



ANNUAL REPORT DEPARTMENT OF POLICE, FIRE & EMERGENCY MANAGEMENT 2019–2020

Department of Police, Fire and Emergency Management Annual Report 2019–20

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Abbreviations and Acronyms

AA	Audit Act	LED	Light Emitting Diode
AAS	Australian Accounting Standards	LGA	Local Government Area
AASB	Australian Accounting Standards Board	n/a	Not applicable
ABS	Australian Bureau of Statistics	PF	Procurement Framework
ATO	Australian Tax Office	PP	Procurement Processes
C	Contracts	PIDA	<i>Public Interest Disclosure Act 2002</i>
CALD	Culturally and linguistically diverse	PSSRA	<i>Public Sector Superannuation Reform Act 2016</i>
DNA	Deoxyribonucleic acid	RTIA	<i>Right to Information Act 2009</i>
DPFEM	Department of Police, Fire and Emergency Management	SOG	Special Operations Group
DPIPWE	Department of Primary Industry, Parks, Water and Environment	SCC	State Control Centre
EMA	<i>Emergency Management Act 2006</i>	SES	State Emergency Service
ESCAD	Emergency Services Computer Aided Dispatch	SSA	<i>State Service Act 2000</i>
ED	Employment Direction	SSR	<i>State Service Regulations 2011</i>
Ex	Excluding	TFS	Tasmania Fire Service
FC	Financial Controls	TasGRN	Tasmania Government Radio Network
FMAA	Financial Management Association of Australia	TMRN	Tasmanian Mobile Radio Network
FR	Financial Reporting	TI	Treasurer's Instructions
FSST	Forensic Science Service Tasmania		
FTE	Full Time Equivalent		
GP	General Practitioner		
GPS	Global Positioning System		
GST	Goods and Services Tax		
IFRS	International Financial Reporting Standards		
km/h	Kilometres per hour		
LGBTIQ+	Lesbian, gay, bisexual, transgender, gender diverse, intersex, queer, asexual and questioning		

Letter to the Minister

Hon Mark Shelton MP
Minister for Police, Fire and Emergency Management
Parliament House
HOBART TAS 7000

Dear Minister

In accordance with the requirements of section 36(1) of the *State Service Act 2000* and section 27 of the *Financial Management and Audit Act 1990*, I am pleased to submit for presentation to Parliament, the 2019–20 Annual Report for the Department of Police, Fire and Emergency Management.

Yours sincerely

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

D L Hine AO APM
Secretary

Secretary's Foreword



2019–20 will be remembered for the most serious public health emergency in our lifetime, COVID-19.

To support our response, in March 2020 the first State of Emergency in living memory was declared under the *Emergency Management Act 2006* (EMA). This is the legal framework for emergency powers, such as border restrictions, which helped limit the impact of the virus on our community.

While the Department of Health is the lead agency, as State Controller under the EMA, I exercised responsibility for coordinating the whole of

government response to the COVID-19 pandemic. Police officers and State Service employees from across government have taken up positions within the State Control Centre (SCC), working in policy, legal, planning, public information and recovery areas. Others across the Department continued to deliver policing and support services while their colleagues were seconded to the SCC.

Police officers have enforced compliance with the unprecedented restrictions on movement, and have gone about their business professionally and with good judgement. That has been a significant factor in Tasmania Police maintaining high levels of public confidence and trust during a challenging period and contributed to maintaining a safe place to live and work.

The COVID-19 response and recovery will be part of the 'new normal' for the foreseeable future. It has been a remarkable community effort to date to bring the virus under control and I want to thank all Tasmanians for their individual commitment to the response.

The pandemic had a significant impact on policing activities, resulting in reductions in crime and public order offences in the reporting period. There was an approximate 2% reduction in recorded crime, including assaults, burglaries, stolen motor vehicles and arson related offences, influenced by the period of COVID-19 restrictions. Fraud offences continued to increase, and this will be a focus of a new Crime and Intelligence Command to be established in July 2020.

We are on track to deliver the State Government's commitment of an additional 125 police officers by 2022. A further 30 officers were added to our establishment during 2019–20. This included four officers to establish a full time Special Operations Group capability, an allocation to create a Crime and Intelligence Command, and a position in each of the three regional Drug Investigation Services to target serious drug offenders, including those trafficking in crystal methamphetamine (Ice). At the completion of the program, we will have 1,358 FTE which will be the highest number of police in the agency's history.

DPFEM provides housing for Tasmania Police officers stationed in remote and country towns throughout the State. The Upgrade Police Housing project has continued to renovate properties, delivering quality accommodation for police officers and their families. Renovations were completed on a number of police properties in the North-West and North-East, including two houses on Flinders Island.

In June 2020, the Department received an additional \$8.7 million to upgrade 29 police houses in regional areas, and \$7 million to upgrade infrastructure at the Launceston Police Station, which last received a makeover in 2006.

The health and welfare of our people was a continued focus during the year. An online hub, *MyPulse*, was launched to provide resources including mental health screening and face to face health clinics for emergency service responders and State Service employees. We have also committed to increasing the number of Wellbeing Support and Critical Incident Stress Management peers available to provide support to those who need it. In August 2019, a new business unit, Wellbeing Support, was established and located in non-emergency service buildings to increase confidentiality of the services provided.

In October 2019, Project Unify successfully delivered Phase One of a significant program of reform establishing a secure, reliable, contemporary and integrated policing operational information system known as 'Atlas'. Project Unify also delivered a new integrated search facility known as 'Compass'.

Atlas now holds core data sets and the intelligence management functions with some 78 million records being migrated into the new system.

Planning continues for future phases to transition aging applications into the Atlas system ensuring the best possible access, security and support for operational police and the Tasmanian community.

Tasmania Police collaborated with the Department of Justice on a nation-leading trial, using electronic technology, to monitor the movement of high-risk family violence perpetrators to improve safety for victims and their children.

The two-year trial used electronic tracking devices for perpetrators to ensure they do not approach their victims. Selected victims of family violence were offered the option to have a portable device with duress capability to alert police to a potential breach of a family violence order. The preliminary results from the trial show a significant reduction in high risk incidents, assaults and threats of family violence. The Tasmanian Institute of Law Enforcement Studies will undertake an evaluation of the trial for consideration of the Government.

We celebrated the 50th anniversary of our Tasmania Police Pipe Band during the year. The Pipe Band would be familiar to many Tasmanians from their performances at community and ceremonial events including the Hobart Christmas Pageant, Government House events and Tasmania Police graduations.

The Pipe Band is comprised of committed volunteers who represent Tasmania Police with pride. A highlight of the celebrations was the Pipe Band's invitation to play at the Royal Edinburgh Military Tattoo, which is testament to their talent and professionalism.

My thanks to everyone in the Department for your hard work in challenging circumstances. I am proud of the policing and emergency management service we provide to the Tasmanian community.

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

D L Hine AO APM
Secretary

2019–20

Our Year in Review

Key Business Priorities

The key business priorities for Tasmania Police and Business and Executive Services are established within the strategic framework of *Future Focus 2017–20*.

The following information provides a summary of the key business priorities for 2019–20 that are of strategic or whole-of-department significance.

HEALTH AND WELLBEING

Launched *MyPulse*, a central online hub for wellbeing, targeted at career frontline responders across the Department and Ambulance Tasmania. *MyPulse* provides physical and mental health screens, e-learning modules and face-to-face wellbeing training.

Provided a mix of proactive and preventative health and wellbeing programs, such as the Ready for Response 12-week fitness and nutrition program, so that our emergency personnel can perform at their optimal best.

NEW NORFOLK STATION, LONGFORD STATION AND SORELL EMERGENCY SERVICES HUB

Progressed work on developing contemporary police stations for the Longford and New Norfolk communities, as well as the new Emergency Services Hub in Sorell. These investments will provide fit-for-purpose, modern and well-equipped accommodation from which to respond to the needs of the community.

ONLINE LEARNING SYSTEM

Released a new online learning system that provides a modern, user-friendly learning environment for staff and volunteers. During COVID-19, this system allowed for ongoing learning from an online platform which staff and volunteers could access from home.

DIGITAL INFORMATION STRATEGY

Commenced planning for a new Departmental Digital Information strategy. This strategy is future investment in technology and communications, including information security. It is anticipated that the strategy will be released in the first half of 2020–21.

DIVERSITY AND INCLUSION

Tasmania Police launched a number of recruitment strategies targeted at attracting applicants from diverse backgrounds, including CALD, Aboriginal and Torres Strait Islander population and members of the LGBTIQ+ community.

Tasmania Police collaborated with various organisations to identify suitable police recruit applicants from CALD backgrounds, including providing support and advice to those applicants unable to meet entry requirements. It is intended that these strategies will increase the diversity of police recruit applicants and subsequent representation on recruit courses, to better reflect our community.

The Department also procured an unconscious bias training program targeted at Departmental leaders, managers and supervisors that aims to improve decision-making and professional relationships and creating a more open and inclusive organisation.

TASMANIAN RISK MANAGEMENT FUND

Completed the transition of Workers Compensation insurance to the Tasmanian Risk Management Fund for both employees and volunteers following the State Fire Commission endorsement in 2018–19.

MEMORANDUM OF UNDERSTANDING BETWEEN TASMANIA POLICE, STATE FIRE COMMISSION AND DPfEM BUSINESS AND EXECUTIVE SERVICES

The Memorandum of Understanding for corporate services is currently being developed through a Working Group. The Working Group is determining the level of service required and how best to meet the needs of the individual service arms.

PROJECT UNIFY

Delivered *Atlas*; a new secure, reliable, contemporary and integrated operational policing information system. *Atlas* went live on 16 October 2019, along with a new, enhanced search facility known as *Compass*. *Atlas* provides new services for managing warrants, searches, intelligence submissions and child safety referrals. It holds core data sets and the intelligence management function with some 78 million records being migrated into the new system.

POLICE RECRUITMENT

Continued to progress police recruitment towards meeting the Tasmanian Government's commitment to increase police numbers by 125 by mid-2022.

40 recruits and 11 Accelerated Training Program members graduated during 2019–20.

A further three recruit courses and two Accelerated Training Program courses are scheduled for 2020–21. At the completion of the recruitment campaign, Tasmania Police will have 1,358 FTE, the highest number of police officers in the agency's history.

PROJECT AUTHENTICATE (BODY WORN CAMERAS)

Deployed 751 body worn camera devices to all general uniform policing units.

Body worn cameras are an additional tool for police officers and contribute to a safer working environment for frontline members.

The delivery of the body worn camera devices has also complemented existing accountability measures and streamlined processes regarding complaints against police officers.

CAPABILITY REVIEW PROJECT

Completed the Capability Review Project in December 2019, producing the *Next Generation Policing* report which identifies a range of capabilities and recommendations to consider in relation to future requirements and needs.

POLICE OFFICER ALLOCATION MODEL

Finalised the Police Officer Allocation Model in December 2019, providing a rational model to inform the allocation of police officers to positions or locations. The model takes account of various factors, including offence rates, calls for service, family violence, disadvantage index, population, demographics, socio-economic and geographical considerations, while also recognising professional judgement. The model is being used to support the current and future increases in police numbers.

AT-RISK YOUTH STRATEGY

Implemented the *Policing At-Risk Youth Strategy 2019–2022* in September 2019. Key components of the strategy are ensuring interventions occur at the earliest opportunity and coordinating efforts amongst agencies to promote a more holistic approach. The strategy will allow Tasmania Police to focus its resources on those most at risk, at the earliest possible opportunity.

FATIGUE MANAGEMENT POLICY

Tasmania Police is working with a specialist external consultant to develop the draft policy. This work will continue to be progressed during 2020–21.

RAPID RESPONSE CAPABILITY

Four full time Special Operations Group positions have been filled and work commenced towards developing a full time Special Operations Group model, including an enhanced rapid response capability.

Our Department

The Department of Police, Fire and Emergency Management is an all-hazards emergency management agency responsible for providing quality policing, fire and emergency management services to the Tasmanian community.

The Department consists of Tasmania Police, Tasmania Fire Service, State Emergency Service, and Forensic Science Service Tasmania, with corporate support provided by Business and Executive Services.

Although the Tasmania Fire Service and State Emergency Service are significant areas of the Department, they are not extensively addressed in this report. More information is available in the *2019–20 State Fire Commission Annual Report*.

Our Vision, Mission, Values and Principles

The Department has a common vision, mission and values for all its operational areas, and this is supported by a set of principles. These guide the delivery of our services and the behaviours of our people.

OUR VISION

A safe, secure and resilient Tasmania.

OUR MISSION

To provide effective policing, fire and emergency management services.

OUR VALUES

INTEGRITY

We believe in honest, professional, transparent and ethical behaviour in all aspects of our business.

EQUITY

We believe in fair, consistent and inclusive behaviour when interacting with our people and our community.

ACCOUNTABILITY

We believe in being answerable for our decisions and actions, behaving professionally and being responsible for our outcomes.

OUR PRINCIPLES

COMMUNITY FOCUS

We will engage and work with the community to provide effective services for the community.

COLLABORATION

We will work together and with others to achieve positive outcomes.

VALUES-LED

Our service and behaviours will reflect our values.

PROFESSIONAL

We will be respectful, honest, confident and competent.

ACCOUNTABLE

We will be responsible and transparent.

Our Strategic Framework

The Department's overarching strategic framework is established by *Future Focus 2017-2020*. *Future Focus* identifies four areas of strategic focus for the Department as a whole, and for its operational services.

These focus areas are:

COMMUNITY SERVICE

Delivering what the community needs to be safe, engaged and reassured.

LEADERSHIP

Having the skills and resources to be informed, accountable and innovative in what we do.

PEOPLE

Looking after our workforce and planning for the future.

COMMUNICATION

Ensuring that our messages are heard by the community and that their voices are heard by us.

These focus areas have been incorporated into our business priorities for the 2019–20 reporting period. Our *2019–20 Year in Review* summary provides highlights of our key priority areas that are of strategic or whole-of-department significance.

Our Performance Measures

OUTPUT GROUPS

The Department (excluding the Tasmania Fire Service) has four Output Groups with a specific aim and set of priorities. These Output Groups are:

- Public Safety
- Crime
- Traffic Policing
- Emergency Management

Further information on the Output Groups are in the *Our Performance Measures* Chapter.

Our Key Deliverables

The *2019–20 Government Services Budget Paper No. 2, Volume 1* includes a budget allocation for a range of key deliverables for the Department.

An update of our progress against these key deliverables is outlined in the *Our Performance Measures* Chapter.

Corporate Governance

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

The high-level governance and decision-making forums for the Department are outlined below.

Agency Management Group

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

Corporate Management Group

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

Committees and Boards

The Department has a range of committees and boards to provide assurance that we effectively manage our resources and risk, and to deliver our key priorities.

Further information and membership of all the above groups is listed under the *Boards and Committees* section in the Compliance section of this Annual Report.

Organisational Structure Changes

During 2019–20, the Department underwent the following structural changes:

WELLBEING SUPPORT

On 4 August 2019, the Wellbeing Support business unit was established in Business and Executive Services. The Director, Wellbeing Support reports to the Deputy Secretary, Business and Executive Services.

Wellbeing Support has offices in Hobart, Ulverstone and Launceston which are now geographically separated from agency hubs to ensure that confidentiality is enhanced.

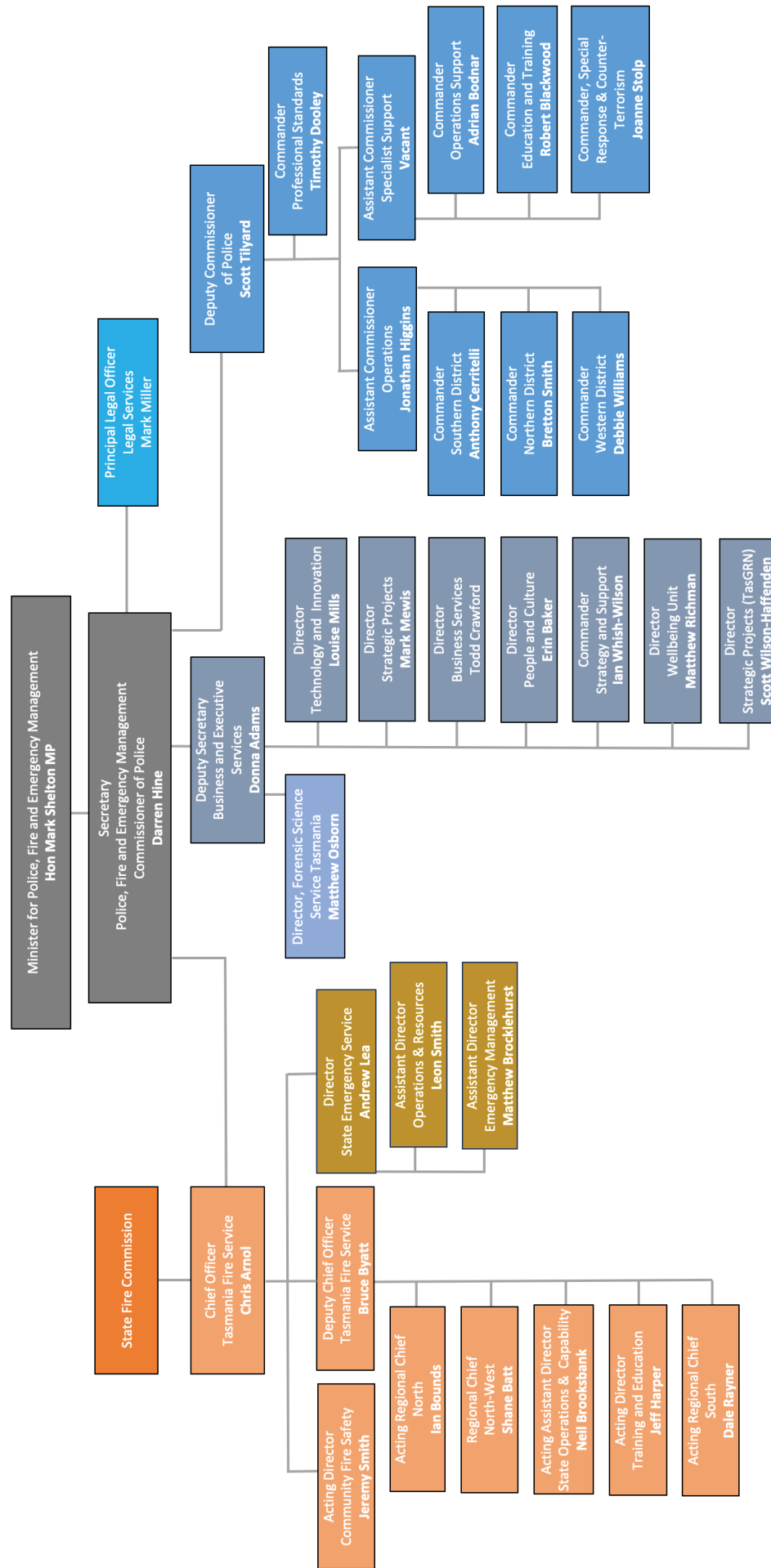
NORTHERN DISTRICT (TASMANIA POLICE)

On 1 July 2019, the new St Helens Division was created in the Northern District. Details of the reallocation of police stations can be found in the *Our Organisational Structure, Northern District* section.

SOUTHERN DISTRICT (TASMANIA POLICE)

The Southern District was restructured and two new divisions, Clarence Division and East Coast Division, were established. Details of the reallocation of police stations can be found in the *Our Organisational Structure, Southern District* section.

Department of Police, Fire and Emergency Management Organisational Structure (as at 30 June 2020)

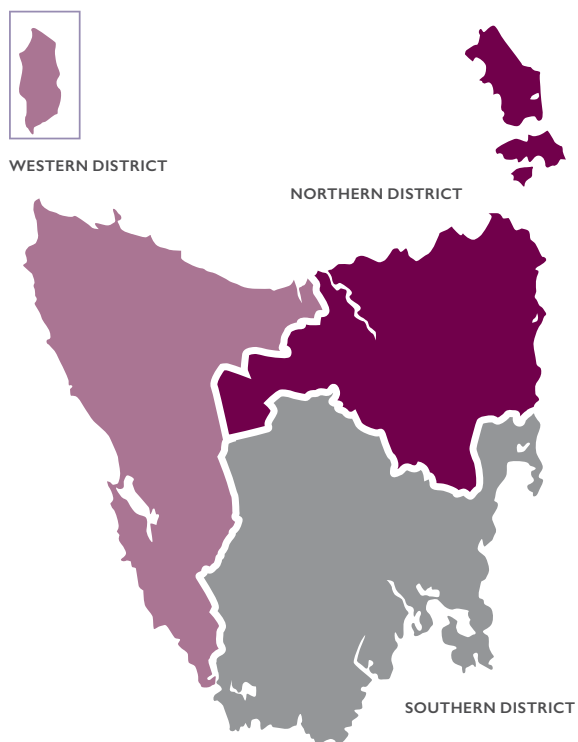


Tasmania Police Commands

Tasmania Police consists of seven commands; three geographical police districts and four support commands:

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

TASMANIA POLICE DISTRICTS MAP



Our Geographical Police Districts

SOUTHERN DISTRICT

Headquarters Address 43 Liverpool Street
HOBART TAS 7000

Size¹ 25,518 square kilometres

Population as at 30 June 2019² 275,434

Police positions per 1,000 population³ 1.79

DIVISION

STATIONS

Bridgewater Bothwell, Bridgewater, Bushy Park, Hamilton, Kempton, Liawenee, Maydena, New Norfolk, Oatlands

Clarence Bellerive, Clarence Plains

East Coast Bicheno, Dunalley, Nubeena, Orford, Richmond, Sorell, Swansea, Triabunna

Glenorchy Glenorchy

Hobart Hobart

Kingston Alonnah, Cygnet, Dover, Geeveston, Huonville, Kingston, Woodbridge

SUPPORT SERVICES

Criminal Investigation Services Hobart, Glenorchy, Bellerive, Bridgewater, Kingston, Family Violence Unit

District Support Services Road and Public Order Services, Community Support Services

Drug Investigation Services Crime Management Unit, Dog Handling Unit

Prosecution Services Coronial Services

NORTHERN DISTRICT		WESTERN DISTRICT	
Headquarters Address	137–149 Cimitiere Street, LAUNCESTON TAS 7250	Headquarters Address	88–90 Wilson Street, BURNIE TAS 7320
Size ¹	19,975 square kilometres	Size ¹	22,526 square kilometres
Population as at 30 June 2019 ²	146,258	Population as at 30 June 2019 ²	112,765
Police positions per 1,000 population ³	1.77	Police positions per 1,000 population ³	2.12
DIVISION	STATIONS	DIVISION	STATIONS
Deloraine	Campbell Town, Deloraine, Evandale, Longford, Perth, Westbury	Burnie	Burnie, Smithton, Wynyard
North-East	Beaconsfield, Bridport, Derby, Exeter, George Town, Gladstone, Lady Barron, Ringarooma, Scottsdale	Devonport	Devonport, Latrobe, Port Sorell, Railton, Sheffield
Launceston	Launceston, Newnham, Ravenswood	Central West	Currie, Penguin, Queenstown, Rosebery, Strahan, Ulverstone, Waratah, Zeehan
St Helens	Fingal, St Marys, St Helens, Whitemark	SUPPORT SERVICES	
SUPPORT SERVICES		Western Criminal Investigation Services	Crime Investigation Branch Devonport and Burnie, Crime Management Unit, Family Violence Unit, Dog Handler Unit, Drug Investigation Services, Forensic Services
Northern Criminal Investigation Services	Crime Management Unit, Criminal Investigation Branch, Dog Handler Unit, Drug Investigation Services, Family Violence Unit, Forensic Services	District Support Services	Road and Public Order Services, Prosecution Services, Community Support Services
District Support Services	Community Support Services, Coronial Services, Early Intervention and Youth Action Unit, Prosecution Services, Road and Public Order Services		

1. Area of Tasmania Police Districts is the sum of the land area of Local Government Areas (LGA) contained in the District. Source of area data: Australian Bureau of Statistics (ABS), 3218.0 Regional Population Growth, Australia; Table 6. Provisional Estimated Resident Population for 30 June 2019, LGA, Tasmania. Released 25 March 2020. Note: The sum of the land area for Western District does not include the South West Heritage area, as it does not have a specified LGA.

2. Source: ABS, 3218.0 Regional Population Growth, Australia; Table 6. Provisional Estimated Resident Population for 30 June 2019, LGA, Tasmania. Released 25 March 2020.

3. Rate is District police FTE positions provided by DPFEM People and Culture per 1,000 persons (District population/1,000). These figures are not directly comparable with those in previous annual reports.

Police Support Commands

EDUCATION AND TRAINING

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

Provides education and training support across the Department, including developing and conducting promotional courses, police recruitment and training.

Education and Training includes:

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

OPERATIONS SUPPORT

**30-32 Bathurst Street,
HOBART TAS 7000**

Provides specialist functions and state-wide support to other Tasmania Police commands, through the following divisions:

- Firearms Services
- Forensic Services
- Investigative and Intelligence Support Services
- Marine and Rescue Services
(including helicopter operations)
- Radio Dispatch Services
- Safe Families Coordination Unit
- Serious Organised Crime Division
- State Community Policing.

PROFESSIONAL STANDARDS

**37-43 Liverpool Street,
HOBART TAS 7000**

Professional Standards has state-wide responsibility to protect and promote integrity and ensure policing in Tasmania is a trusted profession. The Command reports directly to the Deputy Commissioner of Police and is comprised of two divisions:

- Internal Investigations
- Management Review.

The major function of Internal Investigations is to receive, administer and investigate complaints made against members of Tasmania Police, including allegations of serious criminal offences, corruption, and high-risk behaviours involving police.

Management Review is responsible for audit, review and evaluation, to develop and contribute to policies and training that set the standards for performance, conduct and integrity of police.

SPECIAL RESPONSE AND COUNTER-TERRORISM

**47 Liverpool Street,
HOBART TAS 7000**

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

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

Special Response and Counter-Terrorism also manages a range of specialist capabilities, maintained as part of the response to a terrorism incident, through the following units:

- Policy Development
- Emergency and Risk Management
- Special Operations Group
- Protective Security.

Business and Executive Services

**47 Liverpool Street,
HOBART TAS 7000**

Business and Executive Services provides support to the Department through the following business units:

BUSINESS SERVICES

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

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

TECHNOLOGY AND INNOVATION

Provides core information technology communication systems and services across the Department. It also supports the operations of the Triple Zero and Emergency Services Computer Aided Dispatch (ESCAD) systems for Tasmanian Police, Ambulance Tasmania, Tasmania Fire Service and State Emergency Service. It consists of the following units:

- Communications Systems and Technology
- Emergency Services Business Support Unit
- Information Security
- Information Technology Services.

PEOPLE AND CULTURE

Provides high-level advice and services across the Department in the following areas:

- Employment Conditions and Strategy
- Organisational Development
- Injury Management and Advisory Service
- Work Health and Safety.

STRATEGY AND SUPPORT

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

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

STRATEGIC PROJECTS

Manages and develops projects of strategic significance to the Department and comprises the following:

- Business Improvement Unit
- Tasmanian Government Radio Network Project
- Project Unify.

WELLBEING SUPPORT

Provides preventative health and wellbeing programs through the following services:

- Critical Incident Stress Management
- Clinical Psychological Services
- Wellbeing Support
- Health and Wellbeing program.

Forensic Science Service Tasmania

**St Johns Avenue,
NEW TOWN TAS 7008**

Forensic Science Service Tasmania (FSST) is a nationally accredited service, providing a comprehensive range of forensic biology and forensic chemistry services including:

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

Tasmania Fire Service

**Head Office,
Corner of Argyle and Melville Streets,
HOBART TAS 7000**

The Tasmania Fire Service is the operational area of the State Fire Commission and includes over 230 fire brigades across Tasmania. These fire brigades are comprised of 335 career firefighters and approximately 5,139 volunteer firefighters.

The Tasmania Fire Service undertakes:

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

State Emergency Service

**State Headquarters and Head Office,
Corner of Argyle and Melville Streets,
HOBART TAS 7000**

The State Emergency Service (SES) prepares for and responds to many types of emergencies such as severe storms and floods, road crash rescue, search and rescue, and a range of other general rescue activities.

SES also supports other emergency service organisations in planning, public information, warnings and media. Each of Tasmania's SES units provides a 24/7 response service to their local communities through the help of committed employees and a 600 strong volunteer workforce.

In addition to operational and training activities, the SES is responsible for emergency management planning, emergency risk management and supporting recovery. SES provides education to Tasmanian emergency management stakeholders by:

- helping them prepare for future emergencies
- helping them to understand their role, and
- increasing awareness of the role of SES and others.

SES provides advice to the State and Local Governments, and to the State Emergency Management Committee and Regional Emergency Management Committees.

Further information about the operations of the Tasmania Fire Service and the SES are reported *2019–20 State Fire Commission Annual Report*.

DPFEM COVID-19 Report

STATE CONTROLLER

The Commissioner of Police, Darren Hine, is also the State Controller, whereby he can become responsible for co-ordinating the whole-of-government response to an emergency. In March 2020 he recommended that the Premier declare a State of Emergency due to the threat posed to the Tasmanian community by COVID-19.

In a State of Emergency, the State Controller is granted additional powers to enable the coordination of the emergency response. These powers include the ability to limit and control the movement of people, take over premises and direct government employees to perform certain work.

Most significantly, based on Public Health advice, the State Controller has issued legal Directions requiring the quarantine of arrivals into the State under the *Emergency Management Act 2006*. This has also included the legal responsibility for approving any exemptions from quarantine requirements.

STATE CONTROL CENTRE

DPFEM has played a crucial role in Tasmania's emergency response to the COVID-19 worldwide pandemic, including operating the State Control Centre (SCC).

The SCC was established on 19 March 2020 when the Premier declared a State of Emergency.

While the Department of Health was the Response Management Authority for leading the operational response, the role of the SCC was to co-ordinate whole-of-government activities, recovery and consequential management for the emergency. Although each Government agency remained in control of its own functional area, the SCC ensured the co-ordination of all relevant stakeholder input and activities.

At its peak, around 50 staff from across government were working in the SCC in functional areas including:

- State Controller
- Public Information Unit
- Policy
- State Operational Liaison Advisor - Public Health
- Operational liaison officers in all agencies as the State Emergency Management Team
- Legal
- Administration and Planning
- Recovery

The main emergency response elements that have been managed by government agencies include:

- Border control
- Hotel quarantine
- Exemptions from quarantine
- COVID safe workplaces

COMPLIANCE CHECKS

Tasmania Police and volunteers from SES and TFS performed compliance checking of those in home quarantine. The checks involved phone calls and location checks, ensuring people were staying home during their quarantine period.

The numbers of people in home quarantine around the State varied from several hundred to a peak of more than 5,000 during the North-West outbreak.

During the period of the 'stay at home' requirements, police also conducted checks to establish that people were outside of their home only for essential reasons. The Australian Defence Force also supported compliance checks on the North-West.

During the North-West outbreak police conducted traffic check points to ensure compliance with the additional 'stay at home' requirements in place for the region.

Between 25 March 2020 and 30 June 2020, the teams conducted more than 17,000 compliance checks.

ARRIVALS INTO TASMANIA

Tasmania Police met every flight and ferry that arrived into Tasmania and remained in attendance while passengers were processed by DPIPWE's border officers. Police officers escorted each bus going to Government hotel quarantine to assist government liaison officers who remain on site at hotels.



Photo credit: Mark Fortearth, DPFEM

Our Performance Measures

Budget Allocation

The Department's budget allocation, key deliverables and performance information is outlined in the *2019–20 Government Services Budget Paper No. 2, Volume 1*.

In 2019–20, an expenditure budget of \$261.795 million was allocated to the Department. This does not include the Tasmania Fire Service (TFS) and State Emergency Service, which report separately to the State Fire Commission for the purposes of financial reporting.

A comprehensive financial statement for 2019–20 is included at the end of this Annual Report.

Output Groups

The Department (excluding TFS) has four Output Groups, each with a specific aim and set of priorities, as outlined below:

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

Each Output Group has a set of Performance Measures that are used to assess the efficiency and effectiveness of the Department.

Our progress against these Performance Measures are contained in the Summary of Performance Information at the end of each of the Output Group Chapters.

In addition, the *Tasmania Police Business Priorities* are developed to provide an enhanced focus on priority areas. Our performance in relation to the 2019–20 priority areas is provided at the beginning of each Output Group chapter.

Our Key Deliverables

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

An update of our progress against these key deliverables are outlined below:

POLICE EQUIPMENT – SPECIAL OPERATIONS GROUP

The State Government provided the Special Operations Group (SOG) \$100,000 per annum for the purchase of new equipment. This funding supports the Government's commitment to establish a full time core SOG.

Although disrupted due to importation issues surrounding COVID-19, some key SOG equipment has been updated and replaced.

POLICE INFRASTRUCTURE – SPECIAL OPERATIONS GROUP FACILITY

As part of the State Government's commitment to a full time core SOG and an enhanced rapid response capability, a one-off capital allocation of \$1 million was provided in 2019–20 to enable the construction of a secure, fit-for-purpose SOG facility.

A concept design for the facility and a suitable site have been selected, and work on the facility is expected to be completed in the 2020–21 financial year.

Four full time SOG positions have been filled and work has commenced towards developing a business case for a full time SOG model.

ADDITIONAL POLICE OFFICERS

The State Government provided additional funding to further support its 2018 election commitment to increase police numbers to 1,358 FTE by mid-2022. Two recruit courses graduated in the 2019–20 period, with 40 constables and a further 11 constables completing the Accelerated Training Program.

There were 1,276 FTE police officers as at 30 June 2020, with an additional 44 trainees completing recruit training. A further three recruit courses and two Accelerated Training Program course are scheduled for 2020–21.

This recruitment has seen a mix of both new recruits and Accelerated Training Program members that include police officers joining from other Australian and New Zealand police services. This allows for a mix of experienced and new members to join Tasmania Police at a time of high recruitment.

UPGRADE POLICE HOUSING

In 2019–20 the Department continued to deliver the Upgrade Police Housing – State-wide Capital Investment Program. This program began in 2015–16 and was further extended in 2019–20 with \$6 million allocated through to 2022–23.

This initiative improves the quality of police residences in remote country or community areas through a mix of construction, renovation, purchase and lease of residences in order to meet the program outputs. The scope of the program includes ensuring residences are safe, dry, warm and contemporary.

In 2019–20, the Upgrade Police Housing project spent a total of \$2.75 million on providing renovations to police residences across the State, including Lady Barron, Whitemark, Bicheno, Bridport, Scottsdale and Bushy Park.

The Department also purchased residences at Smithton and Swansea during the reporting period.

Output Group I: Public Safety

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

Tasmania Police Business Priorities

The *Tasmania Police Business Priorities* have highlighted high visibility policing and policing public places as priority action areas in 2019–20.

The performance outcomes for the key focus areas are reported in Table 1 below with more detailed information provided in Table 2 Performance Measures.

TABLE 1: PUBLIC SAFETY KEY FOCUS AREAS AND PERFORMANCE OUTCOMES

PRIORITY AREA	KEY FOCUS AREA	PERFORMANCE OUTCOMES
High-visibility policing	Satisfaction with policing services	Performance Measure 1
	Satisfaction with police in dealing with public order issues	Performance Measure 2
	Response times	Tasmania Police revised the methodology used to calculate response times during 2019–20. The new median-based methodology brings police in line with other Tasmanian emergency service agencies and follows the findings of a KPMG review. In 2019–20, Tasmania Police recorded a median response time of 15 minutes for high priority operational dispatch incidents, which was similar to 14 minutes the previous year. Tasmania Police also recorded a median response time of 20 minutes for low priority incidents, compared to 19 minutes the previous year.
Policing public places	Public place assaults	Performance Measure 3
	Public order incidents	Performance Measure 4
	Satisfaction with safety in public places	Performance Measures 6 and 7
	Safety in crowded place	Performance Measures 6 and 7

Performance Measures

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

GOVERNMENT SERVICES BUDGET PAPER PERFORMANCE MEASURE	UNIT OF MEASURE	2016–17 ACTUAL	2017–18 ACTUAL	2018–19 ACTUAL	2019–20 TARGET	2019–20 ACTUAL
1. Satisfaction with police services ⁴	%	79	88	85	≥ nat av (78)	81
2. Satisfaction with police in dealing with public order problems ⁴	%	72	77	79	≥ nat av (71)	75
3. Public Place Assaults ⁵	Number	807	818	889	≤ 3 yr av (838)	794
4. Public order incidents ^{5,6}	Number	16,182	17,284	14,841	≤ 3 yr av (16,102)	15,241
5. Cost of policing per capita ⁷	Dollars	456	493	473	n/a	n/a ⁸
6. Perceptions of safety in public places – during the day ⁴	%	94	94	93	≥ nat av (90)	89
7. Perceptions of safety in public places – during the night ⁴	%	57	60	60	≥ nat av (53)	56
8. Perceptions of safety at home – alone during the night ⁴	%	91	91	90	≥ nat av (88)	88
9. Family Violence Incidents ^{5,6}	Number	3,165	3,476	3,642	≤ 3 yr av (3,428)	3,576
10. Offences Against the Person ⁵	Number	4,310	4,633	4,687	≤ 3 yr av (4,543)	4,554
11. Offences Against the Person clearance rate ^{5,6}	%	92	94	91	≥ 3 yr av (92)	91

Sources: *National Survey of Community Satisfaction with Policing 2019–20*, Department of Police, Fire and Emergency Management (DPFEM) Offence Reporting System 2, Emergency Services Computer-Aided Dispatch System, Command and Control System and Family Violence Management System.

4. This indicator is derived from the *National Survey of Community Satisfaction with Policing 2019–20*; and DPFEM Offence Reporting System 2, Emergency Services Computer-Aided Dispatch System, Command and Control System, and Family Violence Management System.

5. Data for 2018–19 have been revised from the figures published in the 2018–19 DPFEM Annual Report.

6. Data for 2016–17 and 2017–18 have also been revised from the figures published in the 2018–19 DPFEM Annual Report.

7. Data for this indicator have been revised to reflect 2018–19 dollars as per the *Report on Government Services 2020*.

8. This figure is not available until the *Report on Government Services 2021* is released in January 2021.

Output Group 2: Crime

The crime output relates to the detection and apprehension of offenders, including investigation of serious and organised crime. The Department aims to reduce the number of offences committed against both people and property through crime detection strategies and legislative reform.

Tasmania Police Business Priorities

The *Tasmania Police Business Priorities* have highlighted youth offending, serious and organised crime, violence against women and children, and volume crime as priority areas for action during 2019–20.

The performance outcomes for the key focus areas are reported against in Table 3 below with more detailed information provided in Table 4 Performance Measures.

TABLE 3: CRIME KEY FOCUS AREAS AND PERFORMANCE OUTCOMES

PRIORITY AREA	KEY FOCUS AREA	PERFORMANCE OUTCOMES
Youth Offending	Finalise and implement Policing At-Risk Youth Strategy	<p>The <i>Policing At-Risk Youth Strategy 2019-22</i> commenced in September 2019, with the aim of intervening as early as possible with at-risk youth.</p> <p>The strategy aims to co-ordinate policing efforts and resources to prevent children reoffending. This work will require a realignment of policing activities across the State to identify child offenders who are at greatest risk of reoffending. Tasmania Police will also review how we can work more effectively with schools to identify young people showing signs of becoming repeat offenders earlier.</p> <p>Throughout the life of this strategy, our response to youth justice issues will continue to evolve with increased opportunities for improvement through the sharing of services, knowledge and skills.</p>
	Serious and organised crime	<p>Person offences</p> <p>See the <i>Public Safety Chapter in Table 1: Summary of Performance Information - Public Safety Performance Measures 10 and 11</i></p>
	Serious crime offenders	Performance Measure 3 and 4
Violence against women and children	Serious drug offenders	Performance Measure 7
	Family violence response	<p>See the <i>Public Safety Chapter in Table 1: Summary of Performance Information - Public Safety Performance Measure 9</i></p>
	Priority family violence perpetrators	<p>In the reporting period, Tasmania Police recorded 3,576 family violence incidents (under the <i>Family Violence Act 2004</i>), as well as 2,328 matters classified as family arguments or family information reports (family-related incidents not involving family violence).</p> <p>There has been an upward trend in reported family violence incidents over the past five years. This sustained level of reporting suggests a cultural change through reduced level of tolerance by the community and persons affected by family violence, and greater community and victim awareness and confidence in family violence responses and services.</p> <p>During 2019–20 Tasmania Police provided 3,015 notifications to schools regarding 4,421 students affected by family violence.</p>

PRIORITY AREA	KEY FOCUS AREA	PERFORMANCE OUTCOMES
Violence against women and children	Review of electronic monitoring (Project Vigilance)	<p>As a commitment to the protection of women and children from family violence, the Department established a technology trial involving the GPS monitoring of high-risk family violence perpetrators. Victims of family violence could also voluntarily opt into the trial, where they were provided a small portable device with duress capability to prompt early police intervention where there was potential for a breach of a current Family Violence Order.</p> <p>Between November 2018 and April 2020, 73 perpetrators participated in the trial. Of these 73 perpetrators, 52 were subject to electronic monitoring for at least six months. Initial data suggests a significant drop in family violence involving those offenders.</p> <p>From 1 July 2020, the initiative will move from project status to 'business as usual'.</p>
	Assaults and sexual assaults against women and children ^{9,10}	<p>1,564 assaults against women</p> <p>117 sexual assaults against women</p> <p>317 assaults against children</p> <p>74 sexual assaults against children</p>
Volume Crime	Home Burglaries	1,219 offences
	Car Burglaries ¹¹	1,620 offences
	Recidivist Offending ¹²	53%
	Community Resilience	<p>The use of various crime prevention initiatives within the geographical police districts have been successful in both disrupting and preventing crime, as well as building community resilience.</p> <p>Tasmania Police engages with vulnerable people in the community including the elderly to provide advice and support on reducing their attraction as volume crime targets.</p> <p>Tasmania Police provides a number of strategies to engage with at-risk youth who are vulnerable as potential volume crime offenders. These strategies include youth diversion programs to deter offending and positive interaction such as mentoring, to build relationships with at-risk youth.</p> <p>The use of social media in combatting crime has been a valuable tool in eliciting timely and effective information from the public and for police to communicate important information directly to the Tasmanian community. The identification of suspects and their locations are some of the outcomes achieved through the use of social media in a criminal investigation context.</p>
	Property Crime	Performance Measures 5 and 6

9. Women are defined as female victims aged 18 years or more at the date of report.

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

11. The indicator Motor Vehicle Burglaries is being reported on for this key focus area.

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

Performance Measures

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

GOVERNMENT SERVICES BUDGET PAPER - PERFORMANCE MEASURE	UNIT OF MEASURE	2016–17 ACTUAL	2017–18 ACTUAL	2018–19 ACTUAL	2019–20 TARGET	2019–20 ACTUAL
INVESTIGATION OF CRIME						
1. Total Offences ¹³	Number	27,439	26,303	27,936	≤ 3 yr av (27,226)	27,386
2. Total Offences clearance rate ^{13,14,15}	%	47	51	47	≥ 3 yr av (48)	49
3. Serious Crime ¹³	Number	573	513	601	≤ 3 yr av (562)	556
4. Serious Crime clearance rate ^{13,14,15}	%	79	83	78	≥ 3 yr av (80)	87
5. Offences Against Property ¹³	Number	21,937	20,495	21,910	≤ 3 yr av (21,447)	21,452
6. Offences Against Property clearance rate ^{13,14,15}	%	37	40	36	≥ 3 yr av (38)	38
7. Serious Drug Offenders ^{13,14}	Number	490	497	352	≥ 3 yr av (446)	283
POPPY SECURITY						
8. Number of poppy crop interferences per 1,000 hectares sown	Number	2.91	1.10	0.57	≤ 3 yr av (1.46)	0.79
FISHERIES SECURITY						
9. Marine Offenders ¹³	Number	1,408	1,478	1,479	≥ 3 yr av (1,455)	1,335
SUPPORT TO JUDICIAL SERVICES						
10. State charges prosecuted ¹³	Number	50,524	52,706	54,267	≥ 3 yr av (52,499)	53,364

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

Performance Information Comments

The Summary of Performance Information reports on measures relating to crime detection and investigation. The performance measure 'Total Offences' includes all offences which generate an offence report, while 'Serious Crime' includes the most severe offences

against the person and financially damaging offences against property. The performance measure 'State charges prosecuted' is a measure of the number of charges that were prosecuted across the whole State.

13. Data for 2018–19 have been revised from the figures published in the 2018–19 DPFEM Annual Report.

14. Data for 2016–17 and 2017–18 have also been revised from the figures published in the 2018–19 DPFEM Annual Report.

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

Output Group 3: Traffic Policing

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

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

Tasmania Police Business Priorities

The *Tasmania Police Business Priorities* have highlighted the development of the *Tasmania Police Road Safety Strategy* and high-risk road behaviour as priority areas for action in 2019–20.

The performance outcomes for the key focus areas are reported against in Table 5 below with more detailed information provided in Table 6 Performance Measures.

TABLE 5: TRAFFIC POLICING KEY FOCUS AREAS AND PERFORMANCE OUTCOMES

PRIORITY AREA	KEY FOCUS AREA	PERFORMANCE OUTCOMES
Tasmania Police Road Safety Strategy	Develop Tasmania Police Road Safety Strategy	Tasmania Police implemented the <i>Tasmania Police Road Safety Strategy 2019–2021</i> during the reporting period. The Strategy outlines how Tasmania Police aims to reduce the likelihood, severity and consequence of crashes by focusing on five priority areas: speed; alcohol and drug driving; distraction; safety restraints; and fatigue. The Strategy supports the State's <i>Towards Zero Tasmanian Road Safety Strategy 2017–2026</i> , which is based on the holistic <i>Safe Systems</i> approach to road safety and reducing road trauma. The Strategy supports the direction of <i>Towards Zero</i> by focusing the enforcement efforts of Tasmania Police on those behaviours and actions that most contribute to serious injury and fatal crashes.
	Serious and fatal crashes	Performance Measure 7
High-risk road behaviour	High-risk drivers and motorcycle riders	Performance Measure 1
	Evade police offenders	392 offenders
	Speeding	Performance Measure 2
	Use of seatbelts ¹⁶	1,638 offenders
	Alcohol and drug use	Performance Measures 3, 4, 5 and 6
	Mobile phone use ¹⁷	2,070 offenders

16. The indicator Seatbelt Compliance Offenders is being reported on for this key focus area.

17. The indicator Mobile Phone Offenders is being reported on for this key focus area.

Performance Measures

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

GOVERNMENT SERVICES BUDGET PAPER - PERFORMANCE MEASURE ¹	UNIT OF MEASURE	2016–17 ACTUAL	2017–18 ACTUAL	2018–19 ACTUAL	2019–20 TARGET	2019–20 ACTUAL
1. High-Risk Traffic Offenders ^{18,19,20,21}	Number	32,198	31,184	31,076	26,000	28,280
2. Speeding Offenders ^{18,20}	Number	44,945	40,913	41,216	42,000	36,719
3. Random Breath Tests	Number	505,445	478,219	438,322	440,000	281,175 ²²
4. Drink Driving Offenders ^{18,20}	Number	2,296	2,173	1,908	2,550	1,542 ²³
5. Oral Fluid Tests	Number	3,726	3,936	4,518	3,340	4,959
6. Drug Driving Offenders ^{18,20,21}	Number	2,159	2,213	2,428	1,720	2,657
7. Fatal and Serious Injury Crashes ^{20,21}	Number	266	263	274	≤ 3 yr av (268)	244

Sources: Department of Police, Fire and Emergency Management Prosecution System, Fines and Infringements Database, Information Bureau System, Traffic Crash Reporting System, Manual Police District Reporting and the Department of State Growth Crash Data Manager System.

Performance Information Comments

The performance measure 'high-risk traffic offenders' includes offenders who have committed one or more of the following offences: detected speeding by 15 km/h or more by speed cameras or police officers, seatbelt

compliance offenders, mobile phone offenders, dangerous and reckless driving offenders, and drink and drug driving offenders.

18. In 2017–18, traffic offender counting rules were revised to include offenders from prosecutions and youth cautions.

19. In 2017–18, the 'high-risk traffic offenders' definition was updated to include mobile phone offenders.

20. Data for 2018–19 have been revised from the figures published in the 2018–19 DPfEM Annual Report.

21. Data for 2016–17 and 2017–18 have also been revised from the figures published in the 2018–19 DPfEM Annual Report.

22. This key performance indicator has been affected by the impacts of COVID-19. Roadside static Random Breath Testing and Random Drug Testing was suspended to reduce the risk of COVID-19 transmission. However, other forms of testing continued on a more targeted and risk-assessed basis.

23. This key performance indicator may have been affected by the impacts of COVID-19. Given the reduction of the static Random Breath Testing, it follows there may be a reduction in the number of offenders detected.

Output Group 4: Emergency Management

The Emergency Management output focuses on the provision of whole-of-government policies relating to counter-terrorism and terrorist threats, and the provision of search and rescue operations.

(Note: A summary of performance outputs for the State Emergency Service is reported in the *State Fire Commission Annual Report 2019–20*.)

Tasmania Police Business Priorities

The *Tasmania Police Business Priorities* have highlighted leadership and effective incident management during emergency responses, and operational preparedness, as priority areas for action in 2019–20.

The performance outcomes for the key focus areas are reported against in Table 7 below with more detailed information provided in Table 8 Performance Measures.

TABLE 7: EMERGENCY MANAGEMENT KEY FOCUS AREAS AND PERFORMANCE OUTCOMES

PRIORITY AREA	KEY FOCUS AREAS	REPORTING REFERENCE
Provide leadership and effective incident management during emergency responses	Implement strategic command arrangements	<p>A pilot course in relation to Contemporary Strategic Command was developed but, due to COVID-19, was unable to be conducted within the reporting period.</p> <p>Pending the status of border restrictions, it is anticipated that the course will be piloted in the next financial year.</p>
Operational preparedness	Frontline capability and capacity	<p>Work continued, in conjunction with the Australia New Zealand Counter-Terrorism Committee, to develop an enhanced online counter-terrorism awareness training program for frontline police officers. Unfortunately, the completion of this work was delayed due to the COVID-19 outbreak.</p> <p>The Henty Mine disaster on the West Coast impacted considerably on Tasmania Police resources and tested mine disaster recovery capacity.</p> <p>Following the declaration of a State of Emergency in response to COVID-19, Tasmania Police tested its emergency management preparedness and capability in a live environment. During this period, Police Operation Centres with key personnel were established, mandatory COVID-19 training was implemented, all members were required to be familiar with personal protective equipment and procedures, and ensuring that frontline operational positions were not compromised by quarantined staff. (refer to the <i>COVID-19 Report</i> Chapter for further information relating to the police response.)</p>

TABLE 7: EMERGENCY MANAGEMENT KEY FOCUS AREAS AND PERFORMANCE OUTCOMES (CONT)

PRIORITY AREA	KEY FOCUS AREAS	REPORTING REFERENCE
Operational preparedness	Develop enhanced rapid response capability	<p>Work commenced to explore and identify options for the development of an enhanced rapid response capability. This has been supported by development of a state-wide SOG capability and the appointment of four full time SOG members. These members will work as part of a project group to develop and implement plans for the future SOG operating environment, including any additional full-time component.</p> <p>Future work will involve the development of a business case relevant to expenditure of \$1 million for a purpose built, secure facility that meets the needs of the SOG, including the establishment of both working and steering groups.</p>

Performance Measures

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

GOVERNMENT SERVICES BUDGET PAPER - PERFORMANCE MEASURE	UNIT OF MEASURE	2016–17 ACTUAL	2017–18 ACTUAL	2018–19 ACTUAL	2019–20 TARGET	2019–20 ACTUAL
STATE SECURITY AND RESCUE OPERATIONS						
1. Number of search and rescue operations conducted by police	Number	345	304	250	n/a	262
2. Number of exercises managed by Special Response and Counter-Terrorism Command	Number	31	19	28	≥ prev yr	11 ²⁵
3. Total helicopter hours ²⁴	Number	748	751	867	n/a	1,135

24. Data for 2018–19 have been revised from the figures published in the 2018–19 DPFEM Annual Report.

25. This performance indicator has been affected by the impacts of COVID-19. A number of scheduled exercises were cancelled to reduce the risk of COVID-19 transmission.

2019–20

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Our Compliance Report

The Department continued to meet its compliance requirements in 2019–20. This section of the Annual Report outlines our statutory reporting responsibilities.

Corporate Governance

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

AGENCY MANAGEMENT GROUP MEMBERSHIP

MEMBER	POSITION
Secretary/Commissioner of Police	Chair
Deputy Commissioner of Police	Member
Chief Officer, Tasmania Fire Service	Member
Deputy Secretary, Business and Executive Services	Member
Manager, Media and Communications	Adviser
Manager, Office of the Commissioner	Adviser
Manager, Office of the Deputy Secretary, Business and Executive Services	Adviser
Principal Staff Officer, Chief Fire Officer	Adviser

CORPORATE MANAGEMENT GROUP MEMBERSHIP

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

Statutory and Non-statutory Boards and Committees

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

AUDIT AND RISK COMMITTEE

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

The Committee oversees risk management, and internal and external audit activities. It provides high-level assistance and advice with respect to matters of financial reporting and corporate governance. The Deputy Secretary of Business and Executive Services chairs the Committee which meets quarterly, with an additional extraordinary meeting scheduled with the Tasmanian Audit Office in relation to audit findings of financial statements.

AUDIT AND RISK COMMITTEE MEMBERSHIP

MEMBERS	POSITION
Deputy Secretary, Business and Executive Services	Chair
Deputy Commissioner of Police	Member
Chief Officer, Tasmania Fire Service	Member
Director, Business Services, Business and Executive Services	Member
Specialist Agency Analyst, Department of Treasury and Finance	State Fire Commission Representative
Director, Monitoring, Reporting and Analysis, Department of Health	Independent committee member
Internal Audit Representative from Wise, Lord and Ferguson	Member
Tasmania Audit Office	Independent committee member
Manager, Audit and Risk, Business and Executive Services	Secretariat

POLICE REVIEW BOARD

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

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

POLICE REVIEW BOARD MEMBERSHIP

MEMBERS	POSITION
Mr Donald Jones	Chair
Mr Michael Stoddart	Member
Mr Ross Paine	Member
Ms Leigh Mackey	Member
Hon. Stephen Parry	Member

TASMANIA POLICE CHARITY TRUST

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

TASMANIA POLICE CHARITY TRUST MEMBERSHIP

MEMBERS	POSITION
Commissioner of Police	Chair
Deputy Commissioner of Police	Deputy Chair
Director, Business Services	Treasurer
Ms Rebecca Munnings, Public Officer, DPFEM	Member
Inspector Michael Johnston, Tasmania Police	Member
Sergeant Anthony Peters, Tasmania Police	Member
Constable Richard Douglas, Tasmania Police	Member
Constable Leigh Devine, Tasmania Police	Member
Ms Jemma Ball, DPFEM	Member
Hon. Stephen Parry	External Member
Ms Catherine Shaw	Secretariat

PROCUREMENT REVIEW COMMITTEE

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

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

PROCUREMENT REVIEW COMMITTEE MEMBERSHIP

MEMBERS	POSITION
Director, Business Services	Chair
Manager, Property and Procurement Services	Member
Manager, Procurement, Contracts and Supply	Member
Manager, Finance and Payroll Services	Member
Manager, Budgets and Financial Systems	Member
Manager, Tasmania Fire Training	Member
Manager, Procurement and Contracts TasGRN	Member
Assistant Manager, Procurement, Contracts and Supply	Member

STATE EMERGENCY MANAGEMENT COMMITTEE

The State Emergency Management Committee is established under Sections 7-9 of the *Emergency Management Act 2006* to support the institution and coordination of emergency management, including review of emergency management policy. Schedule 3 of the Act makes provisions for the membership and the conduct of meetings. The Secretary, DPFEM as the State Controller, is chair of this Committee.

STATE EMERGENCY MANAGEMENT COMMITTEE MEMBERSHIP

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

Legislation Administered and Enacted by the Department

LEGISLATION ADMINISTERED

As at 30 June 2020, the following Acts and Regulations were administered on behalf of the Minister for Police, Fire and Emergency Management.

ACTS

- *Australian Crime Commission (Tasmania) Act 2004*
- *Community Protection (Offender Reporting) Act 2005*
- *Emergency Management Act 2006*
- *Fire Service Act 1979*
- *Fire Service (Extension of Regulations) Act 2017*
- *Firearms Act 1996*
- *Marine Safety (Misuse of Alcohol) Act 2006*
- *Marine Search and Rescue Act 1971*
- *Police Offences Act 1935*
- *Police Powers (Vehicle Interception) Act 2000*
- *Police Service Act 2003*
- *Removal of Fortifications Act 2017*
- *Road Safety (Alcohol and Drugs) Act 1970*
- *Telecommunications (Interception) Tasmania Act 1999*
- *Witness Protection Act 2000*

REGULATIONS

- *Community Protection (Offender Reporting) Regulations 2016*
- *Emergency Management Regulations 2020*
- *General Fire Regulations 2010*
- *Fire Service (Finance) Regulations 2017*
- *Fire Service (Miscellaneous) Regulations 2017*
- *Firearms Regulations 2016*
- *Marine Safety (Misuse of Alcohol) Regulations 2016*
- *Police Offences Regulations 2014*
- *Police Service Regulations 2013*
- *Road Safety (Alcohol and Drugs) Regulations 2018*

LEGISLATION COMMENCED

The following legislation was developed and passed by Parliament in 2019–20:

- *Community Protection (Offender Reporting) Amendment Regulations 2020*
- *Emergency Management Regulations 2020*
- *Police Offences Amendment Regulations 2020*
- *Police Offences Amendment (Prohibited Insignia) Regulations 2019*
- *Workers Rehabilitation and Compensation Amendment Act 2019*

LEGISLATION DEVELOPED

The following legislation was developed and tabled during the year, but at the time of reporting was still before Parliament:

- *Police Legislation Miscellaneous Amendments Bill 2019*
- *Police Offences Amendment (Repeal of Begging) Bill 2019*

Public Access and Information Disclosure

APPEALS PROCESS

Under section 9 of the *State Service Regulations 2011*, the Department is required to annually report on processes available for appeals against decisions made by the Department.

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

Infringement Notices

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

Applications for review are required in writing.

Police Record Check

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

Other Appeals Against Decisions

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

COMMUNITY AWARENESS

In 2019–20, Tasmania Police reached a milestone in its capacity to engage with the Tasmanian community. The Tasmania Police Facebook page, which was first published in 2013, reached 200,000 'followers'. This is equivalent to 38% of the Tasmanian population.

During the reporting period, the Department's social media platforms were used extensively to inform the community about the COVID-19 restrictions. One post regarding the significant use of police resources to enforce restrictions over the Easter 2020 break reached 850,000 people, which was the highest reach in the last twelve months.

Tasmania Police Instagram has continued to increase with approximately 34,000 followers, an increase from 12,000 the previous reporting period.

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

social media to seek information from the community, for example the location and identification of wanted people.

In the reporting period, Tasmania Police has implemented an investigative tool to quickly and easily obtain digital evidence from members of the community. The Axon Community digital evidence tool is provided by Axon Public Safety Australia, which also provides body worn cameras for Tasmania Police.

Through a portal link published on the Tasmania Police Facebook page, members of the community who witness an incident can securely upload photos and videos direct to investigating officers when requested. Between 1 July 2019 and 30 June 2020, 29 Axon Community portals seeking public submission have been opened and published on Facebook.

GIFTS AND BENEFITS REGISTER

The Department maintains a register of all gifts, benefits and hospitality of \$10.00 and over, consistent with the whole-of-government Gifts, Benefits and Hospitality Policy. The 2019–20 register is available on our website. <https://www.police.tas.gov.au/information-disclosure/routine-information-disclosures/>

PUBLICATIONS

During 2019–20, a range of publications were produced that provide information about the Department. These publications are available from the Tasmania Police website: www.police.tas.gov.au and are listed below.

Corporate Publications

- DPFEM Annual Report 2018–19
- DPFEM Business Priorities 2019–20
- DPFEM Crime Statistics Supplement 2018–19
- Contracts >\$2 million (disclosures of Tasmania Police contracts valued at more than \$2 million)

Tasmania Police Corporate Performance Reports

- 2018–19 Annual Corporate Performance Report
- July 2019 Corporate Performance Report
- August 2019 Corporate Performance Report
- September 2019 Corporate Performance Report
- October 2019 Corporate Performance Report
- November 2019 Corporate Performance Report
- December 2019 Corporate Performance Report
- January 2020 Corporate Performance Report
- February 2020 Corporate Performance Report
- March 2020 Corporate Performance Report
- April 2020 Corporate Performance Report
- May 2020 Corporate Performance Report

Public Interest Disclosures

The Department 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.

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

During 2019–20, a nil return is provided in the prescribed table format.

TABLE 9: NUMBER OF PUBLIC INTEREST DISCLOSURES DURING 2019–20

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 on the investigation	nil
Any recommendations made by the Ombudsman that relate to the Department	nil

RIGHT TO INFORMATION REQUESTS

The Department 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*.

The Department also discloses matters of public interest on our [website](#).

In accordance with the Department's aim to improve the sharing of information and increase transparency, and in accordance with section 53 of the *Right to Information Act 2009*, we provide information to the Department of Justice on our administration of this Act.

The Department of Justice publishes a comprehensive Annual Report on the operation of the *Right to Information Act 2009*, which is available on the Department of Justice website.

The following table provides details of the number of applications for assessed disclosure – Right to Information requests during 2019–20.

TABLE 10: NUMBER OF APPLICATIONS FOR ASSESSED DISCLOSURE – RIGHT TO INFORMATION REQUESTS DURING 2019–20.

APPLICATIONS	NUMBER RECEIVED
Applications received	344
Refused (under Sections 9, 10, 11, 12, 16, 17, 19, 20 of the Act)	27
Number of applications released with exemptions applied (under Sections 27, 28, 29, 30, 31, 34, 35, 36, 37, 39 of the Act)	318
For internal review (under Section 43 of the Act) ²⁶	8
Internal review outcome – original decision upheld in full	7
Internal review outcome – original decision upheld in part	3
Internal review outcome – original decision reversed in full	Nil
For external review by the Ombudsman (under Part 4 of the Act)	4
External review outcome – original decision upheld in full	Nil
External review outcome – outcome by other means	2
External review outcome – awaiting determination	9

Source: DPFEM Electronic Document and Records Management System.

External review figures are for those reviews completed in the financial year. These may include matters from previous years that have been determined by the Ombudsman's Office in 2019–20.

Right to Information (Review of a Decision)

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

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

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

Or email:
rti@dpfem.tas.gov.au

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

Our People and Policies

HUMAN RESOURCE INFORMATION

As at 30 June 2020, the Department employed 2,418 employees (headcount). This included 573 State Service Employees, 39 of which were SES State Service Employees, 1,376 Tasmania Police employees and 469 Tasmania Fire Service employees. (Note: the tables below do not include Tasmania Fire Service employees).

TABLE 11: TOTAL NUMBER OF DPFEM EMPLOYEES AS AT 30 JUNE 2020

EMPLOYEE CATEGORY	POLICE		STATE SERVICE		TOTAL	
	2018–19	2019–20	2018–19	2019–20	2018–19	2019–20
Full-time equivalent employees	1,294.34	1,332.89	489.94	516.84	1,784.28	1,849.73
Head count (excluding casuals)	1,334	1,376	525	552	1,859	1,928
Head count casuals	N/A	N/A	7	21	7	21

TABLE 12: TOTAL NUMBER OF TASMANIA POLICE EMPLOYEES BY COMMAND/BUSINESS UNIT AS AT 30 JUNE 2020

COMMAND/ BUSINESS UNIT	2018–19			2019–20		
	FULL TIME	PART TIME	TOTAL	FULL TIME	PART TIME	TOTAL
Business and Executive Services	58	5	63	56	4	60
Secretary/Commissioner	3	0	3	3	0	3
Commissioner's Office	3	0	3	2	0	2
Education and Training	43	2	45	65	4	69
Northern District	247	16	263	245	23	268
Operations Support	165	20	185	173	19	192
Professional Standards	9	0	9	10	0	10
Southern District	460	41	501	468	40	508
Special Response and Counter-Terrorism	13	1	14	15	2	17
Western District	228	20	248	225	22	247
TOTAL	1,229	105	1,334	1,262	114	1,376

TABLE 13: TOTAL NUMBER OF STATE SERVICE EMPLOYEES BY COMMAND/BUSINESS UNIT AS AT 30 JUNE 2020

COMMAND/ BUSINESS UNIT	2018–19				2019–20			
	FULL TIME	PART TIME	CASUAL	TOTAL	FULL TIME	PART TIME	CASUAL	TOTAL
Business and Executive Services	230	34	0	264	227	38	0	265
Secretary/ Commissioner	1	0	0	1	1	0	0	1
Commissioner's Office	3	1	0	4	3	0	0	3
Education and Training	15	7	0	22	16	6	0	22
Forensic Science Service Tasmania	26	6	0	32	29	6	0	35
Legal Services	2	1	0	3	1	1	0	2
Northern District	19	12	0	31	21	15	0	36
Operations Support	45	11	7	63	49	12	21	82
Professional Standards	2	0	0	2	2	0	0	2
Southern District	30	14	0	44	36	16	0	52
Special Response and Counter-Terrorism	3	3	0	6	4	1	0	5
State Emergency Service	27	4	0	31	33	6	0	39
Western District	20	9	0	29	20	9	0	29
TOTAL *	423	102	7	532	442	110	21	573

TABLE 14: TASMANIA POLICE EMPLOYEES BY RANK AS AT 30 JUNE 2020

RANK DESCRIPTION	2018–19	2019–20
Deputy Commissioner	1	1
Assistant Commissioner	2	2
Commander	11	10
Inspector	49	49
Sergeant	229	239
Constable	1,017	1,028
Trainee	25	47
TOTAL	1,334	1,376

TABLE 15: STATE SERVICE EMPLOYEES BY AWARD CLASSIFICATION AS AT 30 JUNE 2020

AWARD CLASSIFICATION	DPFEM (EXCL. FSST AND SES)		FORENSIC SCIENCE SERVICE TASMANIA		STATE EMERGENCY SERVICE	
	2018–19	2019–20	2018–19	2019–20	2018–19	2019–20
Head of Agency	1	1	0	0	0	0
Senior Executive Service	5	5	0	1	1	1
Tasmania State Service	450	475	11	13	30	38
Professional (Allied Health Practitioners Agreement)	1	1	21	21	0	0
Legal Practitioners	12	17	0	0	0	0
TOTAL*	469	499	32	35	31	39

TABLE 16: EMPLOYMENT AUTHORITY AS AT 30 JUNE 2020

EMPLOYMENT AUTHORITY	POLICE		STATE SERVICE	
	2018–19	2019–20	2018–19	2019–20
Permanent	1,320	1,363	460	480
Fixed term	0	0	65	84
Contract	14	13	7	9
TOTAL*	1,334	1,376	532	573

TABLE 17: EMPLOYEE TURNOVER AS AT 30 JUNE 2020

TURNOVER	POLICE		STATE SERVICE			
	2018–19	2019–20	2018–19		2019–20	
			PERMANENT	FIXED TERM	PERMANENT	FIXED TERM
Commencements*	59	73	49	57	40	69
Separations*	29	31	45	30	35	33

Source: Tables 11 to 17: Finance and Payroll Services, DPFEM

* Totals include casual State Service Employees

INDUSTRIAL DEMOCRACY AND EMPLOYEE PARTICIPATION

The Department has a range of representative forums and mechanisms for consultation that provide opportunities for employees to contribute to decision-making and put forward their views on employment matters.

These mechanisms include formal work health and safety consultation structures, state-wide engagement processes to inform enterprise bargaining negotiations, and participation in and use of information produced through the State Service Employee Survey.

Other consultative mechanisms used by the Department are forums, focus groups and requests for feedback that inform topics relating to diversity and inclusion, program and strategy development, and change management. The Department maintains internal grievance procedures for investigating complaints about how we behave and carry out our responsibilities. These procedures include formal inquiry and/or disciplinary procedures under the *Police Service Act 2003* and the *State Service Act 2000*.

PERFORMANCE MANAGEMENT

As a result of recommendations from the Tasmania Audit Office audit into Performance Management, the Department is developing generic Performance Development Guidelines to provide a foundational approach to performance management. The aim is for the guidelines to be used in conjunction with reference materials relevant to specific work areas, such as capability frameworks, workplans, and key performance indicators.

The Performance Development Guidelines have been developed to ensure consistency of purpose, objectives, language and processes to provide a balance of emphasis between both the technical (capabilities) and personal (values and behaviours) skills of employees and teams, enabling a common approach to managing people. In the next twelve months, we will focus on providing refresher training to supervisors and managers on effecting quality conversations and the processes involved.

The State Service Employee Survey results and internal audits will assist in monitoring the outcomes of this approach and in achieving an increase in the quality of performance conversations occurring at all levels of the organisation.

SUPERANNUATION CONTRIBUTIONS

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



D L Hine AO APM
Secretary,
Department of Police, Fire and Emergency Management
30 June 2020

WORKPLACE DIVERSITY

The Department is committed to building inclusive workplaces and having a workforce that reflects the diversity of the community.

The Department's Diversity and Inclusion Working Group developed a 2020 Action Framework that incorporates key action areas identified by the *State Service Diversity and Inclusion Framework 2017-20*. The Action Framework focuses on embracing diversity in all its forms, including gender, culturally and linguistically diverse (CALD) backgrounds, Indigenous people, LGBTIQ+, and people with disabilities.

During the reporting period, we introduced greater flexibility in scheduling promotional courses, which in turn has provided more opportunities for working parents to participate.

As at 30 June 2020, the gender profile for the Department reflected a greater proportion of men than women. Across the total number of staff, the gender profile of males to females is 58% to 42% (excluding Tasmania Fire Service), and within Senior Executive positions the ratio of males to females is 62% to 38%.

(Note: the tables below include Tasmania Police, Forensic Science Service Tasmania and the State Emergency Service. Tasmania Fire Service data is reported separately)

GENDER PROFILE

TABLE 18: SENIOR EXECUTIVE BY BAND AS AT 30 JUNE 2020

SENIOR EXECUTIVE	2018		2019		2020	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Prescribed SES Specialist	1	0	1	0	1	0
SES 1	1	2	1	1	1	1
SES 2	2	0	2	0	3	1
SES 3	0	0	0	0	0	0
SES 4	0	1	0	1	0	1
TOTAL	4	3	4	2	5	3

TABLE 19: GENDER ANALYSIS AS AT 30 JUNE 2020

GENDER	POLICE		STATE SERVICE	
	2018–19	2019–20	2018–19	2019–20
Male	885	909	212	218
Female	449	467	320	355
TOTAL*	1,334	1,376	532	573

TABLE 20: EMPLOYMENT CATEGORY BY GENDER AS AT 30 JUNE 2020

EMPLOYMENT CATEGORY	POLICE		STATE SERVICE	
	MALE	FEMALE	MALE	FEMALE
Full Time	896	366	196	246
Part Time	13	101	15	95
Casual	N/A	N/A	7	14
TOTAL*	909	467	218	355

TABLE 21: EMPLOYEES BY AGE AND GENDER AS AT 30 JUNE 2020

AGE PROFILE	POLICE		STATE SERVICE	
	MALE	FEMALE	MALE	FEMALE
15-19	2	6	0	0
20-24	35	35	11	14
25-29	63	75	14	25
30-34	82	68	17	36
35-39	116	81	23	49
40-44	120	71	23	35
45-49	186	73	48	50
50-54	176	37	27	56
55-59	118	18	31	44
60-64	11	3	22	27
65+	0	0	2	19
TOTAL*	909	467	218	355

TABLE 22: GENDER BY POLICE RANK AS AT 30 JUNE 2020

RANK	MALE	FEMALE
Deputy Commissioner	1	0
Assistant Commissioner	2	0
Commander	8	2
Inspector	41	8
Sergeant	193	46
Constable	638	390
Trainee	26	21
TOTAL	909	467

TABLE 23: GENDER BY STATE SERVICE EMPLOYEE CLASSIFICATION AS AT 30 JUNE 2020

CLASSIFICATION	MALE	FEMALE
Head of Agency	1	0
Senior Executive Service Level 4	0	1
Senior Executive Service Level 2	3	1
Senior Executive Service Level 1	1	1
Legal Practitioner Level 5	1	0
Legal Practitioner Level 2	0	7
Legal Practitioner Level 1	3	6
Allied Health Level 5 or Equivalent	0	1
Allied Health Level 4 or Equivalent	1	1
Allied Health Level 3 or Equivalent	4	6
Allied Health Level 2 or Equivalent	5	4
Tasmania State Service Band 9-10	0	0
Tasmania State Service Band 7-8	31	26
Tasmania State Service Band 4-6	89	95
Tasmania State Service Band 1-3	79	206
TOTAL*	218	355

Source: Tables 18 to 23: Finance and Payroll Services, DPfEM.

* The totals include casual State Service Employees.

WORK HEALTH AND SAFETY

In 2019–20, the Department's work, health and safety governance structures and systems were reviewed. This involved an independent review by Wise, Lord and Ferguson to evaluate the effectiveness of the existing work health and safety framework. The outcomes of the review, together with internal evaluation and feedback will be used to inform future initiatives to strengthen the effectiveness of the work health and safety function.

Health and Safety committees have been operating effectively, with high levels of participation and engagement. Regular meetings are held at a strategic and operational level to inform and influence improvements in Departmental Work Health and Safety frameworks.

The Department's influenza vaccination program saw approximately 1,465 vaccinations being administered during the past financial year. Additionally, some vaccinations were directly sourced by employees via their GP or other providers.

Online work health and safety training was launched in February 2020, commencing at employee induction and being undertaken biannually over the employee life-cycle. By the end of the reporting period, 1,040 employees completed the work health and safety online training.

Refreshed reporting forms for hazards and incidents were introduced and due to commence from 1 July 2020, simplifying and standardising forms across the Department to facilitate ease of reporting.

The Coronavirus pandemic has seen significant effort across the Agency. The work health and safety response has included the development and embedding of safety plans, guidelines and new work practices to ensure the safety of our workers and volunteers in response to COVID-19 risks. Our response to the pandemic will remain a significant focus area in 2020–21. In conjunction with our operational arms, this focus will involve ensuring that our governance framework and support materials remain current and effective in managing COVID-19 risks.

Compliance Reporting to Other Legislation

Emergency Management Act 2006

In accordance with section 63 of the *Emergency Management Act 2006*, the following table provides details of the authorisations and declarations of a state of emergency made, amended or extended under Divisions 2, 3 and 4 of Part 3 of the Act during 2019–20, together with details about the exercise of powers under those Divisions during that financial year.



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

TABLE 24: COVID-19 INSTRUMENTS UNDER THE EMERGENCY MANAGEMENT ACT 2006 DURING 2019–20²⁷

NO.	DESCRIPTION	RELEVANT POWER	SUMMARY	EXECUTED DATE	PERIOD IN FORCE	COMMENTS / FOLLOW UP
3	Authorisation of Authorised Officers by State Controller	Section 31(3)	Employees of Biosecurity Tasmania – appointed authorised officers	19 March 2020		NA
4	Declaration by Premier	Section 42	Declaration of State of Emergency	19 March 2020	-	See Number 5
5	Declaration by Premier (Amended)	Section 42	Declaration of State of Emergency – amended to state that it has effect for 12 weeks	20 March 2020	12 weeks	Extended on 11 June 2020 See Number 91
6	Direction by State Controller	Section 45	To Regional Controllers – not to exercise Schedule 1 powers	20 March 2020	NA	NA
7	Combined authorisation and Direction by State Controller (Prepared by Department of Health)	Section 40, 41	Persons who arrive in Tasmania on/after midnight on 20 March 2020 are required to isolate (save the persons listed in Schedule 1 – which include persons exempted by DPIPWE)	20 March 2020	7 days	Revoked on 26 March 2020 See Number 18

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

NO.	DESCRIPTION	RELEVANT POWER	SUMMARY	EXECUTED DATE	PERIOD IN FORCE	COMMENTS / FOLLOW UP
9	Authorisation of Emergency Powers by State Controller	Section 40	Authorisation of all Schedule 1 powers to all members of the Police Service – to ensure compliance with directions of the Director of Public Health and directions/requirements of the State Controller	21 March 2020	7 days (but taken to be 12 weeks with the amendments as per No. 5)	Extended on 12 June 2020 See Number 93
10	Authorisation of Emergency Powers by State Controller	Section 40	Authorisation of all Schedule 1 powers to the State Controller	23 March 2020	7 days (but taken to be 12 weeks with the amendments as per No. 5)	Extended on 12 June 2020 See Number 92
11	Direction by State Controller	Section 40	Prohibition on aircraft landing except at six specified airports	23 March 2020	Until further notice	Revoked on 27 March 2020 See Number 20
15	Exercise of special emergency powers by State Controller	Section 43	Direction in relation to Fountainside, owned by UTAS.	25 March 2020	Until further notice	
18	Directions by State Controller	Section 40	Directions in relation to Isolation (including all arrivals in Tasmania, King Island and Flinders Island) Direction to provide information.	26 March 2020	Until further notice	Revoked on 27 March 2020 See Number 19
19	Directions by State Controller	Section 40	Direction for every arrival in Tasmania to isolate for 14 days (save Schedule 1 unless from overseas) Direction for every arrival to answer questions	27 March 2020	Until further notice	Revoked on 17 April 2020 See Number 58
20	Direction by State Controller	Section 40	Prohibition on aircraft landing except at 7 specified airports	27 March 2020	Until further notice	
21	Directions by State Controller	Section 40	Directions in relation to King Island, Flinders Island and Islands in the Furneaux Group	27 March 2020	Until further notice	Revoked on 12 April 2020
23	Directions by State Controller	Section 40	Arrivals from 28 March 2020 to isolate for 14 days in a facility specified and to comply with directions of an authorised officer and to remain in rooms provided. Exception: Schedule 1 people	28 March 2020	Until further notice	Revoked on 29 March 2020 See Number 25

NO.	DESCRIPTION	RELEVANT POWER	SUMMARY	EXECUTED DATE	PERIOD IN FORCE	COMMENTS / FOLLOW UP
24	Authorisation of Emergency Powers	Section 40	Authorisation of Biosecurity Tasmania of Schedule 1(l)(b)(c)(m) (n)(o)(p)(q)(t) powers to ensure compliance with directions of Director of Public Health and State Controller.	29 March 2020	12 weeks	Was extended on 19 June 2020 to have effect from 20 June 2020 until 10 July 2020. See Number 96
25	Directions by State Controller	Section 40	<p>Arrivals from 29 March 2020 to isolate for 14 days, comply with directions of an authorised officer and to isolate at accommodation specified by authorised officer and remain in room provided.</p> <p>Exception: Families with children who live in Tasmania (unless arriving from overseas) in which case they isolate at their residence</p> <p>Exception: Tasmanian residents under 17 years of age (and unaccompanied) (unless arriving from overseas)</p> <p>Exception: Schedule 1 people to comply with the Director of Public Health's direction of 20 March 2020 for 12 weeks See Number 8 Minister notified on 30 March 2020</p>	29 March 2020	12 weeks	Revoked on 17 April 2020 See Number 58
29	Exercise of special emergency powers	Section 43	Direction in relation to Devonport 3 East (TasPorts)	31 March 2020	Until further notice	
30	Delegation by State Controller	Section 30	Delegation of functions and powers under Section 6 of the COVID-19 Disease Emergency legislation to the Deputy State Controller.	1 April 2020	NA	
31	Exercise of special emergency powers	Section 43	Direction in relation to Hotel Grand Chancellor Launceston	1 April 2020	Until further notice	Rescinded on 22 May 2020 See Number 81
36	Directions by State Controller	Section 40	Closure of Castray Esplanade, Hobart	7 April 2020	Until further notice	

NO.	DESCRIPTION	RELEVANT POWER	SUMMARY	EXECUTED DATE	PERIOD IN FORCE	COMMENTS / FOLLOW UP
41	Directions by State Controller	Section 40	Closure of parks and reserves	9 April 2020	Until further notice	Revoked from 10 May 2020 See Number 68
43	Directions by State Controller	Section 40	Directions in relation to King Island, Flinders Island and Islands in the Furneaux Group	12 April 2020	Until further notice	Revoked on 15 May 2020 See Number 75
44	Exercise of Special Emergency Powers by State Controller	Section 43	Direction in relation to North West Private Hospital	12 April 2020	Until further notice	Rescinded on 9 May 2020 See Number 70
58	Directions by State Controller	Section 40	Consolidated directions for Tasmanian arrivals, quarantine, information	17 April 2020	12 weeks	Revoked on 18 April 2020 See Number 59
59	Directions by State Controller	Section 40	Directions in relation to persons arriving in Tasmania	18 April 2020	12 weeks	Revoked on 5 May 2020 See Number 67
60	Exemption granted by State Controller	Section 40	Exemption granted to State Service Employees to enable them to enter parks and reserves	20 April 2020	Until further notice	The directions in relation to Parks and Reserves have been revoked See Number 68 This instrument is therefore irrelevant
67	Directions by State Controller	Section 40	Directions in relation to persons arriving in Tasmania – including Maritime Crew	5 May 2020	Until further notice	Revoked on 15 May 2020 See Number 76
68	Directions by State Controller	Section 40	Revocation of Directions for the closure of Parks and Reserves	8 May 2020	To have effect from 10 May 2020	
69	Exercise of Special Emergency Powers by State Controller	Section 43	Directions for classes of State Service Employees to be made available for emergency management	8 May 2020	Until further notice	
70	Exercise of Special Emergency Powers by State Controller	Section 43	Rescission of directions requiring North West Private Hospital to be surrendered to the State Controller	9 May 2020		
75	Directions by State Controller	Section 40	Directions in relation to King Island, Flinders Island and Islands in the Furneaux Group of Islands	15 May 2020	From 17 May 2020 until further notice	Revoked on 5 June 2020 See Number 86

NO.	DESCRIPTION	RELEVANT POWER	SUMMARY	EXECUTED DATE	PERIOD IN FORCE	COMMENTS / FOLLOW UP
76	Directions by State Controller	Section 40	Directions in relation to Persons Arriving	15 May 2020	From 17 May 2020 until further notice	Revoked on 21 May 2020 See Number 80
80	Directions by State Controller	Section 40	Directions in relation to Persons Arriving	21 May 2020	Until further notice	Revoked with effect from 3:00pm on 5 June 2020 See Number 87
81	Exercise of Special Emergency Powers by State Controller	Section 43	Rescission of requirement in relation to Hotel Grand Chancellor	22 May 2020		
86	Revocation of Directions by State Controller	Section 40	Revocation of Directions in relation to King Island, Flinders Island and Islands in the Furneaux Group of Islands	5 June 2020	With effect from 3:00pm on 5 June 2020	
87	Directions by State Controller	Section 40	Directions in relation to persons arriving in Tasmania	5 June 2020	With effect from 3:00pm on 5 June 2020	
91	Declaration by Premier	Section 42(4)	Extension of Declaration of State of Emergency	11 June 2020	Extension for 4 weeks	
92	Authorisation of powers by State Controller	Section 40(6)	Extension of State Controller's authorisation of powers to himself Consent obtained from Minister prior to extension of authorisation	12 June 2020	Extension in effect until 10 July 2020	
93	Authorisation of powers by State Controller	Section 40(6)	Extension of State Controller's authorisation of powers to members of the Tasmania Police Service Consent obtained from Minister prior to extension of authorisation	12 June 2020	Extension in effect until 10 July 2020	
96	Authorisation of powers by State Controller	Section 40(6)	Extension of State Controller's authorisation of powers to employees of Biosecurity Tasmania Consent obtained from Minister prior to extension of authorisation	19 June 2020	Commencing 8:20pm on 20 June 2020 and with effect until 10 July 2020	

Royal Commission Reporting

DEATHS IN CUSTODY

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

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

CATEGORIES	2016–17	2017–18	2018–19	2019–20
Category 1 – Institutional or Close Contact Custody	0	0	0	1 ²⁸
Category 2 – Other Custody-Related Police Operations	0	0	1 ²⁹	1 ³⁰
TOTAL	0	0	1	2

Source: Professional Standards Command

Category 1: Institutional or Close Contact Custody:

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

Category 2: Other Custody-Related Police Operations:

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

Pricing Policy

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

The Department has responsibility for providing some goods and services such as Offence Reports, Forensic photographs, Speed Camera photographs 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

Risk Management was a business priority during the past 12 months and work continued to progress across the Department. Several risk reviews were undertaken to ensure risks are current and influencing strategy and operations.

A corporate risk framework continues to support external, strategic, operational, and program risks. However, Tasmania Police, Tasmania Fire Service and State Emergency Service frontline risks are managed within those operational arms.

28. This matter relates to a death in Brighton on 17 February 2020. Police were called to the address regarding the behaviour of a male resident. During the subsequent interaction with the male he was shot twice by police and died at the scene. At the time of reporting, a report was being prepared for the Coroner.

29. This matter relates to a death in St Helens on 13 January 2019. On this occasion police attended an address to speak to a male person who appears to have subsequently taken his own life. At the time of reporting, the matter was with the Coroner pending an inquest.

30. This matter relates to a death in Burnie on 21 February 2020, when police attended an address to speak to a male person. Whilst attempting to negotiate with the male he exited the house and self-harmed. He later died in hospital. At the time of reporting, the matter was with the Coroner for consideration.

Asset Management

The Department ensures assets are managed in accordance with the mandatory requirements of the *Treasurer's Instructions* relating to the asset management policies, strategies and initiatives, including information on major capital projects.

The Department's assets are managed within whole-of government policies and guidelines. Some of the key strategies used by the Department for the effective and efficient use of assets include:

- optimising the use of built resources to support the provision of emergency services activities at dispersed sites
- managing capital funding for building improvements equitably and according to priorities, ensuring appropriate standards of accommodation to support best practice in service delivery
- progressing towards industry best practice in procurement practices and full compliance with the Department of Treasury and Finance requirements, and
- maximising the responsible use of facilities, facilitating partnership agreements for sharing facilities and enhancing community engagement, and utilisation in relation to volunteer facilities where appropriate.

ACQUISITIONS

During 2019–20, the following two residences were purchased:

ADDRESS	PRICE
39 Gordon Street, Swansea	\$455,000
13 Nutview Court, Smithton	\$249,000

DISPOSALS

During 2019–20, the following four properties were disposed of:

ADDRESS	PRICE
84 Main Street, Cressy	\$229,966
7 Meech Street, Currie	\$241,327
1 Hamilton Street, Latrobe	\$313,927
51-53 Wilmot Street, Port Sorell	\$293,897

MAINTENANCE

In 2019–20, the Department tendered for new statutory maintenance providers to ensure building compliance across the Department. These contracts have been entered into for a maximum of seven years.

During 2019–20, several maintenance projects were completed including:

- heating ventilation and air-conditioning upgrades to Burnie and Hobart police stations
- main electrical switchboard and generator upgrades for the Support Services building
- LED lighting upgrades to increase energy efficiency state-wide
- access control and security systems upgrades

- redevelopment of the Burnie police station amenities room, and trade waste upgrades.

In addition, maintenance staff responded to a number of emergency maintenance incidents during the year, including coordinating additional cleaning as part of the COVID-19 response.

CAPITAL PROJECTS

The Department has undertaken significant construction preparation for new police stations to be erected in Longford and New Norfolk, plus planning and functional analysis for an Emergency Services Hub with State Emergency Services, Tasmania Fire Service and Tasmania Police co-located at Sorell. Further details regarding these projects can be found in the 2019–20 *Our Year in Review* section.

Procurement

The Department ensures procurement is undertaken in accordance with the mandatory requirements of the *Treasurer's Instructions* relating to procurement.

CONTRACT EXTENSIONS

There were no contract extensions approved in accordance with the *Treasurer's Instruction PP-6* for the financial year 2019–20.

CONFIDENTIALITY OF GOVERNMENT CONTRACTS

The *Treasurer's Instruction C-1* provides for an Accountable Authority to approve the inclusion of a confidentiality provision for contracts entered into on or after 15 September 2012. No confidentiality provision for contracts were approved during 2019–20.

CONTRACTS EXEMPT FROM DISAGGREGATION REQUIREMENT

Under the *Treasurer's Instructions PF-2*, an Accountable Authority may approve an exemption from the requirement to disaggregate substantial contracts. No exemptions were approved during 2019–20 as outlined in this Instruction.

CONTRACTS OVER \$50,000

During 2019–20 contracts awarded (excluding consultancy) with a value of \$50,000 or over (ex GST) for the financial year 2019–20 are listed in the table below.

TABLE 26: CONTRACTS WITH A VALUE OF \$50,000 OR OVER (EX GST)

CONTRACTOR NAME	CONTRACTOR LOCATION	CONTRACT DESCRIPTION	CONTRACT PERIOD	TOTAL VALUE OF CONTRACT (EX GST)
ABC Healthcare Services Pty Ltd	Moonah, Tasmania	Cleaning – 47 Liverpool Street, Hobart	1/3/2020 – 31/8/2025	\$554,994.00
Ainstie Construction (Tas) Pty Ltd	South Launceston, Tasmania	Renovation of Three Police Residences Located in Scottsdale (2) and Bridport (1)	1/2/2020 – 31/7/2020	\$854,900.00
Airmaster Australia Pty Ltd	Cambridge, Tasmania	Statutory Maintenance – Maintenance of Mechanical Services	1/6/2020 – 31/5/2027	\$1,409,089.57
Building Automation Controls	Glenorchy, Tasmania	Burnie Police Station Building Management System (BMS) Controls Upgrade	One-off purchase	\$74,900.00

CONTRACTOR NAME	CONTRACTOR LOCATION	CONTRACT DESCRIPTION	CONTRACT PERIOD	TOTAL VALUE OF CONTRACT (EX GST)
BMW Australia Ltd	Mulgrave, Victoria	Replacement of Departmental Police Pack Motorcycles	18/12/2019 – 17/12/2024	\$903,867.72
Calmar Pty Ltd T/A Hart Marine	Mornington, Victoria	Design, Construction and Delivery of Police Patrol Vessel	1/1/2020 – 30/6/2021	\$3,223,341.00
Contact Electrical Pty Ltd	New Town, Tasmania	Statutory Maintenance – Maintenance of Generator and Uninterruptible Power Supply Services (UPS) Equipment	1/6/2020 – 31/5/2027	\$403,037.81
Digital Wellness	North Sydney, New South Wales	Coordination and Delivery of an Online 12-Week Fitness and Nutrition Program	4/5/2020 – 17/8/2020	\$58,950.00
*Dynamic Gift ***Promotions	Tuncurry, New South Wales	Protective Personal Equipment – Disposable Face Masks	One-off purchase	\$373,000.00
Edith Cowan University	Joondalup, Western Australia	Evaluation of Project Wellbeing	29/10/2019 – 28/10/2022	\$200,867.10
*FYB Pty Ltd	Williamstown North, Victoria	Software Maintenance and Support for Content Manager CM9	1/7/2020 – 30/6/2025	\$644,688.10
Industrial Fire & Electrical Pty Ltd	Riverside, Tasmania	Statutory Maintenance – Maintenance of Security Services	1/6/2020 – 31/5/2027	\$108,423.00
Johnstone, McGee and Gandy Pty Ltd	Hobart, Tasmania	Statutory Maintenance Consulting Service	1/8/2019 – 31/7/2026	\$458,272.00
*Leigh Kelly Agencies	Launceston, Tasmania	Uniform	1/7/2019 – 30/3/2027	\$1,449,731.46
*Leigh Kelly Agencies	Launceston, Tasmania	Uniform and Equipment	1/7/2019 – 30/3/2027	\$616,004.00
Otis Elevator Company Pty Ltd	Hobart, Tasmania	Statutory Maintenance – Lift Services	1/6/2020 – 31/5/2027	\$449,400.00
Pathtech Pty Ltd	Melbourne, Victoria	Saliva Drug Testing Equipment – Oral Fluid Collection Kit	1/8/2019 – 31/7/2025	\$1,102,500.00
Philp Lighton Architects Pty Ltd	Hobart, Tasmania	Redevelopment of DPFEM Level 7 Operations Support Building, 37-43 Liverpool Street, Hobart	One-off purchase	\$142,376.00
*Rosenbauer Australia Pty Ltd	Brisbane, Queensland	Uniform and Equipment	1/7/2019 – 30/3/2027	\$620,000.00

* Items awarded and purchased by DPFEM and used for Tasmania Police, State Emergency Service and Tasmania Fire Service. These contracts are not separately reported in the State Fire Commission Annual Report.

** Item awarded and funded by DPFEM for the use of State Emergency Service.

*** Items awarded as a result of a modified procurement process approved in accordance with Treasurer's Instruction PF-7 COVID-19 Procurements for the financial year 2019–20.

CONTRACTOR NAME	CONTRACTOR LOCATION	CONTRACT DESCRIPTION	CONTRACT PERIOD	TOTAL VALUE OF CONTRACT (EX GST)
SafeSelect Converge International	Hobart, Tasmania	Police Applicant Testing	16/6/2020 – 15/6/2022	\$182,800.00
*Stewart & Heaton Clothing Co Pty Ltd	Fairfield, Victoria	Uniform	1/7/2019 – 30/3/2027	\$747,399.38
*Stewart & Heaton Clothing Co Pty Ltd	Fairfield, Victoria	Uniform and Equipment	1/7/2019 – 30/3/2027	\$405,832.00
*Stratex Pty Ltd	Moonah, Tasmania	Half Face Silicone Mask Respirators	1/10/2019 – 30/9/2026	\$1,029,600.00
Stubbs Construction	Wivenhoe, Tasmania	Burnie Police Station Shower Refurbishment	One-off purchase	\$85,470.00
**WMA Water Pty Ltd	Hobart, Tasmania	Tasmania Strategic Flood Mapping	1/3/2020 – 1/3/2025	\$957,370.00
Wormald	Derwent Park, Tasmania	Maintenance of Fire and Electrical Services	1/6/2020 – 31/5/2027	\$1,073,695.00

CONSULTANCIES OVER \$50,000

During 2019–20, the following consultancies with a value of \$50,000 or over are listed in the table below.

TABLE 27: CONSULTANCY CONTRACTS WITH A VALUE OF \$50,000 OR OVER (EX GST)

CONTRACTOR NAME	CONTRACTOR LOCATION	CONTRACT DESCRIPTION	CONTRACT PERIOD	TOTAL VALUE OF CONTRACT (EX GST)
Efficiency Tasmania	Franklin, Tasmania	Program Management Services	1/7/2019 – 20/12/2019	\$219,827.73
Efficiency Tasmania	Franklin, Tasmania	Senior Business Analyst – Planning	6/4/2020 – 31/12/2020	\$224,400.00
GMC	Hobart, Tasmania	Senior Business Analyst – Business Solutions	3/6/2019 – 22/11/2019	\$177,031.00
GMC	Hobart, Tasmania	Business Analyst – Program Management	3/6/2019 – 22/11/2019	\$157,105.00
GMC	Hobart, Tasmania	Business Analyst – Program Management	1/7/2019 – 20/12/2019	\$121,093.00
GMC	Hobart, Tasmania	Senior Business Analyst – Business Solutions	6/4/2020 – 31/12/2020	\$165,000.00
GSD Advisors Pty Ltd	Hobart, Tasmania	Contracting Services	1/7/2019 – 30/6/2020	\$238,391.00
GSD Advisors Pty Ltd	Hobart, Tasmania	Quality Assurance Services	3/1/2020 – 30/6/2020	\$257,400.00
Patterson Brown	Dynnyrne, Tasmania	Contracting Services	1/7/2019 – 30/6/2020	\$164,227.49

CONTRACTOR NAME	CONTRACTOR LOCATION	CONTRACT DESCRIPTION	CONTRACT PERIOD	TOTAL VALUE OF CONTRACT (EX GST)
Tempus Innovative Solutions	North Hobart, Tasmania	Contracting Services	1/7/2019 – 30/6/2020	\$54,187.50
The Write Solution	Dodges Ferry, Tasmania	Contracting Services	1/7/2019 – 30/6/2020	\$62,207.19
Victor Borg	Melbourne, Victoria	Contracting Services	1/7/2019 – 30/6/2020	\$53,332.01

DEBTS WRITTEN OFF

In accordance with the *Treasurer's Instruction FC-14*, there were no debts written off under these instructions during 2019–20.

EXEMPTIONS FROM THE TREASURER'S INSTRUCTIONS

- During 2019–20, the following exemptions under *Treasurer's Instruction FC-9* relating to purchases on the Tasmanian Government Card were granted:
Secretary, DPFEM to incur entertainment expenses
- Safe Home, Safe Families,
or Safe at Home officers to
purchase gift vouchers for
victims of family violence
- Welfare and critical incident stress management officers to purchase
personal refreshments.

Table 28 shows exemptions approved during 2019–20 in relation to procuring legal services under the *Treasurer's Instruction FC-17*.

Accountable Authorities must refer all request for legal advice to Crown Law who in turn may determine if external advice is required.

TABLE 28: EXEMPTIONS TO PROCURING LEGAL SERVICES

SUPPLIER NAME	CONTRACT DESCRIPTION	REASON FOR APPROVAL	TOTAL VALUE OF CONTRACT (EX GST)
Minter Ellison	Legal Advice to TasGRN Project	FC-7	\$475,465.41

LIMITED/DIRECT PROCUREMENT

The following table provides detailed information on contracts awarded as a result of a direct/limited submission sourcing process approved in accordance with the *Treasurer's Instruction PP-2* for financial year 2019–20.

TABLE 29: CONTRACTS AWARDED AS A RESULT OF DIRECT/LIMITED SUBMISSION SOURCING

SUPPLIER NAME	CONTRACT DESCRIPTION	REASON FOR APPROVAL	TOTAL VALUE OF CONTRACT (EX GST)
TECS	End of life Hardware Replacement – Paging Project	PP-2.18.2, PP-2.18.3	\$82,481.84
Building Automation Controls	Heating, Ventilation and Air Conditioning (HVAC) Controls Upgrade – DPFEM Support Services Building	PP-2.18.3	\$224,100.00
Unicom	Supply of Unication AEI Pager Units	PP-2.18.2, PP-2.18.3	\$249,780.00
TESS Solutions (Australia) Pty Ltd	TESS Software Maintenance and Support Agreement for Fixed Speed Cameras	PP-2.18.2	\$720,000.00

LOSS AND DAMAGE

The Tasmanian Risk Management Fund (TRMF) covers the Department's insurable risks. The following is a summary of insurance claims lodged with TRMF during 2019–20:

TABLE 30: SUMMARY OF CLAIMS LODGED WITH THE TRMF

ITEM	NUMBER OF CLAIMS	TOTAL VALUE OF CLAIMS
General Property	0	0
General Liability	1	\$7,800.00
Motor Vehicle	147	\$572,167.04
Workers Compensation	181	\$6,396,502.00
Personal Accident	0	0
Transit/removal	1	\$1,500.00

Note: Table 30 items are recorded in Gross costs, except for Motor Vehicles which are Net of the excesses.

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 2019–20.

SUPPORT FOR LOCAL BUSINESS

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

The following table 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) for 2019–20).

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)	38
Total number of contracts awarded (including consultancy) to Tasmanian businesses	27
Value of contracts awarded	\$18,574,978.60
Value of contracts awarded to Tasmanian businesses	\$10,241,201.29
Total number of tenders called and/or quotation processes run	28
Total number of bids and/or written quotations received	140
Total number of bids and/or written quotations received from Tasmanian businesses	73

List of Tables: 2019–20 Annual Report

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1	Public Safety Key Focus Areas and Performance Outcomes	Output Group 1: Public Safety	22
2	Summary of Performance Information – Output Group 1: Public Safety	Output Group 1: Public Safety	23
3	Crime Key Focus Areas and Performance Outcomes	Output Group 2: Crime	24
4	Summary of Performance Information – Output Group 2: Crime	Output Group 2: Crime	26
5	Traffic Policing Key Focus Areas and Performance Outcomes	Output Group 3: Traffic Policing	28
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9	Public Interest Disclosures during 2019–20	Public Access and Information Disclosure	39
10	Applications for Assessed Disclosure – Right to Information Requests during 2019–20	Public Access and Information Disclosure	40
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12	Total Number of Tasmania Police Employees by Command/Business Unit as at 30 June 2020	Our People and Policies	41
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15	State Service Employees by Award Classification as at 30 June 2020	Our People and Policies	43
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22	Gender by Police Rank	Our People and Policies	46
23	Gender by State Service Employee Classification as at 30 June 2020	Our People and Policies	47
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25	Deaths in Police Custody and During Custody-Related Police Operations (Tasmania)	Royal Commissions Reporting	53
26	Contracts with a Value of \$50,000 or over (ex GST)	Procurement	55
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29	Contracts Awarded as a result of Direct/Limited Submissions Sourcing	Procurement	59
30	Summary of Claims lodged with the TRMF in 2019–20	Procurement	59
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FINANCIAL STATEMENTS

For the year ended 30 June 2020

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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 2020 and the financial position as at the end of the year.

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

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

D L Hine
Secretary

23 September 2020

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2020

	NOTES	2020 BUDGET \$'000	2020 ACTUAL \$'000	2019 ACTUAL \$'000
Income from continuing operations				
Revenue from Government				
Appropriation revenue - operating	6.1	237,054	237,041	228,032
Appropriation revenue - capital	6.1	15,250	4,550	2,415
Other revenue from Government	6.1	...	2,041	7,245
Grants	6.2	6,078	3,224	3,284
Sales of goods and services	6.3	3,420	3,534	4,358
Contribution from the State Fire Commission	6.4	...	16,361	13,674
Contributions received	6.5	...	333	...
Other revenue	6.6	10,266	47,188	39,641
Total revenue from continuing operations		272,068	314,272	298,649
Net gain/(loss) on non-financial assets	7.1	...	(63)	(402)
Net gain/(loss) on financial instruments and statutory receivables/payables	7.2	...	11	(27)
Total income from continuing operations		272,068	314,220	298,220
Expenses from continuing operations				
Employee benefits	8.1	191,458	215,225	202,666
Depreciation and amortisation	8.2	18,616	14,085	6,085
Supplies and consumables	8.3	35,525	71,469	71,544
Grants and subsidies	8.4	13,867	12,630	15,140
Finance cost	8.5	...	473	...
Other expenses	8.6	2,329	5,315	3,881
Total expenses from continuing operations		261,795	319,197	299,316
Net result from continuing operations		10,273	(4,977)	(1,096)
Net result		10,273	(4,977)	(1,096)
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	26,571	4,272	2,784
Total other comprehensive income		26,571	4,272	2,784
Comprehensive result		36,844	(705)	1,688

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 2020

	NOTES	2020 BUDGET \$'000	2020 ACTUAL \$'000	2019 ACTUAL \$'000
Assets				
<i>Financial assets</i>				
Cash and cash equivalents	13.1	349	5,220	4,520
Receivables	9.1	1,973	1,472	2,503
Other financial assets	9.2	580	950	547
<i>Non-financial assets</i>				
Inventories	9.3	1,073	2,027	1,188
Property, plant and equipment	9.4	230,713	168,348	164,042
Right-of-use assets	9.5	...	16,857	...
Intangibles	9.6	5,567	14,220	10,638
Other assets	9.7	41,487	1,730	4,297
Total assets		281,742	210,824	187,735
Liabilities				
Payables	10.1	2,227	4,215	3,860
Lease liabilities	10.2	40,218	17,033	...
Employee benefits	10.3	61,869	77,143	68,012
Other liabilities	10.5	1,857	1,802	3,689
Total liabilities		106,171	100,193	75,561
Net assets		175,571	110,631	112,174
Equity				
Reserves	12.1	148,054	101,301	97,489
Accumulated funds		27,517	9,330	14,685
Total equity		175,571	110,631	112,174

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 2020

	NOTES	2020 BUDGET \$'000	2020 ACTUAL \$'000	2019 ACTUAL \$'000
Cash flows from operating activities		Inflows (Outflows)	Inflows (Outflows)	Inflows (Outflows)
Cash inflows				
Appropriation receipts - operating		237,054	237,041	228,032
Appropriation receipts - capital		15,250	4,550	2,415
Other revenue from Government		...	...	2,041
Grants – continuing operations		6,078	3,390	3,162
Sales of goods and services		3,420	3,835	4,352
GST receipts		6,200	14,725	15,039
Contribution from State Fire Commission		...	16,528	12,197
Other cash receipts		10,266	45,509	41,244
Total cash inflows		278,268	325,578	308,482
Cash outflows				
Employee benefits		(191,371)	(206,103)	(196,265)
Finance costs		...	(473)	...
GST payments		(6,200)	(14,234)	(15,597)
Supplies and consumables		(39,825)	(68,140)	(73,596)
Grants and subsidies		(13,867)	(12,650)	(14,996)
Other cash payments		(2,329)	(5,161)	(4,035)
Total cash outflows		(253,592)	(306,761)	(304,489)
Net cash from / (used by) operating activities	13.2	24,676	18,817	3,993
Cash flows from investing activities				
Cash outflows				
Payments for acquisition of non-financial assets		(14,750)	(10,572)	(7,067)
Total cash outflows		(14,750)	(10,572)	(7,067)
Net cash from / (used by) investing activities		(14,750)	(10,572)	(7,067)
Cash flows from financing activities				
Cash inflows				
Proceeds from borrowings		...	...	...
Total cash inflows		...	...	...
Cash outflows				
Repayment of lease liabilities (excluding interest)		(9,926)	(7,545)	...
Total cash outflows		(9,926)	(7,545)	...
Net cash from / (used by) financing activities		(9,926)	(7,545)	...
Net increase (decrease) in cash held and cash equivalents held		...	700	(3,074)
Cash and cash equivalents at the beginning of the reporting period		349	4,520	7,594
Cash and cash equivalents at the end of the reporting period	13.1	349	5,220	4,520

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 2020

	NOTES	RESERVES \$'000	ACCUMULATED FUNDS \$'000	TOTAL EQUITY \$'000
Balance as at 1 July 2019		97,489	14,685	112,174
Total comprehensive result		4,272	(4,977)	(705)
Transfer sale proceeds to the Crown Lands Administration Fund (CLAF)		...	(838)	(838)
Transfer to/(from) reserves	12.1	(460)	460	...
Balance as at 30 June 2020		101,301	9,330	110,631

	NOTES	RESERVES \$'000	ACCUMULATED FUNDS \$'000	TOTAL EQUITY \$'000
Balance as at 1 July 2018		94,912	15,923	110,835
Total comprehensive result		2,784	(1,096)	1,688
Transfer sale proceeds to the Crown Lands Administration Fund (CLAF)		...	(349)	(349)
Transfer to/(from) reserves	12.1	(207)	207	...
Balance as at 30 June 2019		97,489	14,685	112,174

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

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(To be finalised)

Note I: Administered Financial Statements

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

It is accountable for the transactions involving such administered resources, but does not have the discretion to deploy resources for the achievement of the Department's objectives.

I.1 SCHEDULE OF ADMINISTERED INCOME AND EXPENSES

	NOTES	2020 BUDGET \$'000	2020 ACTUAL \$'000	2019 ACTUAL \$'000
Administered revenue				
Sales of goods and services	15.2	257	279	280
Fees and fines	15.3	500	1,076	968
Other revenue	15.4	...	43	33
Total administered revenue		757	1,398	1,281
Administered expenses				
Transfers to the Public Account		757	1,400	1,282
Total administered expenses		757	1,400	1,282
Administered net result		...	(2)	(1)
Administered comprehensive result		...	(2)	(1)

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.

I.2 SCHEDULE OF ADMINISTERED ASSETS AND LIABILITIES

	NOTES	2020 BUDGET \$'000	2020 ACTUAL \$'000	2019 ACTUAL \$'000
Administered assets				
Receivables		...	4	6
Total administered assets		...	4	6
Administered equity				
Accumulated funds		...	4	6
Total administered equity		...	4	6

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	2020 BUDGET \$'000	2020 ACTUAL \$'000	2019 ACTUAL \$'000
Administered cash flows from operating activities				
Administered cash inflows				
Sales of goods and services		257	281	281
Fees and fines		500	1,076	968
Other revenue		...	43	33
Total administered cash inflows		757	1,400	1,282
Administered cash outflows				
Transfers to the Public Account		(757)	(1,400)	(1,282)
Total administered cash outflows		(757)	(1,400)	(1,282)
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 2019		...	6	6
Total comprehensive result		...	(2)	(2)
Balance as at 30 June 2020		...	4	4

	NOTES	RESERVES \$'000	ACCUMULATED FUNDS \$'000	TOTAL EQUITY \$'000
Balance as at 1 July 2018		...	7	7
Total comprehensive result		...	(1)	(1)
Balance as at 30 June 2019		...	6	6

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

Note 2: Departmental Output Schedules

2.1 OUTPUT GROUP INFORMATION

Comparative information has not been restated for external administrative restructures.

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

OUTPUT GROUP I – PUBLIC SAFETY

	2020 BUDGET \$'000	2020 ACTUAL \$'000	2019 ACTUAL \$'000
Income from continuing operations			
Appropriation revenue - operating	139,768	123,705	119,779
Other revenue from Government	...	417	4,310
Grants	751	...	5
Sales of goods and services	1,074	499	573
Contribution from the State Fire Commission	...	6,937	5,593
Contributions received	...	170	...
Other revenue	9,241	33,980	30,807
Total revenue from continuing operations	150,834	165,708	161,067
Net gain/(loss) on non-financial assets	...	(33)	(205)
Net gain/(loss) on financial instruments and statutory receivables	...	6	(14)
Total income from continuing operations	150,834	165,681	160,848
Expenses from continuing operations			
Employee benefits	113,567	118,642	112,151
Depreciation and amortisation	16,729	3,610	3,104
Supplies and consumables	19,835	46,378	38,612
Grants and subsidies	9,844	9,766	11,001
Finance costs	...	40	...
Other expenses	1,039	2,459	2,452
Total expenses from continuing operations	161,014	180,895	167,320
Net result from continuing operations	(10,180)	(15,214)	(6,472)
Net result	(10,180)	(15,214)	(6,472)
Other comprehensive income			
Items that will not be reclassified to net result in subsequent periods			
Changes in property, plant and equipment revaluation surplus	26,571	4,272	2,784
Total other comprehensive income	26,571	4,272	2,784
Comprehensive result	16,391	(10,943)	(3,688)
Expense by output			
Output 1.1 Support to the Community	161,014	180,895	167,320
Total	161,014	180,895	167,320
Net assets			
Total assets deployed for Output Group I – Public Safety		107,201	101,704
Total liabilities incurred for Output Group I – Public Safety		(45,943)	(40,315)
Net assets deployed for Output Group I – Public Safety		61,258	61,389

OUTPUT GROUP 2 – CRIME

	2020 BUDGET \$'000	2020 ACTUAL \$'000	2019 ACTUAL \$'000
Income from continuing operations			
Appropriation revenue - operating	66,975	76,952	74,149
Other revenue from Government	...	327	349
Grants	...	144	207
Sales of goods and services	...	353	416
Contribution from the State Fire Commission	...	4,216	3,400
Contributions received	...	103	...
Other revenue	875	4,944	3,995
Total revenue from continuing operations	67,850	87,039	82,516
Net gain/(loss) on non-financial assets	...	(20)	(125)
Net gain/(loss) on financial instruments and statutory receivables	...	4	(9)
Total income from continuing operations	67,850	87,023	82,382
Expenses from continuing operations			
Employee benefits	55,724	70,284	67,245
Depreciation and amortisation	1,315	2,136	1,886
Supplies and consumables	7,831	12,969	12,518
Grants and subsidies	350	393	904
Finance cost	...	12	...
Other expenses	1,078	2,027	1,025
Total expenses from continuing operations	66,298	87,821	83,578
Net result from continuing operations	1,552	(798)	(1,196)
Net result	1,552	(798)	(1,196)
Comprehensive result	1,552	(798)	(1,196)
Expense by output			
Output 2.1 Investigation of Crime	48,351	61,848	58,958
Output 2.2 Poppy Security	1,037	915	833
Output 2.3 Fisheries Security	5,957	8,890	8,923
Output 2.4 Support to Judicial Services	10,953	16,168	14,864
Total	66,298	87,821	83,578
Net Assets			
Total assets deployed for Output Group 2 – Crime		56,193	53,138
Total liabilities incurred for Output Group 2 – Crime		(28,821)	(25,229)
Net assets deployed for Output Group 2 – Crime		27,372	27,909

OUTPUT GROUP 3 – TRAFFIC POLICING

	2020 BUDGET \$'000	2020 ACTUAL \$'000	2019 ACTUAL \$'000
Income from continuing operations			
Appropriation revenue - operating	20,974	17,550	16,479
Grants	2,350	2,573	2,524
Sales of goods and services	...	159	180
Contribution from the State Fire Commission	...	2,176	1,755
Contributions received	...	53	...
Other revenue	...	1,560	1,181
Total revenue from continuing operations	23,324	24,071	22,119
Net gain/(loss) on non-financial assets	...	(10)	(64)
Net gain/(loss) on financial instruments and statutory receivables	...	2	(5)
Total income from continuing operations	23,324	24,063	22,050
Expenses from continuing operations			
Employee benefits	19,680	16,294	15,478
Depreciation and amortisation	426	1,102	974
Supplies and consumables	2,647	5,884	5,505
Grants and subsidies	177	124	466
Finance cost	...	6	...
Other expenses	212	662	267
Total expenses from continuing operations	23,142	24,072	22,690
Net result from continuing operations	182	(9)	(640)
Net result	182	(9)	(640)
Comprehensive result	182	(9)	(640)
Expense by output			
Output 3.1 Traffic Policing	23,142	24,072	22,690
Total	23,142	24,072	22,690
Net Assets			
Total assets deployed for Output Group 3 – Traffic Policing		28,858	27,100
Total liabilities incurred for Output Group 3 – Traffic Policing		(6,874)	(5,843)
Net assets deployed for Output Group 3 – Traffic Policing		21,984	21,257

OUTPUT GROUP 4 – EMERGENCY MANAGEMENT

	2020 BUDGET \$'000	2020 ACTUAL \$'000	2019 ACTUAL \$'000
Income from continuing operations			
Appropriation revenue - operating	9,337	18,834	17,625
Grants	2,977	507	547
Sales of goods and services	2,346	2,523	3,191
Contribution from the State Fire Commission	...	3,039	2,925
Other revenue	150	5,184	3,420
Total revenue from continuing operations	14,810	30,087	27,708
Net gain/(loss) on non-financial assets	...	(1)	(8)
Net gain/(loss) on financial instruments and statutory receivables	...	...	(1)
Total income from continuing operations	14,810	30,086	27,699
Expenses from continuing operations			
Employee benefits	2,487	9,401	7,379
Depreciation and amortisation	146	7,191	122
Supplies and consumables	5,212	4,677	12,471
Grants and subsidies	2,996	1,847	2,268
Finance cost	...	411	...
Other expenses	...	164	135
Total expenses from continuing operations	10,841	23,691	22,375
Net result from continuing operations	3,969	6,395	5,324
Net result	3,969	6,395	5,324
Comprehensive result	3,969	6,395	5,324
Expense by output			
Output 4.1 State Emergency Management Services	3,568	6,398	6,942
Output 4.2 State Security and Rescue Operations	7,273	17,293	15,433
Total	10,841	23,691	22,375
Net Assets			
Total assets deployed for Output Group 4 – Emergency Management		18,477	4,263
Total liabilities incurred for Output Group 4 – Emergency Management		(18,245)	(2,841)
Net assets deployed for Output Group 4 – Emergency Management		232	1,422

OUTPUT GROUP – CAPITAL INVESTMENT PROGRAM

	2020 BUDGET \$'000	2020 ACTUAL \$'000	2019 ACTUAL \$'000
Income from continuing operations			
Appropriation revenue - capital	15,250	4,550	2,415
Other revenue from Government	...	1,297	2,586
Other revenue	...	1,519	238
Total revenue from continuing operations	15,250	7,366	5,239
Total income from continuing operations	15,250	7,366	5,239
Expenses from continuing operations			
Employee benefits	...	605	413
Depreciation and amortisation	...	45	...
Supplies and consumables	...	1,560	2,438
Grants and subsidies	500	500	500
Finance cost	...	5	...
Other expenses	...	1	...
Total expenses from continuing operations	500	2,716	3,351
Net result from continuing operations	14,750	4,650	1,888
Net result	14,750	4,650	1,888
Comprehensive result	14,750	4,650	1,888
Expense by output			
Capital Investment Program	500	2,716	3,351
Total	500	2,716	3,351
Net Assets/(Liabilities)			
Total assets deployed for Capital Investment Program		95	1,529
Total liabilities incurred for Capital Investment Program		(310)	(1,332)
Net assets/(liabilities) deployed for Capital Investment Program		(215)	197

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

	2020 BUDGET \$'000	2020 ACTUAL \$'000	2019 ACTUAL \$'000
Total Comprehensive result of Output Groups			
Reconciliation to comprehensive result			
Output Group 1 – Public Safety	16,391	(10,943)	(3,688)
Output Group 2 – Crime	1,552	(798)	(1,196)
Output Group 3 – Traffic Policing	182	(9)	(640)
Output Group 4 – Emergency Management	3,969	6,395	5,324
Output Group – Capital Investment Program	14,750	4,650	1,888
Comprehensive result <i>(taken from Statement of Comprehensive Income)</i>	36,844	(705)	1,688

2.3 RECONCILIATION OF TOTAL OUTPUT GROUPS NET ASSETS TO STATEMENT OF FINANCIAL POSITION

	2020 ACTUAL \$'000	2019 ACTUAL \$'000
Total net assets deployed for Output Groups	110,631	112,174
Reconciliation to net assets		
Output Group 1 – Public Safety	61,258	61,389
Output Group 2 – Crime	27,372	27,909
Output Group 3 – Traffic Policing	21,984	21,257
Output Group 4 – Emergency Management	232	1,422
Output Group – Capital Investment Program	(215)	197
Net assets <i>(taken from Statement of Financial Position)</i>	110,631	112,174

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.

	2020 BUDGET \$'000	2020 ACTUAL \$'000	2019 ACTUAL \$'000
Administered income			
Sales of goods and services	257	279	280
Fees and fines	500	1,076	968
Other revenue	...	43	33
Total administered revenue	757	1,398	1,281
Other gain/(loss)	...	...	...
Total administered income	757	1,398	1,281
Administered expenses from continuing operations			
Grants and transfer payments	757	1,400	1,282
Total administered expenses	757	1,400	1,282
Administered net result	...	(2)	(1)
Administered comprehensive result	...	(2)	(1)
Administered expense by output			
Administered items	757	1,400	1,282
Total	757	1,400	1,282

Note 3: Expenditure under Australian Government Funding Arrangements

	STATE FUNDS	STATE FUNDS	AUSTRALIAN GOVERNMENT FUNDS	AUSTRALIAN GOVERNMENT FUNDS
	2020 ACTUAL \$'000	2019 ACTUAL \$'000	2020 ACTUAL \$'000	2019 ACTUAL \$'000
National Partnership Payments				
<i>Via Appropriation</i>				
Natural Disaster Resilience Program	...	...	927	1,172
National Bushfire Mitigation Program	...	...	143	147
Women's Safety Package – Technology Trial	693	...	...	...
Prepared Communities	...	...	45	...
Family Law Information Sharing	...	...	16	...
Total	693	...	1,131	1,319

Note 4: Explanations of Material Variances between Budget and Actual Outcomes

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

4.1 STATEMENT OF COMPREHENSIVE INCOME

	NOTE	2020 BUDGET \$'000	2020 ACTUAL \$'000	VARIANCE \$'000	VARIANCE %
Revenue and other income from transactions					
Appropriation revenue – capital	(a)	15,250	4,550	(10,700)	(70)
Other revenue from Government	(b)	...	2,041	2,041	100
Grants	(c)	6,078	3,224	(2,854)	(47)
Contribution from State Fire Commission	(d)	...	16,361	16,361	100
Other revenue	(e)	10,266	47,188	36,922	360
Expenses from transactions					
Employee benefits	(f)	191,458	215,225	23,767	12
Depreciation and amortisation	(g)	18,616	14,085	(4,531)	(24)
Supplies and consumables	(h)	35,525	71,469	35,944	101
Other expenses	(i)	2,329	5,315	2,986	128
Other comprehensive income					
Changes in physical asset revaluation reserve	(j)	26,571	4,272	(22,299)	(84)

Notes to Statement of Comprehensive Income variances

- a. This variance relates to the delay in the commencement of several projects namely the New Norfolk Police Station, the Longford Police Station and the Sorell Emergency Services Hub. Refer also to Note 13.3.
- b. Other revenue from Government relates to funding for body worn video equipment (\$0.7m), Longford Police Station (\$0.7m), Sorell Emergency Services Hub (\$0.5m) which were carried over from 2018-19. This was not anticipated at the time the original budget was formulated.
- c. The budget includes \$3.5m of funding from the Australian Government for National Partnership projects. Actuals have been included in Other revenue. This is due to a change in budget methodology initiated by the Department of Treasury and Finance that is yet to be reflected against actual costs.
- d. The State Fire Commission makes a contribution towards the State Emergency Services (\$2.7m) and the salaries and operating costs of business and executive services (\$13.6m). This contribution was not included in the original budget.
- e. This variance relates to reimbursements for Tasmanian Government Radio Network (TasGRN) project (\$12.7m) and Project Unify (\$4.3m) which were not included in the original budget as these projects are budgeted for centrally by Finance-General, Department of Treasury and Finance. Other revenue was also received for reimbursement of COVID-19 expenditure (\$1.4m), TMRN service fees (\$2.4m), Crown Lands Administration Fund retention of sale proceeds (\$2.4m), Tasmanian flood mapping project (\$0.7m), and recognition of lease income from operating leases (\$2.7m). These revenue items were not included in the original budget.
- f. The increase in Employee benefits over budget relates primarily to salaries for project staff (\$7.0m) not being included in the original budget and an increase in leave provisions (\$9.1m). In addition, salaries for staff of business and executive services transferred from the State Fire Commission to the Department are not included in the original budget (\$7.6m).
- g. The variance in Depreciation and amortisation compared to budget is lower than expected due to a change in the methodology for calculation of leases introduced as part of the new Australian Accounting Standard AASB 16 *Leases* from 1 July 2019.
- h. The increase in Supplies and consumables relates to unbudgeted TasGRN project costs (\$7.7m), TMRN service fees (\$10.4m), Project Unify (\$0.5m), COVID-19 expenditure (\$0.6m), Triple Zero Project (\$1.0m), IT and software licences (\$3.7m), and Public building maintenance funds (\$0.5m). In addition, there was a late change in the accounting treatment for leases for major office accommodation and motor vehicle fleet (\$5.5m).
- i. The increase in Other expenses primarily relates to an increase in the workers compensation premium (\$1.2m).
- j. In 2019–20 the Department undertook an index revaluation of its land and buildings. The indices were provided by independent valuers Opteon Property Group. The result was an increase in the valuation of land of \$1.9m together with an increase in the valuation of buildings of \$2.8m. The original budget anticipated a greater upward movement in the physical asset revaluation at the time it was formulated.

4.2 STATEMENT OF FINANCIAL POSITION

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

Budget estimates for the 2019–20 Statement of Financial Position were compiled prior to the completion of the actual outcomes for 2018–19. As a result, the actual variance from the Original Budget estimate will be impacted by the difference between estimated and actual opening balances for 2019–20. The following variance analysis also includes major movements between the 30 June 2020 and 30 June 2019 actual balances.

	NOTE	2020 BUDGET \$'000	2020 ACTUAL \$'000	2019 ACTUAL \$'000	BUDGET VARIANCE \$'000	ACTUAL VARIANCE \$'000
Assets						
Cash and cash equivalents	(a)	349	5,220	4,520	4,871	700
Property, plant and equipment	(b)	230,713	168,348	164,042	(62,365)	4,306
Right-of-use-assets	(c)	...	16,857	n/a	16,857	n/a
Intangibles	(d)	5,567	14,220	10,638	8,653	3,582
Other assets	(e)	41,487	1,730	4,297	(39,757)	(2,567)
Liabilities						
Lease liabilities	(f)	40,218	17,033	n/a	(23,185)	n/a
Employee benefits	(g)	61,869	77,143	68,012	15,274	9,131
Other liabilities	(h)	1,857	1,802	3,689	(55)	(1,887)
Reserves	(i)	148,054	101,301	97,489	(46,753)	3,642

Notes to Statement of Financial Position variances

- The increase in Cash and cash equivalents compared with budget reflects higher cash balances held for projects carried forward from 2018–19.
- The increase in Property, plant and equipment actual to actual is primarily due to additions for buildings (\$3.4m) and work in progress for buildings and plant and equipment (\$2.6m). The decrease in Property, plant and equipment actual to budget is due to the anticipation of a greater increase in the value of property, plant and equipment when the budget was derived.
- The increase in Right-of-use assets against both budget and actuals reflects a change in accounting treatment under AASB 16 *Leases* introduced on 1 July 2019. The budget was recorded against Other assets, not Right-to-use assets.
- The increase in Intangibles actual to actual is due to the capitalisation of software associated with Project Unify, a commercial off the shelf system to replace legacy operational information systems. The budget for this was included in Finance-General.
- The decrease in Other assets actual to actual is due to a decrease in prepayments for the Health and Wellbeing program (\$2.0m) and Microsoft licences (\$0.7m). The decrease from budget reflects a change in accounting treatment for leases introduced as part of AASB 16 *Leases* from 1 July 2019 now recorded as a Right-to-use asset.
- The increase in Lease liabilities from actuals reflects the introduction of AASB 16 *Leases* which commenced on 1 July 2019. The decrease in Lease liabilities from budget is primarily due to an alternative recognition methodology for major office accommodation and motor vehicle fleet. At the time of the 2019–20 budget formulation the recognition criteria were under development.
- The increase in Employee benefits actual to actual is due to an increase in the provision for accrued salaries (additional two days of accrual) \$1.9m, annual leave \$2.6m, and long service leave \$4.3m.
- The reduction in Other liabilities actual to actual is the result of there being no carry forward of funds under the *Financial Management Act 2016*.
- In 2019–20 the Department undertook an index revaluation of its land and buildings. The indices were provided by Opteon Property Group. The result was an increase in the valuation of land of \$1.9m and an increase in buildings of \$2.8m. The original budget anticipated a greater upward movement in the physical asset revaluation reserve at the time it was formulated.

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	2020 BUDGET \$'000	2020 ACTUAL \$'000	VARIANCE \$'000	VARIANCE %
Cash flows from operating activities					
Cash inflows					
Appropriation receipts – capital	(a)	15,250	4,550	(10,700)	(70)
Grants	(b)	6,078	3,390	(2,688)	(44)
GST receipts	(c)	6,200	14,725	8,525	138
Contribution from State Fire Commission	(d)	...	16,528	16,528	100
Other cash receipts	(e)	10,266	45,509	35,243	343
Cash outflows					
Employee benefits	(f)	191,371	206,103	14,732	8
Supplies and consumables	(g)	39,825	68,140	28,315	71
GST payments	(h)	6,200	14,234	8,034	130
Other cash payments	(i)	2,329	5,161	2,832	122
Cash flows from investing activities					
Cash outflows					
Payments for acquisition of non-financial assets	(j)	14,750	10,572	(4,178)	(28)
Cashflows from financing activities					
Cash outflows					
Repayment of lease liabilities	(k)	9,926	7,545	(2,381)	(24)

Notes to Statement of Cash Flows variances

- This variance relates to the delay in the commencement of several projects namely the New Norfolk Police Station, the Longford Police Station and the Sorell Emergency Services Hub.
- The budget includes \$3.5m of funding from the Australian Government for National Partnership projects. Actuals have been included in Other revenue. This is due to a change in budget methodology initiated by the Department of Treasury and Finance that is yet to be reflected against actual costs.
- GST receipts is the reimbursement of GST from the ATO for GST incurred on expenditure. The increase reflects the fact that all expenditure relating to the State Fire Commission is transacted through the Department and the GST component was not reflected in the original budget.
- The State Fire Commission makes a contribution towards the State Emergency service (\$2.7m) and the salaries and operating costs of business and executive services (\$13.6m). This contribution was not included in the original budget.
- This variance relates to reimbursements for Tasmanian Government Radio Network (TasGRN) project (\$12.7m) and Project Unify (\$4.3m) which were not included in the original budget as these projects are budgeted for centrally by Finance-General, Department of Treasury and Finance. Other revenue was also received for reimbursement of COVID-19 expenditure (\$1.4m), TMRN service fees (\$2.4m), Crown Lands Administration Fund retention of sale proceeds (\$2.4m), Tasmanian flood mapping project (\$0.7m), and recognition of lease income from operating leases (\$2.7m). These revenue items were not included in the original budget.
- The increase in Employee benefits over budget relates primarily to salaries for project staff (\$7.0m) and salaries for staff of business and executive services (\$7.6m) transferred from State Fire Commission to the Department and not included in the original budget.
- The increase in Supplies and consumables relates to unbudgeted TasGRN project costs (\$7.7m), TMRN service fees (\$9.2m), Project Unify (\$0.5m), COVID-19 expenditure (\$0.6m), Triple Zero Project (\$1.0m), IT and software licences (\$3.5m), and Public building maintenance funds (\$0.5m). In addition, there was a late change in the accounting treatment for leases for major office accommodation and motor vehicle fleet (\$5.5m).

- h. GST payments is the payment of GST to the ATO for GST incurred on expenditure. The increase reflects the fact that all expenditure relating to the State Fire Commission is transacted through the Department and the GST component was not reflected in the original budget.
- i. The increase in Other expenses primarily relates to an increase in the workers compensation premium (\$2.4m).
- j. The decrease from budget for Payments for acquisition of non-financial assets relates to the delay in commencement of several projects namely the New Norfolk Police Station, the Longford Police Station and the Sorell Emergency Services Hub.
- k. The decrease in Repayment of lease liabilities (excluding interest) from budget is primarily due to an alternative recognition methodology for major office accommodation and motor vehicle fleet. At the time of the 2019–20 budget formulation the recognition criteria were under development.

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	2020 BUDGET \$'000	2020 ACTUAL \$'000	2019 ACTUAL \$'000
Net result from continuing operations		10,273	(4,977)	(1,096)
Less impact of Non-operational capital funding				
Revenue from Government - capital		15,250	4,550	2,415
Revenue from Government – other		...	2,041	7,245
Total		15,250	6,591	9,660
Underlying Net result from continuing operations		(4,977)	(11,568)	(10,756)

The COVID-19 pandemic has impacted the 2019–20 operations of the Department and this impact is expected to continue into the 2020–21 financial year. Additional information is provided in Note 16.

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.

Until 30 June 2019, income is recognised in accordance with AASB 111 *Construction Contracts*, AASB 118 *Revenue* and AASB 1004 *Contributions*.

From 1 July 2019, 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. Except for any amounts identified as carried forward, control arises in the period of appropriation.

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

As a result of the commencement of the *Financial Management Act 2016*, from 2020-21 Revenue from Government will include revenue from appropriations, unexpended appropriations rolled over under section 23 of the *Financial Management Act 2016* and Items Reserved by Law.

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

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. Rollover of unexpended appropriations under section 23 will be disclosed under the *Financial Management Act 2016* for the first time in 2020-21.

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

	2020 BUDGET \$'000	2020 ACTUAL \$'000	2019 ACTUAL \$'000
Continuing operations			
Appropriation revenue - operating			
Current year	237,054	237,041	228,032
	237,054	237,041	228,032
Appropriation revenue - capital	15,250	4,550	2,415
Other revenue from Government			
Appropriation carried forward under section 8A(2) of the <i>Public Account Act 1986</i> taken up as revenue in the current year	...	2,041	7,245
Total revenue from Government from continuing operations	252,304	243,632	237,692
Total revenue from Government	252,304	243,632	237,692

6.2 GRANTS

In 2018-19, Grants payable by the Australian Government were recognised as revenue when the Department gains control of the underlying assets. Where grants are reciprocal, revenue was recognised as performance occurred under the grant. Non-reciprocal grants were recognised as revenue when the grant is received or receivable. Conditional grants were reciprocal or non-reciprocal depending on the terms of the grant.

From 2019-20, 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).

	2020 \$'000	2019 \$'000
Grants with sufficient specific performance obligations		
Motor Accident Insurance Board	2,917	n/a
Parks Australia	62	n/a
Supporting our Emergency Services Volunteers	69	n/a
Department of Health and Human Services (Tasmanian Government)	81	n/a
Department of Health and Human Services (Australian Government)	60	n/a
Total	3,189	n/a
Grants without sufficiently specific performance obligations		
Department of Premier and Cabinet	35	n/a
Total	35	n/a
Continuing Operations		
Grants from the Australian Government		
Specific grants	n/a	343
Total	n/a	343
Other grants		
State Government grants		
Motor Accident Insurance Board	n/a	2,860
Department of Health and Human Services	n/a	81
Total	n/a	2,941
Total revenue from Grants	3,224	3,284

6.3 SALES OF GOODS AND SERVICES

Revenue from the provision of services is recognised when the Department satisfies its performance obligation by transferring the promised services. The Department typically satisfies its performance obligations when the significant risks and rewards of ownership have been transferred to the buyer. The Department recognises revenue associated with performance obligations in proportion to the stage of completion. The stage of completion is assessed by reference to surveys and work performed.

	2020 \$'000	2019 \$'000
Services		
Commissions	56	51
Helicopter evacuations	2,500	3,165
National criminal history checks	692	788
Police Academy facilities hire	201	234
Prosecution document search fees	25	34
Other	60	86
Total	3,534	4,358

6.4 CONTRIBUTION FROM STATE FIRE COMMISSION

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

	2020 \$'000	2019 \$'000
Contribution from State Fire Commission for State Emergency Service	2,760	2,706
Contribution from State Fire Commission for business and executive services	13,601	10,968
Total	16,361	13,674

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

6.5 CONTRIBUTIONS RECEIVED

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

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

State Emergency Services (SES) volunteers give a significant number of hours to providing emergency response services to the community for storm or flood response, road crash rescue, search and rescue and in other support roles. The SES also provides many broader emergency management functions involving planning, education, awareness and the co-ordination of various projects or programs that help build community resilience against natural disasters. The operations of the State Emergency Service would not be possible without the support of 600 dedicated volunteers across the state. SES volunteers are categorised as either operational roles or non-operational roles. Under AASB 1058 *Income of Not-for-Profit Entities*, a value for volunteers is not recognised in the financial statements as the recognition criteria has not been met. The Department is reviewing methodologies to enable SES volunteer services to be accurately measured and valued in accordance with AASB 1058.

	2020 \$'000	2019 \$'000
Fair value of assets assumed at no cost or for nominal value ¹	333	...
Total	333	...

Note 1: The Department of Justice provided an upgrade to the Launceston Prison at no cost for the Department.

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.

	2020 \$'000	2019 \$'000
Property rental	179	480
Contributions from Government	3,678	1,757
Crown Lands Administration Fund	2,399	...
Workers compensation recoveries	2,182	1,028
Lease income from operating leases	2,735	...
Reimbursements	3,042	2,811
TMRN service fees	8,899	7,886
TasGRN Project	12,734	9,112
Disaster mitigation program	1,060	1,319
Safe Homes, Safe Families Program	1,567	1,370
Project Unify	4,317	7,170
Project Triple Zero	289	2,232
Flood expenses recovery	...	808
COVID-19 Reimbursement of expenses	1,377	...
Public Building Maintenance Funds	678	...
Bushfire expenses recovery	111	731
Tasmanian flood mapping project	650	1,100
Other	1,291	1,837
Total	47,188	39,641

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.

	2020 \$'000	2019 \$'000
Impairment of non-financial assets	(170)	(378)
Net gain/(loss) on disposal of physical assets	107	(24)
Total net gain/(loss) on non-financial assets	(63)	(402)

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.

	2020 \$'000	2019 \$'000
Impairment of receivables	11	(27)
Total net gain/(loss) on financial instruments and statutory receivables/payables	11	(27)

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

	2020 \$'000	2019 \$'000
Wages and salaries	167,734	158,298
Annual leave	16,479	15,439
Long service leave	6,977	6,152
Superannuation – defined contribution scheme	15,709	14,238
Superannuation – defined benefit scheme	7,901	8,057
Other employee expenses	425	482
Total	215,225	202,666

Superannuation expenses relating to defined benefits schemes relate to payments into the Public Account. The amount of the payment is based on a department contribution rate determined by the Treasurer, on the advice of the State Actuary. The current employer contribution rate is 12.95 per cent (2019: 12.95 per cent) of salary.

Superannuation expenses relating to defined contribution schemes are paid directly to the superannuation funds at a rate of 9.5 per cent (2019: 9.5 per cent) of salary. In addition, departments are also required to pay into the Public Account a "gap" payment equivalent to 3.45 per cent (2019: 3.45 per cent) of salary in respect of employees who are members of contribution schemes.

(B) REMUNERATION OF KEY MANAGEMENT PERSONNEL

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

Remuneration during 2019–20 for key personnel is set by the *State Service Act 2000*. Remuneration and other terms of employment are specified in employment contracts. Remuneration includes salary, motor vehicle and other non-monetary benefits. Long-term employee expenses include movements in long service leave entitlements, long service leave paid out, and superannuation obligations. Negative amounts represent more leave being taken in a given year than accrued.

No termination benefits were paid in 2018–19 or 2019–20.

Acting Arrangements

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

The following were key management personnel of the Department at any time during the 2019–20 financial year and unless otherwise indicated were key management personnel for the entire period:

KEY MANAGEMENT PERSONNEL	
Darren Hine	Secretary and Commissioner of Police
Scott Tilyard	Deputy Commissioner of Police
Donna Adams	Deputy Secretary
Richard Cowling	Assistant Commissioner, Operations to 6 December 2019 and then extended leave to 22 June 2020
Jonathan Higgins	Assistant Commissioner, Specialist Support to 6 December 2019 and then Assistant Commissioner, Operations from 9 December 2019
Key acting personnel	
Scott Wilson-Haffenden	Acting Deputy Secretary, 9 August 2019 to 31 October 2019 and 19 March 2020 to 9 June 2020
Todd Crawford	Acting Deputy Secretary, 1 November 2019 to 10 January 2020
Jonathan Higgins	Acting Deputy Commissioner, 20 March 2020 to 25 May 2020
Timothy Dooley	Acting Assistant Commissioner, Specialist Support, 9 December 2019 to 5 January 2020 and from 8 June 2020 (due to cease 5 July 2020)
Adrian Bodnar	Acting Assistant Commissioner, Specialist Support, 6 January 2020 to 2 February 2020
Mark Mewis	Acting Assistant Commissioner, Specialist Support, 3 February 2020 to 26 April 2020
Ian Whish-Wilson	Acting Assistant Commissioner, Specialist Support, 27 April 2020 to 7 June 2020
Joanne Stolp	Acting Assistant Commissioner, Operations, from 27 March 2020 to 1 June 2020

2020	SHORT TERM BENEFITS		LONG-TERM BENEFITS		TOTAL \$'000
	SALARY \$'000	OTHER BENEFITS \$'000	SUPER ANNUATION \$'000	OTHER BENEFITS & LONG SERVICE LEAVE \$'000	
Key management personnel					
Darren Hine	352	23	43	(7)	411
Scott Tilyard	275	25	35	3	338
Donna Adams	203	21	26	5	255
Richard Cowling	204	18	27	(79)	170
Jonathan Higgins	177	27	22	9	235
Key acting personnel					
Scott Wilson-Haffenden	103	...	13	...	116
Todd Crawford	44	...	6	...	50
Timothy Dooley	14	...	2	...	16
Jonathan Higgins	25	...	3	...	28
Adrian Bodnar	14	...	2	...	16
Mark Mewis	42	...	6	...	48
Ian Whish-Wilson	21	...	3	...	24
Joanne Stolp	33	...	4	...	37
Total	1,507	114	192	(69)	1,744

The following were key management personnel of the Department at any time during the 2018-19 financial year and unless otherwise indicated were key management personnel for the entire period:

KEY MANAGEMENT PERSONNEL	
Darren Hine	Secretary and Commissioner of Police
Scott Tilyard	Deputy Commissioner of Police
Donna Adams	Deputy Secretary
Glenn Frame	Assistant Commissioner, Operations to 18 March 2019
Richard Cowling	Assistant Commissioner, Specialist Support to 11 November 2018 and then Assistant Commissioner, Operations from 12 November 2018
Jonathan Higgins	Assistant Commissioner, Specialist Support from 19 November 2018

2019	SHORT TERM BENEFITS		LONG-TERM BENEFITS		
	SALARY \$'000	OTHER BENEFITS \$'000	SUPER ANNUATION \$'000	OTHER BENEFITS & LONG SERVICE LEAVE \$'000	TOTAL \$'000
Key management personnel					
Darren Hine	337	24	42	12	415
Scott Tilyard	273	25	34	8	340
Donna Adams	237	22	29	5	293
Glenn Frame	149	15	21	(38)	147
Richard Cowling	216	21	28	(2)	263
Jonathan Higgins	188	23	22	13	246
Total	1,400	130	176	(2)	1,704

(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.

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

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

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

Major amortisations rates are:

- Software 2-20 years

(A) DEPRECIATION

	2020 \$'000	2019 \$'000
Buildings	2,963	2,839
Plant, equipment and vehicles	1,334	1,231
Infrastructure	1,302	1,610
Right-of-use assets	7,721	...
Total	13,320	5,680

(B) AMORTISATION

	2020 \$'000	2019 \$'000
Intangibles	765	405
Total	765	405
Total depreciation and amortisation	14,085	6,085

8.3 SUPPLIES AND CONSUMABLES

	2020 \$'000	2019 \$'000
Audit fees – financial audit	62	62
Audit fees – internal audit	49	82
Property, vehicle and equipment rental	9,021	15,410
Consultants	4,290	5,466
Property services	5,640	5,288
Maintenance	7,326	6,510
Communications	15,578	15,066
Information technology	11,090	6,983
Travel and transport	7,050	6,229
Advertising and promotion	48	70
Contractors	1,931	923
Personal equipment (including body armour and ammunition)	210	308
Equipment costs (lease costs, minor purchases)	1,281	1,113
Administration costs (printing, publications, office supplies)	1,703	1,591
Training and personnel costs	1,101	1,560
Uniforms (including materials, tailoring and protective clothing)	1,644	1,351
Other supplies and consumables	3,445	3,532
Total	71,469	71,544

Audit fees paid or payable to the Tasmanian Audit Office for the audit of the Department's financial statements were \$62,090 (2018-19 \$62,090).

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.

	2020 \$'000	2019 \$'000
Natural Disaster Resilience Program	332	573
State Emergency Management Program	305	349
Emergency Volunteer Fund	78	112
National Bushfire Mitigation Program	143	...
Migrant Resource Centre	220	135
Road and Rescue Call Outs	44	55
Police Pipe Band – 50 year anniversary tour	40	40
Empower integration and automation	...	185
Emergency Alert	227	389
Supporting our Emergency Services Volunteers	500	500
State Fire Commission – Remote Area Teams	115	100
State Fire Commission - Fuel Reduction Unit	7,000	9,514
Sustainable Timbers Tasmania – Fuel Reduction	2,000	2,000
Small Business Security Cameras	150	...
Red Hot Tips Fuel Reduction	295	...
Other grants and subsidies	1,182	1,188
Total	12,630	15,140

8.5 FINANCE COSTS

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

	2020 \$'000	2019 \$'000
Interest Expense		
Interest on lease liabilities	473	...
Total	473	...

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.

	2020 \$'000	2019 \$'000
Workers Compensation	3,549	2,326
Legal expenses	280	506
Disbursement of third party revenue collected	1,045	508
Other	441	541
Total	5,315	3,881

Note 9: Assets

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

9.1 RECEIVABLES

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

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

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

	2020 \$'000	2019 \$'000
Receivables	405	902
Less: Expected credit loss	(16)	(27)
	389	875
Other Receivables	97	185
Tax assets	986	1,443
Total	1,472	2,503
Settled within 12 months	1,472	2,503
Total	1,472	2,503

RECONCILIATION OF MOVEMENT IN EXPECTED CREDIT LOSS OF RECEIVABLES	2020 \$'000	2019 \$'000
Carrying amount at 1 July	27	5
Amounts written off during the year	...	5
Increase/(decrease) in provision recognised in profit or loss	(11)	27
Carrying amount at 30 June	16	27

There has been a significant decrease in gross trade receivables as at 30 June 2020 compared to 30 June 2019, 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.

	2020 \$'000	2019 \$'000
Accrued revenue	950	547
Total	950	547
Settled within 12 months	950	547
Total	950	547

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.

	2020 \$'000	2019 \$'000
Uniform store	1,760	1,002
Forensic Science Service Tasmania store	174	186
Communications store	93	...
Total	2,027	1,188
Consumed within 12 months	2,027	1,188
Total	2,027	1,188

9.4 PROPERTY, PLANT AND EQUIPMENT

Key estimate and judgement

(i) Valuation basis

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

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

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

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

(ii) Subsequent costs

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

(iii) Asset recognition threshold

The asset capitalisation thresholds adopted by the Department are:

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

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

(iv) Fair value measurement

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

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

(v) Revaluations

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

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

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

(A) CARRYING AMOUNT

	2020 \$'000	2019 \$'000
Land		
At fair value	41,387	39,479
Total	41,387	39,479
Buildings		
At fair value	122,851	116,923
Less: Accumulated depreciation	(8,972)	(5,813)
	113,879	111,110
Work in progress (at cost)	1,079	551
Total	114,958	111,661
Plant, equipment and vehicles		
At cost	30,746	30,574
Less: Accumulated depreciation	(21,335)	(20,001)
	9,411	10,573
Work in progress (at cost)	1,566	...
Total	10,977	10,573
Infrastructure		
At cost	35,926	35,926
Less: Accumulated depreciation	(35,334)	(34,031)
Total	592	1,895
Heritage assets		
At cost	434	434
Total property, plant and equipment	168,348	164,042

The latest revaluations as at 30 June 2020 were based on indices supplied by Opteon Property Group. The indices indicate an average annual increase in land and building values for the Department from 30 June 2019 to 30 June 2020. Market conditions are changing and there is currently significant market uncertainty due to COVID-19. This indexation is based upon information available at the time of preparation and therefore predominately relates to pre COVID-19 market conditions. Reliance on this indexation should have regard to increased market and valuation uncertainty and potential market volatility.

The Department's land and buildings were revalued in full as at 30 June 2017 by independent valuers Opteon Property Group. The revaluation was based on fair value in accordance with relevant accounting standards and Treasurer's Instructions.

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

In 2019–20, buildings were deemed impaired. The impairment arose as a result of building expenditure on Police residences being greater than the fair value of the buildings. The amount of the impairment loss is \$170,960 (\$378,000 in 2018–19).

(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.

2020	LAND LEVEL 2 \$'000	BUILDINGS LEVEL 2 \$'000	PLANT, EQUIPMENT AND VEHICLES \$'000	INFRASTRUCTURE \$'000	HERITAGE \$'000	TOTAL \$'000
Carrying value at 1 July	39,479	111,661	10,573	1,895	434	164,042
Additions	348	2,820	172	...	...	3,340
Disposals	(324)	(408)	...	...	...	(732)
Revaluation increments (decrements)	1,884	2,388	...	...	...	4,272
Impairment losses	...	(170)	...	...	...	(170)
Assets held for sale	...	...	...	...	...	...
Work in progress at cost	...	1,630	1,566	...	...	3,196
Write offs	...	...	...	...	...	...
Depreciation and amortisation	...	(2,963)	(1,334)	(1,302)	...	(5,599)
Carrying value at 30 June	41,387	114,958	10,977	592	434	168,348

2019	LAND LEVEL 2 \$'000	BUILDINGS LEVEL 2 \$'000	PLANT, EQUIPMENT AND VEHICLES \$'000	INFRASTRUCTURE \$'000	HERITAGE \$'000	TOTAL \$'000
Carrying value at 1 July	39,264	111,234	11,366	3,505	434	165,803
Additions	6	890	438	...	...	1,334
Disposals	(159)	(213)	...	...	...	(372)
Revaluation increments (decrements)	368	2,416	...	...	...	2,784
Impairment losses	...	(378)	...	...	...	(378)
Assets held for sale	...	...	...	...	...	...
Work in progress at cost	...	551	...	...	...	551
Write offs	...	...	...	...	...	...
Depreciation and amortisation	...	(2,839)	(1,231)	(1,610)	...	(5,680)
Carrying value at 30 June	39,479	111,661	10,573	1,895	434	164,042

9.5 RIGHT-OF-USE ASSETS

From 1 July 2019, 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. Right-of-use assets includes assets in respect of leases previously treated as operating leases under AASB117, and therefore not recognised on the Statement of Financial Position.

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

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

2020	BUILDINGS \$'000	PLANT, EQUIPMENT & VEHICLES \$'000	TOTAL \$'000
Carrying value at 1 July	1,500	21,911	23,411
Additions	889	279	1,167
Depreciation and amortisation	(458)	(7,263)	(7,721)
Carrying value at 30 June	1,930	14,927	16,857

9.6 INTANGIBLES

An intangible asset is recognised where:

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

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

(A) CARRYING AMOUNT

	2020 \$'000	2019 \$'000
Intangibles with a finite useful life		
At cost	17,105	6,719
Less: Accumulated amortisation	(2,812)	(686)
	14,220	6,033
Work in progress (at cost)	...	4,605
Total	14,220	10,638

(B) RECONCILIATION OF MOVEMENTS (INCLUDING FAIR VALUE LEVELS)

	2020 LEVEL 2 \$'000	2020 TOTAL \$'000	2019 TOTAL \$'000
Carrying amount at 1 July	10,638	10,638	5,567
Additions	4,347	4,347	871
Work in progress	...	...	4,605
Amortisation expense	(765)	(765)	(405)
Carrying amount at 30 June	14,220	14,220	10,638

9.7 OTHER ASSETS**(A) CARRYING AMOUNT**

Prepayments relate to actual transactions that are recorded at cost.

	2020 \$'000	2019 \$'000
Other current assets		
Prepayments	1,730	4,297
Total	1,730	4,297
Recovered within 12 months	1,730	4,297
Total	1,730	4,297

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.

	2020 \$'000	2019 \$'000
Creditors	3,134	1,510
Accrued expenses	1,081	2,350
Total	4,215	3,860
Settled within 12 months	4,215	3,860
Total	4,215	3,860

Settlement is usually made within 30 days.

10.2 LEASE LIABILITIES

On 1 July 2019, 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 two plant and equipment leases. One is with Rotor-Lift Pty Ltd for the provision of aero-medical rescue services. This agreement has monthly instalments over a three-year period with payments adjusted annually for CPI. The other is for Information Technology Servers with quarterly 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 2021 and have been treated as short-term leases.

	2020 \$'000
Current	
Lease liabilities	7,841
Non-current	
Lease liabilities	9,192
Total	17,033

The following amounts are recognised in the Statement of Comprehensive Income

	2020 \$'000
Interest on lease liabilities included in note 8.5	473
Lease expenses included in note 8.3	
Short term leases	1,971
Lease of low-value assets	1,374
Variable lease payments	...
Income from sub-leasing right-of-use assets	(2,735)
Net expenses from leasing activities	1,083

10.3 EMPLOYEE BENEFITS

Key estimate and judgement

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

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

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

	2020 \$'000	2019 \$'000
Accrued salaries	4,812	2,992
Annual leave	25,000	22,375
Long service leave	46,976	42,375
Accumulated leave schemes	355	270
Total	77,143	68,012
Expected to settle wholly within 12 months	22,832	20,487
Expected to settle wholly after 12 months	54,311	47,525
Total	77,143	68,012

10.4 SUPERANNUATION

(i) Defined contribution plans

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

(ii) Defined benefit plans

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

Key estimate and judgement

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

10.5 OTHER LIABILITIES

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

	2020 \$'000	2019 \$'000
Revenue received in advance		
Appropriation carried forward from current and previous years under section 8A of the <i>Public Account Act 1986</i>	...	2,041
Other liabilities		
Employee benefits – on-costs	799	721
Grant funds received in advance	1,003	927
Total	1,802	3,689
Settled within 12 months	1,059	2,594
Settled in more than 12 months	743	1,095
Total	1,802	3,689

Note II: Commitments and Contingencies

In 2018-19, the Department had entered into a number of operating lease agreements for property, plant and equipment, where the lessors effectively retain all the risks and benefits incidental to ownership of the items leased. Equal instalments of lease payments were charged to the Statement of Comprehensive Income over the lease term, as this is representative of the pattern of benefits to be derived from the leased property.

From 2019-20, leases are recognised as right of use assets and lease liabilities in the Statement of Financial Position, excluding short term leases, substantive substitution assets, and leases for which the underlying asset is of low value, which are recognised as an expense in the Statement of Comprehensive Income.

Commitment figures are shown as GST inclusive.

II.1 SCHEDULE OF COMMITMENTS

	2020 \$'000	2019 \$'000
BY TYPE		
Capital commitments		
Property, plant and equipment	3,493	2,303
Total capital commitments	3,493	2,303
Lease commitments		
Short term and/or low-value leases	185	...
Operating leases	...	40,260
Substantive substitution assets	9,254	...
Total lease commitments	9,439	40,260
Other commitments		
Other commitments	15,939	...
	15,939	...
BY MATURITY		
Capital commitments		
One year or less	2,782	1,584
From one to five years	711	719
More than 5 years	...	...
Total capital commitments	3,493	2,303
Operating lease commitments		
One year or less	4,372	15,999
From one to five years	5,067	23,254
More than five years	...	1,007
Total operating lease commitments	9,439	40,260
Other commitments		
One year or less	3,720	...
From one to five years	10,570	...
More than five years	1,649	...
Total other commitments	15,939	...
	28,871	42,563

Capital commitments

Capital commitments for Property, plant and equipment include the replacement and build of a new Police Patrol Vessel, the replacement of the Police Pack motorcycles and redevelopments of the Department's support building.

Operating lease commitments

The Department leases various properties that are short-term and expire during 2020–21.

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

Other commitments

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

11.2 CONTINGENT ASSETS AND LIABILITIES

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

Quantifiable contingencies

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

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

	2020 \$'000	2019 \$'000
Quantifiable contingent liabilities		
Contingent claims	25	...
Total quantifiable contingent liabilities	25	...

Note 12: Reserves

12.1 RESERVES

2020	LAND & BUILDINGS \$'000	TOTAL \$'000
Asset revaluation reserve		
Balance at the beginning of financial year	97,489	97,489
Revaluation increment/(decrement)	4,272	4,272
Transfer to accumulated surplus/(deficit)	(460)	(460)
Balance at end of financial year	101,301	101,301

2019	LAND & BUILDINGS \$'000	TOTAL \$'000
Asset revaluation reserve		
Balance at the beginning of financial year	94,912	94,912
Revaluation increment/(decrement)	2,784	2,784
Transfer to accumulated surplus/(deficit)	(207)	(207)
Balance at end of financial year	97,489	97,489

(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.

	2020 \$'000	2019 \$'000
Special Purpose Account balance		
S519 Department of Police and Emergency Management Operating Account	5,205	4,505
Total	5,205	4,505
Other cash held		
Cash and cash equivalents	15	15
Total	15	15
Total cash and cash equivalents	5,220	4,520

13.2 RECONCILIATION OF NET RESULT TO NET CASH FROM OPERATING ACTIVITIES

	2020 \$'000	2019 \$'000
Net result	(4,977)	(1,096)
Depreciation and amortisation	14,085	6,085
(Gain) loss on non-financial assets	(107)	24
Contributions received	(333)	...
Impairment losses	170	378
Bad and doubtful debts	...	1
Expected credit losses	(11)	27
Decrease (increase) in receivables	574	66
Decrease (increase) in inventories	(839)	(115)
Decrease (increase) in accrued revenue	(403)	33
Decrease (increase) in prepayments	2,567	(3,028)
Decrease (increase) in tax assets	457	(596)
Increase (decrease) in creditors	1,624	39
Increase (decrease) in accrued expenses	(1,234)	1,271
Increase (decrease) in employee benefits	9,131	6,317
Increase (decrease) in other liabilities	(1,887)	(5,413)
Net cash from (used by) operating activities	18,817	3,993

13.3 ACQUITTAL OF CAPITAL INVESTMENT AND SPECIAL CAPITAL INVESTMENT FUNDS

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

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

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

(a) Project expenditure

	2020 BUDGET \$'000	2020 REVISED BUDGET \$'000	2020 ACTUAL \$'000	2019 ACTUAL \$'000
Capital Investment Program				
Large Vessel Replacement Program	1,200	1,200	1,200	...
Sorell Emergency Services Hub	3,500	...	...	...
New Norfolk Police Station	3,500	...	...	500
Longford Police Station	2,700	...	...	65
Crackdown on Anti-Social Driving	100	100	100	100
Police Infrastructure	1,000	...	...	...
Upgrade Police Housing	2,750	2,750	2,750	1,250
Supporting our Emergency Services Volunteers	500	500	500	500
Total	15,250	4,550	4,550	2,415

Delays have resulted in the commencement of several projects namely the Sorell Emergency Services Hub, the New Norfolk Police Station, the Longford Police Station and spending on police infrastructure against Capital investment program funds. The budgets for these projects have been transferred to 2020–21.

Expenditure on the Sorell Emergency Services Hub and the Longford Police Station was spent against section 8A(2) of the *Public Account Act 1986* which was carried forward from 2018–19 and is shown as Work in progress in Note 9.4(b).

(b) Classification of cash flows

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

	2020 \$'000	2019 \$'000
Cash outflows		
Payments for acquisition of assets	3,391	1,829
Grants and subsidies	500	500
Other cash payments	659	86
Total cash outflows	4,550	2,415

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.

2020	LEASE LIABILITIES \$'000
Balance as at 1 July 2019	23,410
Acquisitions / New leases	1,168
Changes from financing cash flows:	
Cash Received	...
Cash Repayments	(7,545)
Balance as at 30 June 2020	17,033

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 2020 is as follows:

EXPECTED CREDIT LOSS ANALYSIS OF RECEIVABLES AS AT 30 JUNE 2020

	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)	1.95%	18.48%	38.14%	75.20%	
Total gross carrying amount (B)	369	32	...	4	405
Expected credit loss (A x B)	7	6	...	3	16

EXPECTED CREDIT LOSS ANALYSIS OF RECEIVABLES AS AT 30 JUNE 2019

	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)	1.21%	11.12%	21.33%	41.87%	
Total gross carrying amount (B)	818	34	37	13	902
Expected credit loss (A x B)	10	4	8	5	27

(C) LIQUIDITY RISK

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

Financial Instrument	Accounting and strategic policies (including recognition criteria and measurement basis)	Nature of underlying instrument (including significant terms and conditions affecting the amount, timing and certainty of cash flows)
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.
Lease Liabilities	Lease liabilities are recognised at the present value of the lease payments that are not paid at that date. Lease payments have been discounted using the Tascorp indicative lending rates.	Lease repayments are monthly or quarterly according to the leasing arrangements.

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:

2020

MATURITY ANALYSIS FOR FINANCIAL LIABILITIES

	1 YEAR \$'000	2 YEARS \$'000	3 YEARS \$'000	4 YEARS \$'000	5 YEARS \$'000	MORE THAN 5 YEARS \$'000	UNDISCOUNTED TOTAL \$'000	CARRYING AMOUNT \$'000
Financial liabilities								
Payables	4,215	...	...	...	...	...	4,215	4,215
Lease Liabilities	7,842	7,954	653	409	166	9	17,033	17,033
Total	12,057	7,954	653	409	166	9	21,248	21,248

2019

MATURITY ANALYSIS FOR FINANCIAL LIABILITIES

	1 YEAR \$'000	2 YEARS \$'000	3 YEARS \$'000	4 YEARS \$'000	5 YEARS \$'000	MORE THAN 5 YEARS \$'000	UNDISCOUNTED TOTAL \$'000	CARRYING AMOUNT \$'000
Financial liabilities								
Payables	3,860	...	...	...	...	...	3,860	3,860
Total	3,860	...	...	...	...	...	3,860	3,860

14.2 CATEGORIES OF FINANCIAL ASSETS AND LIABILITIES

AASB CARRYING AMOUNT	2020 \$'000
Financial assets	
Cash and cash equivalents	5,220
Financial assets measured at amortised cost	2,422
Total	7,642
Financial Liabilities	
Financial liabilities measured at amortised cost	21,248
Total	21,248

AASB CARRYING AMOUNT		2019 \$'000
Financial assets		
Cash and cash equivalents		4,520
Financial assets measured at amortised cost		3,050
Total		7,570
Financial Liabilities		
Financial liabilities measured at amortised cost		3,860
Total		3,860

14.3 DERECOGNITION OF FINANCIAL ASSETS

The Department did not derecognise any financial assets during 2019–20.

14.4 COMPARISON BETWEEN CARRYING AMOUNT AND NET FAIR VALUE OF FINANCIAL ASSETS AND LIABILITIES

	CARRYING AMOUNT 2020 \$'000	NET FAIR VALUE 2020 \$'000	CARRYING AMOUNT 2019 \$'000	NET FAIR VALUE 2019 \$'000
Financial assets				
Cash and cash equivalents	5,220	5,220	4,520	4,520
Other financial assets	1,094	1,094	1,606	1,606
Total financial assets	6,314	6,314	6,126	6,126
Financial liabilities (recognised)				
Payables	4,215	4,215	3,860	3,860
Lease Liabilities	17,033	17,033	...	...
Total financial liabilities (recognised)	21,248	21,248	3,860	3,860

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

15.1 EXPLANATIONS OF MATERIAL VARIANCES BETWEEN BUDGET AND ACTUAL OUTCOMES

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

(A) SCHEDULE OF ADMINISTERED INCOME AND EXPENSES

	NOTE	2020 ORIGINAL BUDGET \$'000	ACTUAL \$'000	VARIANCE \$'000	VARIANCE %
Fees and fines	(a)	500	1,076	576	115%

Notes to Schedule of Administered Income and Expenses variances

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

(B) SCHEDULE OF ADMINISTERED CASH FLOWS

	NOTE	2020 ORIGINAL BUDGET \$'000	ACTUAL \$'000	VARIANCE \$'000	VARIANCE %
Fees and fines	(a)	500	1,076	576	115%

Notes to Schedule of Administered Cash Flow variances

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

15.2 ADMINISTERED SALES OF GOODS AND SERVICES

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

	2020 \$'000	2019 \$'000
Services		
Document search fees	119	116
Academy trainee board	146	145
Other sales of goods and services	14	19
Total	279	280

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.

	2020 \$'000	2019 \$'000
Fees		
Firearms licenses/registrations	1,076	968
Total	1,076	968

15.4 ADMINISTERED OTHER REVENUE

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

	2020 \$'000	2019 \$'000
Found and confiscated proceeds	43	33
Total	43	33

Note 16: Events Occurring After Balance Date

Subsequent to balance date, the COVID-19 pandemic continues to impact both communities and businesses throughout the world including Australia and Tasmania. As at the date of signing these statements Tasmania has no active cases, however measures taken by various governments to contain the virus have affected economic activity. This is considered a non-adjusting subsequent event as at 30 June 2020, however this pandemic may have a financial impact for the Department in the 2020–21 financial year and potentially financial years beyond this date. The scale, timing and duration of the potential impacts on the Department are unknown.

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

Note 17: Other Significant Accounting Policies and Judgements

17.1 OBJECTIVES AND FUNDING

The Department's objectives are:

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

The Department is structured to meet the following outcomes:

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

Departmental activities are classified as either controlled or administered.

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

The Department is a Tasmanian Government not-for-profit entity that is predominantly funded through Parliamentary appropriations. The financial report encompasses all funds through which the Department controls resources to carry on its functions.

17.2 BASIS OF ACCOUNTING

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

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

The Financial Statements were signed by the Secretary on 23 September 2020.

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

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

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

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

17.3 REPORTING ENTITY

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

The Tasmania Fire Service reports separately to the State Fire Commission for the purposes of financial reporting and are therefore not included in this financial report. As a result, transactions between the Department of Police, Fire and Emergency Management and the State Fire Commission have not been eliminated.

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

17.4 FUNCTIONAL AND PRESENTATION CURRENCY

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

17.5 FAIR PRESENTATION

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

17.6 CHANGES IN ACCOUNTING POLICIES

(a) Impact of new and revised Accounting Standards

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

- AASB 15 *Revenue from Contracts with Customers* – This Standard establishes principles that require an entity to apply to report useful information to users of financial statements about the nature, amount, timing, and uncertainty of revenue and cash flows arising from a contract with a customer.

AASB 15 supersedes AASB 111 *Construction Contracts*, AASB 118 *Revenue* and related Interpretations and it applies, with limited exceptions, to all revenue arising from contracts with customers. AASB 15 establishes a five-step model to account for revenue arising from contracts with customers and requires that revenue be recognised at an amount that reflects the consideration to which an entity expects to be entitled in exchange for transferring goods or services to a customer.

The Standard requires the Department to exercise judgement, taking into consideration all of the relevant facts and circumstances when applying each step of the model to contracts with their customers. The Standard also specifies the accounting for the incremental costs of obtaining a contract and the costs directly related to fulfilling a contract. In addition, the Standard requires relevant disclosures.

There has been no impact on adopting AASB 15 in the Statement of Comprehensive Income.

- AASB 16 *Leases* – This Standard introduces a single lessee accounting model and requires a lessee to recognise assets and liabilities. The standard results in most of the Department's operating leases being brought onto the Statement of Financial Position and additional note disclosures. The calculation of the lease liability takes into account appropriate discount rates, assumptions about the lease term, and required lease payments. A corresponding right to use asset is recognised, which is amortised over the term of the lease. Operating lease costs are no longer shown. In the Statement of Comprehensive Income, impact of leases is through amortisation and interest charges. In the Statement of Cash Flows, lease payments is shown as cash flows from financing activities instead of operating activities. The Department has adopted AASB 16 retrospectively with the cumulative effect of applying the standard recognised from 1 July 2019 by adopting the transitional practical expedient permitted by the Standard.

The Department elected to use the practical expedient to expense lease payments for lease contracts that, at their commencement date, have a lease term of 12 months or less and do not contain a purchase option (short-term leases), and lease contracts for which the underlying asset is valued at \$10,000 or under when new (low value assets).

In applying AASB 16 for the first time, the Department has used the following practical expedients permitted by the standard:

- not reassess whether a contract is, or contains, a lease at 1 July 2019, for those contracts previously assessed under AASB 117 and Interpretation 4;
- applying a single discount rate to a portfolio of leases with reasonably similar characteristics;
- relying on its previous assessment on whether leases are onerous immediately before the date of initial application as an alternative to performing an impairment review;
- not recognise a lease liability and right-of-use-asset for short-term leases that end within 12 months of the date of initial application;
- excluding the initial direct costs from the measurement of the right-of-use asset at the date of initial application; and
- using hindsight in determining the lease term where the contract contained options to extend or terminate the lease.

THE EFFECT OF ADOPTING AASB 16 ON THE STATEMENT OF FINANCIAL POSITION IS AS FOLLOWS:

	NOTE	\$'000
Assets		
Right-of-use assets	9.5	23,411
Liabilities		
Lease liabilities	10.2	(23,411)
Equity		
Accumulated funds		...

RECONCILIATION OF OPERATING LEASE COMMITMENTS AS AT 30 JUNE 2019 TO LEASE LIABILITIES ON 1 JULY 2019:

	\$'000
Operating lease commitments as at 30 June 2019 (ex GST)	36,600
Weighted average incremental borrowing rate as at 1 July 2019	2.14%
Reconciliation:	
Discounted operating lease commitments as at 1 July 2019	34,363
Add:	
Commitments relating to leases previously classified as finance leases (ex GST)	...
Lease payments relating to renewal periods not included in operating lease commitments as at 30 June 2019	...
Less practical expedients:	
Commitments relating to short-term leases	(2,953)
Commitments relating to substantive substitution assets	(3,173)
Commitments relating to leases of low-value assets	(6,689)
Add / (less):	
Contracts re-assessed as lease contracts	1,517
Adjustments relating to changes in the index or rate affecting variable payments	345
Lease liabilities as at 1 July 2019	23,410

- AASB 1058 *Income of Not-for-Profit Entities* - This Standard establishes principles for not-for-profit entities that applies to transactions where the consideration to acquire an asset is significantly less than fair value, principally to enable a not-for-profit entity to further its objectives, and the receipt of volunteer services.

The timing of income recognition under AASB 1058 depends on whether a transaction gives rise to a liability or other performance obligation, or a contribution by owners, related to an asset (such as cash or another asset) received. If the transaction is a transfer of a financial asset to enable the Department to acquire or construct a recognisable non-financial asset to be controlled by the Department (i.e. an in-substance acquisition of a non-financial asset), the Department recognises a liability for the excess of the fair value of the transfer over any related amounts recognised. The Department will recognise income as it satisfies its obligations under the transfer, similarly to income recognition in relation to performance obligations under AASB 15 as discussed above.

Revenue recognition for the Department's appropriations, taxes, royalties and most grants and contributions will not change under AASB 1058, as compared to AASB 1004. Revenue will continue to be recognised when the Department gains control of the asset (e.g. cash or receivable) in most instances.

Under AASB 1058, the Department will recognise volunteer services when the services can be measured reliably. The Department is reviewing methodology to accurately capture and value these activities in accordance with AASB 1058.

The Department has adopted AASB 1058 retrospectively with the cumulative effect of applying the Standard recognised from 1 July 2019 by adopting the transitional practical expedient permitted by the Standard. The Department has also adopted the transitional practical expedient as permitted by the Standard, whereby existing assets acquired for consideration significantly less than fair value principally to enable the entity to further its objectives, remain recorded at cost and are not restated to their fair value.

There has been no effect of adopting AASB 1058.

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

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

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

The 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 comprise the statement of financial position as at 30 June 2020 and statements of comprehensive income, changes in equity and cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies, other explanatory notes and the statement of certification by the Secretary of the Department.

In my opinion, the accompanying financial statements:

- (a) present fairly, in all material respects, the Department's financial position as at 30 June 2020 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.

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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.

Key Audit Matters

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

Why this matter is considered to be one of the most significant matters in the audit	Audit procedures to address the matter included
Land and buildings <i>Refer to note 9.4</i>	
<p>The Department's land, \$41.39m, and buildings, \$113.88m, are recognised at fair value and are independently revalued every five years. In the years between valuations, carrying values are updated using independently provided indices.</p> <p>In determining the value of land and buildings, the Department exercises significant judgement and the valuation is highly dependent on a range of assumptions and estimates. For these reasons, the valuation of land and buildings is an area requiring particular audit attention.</p> <p>In 2019 20, land and building assets were adjusted by an indexation factor provided by an external expert.</p>	<ul style="list-style-type: none"> Assessing the scope, expertise and independence of the expert who provided the indices. Evaluating the analysis undertaken by the expert to determine the indices. Critically assessing the accuracy of the indexation applied by management. Evaluating management's assessment of impairment. Assessing the adequacy of relevant disclosures in the 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.

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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.

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From the matters communicated with the Secretary, I determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. I describe these matters in my auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, I determine that a matter should not be communicated in my report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.



Leigh Franklin
Assistant Auditor General, Financial Audit Services
Delegate of the Auditor General

Tasmanian Audit Office

24 September 2020
Hobart

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Contact Us

SERVICE	GENERAL ENQUIRIES PHONE NUMBERS	WEBSITE AND EMAIL
Emergency (police, fire, ambulance)	Triple Zero (000)	
Tasmania Police	131 444 (Tasmania) 1800 765 827 (interstate)	www.police.tas.gov.au tasmania.police@police.tas.gov.au
Tasmania Fire Service	(03) 6173 2740	www.fire.tas.gov.au fire@fire.tas.gov.au
State Emergency Service	(03) 6173 2700	www.ses.tas.gov.au ses@ses.tas.gov.au
Forensic Science Service Tasmania	(03) 6165 8000	www.fsst.tas.gov.au FSST.Admin@fsst.tas.gov.au

