

Tasmania Police

Internally Raised Matter 3 Report

Incident Detail

IA No	IRM32425-018
Date/Time of Received	25/02/2025 14:55
Entered By	Sergeant Talitha McKenzie - 001261
Date/Time of Occurrence	25/02/2025 15:00
Date/Time Entered	25/02/2025 14:59
Due Date	18/03/2025
Record ID Number	42730
Case No	MM25/0057
Status	Completed
Disposition	Resigned - No Determin
Date Completed	13/10/2025
Classifications	Administrative(Breach Code of Conduct)
Source of information	Internally Raised
Priority	—

Incident Location

Location of Occurrence	Other
Addresses	Launceston police station, Cimitiere Street, Launceston, TAS, 7250
	Precinct: Launceston

Linked Numbers

Link Type	Linked Number	Description	Created By	Created Date
—	DA2425-015	—	Sergeant A Hall	12/09/2025

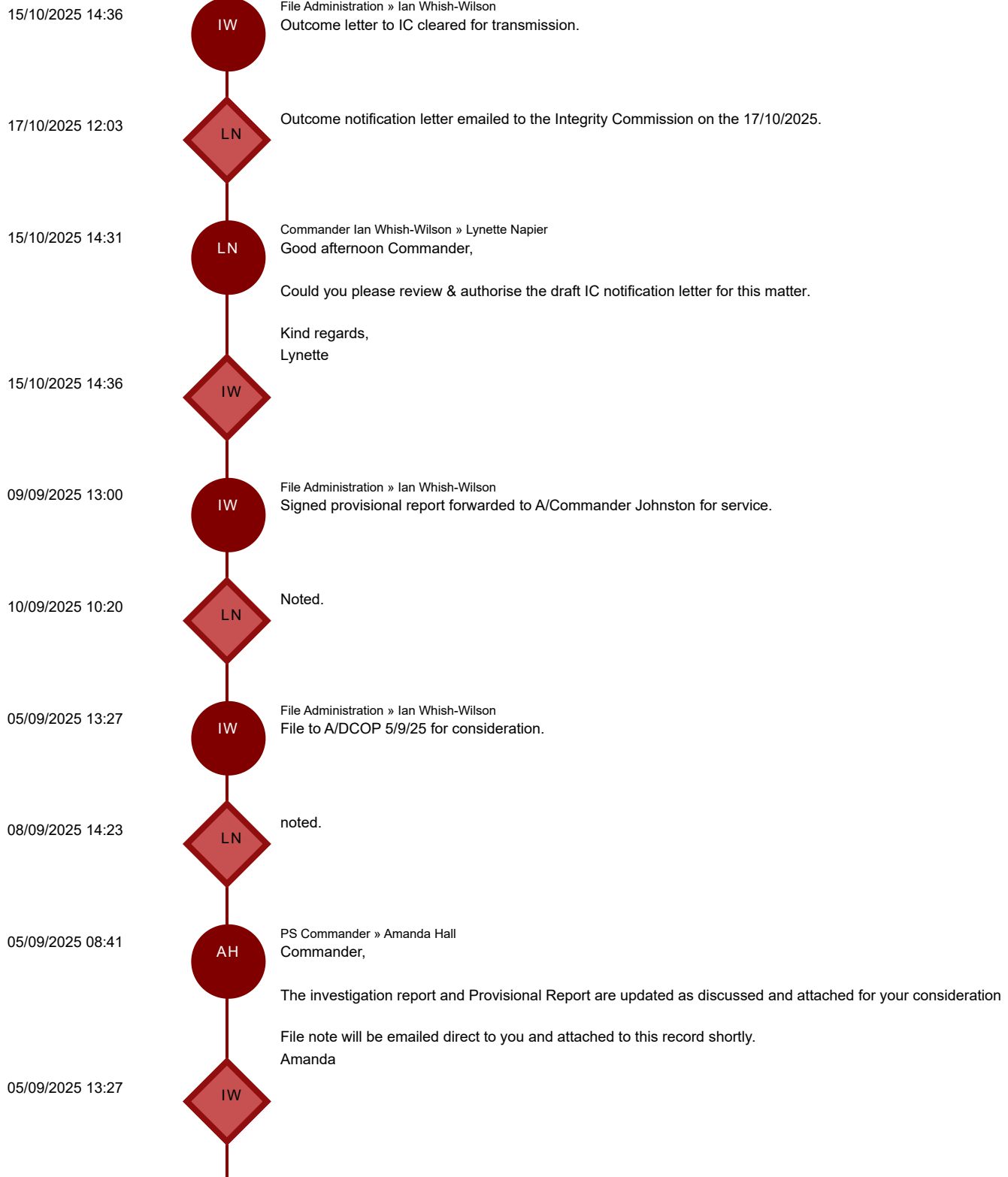
Assignments

Unit Assigned	Internal Investigations
Investigator Assigned	Sergeant Amanda Hall
Field Investigator	[Pending assignment]
Supervisor Assigned	Un-assigned
Outside Investigator	—

Incident Level Organization Assignments

District	Northern District	Division	Launceston Division
Station	s.36(1)	Section	—
U Define 5	—	U Define 6	—

Mailbox Routings



24/07/2025 07:11



IIU Inspector » Amanda Hall

Inspector, the file note for Mr Stevens has been finalised and is attached and ready for onward transmission.
Cheers,
Amanda

24/07/2025 13:35



Sent by email to Garth Stevens - 24 July 2025.

23/07/2025 13:47



IIU Inspector » Amanda Hall

Inspector, Please find attached a file note for your review and onward transmission to Mr Garth Stevens. Mr Stevens has requested the file note in regard to the current matter between Mr s.36 and Constable s.36(1) which he is prosecuting.

Thanks,
Amanda

24/07/2025 10:52



Request for amendment.

10/07/2025 07:21



Project Officer s.36(1) » Amanda Hall

Routing response: Thankyou!

Read By Project Officer s.36(1) on 10/07/2025 08:17

09/07/2025 16:03



Sergeant Amanda Hall » s.36(1)

Routing response: The audit is complete

10/07/2025 07:21



09/07/2025 12:15



Project Officer s.36(1) » Amanda Hall

Hello,

Can I please have audits conducted on access to the following entities from October to present day.

s.36(1)

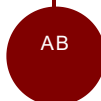
09/07/2025 16:02



thank you

The audit is complete

16/03/2025 11:36



Sergeant Amanda Hall » Alexander Bonde

For investigation as discussed please D/Sgt Hall.

17/03/2025 14:42



Received and noted.

13/03/2025 07:50

SB

Executive Assistant Lynette Napier » Stephen Burk
Routing response: IC letter right to go.

13/03/2025 08:24

LN

Notification letter emailed to the Integrity Commission on the 13/03/2025 0821hrs.

11/03/2025 10:17

LN

PS Commander » Lynette Napier
Good morning Commander,

Draft IC letter for Constable s.36(1) for your review please.

Kind regards,
Lynette

13/03/2025 07:49

SB

IC letter amended and signed and can be sent out thanks.

07/03/2025 09:15

AW

IIU Inspector » Adam Weeding
A/Insp Bonde,

As per Commander Burk's instructions, this matter has been reclassified as and IRM3 and to be investigated by PS.

Sgt Weeding
PS Admin

16/03/2025 11:36

AB

05/03/2025 14:31

AB

Admin Sergeant » Alexander Bonde

Please route through to Inspector Aleena Crack who will take carriage of matter and add any further pertinent information. No Code of Conduct matters will proceed

s.36(1)

s.36(1)

06/03/2025 13:15

KC

Sent to ND

03/03/2025 15:22

SH

Sergeant Alexander Bonde » s.36(1)

Routing response: Audit completed - please refer to running sheet for further info

05/03/2025 21:46

AB

03/03/2025 09:31

AB

Project Officer s.36(1) » Alexander Bonde

s.36(1) : Can you please run an audit on Constable s.36(1) from 1 October 2024, specific to the 2 names mentioned. Please route back to me when complete. Cheers, Alex

03/03/2025 15:20

SH

Audit completed - please refer to running sheet for further info

03/03/2025 06:17



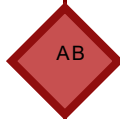
MR Inspector » Karen Clark
A/Inspector Bonde,

Could you run an audit on this one please?

Regards

K Clark
PS Admin

03/03/2025 09:32



Summary

Subject 1 - Constable [s.36(1)] Launceston Uniform [s.36(1)]

Subject 2 - [s.36(1)]

Prior convictions for [s.36(1)]

[s.36(1)]

Intel - [s.35]

[s.36(1)]

Most recent charge record [s.36(1)]

[s.36(1)]

[s.36(1)]

Subject 3 - This male works at [s.36(1)] The male is possibly [s.36(1)]

INCIDENT/CONCERNS:

Reporting Officer has been approached by [s.36(1)] of Constable [s.36(1)] They are concerned for the safety of [s.36(1)] and [s.36(1)] regarding an associate of hers- [s.36(1)]

Information provided to Reporting Officer is as follows:

Approximately 2 months ago [s.36] obtained [s.36(1)] mobile phone number from [s.36(1)] The pair began conversing and started up a relationship.

[s.36(1)] was apparently spoken to by Inspector FOX and Sergeant McEADE as her mobile number had come up in a [s.30(1)] on [s.36(1)] was apparently told to stop all contact with [s.36] and block his number.

I have been unable to confirm this course of action at the time of reporting this matter.

I am also unsure if [s.36(1)] advised what her relationship with [s.3] was at the time of her being spoken to.

Section 36(1)Exemption Applied, Section 39 Exemption Applied

Reporting Officer has viewed the videos (which are attached to this report). [s.36(1), s.35]

I have also been advised that after being spoken to about the association, [Section 36(1)Exemption Applied, Section 39 Exemption Applied]

[Section 39 Exemption Applied]

Checks show [s.36] was charged with [s.36(1)]

Subject 3 - [Section 36(1)Exemption Applied, Section 39 Exemption Applied] She was

seeing him for a short period of time before he was [REDACTED] s.36(1) [REDACTED] s.36(1) **Disclosure**
than being named as a witness in the [REDACTED] s.36(1), s.30(1) [REDACTED] s.35, s.39 [REDACTED] s.39, s.35 [REDACTED]

Involved Officers

Constable [REDACTED] s.36(1)

Policy Outcome	Not yet entered		
Snapshot Data	Role	—	
	Employment Status at Time of Incident	Active	Body camera worn —
	Officer was in uniform	No	Officer was arrested —
	Officer was off-duty	Unk	Officer was employed off-duty No
	First Name	[REDACTED] s.36(1)	Last Name [REDACTED] s.36(1)
	Sex	—	Race —
	Age when incident was received	[REDACTED] s.36(1)	Weight (kg) —
	Height (cm)	—	
Officer Assignment Snapshot	Title/Rank at time of incident	Constable	Years employed at time of incident [REDACTED] s.36(1)
	Badge number at time of incident	[REDACTED] s.36(1)	Years assigned at organization at time of incident [REDACTED] s.36(1)
	Supervisor	—	
	District	Northern District	Division Launceston Division
	Station	[REDACTED] s.36(1)	Section —
	U Define 5	—	U Define 6 —

Allegations

Breach Code of Conduct - 42(1) - Fail to behave with honesty and integrity

- Directive:
- Finding: Breach - DN - S43 Action - Date Of Finding: 08/09/2025
- Initial Recommended Finding:
- Actions Taken:
 - - Resigned - 19/09/2025

Breach Code of Conduct - 42(11)(a) - Conduct prejudicial

- Directive:
- Finding: Breach - DN - S43 Action - Date Of Finding: 08/09/2025
- Initial Recommended Finding:
- Actions Taken:
 - - Resigned - 19/09/2025

Breach Code of Conduct - 42(7)(a) - Provide false or misleading information

- Directive:
- Finding: Breach - DN - S43 Action - Date Of Finding: 08/09/2025
- Initial Recommended Finding:
- Actions Taken:
 - - Resigned - 19/09/2025

Breach Code of Conduct - 42(7)(b) - Omit to provide information

- Directive:
- Finding: Breach - DN - S43 Action - Date Of Finding: 08/09/2025
- Initial Recommended Finding:
- Actions Taken:

- Resigned - 19/09/2025

Breach Code of Conduct - 42(11)(b) - Bring Discredit on the Service

- Directive:

- Finding: Breach - DN - S43 Action - Date Of Finding: 08/09/2025

- Initial Recommended Finding:

- Actions Taken:

- Resigned - 19/09/2025

Breach Code of Conduct - 42(5) - Fail to disclose or avoid a conflict of interest

- Directive:

- Finding: Breach - DN - S43 Action - Date Of Finding: 08/09/2025

- Initial Recommended Finding:

- Actions Taken:

- Resigned - 19/09/2025

Breach Code of Conduct - 42(13) - Not comply with other conduct requirement

- Directive:

- Finding: Breach - DN - S43 Action - Date Of Finding: 08/09/2025

- Initial Recommended Finding:

- Actions Taken:

- Resigned - 19/09/2025

Officer Witnesses

Constable s.36(1)

Snapshot Data

Role —

Employment Status at Time of Incident Active Body camera worn —

First Name s.36(1) Last Name s.36(1)

Sex — Race —

Age when incident was received s.36(1) Weight (kg) —

Height (cm) —

Officer Assignment
Snapshot

Title/Rank at time of incident Constable Years employed at time of incident s.36(1)

Badge number at time of incident s.36(1) Years assigned at organization at time of incident s.36(1)

Supervisor —

District Northern District Division Launceston Division

Station s.36(1) Section —

U Define 5 — U Define 6 —

Constable s.36(1)

Snapshot Data

Role —

Employment Status at Time of Incident Active Body camera worn —

First Name s.36(1) Last Name s.36(1)

Sex — Race —

	Age when incident was received	s.36(1)	Weight (kg)	—
	Height (cm)	—		
Officer Assignment Snapshot	Title/Rank at time of incident	Constable	Years employed at time of incident	s.36(1)
	Badge number at time of incident	s.36(1)	Years assigned at organization at time of incident	s.36(1)
	Supervisor	—		
	District	Northern District	Division	Launceston Division
	Station	s.36(1)	Section	—
	U Define 5	—	U Define 6	—
Constable	s.36(1)			
Snapshot Data	Role	—		
	Employment Status at Time of Incident	Active	Body camera worn	—
	First Name	s.36(1)	Last Name	s.36(1)
	Sex	—	Race	—
	Age when incident was received	s.36(1)	Weight (kg)	—
	Height (cm)	—		
Officer Assignment Snapshot	Title/Rank at time of incident	Constable	Years employed at time of incident	s.36(1)
	Badge number at time of incident	s.36(1)	Years assigned at organization at time of incident	s.36(1)
	Supervisor	—		
	District	Northern District	Division	Launceston Division
	Station	s.36(1)	Section	—
	U Define 5	—	U Define 6	—
Constable	s.36(1)			
Snapshot Data	Role	—		
	Employment Status at Time of Incident	Active	Body camera worn	—
	First Name	s.36(1)	Last Name	s.36(1)

Sex	—	Race	—
Age when incident was received	s.36(1)	Weight (kg)	—
Height (cm)	—		

Officer Assignment Snapshot	Title/Rank at time of incident	Constable	Years employed at time of incident	s.36(1)
	Badge number at time of incident	s.36(1)	Years assigned at organization at time of incident	s.36(1)
	Supervisor	—		
	District	Northern District	Division	Launceston Division
	Station	s.36(1)	Section	—
	U Define 5	—	U Define 6	—

Constable s.36(1)

Snapshot Data

Role	—		
Employment Status at Time of Incident	Active	Body camera worn	—
First Name	s.36(1)	Last Name	s.36(1)
Sex	—	Race	—
Age when incident was received	s.36(1)	Weight (kg)	—
Height (cm)	—		

Officer Assignment Snapshot	Title/Rank at time of incident	Constable	Years employed at time of incident	s.36(1)
	Badge number at time of incident	s.36(1)	Years assigned at organization at time of incident	s.36(1)
	Supervisor	—		
	District	Northern District	Division	Launceston Division
	Station	s.36(1)	Section	—
	U Define 5	—	U Define 6	—

Citizens Involved

s.36(1)

Date Of Birth	s.36(1)	Gender	Male
Race	—	Ethnicity	—

Addresses	—	Phone Numbers	—
Email			
Role	—		

Citizen Witnesses

s.36(1)

Snapshot Data	First Name	—	Last Name	—
	Role	—	Age when incident was received	s.36(1)
	Height (cm)	—	Weight (kg)	—
	Sexual Orientation	—	Expressed Gender	—
	Primary Language	—	Limited English	—
	Experiencing Crisis	—	Self Reported Mental Issue	—
	Homeless	—	Armed	—

s.36(1)

Snapshot Data	First Name	—	Last Name	—
	Role	—	Age when incident was received	s.36(1)
	Height (cm)	—	Weight (kg)	—
	Sexual Orientation	—	Expressed Gender	—
	Primary Language	—	Limited English	—
	Experiencing Crisis	—	Self Reported Mental Issue	—
	Homeless	—	Armed	—

Tasks

Task Type	Due Date	Task Completed Date	Summary
Contact witness		25/09/2025	Section 36(1)Exemption Applied, Section 39 Exemption Applied
File Storage		21/04/2026	Filed in PS storeroom

Attachments

Date Attached	Description	Attachment Type
03/03/2025	Constable s.36(1) GLV audit log 01_10_24 to 03_03_25	xlsx

Date Attached	Description	Attachment Type
24/07/2025	s.36(1)	msg
03/06/2025	s.36(1)	msg
23/07/2025	V Day list	pdf
03/03/2025	Access to s.36(1) GLV audit log	xlsx
30/07/2025	s.36(1)	MP3
28/03/2025	Snapchat	docx
09/07/2025	ATLAS - s.36(1) audit logs 1_10_24 to 9_7_25	csv
05/09/2025	File Note September 2025	docx
28/03/2025	IMG_4219	jpg
28/03/2025	RE_ Internally Raised Matter - s.36(1)	msg
24/07/2025	File Note Constable s.36(1)	msg
24/07/2025	RE_	msg
05/09/2025	Provisional Report - DRAFT - UNSIGNED	docx
17/10/2025	Re Outcome Notification - MM25_0057 - s.36(1)	msg
08/09/2025	Approved and signed Provisional Report for Constable s.36(1)	msg
24/07/2025	RE_ Re_	msg
09/07/2025	GLV - s.36(1) audit logs 1_10_24 to 9_7_25	xlsx
04/04/2025	s.36(1)	MP3
17/07/2025	Report - Insp Crack	docx
24/07/2025	Interview Details	msg
26/06/2025	File Note - s.36(1) timeline	docx
17/10/2025	PS Commander to IC - Outcome - s.36(1) (IRM32425-018) -FINAL	docx
09/07/2025	RE_ Interview - Constable s.36(1)	msg
09/07/2025	ATLAS - s.36(1) audit logs 1_10_24 to 9_7_25	csv
04/03/2025	Access to s.36(1) - GLV Audit Log Const_ s.36(1)	xlsx
20/06/2025	FW Message from P699	msg
28/03/2025	Messenger	docx
08/09/2025	Provisional Report - Constable s.36(1) - Signed DCOP	pdf
03/03/2025	Access to s.36(1) Atlas a	



PROVISIONAL REPORT PROVIDED TO MEMBER

This page is to be completed by the Sergeant/Inspector who provides the Provisional Report to the member concerned. Once completed, this page is to be loaded to the relevant IPro™ BlueTeam™ entry in respect of this matter. The member is entitled to a copy.

To Deputy Commissioner of Police

At 0940 hours on 12/19/2025

I provided the Provisional Report in relation to IRM3 2425-018 to

Insert IPro number

Surname

Given Name/s

s.36(1)

s.36(1)

Station

Rank

Badge #

s.36(1)

Constable

s.36(1)

I advised her that she must either -

elect to make a written submission in response to this Provisional Report within 15 calendar days from today (or other period as agreed), or;



elect not to make a written submission by signing the end of this Provisional Report in the space provided within 15 calendar days from today (or other period as agreed), or;

accept the outcome of the Provisional Report within 15 calendar days from today (or other period as agreed) by signing the end of this document in the space provided.

She is aware the 15 calendar days provision applies unless she is granted an extension by you. She is aware that if she elects -



(above) the written submission is to be forwarded to the Commander, Professional Standards for onward transmission to you.

(above) a signed copy of this Provisional Report is to be forwarded to the Commander, Professional Standards for onward transmission to you.

c. (above) a signed copy of this Provisional Report is to be forwarded to the Commander, Professional Standards for onward transmission to you. She is also aware that the Provisional Report then becomes the Final Report and any provisional Determination Notice will become the final Determination Notice.



She has also been advised that if she does not respond to this Provisional Report within 15 calendar days (or other period as agreed) the matter may be finalised in the terms of this Provisional Report. She is also aware that if she does not respond it may be considered to be a failure to comply with a lawful direction.



She has been advised that she can submit the report by email direct to the Commander, Professional Standards. She is also aware that he may supply a copy of the report to her supervisor, inspector or commander if she wishes.

Delivered by

Rank

Badge #

Aileen CRACK

Inspector.

2671

Signature

Date

12/19/2025

ACKNOWLEDGEMENT BY MEMBER



I acknowledge that I have received the *Provisional Report*. I am aware I have 15 days from today in which to provide a submission or response. I acknowledge the above has been explained to me.

Signature

s.36(1)

Date

12 / 19 / 2025

In Confidence



PROFESSIONAL STANDARDS

Abacus 7A
IAPro™ Ref: IRM3 2425-018

Original prepared by:
Detective Sergeant A HALL
Professional Standards

8 September 2025

Constable [REDACTED] s.36(1)
[REDACTED] s.36(1)

NORTHERN DISTRICT

Through: Inspector A Crack, Launceston Division
cc: Commander Northern District (through IAPro BlueTeam)

PROVISIONAL REPORT – IAPRO MATTER IRM3 2425-018

The purpose of this report is to inform you of the provisional outcome of an internally raised matter in which you were identified as a Subject Officer.

The investigator in this enquiry was Detective Sergeant Amanda Hall.

This *Provisional Report* is based upon Detective Sergeant Hall's recommendation(s) to me.

Although the basis for my provisional determination will be explained within this report, I wish to advise you that the provisional outcome proposed at this time is:

- **Behaviours 1-5** A police officer must behave honestly and with integrity in the course of his or her duties in the Police Service

Police Service Act 2003 s.42 (1) – BREACH

- **Behaviours 6-8** A police officer must disclose, and take reasonable steps to avoid, any conflict of interest in connection with his or her duties in the Police Service

Police Service Act 2003 s.42 (5) – BREACH

- **Behaviours 9-11** A police officer, in connection with his or her duties in the Police Service, must not knowingly provide false or misleading information

Police Service Act 2003 s.42(7)(a) – BREACH

- **Behaviour 12** A police officer, in connection with his or her duties in the Police Service, must not omit to provide any matter knowing that without that matter the information is misleading

Police Service Act 2003 s.42(7)(b) – BREACH

- **Behaviour 13** A police officer must not, at any time, conduct himself or herself or act in a manner that is likely to be prejudicial to the Police Service

Police Service Act 2003 s.42(11)(a) – BREACH

- **Behaviour 14** A police officer must not, at any time, conduct himself or herself or act in a manner that is likely to bring discredit on the Police Service

Police Service Act 2003 s.42(11)(b) – BREACH

- **Behaviours 15-16** A police officer must comply with any other prescribed conduct requirement

Police Service Act 2003 s.42(13) – BREACH

The provisional actions proposed are:

- **Determination Notice**
- **Reprimand by the Deputy Commissioner**

Further detail regarding the investigation and your rights and obligations are available within the body of this report for you to read if you choose. You are required to respond to this *Provisional Report* and the options available to you are described below.

Conflict of interest

I have considered whether or not an actual, perceived or potential conflict of interest exists or could be seen to exist. I do not consider that a conflict of interest exists that renders me unable to impartially assess this matter and complete my responsibilities.

Similarly, the inquirer/s considered whether or not an actual, perceived or potential conflict of interest existed for them. The inquirer does not consider that a conflict of interest exists that prevented or hindered an impartial inquiry.

COURSES OF ACTION

At this point, it is important that you are aware that my mind remains open and that these are my *provisional* findings, *provisional* determinations, and *provisional* actions only.

The following courses of action are available to you. You must:

elect to make a written submission in response to this *Provisional Report* within 15 calendar days (or another period as agreed),

Note:

If you elect this course of action, your written submission is to be forwarded to the Commander, Professional Standards for onward transmission to me. You may provide a copy to your manager should you wish to do so. I will consider any submission that you make in response to this Provisional Report.

I will then, within 15 calendar days of receipt of your submission (or other period of time which I will specify), issue a Final Report and, if applicable, a Final Determination Notice. The Final Report and, if applicable, Final Determination Notice will take into account any matters raised in your submission.

Or elect not to make a written submission by signing the end of this *Provisional Report* in the space provided within 15 calendar days (or other period as agreed)

Note:

If you elect this course of action, a signed copy of this Provisional Report is to be forwarded to the Commander, Professional Standards for onward transmission to me. You may provide a copy to your manager should you wish to do so.

I will then, within 15 calendar days of receipt of the signed copy (or other period of time which I will specify), issue a Final Report and, if applicable, a Final Determination Notice.

Or accept the outcome of the *Provisional Report* within 15 calendar days (or other period as agreed) by signing the end of this document in the space provided and the attached Determination Notice.

Note:

If you elect this course of action, a signed copy of this Provisional Report is to be forwarded to the Commander, Professional Standards for onward transmission to me. You may provide a copy to your manager should you wish to do so.

The Provisional Report then becomes the Final Report and any Provisional Determination Notice will become the Final Determination Notice. Once any actions required on the Final Determination Notice are completed the matter will be considered finalised.

Please note that the 15 calendar days provision applies unless you have been granted an extension by me.

If you do not respond to this *Provisional Report* within 15 calendar days (or other period as agreed) the matter may be finalised in the terms of this *Provisional Report*. It is important that you understand that you are being directed to submit a response under the provisions of Section 35(2)(c), *Police Service Act 2003*. In the interests of fairness, I advise you that if you do not respond it may be considered to be a failure to comply with a lawful direction, contrary to Section 42(3)(b), *Police Service Act 2003*.

You can contact me through the Commander, Professional Standards or through your manager if there is anything that you would like clarified; if you require an extension of time; or if you would like any further advice.

YOUR RIGHTS

You are entitled to:

- obtain advice from an independent person.
- obtain advice from a representative of the Police Association of Tasmania. The Police Association of Tasmania operates a legal assistance hotline: s.36(1) (after business hours) and s.36(1) (business hours).
- obtain advice from a legal practitioner (normally at your own expense)
- maintain a copy of all correspondence provided to you.
- be permitted sufficient time within work hours to complete the report.
- You are also reminded of the confidential assistance that is available through People Support. You are also reminded of the confidential assistance that is available through Wellbeing Support. The services of People Support are available to all members and their families.
- **The 24 hour contact number for Wellbeing Support is s.36(1).**

OVERVIEW OF ALLEGED INCIDENT

On 22 January 2025 Inspector Craig Fox, then Officer In Charge (OIC) of s.36(1), was advised by Detectives from Northern Criminal Investigation Division that s.36(1), of s.36(1).
 Section 30(1)(c) Exemption Applied, Section 30(1)(e) Exemption Applied
 s.36(1). Section 30(1)(c) Exemption Applied, Section 30(1)(e) Exemption Applied
 Section 30(1)(c) Exemption Applied, Section 30(1)(e) Exemption Applied, in addition to ongoing criminal activity and associations. Inspector Fox met with you where you advised him you had only begun interacting with s.36(1) in the week prior, had no knowledge of his criminal activity. Inspector Fox instructed you to cease all contact and association with s.36(1).

On 25 February 2025 Inspector Aleena Crack received credible information that you had continued to associate with s.36(1) and had recently been observed travelling in a vehicle with him.

On 26 February 2025 Inspector Crack met with you and raised these matters. You denied being in a relationship with s.36(1) or being in a vehicle with him. You told Inspector Crack you had picked him up one night during February 2025 and had, earlier that month, driven him home at his request and this was the last time you had seen him. You confirmed you were still in contact with s.36(1) on Instagram but denied using any other social media application to interact with him. You stated you had not spoken to him or corresponded with him in any manner in the preceding 48 hours.

Inspector Crack emphasised that any ongoing association or contact with s.36(1) was inappropriate as you were a police officer. She instructed you to cease all contact and association with s.36(1). You assured Inspector Crack a Declarable Association was not necessary and you would cease all contact with s.36(1).

On 2 March 2025 s.36(1) mobile telephone was seized s.30(1). s.30(1) indicated that you had

been in frequent telephone contact with s.36(1) in the period between 22 January and 1 March 2025 and had also spent time with him in person.

The matter was referred to Professional Standards and was classified as an Internally Raised Matter 3.

Professional Standards have undertaken an extensive investigation into your actions and association with s.36(1).

ALLEGED BEHAVIOURS

Behaviour #1

That you maintained a relationship with s.36(1) between January 2025 and March 2025, knowing he was of dubious character

Behaviour #2 and Behaviour #9

That on 22 January 2025 you lied to, and misled Inspector Fox about the depth of your relationship with s.36(1) and your knowledge of his criminal history and intelligence

Behaviour #3 and Behaviour #10

That on 26 February 2025 you lied to Inspector Crack about your association with s.36(1), specifically as it related to being in a vehicle with him and being in contact with him in the preceding 48 hours

Behaviour #4 and Behaviour #11

That you were untruthful and evasive in your interview with Professional Standards when asked to provide an account of your conduct and interactions with s.36(1)

Behaviour #5

That you turned off location services on your mobile telephone and lied about your whereabouts, preventing your housemates, who were serving Police Officers, becoming aware that you were seeing s.36(1), contrary to instructions from a Senior Officer

Behaviour #6

That you continued to maintain contact with s.36(1) after being directly advised on 22 January 2025 by Inspector Fox that it would be a clear conflict of interest as a police officer to do so

Behaviour #7

That on or around 15 February 2025 you picked up s.36(1), travelled in a vehicle with him and attended his residence, without a reasonable excuse, after being advised by Inspector Fox to cease all contact with s.36(1) due to his criminal activity and associates

Behaviour #8

On 25 February 2025 you arranged to spend the day with s.36(1) and travelled to Hobart and back together, after being advised by Inspector Fox to cease all contact with s.36(1) due to his criminal activity and associates

Behaviour #12

You failed to disclose the true nature of your relationship and association with s.36(1) s.36(1) to Inspector Crack when directly asked on 26 February 2025

Behaviour #13

That you maintained a relationship with s.36(1) between January 2025 and March 2025, knowing that he was of dubious character and a s.30(1) s.30(1)

Behaviour #14

That you advised s.36(1) you had viewed his police intelligence holdings and provided him information about his s.30(1)

Behaviour #15

That you continued to communicate with and associate with s.36(1), without a reasonable excuse, after being instructed by Inspector Fox to cease all contact and communication on 22 January 2025

Behaviour #16

That you continued to communicate with and associate with s.36(1), without a reasonable excuse, after being instructed by Inspector Crack to cease all contact and communication on 26 February 2025

SUMMARY OF INQUIRY / INVESTIGATION

The following is a summary of investigations carried out during this matter:

- Audits and interrogations conducted of police intelligence and offence databases
- Enquires with civilian witnesses
- Forensic download and interrogation of a mobile phone device seized from s.36(1) s.36(1)
- Interviews with civilian witnesses
- Interviews and accounts obtained from police witnesses
- Your subject officer interview

PROVISIONAL FINDINGS

Behaviour #1

My Provisional finding is that you maintained a relationship with s.36(1) between January 2025 and March 2025

The evidence supporting this provisional finding is:

- Witness accounts
- Phone data analysis
- Your subject officer interview

Behaviours #2 and #9

My provisional finding is that on 22 January 2025 you lied to, and misled Inspector Fox about the depth of your relationship with s.36(1) and your knowledge of his criminal history and intelligence

The evidence supporting this provisional finding is:

- Inspector Fox's furnished report
- Witness accounts
- Phone data analysis
- Your subject officer interview

Behaviours #3 and #10

My provisional finding is that on 26 February 2025 you lied to Inspector Crack about your association with s.36(1), specifically as it related to being in a vehicle with him and being in contact with him in the preceding 48 hours.

The evidence supporting this provisional finding is:

- Inspector Crack's furnished report
- Witness accounts
- Phone data analysis
- Your subject officer interview

Behaviours #4 and #11

My provisional finding is that you were untruthful and evasive in your interview with Professional Standards when asked to provide an account of your conduct and interactions with s.36(1)

The evidence supporting this provisional finding is:

- Your subject officer interview
- Witness accounts
- Phone data analysis

Behaviour #5

My provisional finding is that you turned off location services on your mobile telephone and lied about your whereabouts preventing s.36(1) becoming aware that you were seeing s.36(1), contrary to instructions from a Senior Officer

The evidence supporting this provisional finding is:

- Witness accounts
- Phone data analysis
- Your subject officer interview

Behaviour #6

My provisional finding is that you continued to maintain contact with s.36(1) after being directly advised on 22 January 2025 by Inspector Fox that it would be a clear conflict of interest as a police officer to do so

The evidence supporting this provisional finding is:

- Inspector Fox's furnished report
- Witness accounts
- Phone data analysis
- Your subject officer interview

Behaviour #7

My provisional finding is that on or around 15 February 2025 you picked up s.36(1), travelled in a vehicle with him and attended his residence, without a reasonable excuse, after being advised by Inspector Fox to cease all contact with s.36(1) due to his criminal activity and associates

The evidence supporting this provisional finding is:

- Inspector Fox's furnished report
- Witness accounts
- Phone data analysis
- Your subject officer interview

Behaviour #8

My provisional finding is that on 25 February 2025 you arranged to spend the day with s.36(1) and travelled to Hobart and back together, after being advised by Inspector Fox to cease all contact with s.36(1) due to his criminal activity and associates

The evidence supporting this provisional finding is:

- Inspector Fox's furnished report
- Witness accounts
- Phone data analysis
- Your subject officer interview

Behaviour #12

My provisional finding is that you failed to disclose the true nature of your relationship and association with s.36(1) to Inspector Crack when directly asked on 26 February 2025

The evidence supporting this provisional finding is:

- Inspector Crack's furnished report
- Witness accounts
- Phone data analysis
- Your subject officer interview

Behaviour #13

My provisional finding is that you maintained a relationship with s.36(1) between January 2025 and March 2025, knowing that he was of dubious character and s.30(1)

The evidence supporting this provisional finding is:

- Witness accounts
- Phone data analysis
- Your subject officer interview

Behaviour #14

My provisional finding is that you advised s.36(1) you had viewed his police intelligence holdings and provided him information about his s.30(1)

The evidence supporting this provisional finding is:

- Police system audits and analysis
- Witness accounts
- Phone data analysis
- Your subject officer interview

Behaviour #15

My provisional finding is that you continued to communicate with and associate with s.36(1), without a reasonable excuse, after being instructed by Inspector Fox to cease all contact and communication on 22 January 2025

The evidence supporting this provisional finding is:

- Inspector Fox's furnished report
- Witness accounts
- Phone data analysis
- Your subject officer interview

Behaviour #16

My provisional finding is that you continued to communicate with and associate with s.36(1), without a reasonable excuse, after being instructed by Inspector Crack to cease all contact and communication on 26 February 2025.

The evidence supporting this provisional finding is:

- Inspector Crack's furnished report
- Witness accounts

- Phone data analysis
- Your subject officer interview

PROVISIONAL DETERMINATION

Behaviour #1

Having provisionally found that **Behaviour # 1** did occur, I considered if the behaviour amounted to a breach of the *Police Service Act 2003*.

My provisional determination is

- *Police Service Act 2003* – s. 42 (1) A police officer must behave honestly and with integrity in the course of his or her duties – **BREACH**

Behaviour # 2

Having provisionally found that **Behaviour # 2** did occur, I considered if the behaviour amounted to a breach of the *Police Service Act 2003*.

My provisional determination is

- *Police Service Act 2003* – s. 42 (1) A police officer must behave honestly and with integrity in the course of his or her duties - **BREACH**

Behaviour # 3

Having provisionally found that **Behaviour # 3** did occur, I considered if the behaviour amounted to a breach of the *Police Service Act 2003*.

My provisional determination is

- *Police Service Act 2003* – s. 42 (1) A police officer must behave honestly and with integrity in the course of his or her duties - **BREACH**

Behaviour # 4

Having provisionally found that **Behaviour # 4** did occur, I considered if the behaviour amounted to a breach of the *Police Service Act 2003*.

My provisional determination is

- *Police Service Act 2003* – s. 42 (1) A police officer must behave honestly and with integrity in the course of his or her duties - **BREACH**

Behaviour # 5

Having provisionally found that **Behaviour # 5** did occur, I considered if the behaviour amounted to a breach of the *Police Service Act 2003*.

My provisional determination is

- *Police Service Act 2003* – s. 42 (1) A police officer must behave honestly and with integrity in the course of his or her duties - **BREACH**

Behaviour # 6

Having provisionally found that **Behaviour # 6** did occur, I considered if the behaviour amounted to a breach of the *Police Service Act 2003*.

My provisional determination is

- *Police Service Act 2003* – s. 42 (5) A police officer must disclose, and take reasonable steps to avoid, any conflict of interest in connection with his or her duties in the Police Service - **BREACH**

Behaviour #7

Having provisionally found that **Behaviour # 7** did occur, I considered if the behaviour amounted to a breach of the *Police Service Act 2003*.

My provisional determination is

- *Police Service Act 2003* – s. 42 (5) A police officer must disclose, and take reasonable steps to avoid, any conflict of interest in connection with his or her duties in the Police Service - **BREACH**

Behaviour # 8

Having provisionally found that **Behaviour # 8** did occur, I considered if the behaviour amounted to a breach of the *Police Service Act 2003*.

My provisional determination is

- *Police Service Act 2003* – s. 42 (5) A police officer must disclose, and take reasonable steps to avoid, any conflict of interest in connection with his or her duties in the Police Service - **BREACH**

Behaviour # 9

Having provisionally found that **Behaviour # 9** did occur, I considered if the behaviour amounted to a breach of the *Police Service Act 2003*.

My provisional determination is

- *Police Service Act 2003* – s. 42 (7) (a) A police officer, in connection with his or her duties, must not knowingly provide false or misleading information – **BREACH**

Behaviour # 10

Having provisionally found that **Behaviour # 10** did occur, I considered if the behaviour amounted to a breach of the *Police Service Act 2003*.

My provisional determination is

- *Police Service Act 2003* – s. 42 (7) (a) A police officer, in connection with his or her duties, must not knowingly provide false or misleading information - **BREACH**

Behaviour # 11

Having provisionally found that **Behaviour # 11** did occur, I considered if the behaviour amounted to a breach of the *Police Service Act 2003*.

My provisional determination is

- *Police Service Act 2003* – s. 42 (7) (a) A police officer, in connection with his or her duties, must not knowingly provide false or misleading information - **BREACH**

Behaviour # 12

Having provisionally found that **Behaviour # 12** did occur, I considered if the behaviour amounted to a breach of the *Police Service Act 2003*.

My provisional determination is

- *Police Service Act 2003* – s. 42 (7) (b) A police officer, in connection with his or her duties, must not omit to provide any matter knowing that without that matter the information is misleading - **BREACH**

Behaviour # 13

Having provisionally found that **Behaviour # 13** did occur, I considered if the behaviour amounted to a breach of the *Police Service Act 2003*.

My provisional determination is

- *Police Service Act 2003* – s. 42 (11) (a) A police officer, must not, at any time, conduct himself or herself or act in a manner that is likely to be prejudicial to the police service - **BREACH**

Behaviour # 14

Having provisionally found that **Behaviour # 14** did occur, I considered if the behaviour amounted to a breach of the *Police Service Act 2003*.

My provisional determination is

- *Police Service Act 2003* – s. 42 (11) (b) A police officer, must not, at any time, conduct himself or herself or act in a manner that is likely to bring discredit on the police service - **BREACH**

Behaviour # 15

Having provisionally found that **Behaviour # 15** did occur, I considered if the behaviour amounted to a breach of the *Police Service Act 2003*.

My provisional determination is

- *Police Service Act 2003* – s. 42 (13) A police officer must comply with any other prescribed conduct requirement - **BREACH**

Behaviour # 16

Having provisionally found that **Behaviour # 16** did occur, I considered if the behaviour amounted to a breach of the *Police Service Act 2003*.

My provisional determination is

- *Police Service Act 2003* – s. 42 (13) A police officer must comply with any other prescribed conduct requirement - **BREACH**

PROVISIONAL ACTIONS

Mitigation

In mitigation, it is acknowledged that you participated in an interview with Professional Standards and answered questions without requiring a direction to do so.

Service History

You were appointed to Tasmania Police on [REDACTED] s.36(1) and placed on probation for a period of 12 months.

Conduct History

You have no relevant conduct history.

Values Statement

Our values are shaped by us and reflect our people. They guide our behaviour when we are interacting with each other and the community we serve. Tasmania Police values Accountability, Integrity, Respect and Support. These values are a framework for us to hold each other accountable, and to shape our decision-making, feedback, expectations of one and other, and culture.

Your actions and behaviours, on this occasion, are inconsistent with Tasmania Police values. Your account provided in your interview with Professional Standards was self-serving, implausible and demonstrably untrue. Your comments demonstrate a lack of reflection and accountability for your choices.

Provisional Actions

When I considered what actions, if any, might be appropriate I considered all the above. I was also mindful that police officers:

- must be accountable for their actions.
- must maintain proper standards of behaviour and conduct; and
- must ensure that public confidence in Tasmania Police is maintained, enhanced and, where necessary, restored.

Provisional Action – Behaviour # 1 - 16 (global action)

Having provisionally determined breaches of the Code of Conduct have occurred, the provisional global actions I propose are:

- [REDACTED] s.35
- [REDACTED] s.35

MEDALS

This matter, when finalised, will impact your eligibility to wear, or be considered for, medals.

ORGANISATIONAL LEARNING

There have been no organisational learnings identified from this matter.

CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

I have considered whether or not CPD is appropriate in the circumstances. You must reflect on your conduct and choices, particularly as they relate to the values of Tasmania Police and your role as a police officer in the Tasmania Police Service.

s.35

Section 35 Exemption Applied

s.35

- an explanation demonstrating your understanding of each of the Tasmania Police Values
- a demonstrated understanding of each of your behaviours and why they were not compatible with the Tasmania Police Values
- what positive action you will take to ensure your future behaviour aligns with our values
- what positive action you will take to regain the trust of your colleagues, superior officers and the public

REPORT AUTHORISATION

I am authorised to determine matters at the level proposed.

I would like to remind you that I am receptive to any submission that you may choose to make in response to this *Provisional Report*. My mind remains open, and I will consider any matter(s) that you wish to raise.



A BODNAR

Acting Deputy Commissioner of Police

s.36(1)

19th September 2025,

Inspector A. CRACK of Tasmania Police

Dear Inspector,

I hereby formally tender my resignation from my position with Tasmania Police, effective immediately **19th September 2025**.

I appreciate the opportunity to have served the community and the support extended to me during my tenure.

Yours faithfully,

s.36(1)

s.36(1)

Constable s.36(1)