as disclosed in the 2024-25 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	2025 Budget \$'000	2025 Actual \$'000	Variance \$'000	Variance %
Revenue and other income from transactions					
Appropriation revenue – operating	(a)	398,131	414,308	16,177	4
Appropriation revenue – capital	(b)	21,351	9,525	(11,826)	(55)
Appropriation revenue – rollover	(c)	21,374	12,578	(8,796)	(41)
Grants	(d)	7,862	4,428	(3,434)	(44)
Sales of goods and services	(e)	3,769	2,248	(1,521)	(40)
Other revenue	(f)	123,909	237,361	113,452	92
Expenses from transactions					
Employee benefits	(g)	270,308	298,767	28,459	11
Depreciation and amortisation	(h)	13,525	50,573	37,048	>100
Supplies and consumables	(i)	87,791	92,124	4,333	5
Grants and subsidies	(j)	22,273	29,232	6,959	31
Interest on service concession assets	(k)	...	17,948	17,958	>100
Other expenses	(l)	131,281	212,062	80,781	62
Other comprehensive income					
Changes in property, plant and equipment revaluation surplus	(m)	24,431	6,261	(18,170)	(74)

Notes to Statement of Comprehensive Income variances

- (a) The increase in Appropriation revenue – operating is due to additional revenue for workers compensation premium (\$14.5 million) and revenue transferred to the Department for the Tasmania's Family and Sexual Violence Action Plan 2022-2027: Survivors at the Centre initiative (\$1.7 million).
- (b) The decrease in Appropriation revenue – capital is due to reprofiling of capital project cashflows in line with updated timelines including Western Arch (\$4.5 million), Lift Infrastructure (\$1.9 million), Police Academy Capacity Upgrades (\$1.6 million), Bridgewater Police Station Upgrade (\$1.5 million), Rosebery Emergency Service Hub (\$1 million), Automatic Vehicle Location Upgrade Project (\$750,000), Upgrade Police Housing (\$398,000) and Forensic Science Technology Uplift (\$130,000).
- (c) The decrease in Appropriation revenue – rollover is due to reprofiling of capital project rolled over from 2023-24 in line with updated timelines including Automatic Vehicle Location Upgrade Project (\$4.5 million), Project Unify (\$2.8 million), Forensic Science Technology Uplift (\$847,000) and Rosebery Police Station (\$672,000).
- (d) The decrease in Grants is primarily due to the timing of the drawdown of funding from the Department of Treasury and Finance for projects funded under National Partnership and Federation Funding Agreements, Structured Infrastructure Investment Review Process and the Digital Transformation Priority Expenditure Program.
- (e) The decrease in Sales of goods and services is due to a reduction of anticipated revenue that was forecast during the development of the budget.
- (f) The increase in Other revenue is primarily due to the reimbursement of agency expenditure by the State Fire Commission that was in addition to estimate included in the original budget (\$61.3 million), additional reimbursements received for workers compensation recoveries (\$17.9 million) and revenue for Service concession arrangements relating to the Tasmanian Government Radio Network (\$17.7 million).
- (g) The increase in Employee benefits is primarily due to the payment of new award increases through the Police Enterprise Agreement and State Service Award which were not in the original budget, and workers compensation payments - refer note (f).
- (h) The increase in Depreciation and amortisation is due to Service concession assets for Tasmanian Government Radio Network not provided for in the budget. The Tasmanian Government Radio Network was first recognised in 2023-24 under the accounting standard AASB1059 *Service Concession Arrangements: Grantors*. The accounting framework was not finalised when the budget for 2024-25 was being formulated.
- (i) The increase in Supplies and consumables primarily reflects an increase in information technology expense due to differences in the assumptions of capitalisation included in the budget.
- (j) The increase in Grants and subsidies is primarily due to a change in approach to the Department's contribution to the Tasmanian Government Radio Network.
- (k) Refer note (h).
- (l) The increase in Other expenses primarily relates to the budget for Interagency transfer payments from the State Fire Commission (\$61.3 million) and an increase in the workers compensation premium (\$14.5 million).
- (m) The decrease in Changes in property, plant and equipment revaluation surplus primarily reflects the impact of the 2024-25 revaluation of the Department's land and buildings.

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 2024-25 Statement of Financial Position were compiled prior to the completion of the actual outcomes for 2023-24. As a result, the actual variance from the Original Budget estimate will be impacted by the difference between estimated and actual opening balances for 2024-25. The following variance analysis also includes major movements between the 30 June 2024 and 30 June 2025 actual balances.

	Note	2025 Budget \$'000	2025 Actual \$'000	2024 Actual \$'000	Budget Variance \$'000	Actual Variance \$'000
Assets						
Cash and cash equivalents	(a)	15,607	28,196	28,191	12,589	5
Receivables	(b)	3,603	1,733	3,795	(1,870)	(2,062)
Property, plant and equipment	(c)	422,038	321,134	309,456	(100,904)	11,678
Service concession asset	(d)	...	415,412	458,541	415,412	(43,129)
Right-of-use-assets	(e)	16,952	14,199	14,156	(2,753)	43
Intangibles	(f)	25,655	10,955	11,866	(14,700)	(911)
Other assets	(g)	10,837	3,628	4,301	(7,209)	(673)
Liabilities						
Payables	(h)	11,154	18,194	22,729	7,040	(4,535)
Service concession liability	(i)	...	437,830	480,401	437,830	(42,571)
Employee benefits liabilities	(j)	88,650	100,059	95,241	11,409	4,818
Equity						
Reserves	(k)	229,175	193,926	187,664	(35,249)	6,262

Notes to Statement of Financial Position variances

- (a) The increase in Cash and cash equivalents compared with budget and actual primarily relates to unspent revenue associated with the Tasmanian Government Radio Network carried forward to 2025-26.
- (b) The decrease in Receivables is due to the timing of the invoices between financial years.
- (c) The decrease in Property, plant and equipment compared with budget and actual is primarily due to the Tasmanian Government Radio Network. Refer note (d).
- (d) The increase in Service concession asset is due to the Tasmanian Government Radio Network. The Tasmanian Government Radio Network was first recognised in 2023-24 under the accounting standard AASB 1059 *Service Concession Arrangements: Grantors*. The accounting framework was not finalised when the budget for 2024-25 was being formulated.
- (e) The decrease in Right-of-use assets reflects the accounting treatment for leases in accordance with AASB 16 *Leases*.
- (f) The decrease in Intangibles primarily reflects differences in the assumptions of capitalisation of information technology projects at the time the budget was set.
- (g) The decrease in Other assets actual to actual represents a decrease in prepayments that primarily relates to inter agency payments for helicopter services with the Department of Health.
- (h) The decrease in Payables actual to actual reflects the timing of Creditors and Accrued expenses.
- (i) Refer note (d).
- (j) The increase in Employee benefits liabilities is due to an increase in long service leave and annual leave provisions as a result of increases in award salaries and increases in FTE resulting from Government Key Deliverables.
- (k) The decrease in Reserves primarily reflects the impact of the 2024-25 revaluation of the Department's land and buildings.

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	2025 Budget \$'000	2025 Actual \$'000	Variance \$'000	Variance %
Cash flows from operating activities					
Cash inflows					
Appropriation receipts - operating	(a)	398,131	414,308	16,177	4
Appropriation receipts - capital	(b)	21,351	9,525	(11,826)	(55)
Appropriation revenue - rollover	(c)	21,374	12,578	(8,796)	(41)
Grants	(d)	7,862	3,718	(4,144)	(53)
GST receipts	(e)	13,339	29,124	15,785	>100
Contribution from State Fire Commission	(f)	16,617	20,893	4,276	26
Other cash receipts	(g)	125,092	240,382	115,290	92
Cash outflows					
Employee benefits	(h)	(270,221)	(293,939)	(23,718)	(9)
GST payments	(i)	(13,339)	(28,511)	(15,172)	(>100)
Grants and subsidies	(j)	(22,273)	(29,417)	(7,144)	(32)
Supplies and consumables	(k)	(92,091)	(88,697)	3,394	4
Interest on service concession assets	(l)	...	(24,692)	(24,692)	(>100)
Other cash payments	(m)	(131,281)	(211,862)	(80,581)	(61)
Cashflows from financing activities					
Cash outflows					
Repayment of lease liabilities	(n)	(7,306)	(1,281)	(6,025)	(82)
Repayment of service concession liability	(o)	...	(38,047)	(38,047)	(>100)

Notes to Statement of Cash Flows variances

- (a) The increase in Appropriation revenue – operating is due to additional revenue for workers compensation premium (\$14.5 million) and revenue transferred to the Department for the Tasmania's Family and Sexual Violence Action Plan 2022-2027: Survivors at the Centre initiative (\$1.7 million).
- (b) The decrease in Appropriation revenue – capital is due to reprofiling of capital project cashflows in line with updated timelines including Western Arch (\$4.5 million), Lift Infrastructure (\$1.9 million), Police Academy Capacity Upgrades (\$1.6 million), Bridgewater Police Station Upgrade (\$1.5 million), Rosebery Emergency Service Hub (\$1 million), Automatic Vehicle Location Upgrade Project (\$750,000), Upgrade Police Housing (\$398,000) and Forensic Science Technology Uplift (\$130,000).
- (c) The decrease in Appropriation revenue – rollover is due to reprofiling of capital project rolled over from 2023-24 in line with updated timelines including Automatic Vehicle Location Upgrade Project (\$4.5 million), Project Unify (\$2.8 million), Forensic Science Technology Uplift (\$847,000) and Rosebery Police Station (\$672,000).
- (d) The decrease in Grants is primarily due to the timing of the drawdown of funding from the Department of Treasury and Finance for projects funded under National Partnership and Federation Funding Agreements, Structured Infrastructure Investment Review Process and the Digital Transformation Priority Expenditure Program.
- (e) 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.
- (f) The increase Contribution from State Fire Commission reflects contribution made by the State Fire Commission to the Department under funding agreements.
- (g) The increase in Other cash receipts is primarily due to the reimbursement of agency expenditure by the State Fire Commission that was in addition to estimate included in the original budget (\$61.3 million), additional reimbursements received for workers compensation recoveries (\$17.9 million) and revenue for Service concession arrangements relating to the Tasmanian Government Radio Network (\$17.7 million).
- (h) The increase in Employee benefits is primarily due to the payment of new award increases through the Police Enterprise Agreement and State Service Award which were not in the original budget, and workers compensation payments - refer note (g).
- (i) Refer note (e).
- (j) The increase in Grants and subsidies is primarily due to a change in approach to the Department's contribution to the Tasmanian Government Radio Network.
- (k) The decrease in Supplies and consumables is primarily due to a change in approach to the Department's contribution to the Tasmanian Government Radio Network.
- (l) The increase in Interest on service concession assets is due to Service concession assets for Tasmanian Government Radio Network not provided for in the budget. The Tasmanian Government Radio Network was first recognised in 2023-24 under the accounting standard AASB1059 *Service Concession Arrangements: Grantors*. The accounting framework was not finalised when the budget for 2024-25 was being formulated.
- (m) The increase in Other cash payments primarily relates to the budget for Interagency transfer payments from the State Fire Commission (\$61.3 million) and an increase in the workers compensation premium (\$14.5 million).
- (n) The decrease in Repayment of lease liabilities reflects the extinguishment of the helicopter lease under AASB 16 *Leases* which was transferred to Ambulance Tasmania since the budget was formulated.
- (o) Refer note (l).

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	2025 Budget \$'000	2025 Actual \$'000	2024 Actual \$'000
Net result from continuing operations		67,830	19	(20,422)
<i>Less impact of Non-operational capital funding</i>				
Revenue from Government – capital	6.1	21,351	9,525	11,666
Revenue from Government – other	6.1	21,374	12,578	16,860
Total		42,725	22,103	28,526
Underlying Net result from continuing operations		25,105	(22,084)	(48,948)

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.

	2025 Budget \$'000	2025 Actual \$'000	2024 Actual \$'000
Continuing operations			
Appropriation revenue – operating			
Current year	398,131	414,308	387,336
	398,131	414,308	387,336
Appropriation revenue – capital	21,351	9,525	11,666
Other revenue from Government ¹	21,374	12,578	16,860
Total revenue from Government from continuing operations	440,856	436,411	415,862
Total revenue from Government	440,856	436,411	415,862

Note 1. For explanation of budget to actual variance refer to Note 4.1(c).

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).

	2025 \$'000	2024 \$'000
Grants with sufficiently specific performance obligations		
Motor Accident Insurance Board	3,304	3,157
Parks Australia	...	87
Supporting our Emergency Services Volunteers	69	69
Department of Health (Tasmanian Government)	...	87
Flood intelligence capability roadmap	242	...
ANZCTC Crowded Places funding	60	...
Total	3,675	3,400
Grants without sufficiently specific performance obligations		
SES units volunteer brigade equipment upgrade grant	31	138
Disaster ready fund	362	...
Australasian Police and Emergency Services Games	360	9
Total	753	147
Total revenue from Grants	4,428	3,547

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.
	2025 \$'000	2024 \$'000
<i>Goods</i>		
Sale of communications equipment	148	1,935
<i>Services</i>		
Commissions	48	49
Helicopter evacuations	75	...
Property rental and fair value adjustment	191	273
Lease income from operating leases	120	144
National criminal history checks	1,089	617
Police Academy facilities hire	158	95
Prosecution document search fees	19	16
Other	400	194
Total	2,248	3,323

6.4 Contribution from State Fire Commission

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

	2025 \$'000	2024 \$'000
Contribution from State Fire Commission for State Emergency Service	4,696	3,526
Contribution from State Fire Commission for Business and Executive Services ¹	16,197	14,572
Total	20,893	18,098

Note 1. The Department's corporate functions are provided through a shared service arrangement operated by Business and Executive Services. The services provided incorporate Technology and Innovation, People and Business Services, Wellbeing Support, 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 SES would not be possible without the support of approximately 760 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.

	2025 \$'000	2024 \$'000
Hand sanitiser received from the Department of Health	25	...
ANZCTC Van	250	...
Total	275	...

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.

	2025 \$'000	2024 \$'000
Contributions from Government	16,439	5,761
Workers compensation wage recoveries	17,906	13,884
Reimbursements	5,439	521
Trunk Mobile Radio Network (TMRN) service fees	...	1,095
National Partnership Agreement	834	3,537
Safe Homes, Safe Families Program	...	2,535
Safe at Home Police Prosecution	635	635
ESCAD Support	1,208	1,286
Insurance recovery	48	33
Interagency transfer from State Fire Commission ¹	173,231	135,398
PACER contribution from the Department of Health	1,266	1,672
Service concession arrangements contributions ²	17,658	11,401
Royal Commission into National Natural Disaster Arrangements (RCNDA) funding	294	...
Australian Police and Emergency Services (APES) Games	634	...
Other	1,769	2,091
Total	237,361	179,849

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 2. The Department accounts for contributions from user agencies for access to the Tasmanian Government Radio Network (TasGRN). The user agencies are: Department of Police, Fire and Emergency Management, Tasmania Fire Service, State Emergency Service, Ambulance Tasmania, Department of Natural Resources and Environment Tasmania, Sustainable Timber Tasmania, Tasmanian Networks Pty Ltd and Hydro Tasmania.

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.

	2025 \$'000	2024 \$'000
Impairment of inventories	...	(75)
Impairment of physical assets	(385)	...
Net gain/(loss) on disposal of physical assets	...	1,734
Total net gain/(loss) on non-financial assets	(385)	1,659

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.

	2025 \$'000	2024 \$'000
Impairment of receivables	132	(54)
Total net gain/(loss) on financial instruments and statutory receivables/payables	132	(54)

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

	2025 \$'000	2024 \$'000
Wages and salaries	236,432	221,520
Annual leave	20,344	21,407
Long service leave	4,813	5,271
Superannuation – defined contribution scheme	29,685	26,462
Superannuation – defined benefit scheme	6,875	7,258
Other employee expenses	618	587
Total	298,767	282,505

Superannuation expenses relating to defined contribution schemes are paid directly to superannuation funds at a rate of 11.5 per cent (2023-24: 11 per cent) of salary, which is the Superannuation Guarantee rate set by the Australian Government. In addition, departments are also required to pay into the Public Account a “gap” payment equivalent to 3.45 per cent (2023-24: 3.45 per cent) of salary in respect of employees who are members of contribution schemes.

Superannuation expenses relating to defined benefit 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 department contribution is 12.95 per cent (2023-24: 12.95 per cent) of salary.

(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 2024-25 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.

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 more than a period of one month.

Terminations

Termination benefits include all forms of benefit paid or accrued as a consequence of termination, including Annual leave and Long service leave paid out on termination.

No termination benefits were paid in 2023-24 or 2024-25.

The following were key management personnel of the Department at any time during the 2024-25 financial year and unless otherwise indicated were key management personnel for the entire period:

Key management personnel	
Donna Adams	Secretary and Commissioner of Police from 11 October 2022
Kathy Baker	Executive Director, People and Business Services from 1 July 2022
Jonathan Higgins	Deputy Commissioner of Police from 24 October 2022 to 17 April 2025
Adrian Bodnar	Assistant Commissioner, Operations from 24 October 2022
Robert Blackwood	Assistant Commissioner, Specialist Support from 16 February 2023
Glenn Keating	Assistant Commissioner Innovation, Capability and Risk from 16 February 2023
Douglas Oosterloo	Assistant Commissioner Innovation, Capability and Risk, 7 April 2025 to 30 June 2025

Key acting personnel	
Scott Wilson-Haffenden	Acting Executive Director, People and Business Services, 23 December 2024 to 30 June 2025
Robert Blackwood	Acting Deputy Commissioner of Police, 19 May 2025 to 30 June 2025
Ian Whish-Wilson	Acting Assistant Commissioner Innovation, Capability and Risk, 6 January 2025 to 6 March 2025
Ross Hinkley	Acting Deputy Secretary, 1 November 2024 to 30 June 2025

2025	Short-term benefits		Long-term benefits			Termination benefits	Total \$'000
	Salary \$'000	Other Benefits \$'000	Superannuation \$'000	Other Benefits & Long Service Leave \$'000			
<i>Key management personnel</i>							
Donna Adams	432	24	58	14	...		528
Jonathan Higgins	240	23	32	3	...		298
Kathy Baker	217	24	26	8	...		275
Adrian Bodnar	255	27	31	(1)	...		312
Robert Blackwood	249	22	32	1	...		304
Glenn Keating	227	24	18	(88)	...		182
Douglas Oosterloo	52	2	7	2	...		63
<i>Key acting personnel</i>							
Scott Wilson-Haffenden	109	...	14	...	...		123
Ian Whish-Wilson	37	...	4	...	...		42
Ross Hinkley	171	...	20	...	...		190
Total	1,989	146	241	(60)	...		2,316

The following were key management personnel of the Department at any time during the 2023-24 financial year and unless otherwise indicated were key management personnel for the entire period:

Key management personnel

Donna Adams	Secretary and Commissioner of Police from 11 October 2022
Mandy Clarke	Deputy Secretary from 14 February 2022
Kathy Baker	Executive Director, People and Business Services from 1 July 2022
Jonathan Higgins	Deputy Commissioner of Police from 24 October 2022
Adrian Bodnar	Assistant Commissioner, Operations from 24 October 2022
Robert Blackwood	Assistant Commissioner, Specialist Support from 16 February 2023
Glenn Keating	Assistant Commissioner Innovation, Capability and Risk from 16 February 2023

Key acting personnel

Scott Wilson-Haffenden	Acting Executive Director, People and Business Services, 6 November 2023 to 28 January 2024
Stuart Wilkinson	Acting Assistant Commissioner, Operations, 14 August 2023 to 24 September 2023

2024	Short-term benefits		Long-term benefits		Termination benefits	Total \$'000
	Salary \$'000	Other Benefits \$'000	Superannuation \$'000	Other Benefits & Long Service Leave \$'000		
<i>Key management personnel</i>						
Donna Adams	406	24	50	(2)	...	478
Mandy Clarke	208	25	29	(38)	...	224
Kathy Baker	235	24	24	11	...	294
Jonathan Higgins	286	29	35	5	...	355
Adrian Bodnar	266	27	27	14	...	334
Robert Blackwood	229	25	28	6	...	288
Glenn Keating	218	21	29	18	...	286
<i>Key acting personnel</i>						
Scott Wilson-Haffenden	52	...	7	...	...	59
Stuart Wilkinson	16	...	2	...	...	18
Total	1,916	175	231	14	...	2,336

(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.

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.

(a) Depreciation

	Major depreciation period	2025 \$'000	2024 \$'000
Buildings	10–100 years	6,636	5,212
Plant, equipment and vehicles	2–25 years	2,607	2,053
Leasehold improvements	5–15 years	1,372	186
Right-of-use assets (Buildings and Plant and equipment)	2–20 years	1,640	1,842
Total		12,255	9,293

(b) Amortisation

	Major amortisation rate	2025 \$'000	2024 \$'000
Intangibles	5–50 per cent	994	965
Service concession assets – TasGRN	12–15 years	37,324	38,750
Total		38,318	39,715
Total depreciation and amortisation		50,573	51,435

8.3 Supplies and consumables

	2025 \$'000	2024 \$'000
Audit fees – financial audit	117	100
Audit fees – internal audit	100	60
Lease expenses	19,958	19,709
Consultants	5,340	6,288
Property services	7,254	6,833
Maintenance	3,720	5,039
Communications	11,362	13,562
Information technology	15,784	11,664
Travel and transport	9,460	10,028
Advertising and promotion	137	97
Contractors	2,650	3,977
Personal equipment (including body armour and ammunition)	236	635
Equipment costs (minor purchases)	1,291	1,842
Administration costs (printing, publications, office supplies)	2,395	2,199
Training and personnel costs	2,241	1,592
Uniforms (including materials, tailoring and protective clothing)	2,306	2,287
Other supplies and consumables	7,773	5,138
Total	92,124	91,050

Audit fees paid or payable to the Tasmanian Audit Office for the audit of the Department's financial statements were \$110,000 in 2024-25 (2023-24 \$100,000).

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.

	2025 \$'000	2024 \$'000
Police Citizen and Youth Club	1,248	1,745
Road and Rescue Call Outs	33	46
Supporting our Emergency Services Volunteers	500	500
State Fire Commission – Fuel Reduction Unit	7,625	9,950
State Fire Commission – Volunteer Brigade equipment upgrades	5	872
Sate Fire Commission – Fire and SES volunteer teams	600	600
Sustainable Timber Tasmania – Fuel Reduction	2,000	2,000
State Fire Commission – Red Hot Tips Fuel Reduction – Private Landholders	625	625
State Fire Commission – Multi-hazard intelligence	300	300
Natural Disaster risk reduction program	795	1,188
SES Brigade Equipment Upgrades	...	138
National Flood Mitigation Infrastructure Program	2,243	1,808
Kentish Flood Mitigation	269	890
DPFEM TasGRN User Contributions	7,086	3,206
SES TasGRN User Contributions	588	192
Coastal & Estuarine Risk Management Program	...	200
Capital Program SES Fleet Remediation	1,000	1,000
Capital Program - Volunteer Infrastructure Fund	4,000	4,000
Other grants and subsidies	315	1,744
Total	29,232	31,004

8.5 Finance Costs

Finance costs are recognised as an expense in the period in which it is incurred regardless of how the borrowings are applied.

Finance costs include:

- interest in respect of lease liabilities;
- interest in respect of lease liabilities; and
- exchange differences arising from foreign currency borrowings to the extent that they are regarded as an adjustment to interest costs.

	2025 \$'000	2024 \$'000
Interest Expense		
Interest on lease liabilities	638	620
Interest on service concession assets	17,948	26,533
Total	18,586	27,153

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.

	2025 \$'000	2024 \$'000
Workers Compensation	33,006	21,136
Legal expenses	347	433
Disbursement of third party revenue collected	1,749	649
Payments on behalf of the State Fire Commission ¹	173,231	135,398
Support services fees	1,475	1,262
Function hire	350	35
Other	1,904	643
Total	212,062	159,556

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 recorded inclusive of GST (where applicable).

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.

	2025 \$'000	2024 \$'000
Receivables	769	2,473
Less: Expected credit loss	(17)	(149)
	751	2,324
Other Receivables	350	380
Tax assets	632	1,091
Total	1,733	3,795
Settled within 12 months	1,733	3,795
Total	1,733	3,795

Reconciliation of movement in expected credit loss of receivables	2025 \$'000	2024 \$'000
Carrying amount at 1 July	149	95
Increase/(decrease) in provision recognised in profit or loss	(132)	54
Carrying amount at 30 June	17	149

There has been a significant decrease in gross trade receivables as at 30 June 2025 compared to 30 June 2024, primarily due to the timing of invoices. 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.

	2025 \$'000	2024 \$'000
Accrued revenue	1,823	2,698
Total	1,823	2,698
Settled within 12 months	1,823	2,698
Total	1,823	2,698

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.

	2025 \$'000	2024 \$'000
Uniform store	2,765	2,727
Forensic Science Service Tasmania store	283	206
Communications store	149	223
Total	3,197	3,156
Consumed within 12 months	3,197	3,156
Total	3,197	3,156

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 include 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.

(v) Assets in respect of leases where the Department is the lessor

The Department leases building assets (including office premises, car parks and residential accommodation) under operating leases with rental payments payable as per agreed terms with the tenants. Lease payments may include amounts for outgoings and associated costs and rent increases such as CPI index or a fixed percentage.

a) Carrying amount

	2025 \$'000	2024 \$'000
Land		
At fair value	74,882	72,280
Total	74,882	72,280
Buildings		
At fair value	365,482	355,008
Less: Accumulated depreciation	(162,339)	(155,630)
Total	203,143	199,378
Leasehold improvements		
At cost	8,180	8,180
Less: Accumulated depreciation	(2,876)	(1,503)
Total	5,304	6,677
Plant, equipment and vehicles		
At cost	56,060	41,569
Less: Accumulated depreciation	(28,453)	(25,845)
Total	27,607	15,724
Infrastructure		
At cost	32,118	35,926
Less: Accumulated depreciation	(32,118)	(35,926)
	...	...
Heritage assets		
At cost	413	413
Total	413	413
Work in progress		
Buildings at cost	8,992	3,525
Plant, equipment and vehicles at cost	794	11,459
Total	9,786	14,984
Total property, plant and equipment	321,134	309,456

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. In 2022-23; 2023-24 and 2024-25 the Department applied indices to its land and buildings provided by the Office of the Valuer-General Tasmania.

(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.

2025	Land Level 2 \$'000	Buildings Level 2 \$'000	Leasehold improvements \$'000	Plant, equipment and vehicles \$'000	Heritage assets \$'000	Work in progress \$'000	Total \$'000
Carrying value at 1 July	72,280	199,378	6,677	15,724	413	14,984	309,456
Additions	...	4,644	...	934	...	10,841	16,418
Disposals	...	...	...	...	...	...	...
Revaluation increments (decrements)	2,602	3,659	...	...	...	...	6,261
Impairment losses	...	...	...	...	...	...	...
Write offs	...	(385)	...	...	...	...	(385)
Depreciation	...	(6,635)	(1,373)	(2,607)	...	...	(10,616)
Transfer to other asset classes	...	2,483	...	13,556	...	(16,039)	...
Carrying value at 30 June	74,882	203,144	5,304	27,607	413	9,786	321,134

2024	Land Level 2 \$'000	Buildings Level 2 \$'000	Leasehold improvements \$'000	Plant, equipment and vehicles \$'000	Heritage assets \$'000	Work in progress \$'000	Total \$'000
Carrying value at 1 July	72,645	188,538	4,784	16,205	434	14,853	297,459
Additions	...	2,639	...	1,620	...	10,563	14,822
Disposals	(365)	(713)	...	...	(21)	...	(1,099)
Revaluation increments (decrements)	...	8,163	...	...	...	...	8,163
Impairment losses	...	...	...	...	...	...	...
Write offs	...	...	...	...	...	...	...
Depreciation	...	(6,301)	(1,304)	(2,284)	...	...	(9,889)
Transfer to other asset classes	...	7,052	3,197	183	...	(10,432)	...
Carrying value at 30 June	72,280	199,378	6,677	15,724	413	14,984	309,456

9.5 Service concession assets

The Department adopted accounting standard AASB 1059 *Service Concession Arrangements: Grantors* from 1 July 2023, which resulted in a recognition of a service concession asset and a liability of a service concession arrangement.

Service concession arrangements are contracts between a grantor and an operator where an operator provides public services related to a service concession asset on behalf of a public sector grantor for a specified period of time and manages at least some of those services.

Based on the Department's assessment, the Tasmanian Government Radio Network (TasGRN) falls in scope of AASB 1059.

Initial recognition

The Department recognised a service concession asset from 1 July 2023, when it obtained control of the asset. The asset was provided by the operator and therefore recognised at current replacement cost based on AASB 13 *Fair Value Measurement* principles.

Subsequent to initial recognition

Subsequent to the initial recognition or reclassification, the service concession asset is measured at current replacement cost and accounted for in accordance with the amortisation and impairment requirements of AASB 138 *Intangible Assets* and AASB 136 *Impairment of Assets*.

At the end of the arrangement

At the end of the service concession arrangement the Department accounts for the asset in accordance with Australian Accounting Standards, reclassifying the asset based on its nature and function. The asset fair value reverts from the mandated current replacement cost under AASB 1059, to the appropriate approach under AASB 13 *Fair Value Measurement*. The asset is derecognised when the entity loses control of the asset in accordance with AASB 138 *Intangible Assets*.

Based on the Department's assessment, the following arrangements fall in scope of AASB 1059:

Name of service concession arrangement	Period	Terms of arrangement	Rights & obligations	Changes in arrangement during current year	Changes in arrangement during prior year	Carrying amount of arrangement 30 June 2025 \$'000	Carrying amount of arrangement 30 June 2024 \$'000
Tasmanian Government Radio Network (TasGRN)	1 July 2023 to 30 April 2036	The provision of a 12-year fully managed service with an option to extend a further 3 years, for the provision of an interoperable, sustainable, and contemporary radio based communications capability that improves operational effectiveness and efficiency for State Emergency Services Organisations, Land Managers and Electricity providers.	Agreement includes the Design, Build and Testing of the 'critical communications' radio network statewide and includes Transition in phases for eight State User Organisations. Operational Services includes Performance and Operational Management including all asset management support services. Key Performance Indicator reporting and management across the Services Term. States auditing rights.	No Changes in arrangement during the current year.	No Changes in arrangement during the prior year.	415,412	458,541

Carrying amount and reconciliation of movements

	2025 \$'000	2024 \$'000
Service concession assets		
TasGRN	415,412	458,541
Total	415,412	458,541
Carrying value at 1 July	458,541	...
Additions	...	497,291
Amortisation	(37,324)	(38,750)
Other movements	(5,805)	...
Carrying value at 30 June	415,412	458,541

9.6 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 asset's 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.

Details of leasing arrangements for right-of-use assets are at note 10.2.

	Buildings \$'000	Plant, equipment & vehicles \$'000	Total \$'000
2025			
Carrying value at 1 July	14,045	111	14,156
Additions	1,683	...	1,683
Depreciation ¹	(1,551)	(89)	(1,640)
Other movements	...	...	...
Carrying value at 30 June	14,177	22	14,199

	Buildings \$'000	Plant, equipment & vehicles \$'000	Total \$'000
2024			
Carrying value at 1 July	15,278	272	15,550
Additions	374	...	374
Depreciation ¹	(1,669)	(161)	(1,830)
Other movements	62	...	62
Carrying value at 30 June	14,045	111	14,156

Note 1. Depreciation variance is due to the helicopter lease under AASB 16 *Leases* transferring to Ambulance Tasmania in 2021–22.

9.7 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

	2025 \$'000	2024 \$'000
Intangibles with a finite useful life		
At cost	16,360	16,360
Less: Accumulated amortisation	(6,196)	(5,203)
Total	10,164	11,157
Additions (at cost)	791	709
Total	10,955	11,866

(b) Reconciliation of movements

	2025 Total \$'000	2024 Total \$'000
Carrying amount at 1 July	11,866	12,708
Additions	83	...
Work in progress	...	123
Amortisation expense	(994)	(965)
Carrying amount at 30 June	10,955	11,866

9.8 Other assets

(a) Carrying amount

Prepayments relate to actual transactions that are recorded at cost.

	2025 \$'000	2024 \$'000
Prepayments	3,628	4,301
Total	3,628	4,301
Recovered within 12 months	3,534	3,933
Recovered in more than 12 months	94	368
Total	3,628	4,301

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. Payables are recorded inclusive of GST (where applicable).

	2025 \$'000	2024 \$'000
Creditors	5,970	14,362
Accrued expenses	12,224	8,367
Total	18,194	22,729
Settled within 12 months	18,194	22,729
Total	18,194	22,729

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 three plant and equipment leases 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 2025 and have been treated as short-term leases.

	2025 \$'000	2024 \$'000
Lease Liability	15,723	15,321
Total	15,723	15,321
Settled in 12 months	1,128	1,240
Settled in more than 12 months	14,595	14,081
Total	15,723	15,321

Maturity analysis of undiscounted lease liabilities:

	2025 \$'000	2024 \$'000
One year or less	1,128	1,240
One to five years	3,426	3,014
More than five years	11,169	11,067
Total	15,723	15,321

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:

	2025 \$'000	2024 \$'000
Interest on lease liabilities included in note 8.5	638	620
Lease expenses included in note 8.3		
Short term leases	7,768	14,039
Lease of low-value assets	2,624	2,328
Variable lease payments	...	...
Income from sub-leasing right-of-use assets	(120)	(143)
Net expenses from leasing activities	10,909	16,844

The following amounts are recognised in the Statement of Cash Flows:

	2025 \$'000	2024 \$'000
Repayment of lease liabilities (excluding interest)	1,281	1,455
Total cash outflows for leases	1,281	1,455

10.3 Service concession liabilities

Service concession liability represents a consideration for the service concession asset in accordance with a contract with Telstra Corporation Limited for the Tasmanian Government Radio Network (TasGRN).

	2025 \$'000	2024 \$'000
Service concession liabilities		
TasGRN	437,830	480,401
Total	437,830	480,401
Settled in 12 months	43,649	39,288
Settled in more than 12 months	394,181	441,112
Total	437,830	480,401

10.4 Employee benefits liabilities

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.

	2025 \$'000	2024 \$'000
Accrued salaries	9,048	7,462
Annual leave	38,032	36,416
Long service leave	52,384	50,875
Accumulated leave schemes	595	488
Total	100,059	95,241
Expected to settle wholly within 12 months	90,673	87,271
Expected to settle wholly after 12 months	9,386	7,970
Total	100,059	95,241

10.5 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.

10.6 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.

	2025 \$'000	2024 \$'000
Other liabilities		
Employee benefits – on-costs	1,776	1,694
Grant funds received in advance	...	360
Total	1,776	2,054
Settled within 12 months	1,458	1,789
Settled in more than 12 months	318	265
Total	1,776	2,054

Note 11 Commitments and Contingencies

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

These commitments are recorded below at their nominal value and inclusive of GST.

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.

11.1 Schedule of Commitments

	2025 \$'000	2024 \$'000
By type		
<i>Capital commitments</i>		
Property, plant and equipment	28,388	23,108
Total Capital commitments	28,388	23,108
<i>Commitments held with Finance-General</i>		
Major office accommodation	15,979	16,086
Motor vehicle fleet (base usage charge)	1,224	2,153
Other	91	41
Total Commitments held with Finance-General	17,294	18,280
<i>Other commitments</i>		
Short term and/or low-value leases	40	28
Other	26,084	27,244
Total Other commitments	26,124	27,272
Total Commitments (including GST)	71,806	68,660
By maturity		
<i>Capital commitments</i>		
One year or less	28,224	15,807
From one to five years	165	7,301
More than five years	...	...
Total capital commitments	28,389	23,108
<i>Commitments held with Finance-General</i>		
One year or less	5,104	4,709
From one to five years	7,308	9,317
More than five years	4,882	4,254
Total Commitments held with Finance-General	17,294	18,280
<i>Other commitments</i>		
One year or less	12,830	16,928
From one to five years	11,526	10,344
More than five years	1,768	...
Total other commitments	26,124	27,272
Total Commitments (including GST)	71,807	68,660

Commitments held with Finance-General

Major office accommodation leases are executed by the Department of Treasury and Finance. As there is no lease contract between Treasury and the Department, for the purposes of AASB 16 *Leases*, the Department is not required to recognise a lease liability and right-of-use asset. Major office accommodation primarily relates to 47 Liverpool Street, Hobart and 70 Collins Street, Hobart.

The Government's motor vehicle fleet is owned and managed by Treasury. Treasury is the central agency which purchases vehicles on behalf of the Department. The Department pays a monthly payment to Treasury via LeasePlan Australia for use of the vehicles. As there is no lease contract between Treasury and the Department, for the purposes of AASB 16 *Leases*, the Department is not required to recognise a lease liability and right-of-use asset. Motor vehicle fleet payments are rental payments which vary according to the type of vehicle. The majority of vehicles are for a period of three years or 60,000 km, whichever comes first.

Other commitments

The Department leases various properties that are short-term and expired during 2024-25.

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 any 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.

	2025 \$'000	2024 \$'000
Quantifiable contingent liabilities		
Contingent claims	25	55
Total quantifiable contingent liabilities	25	55

(b) Unquantifiable contingencies

At 30 June 2025, 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

2025	Land & Buildings \$'000	Total \$'000
Asset revaluation reserve		
Balance at the beginning of financial year	187,664	187,664
Revaluation increment/(decrement)	6,261	6,261
Transfer to accumulated surplus/(deficit)	...	...
Balance at end of financial year	193,926	193,926

2024	Land & Buildings \$'000	Total \$'000
Asset revaluation reserve		
Balance at the beginning of financial year	180,313	180,313
Revaluation increment/(decrement)	8,163	8,163
Transfer to accumulated surplus/(deficit)	(812)	(812)
Balance at end of financial year	187,664	187,664

(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.

	2025 \$'000	2024 \$'000
Special Purpose Account balance		
S519 Department of Police, Fire and Emergency Management Operating Account	28,184	28,177
Total	28,184	28,177
Other cash held		
Cash and cash equivalents	12	14
Total	12	14
Total cash and cash equivalents	28,196	28,191

13.2 Reconciliation of Net Result to Net Cash from Operating Activities

	2025 \$'000	2024 \$'000
Net result	19	(20,422)
Depreciation and amortisation	50 573	51,435
(Gain) loss on non-financial assets	385	(1,734)
Contributions received	275	...
Impairment losses	...	75
Expected credit losses	(132)	54
Decrease (increase) in receivables	1,603	(1,315)
Decrease (increase) in inventories	(41)	(186)
Decrease (increase) in accrued revenue	875	(1,783)
Decrease (increase) in prepayments	673	(1,240)
Decrease (increase) in tax assets	459	19
Increase (decrease) in creditors	(9,249)	10,322
Increase (decrease) in accrued expenses	3,820	6,126
Increase (decrease) in employee benefits	4,818	6,765
Increase (decrease) in other liabilities	(278)	660
Net cash from (used by) operating activities	53,800	48,776

13.3 Acquittal of Capital Investment

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

	2025 Budget \$'000	2025 Revised Budget \$'000	2025 Actual \$'000	2024 Actual \$'000
Capital Investment Program				
Large Vessel Replacement Program	1,833	...	...	4,667
Forensic Science Technology Uplift	1,077	...	...	228
Multidisciplinary Centres	...	...	...	1,600
Rosebery Police Station	672	...	...	28
Bridgewater Police Station Upgrade	6,519	3,431	3,431	1,381
St Helens Police Station	2,400	2,400	2,400	200
Crackdown on Anti-Social Driving	120	120	120	110
Upgrade Police Housing	600	202	202	1,600
Supporting our Emergency Services Volunteers	500	500	500	500
Volunteer Brigade Equipment Upgrades	...	...	...	1,000
Additional Police House – Flinders Island	600	600	600	...
Project Unify	11,761	...	...	1,186
Automatic Vehicle Location Upgrade Project	5,292	...	...	58
Rosebery Emergency Services Hub	1,000	...	...	...

	2025 Budget \$'000	2025 Revised Budget \$'000	2025 Actual \$'000	2024 Actual \$'000
Lift Infrastructure	1,952	15	15	...
Western ARCH	4,792	250	250	208
Police Academy capacity upgrades	3,607	2,007	2,007	500
Total	42,725	9,525	9,525	13,266

(b) Classification of cash flows

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

	2025 \$'000	2024 \$'000
Cash outflows		
Payments for acquisition of assets	8,377	8,519
Grants and subsidies	500	1,500
Other cash payments	648	3,247
Total cash outflows	9,525	13,266

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.

	2025 \$'000	2024 \$'000
Balance as at 1 July	15,321	16,340
Acquisitions/New leases	1,683	375
Other movements	17,004	62
Changes from financing cash flows:		
Cash Received	...	...
Cash Repayments	(1,281)	(1,455)
Balance as at 30 June	15,723	15,321

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 2025 is as follows:

Expected credit loss analysis of receivables as at 30 June 2025

	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)	1.87%	12.44%	41.29%	0.00%	
Total gross carrying amount (B)	738	31	...	...	769
Expected credit loss (A x B)	14	3	...	...	17

Expected credit loss analysis of receivables as at 30 June 2024

	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)	1.77%	7.34%	20.64%	51.22%	
Total gross carrying amount (B)	709	1,747	...	17	2,473
Expected credit loss (A x B)	12	128	...	9	149

(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:

2025

	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	18,194	...	...	...	...	...	18,194	18,194
Service Concession liability	66,236	63,991	64,739	61,572	42,846	266,021	565,405	437,830
Other financial liabilities	...	...	...	...	...	...	...	...
Total	84,429	63,991	64,739	61,572	42,846	266,021	583,599	456,024

2024

	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	22,729	...	...	...	...	...	22,729	22,729
Service Concession liability	64,270	63,961	64,699	65,430	62,285	314,212	634,857	480,401
Other financial liabilities	360	...	...	...	...	...	360	360
Total	87,359	63,961	64,699	65,430	62,285	314,212	657,946	503,490

14.2 Categories of Financial Assets and Liabilities

AASB Carrying amount	2025 \$'000	2024 \$'000
Financial assets		
Cash and cash equivalents	28,196	28,191
Financial assets measured at amortised cost	2,681	5,402
Total	30,877	33,593
Financial Liabilities		
<i>Financial liabilities measured at amortised cost</i>		
Payables	18,194	22,729
Service Concession liability	437,830	480,401
Other financial liabilities	...	360
Total	456,024	503,490

14.3 Derecognition of Financial Assets

The Department did not derecognise any financial assets during 2024–25.

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

	Carrying Amount 2025 \$'000	Net Fair Value 2025 \$'000	Carrying Amount 2024 \$'000	Net Fair Value 2024 \$'000
Financial assets				
Cash and cash equivalents	28,196	28,196	28,191	28,191
Other financial assets	2,681	2,681	5,401	5,402
Total financial assets	30,877	30,877	33,593	33,593
Financial liabilities (recognised)				
Payables	18,194	18,194	22,729	22,729
Service Concession liability	437,830	437,830	480,401	480,401
Other Liabilities	...	...	360	360
Total financial liabilities (recognised)	456,024	456,024	503,490	503,490

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 2024-25 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)	595	1,289	694	>100

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.

	2025 \$'000	2024 \$'000
Document search fees	198	180
Academy trainee board	225	186
Other sales of goods and services	16	15
Total	439	381

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.

	2025 \$'000	2024 \$'000
Fees		
Firearms licenses/registrations	1,289	1,206
Total	1,289	1,206

15.4 Administered Other Revenue

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

	2025 \$'000	2024 \$'000
Found and confiscated proceeds	189	67
Total	189	67

Note 16 Events Occurring After Balance Date

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 Material 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 25 September 2025.

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.

Whilst the Tasmania Fire Service reports separately to the State Fire Commission for the purposes of financial reporting, revenue and expenditure for the State Fire Commission is transacted through the Department's specific purpose account, therefore these transactions are included in this financial report. Transactions between the Department of Police, Fire and Emergency Management and the State Fire Commission have not been eliminated in these statements.

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

There are no applicable Standards that have been issued by the AASB that are yet to be applied.

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 2025 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 signed 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 2025 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.

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

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

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 the 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 the 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.

Martin Thompson
Auditor-General

26 September 2025
Hobart

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Department of Police, Fire and Emergency Management Annual Report 2024–2025

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