



Department of Police and Emergency Management

ANNUAL REPORT 2008-09



08
09

working towards a safer Tasmania



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Letter to the Minister

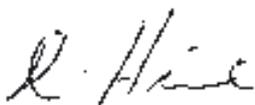
Hon. Jim Cox MP
Minister for Police and Emergency Management
Parliament House
HOBART TAS 7000

Dear Minister

In accordance with Section 36(1) of the Tasmanian *State Service Act 2000* and Section 27 of the *Financial Management and Audit Act 1990*, I have pleasure in submitting the Annual Report including Financial Statements for the Department of Police and Emergency Management for the financial year 2008-09.

I am pleased to report that 2008-09 has been a successful year for the Department.

Yours sincerely



D L Hine APM
Acting Secretary
Department of Police and Emergency Management

26 October 2009

Secretary's Foreword

2008–09 has been another year of significant progress and achievement for the Department of Police and Emergency Management, and departmental employees should be proud of the part they have played in this outcome. We continue to move ahead as a contemporary, progressive organisation – one that is inclusive and values everyone's contribution: Police, State Service employees and, of course, our volunteers.

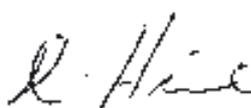
Tasmanians continue to feel safer than in any other State or Territory in Australia. We have continued to drive crime down, maintained our level of clearance rates, and Tasmanians value the work we do. This is not achieved by chance, but through intelligence-led policing, determination, and hard work. There are challenging times ahead. Unfortunately, the number of fatal and serious injury crashes rose in the reporting year, after several years of trending downwards.

Our road safety role, of course, is primarily that of traffic law enforcement, and we will continue our efforts to ensure drivers obey the law. We launched a trial of highly visible vehicles to further emphasise our enforcement efforts on the State's major roads.

Project Meridian continued to drive reform during the year, ranging from minor process changes to major systems redevelopment. We planned and implemented new projects and major initiatives to ensure we are fully equipped to meet future challenges in difficult economic times. Advances in technology are assisting in providing considerable improvements to the work practices and safety of our employees. The Automated Vehicle Location Project was established, allowing vehicles to be monitored using Global Positioning Satellite data to provide accurate location information, thus enhancing both officer safety and deployment effectiveness.

Tasmania Police currently has the highest operational police numbers on record. The Department continued its recruitment, retention and training activities for its employees and volunteers, from State Emergency Service volunteer training to departmental scholarships for tertiary education, and the Junior Constable Police in College Program. We will continue to provide an effective and fair workplace resulting in benefits not only for all our employees, but for the community generally.

Finally, this document is the last in the series of a three-year cycle based on the *Strategic Directions Framework 2006-09*. It reports on the Department's *Business Plan July 2008-June 2009* under the four key strategies of Reassurance, Readiness, Responsiveness and Accountability. In the reporting year we developed the *Strategic Framework 2009-2012*, which will guide us in the next three years, as we continue to deliver quality policing and emergency management services to the people of Tasmania.



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

Our Performance – A Snapshot

2008-09 has seen outstanding results from Tasmania Police as crime continues to decrease and clearance rates have been maintained.

Crime

There was an overall 6% decrease in crime:

- Offences Against the Person decreased by 6% ↓
- Offences Against Property decreased by 5% ↓
- 3% decrease in burglary of motor vehicles ↓
- 9% decrease in robberies ↓
- 6% decrease in assaults ↓
- 8% decrease in injure/destroy property ↓
- 14% decrease in stealing (not associated with burglary) ↓
- Motor vehicle stealing remains at the same level: the recovery rate is 90% →
- Arson and related offences decreased by 2% ↓
- Fraud and similar offences decreased by 20% ↓
- 549 Other (Miscellaneous) Offences were recorded compared with 518 in 2007-08. ↑

94% of Offences Against the Person and 46% of all recorded offences were cleared.

Tasmanians continue to be safer than the national average as measured by the ABS publication *Recorded Crime – Victims Australia 2008*. Tasmania's victimisation rate in 2008 was below the national rate for all offence categories.



Community Perceptions of Safety

Tasmanians continue to feel safer than people in any other State or Territory:

- **96%** of Tasmanians feel safe at home alone during the day, and 87% after dark
- **93%** of Tasmanians feel safe walking or jogging in their neighbourhood during the day, and 64% after dark*.



Emergency services in attendance at the scene of a crash at Spreyton.

Road Safety Performance

In 2008-09 there was an increase in fatal and serious injury crashes, and the number of people who were fatally or seriously injured, compared to 2007-08. After years of decreases, this is a disappointing result.

Enforcement activities included:

- **6,769** drivers detected driving while using a hand-held mobile phone
- **678,140** Random Breath Tests conducted – almost two per licensed driver in Tasmania
- **5,872** drink-driving charges issued in 2008-09, a reduction of 301 offences from 2007-08
- **95,757** Traffic Infringement Notices and Cautions issued, of which 42,153 were Cautions
- **6,204** Traffic Infringement Notices issued for not wearing a seatbelt, a reduction of 717 from the previous year.



Mersey SES team in action at the State Rescue Competition, held at Beaconsfield Gold Mine.

State Emergency Service (SES) performance

During 2008-09, SES volunteers continued to provide a high level of professional capability in flood and storm response, search and rescue, general rescue and road crash operations. Total volunteer commitment towards training was 38,635 hours. Volunteers were called out 751 times for emergencies.

Community Satisfaction with our Service Delivery

Tasmanians continue to rate Tasmania Police and its services higher than the national average*:

- **83%** have confidence in police
- **83%** believe that our police perform their job professionally
- **72%** believe that police treat people fairly and equally
- **78%** believe that our police are honest.

Complaints against police are the lowest since 1994 when recording commenced.

**National Survey of Community Satisfaction with Policing 2008-09 conducted by Roy Morgan Research.*

About Us – An Overview

Tasmania continues to be a safe community, and Tasmanians have confidence in their police. Recorded crime has reduced by a further 6% in the last twelve months, and Tasmania has high clearance rates compared to other jurisdictions. Unfortunately, this year has seen an increase in the number of fatal and serious injury crashes on our roads. This is part of a national trend, but it is still a disappointing outcome.

Year in Review

Our Successes

- Tasmanians continue to be safer than the national average, as measured by the Australian Bureau of Statistics publication *Recorded Crime – Victims Australia 2008* which publishes statistics on victims, for a range of selected offences recorded by police.
- Crime continues to trend downward in Tasmania, with the percentage of crime solved remaining at a similar high level to last year.
- Tasmania Police once again recorded the highest level of community satisfaction with its services, compared to all other States and Territories.* (Tasmania is 5 percentage points above the national average.)
- Tasmania Police's professional standards are reflected in the continuing low number of complaints received against its members.
- 59% of Tasmanian respondents to the National Survey* had contact with the police in the last 12 months. 83% of those were satisfied with their most recent contact with police, compared to 81% nationally.
- The *Safe at Home* Program was recognised for its excellence at a national level as a winner in the *2008 Australian Crime and Violence Prevention Awards*.
- Radio communications have been significantly upgraded, representing a significant investment in new equipment and contributing towards the safety and efficiency of operational policing. Every Tasmania Police hand-held and in-vehicle radio terminal has been replaced – more than 1,000 new terminals.

*National Survey of Community Satisfaction with Policing 2008-09 conducted by Roy Morgan Research



SES and Tasmania Police personnel remove a 'patient' as part of an emergency services exercise.

Our Highlights

- Three members were awarded the Australian Police Medal (APM) in the reporting year. Commander Glenn Frame and Commander Donna Adams, the first female Tasmania Police Commander, were recognised in the 2009 Australia Day Honours, and Inspector John Bird in the 2009 Queen's Birthday Honours.
- The Emergency Services Medal 'in recognition of distinguished service as a member of an Australian emergency organisation' was awarded to State Emergency Service volunteer Mr Paul Shipp, and Department of Health and Human Services Health Promotion Coordinator Ms Toni Brown, for their contribution to community safety and emergency management.

- The Tasmania Police Charity Trust had a very successful year, generating income totalling \$129,865.58 through fund-raising activities such as a Charity Golf Day, the RSPCA Christmas Appeal and a charity bike ride in which approximately 40 riders travelled from Burnie to Hobart, raising \$25,000 for Down Syndrome Tasmania. \$125,007.75 was distributed to charities in Tasmania.
- SES volunteers continue to provide a high level of professional capability in flood and storm response, search and rescue, general rescue and road crash operations. At the State Rescue Competition in Beaconsfield in April 2009, the Mersey Unit achieved outstanding results, and went on to represent Tasmania in the National Rescue Competition in Queensland, 18-19 September 2009.
- The Court File Tracking project was successfully completed to develop a system for tracking court files from creation to completion. Following a major training and change management program, all Districts are using the new system.
- The heritage-listed Cruickshank building in Hobart was refurbished, at a cost of \$1.75 million, as offices for both the State Emergency Service (SES) and Tasmania Police. It now houses a contemporary major incident facility, which will be used in the event of incidents ranging from natural disasters to a counter-terrorism response.
- A new State-based emergency call centre capability was established, with the first real test of this call centre capability (Tasmanian Emergency Information Service) being the Pandemic (H1N1) 2009 influenza outbreak. At peak periods, the call centre was receiving up to 1,000 calls a day on the 1800 FLU DOC number.



Vision

A safe and secure Tasmania

Mission

To deliver quality policing and emergency management services to the people of Tasmania

Our Values

- Integrity
- Equity
- Accountability

Our Business Principles

- Engagement
- Empowerment
- Quality service
- Continuous improvement

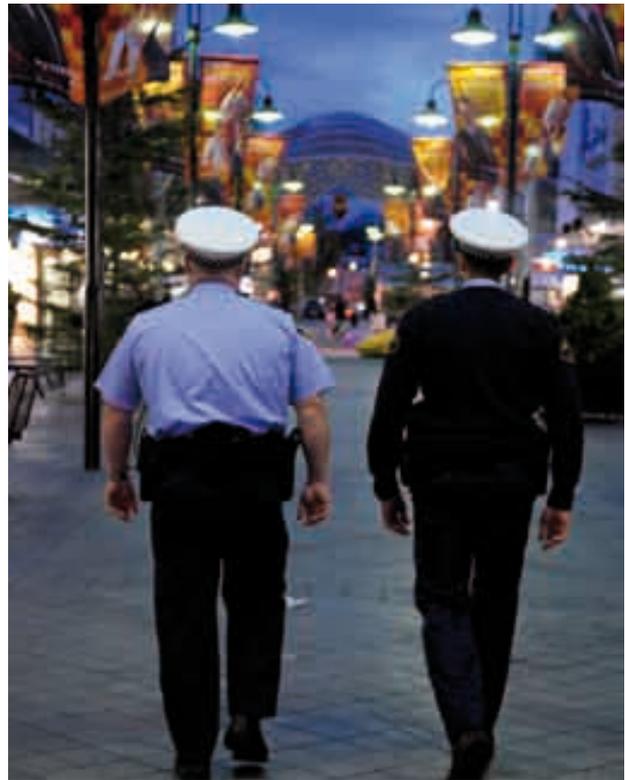
Our Profile

The Department of Police and Emergency Management consists of Tasmania Police, the State Emergency Service, Forensic Science Service Tasmania, and the Tasmania Fire Service*. The Department operates under the core legislation of the *Police Service Act 2003*, the *State Service Act 2000* and the *Emergency Management Act 2006*.

**The Tasmania Fire Service produces its own annual report.*

The Department is a core State Service agency, funded by the Tasmanian Government with a budget of \$181.786 million (2008-09) to deliver policing and emergency services.

Budget Paper No 2 – Government Services provided information about those services (Outputs) that the Department intended to deliver during 2008-09. The Department's major initiatives were also outlined in this report. The four Key Service Delivery Areas of *Community Safety, Crime, Traffic, and Community Perceptions and Satisfaction with our Service Delivery*, which are aligned with the Government's Outputs, were the focus of the *Business Plan July 2008-June 2009*:



Two police officers on the beat in the Launceston Mall.

<i>Business Plan 2008-09</i>	
Key Service Delivery Areas	Budget Paper No 2 - Government Services (Outputs)
<i>Community Safety</i>	Output 1 – Policing Support to the Community Output 5 – Emergency Management
<i>Crime</i>	Output 2 – Crime Detection and Investigation Output 4 – Protection of Primary Industry and Fisheries Resources Output 6 – Support to Judicial Services
<i>Traffic</i>	Output 3 – Traffic Law Enforcement and Road Safety
<i>Community Perceptions and Satisfaction with our Service Delivery</i>	Output 1 – Policing Support to the Community Output 7 – Ministerial Support and Information Services



Tasmania Police Academy - Graduation Day.

Our Key Service Delivery Areas

Each of the Key Service Delivery Areas has defined outcomes for the reporting period, 1 July 2008 to 30 June 2009. This document showcases the Department's activities, achievements and performance against each Key Service Delivery Area. Information is also provided on *Our People* and *Projects and Major Initiatives*.

Key Service Delivery Areas	Outcome
<i>Community Safety</i>	A community where people are safe
<i>Crime</i>	A reduction in crime
<i>Traffic</i>	Improve driver behaviour through traffic law enforcement
<i>Community Perceptions and Satisfaction with our Service Delivery</i>	A community where people feel safe and are satisfied with our service delivery

Our Goal for the Future

Tasmania *Together* is a system of community goal-setting and measurement of progress enshrined in law (*Tasmania Together Progress Board Act 2001*) which is used to guide decision-making in the government, business and community sectors.



Tasmania *Together* 2020

Following consultations in 2000 and 2005, the community listed twelve goals, one of which is Goal 2: *Confident, friendly and safe communities*. This Department is one of the lead Agencies for this Goal. By focusing on our Mission and service delivery, we will strive to achieve our Tasmania *Together* targets for Goal 2 by the year 2020.

DPEM Tasmania <i>Together</i> Indicators	Target: 2020	2008-09
2.1.2 Percentage of people who feel safe at home	Day: 97% Night: 92%	Day: 96% Night: 87%
2.1.3 Percentage of people who feel safe in public places	Day: 96% Night: 56%	Day: 93% Night: 64%
2.1.4 Crime victimisation rate	6%	Not Available

Corporate Governance

The Secretary is responsible for the management of the Department of Police and Emergency Management. During the reporting period, the Secretary also held the position of Commissioner of Police, with responsibility for Tasmania Police and the position of State Emergency Management Controller.

Corporate Management Group (CMG)

The CMG comprises:

- Secretary and Commissioner of Police, Mr John Johnston APM
- Deputy Commissioner of Police, Mr Darren Hine APM
- Assistant Commissioner of Police, Crime and Operations, Mr Scott Tilyard APM
- Assistant Commissioner of Police, Planning and Development, Mr Phillip Wilkinson APM, and
- Director, Corporate Services, Mr Scott Wilson-Haffenden CPA BCom.

The CMG addresses issues of strategic importance to the Department and provides advice to the Minister for Police and Emergency Management.

Senior Executive Officers' Group (SEO)

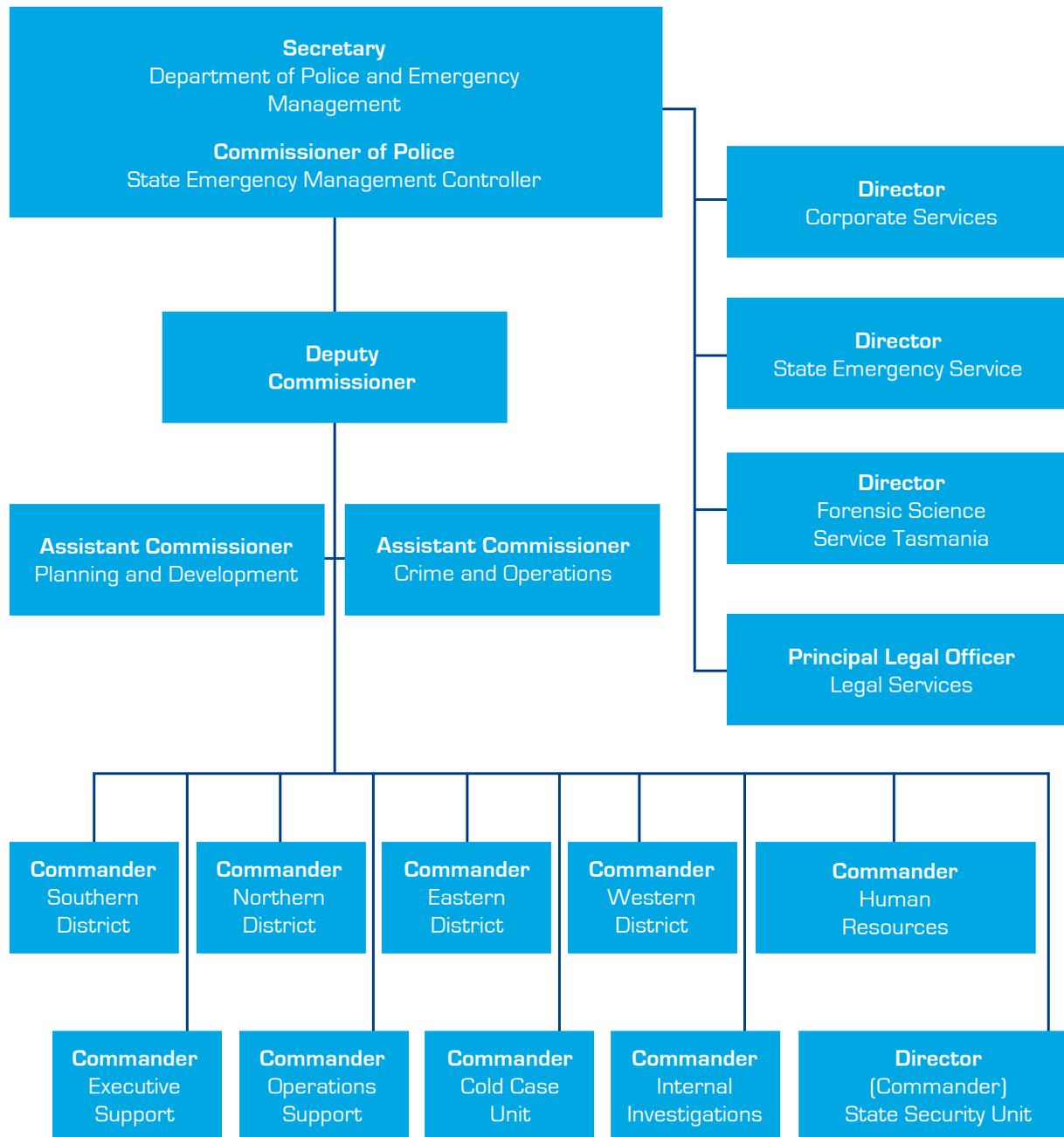
The Senior Executive Officers' Group provides advice to the Corporate Management Group and comprises: the four Commissioners, the Directors of Corporate Services, State Emergency Service, Forensic Science Service Tasmania, and the State Security Unit, the Commanders of the geographical Districts and Support Commands and the Principal Legal Officer.

Other strategic bodies include:

- Management teams for each police Command, State Emergency Service, Corporate Services, Forensic Science Service Tasmania, and State Security Unit which implement action plans and report to the CMG in regular individual open forums
- Information Management Board which provides advice to the CMG on the corporate information needs of the Department, together with appropriate project governance of major business and technology projects
- Finance and Procurement Committee which oversees the allocation and expenditure of departmental funds ensuring that all expenditure is appropriately incurred and consistent with policies, statutory requirements and best practice.

Organisation Structure

(at 30 June 2009)



Organisation Profiles

Southern District

Commander: Peter Edwards BM APM BA (PoSt)
MSocSc(PSM) GradCertAppMgmt.

The Southern District provides policing services to the communities of southern Tasmania, including Bruny Island.

Southern District has three geographical divisions, Hobart, Glenorchy and Kingston, and the following support services:

- Criminal Investigation Branch
- District Support
- Drug Investigation (includes Drug Investigation Services for Eastern District)
- Prosecution (includes Prosecution Services for Eastern District).



District Profile

Size (square kilometres)	6,033
Population as at 30 June 2008*	141,689
Ratio of police to population	1:471
Number of police stations	10

*Source: Local Government Area Populations, Australian Bureau of Statistics website

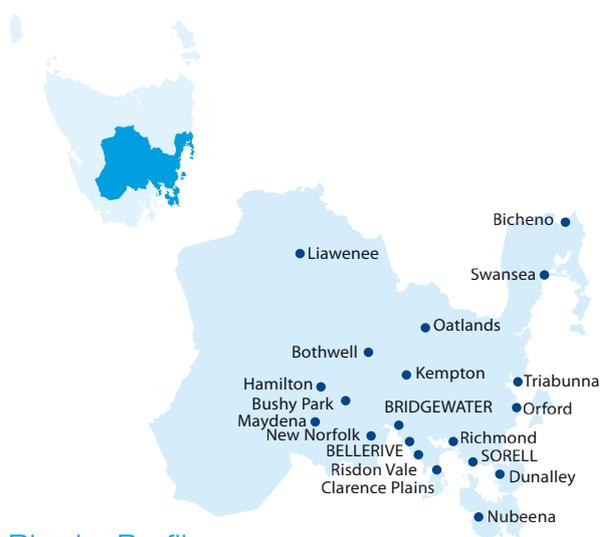
Eastern District

Commander: Tom Tully APM GradCert Mgmt.

The Eastern District provides policing services to the communities of eastern and central Tasmania.

Eastern District has three geographical divisions, Bellerive, Bridgewater and Sorell, and the following support services:

- Criminal Investigation Branch
- District Support.



District Profile

Size (square kilometres)	18,328
Population as at 30 June 2008*	140,275
Ratio of police to population	1:556
Number of police stations	20

*Source: Local Government Area Populations, Australian Bureau of Statistics website

Northern District

Commander: Glenn Frame APM

The Northern District provides policing services to the communities of northern and north-eastern Tasmania, including the Furneaux Island group.

Northern District has four geographical divisions, Launceston, George Town, Deloraine and St Helens, and the following support services:

- Criminal Investigation Branch
- District Support
- Drug Investigation
- Prosecution.



District Profile

Size (square kilometres)	19,877
Population as at 30 June 2008*	141,689
Ratio of police to population	1:546
Number of police stations	26

*Source: Local Government Area Populations, Australian Bureau of Statistics website

Western District

Commander: Geoff Smith APM BA (PolSt) AssDip (SocSc.)
FAIPOL

The Western District provides policing services to the communities of the north-west and west coasts of Tasmania, including King Island.

Western District has three geographical divisions, Burnie, Devonport and Queenstown, and the following support services:

- Criminal Investigation Branch
- District Support.



District Profile

Size (square kilometres)	22,584
Population as at 30 June 2008*	111,092
Ratio of police to population	1:457
Number of police stations	18

*Source: Local Government Area Populations, Australian Bureau of Statistics website

Operations Support

Commander: *Michael Brazendale APM GradCert Public Sector Mgmt.*

Operations Support fulfils a number of specialist functions and provides state-wide support to other Commands.

This Support Command manages the following functions:

- Forensic Services
- Forensic Procedures Compliance Unit
- Information Services (incorporating Traffic Liaison Services, Operational Information Services, Firearms Services, National Criminal History Services, Call Centre)
- Investigation Support Services
- Marine and Rescue Services
- Radio Dispatch Services
- State Community Policing Services
- State Intelligence Services
- Specialist Capability Group (incorporating Dignitary Protection, Special Operations Group, Bomb Response Group, Hostage Negotiation, Police Technical Unit, Dog Handlers Unit).



Police Vessel Dauntless and one of the Sentinel class vessels.

Executive Support

Commander: *Stephen Bonde APM GradDipExecLead. GradCertAppMgmt. GradCertPublic Sector Mgmt. AssDipEM.*

Executive Support conducts research and develops policy and legislation to support departmental objectives. It supports other Commands by coordinating policy initiatives and providing data on crime and traffic outputs and outcomes. It also provides advice and liaison to other government and non-government agencies for whole-of-State programs.

Executive Support assists with promoting web-based information, produces key departmental publications including the Strategic Framework, Business Plan, and Annual Report, and manages the Tasmania Police Manual.

This Support Command manages the following functions:

- Administrative Support to the Office of the Commissioner
- Corporate Review Services
- Crime and Traffic Policy Services
- Drug Policy Services
- Policing Policy Services (including Freedom of Information Services)
- Secretariat and Research Services
- Web and Administrative Services.



Human Resources

Commander: *Donna Adams APM*

The role of Human Resources is to ensure adequate recruitment and deployment of police to meet community demand for services.

Human Resources provides support, training and educational opportunities for sworn and unsworn members of Tasmania Police. This Support Command manages the following functions:

- Personal Development and Crime Training Services
- Promotion Services
- Recruiting Services
- Staffing Services
- Training Services
- Welfare Services.



Ms Sandra Harvey, Librarian, Tasmania Police Academy with Constable Rod Warrington.

Internal Investigations

Commander: *Peter Wild APM*

Tasmania Police Internal Investigations is responsible for the investigation and management of all complaints made against police.

The investigations are conducted in a manner which ensures that the organisation's high standards of professional service and conduct are maintained. Included in these responsibilities are the investigation of police shootings and fatal or life-threatening injuries caused to persons in custody or during the conduct of police operations.



Crime Response Unit members interview a witness.

Cold Case Unit

Commander: *Colin Little APM*

The Cold Case Unit has a state-wide charter and reports to the Assistant Commissioner, Crime and Operations (ACCO). A cold case is:

- an unsolved murder or attempted murder
- a missing person case in which murder and/or abduction is strongly suspected
- any other unsolved crime that has produced significant community concern or disquiet which has been recommended by a geographic District Commander for Cold Case Unit review, and which has been approved for that purpose by the ACCO.

The Cold Case Unit applies a structured approach to the independent review and assessment of cold cases, focusing on determining the solvability of the case and the feasibility of conducting further investigations with a view to identifying and charging the offender/s.



Senior Tasmania Police officers in an assessment role.

State Emergency Service

Director: Andrew Lea GradCert EM. GradCertMgmt.
DipAppSci. psc

The State Emergency Service (SES) comprises:

- State Headquarters (Hobart) and three Regional Headquarters (South, North and North-West at Hobart, Youngtown and Burnie)
- Regional Volunteer Units (South, North and North-West) and
- 28 Municipal Volunteer Units with 552 active registered volunteers.

SES functions include:

- emergency response, rescue services and support (including flood and storm response, road crash rescue, search and rescue and general rescue)
- administrative and executive support to the State Emergency Management Committee and the three Regional Emergency Management Committees and Chairpersons
- maintenance and support of an SES volunteer workforce
- emergency management planning and risk assessment
- learning and development of volunteers and staff
- emergency management education and public awareness.

State Emergency Service Regions



State Security Unit

Director: (Commander) Tony Mulder APM BA

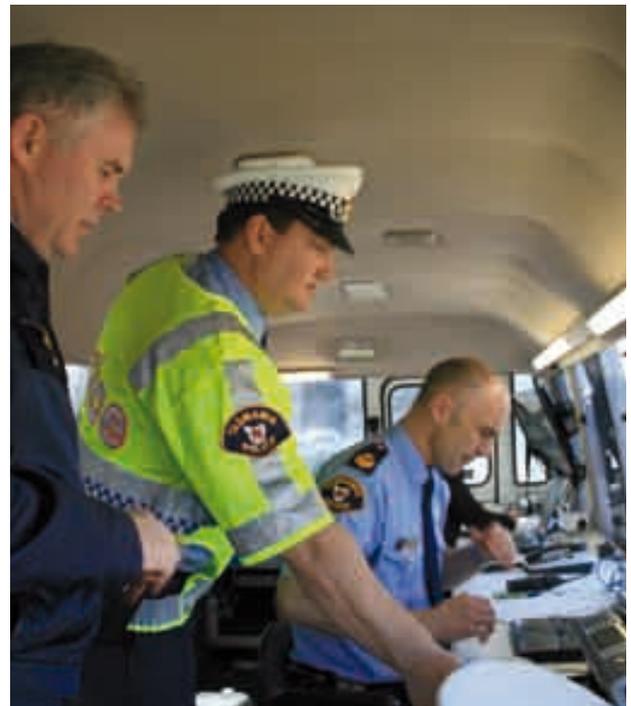
The State Security Unit (SSU):

- facilitates the development of whole-of-government policies and strategies relating to counter-terrorism
- develops operational capabilities for prevention, response and recovery in relation to terrorist threats.

The Unit also liaises with the private sector, the Commonwealth and other jurisdictions in relation to counter-terrorist arrangements and contributes to the development of national counter-terrorism policies.

During the 2008-09 reporting period, the SSU comprised:

- Critical Infrastructure Protection Section
- Exercise Management Section
- Policy and Planning Section.



Tasmania Police officers in the Forward Command Post at a joint emergency services exercise.

Corporate Services

Director: *Scott Wilson-Haffenden CPA BCom*

Corporate Services provides support to the Department in the areas of:

- Administration and Resource Management
- Asset Management Services
- Business Projects Services
- Communications and Information Technology Services
- Employee Relations Services
 - Equity and Diversity
 - Staff Support Services
 - the Department's Healthy Lifestyle Program
 - Workers Compensation Management Services
- Finance and Payroll Services
- Media and Marketing Services
- Records Services.

Corporate Services has administrative responsibility for Legal Services, which reports to the Commissioner.



Left to Right: Janet Arnst, Brad Korn and Janet VanDongen of Records Services.

Forensic Science Service Tasmania (FSST)

Director: *Laszlo Szabo BSc (Hons)*

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

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

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

Forensic scientists give expert opinion evidence in the Supreme Court of Tasmania (during criminal trials before a jury), the Magistrates Court of Tasmania and occasionally interstate.



Emily Sowter and Cory Griffiths from FSST examining a sock from an armed robbery for DNA evidence.

Our People

The Department of Police and Emergency Management regards its people as its most valuable resource. The Department employs 1,260 police officers and 463 State Service employees, and uses the services of 552 emergency service volunteers state-wide. (These figures are exclusive of the TFS.)

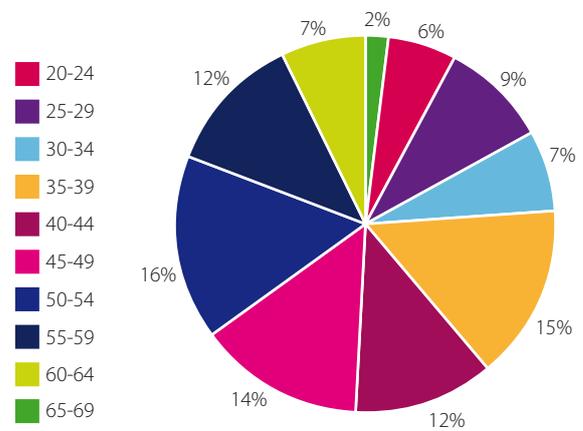
Gender Balance

The number of female police officers continues to steadily increase, up from 310 in 2006-07 to 341 in 2008-09. 63% of the State Service employees are female, compared to 27% of our police personnel. State Emergency Service volunteer numbers have increased by 2% during 2008-09 to a total of 552 active volunteers – 417 men and 135 women.

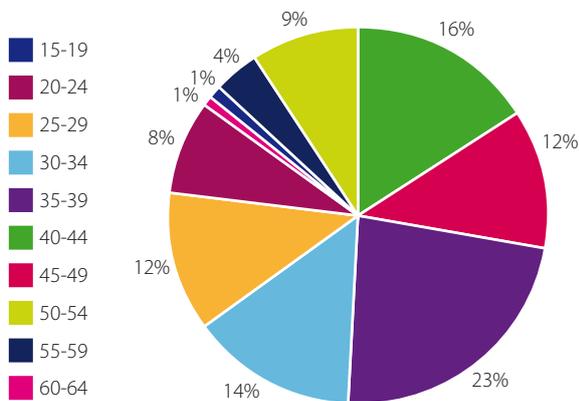
Age Profile

We value our long-serving employees. We currently have 171 police officers aged 50-64, and 176 State Service employees (or 37%) aged 50-69.

Employee Age Profile 2008-09 State Service



Employee Age Profile 2008-09 Police



Attracting and Retaining People

Recruitment strategies, coupled with a slowdown in the separation rate, have enabled the provision of the highest ever level of policing to Tasmania.

Police Recruiting

Tasmania Police Recruiting Services conduct and coordinate presentations state-wide for Tasmanian schools, Tasmania polytechnic colleges, the University of Tasmania and other educational facilities. Recruiting Services conducted a highly successful career advisers' forum for pathway planners, teachers and career advisers from around the State in 2008-09 and participated in career expos, mentoring programs, Agfest and other state-wide events.



Junior Constable Police College Program participants Ella Robson and Sophie Lee on the beat in Hobart's Salamanca Market.

Junior Constable Police in College Program

The JCPCP commenced in 2008 with twenty Tasmanian college students (ten from Year 11 and ten from Year 12) commencing part-time employment with Tasmania Police. The aim of the JCPCP was to encourage and prepare students for a career in policing, by placing them in uniform and exposing them to a variety of operational and administrative roles within Tasmania Police. The initial cohort of ten Year 12 students resulted in eight applications to Tasmania Police, five 2008 junior constables being selected for Recruit Course 1/2009, and two being considered for future recruit courses.

In 2009, twenty new junior constables were inducted into the JCPCP (seventeen from Year 11 and three from Year 12), to join the remaining ten 2008 students who will complete the Program at the conclusion of 2009.

The junior constables have been warmly received by both operational and administrative areas, with police and State Service employees willingly adopting a mentoring role to expose the junior constables to policing activities. In the course of their employment, the junior constables receive remuneration for performing 16 hours a fortnight of part-time duties during their school terms. The program also includes a one-week block at the Tasmania Police Academy at the beginning and end of each year.

Career Development Program

Recruiting Services continued the highly successful Career Development Program with five participants being selected to Recruit Course 1/2009. One program focused on Year 12 students who had expressed an interest in policing as a career and another was held for university students undertaking the *Bachelor of Social Science (Police Studies)*.

An average of 20 students from each of the four geographical Districts attended programs at the Tasmania Police Academy, which included exposure to general duties, marine and other specialist areas as well as the training environment, and gave the students a taste of life as a recruit. Students undertook the entrance examinations, gaining the opportunity to progress to a full application for recruit training courses in 2010.

Trainees

During the reporting period, 1,683 career enquiries were received by Recruiting Services, resulting in 381 applications for Tasmania Police being lodged. Of these applications, 44 trainees (24 men and 20 women) commenced training at the Tasmania Police Academy.

Recruitment and Retention of State Service Employees

The number of State Service employees has decreased from 495 in 2007-08 to 472 in 2008-09. This trend will continue due to Tasmanian Government budgetary constraints. Stringent vacancy management policy and review practices are currently in place across Government and the State Service Vacancy Referral Process, managed by the Public Sector Management Office (PSMO), determines the approach taken when limited vacancies occur. Budget constraints continue to impact on relief arrangements.

The Acting Commissioner sought, via expression of interest, employees interested in:

- leave without pay arrangements
- reduced working hours
- State Service Accumulated Leave Scheme, or
- Voluntary Separation packages.

To date, many employees have accepted the opportunity to facilitate work-life balance opportunities through the various options offered. A small number of employees have separated through the Voluntary Targeted Separation Arrangements.

Tasmanian State Service Award 2008

The implementation of the provisions of the *Tasmanian State Service Award 2008* resulted in all State Service employees being translated to a new classification over a six-month period including:

- preparation of grievance processes and liaison with the PSMO over Award, detail and dates
- the revision of all statements of duties for classification accuracy in preparation for translation, including PSMO Targeted Operational Groups
- the utilisation of a generic model to describe duties, reducing 375 statements of duties to 189; these are now accessible to all departmental employees via the intranet site
- advising all State Service employees of translation level and procedure if seeking a review, and briefing all senior managers on this process.

The grievance process associated with the implementation of the *Tasmanian State Service Award 2008* is ongoing, and these issues will be resolved on a case-by-case basis through the Office of the State Service Commissioner or the Tasmanian Industrial Commission.

State Emergency Service (SES) Volunteer Recruitment and Retention

The SES registered 129 new volunteers in 2008-09. A number of initiatives were implemented to increase volunteer recruitment and retention:

- providing quality equipment, personal protective gear and uniforms, including a total fit-out of all volunteers state-wide with the SES General Duty uniform
- awarding the SES Long Service Medals and service pins to volunteers and staff
- upgrading training and assessment qualifications of volunteers, including a new Urban Search and Rescue Training Resource Kit, increasing SES volunteer operational capability to assist the Tasmania Fire Service in Urban Search and Rescue operations
- increasing support for local displays and demonstrations to showcase SES and the benefits of volunteering
- undertaking research to identify the best possible recruitment and retention strategies for the future, including the development of a Recruitment Tool Kit for unit managers.



SES volunteers training on securing a storm-damaged roof.

Enhancing and Promoting Professionalism

Equity and Diversity Program

Ongoing improvements and review of the Equity and Diversity policy have been undertaken and a new approach recommended, which will incorporate factors including a family-friendly focus, flexible working guidelines and disability awareness. Training and information are provided throughout the Department.

Tasmanian Institute of Law Enforcement Studies (TILES)

TILES is a joint undertaking between the University of Tasmania (UTAS) and the Department of Police and Emergency Management which promotes professionalism in policing.

The partnership has seen UTAS and the Department achieve a well-established position of prominence in policing-specific research. As an industry partner, the Department provided strong commitment and support to TILES in evidence-based research that improves the quality of law enforcement and enhances community safety.

Projects undertaken in the reporting period were:

- Campbell, D. & Julian, R. (2009) *Community Policing and Newly Arrived Refugee Communities in Regional Australia 'A Conversation on Trust'*
- Fleming, J. (2008) *Rules of engagement: Policing anti-social behaviour and alcohol-related violence in and around licensed premises, December 2008.*

It produced a number of Briefing Papers including *The concentration of offending and related social problems in Tasmanian families* by Dr Vanessa Goodwin.

In June 2009, Associate Professor Roberta Julian stepped down from the position of Director, TILES. Appointed in 2003 as the Inaugural Director of TILES, she was integral to the establishment and consolidation phases of TILES and is recognised for her enthusiasm, commitment, professionalism and hard work. Assoc. Prof. Julian has published widely and amongst her work whilst she was Director of TILES she was Co-Chief Investigator of two projects managed by Tasmania Police – *Project U-Turn* and *Project Currawong*. She also examined issues surrounding community policing and refugee settlement in Tasmania, and was Chief Investigator for projects that examined knowledge and awareness of forensic science among police in Tasmania, South Australia and Victoria. Assoc. Prof. Julian continues to work as a researcher for TILES.

Information about TILES publications and research projects is accessible at <http://www.utas.edu.au/tiles>.

Tertiary Education Assistance Scheme (TEAS)

The Department supports lifelong learning and continuous development as key aspects of enhancing and promoting professionalism. It is the policy of the Department to provide support to members and employees to enable them to undertake tertiary education. All members and employees of the Department who have enrolled or are undertaking a course of study that has been approved by the Department are entitled to departmental support, such as interest-free loans, subsidised textbooks and time off work to study.

Scholarships

In partnership with the University of Tasmania (UTAS), TEAS also administers the Commissioner of Police and departmental scholarships. This scheme is unique to Tasmania and demonstrates the Department's commitment to further professional learning for its employees.

Commissioner of Police Scholarship

During 2008-09, a change was made to the process of awarding these scholarships to high achievers of each graduating trainee course. Scholarships will now be awarded following the member's successful completion of their probation period. Due to this procedural change, no scholarships were granted to trainees during this reporting period.



Associate Professor Roberta Julian, Acting Commissioner Darren Hine and Commander Donna Adams review the graduating recruits.

Constable Rebecca Connors (dux of Trainee Course 2/2007) took up her scholarship which was granted in the previous reporting period. Constable Connors is studying towards a Bachelor of Social Science (Police Studies).

Department of Police and Emergency Management Scholarships

Members and employees may be awarded DPEM scholarships to assist with current or intended courses of study. One police officer, Inspector Mark Mewis, was the recipient of a scholarship to undertake a *Master of Police Studies*.

In addition to the scholarships, ten police officers and State Service personnel were provided with departmental support through TEAS in their studies towards:

Graduate Certificate in Police Studies

Bachelor of Social Science (Police Studies)

Bachelor of Business

Bachelor of Policing (Investigations)

Bachelor of Arts

Bachelor of Arts (Honours)

Master of Business Administration.



Inspector John Bird, Constable Deena White, Constable Tania Curtis, and Constable Mike Maxwell receive their Overseas Medals.

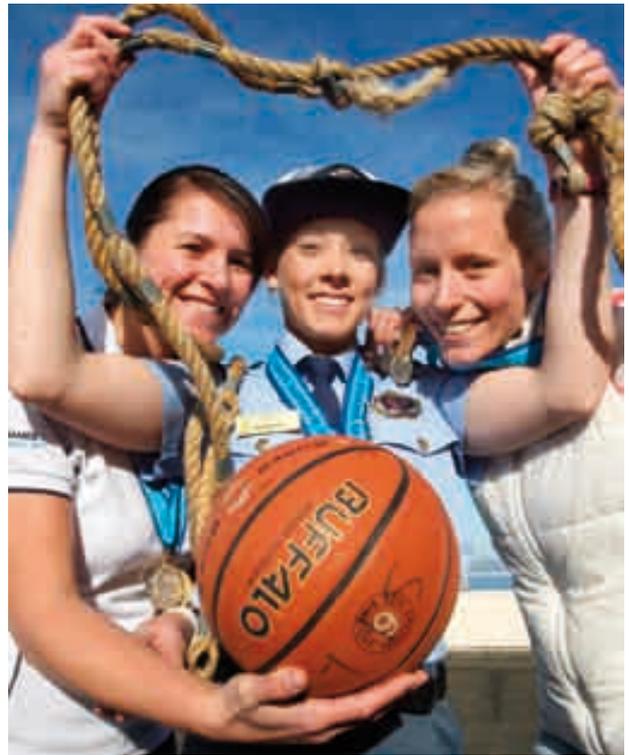
Secondment to the Australian Federal Police

Tasmania Police continues to support the Australian Federal Police through its national and international operations by providing dependable, forward-thinking professionals who are highly regarded for their policing skills.

In the reporting period, five officers concluded a 65-week deployment to the Solomon Islands as part of the International Deployment Group. One officer was attached to the Joint Counter-Terrorism Team and a further 13 officers are seconded to the Hobart International Airport, including the Airport Police Commander.

State Service Training Program

The Department provides a workplace where continuous development is a key aspect of enhancing and promoting professionalism. A training program has been implemented to assist with growth and professional development for State Service personnel. In 2008-09, the program facilitated the development of customer service officers in the management of corporate information, property and Occupational Health, Safety and Welfare considerations when receiving dangerous or high-risk property. In 2009-10, State Service employees will be involved in police management courses.



Australasian Police and Emergency Services Games tug-of-war gold medallists Detective Constable Vanessa Whelan, Trainee Constable Sarah Saunders and Constable Krista Dennis preparing for the Games in Hobart in 2010.

Organisational Health, Safety and Wellbeing

The health of an organisation is dependent upon the health of its members. This was a key premise behind the establishment of the Healthy Lifestyle Committee. Its intranet page provides an insight into the activities aimed at ensuring staff lead a fulfilling lifestyle. The site provides information on issues ranging from vaccination and immunisation programs, activities and community events, to discounts with health-related organisations, including gym memberships and health insurance providers. Over 1,100 vaccines were administered to employees – a record uptake. The emergence of H1N1 Influenza Virus (Swine Flu) and its rapid spread internationally and nationally required state-wide activation of DPEM's Pandemic Influenza Plan, including the roll-out of decontamination equipment to all Districts.

The launch of the Global Corporate Challenge brought significant interest to members across the State as they battled to 'walk around the globe' in 125 days. The Department was well represented with 42 people competing across six teams.

The 2010 Australasian Police and Emergency Service Games provides an opportunity for all members of the Department to get active and improve their general fitness and health, in preparation for the Games being held in Hobart between 20-27 February 2010.

With 46 sports being offered, there will be in excess of 800 actual events catering for participants of all ages and ability. The games are, however, more than just competing or winning medals – like all sporting events of this nature, they create a great sense of camaraderie and personal accomplishment.

Workers Compensation

The Department continued to monitor and reduce the human and financial costs associated with workplace injuries. Early intervention and productive rehabilitation were the strong focus of effective claims management during the year. While the actual number of claims remains steady for this financial year and is comparable to 2007-08, the nature and complexity of some claims is resulting in increased costs. There was a further reduction in the number of lost-time injuries experienced by employees.

Awards and Commendations

Award of Medals

Three members of the DPEM were awarded the Australian Police Medal (APM) in the reporting year. Commanders Donna Adams and Glenn Frame were recognised in the 2009 Australia Day Honours and Inspector John Bird in the 2009 Queen's Birthday Honours.

Australian Police Medal



Commander **Donna Louise Adams** was sworn in as a Constable on 16 February 1987 and became the first female Commander of Tasmania Police on 17 July 2008.

Commander Adams has had 21 years of exemplary service with Tasmania Police and

during that time she has developed a broad range of skills and experience. She has consistently performed at a high level in both uniform and plain clothes duties and has served in numerous postings including experience in uniform, Criminal Investigation, Internal Investigations and Recruitment and Training. She is presently Commander of Human Resources.

To consolidate her practical experience, Commander Adams has pursued academic qualifications and holds a Graduate Certificate in Applied Management and a Graduate Certificate in Police Studies. She is

currently undertaking a Masters in Police Studies and has successfully completed the demanding Police Management Development Program at the Australian Institute of Police Management.

Commander Adams is involved with national policing issues through her active involvement with the Commissioners' Australasian Women in Policing Advisory Committee as the jurisdictional representative. In 2003 she was recognised in the category of Most Outstanding Female Investigator at the Australasian Council of Women and Policing Excellence in Policing Awards. Commander Adams was awarded the Commissioner's Medal for Ethical and Diligent Service in 1999.



Commander **Glenn Ronald Frame** commenced employment with Tasmania Police as a cadet on 15 February 1978 and has completed 30 years of distinguished police service to both Tasmania Police and the community of Tasmania.

Commander Frame has performed duty in Hobart Uniform, Hobart Drug Bureau, Bellerive Criminal Investigation Branch, Tasmania Police Academy, Bureau of Criminal Intelligence, Glenorchy Criminal Investigation Branch, Launceston Criminal Investigation Branch, Internal Investigations, Recruit Training Services, State Security Unit as Officer-in-Charge of the Special Operations Group, and Hobart Drug Investigation Services. He is presently the Commander of the Northern District.

He has served with distinction interstate while on secondment to a Federal judicial inquiry into allegations of corruption within the Australian Federal Police and as a Tactical Commander at the 2006 Commonwealth Games in Victoria. His selections for these positions were based on his extensive operational experience within Tasmania Police.

Commander Frame has been awarded a Graduate Certificate in Applied Management and is currently completing a Graduate Diploma. He has completed the Police Management Development Program and the Police Executive Leadership Program at the Australian Institute of Police Management in Manly, NSW.

Commander Frame has been commended on several occasions for his work and has been awarded the National Police Medal and the Commissioner's Medal for Ethical and Diligent Service.



Inspector **John Alfred Bird** was sworn in as a Junior Constable on 5 November 1971 and commenced his career in the Traffic Control and Prosecution Sections in Hobart as a Junior Constable. He was appointed to the Photographic Section in 1972 and during his career with Tasmania Police has

served predominantly in the Forensic and Photographic areas. He has been involved in all aspects of police photography and has had responsibility for training new members. He has been a photographic expert since April 1977 and has extensive experience in crime scene examination, arson investigation, and fingerprint investigation. He is presently officer-in-charge of Forensic Services. He also has extensive experience in the uniform division.

During a career spanning 38 years, Inspector Bird has given outstanding service to the Tasmanian community. His devotion to duty, diligence and leadership has been recognised throughout his career. He was commended in 1995 for skilful and diligent scientific examination of crime scenes in relation to a murder and the presentation of evidence given against the offender; and again in 1997 for the committed and professional manner in which he carried out his duties in relation to the Port Arthur shooting tragedy.

Inspector Bird was awarded an Order of Australia for his service as part of the joint police Bali bombing investigation and victim identification process, known as *Operation Alliance*, in 2003. He was awarded the National Medal for diligent service to the community in hazardous circumstances in 1987, followed by the 1st clasp in 1997 and the Commissioner's Medal for Ethical and Diligent Service in 1999.

As the officer-in-charge of Tasmania Police Forensic Services, Inspector Bird has overseen the introduction of significant changes in technology to improve Tasmania Police Forensic Services' support to criminal investigations, as well as Disaster Victim Identification (DVI). Under his leadership, Forensic Services has established a high level of expertise in DVI with teams from Tasmania Police assisting the Australian response to the Bali bombings, tsunami disaster in Thailand and, in the reporting year, the Victorian bushfires.

Inspector Bird's professionalism has been recognised, particularly in undertaking duties as Head of Disaster Victim Identifications in Bali following the terrorist bombings in Indonesia and as part of *Operation Cawdor* in responding to the tsunami disaster in Thailand during 2005.

Emergency Services Medal

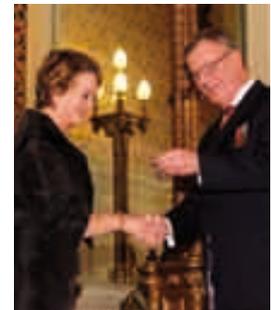
The Emergency Services Medal 'in recognition of distinguished service as a member of an Australian emergency organisation' was awarded to State Emergency Service (SES) volunteer Mr Paul Shipp, and Department of Health and Human Services (DHHS) Health Promotion Coordinator Ms Toni Brown, for their contribution to community safety and emergency management.

Paul Shipp has been a dedicated SES volunteer since 1996, when he joined the SES Rosebery Unit in the North West (NW) Region of Tasmania. In 2000 he assumed the role of Unit Manager, providing exceptional leadership, particularly in the development and conduct of road rescue services in his area. This includes a particularly dangerous section of the Murchison Highway which traverses harsh and mountainous terrain.



In June 2006, while Paul was on a private trip to the remote Granite Creek area on the rugged west coast of Tasmania, he became aware of an accident involving three adults and two teenagers who had been washed over a waterfall while trying to recover a four-wheel motorcycle. Using his considerable SES skills, a great deal of personal initiative, and good judgement, he rendered assistance to the two severely injured surviving adults and alerted authorities to the incident. Paul participates fully in broader SES activities and is a valued contributor to the regional management structure. His professional qualifications and practical knowledge make him a much sought-after adviser by other unit managers. Paul is an unassuming person with a great capacity and intellect, and is a model SES volunteer.

Toni Brown has been an active member of, and enthusiastic contributor to, the City of Devonport Emergency Management Planning Committee for over 10 years. She also chaired and organised the NW Regional Recovery Committee and wrote the first regional recovery plan annex for a Regional Emergency Management Plan in the State.



Toni has worked tirelessly with permanent SES officers and others to arrange a series of workshops for the aged care sector. She has provided exemplary advice and assistance in preparing risk assessments for these

facilities and ongoing emergency planning work, as well as assisting with the municipal and regional planning for responding to a pandemic outbreak. She is a highly professional person who has taken her responsibilities with respect to emergency management very seriously, and has individually, as well as part of the Emergency Management Planning team in the north-west, produced quality outcomes for the betterment of the entire north-west community. Her contribution to emergency management is highly valued and she is greatly respected.

Award of Commendations

Awards, which include Certificates of High Commendation, Commendation, Appreciation and Recognition, were presented to members of Tasmania Police and civilians.

High Commendations

Constable **Michael Ward** for exceptional skill and professionalism in assisting to effect the rescue of a solo yachtsman from his vessel in the Southern Ocean on 5 May 2007.

Senior Constable **Sandra Kregor** and Constable **David King** for demonstrating courage and bravery by placing their personal safety at risk in order to successfully apprehend a person, believed to be armed, in the Kingston area on 20 September 2008.

Inspector **Robert Gunton** for demonstrating professionalism, high-level skill, tenacity and commitment during the successful investigation of a double murder at Penguin on 18 September 2004.

Commendations

Inspector **Matthew McCreadie** for demonstrating professionalism, high-level skill, tenacity and commitment during the successful investigation of a double murder at Penguin on 18 September 2004.

Forensic Science Service Tasmania for demonstrating exceptional skill, determination and commitment during the successful investigation of a double murder at Penguin on 18 September 2004.

Constable **Peter Birchall** for actions in assisting Sergeant Les Cooper after he had been shot at Mangalore on 9 May 2006, by apprehending the male offender and initial management of the scene.

Sergeant **Fergus Cameron** for courageous actions where there was risk to his personal safety in assisting a male person attempting to extinguish a house fire, then effecting the safe rescue of the male person from the house fire at Hines Road, Flinders Island on 11 January 2005.

Constable **Todd Apted** for his initiative and professionalism in the launching of *Operation Naughty* which resulted in the successful arrest of major drug traffickers and seizure of significant quantities of illicit drugs in June and November 2007.

Certificates of Recognition

Constable **Russell Broomhall** and Constable **Angela Phipps** for demonstrating professionalism, high-level skill, tenacity and commitment during the successful investigation of a double murder at Penguin on 18 September 2004.

Certificates of Appreciation

Mr **Dallas McCulloch** for dedicated and consistent commitment to the Western Police District and all personnel.

State Emergency Service – Long Service Medal

In the reporting period a total of 68 SES personnel (4 staff and 64 volunteers) received an SES long service award. This included 12 people with over 20 years' service, 9 people with 15 years', 7 people with 10 years', and 40 members recognised for 5 years' service.



Constable Leigh Devine and RSPCA kitten Max. The Charity Trust collected pet food and other necessities for the RSPCA at Christmas time.



Trainees collecting on behalf of the Tasmania Police Charity Trust for Remembrance Day 2008.

Corporate Citizenship

The Department of Police and Emergency Management continues to be a good corporate citizen, supporting the community outside its official role.

Tasmania Police Charity Trust

The Tasmania Police Charity Trust provides the opportunity for all departmental employees to raise funds for charity. During 2008-09 the Charity Trust generated income totalling \$129,865.58 with \$125,007.75 distributed. All funds raised remain within the State. Fundraising events were held in each District/Command which, in turn, nominated their charity of choice.

In the 2008-09 financial year there were a number of very successful fund-raising activities:

- LAFM – Country Club Tasmania Charity Golf Day
- RSPCA Christmas Appeal, and
- Sale of Remembrance Day ribbons.

Funds were also raised for specific events:

- the annual *Daffodil Day* and *Pink Ribbon Day*, both supporting the Cancer Council of Tasmania
- Cerebral Palsy Tasmania's *Go Casual for a Cause Day*
- the Cancer Council's *Relay for Life* in which three teams participated in a 24-hour relay, raising \$10,000 for cancer support and information services
- The Humour Foundation's state-wide fundraising walk to raise money to maintain and expand the *Clown Doctors* programs in Tasmanian hospitals
- old and disused mobile phones were collected from businesses throughout the State and provided to *Cerebral Palsy Tasmania* for trading in. A total of 1,034 phones were donated, raising \$5,170
- charity bike ride in which approximately 40 riders travelled from Burnie to Hobart, raising \$25,000 for Down Syndrome Tasmania (DST).

In her thank you letter, the Vice President of DST, Maggie Squires, wrote: *'As I mentioned at the time we are a very small organisation and this money will mean that we can afford to provide ongoing support to people with Down Syndrome and their families. To all staff of Tasmania Police who participated in this ride... they probably have no idea the extent of how much good they have done a number of families in Tasmania.'*

'I would particularly like to thank [Constable] Richard Douglas for all his effort in organising the ride... we are forever grateful and excited that you are intending to repeat the ride this year.'



The Charity Trust supported Broden Knight, an 11-year-old student born with a congenital deformity of the leg. Broden made the decision to have the lower part of his leg amputated and during his rehabilitation was required to spend extended periods of time resting.

During this time his father passed away and his mother was diagnosed with a leaking heart valve. The Trust presented Broden with a TV for his bedroom together with a PlayStation Portable and Batman game.

On 5 September 2008 the Trust was recognised by the Australian Taxation Office as an entity that has Deductible Gift Recipient endorsement in its own right. From 1 January 2008 all donations of \$2.00 and over are tax deductible.

The Charity Trust has assumed legal status through incorporation, with the development of a Constitution which underpins the activities of the fund.

Tasmania Police Pipe Band

2008-09 has once again been a year of consolidation and celebration for the Tasmania Police Pipe Band. In 2008-09 the Band celebrated its 40th year with the Gaelic Ball and other events across the State, including:

- Richmond Highland Gathering
- ANZAC Day Parade in Hobart
- Australian Irish Dancing Championships
- Government House Open Day.

The Band also played at Tasmania Police graduation ceremonies and community events such as Christmas pageants, and for visitors on the large number of cruise ships that visit Tasmania annually. The Band is always seeking new members to ensure its longevity. It has been invited to perform at the Edinburgh Military Tattoo, Sydney, in February 2010.



Tasmania Police Pipe Band at Government House, Hobart.

In Memory of:



Marriane Hancock passed away on 21 June 2009 after a period of illness. Marriane joined Executive Support in May 2000 as the first person to be appointed to the Data/Intelligence Analyst position, analysing traffic statistics. She therefore had to 'start from scratch'

in relation to all aspects of her position, from setting up her office to the content of the actual job.

The Tasmanian Road Safety Metadata Inventory Project in 2002 received high acclaim and Marriane achieved this with her first attempt. Throughout her career, Marriane demonstrated the utmost integrity and professionalism, always striving for perfection in her work. She is survived by her husband Kim Hancock.



Constable Josue Martinez No. 2844 passed away on 13 April 2009 through a tragic accident, cutting short a promising career. Constable Martinez graduated from the Tasmania Police Academy in June 2007 and was posted to Launceston. Josue had grown to love Tasmania

after arriving here as a nine-year-old with his family from El Salvador. Although none of the children spoke English when they arrived, they quickly adjusted and thrived in local schools. Josue was well-liked by his colleagues, and described by friends and family as 'kind, caring and loving, a wonderful man'. He is survived by his father and mother Roque and Deysi Martinez, brother Jamie and sister Diana.



Roger Steele passed away suddenly at home on 15 November 2008. Mr Steele was presented with the 1968 Weller Arnold Medal as the Tasmanian Football League's (TFL) best player and was a two-time William Leitch medallist as the TFL's best and fairest, in 1969 and

1970. Roger was a member of the 1964, 1971 and 1972 Sandy Bay premiership sides, a five-time Sandy Bay club champion and was inducted into the Tasmanian Football Hall of Fame after his death. Described as conscientious and hard-working, Roger was an important part of Southern District, and his 22 years of service will be fondly remembered by those who knew him. Mr Steele is survived by his partner Noelene Priest and children from a previous marriage, Grant, Lisa and Andrea.



Judith Templar passed away on 3 October 2008 after a long period of illness. Judy had worked with Bevis Dutton at the State Emergency Service in the North-West region for 16 years. She was an inspirational, much loved and respected member of a closely bonded group. Bevis

called Judy his 'right arm', and her contribution to the Service, her smile, loyalty and 'can do' attitude will be greatly missed. She is survived by her husband Terence and sons Aiden and Ben.



Key Service Delivery Area: Community Safety

Our desired outcome for this Key Service Delivery Area in 2008-09 was a community where people are safe. The Department's Business Plan 2008-09 laid out key strategies of *Reassurance*, *Readiness*, *Responsiveness* and *Accountability* for the year and how we proposed to put those strategies into practice: this document reports on key results.

Our Performance

Desired outcome in 2008-09: a community where people are safe

Tasmania is a place where people are safe, due to a continued reduction in crime, and high clearance rates compared to other jurisdictions. Tasmanians have increased perceptions of safety, as stated in an independently conducted survey*. (See Key Service Delivery Area: Community Perceptions.)

Tasmanians continue to be safer than the national average, as measured by the Australian Bureau of Statistics (ABS) publication *Recorded Crime – Victims Australia 2008*, released on 4 June 2009. This publication contains statistics on victims for a range of selected offences recorded by police for the 2008 calendar year. (Key Service Delivery Area: Crime also provides recorded crime statistics for selected offences for the reporting period 2008-09.)

National crime statistics indicate that Tasmania's victimisation rate in 2008 was below the national rate for all offence categories – Murder, Attempted Murder, Manslaughter, Kidnapping/Abduction, Armed Robbery, Unarmed Robbery, Blackmail/Extortion, Unlawful Entry with Intent, Motor Vehicle Theft, and Other Theft. (*National data for Driving Causing Death, Assault and Sexual Assault are unavailable and therefore excluded from national comparisons.*) For more information about these statistics see Our Key Strategy: Accountability, this chapter.

*National Survey of Community Satisfaction with Policing 2008-09 conducted by Roy Morgan Research.



Constable Brett Tyson discusses forensics with Mowbray Heights Primary School students at Agfest.

Our Key Strategy: Reassurance

Reassurance strategies at suburb and street level

Department of Police and Emergency Management employees and volunteers continued to work in partnerships with other agencies, local government, business and the community to implement a range of safety strategies. One such program is Crime Stoppers, a community-based program that encourages people to report crime and illegal activity through the Crime Stoppers telephone number.





Constable Amber Schnierer with Mayfield Primary School students and Crime Stoppers Youth Challenge ambassador Melissa Carlton.

The integral success of the Crime Stoppers program has always been contingent on the support of its local sponsors. Crime Stoppers Week, generously supported by Lions Tasmania, was held to encourage people to report the use, distribution and manufacture of amphetamines. The Federal Group also announced its continued support of the Crime Stoppers program with a further five-year commitment. Ongoing support from Master Wang Xin-De of the Jin Gang Dhyana Institute in Hobart was also welcomed.

Crime Stoppers Statistics	2008-09
Calls Received (with Code Numbers Allocated)	2,703
Persons Charged	164
Offences	404
Value of Property Recovered	\$53,309.00
Value of Drugs Seized	\$274,305.00

The Northern Regional Crime Stoppers Committee organised and hosted the highly successful annual gala fundraising dinner, with support from the Country Club Resort, raising funds and awareness of Crime Stoppers throughout northern Tasmania.

The 2008 Crime Stoppers Youth Challenge topic was *Bullying and when does it become a police matter*. The response to the topic exceeded all expectations. The numbers of students participating skyrocketed, quadrupling the previous year's participation, showing that students themselves want to help find a solution to this antisocial problem. More than 2,300 children in



Crime Stoppers Youth Challenge Project Manager Bruce Free and Senior Constable Danielle Burnie.

125 teams registered from schools across Tasmania. Nearly \$6,000 prize money was awarded in three age-group categories. A range of sponsors participated including Tasmanian Ambulance Service, Victims of Crime Service, Legal Aid Commission of Tasmania, the Brain Injury Association of Tasmania, Southern Cross Television and Tasmania Police.

A new-look Youth Challenge website <http://www.crimestoppersyouthchallenge.com> was designed to provide a valuable promotional and communication tool. The website has been updated to showcase the highly relevant 2009 topic: *Youth Violence*. It is anticipated that the broad nature of the topic will provide new avenues of exploration and interest for students and teachers.

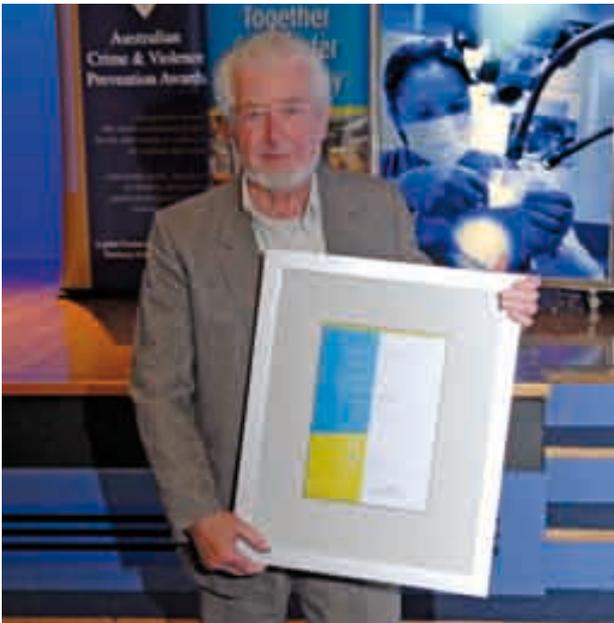


Northern District Police Commander Glenn Frame and David Jones from Neighbourhood Watch at the launch of the Good Neighbour award.

Neighbourhood Watch (NHW)

During the reporting period Neighbourhood Watch, in consultation with the Franklin Community Association, formed a new NHW in Franklin. Feedback from the community and police suggests that many previous crime issues have subsequently diminished.

At a ceremony in December 2008 the Minister for Police and Emergency Management, the Hon. Jim Cox MP, presented the Crime Prevention and Community Safety Volunteer Award to Mr Bernie Hobden, Mr Mick Sage and Ms Pat Leary of the Midway Point-Penna NHW in recognition of their annual Primary Schools Crime Prevention Poster Competition, which has been running across three schools for 12 years.



Mr Mick Sage with his Crime Prevention and Community Safety Volunteer Award.

In January 2009, the Kings Meadows/Youngtown Neighbourhood Watch came up with the idea of the Good Neighbour Award. It was launched at the Youngtown City Mission by Launceston Mayor Albert van Zetten, Northern District Police Commander Glenn Frame, and NHW spokesman David Jones, and was aimed at encouraging the ongoing enthusiasm of good neighbours in the area. Forty entries were received; all stories of helpful and compassionate acts by people right across this NHW area, and three Good Neighbour Certificate Awards were presented to Ms Jacqueline Murphy, Ms Jill Harvey and Ms Caroline Smith at a function in April 2009.

In the reporting period, NHW again received \$15,000 from the Government to assist in distributing crime prevention information and advice. Tasmania Police Community Policing Officers continue to support NHW.

Police and Community Youth Clubs (PCYC)

Police and Community Youth Clubs continued to offer a diverse range of recreational, social and cultural activities for young people aged up to 25 years, with a clear target of 'at risk' youth aged 8-18. The Tasmanian Government, through the Department of Police and Emergency Management, actively supports PCYC throughout Tasmania and provided funding of \$1.85 million towards the establishment of the new Huon Valley PCYC. The multi-purpose recreational facility features expansive sports areas as well as Youth Welfare and Computer and Trades training services. The main construction was completed in March 2009, and will be officially opened during the year.

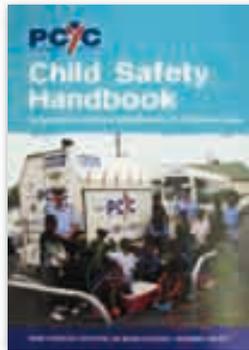
PCYC operates in 12 communities throughout Tasmania and has over 4,000 members. Clubs are located in Hobart, Bridgewater, Huon Valley, Clarence, Sorell, East Coast, Longford, Launceston, Deloraine, Mersey, Burnie and Queenstown. PCYC staff consists of police officers, State Service employees and volunteers.

In 2008-09 PCYCs delivered a range of programs and activities:

- the Hobart PCYC runs Migrant and Refugee Programs with funding provided by the Australian Government Department of Immigration and Citizenship
- the Bridgewater PCYC provides weekend activities and excursions with \$6,000 funding from the Brighton Council. It also runs the *PCYC Stronger Families & Communities Project* with 'families and community together' evenings on Tuesdays and Thursdays at the PCYC. \$79,300 funding was given by the Australian Government Department of Families, Housing, Community Services and Indigenous Affairs for this project.

- Mersey PCYC programs and initiatives included *Re-Wind*, a program which involved youth 'at risk' undertaking basic mechanical training whilst developing team-building and motivation skills. It also included outdoor adventure activities and a mentoring component
- the Northern PCYC operates in three communities: Longford, Launceston and Deloraine, and delivers a range of programs and activities, including Mobile Activity Centres which provided outreach services to communities without a PCYC, and *Aspire* which is designed to assist young persons suffering from a mental illness
- Burnie PCYC programs and initiatives included the Bicycle Refurbishment Program – a new program involving participation by youth 'at risk', and a partnership with the Department of Education involving regular team-building and morale sessions for youth 'at risk' who are still engaged in school.

During the reporting period the PCYC in Tasmania produced the third edition of its *Child Safety Handbook* for children, parents, teachers and carers. The handbook not only provides a useful list of emergency contact numbers but also information about creating a safer community through minimising hazards to children in, around and outside the home, injury prevention and drug awareness.



Police in Schools Program

During the reporting period Southern District expanded its *Police in Schools Program* by placing an officer at Hobart College, while continuing a similar service at Elizabeth College. The presence of a police officer at both campuses during the school day provides a role model and source of advice for students and staff, as well as contributing to the security of both colleges. The *Police in Schools Program* also continues to operate successfully at Hellyer, Don, Launceston, Rosny and Claremont colleges.



Constable Matthew Zukauskas of the Public Order Response Team and Katie Kingshott of Healthy Transport Hobart negotiating the new green bicycle lane in Argyle Street, Hobart.

High visibility policing in public places

Highly visible policing strategies such as the use of marked police vehicles and vessels, bike and beat patrols, and Public Order Response Teams have been implemented to deter and respond to antisocial and criminal behaviour and provide reassurance to the community.



The new high-visibility Tasmania Police vehicles outside Parliament House..

High-visibility police vehicles

Our service delivery gained an even higher profile this year with a twelve-month trial of high-visibility police vehicles on major highways which commenced in June 2009. Four vehicles were badged with high-visibility reflective markings. They are also the first police vehicles to be fitted with Automatic Vehicle Location (AVL) technology, allowing them to be monitored using Global Positioning Satellite (GPS) data to provide accurate location information. This enhances officer safety and enables resources to be effectively deployed when needed. (For more information on AVL, see Projects and Major Initiatives.)



Members of the Southern District PORT team on patrol in Hobart's Mall.

Public Order Response Teams (PORT)

The principal reassurance strategy of the four Public Order Response Teams has been to maximise public awareness of police presence through high-visibility and high-profile patrols, with strong emphasis on foot patrols, regularly carried out in major shopping centres, car parks, reserves, the waterfront and other public places and streets throughout each District.

Regular anti-hooping duties were also undertaken in accordance with intelligence developed from police observations and complaints from businesses and the general community. These activities were carried out across the State, in communities large and small. The PORTs also supported general operational policing with the management of scheduled public events.

The Southern District PORT focused its efforts on reducing public disorder, particularly around the Hobart waterfront and the Hobart and Glenorchy CBDs. Foot patrols were undertaken in high-volume pedestrian areas and licensed premises. The increased high-visibility police presence and the highly interventionist approach have been contributing factors in the reduction in public place assaults in Hobart over the last twelve months.

Northern District PORT has focused on the Launceston CBD and provides extra policing at a number of activities including *Festivale*, the Launceston Cup and other public events. It has also been proactive in its policing of liquor offences as part of its strategy of addressing antisocial behaviour and has conducted 2,973 visits to licensed establishments this year.

During the reporting period, the Eastern District PORT continued to focus and be proactive in its policing of antisocial behaviour, including confiscation of a number of trail bikes.

Western District PORT continued its focus on the effective management of licensed premises through a highly visible police presence in and around nightclubs, hotels and other licensed premises. Western District PORT also regularly combines with Northern District PORT to provide enhanced capacity for the management of major public events, including the Devonport Cup harness racing event, Australia Day festivities and Agfest.

PORT activities in each District produced the following results in the 2008-09 period:

PORT activities	Southern	Northern	Eastern	Western	State
Licensed Premises visits	3,912	2,973	1,028	2,182	10,095
Move-On Orders given	2,157	823	215	1,373	4,568
Summonses issued	41	88	55	86	270
Arrests	531	332	181	273	1,317

Security of Critical Infrastructure and Crowded Places

Representatives of the Department meet regularly with owner/operators in a number of critical infrastructure sectors, including energy, transport, water and the food industry, to address security issues and assist with the development of security plans. During 2008-09 the Department focused on the security of crowded places and areas of mass gathering.

Police and Metro Program

Tasmania Police and Metro Tasmania are committed to the safety of passengers on public transport, and have continued an effective partnership tackling antisocial behaviour and offences committed on public transport, and in public places such as bus interchanges.

Uniformed patrols of Metro services and utilities are complemented with covert patrols when necessary. Four police officers are assigned to the *Police and Metro* program which focuses on safety and security issues relating to public transport in the south; police in the Northern and Western Districts also conduct activities on public transport in those regions.

Metro Tasmania continued its roll-out of CCTV infrastructure on buses, and in conjunction with this, Tasmania Police Operational Skills Instructors provided Conflict and Aggression Awareness training to Metro trainers who have now delivered the training to Metro drivers and staff.

In January 2008, Bellerive police officers participated in the Commonwealth-funded project, *Safe Bus Stops – Rosny Transit Mall*, to facilitate the installation of electronic surveillance on Metro buses and within the Rosny Transit Mall. The project was completed in June 2009 and 12 cameras now cover the Transit Mall, access and egress to the Mall and businesses inside. Bellerive police have successfully used the CCTV camera footage to identify and prosecute offenders. Launceston also now has improved CCTV coverage at high-risk locations, including key Metro sites, as a result of a joint initiative with Metro, Launceston City Council and Tasmania Police.

During 2008, a number of rocks and missiles were thrown at Metro buses in the Ravenswood area, in Launceston, and subsequently ten youths were charged with public disorder offences. Community meetings were held with representatives of the Ravenswood community in conjunction with local politicians, Launceston City Council elected members, Tasmania Police, youth workers, teachers and bus drivers to identify a number of strategies. Tasmania Police continues to monitor the situation closely with Metro Tasmania and the Ravenswood community in order to prevent and reduce further damage and antisocial behaviour. (See also Appendix D – Crime.)

Our Key Strategy: Readiness

Our actions for this key strategy include improved radio communications; enhanced command and control framework; as well as planning to enhance our ability to respond effectively to emergencies.

Improved radio communications

The Trunk Mobile Radio Network upgrade will be completed in late 2009 with a further 24 radio sites to complement more than 50 recently-upgraded sites. Since the implementation commenced, every Tasmania Police hand-held and in-vehicle radio terminal has been replaced, representing more than 1,000 new terminals. The upgrade also involves an increased number of radio channels and a return to digital transmission in key urban areas. This represents a significant investment in new equipment and contributes towards the safety and efficiency of operational policing.

Enhanced command and control framework

Major Incident Facility

The heritage-listed Cruickshank building in Bathurst Street, Hobart was refurbished, at a cost of \$1.75 million, in June 2009 as offices for both the State Emergency Service (SES) and Tasmania Police. The new headquarters house a contemporary major incident facility, which will be used by the SES, Tasmania Police and other emergency services, in the event of incidents ranging from natural disasters to a counter-terrorism response. The facility provides the desired level of functionality and interoperability to coordinate an appropriate departmental response, whether at a national, multi-jurisdictional or State level.

State-Based Call Centre

Last year Tasmania Police worked with the Department of Premier and Cabinet and other agencies to establish a State-based emergency call centre capability. The first real test of this call centre capability (Tasmanian Emergency Information Service) was during the Pandemic (H1N1) 2009. At peak periods the call centre was receiving up to 1,000 calls a day on the 1800 FLU DOC number.

Emergency Warning System

On 30 April 2009, in response to the Victorian bushfires, the Council of Australian Governments agreed to take immediate steps to enhance Australia's emergency management arrangements through the development of a telephone-based emergency warning system. The State Security Unit is managing the project in Tasmania and is working with other jurisdictions to ensure that the telephone-based warning system is operational in time for the 2009-10 fire season.

Planning to enhance our ability to respond effectively to emergencies

Emergency management services, encompassing State Emergency Service, Tasmania Police, Tasmania Fire Service, Tasmanian Ambulance Service and the State Security Unit, undertook planning and training to enhance the response to emergencies in Tasmania.

State Emergency Service

The State Emergency Service (SES), comprising 24 staff and 552 active volunteers, continued its efforts to keep Tasmanian communities safe in 2008-09.

Emergency Risk Management and Disaster Mitigation

SES promoted the importance of effective disaster mitigation and understanding of community risks through the management of a number of emergency risk mitigation funding programs, such as the Natural Disaster Mitigation Program and the Working Together to Manage Emergencies initiative.

During the reporting period, SES attracted a commitment for 50 new and ongoing risk mitigation projects across the State, with a total investment from Commonwealth, State and local governments of over \$48.81 million:

- Tasmanian Emergency Management Spatial Information Support System
- Dolphin Sands Fire Emergency Management and Evacuation Plan
- Mersey River Flood Evacuation Plan
- Strategic Fire Management Plans for the three Regions of the Parks and Wildlife Service, Operational Spatial Bushfire Risk Assessment Model
- Landslide Risk Management Tools for Tasmania
- Treatment of Natural Hazard Risk Through Land Use Planning
- Flood Emergency Management GIS
- State Preparedness Project.

The climate change study into the frequency and intensity of severe weather events and the Launceston flood levee project received ongoing funding.

The climate change study is being co-sponsored by the State Emergency Service and facilitated through the Antarctic Climate and Ecosystems Cooperative Research Centre with a consortium of State and national research partners. These include CSIRO, Tasmanian Partnership for Advanced Computing, Tasmanian Institute of Agricultural Research, University of Tasmania, Bureau of Meteorology, Hydro Tasmania and Geoscience Australia. The extreme events module of the project was funded under the Natural Disaster Mitigation Program.

Personnel Development

Learning and development of SES staff and volunteers remains a core business priority. As a Registered Training Organisation (RTO), SES continues to comply with *Australian Quality Training Framework 2007* standards and explores opportunities to improve the quality of its training. On 10 December 2008, the Tasmanian Quality Authority conducted a re-registration and compliance audit on the quality assurance processes of the RTO and SES was awarded a five-year re-accreditation. No non-compliances were found and the prior risk rating of 'medium' was reduced to 'low'.

During 2008-09:

- SES conducted 144 competency-based courses attended by 1,247 volunteers and 191 refresher courses attended by 934 volunteers
- 1,227 nationally-recognised competency or other types of certificates were issued
- 44 certificate-level qualifications were issued, ranging from Certificate II in SES Rescue and Certificate II in SES Operations, to Certificate III in SES Rescue
- Total volunteer commitment towards unit-level volunteer-delivered training was 38,635 hours for the year consisting of:

South	6,379 hours
North	11,663 hours
North West	20,593 hours

79 staff attended professional development workshops, including:

- Urban Search and Rescue Category 1 training
- Unit Managers Workshop
- Staff Field Day
- Developing training and assessment strategies
- Financial management
- Procurement and contracting
- Planning and managing recovery
- Advanced volunteer recruitment workshop
- Staff refresher for Vertical Rescue.

Planning

The update of the Tasmanian Emergency Management Plan (TEMP) was finalised in 2008-09. The end result is a Plan that better reflects the broad elements of, and responsibilities for, prevention/risk management, preparedness/planning, response and relief/recovery arrangements. The TEMP has been distributed to all major stakeholders and is also available through the SES website <http://www.ses.tas.gov.au>.

SES supports and maintains State, regional-level and local government emergency management plans, and acknowledges the significant commitment made by Municipal Emergency Management Coordinators to planning, preparedness and coordination of local resources and arrangements during major emergencies.

One of the highlights for the reporting period was the assistance provided by the State Emergency Service, in conjunction with other Agencies, to the Department of Health and Human Services for the Pandemic (H1N1) 2009 response during April to August. This focused on effective community response arrangements, coordination of the activation of five flu clinics state-wide, support mechanisms and governance structures so that Tasmania was able to effectively respond to the Pandemic (H1N1) 2009 threat.



Jodi Robertson, of the Launceston SES, talks with tourists Jenny Greenway and Ryan Lander of Victoria at a Driver Reviver station.

Community awareness initiatives

SES continued to promote the following community awareness programs:

- *Storm Safe*, which helps prepare communities for severe weather events
- the introduction and development of a new *Community Alert* web page on the SES website. This page is also linked to the Tasmania Police and the Bureau of Meteorology websites.

SES acknowledges and appreciates volunteers' considerable commitment to training and other areas of preparedness such as equipment maintenance and management of resources. Volunteers take part in demonstrations, displays and *Driver Reviver* to help our communities become more safety aware. 139 volunteers committed 1,502 person hours to *Driver Reviver*.



Inspector Scott Flude briefing team members at a joint emergency services exercise.

State Security Unit

In recent years the Department of Police and Emergency Management (DPEM) has invested in the collection of geographic information on critical infrastructure as well as on hazards such as storms, floods, tsunamis, bushfires, landslides, and debris flows. Tasmania leads the way in the collection, standardisation and geo-spatial referencing of this information, allowing it to be available to emergency services for planning purposes and when responding to emergencies. DPEM is currently working with other Tasmanian Government agencies to develop a shared platform in which this information, together with dynamic information, such as fire boundaries and roadblocks, can be shared in real time between emergency services during emergencies.

In August 2008, emergency management response agencies were put through their paces in a major counter-terrorism drill, planned and conducted by the State Security Unit. Exercise *Northern Exposure* simulated a terrorist attack, with an explosion, a multi-storey building collapse and the release of an unknown chemical. Mass casualties were also simulated, requiring rescue, medical treatment and decontamination.

The exercise took place in a large shed in Launceston. A team from the Tasmania Fire Service constructed the scenario prop to simulate the multi-storey collapse inside the shed.

Emergency response capabilities were exercised in real time, including the specialist areas of urban search and rescue, hazardous materials, chemical, biological and radiological, mass casualty decontamination, medical care/patient triage, command and control, and community recovery management. The scenario provided all participating agencies with complex challenges designed to test their objectives.



A member of the Bomb Response Group at the scene of a bomb scare.

Inter-agency cooperation displayed on the day highlighted the importance of communications and incident management protocols. The exercise was funded by a \$50,000 grant from the National Counter-Terrorism Committee (NCTC), and the participants included Tasmania Police, Tasmania Fire Service, Tasmanian Ambulance Service, Launceston General Hospital, State Emergency Service, Northern Regional Community Recovery Committee and Launceston City Council.

Exercises have been conducted with regional airport operators under the *Securing our Regional Skies* initiative, including a major deployment exercise called *Western Approach* conducted at the Devonport Airport in December 2008. The Department also participated in counter-terrorism capability forums, both intra- and interstate, in the last 12 months to ensure nationwide consistency of response and inter-operability of resources.

Emergency services personnel continue to be trained in the use of NCTC-supplied counter-terrorism equipment, including specialist surveillance equipment, bomb robots, an armoured tactical vehicle and a fast response vessel. Specialist groups, including the Police Tactical Group, Negotiators, Bomb Response Group and the Police Technical Unit, continue to participate in national training courses to supplement their regular local training.

Our Key Strategy: Responsiveness

Response to calls for assistance in a timely and professional manner

Police Assistance Line 131 444



Tasmania Police continues to respond to the 000 Emergency Number for service as well as the Police Assistance Line 131 444. This non-emergency number provides the public with an easy means of telephoning Tasmania Police regardless of their location within the State. The caller is simply required to dial 131 444 and the call is answered at Tasmania Police Radio Dispatch Services, Hobart.

The National Police Assistance Line is advertised in all Tasmanian White Pages telephone directories, on marked police vehicles, tourist brochures, on the reverse side of all current Tasmanian vehicle registration labels, and the Tasmania Police website <http://www.police.tas.gov.au>. The use of the 131 444 number in Tasmania has increased significantly since inception as the service gains wider recognition.

Calls to National Police Assistance Number 131 444:

Year	Number of calls
2004-05	2,419
2005-06	6,191
2006-07	10,928
2007-08	11,335
2008-09	25,607



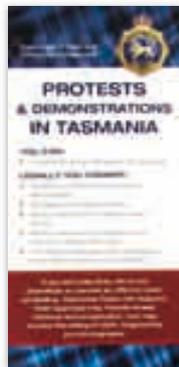
Officers from Tasmania Police dive team on a training day.

Search and Rescue

Tasmania Police Search and Rescue (SAR) activities in 2008-09 comprised land and sea searches, diving operations, helicopter air rescue operations and medical recovery assistance to the Tasmanian Ambulance Service.

SAR assisted general duties police with managing people involved in forest protests across the State. In January and May 2009, police undertook large-scale operations in the Upper Florentine Valley to manage protests within the area of a logging coupe. This logging coupe is situated approximately 23km west of the township of Maydena on the Gordon River Road. SAR expertise and skill was sought in safely effecting the removal of some protesters from difficult locations, which included large 'tree sit' positions and from 'lock on' devices at ground level. SAR skills in this aspect of policing have developed significantly in recent years, with the specific focus of ensuring the maintenance of the highest possible standards in safety and professionalism.

In order to enhance community safety and alleviate any perceptions of bias, Tasmania Police commissioned the publication of a pamphlet clearly outlining the rights and responsibilities of protesters, which was widely distributed. The pamphlet is also available on the website at http://www.police.tas.gov.au/pamphlets_and_publications.



Tasmania Police Search and Rescue was also involved in *Operation Ransack*, which arose out of the disappearance of a prominent Hobart doctor from his yacht. On-surface water searches were conducted, along with the dive squad completing searches of the river bed. Utilising specialised equipment, Victoria and



Constable Veronique Smith, Gilson College Learning 4 Life coordinator and the Victorian student who was found after being lost in the Walls of Jerusalem National Park in April 2009.

Tasmania Police worked closely together to search an extensive area of the River Derwent in search of evidence.

The Westpac Rescue Helicopter crew's workload this year has been constant and significant. Their efforts were recently recognised nationally in relation to an incident that occurred in 2007 involving the rescue of a Japanese yachtsman some 120 nautical miles south-west of Tasmania. National Search and Rescue awards, the Royal Humane Society Bravery Award and a Commissioner's High Commendation were awarded to the pilot, Mr Dave Irwin, and crew members, Constables Steven Archer and Michael Ward.

On 5 April 2009, a 14-year-old student from Victoria became separated from his school group in the Walls of Jerusalem National Park. He was found the next morning, suffering from hypothermia but otherwise uninjured, after his tent and sleeping bag became wet overnight, and he fell in the river. Ten volunteers from SES, eight police, the Westpac Rescue Helicopter and teachers and students from his school joined the search.

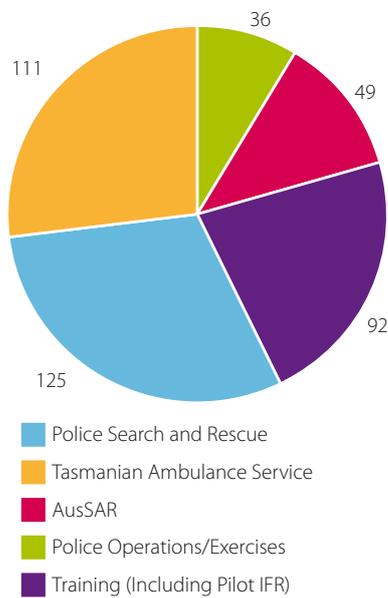
Western District managed a protracted and complex five-day recovery operation on the Franklin River to retrieve the body of a member of the Indian Armed Forces who tragically drowned during an army training exercise.

Helicopter Operations

A total of 411.85 hours were flown by the Westpac Rescue Helicopter for the financial year 2008-09:

	Hours
Police Search and Rescue	124.75
Australian Search and Rescue (AusSAR)	48.8
Police Operations/Exercises	35.6
Tasmanian Ambulance Service	111.20
Training (including Pilot Instrument Flight Rules (IFR))	91.5
Total	411.85

Helicopter Operations – hours



Management of Emergency Response

SES volunteers continue to provide a high level of professional capability in flood and storm response, search and rescue, general rescue and road crash operations. The State Rescue Competition was held in Beaconsfield in April 2009. The Mersey Unit achieved outstanding results and went on to represent Tasmania in the National Rescue Competition in Queensland, 18-19 September 2009.

The SES Southern Regional Unit, comprising the Communications Team and Remote Area Search and Rescue Team, assisted police in a lengthy and difficult search and rescue operation on 29 December 2008 at Duck Hole Lake, Adamsons Peak area, in southern Tasmania. A second search was conducted on 29 March 2009 in the Florentine Valley area of south-west Tasmania, with added assistance from the Southern Tasmanian Caving Club. In total, 19 SES volunteers contributed 224 person hours of support. Both search outcomes were positive with missing parties found alive and well.

Widespread wind damage in the greater Hobart area including Kingston and the Eastern Shore caused over 50 call outs on 22 January 2009. Southern Regional Unit Operations Teams from Brighton, Derwent Valley, and Glamorgan-Spring Bay were deployed and volunteers contributed 158 volunteer hours. Assistance encompassed storm damage response, roof repairs, shed damage, tarping, tree removal, building structural damage, providing temporary repairs, support and advice.

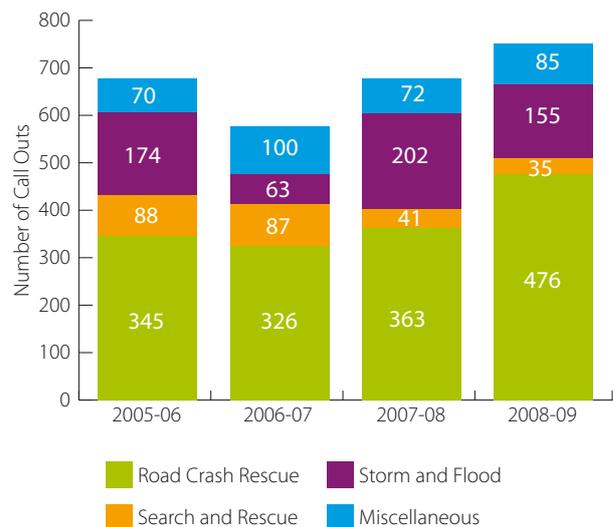
Storm damage response across the north-west coast involved the Central Coast, Mersey and Circular Head Units attending to three call outs with 31 volunteer support hours. A search for a missing person at Granville Harbour on 12 December 2008 involved four units totalling 81 volunteer hours in support of police, with a further 93 hours' assistance on 13 December 2008.

The total number of call outs for all emergencies for 2008-09 was 751:

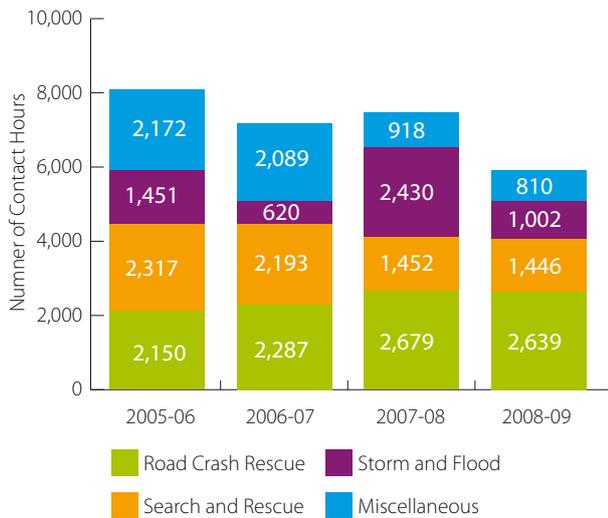
- 2,026 volunteers were called out to 476 road crash rescue incidents
- 443 volunteers responded to 140 storm and severe weather events
- 207 volunteers assisted the police with 35 search and rescue operations, and
- 100 call outs were for miscellaneous activities including *Driver Reviver*, and demonstrations at Show Days and AgFest.

This represents an 11% increase in response operations compared to 2007-08.

Emergency Volunteer Call Outs by Category



Emergency Volunteer Contact Hours by Category



Our Key Strategy: Accountability

We stated in the Business Plan 2008-09 that we would measure our performance across a range of indicators and compare it to previous years.

Police support for community programs

68% of Tasmanians interviewed are highly satisfied with police support for community programs, such as Neighbourhood Watch and Crime Stoppers, compared to the national average of 62%. While this result was one percentage point lower, it was not statistically significant. The 2008-09 result was 6 percentage points higher than the national average, and the second highest throughout Australia.*

Public satisfaction with police dealing with public order problems

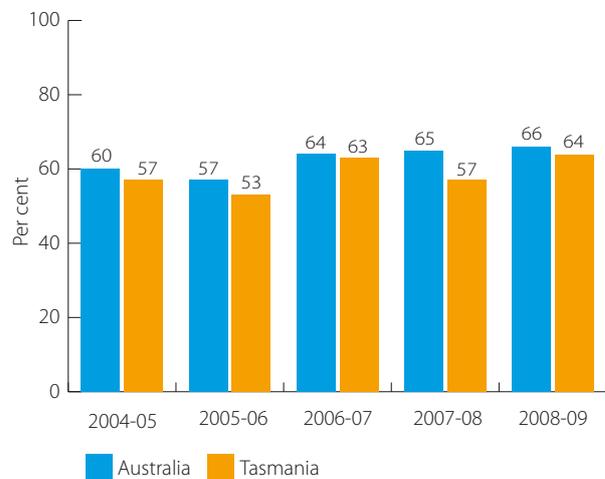
According to the National Survey*, 55% of Tasmanians interviewed were satisfied or very satisfied in general with the job that the police are doing in dealing with public order problems (vandalism, gangs or drunken and disorderly behaviour) compared to the national average of 53%. This was one percentage point lower than in 2007-08, but is not statistically significant.

Perceptions of safety on public transport

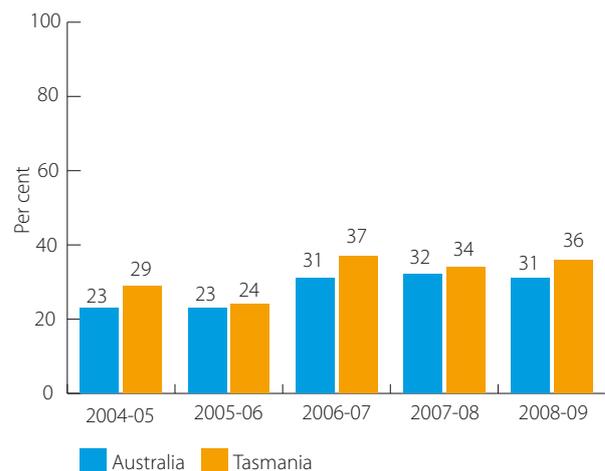
There was a significant increase (57% to 64%) in the percentage of Tasmanian respondents who felt safe or very safe travelling on public transport during the day in 2008-09 compared to 2007-08. This movement shows increased confidence in safety on public transport during the day.

There was an increase (34% to 36%) in the percentage of respondents who felt safe or very safe travelling on public transport after dark in 2008-09 compared to 2007-08. Tasmania is five percentage points higher than the national average of 31%.*

Percentage of population who feel safe travelling on public transport – daytime



Percentage of population who feel safe travelling on public transport – after dark



*National Survey of Community Satisfaction with Policing 2008-09 conducted by Roy Morgan Research.

Counter-terrorism legislation

While the Department of Police and Emergency Management has had no cause to invoke its counter-terrorism legislation, it continues to review it in light of experiences in other jurisdictions. The Department is currently liaising with the Commonwealth and other jurisdictions in relation to a number of legislative changes that have been developed following the Commonwealth inquiry into the arrest, detention and prosecution of Dr Mohamed Haneef in 2007.

Victimisation rates in 2008

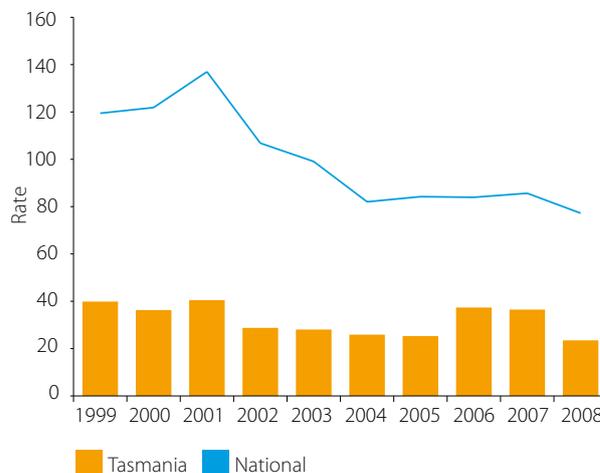
As mentioned at the beginning of the chapter, Tasmanians continue to be safer than the national average as measured by the ABS publication *Recorded Crime – Victims Australia 2008*. This table provides detailed victimisation rates for a range of selected offences, recorded by police, compared to a national average for the 2008 calendar year.

Selected Offence	Australia (per 100,000 population)	Tasmania (per 100,000 population)	Tasmanian trend
Murder	1.2	0.4	↓
Attempted Murder	1.1	0.2	↓
Manslaughter	0.1	0	↓
Total Homicide & Related Offences	2.4	0.6	↓
Assault	Not available	752.6	
Sexual Assault	Not available	38.9	
Kidnapping/Abduction	3.7	0	↓
Armed Robbery	31.4	13.2	↓
Unarmed Robbery	45.8	10.2	↓
Total Robbery	77.2	23.5	↓
Blackmail/Extortion	2.0	1.0	↓
Unlawful Entry with Intent	1,130.9	730.7	↓
Motor Vehicle Theft	319.4	309.5	↓
Other Theft	2,324.1	1,787.0	↓

These graphs show the number of offences recorded per 100,000 population over the last ten years. Tasmania's figures remain well below the national average in all categories.

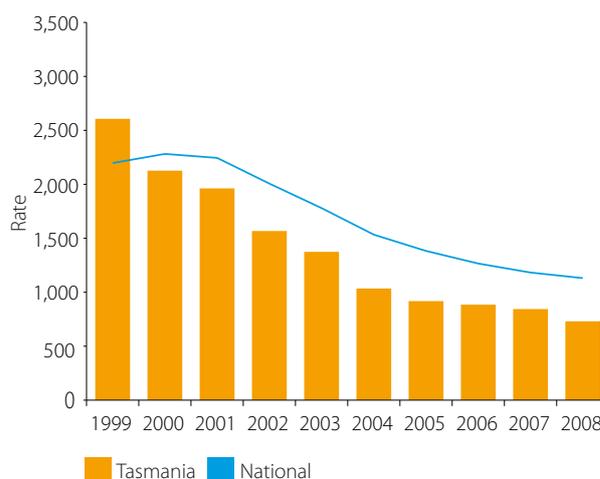
Armed/Unarmed Robbery: Victimisation Rates

Number of Offences Recorded per 100,000 Population

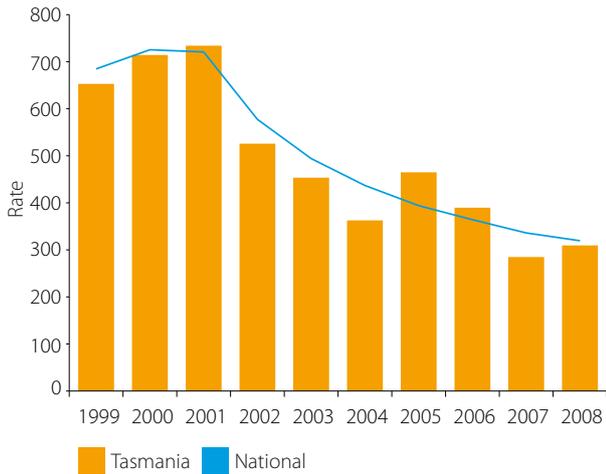


Unlawful Entry with Intent: Victimisation Rates

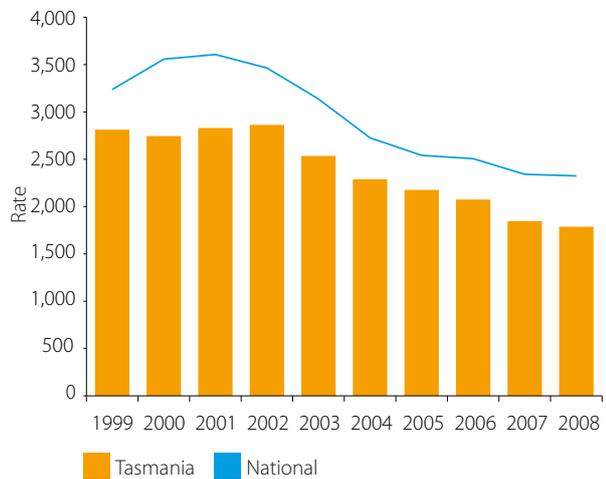
Number of Offences Recorded per 100,000 Population



Motor Vehicle Theft: Victimisation Rates
Number of Offences Recorded per 100,000 Population



Other Theft: Victimisation Rates
Number of Offences Recorded per 100,000 Population



Sergeant Christopher Lucas and Constable Garry Turner, of Burnie Forensic Services, at the scene of a robbery at the ANZ bank in Latrobe in Tasmania's north-west. Thieves used explosives to blow up the ATM.



Hobart Police radio room – officers standing by to take calls for assistance.

Our Challenges for the Future

- Maintaining a safe Tasmania, especially in public places
- Involving the community in preventing crime
- Encouraging committed and well-trained emergency services volunteers



Key Service Delivery Area: Crime

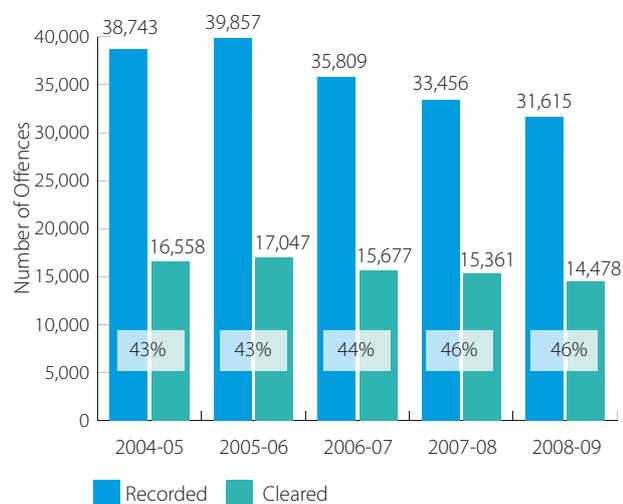
Our desired outcome for this Key Service Delivery Area in 2008-09 was a reduction in crime.

Our Performance

Total Offences decreased by 6% (1,841 offences) in 2008-09 compared with a 7% decrease in 2007-08. Contributing to this reduction was a decrease of 5% in Property Offences and 6% in Offences Against the Person.

A continuing overall downward trend for Total Offences in Tasmania is evident, and the number of Total Offences cleared is steady. (Refer to Appendix D for a more detailed analysis.)

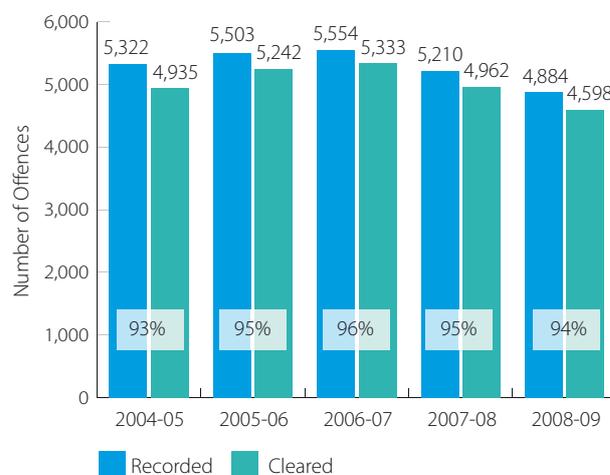
Total Offences: Tasmania
Offences Recorded and Cleared/Percentage Cleared



Offences Against the Person

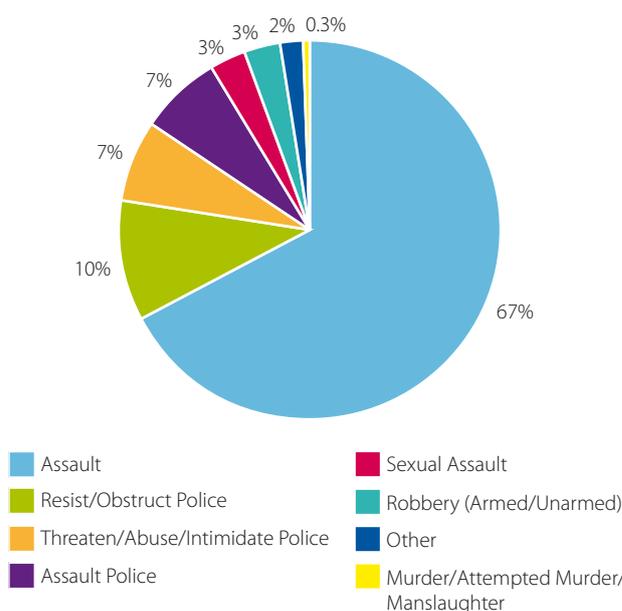
The number of Offences Against the Person decreased by 6% in 2008-09 following a 7% decrease the previous year. The clearance rate at 94% is still enviable, and remains at a similar level to previous years.

Offences Against the Person: Tasmania
Offences Recorded and Cleared/Percentage Cleared



The distribution by offence type for Offences Against the Person shows Assault at the highest percentage at 67%, followed by Resist/Obstruct Police at 10%.

Offences Against the Person 2008-09

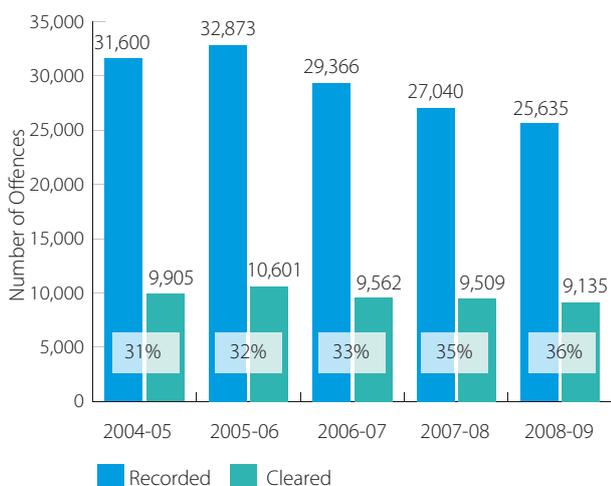


Note: Percentages have been rounded and discrepancies may occur between sums of component items and totals.

Offences Against Property

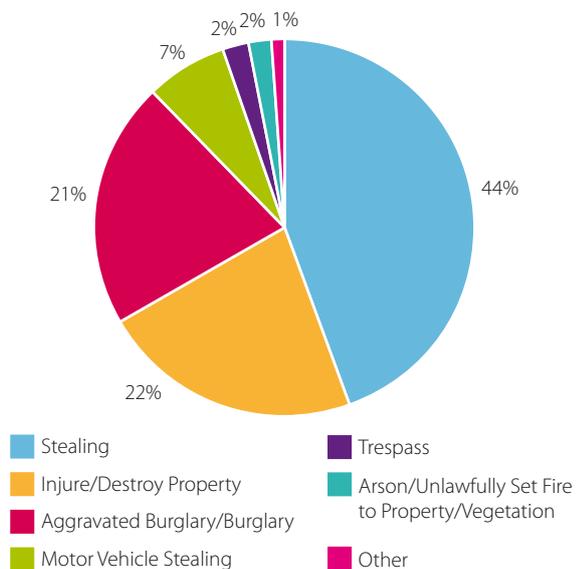
The number of Offences Against Property decreased by 5% (1,405 offences) in 2008-09, following a decrease of 8% the previous year. The clearance rate for Offences Against Property has steadily increased, reaching 36% in 2008-09 compared to 31% in 2004-05.

Offences Against Property: Tasmania
Offences Recorded and Cleared/Percentage Cleared



Contributing to the 5% decrease in 2008-09 were decreases in Stealing, Trespass, Unlawfully Setting Fire to Vegetation, Receiving/Possession of Stolen Property and Injure/Destroy Property. Most property offences were Stealing, Injure/Destroy Property or Burglary offences.

Offences Against Property 2008-09

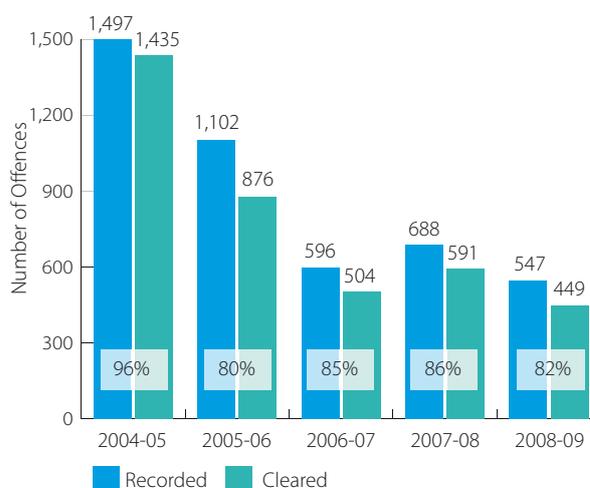


Note: Percentages have been rounded and discrepancies may occur between sums of component items and totals.

Fraud and Similar Offences

547 Fraud and Similar Offences were recorded in 2008-09 compared with 688 offences the previous year, a decrease of 20% (141 offences). Contributing to this were decreases in Deception/Dishonestly Obtain a Financial Advantage and Computer-Related Fraud.

Fraud and Similar Offences: Tasmania
Offences Recorded and Cleared/Percentage Cleared



Note: The recording of Fraud-Related Offences differs from those within other offence categories as they are counted by the number of transactions and therefore do not equate to the number of incidents or victims.

Fraud investigations are conducted by the Criminal Investigation Branches (CIBs) within the four geographic Districts.

- In 2008-09, Eastern District received 49 complaints relating to Fraud. Of those matters reported, 31 have been successfully resolved and involve fraud of varying values. A 34-year-old Primrose Sands man was charged in relation to two separate fraud investigations. In the first he was charged with nine counts of Fraud relating to \$80,000 stolen from the Primrose Sands RSL, whilst an employee. He was also charged with one count of Money-Laundering, relating to an internet fraud to the value of \$220,000. Both matters resulted in convictions and a substantial prison sentence.
- In the Northern District, an Account Clerk at the Country Club Tasmania, who used her position to divert funds into her own account over a five-year period to defraud the Casino of \$200,000, was convicted of Stealing/Computer Fraud and is awaiting sentence.

- In the Western District, a female employee of a north-west coast business was charged with theft in excess of \$220,000 over the previous three years. She was also charged with two counts of Unlawfully Erasing Data. The matter remains before the Supreme Court.
- Southern District CIBs have proceeded against 23 offenders for offences stemming from serious and/or complex fraud investigations which have collectively involved approximately \$1.5 million. A man was charged in May 2009 with 45 counts of Dishonestly Acquiring a Financial Advantage to the value of \$850,000, in relation to alleged false invoicing for work he had not completed in the fisheries industry.

Our Key Strategy: Reassurance

Provision of information to the community, victims and complainants

It is vital to keep the community informed about incidents of crime, particularly serious crime, and whether they have been solved. In 2008-09:

- 94% of Offences Against the Person were cleared, which is similar to last year's rate of 95%
- 82% of Fraud and Similar Offences were cleared, which is slightly lower than the rate of 86% recorded in 2007-08
- 46% of Total Offences were cleared, which is the same as the previous year's rate
- 36% of Offences Against Property were cleared, which is similar to the rate recorded in 2007-08.

Review media engagement processes to enhance our reassurance messages

The Department provides accurate and up-to-date information to the media to keep Tasmanians informed about the work of police officers and emergency services in keeping the community safe. This includes details of all spheres of police officers' work, as well as crime prevention hints to equip Tasmanians with the knowledge to assist in keeping crime rates low.

Tasmania Police enjoys an enviable reputation in Australia and takes the view that an open, transparent provision of information is an effective way to maintain this reputation.

Our Key Strategy: Readiness

Enhanced training associated with crime prevention, early intervention and investigation

In order to continue the reduction in crime the causes of crime must be tackled, and young people must be diverted from entering the criminal justice system. The Government supports early intervention and the diversion of young people into restorative justice programs such as *Project U-Turn* and Community Respect Orders.



Constable Sharee Maksimovic and a member of the Inter-Agency Support Team discuss a case.

Inter-Agency Support Team Program (IAST)

The IAST program continues to operate in 24 communities across Tasmania and currently supports 258 children and young people (185 males and 73 females). To date, the program has supported a total of 678 young people. The Inter-Agency Support Team program is a whole-of-government collaborative approach in providing timely, practical, multi-agency responses to support children, young people and their families with complex needs. The Department remains committed to this early intervention program by providing overall leadership, administration and coordination support.

Although there has been limited formal evaluation of the outcomes of the IAST program, informal feedback and anecdotal information from IAST stakeholders suggests that the model has delivered a number of effective outcomes:

- positive interventions for children and young people



Minister for Police and Emergency Management Hon. Jim Cox MP and Inspector Scott Flude, cracking down on graffiti in Tasmania.

- better working relationships and sharing of information between government agencies
- increased number of children and young people being diverted from the criminal justice system
- improved relationships between families and government agencies.

The IAST model is a good example of police successfully partnering with other service providers and providing leadership on the implementation of an early intervention and crime prevention strategy.

Graffiti Strategies

Tasmania Police and the Crime Prevention and Community Safety Council implemented a number of strategies to reduce graffiti in the community.

Graffiti Task Force

In August 2008, an initiative between police, local businesses and the Launceston City Council was developed and trialled in Launceston to implement a Graffiti Task Force, consisting of a Sergeant with a complement of up to three Constables.

Its mission was to reduce the incidence of graffiti by implementing a rapid removal approach and establishing a long-term graffiti management strategy. Since the inception of the Task Force there has been significant support from local businesses, local media outlets and private citizens.

In the reporting period some 80% of graffiti in the initial target area, the Greater Launceston CBD, has been removed; the Task Force will continue to liaise with owners to have the rest removed. Some graffiti removal work has also been performed by young offenders through the Community Respect Order Program.



A juvenile offender on a Community Respect Order cleaning graffiti under the supervision of a Hobart City Council officer.

Community Respect Order Program (CRO)

The Community Respect Order Program was formally implemented on 21 August 2008. The Program is based on an early intervention and restorative justice approach, whereby a young offender (13-25 years) performs reparation work in the community under the supervision of Tasmania Police. Offenders who are deemed suitable for the CRO Program have committed minor offences, with the focus on damage to property. An offender performs a determined number of hours of reparation work for local government, Government Business Enterprises or private property owners. The primary focus is painting over graffiti; however, gardening, cleaning and maintenance work are also considered on a case-by-case basis.

During the reporting period, 83 young offenders were diverted to the CRO program, with a total of 597 hours allocated. Feedback from the Early Intervention and Youth Action Unit Officers who supervise the Community Respect Orders indicates that when a young offender completes a CRO, they generally find it a worthwhile activity, providing a sense of achievement and pride.



U-Turn participants with Mrs Enid Carew, the recipient of a restored vehicle.

Project U-Turn

Since its commencement in 2003, more than 180 young people have graduated from the *U-Turn* program with improved life skills and acquired on-the-job skills. Course 26, graduating in June 2009, was considered particularly successful with high attendance and retention rates resulting in the graduation of eight young people.

The act of giving something to a victim of crime is a significant component of the *U-Turn* program, and there was something a little special about the graduation of Course 25 in March 2009. Usually, cars for restoration by the course participants are donated to the program by RACT Insurance, who continue to be great supporters and sponsors. On this occasion, a unique offer was accepted from Sergeant Peter May of Southern District, who donated his beloved reliable Honda Civic, which was in need of some cosmetic maintenance. Over the 10-week course the participants and staff of Course 25 restored the Civic to almost its former glory.

On graduation day at the Moonah Workshop, Sergeant May joined participants' families and other supporters to witness the ceremony, help celebrate and see the presentation of his restored car to a very worthy recipient: Ms Enid Carew, 75, of Ulverstone. Enid was extremely happy and grateful to Sergeant May and the *U-Turn* program for restoring her independence and faith in society, after the theft of her previous vehicle. Sergeant May's gift had the added benefit of further enhancing positive engagement between police and Course 25 graduates.

A recent significant enhancement has been the acquisition by the Service Provider, Mission Australia, of external funding to provide further literacy and numeracy support to assist with completion of the Certificate 1 in Automotive Component. The current Program Manager has also been able to secure a solid

referral/working relationship with Polytechnic which ensures a coordinated strategy to support the young people from *U-Turn* during or post-course. The Hazell Bros Group continues to provide a unique level of support in the form of paid work opportunities and, in some cases, full trade apprenticeships.

For more information about *U-Turn* go to this website: <http://www.police.tas.gov.au/community/u-turn>.

Restorative Justice in Schools

Tasmania Police's Early Intervention and Youth Action Units are committed to working with educators in the school environment to ensure that the principles of restorative justice are applied when working with children and young people.

A Northern District key initiative was the development of a new Memorandum of Understanding with Learning Services North, Department of Education, to introduce restorative justice principles into schools to encourage better management of bullying and violence. Studies show that early intervention leads to a reduction in violent and antisocial behaviour within the wider community.

Develop strategies to reduce drug-related crime

National Drug Strategy 2004-2009

Throughout 2008-09, the Department continued to support the direction of the *National Drug Strategy 2004-2009* (NDS). The Strategy aims to reduce the supply and demand, and minimise the harm associated with the use of licit and illicit drugs in Australia. Drug Policy Services works at both the national and jurisdictional levels to implement the NDS.

At the national level, the Department was represented on the Intergovernmental Committee on Drugs and provided advice to the Minister for Police and Emergency Management, who is a member of the Ministerial Council on Drug Strategy (MCDS). These key strategic bodies support the development and implementation of the *National Drug Strategy* and the drug strategies that have been developed under this framework. For further information, go to <http://www.nationaldrugstrategy.gov.au>.

Drug Policy Services has continued to monitor and report jurisdictional activity against key strategies to the Commonwealth, and supported DPEM's contribution to the review of the current NDS, development of the next iteration of the Strategy, and the *MCDS Report to COAG on Options to Reduce Binge Drinking*.

Tasmanian Alcohol Forum

The Department hosted the Tasmanian Alcohol Forum in July 2008 which brought together representatives from State and local government, the non-government, community and industry sectors, to raise awareness of the impact of alcohol in Tasmania. The Forum provided impetus for the Inter-Agency Working Group on Drugs (IAWGD) to develop the draft *Tasmanian Alcohol Action Plan 2009-2014*, under the *Tasmanian Drug Strategy 2005-2009*. As an IAWGD member, DPEM has contributed to the development of the Plan, and the implementation of the *Tasmanian Psychostimulant Action Plan 2007-2009*.

Drug-related Issues in Schools

Drug Policy Services worked with educational authorities in Tasmania to develop and execute a new Memorandum of Understanding to ensure a consistent approach is taken when dealing with drug-related issues in schools. Additionally, a set of guidelines was developed to assist officers delivering drug education sessions, ensuring that police work appropriately with schools to complement the *Principles for School Drug Education (2004)*.

Illicit Drug Diversion Initiative (IDDI)

The Tasmania Police Illicit Drug Diversion Initiative, a program that provides police officers with options to divert minor drug offenders away from the criminal justice system, continued in 2008-09. Drug counselling and treatment options accessed under IDDI are provided by the Department of Health and Human Services. IDDI instructions concerning drug driving were revised to ensure alignment with legislative amendments.

National Binge Drinking Strategy

DPEM has worked closely with the Australian Government and other police jurisdictions to support activity under the *National Binge Drinking Strategy*. This commitment included the development of the Early Intervention Pilot Program, which will provide police with increased referral options to enable underage drinkers to address their alcohol-related issues. DPEM worked with DHHS in 2008-09 to facilitate the commencement of the program in the Southern District in 2009-2010.

Drug Law Enforcement

The Department is committed to reducing the supply of illicit drugs within the community. During 2008-09:

- 71 people were charged by Drug Investigation Services (DIS) with serious offences relating to trafficking in or selling amphetamines

- 55 persons were charged with trafficking in or selling ecstasy
- the total seizure of ecstasy in 2008-09 was 8,548 tablets, along with 1,239 grams of amphetamine-type substances, and
- DIS charged 508 offenders with serious drug offences relating to the trafficking or sale of illicit drugs.



Tasmania Police Drug and Explosive Detection dog Yuli, wearing his new high-visibility vest, with handler Constable Jareth Anderson.

Drug and Explosive Detection Dogs

The Department currently has four dogs trained for explosives, drugs and firearm detection. During the reporting period, the *Police Service Act 2003* was amended to further support the use of detection dogs in police investigations. Police can now use dogs to detect other offences in a variety of locations, including street operations outside popular night venues, where drug traffickers ply their trade, and operations involving officers from other jurisdictions. In addition, the amendments make it an offence for any person to kill, injure or maim a detection dog, or attempt to kill, injure or maim a detection dog.

Poppy Security

Tasmania is considered the world's most efficient producer of poppies with the highest yield per hectare of any opiate-producing country (around 2.5 tonnes). Tasmania supplies about half of the world's medicinal opiate market. Trespassing on poppy fields and the possession of poppies or poppy products without authorisation is illegal, with substantial penalties for offenders. Each growing season, between November and March, six general duties officers join six detectives from Drug Investigation Services to form the Poppy Task Force, which provides education, prevention and investigation services.

18,234 hectares were sown in 2008-09, an increase from 12,105 hectares the previous year, and the harvest this year was 14,027 hectares. There were 17 interferences to the crop in 2008-09 with a total of 2,280 capsules stolen state-wide, including a small number of capsules incised (lanced) and left on the stem. This follows a similar trend over the last five years. This level of diversion is extremely low by world standards, and reflects well on the comprehensive preventative and security capabilities of Tasmania Police.

Our Key Strategy: Responsiveness

We stated that we would reduce crime, specifically robberies, public place assaults and the incidence of burnt-out stolen motor vehicles during the reporting year.

Crime prevention information and seminars

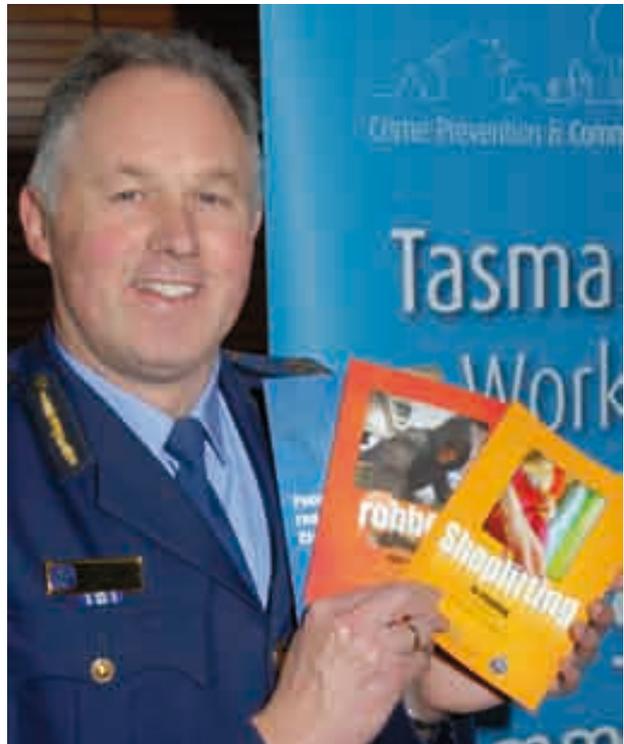
Throughout the reporting period, Community Policing Officers delivered crime prevention seminars on a range of topics tailored to business organisations and community groups' requirements.

Shoplifting and Robberies

New booklets, *Robbery Stay Safe – A Guide to Prevention and Procedures; Policing Requirements for Closed Circuit Television*; and *Shoplifting is Stealing – A Guide to Prevention and Detection*, were developed to provide information for businesses about safety and security relating to robbery, shoplifting and the installation of closed circuit television on business premises. The booklets were launched at one of a series of seminars in Glenorchy for business owners, which dealt with robbery, shop-lifting and safety of employees at work.



Tasmania Police Forensic Services officer Constable Lindsay Needham dusts a knife for fingerprints.



Scott Tilyard, Assistant Commissioner, Crime and Operations, with the information booklets at the launch.

Northern District, in conjunction with City Prom, held an evening function for business people to share information and discuss crime prevention issues. Northern District also conducted *Operation Saturation*, a crime prevention initiative for suburbs identified as over-represented for public order issues or crimes. This involved despatching a highly visible police presence to the identified area to conduct vehicle checks, searches, uniform foot patrols and visits to businesses. As part of this initiative, business owners and residents were provided with information on crime prevention and 'target-hardening'.



In the Hobart CCTV room.

Stolen Motor Vehicles

Within the Western District, the *Motor Vehicle Crime Strategy 2008-09* was implemented to reduce the incidence of motor vehicle stealing and burglary. In addition to targeted policing activities, the strategy included an education phase, using the media, which was intended to modify the attitude of motorists towards vehicle security.

Operation Bounce Back, funded by the National Motor Vehicle Theft Reduction Council, focused on reducing car theft and other car-related crime in the Eastern District. A partnership with Clarence Council was formed to provide displays, information and visits to local shopping centres and schools. Strategies included a competition to win an engine immobiliser for victims of car theft, and the schools activity 'Design a Bumper Sticker'.

Crime reduction strategies

Innovative strategies were implemented for preventing and investigating crimes such as robberies and stolen motor vehicles: preventing robbery through staff awareness sessions, police visits to licensed premises to provide security advice, and continued overt and covert patrols.

Tasmania Police expanded the Closed Circuit Television (CCTV) monitoring capability at Hobart City Police Station to receive live video footage from Hobart's CBD and waterfront areas, as well as from suburban shopping centres at Northgate and Eastlands. The system has proven to be a valuable tool in the investigation of public order and traffic offences as well as general crime. In September 2008, following a stabbing murder in a Hobart department store, the CCTV was effectively used to identify witnesses and track the alleged offender, resulting in an arrest within hours of the incident.

The Department commenced a review of the ten-year-old integrated crime management strategy to examine



Senior Sergeant Matthew Osborn demonstrating the new PhotoTrac system at Hobart City Police Station.

its strengths and weaknesses against our current and future needs, contemporary investigative practices and advances in technology.

Forensic Services – PhotoTrac System

PhotoTrac, the latest in digital imaging technology, captures images of suspects and offenders from CCTV and photographs directly into a live database. The PhotoTrac system was officially launched for use by Tasmania Police on 19 December 2008 by the Hon. Jim Cox MP, Minister for Police and Emergency Management. Seven key stations, Hobart, Bellerive, Glenorchy, Bridgewater, Launceston, Devonport and Burnie now use PhotoTrac.

Identifying suspects and confirming identity of those in custody directly via PhotoTrac enhances the capability of operational police by providing an instant resource online. Instant access to photographs of unique features, rather than written descriptions, can further assist police with confirmation of identity at the time of arrest.

Currently, projects such as the National Police Reference System contain a range of person data from every jurisdiction including photographs. By using the standardised approach of PhotoTrac, sharing of images between jurisdictions becomes more effective and instantly searchable.

2,585 photographs were taken using PhotoTrac in Tasmania from the launch in December 2008 to the end of the reporting period.



FSST forensic scientists Kerryn Gray and Damian Crowle analysing DNA samples.

Forensic Science Service Tasmania (FSST)

FSST provides a range of forensic science services to DPEM and other clients, with DNA analysis and the testing of alcohol and drugs in drivers having the highest profile in the general community.

DNA profiling continues to identify alleged offenders and eliminate suspects in offences that include homicide, rape, assault, armed robbery, burglary, motor vehicle stealing, damage to property and drug offences.

The Tasmanian DNA database held 12,719 crime scene profiles and 19,375 suspect and serious offender profiles at 30 June 2009.

During 2008-09, the Tasmanian DNA database identified:

- 348 crime scene to person DNA matches (where those individuals were already suspects)
- 406 crime scene to person DNA matches (where those individuals were not suspects)
- 55 crime scene to crime scene DNA matches.

During the same period, 169 suspects were excluded by DNA results.

Tasmania also matches DNA profiles on the National Crime Investigation DNA Database, and during 2008-09 FSST reported:

- 19 crime scene to person interstate DNA matches (where those individuals were not on the Tasmanian DNA database)
- 201 crime scene to person interstate DNA matches (where those individuals were already on the Tasmanian DNA database)

- 165 crime scene to crime scene interstate DNA matches (12 of these had not already matched a person in Tasmania)
- 255 matches of Tasmanian individuals to interstate crime scenes.

In the illicit drug area, the past year has seen a dramatic shift towards a new generation of analogue drugs. The drugs are typically found in the form of capsules sold on the street under the name *Israeli's*. The drugs present in *Israeli's* have been found to be derivatives of methcathinone (a psychoactive stimulant) and have been manufactured in an attempt to circumvent existing legislation.

The drugs in drivers testing program analysed 582 blood samples in 2008-09 from drivers involved in traffic accidents, and drivers testing positive after a roadside oral fluid drug screening test. The following numbers of illicit or potentially impairing drugs were detected and confirmed in the blood samples: tranquilisers and sedatives (80), amphetamines (including speed and ecstasy) (86), opiates (including morphine and methadone) (52) and cannabis (280).

The following are actual examples of how FSST activities have assisted in solving crimes:

- a stolen car was used in a series of burglaries in early 2009. The car was detected by police but the driver evaded them and the car was later found burnt out. Subsequently, the home of a suspect was searched, and glass recovered from the suspect's clothing was matched to the window broken in the burglary.
- in 2001, two masked men forced an elderly woman from an isolated homestead to open a safe and hand over money, and then tied her up and fled. Both offenders were wearing gloves. While police were at the scene, the victim found a blood-filled leech on the floor (and neither she nor husband had any leech bites). The blood from the leech was submitted to FSST and a DNA profile obtained in 2001 which did not match anyone on the DNA database. In October 2008, a man's reference DNA profile was entered onto the DNA database, and his DNA profile matched the profile from the blood in the leech, leading to an arrest.

Family Violence

During 2008-09 police attended 5,057 total incidents, of which 3,446 were classified as family violence under the *Family Violence Act 2004*. 1,568 incidents attended were recorded as family argument incidents, with 43 incidents being recorded to facilitate a Restraint Order.

Safe at Home is a whole-of-government strategy for responding to family violence in Tasmania. The strategy is intended to eventually break the cycle of family violence, resulting in a reduction of incidents in the longer term. The *Safe at Home* program was recognised for its excellence at a national level as a winner in the 2008 *Australian Crime and Violence Prevention Award*.

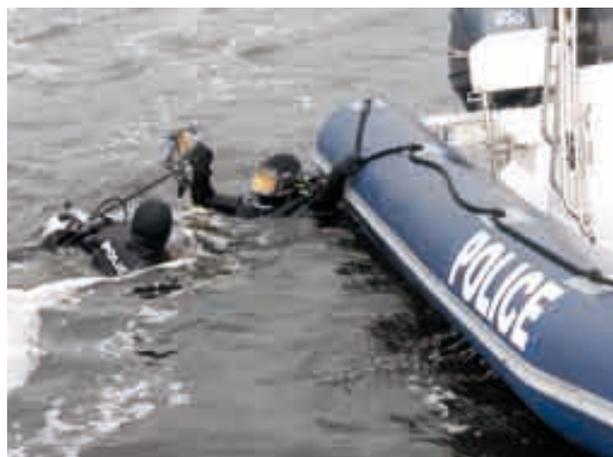
The Department is actively involved with the Australasian Police Commissioners' Strategy to reduce and prevent family violence. A booklet, *Prevention and Reduction of Family Violence 2008: an Australasia Policing Strategy*, published in November 2008, sets out ten Priorities for Action to reduce and prevent family violence at a local and national level.

Marine and Rescue Services

Tasmania Police Marine and Rescue Services have a state-wide responsibility for fisheries law enforcement and marine and safety enforcement, including the commercial and recreational sectors. Marine and Rescue Services have a close working relationship with other government departments, including Department of Primary Industries, Parks, Water and Environment and Tasmania Aquaculture Fisheries Institute. Marine officers conducted 35,035 sea inspections for the State in 2008-09. During this period, a total of 2,387 offenders were identified for both fisheries and marine safety offences.

Fisheries enforcement and investigations can at times involve lengthy and protracted investigations. One matter that commenced in 2000 was recently concluded. After lengthy court appeals, the matter finally resulted in the forfeiture of a sizeable vessel, which was involved in abalone poaching in the north of the State and across the Victorian border. The seized vessel has since been transferred to the ownership of Tasmania Police, and now awaits sale and disposal. The investigation highlighted the effective and cooperative working relationship that exists with other agencies, in this instance, the Victorian Department of Primary Industries – Fisheries.

Marine police place a high importance on protecting the State's marine resources but cannot be effective without the support of recreational or commercial fishers. In June 2009, Marine police began a surveillance operation around Dover and Southport as a result of information received. A vessel was searched, and illegally obtained rock lobsters were found hidden in the vessel,



Officers from Tasmania Police dive team on a training day.

which was being towed on the highway when stopped by police. Police obtained search warrants and two houses were searched, locating several more female rock lobsters, some of which were also undersize. The seized rock lobsters in the vessel, and at the houses, were not marked as required for fish taken by recreational fishers. Some of the fish seized from the houses showed signs that attempts had been made to disguise the sex of the fish. Police seized the vessel, and two people face a number of charges as a result.

Review unsolved major crimes and missing persons cases

The Cold Case Unit continues to review Cold Cases, comprising outstanding murders, attempted murders, arsons and suspicious missing person cases. At its inception, the Cold Case Unit was under the control of a Commander and had a complement of five investigative personnel and one Administrative Assistant. The Unit has a state-wide charter to provide a specialist criminal investigation service to the Tasmania Police Service and the Tasmanian community.

With the passage of time, advances in forensic technology occur, relationships change, loyalties that might have prevented witnesses speaking to police or providing evidence change, fears subside and offenders have greater opportunity to speak indiscriminately about their criminal actions to others. Cold Case investigation focuses on the opportunities created as a result of these eventualities.

Since its inception, the Cold Case Unit has concentrated on detailed reviews of a number of Cold Cases. In November 2008, the Cold Case Unit commenced an investigation into a 2004 double attempted murder committed at Devonport. On 18 March 2009, Cold Case Unit detectives arrested and charged an 18-year-old man in Queensland. He was extradited to Tasmania and currently awaits trial.

Our Key Strategy: Accountability

The Department's Corporate Performance Reporting process has now been operating for nine years and has evolved into a comprehensive and transparent process. There are currently 159 performance indicators relating to the activities police undertake as they serve our community and enforce the law, thirty-nine of which are subject to a benchmark. The benchmarks are aligned with the Key Service Delivery Areas of the Department's Annual Business Plan.

The corporate reporting and accountability process incorporates three Performance Review forums, conducted quarterly in each geographical District, which are open to all police personnel and DPEM employees. Local Mayors and their General Managers are invited to the annual Review forums in July of each year.

The *Business Plan 2008-09* stated that we would reduce crime and, in particular, the number of robberies, public place assaults and the incidence of burnt-out stolen motor vehicles. The number of Total Offences was reduced, and robberies declined; however, as shown, Public Place Assaults increased slightly. While the number of Stolen Motor Vehicles remained approximately the same, the incidence of burnt-out stolen motor vehicles actually increased. Police understand this happens because thieves mistakenly believe that burning the car will remove all traces of their DNA from the vehicle.

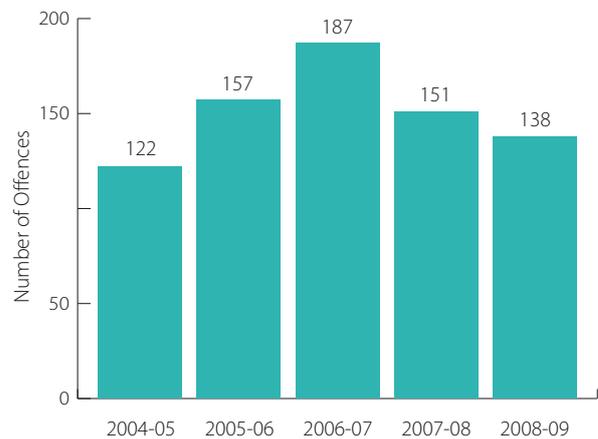
A number of strategies were targeted at reducing motor vehicle stealing:

- targeting repeat motor vehicle offenders by conducting bail checks at night on offenders with curfew conditions
- surveillance in areas where cars are known to be dumped
- building intelligence networks
- proactive crime prevention advertisements and public events promoting the use of engine immobilisers
- referring young motor vehicle stealing offenders to the diversionary program *U-Turn*.

Reduce Robberies (armed and unarmed)

Robbery offences, including both armed and unarmed robbery, decreased by 9% (13 offences) from 151 in 2007-08 to 138 in 2008-09. This follows a decrease of 19% (36 offences) the previous year.

Robbery (Armed and Unarmed): Tasmania Offences Recorded

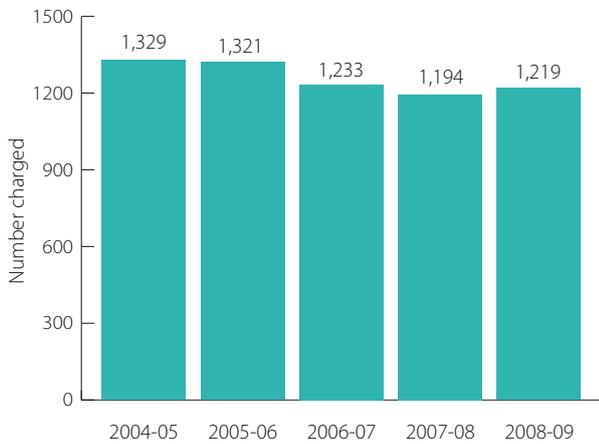


Two members of Tasmania Police's Public Order Response Team on patrol in the Hobart CBD.

Reduce public place assaults

Tasmania Police is committed to the safety of the community in public places, and the dedicated Public Order Response Teams continue to patrol and target antisocial behaviour. (See Key Service Delivery Area – Community Safety.)

Public Place Assaults

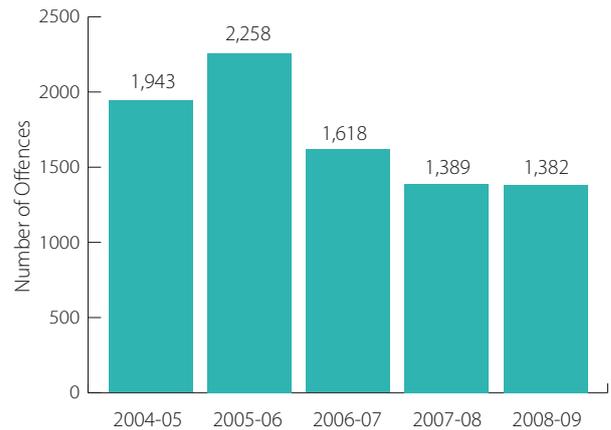


Constable Katrina Chivers, of Devonport Police, inspects the remains of a burnt-out stolen motor vehicle.

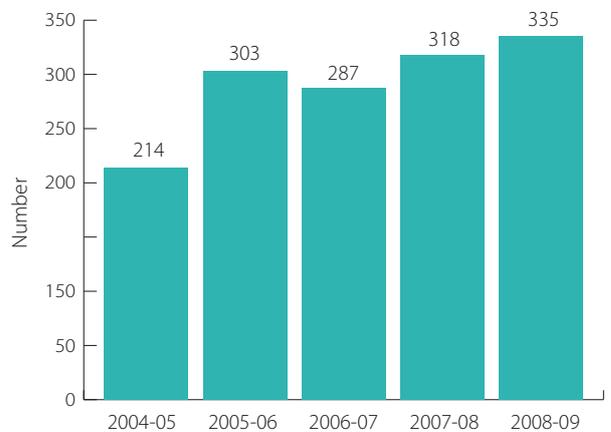
Reduce the incidence of Motor Vehicle Stealing including burnt-out stolen motor vehicles

The number of motor vehicles stolen in 2008-09 remained approximately the same with 1,389 offences recorded in 2007-08 and 1,382 recorded in 2008-09. 90% of stolen motor vehicles in 2008-09 were recovered, 335 of which were damaged by fire.

Motor Vehicle Stealing: Tasmania Offences Recorded



Stolen Motor Vehicle Recorded Fire Damaged



Our Challenge for the Future

- Reduce serious crime
- Reduce the incidence of burnt-out stolen motor vehicles
- Reduce public place assaults



Key Service Delivery Area: Traffic

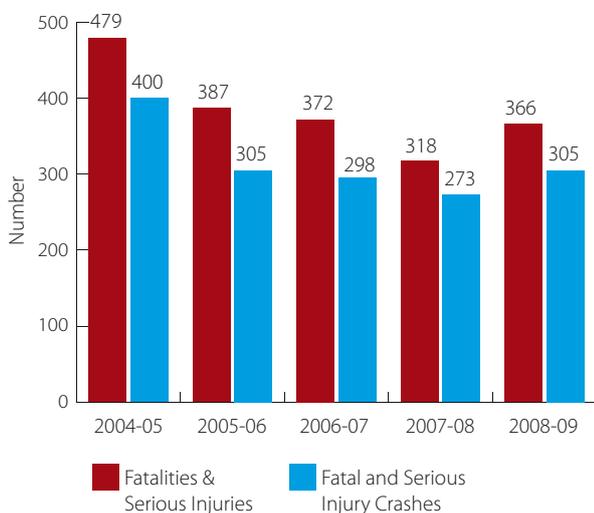
Our desired outcome for this Key Service Delivery Area in 2008-09 was improved driver behaviour through traffic law enforcement.

Our Performance

Fatal and Serious Injury Crashes

While there has been a significant reduction of fatal and serious injury crashes in Tasmania over the previous four years, during the reporting period there was an increase in such crashes and the number of people who were fatally or seriously injured in them. Unfortunately, this trend, which is occurring at a national level, appears to be continuing past 30 June 2009. This indicates that a small number of Tasmanian drivers continue to disregard traffic laws and the safety of other road users, which is of great concern to the Tasmanian community.

Crashes, Fatalities and Serious Crashes



Throughout the reporting period, Tasmania Police focused on traffic law enforcement, high-visibility and high-profile traffic policing with the aim of improving driver behaviour.

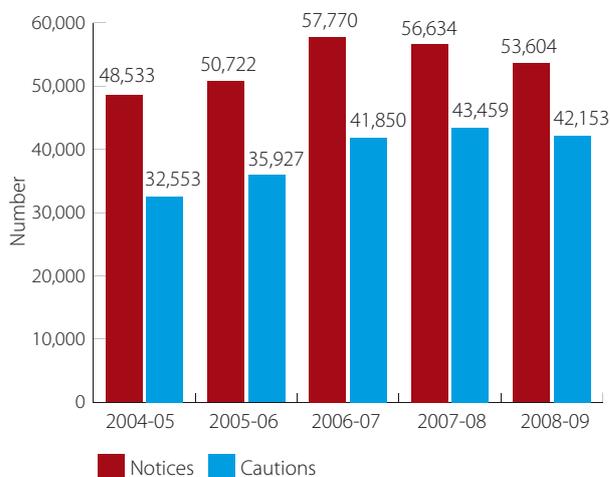


Tasmania Police attend the scene of a rolled log-truck on Glen Huon Rd, near Huonville.

Traffic Infringement Notices

Tasmania Police issued 95,757 Traffic Infringement Notices in 2008-09. There were fewer overall traffic offences detected compared to 2007-08, leading to a small reduction in the number of Notices and Cautions issued. This is primarily due to a targeted approach focusing on high-risk offences.

On-the-Spot Notices/Cautions



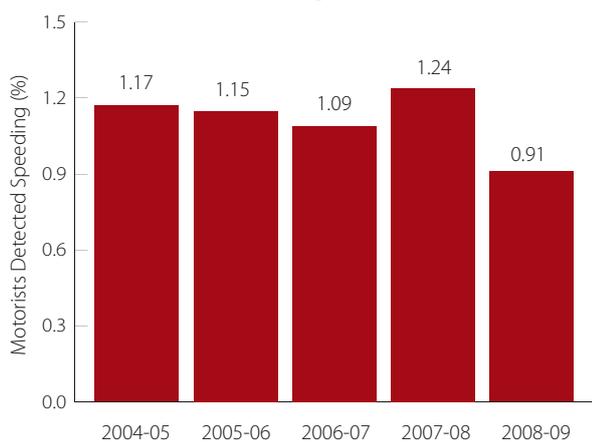


Tasmania Police officers ready to catch speeding drivers.

Speed enforcement

Excessive speed is a major cause of fatal and serious injury crashes. Police continued to target drivers who exceeded the speed limit by deploying road safety cameras, in conjunction with mobile and hand-held speed detection devices. Encouragingly, there was a reduction of more than 25% in the percentage of vehicles detected speeding past a road safety camera in the reporting year, as shown. This is suggestive of a noticeable improvement in general driver attitudes towards speeding.

Road Safety Cameras – Per cent of Vehicles Detected Speeding



Minister for Police and Emergency Management Hon. Jim Cox MP and Acting Commissioner Darren Hine at the launch of Tasmania Police's new high-visibility police cars.

Our Key Strategy: Reassurance

Delivering highly visible, effective traffic policing

Under the auspices of *Project Meridian*, research was undertaken into the value of high-visibility markings on police vehicles. The research, both national and international, demonstrated that high-visibility markings have a positive effect on driver behaviour, particularly on highways and major roads.

In June 2009, the Minister for Police and Emergency Management, the Hon. Jim Cox MP, launched the twelve-month trial of four specially-marked police vehicles to patrol the major arterial roads of Tasmania. The deployment formed part of *Tasmania's Road Safety Strategy 2007-2016* and is aimed at a highly visible deterrence for drivers who choose to flout the law.



Tasmania Police officers testing drivers for alcohol and drugs at the Devonport Cup.

High-visibility traffic operations

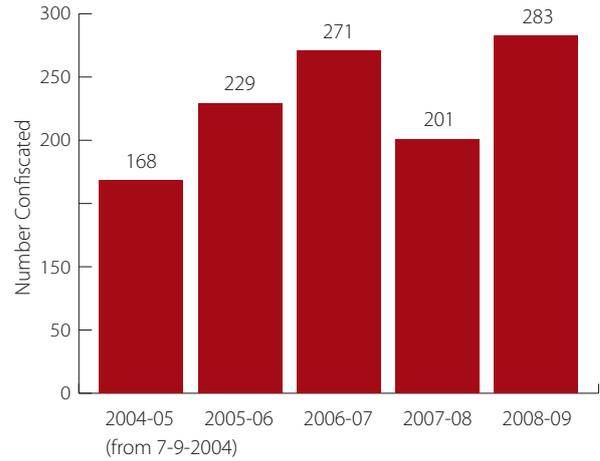
Throughout the reporting period, there were 707 high-visibility traffic operations, with 229,835 vehicles intercepted. Police conducted Random Breath Tests (RBTs) and licence checks on drivers, and vehicles were checked for registration and road-worthiness.

Speeding vehicles and/or dangerous, reckless and noisy driving

The *National Survey of Community Satisfaction with Policing 2008-09* showed that 74% of Tasmanians felt that speeding cars, dangerous or noisy driving is a problem in their local area (nationally 75%). Tasmania Police remains committed to reducing this problem by targeting these behaviours.

At the end of the reporting period, Tasmania Police had confiscated 1,152 vehicles in total for hooning offences, since the proclamation of relevant legislation in October 2004. During 2008-09, 283 vehicles were confiscated, an increase of 82 from the previous year. This is despite considerable publicity throughout the year, drawing attention to hooning on Tasmanian roads and the penalties that would be, and were, imposed.

Number of Vehicles Confiscated under 'anti-hooning' Legislation



Under certain circumstances, an increased period of confiscation is applied to repeat offenders.

From 21 November 2007, the legislation was amended to allow for the period of confiscation to be extended from 48 hours to seven days for standard offences. Since October 2004, 64 vehicles have been confiscated for three months. No vehicles have, to the end of the reporting period, been the subject of an application to the court for permanent forfeiture.

Police also targeted Dangerous And Reckless Driving in 2008-09, and 96 drivers were charged with this serious offence, an increase of 17% from 2007-08.

Developing communication strategies to support traffic enforcement operations

The partnership with the Road Safety Task Force improved the synergy between advertising of road safety preventative campaigns and enforcement. An independent review* of the road safety outcomes achieved by the Road Safety Task Force recommended closer linkages between enforcement and advertising. As a result, a Calendar of Events was developed that outlined major events conducted during the year, and allocated an enforcement focus for offences to be targeted on a monthly basis. The Calendar was provided to the Road Safety Task Force to schedule advertising in line with the monthly enforcement focus.

During 2008-09, the community has been encouraged to report traffic violations to the Police Assistance Line **131 444**. This information is forwarded to the appropriate District for action.

* *Evaluation of the Special Road Safety Task Force 2005 to 2007* prepared by Jeremy Woolley, Centre for Automobile Safety Research, University of Adelaide, July 2008

Our Key Strategy: Readiness

Refine our intelligence-led approach to traffic policing

Tasmania Police undertook a high level of traffic law enforcement throughout the State and worked with key stakeholders to improve safety on our roads, based on intelligence and problem-solving policing. High-risk locations were identified, and deployment of resources and response capabilities were determined. This resulted in a high degree of enforcement in areas deemed 'hotspots' for poor driver behaviour. A more analytical and intelligence-led approach by Tasmania Police to traffic policing will continue the focus on high-risk traffic offences and offenders in 2009-10.

Exploring policy, legislative and technological opportunities to enhance our traffic law enforcement

Considerable policy development was undertaken in the reporting period to provide recommendations to Government for amending or increasing legislation to improve road safety and enhance traffic law enforcement.

Amendments to the *Police Offences Act 1935* were developed in the form of the *Police Miscellaneous Amendments Bill 2009* to:

- increase the number of offences for which vehicle confiscation will apply
- extend the length of time for which a vehicle may be confiscated for a first offence (seven to 28 days).

Automatic Number Plate Recognition camera technology has the capacity to provide significant benefits for crime reduction, road safety and national security. The Department therefore investigated the feasibility of using this technology to target recidivist driver licence offenders.

Working with relevant partners to more closely align enforcement with other road safety activities

Tasmania Police continued to work with a range of partners to closely align enforcement with other road safety activities and initiatives. The *National Road Safety Strategy 2001-2010*, a framework for coordinating road safety initiatives throughout Australia, established a target for the reduction of road fatalities per 100,000 population by 40%, to 5.6 in 2010. To meet the national target, the *Tasmanian Road Safety Strategy 2007-2016* was developed to provide strategic direction for this State with the primary objectives being: Safer Travel Speeds, Best Practice Infrastructure, Increased Safety for Young Road Users and Enhanced Vehicle Safety.

There are two major road safety bodies with which Tasmania Police works in partnership:

- the Tasmanian Road Safety Council is the primary authority in providing road safety advice to Government, and
- the Road Safety Task Force (RSTF), funded by the Motor Accidents Insurance Board, is responsible for integrated public education/enforcement programs to significantly reduce road trauma in Tasmania. The RSTF also provides substantial funding to the Department for a Data/Intelligence Analyst, as well as a number of traffic police officers in each of the geographic Districts who account for approximately one quarter of the State's traffic enforcement effort.

Police continued to educate road users about safety and traffic law:

- Community road safety partnerships, consisting of representatives from the Department of Infrastructure, Energy and Resources (DIER), Tasmania Police, local government and community safety organisations, formed committees to develop and implement initiatives to address local road safety issues such as the *Learner Driver Mentor Program* and the digital speed assessment trailer.
- Police played a key role in the *Rotary Youth Driver Awareness Program* conducted at Symmons Plains International Raceway in November 2008, with Year 11 students receiving practical education on road safety.



The launch of V8 Supersafe.



Constable Leigh Devine with V8 supercar drivers (left) Mark Skaife and (right) Craig Lowndes.

- Tasmanian 'V8 Supersafe' – a concept created by V8 Supercars Australia to help educate young people on road safety – was launched at Wrest Point Casino in July 2008 by V8 Supercar champions Mark Skaife and Craig Lowndes. Students from three Hobart schools were present at the launch, where they saw an exciting education DVD and were able to interact with young racing drivers. The program highlights the importance of safe driving practices and positive choices, and includes strategies to empower students in decision-making, reasoned risk-taking, and understanding the potential consequences of their actions. Subsequently, police presenters delivered the program to a number of Year 11 and 12 students.

- Southern District police partnered with Road Safety South to conduct *Crash Free Fortnight* from 19-31 May 2009. This initiative of the Huon Valley, Kingborough and Hobart City Councils and DIER was designed to educate people about all road crashes and their consequences, not just fatalities.

Delivering quality road crash rescue services in rural areas

State Emergency Service volunteers continued to take lead responsibility for rural road crash rescues in conjunction with other emergency services. SES maintains state-of-the-art equipment and provides quality training to all volunteers involved in these activities (see also Key Service Delivery: Community Safety).

Our Key Strategy: Responsiveness

Delivering high-visibility and targeted policing activities to increase the deterrence and detection of offending driver behaviour

During the reporting period, Tasmania Police ensured that traffic enforcement targeted those driving behaviours identified as breaching traffic road rules, as well as contributing to fatal and serious injury crashes.

Road Rules Enforcement

Speed

Excessive speed has been identified as a major cause of fatal and serious injury crashes. It also continues to be the most significant contribution to breaches of road rules by Tasmanian drivers.

The *Evaluation of the Special Road Safety Task Force 2005 to 2007* reported that there is considerable evidence from Australia and worldwide that the reduction of travelling speeds leads to significant road safety benefits.

57% of Tasmanian respondents admitted to having driven over the speed limit by 10km/h or more at least some of the time in 2008-09 (nationally 60%)*

In 2008-09, police issued infringement notices for 104,516 speeding offences, consisting of 44,746 on-the-spot speeding infringement notices and 59,770 notices for offences detected by road safety cameras. This represents a slight reduction of 582 speeding offences from 2007-08. However, a significant number of Tasmanian drivers continue to put themselves and others at risk by speeding on our roads. Tasmania Police focused particularly on high-speed offences: 265 drivers received infringement notices for driving at 45 km/h or more over the speed limit in the reporting period – 50 more than the previous year.

Speeding Offences from On-the-Spot detections (TINS) and Road Safety Cameras (SCINS)

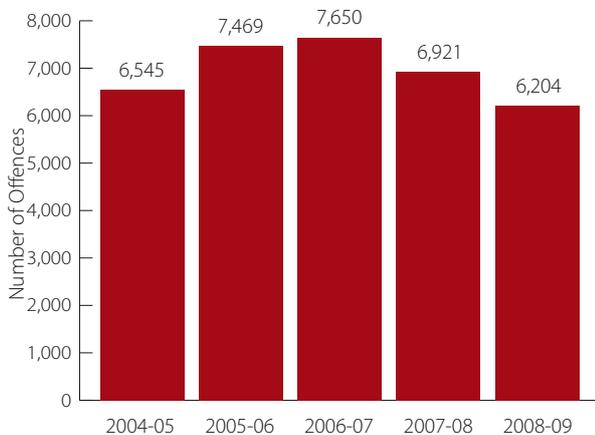
	2004-05	2005-06	2006-07	2007-08	2008-09
TINS	35,174	37,922	44,824	45,936	44,746
SCINS	56,352	51,473	61,338	59,162	59,770

Unrestrained Vehicle Occupants

Road users who choose to travel in vehicles without wearing a seatbelt, or ensuring that children are restrained, commit a breach of the traffic road rules and are in danger of incurring a serious or fatal injury should they become involved in a crash.

Police detected 6,204 occupant restraint offences in 2008-09, a reduction of 717 from the previous year. 7% of Tasmanians admitted to having driven when not wearing a seatbelt in the last six months. This figure has steadily reduced over the last five years and is on par with the national figure (also 7%)*.

Occupant Restraint TINS Offences

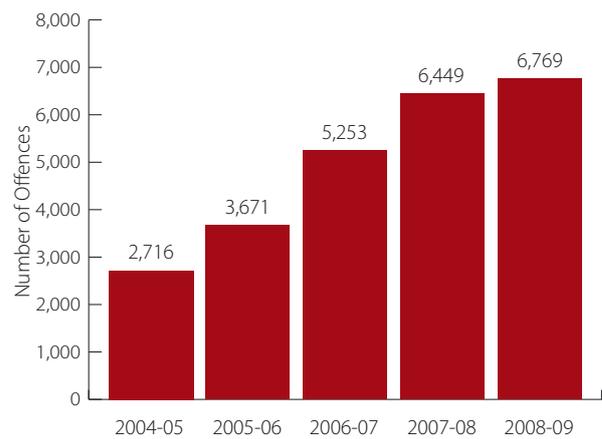


Inattentive Driving

Police consistently target road rule breaches that demonstrate inattentive driving behaviours, as many fatal and serious injury crashes are as a result of driver inattention. However, the vast majority of such inattentive behaviours, such as eating while driving or changing a CD, are not traffic offences.

Tasmania Police continues to target the small number of serious inattentive driving behaviours that breach the road rules. One such breach is driving using a hand-held mobile phone. This is a persistent problem in the Tasmanian driving community, and is demonstrated by 30% of Tasmanians admitting to having driven when using a hand-held mobile phone in the previous six months.* The incidence of this behaviour has increased over the last three years and reflects greater mobile phone ownership and usage in the community. The accompanying graph shows a substantial increase in the number of Drive Using Hand-Held Mobile Phone offences.

Drive Using Hand-Held Mobile Phone TINS Offences

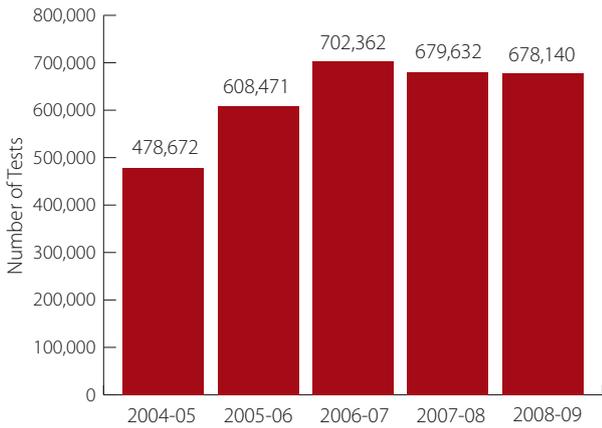


Drink Driving Enforcement

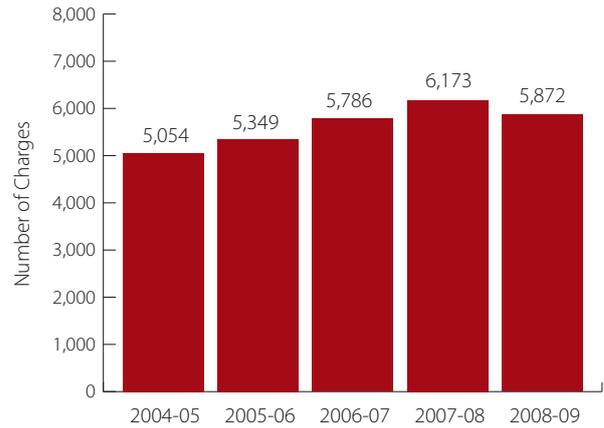
Tasmania Police remains committed to deterring and detecting drink drivers, as this behaviour contributes significantly to fatal and serious injury crashes. During the reporting period Tasmania Police conducted 678,140 Random Breath Tests (RBTs), which averages almost two RBTs per licensed driver: 4,563 persons exceeded the prescribed limit.

*National Survey of Community Satisfaction with Policing 2008-09

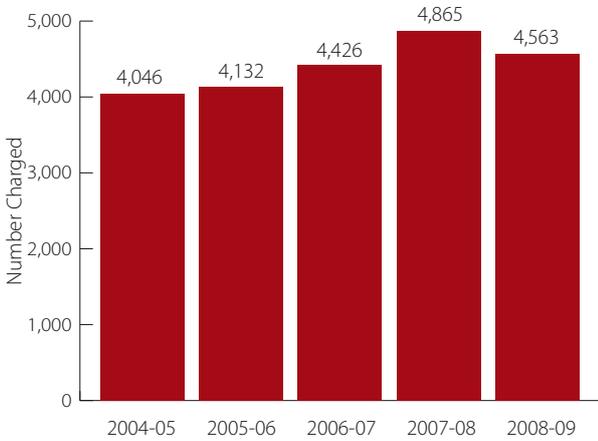
**Random Breath Tests
Number Conducted**



Total Drink Driving Charges



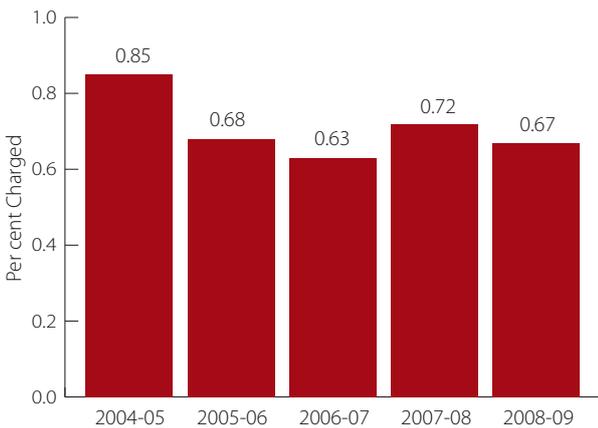
**Random Breath Tests
Number Exceeding Prescribed Limit**



While the percentage of persons exceeding the limit has declined overall in the last five years, despite a substantial amount of drink driving enforcement and publicity surrounding drink driving, Tasmanians continue to drink and drive excessively on our roads. 12% of Tasmanian respondents* admitted to having driven when they felt they may have been over the prescribed alcohol limit in 2008-09. This figure exceeded the national average of 10%.

Tasmanian drivers are also tested for drink driving under other circumstances, including involvement in a crash or after committing a moving traffic offence. After an upward trend over the previous four years, the total number of drink-driving charges decreased from 6,173 in 2007-08 to 5,872 in 2008-09, a reduction of 301 offences.

**Random Breath Tests
Per cent Charged**



Tasmania Police will continue to focus on targeted enforcement activities, including random breath testing, aimed at detecting and deterring drink drivers.

Drug Driving Enforcement

Tasmania Police conducted high-visibility targeted and random testing of drivers for the presence of illicit drugs. In 2008-09 a total of 412 oral fluid tests were conducted. Of the drivers tested, 211 were required to provide confirmatory blood samples, an increase of 12 on the previous year's figures.

Our Key Strategy: Accountability

Tasmania Police is committed to accountability in every aspect of our service delivery, through internal and external performance review and comparisons. The Department's Corporate Performance Reporting process has a range of performance indicators relating to traffic activities, and externally the Department reports to the Road Safety Task Force, and Road Safety Council under the auspices of the *Tasmanian Road Safety Strategy 2007-2016*.

An external review of the Road Safety Task Force was undertaken in the reporting period. The major outcome of the review was a recommendation for continued funding of the Task Force for the next three years. The Report also found that:

- suitable public communication should continue in support of enforcement activities
- any increased media activities should not be to the detriment of current levels of enforcement
- enforcement and media support should be focused on the key areas: speed, drink driving and occupant restraints.

Satisfaction with traffic service delivery

The *National Survey of Community Satisfaction with Policing* reported that 59% of the Tasmanian respondents had contact with the police in the last 12 months. 46% of those police contacts pertained to traffic. 83% of all respondents were satisfied with the most recent contact with police compared to 81% nationally.

Reason for most recent police contact 1 July 2008 – 30 June 2009 Tasmania	%
Random Breath Test	33.5
Recorded a Traffic Violation	6.1
Received a Caution/Warning but No Infringement Notice Issued	3.1
To Report a Traffic Accident	2.4
Investigate a Traffic Accident	1.2
Total – Traffic related	46.3



Tasmania Police accident investigator Sergeant Mike Davis patrolling the Launceston Southern Outlet.



A Tasmania Police motorbike accompanies the annual Toy Run.

Our Challenge for the Future

- Improving traffic law compliance
- Targeting recidivist traffic offenders
- More effective intelligence-led traffic policing

* *National Survey of Community Satisfaction with Policing 2008-09* conducted by Roy Morgan Research.



Key Service Delivery Area: Community Perceptions and Satisfaction with our Service Delivery

Our desired outcome for this Key Service Delivery Area in 2008-09 was a community where people feel safe and are satisfied with our service delivery.

Our Performance

Desired outcome in 2008-09: a community where people feel safe

Tasmanians continue to feel safer than people in any other State or Territory, as measured by the 2008-09 *National Survey of Community Satisfaction with Policing* conducted by Roy Morgan Research.

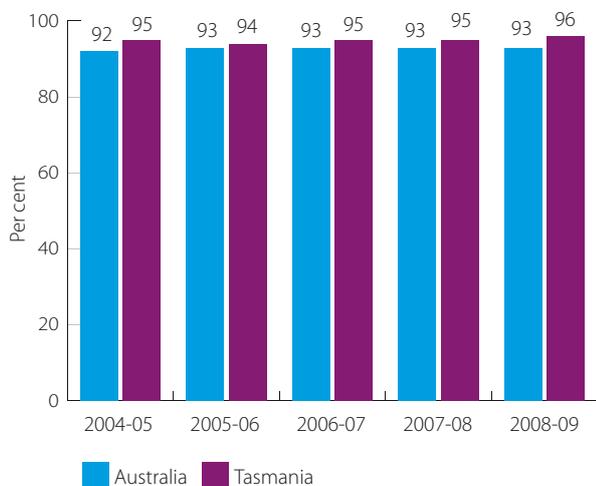
- **96%** of Tasmanians feel safe at home alone during the day, and 87% after dark
- **93%** of Tasmanians feel safe walking or jogging in their neighbourhood during the day, and 64% after dark.

The accompanying graphs show how Tasmania performed compared to the national average for all financial years from 2004-05 to 2008-09.

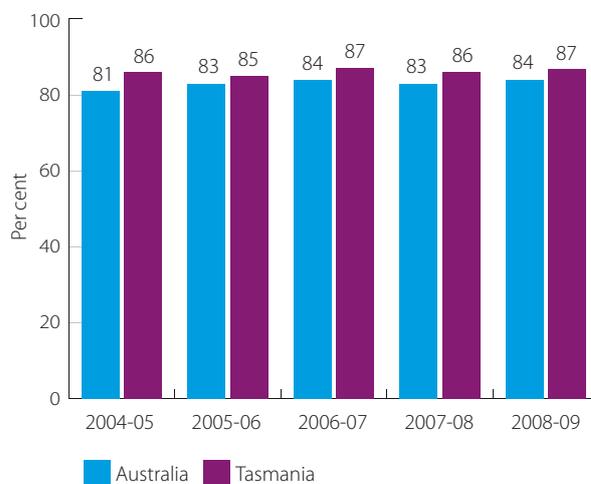


Inspector Glen Woolley faces the media at Camp Flozza in the Florentine Valley.

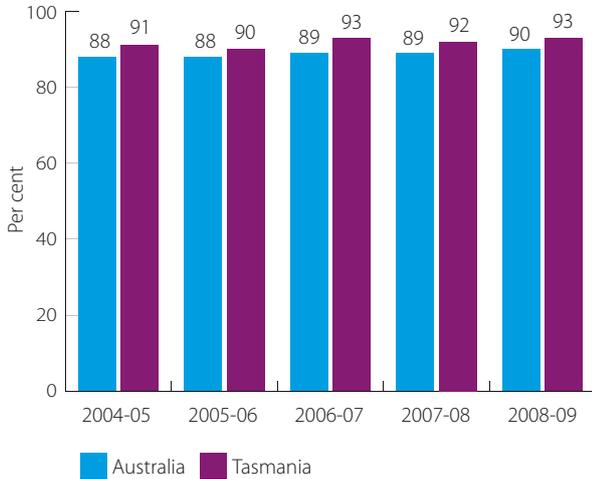
Percentage of population who feel safe at home alone during the day



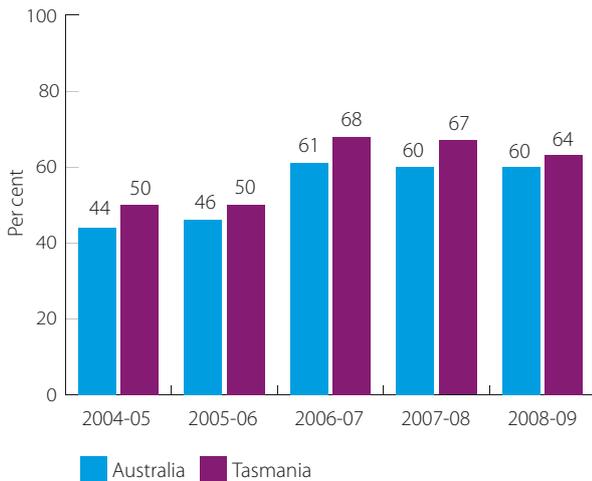
Percentage of population who feel safe at home alone after dark



Percentage of population who feel safe walking or jogging during the day



Percentage of population who feel safe walking or jogging after dark

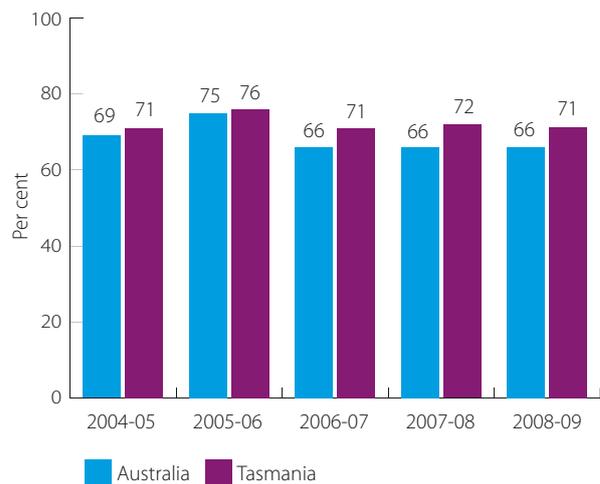


Note: These figures from the National Survey of Community Satisfaction with Policing 2008-09 are utilised by the Tasmania Together Board to measure safety at home and in the local neighbourhood, during the day and after dark.

Desired outcome: a community where people are satisfied with our service delivery

Tasmania Police once again recorded the highest level of community satisfaction with its services, compared to all other States and Territories (as measured by the 2008-09 *National Survey of Community Satisfaction with Policing*). As shown in the accompanying graph, Tasmania is **5** percentage points above the national average. (While there is one percentage point decrease in general satisfaction with services provided by police, this decrease is not statistically significant.)

Percentage of population satisfied with services provided by police



The *Values* of the organisation underpin the way that all members perform their duties. There is a high expectation that our people are committed to acting with integrity; delivering our services equitably and with accountability.

The National Survey indicates that Tasmanians continue to have a high level of confidence in police and also believe their Police Service is fair, honest and professional:

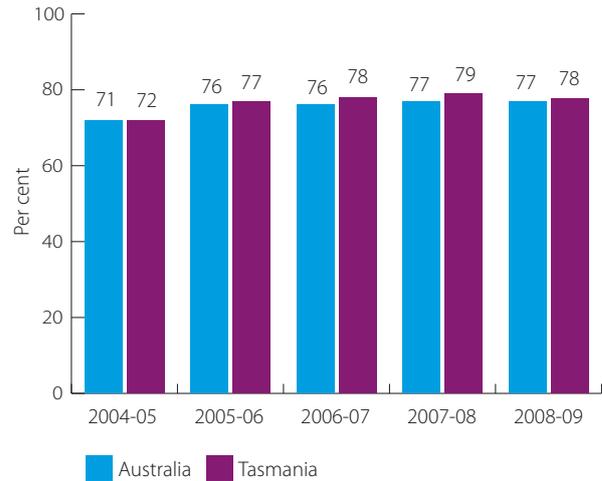
- **83%** have confidence in police
- **83%** believe that our police perform their job professionally
- **72%** believe that police treat people fairly and equally
- **78%** believe that our police are honest.

Tasmania Police continued to rate better than the national average as shown in the accompanying graphs:

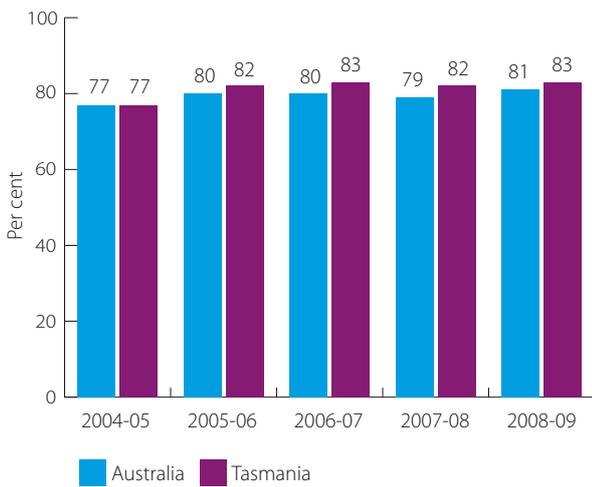
Percentage of population who have confidence in police



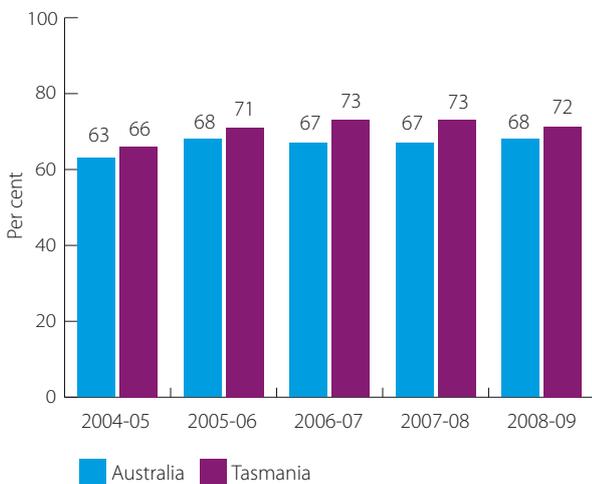
Percentage of population who believe our police are honest



Percentage of population who believe our police perform their job professionally



Percentage of population who believe our police treat people fairly and equally



Our Key Strategy: Reassurance

Communicating our performance in crime, traffic and community policing

We stated in the *Business Plan 2008-09* that we would develop communication strategies to reassure the community about our service delivery and, in particular, on matters of local community concern.

Tasmanians were surveyed as to what most influences their perception of crime problems in Tasmania, with the three highest responses being Television News/ Current Affairs 30%, General Distribution Newspapers 17%, followed by Local/Regional Newspapers, 16%. Our Media and Marketing personnel therefore liaised regularly with these media to provide current information about police activities.

The Department also focused on providing up-to-date information on the police website: www.police.tas.gov.au, including Community Alerts, media releases about a range of issues such as national crime statistics and community policing matters.

A comprehensive range of statistics about the Department's performance is included in this and previous Annual Reports which are available on our internet site. More detailed statistics are provided in the *Report on Government Services* which is produced on an annual basis by the Productivity Commission, and reports on the performance of the State and Territory police services in Australia. Four activity areas (community safety, crime, road safety and judicial services) are reported on in the latest report. <http://www.pc.gov.au/gsp/reports/rogs>.

Our Key Strategy: Readiness

Develop a new Strategic Framework and Business Plan

Throughout the reporting year business planning was undertaken to develop a new three-year *Strategic Framework*. Our strategies for providing a safer community were reviewed, and decisions made on how we will deliver our services more efficiently and effectively.

The Vision, Mission, Values and Business Principles of the organisation were updated. The resulting document includes the new *Strategic Framework 2009-12* and *Business Priorities 2009-2010* and is available on the police website.

Our Key Strategy: Responsiveness

Continuing engagement with State Government, local government and the community to address their requirements and expectations

During the reporting period the Department worked with State and local government, and Government Business Enterprises (GBEs), to develop partnerships to introduce Community Respect Orders (CROs). This initiative builds upon the Government's commitment to target antisocial behaviour.

The CRO Program is an additional diversionary option for Tasmania Police to use with youth offenders aged 13-25 years. The Program is based on early intervention and restorative justice approaches, whereby the offender performs reparation work in the community under the supervision of Tasmania Police.

Fifteen partners have signed Memoranda of Understanding: 13 Councils and two GBEs – Aurora Energy and Metro Tasmania, and a further six councils have given in-principle support to work in partnership on the CRO Program.



Commander Steve Bonde and Mr Rodney Croome at the launch of the LGBTI leaflet.

Tasmania Police Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Liaison Officers

Tasmania Police is committed to ensuring engagement and equity in its treatment of all members of the community it serves. Traditionally there has been reticence from members of the LGBTI community to report matters to police, and a network of Tasmania Police LGBTI Liaison Officers was established to improve the relationship. These Liaison Officers are specifically trained to deal with matters involving members of the LGBTI community and to act as a point of reference.



A new brochure was produced by Tasmania Police in consultation with the Tasmania Police LGBTI Reference Group to encourage members of the LGBTI community to report matters to police. It also provides some safety advice and contact numbers to other agencies. The brochures and posters, launched in December 2008, are aimed at breaking down any perceived barriers that may exist between police and the LGBTI community.

Our Key Strategy: Accountability

Ensuring the highest standards of professionalism and ethical service delivery

In 2008-09, Internal Investigations focused on reducing complaints and enhancing professional standards by delivering regular ethical awareness and complaint prevention training to front-line personnel. This has been effective in continuing to reduce the number of complaints against police.

Internal Investigations also commenced the installation of the new internal investigations software package Internal Affairs Professional (IAPRO). From 1 July 2009, IAPRO will enhance Internal Investigations' ability to store and analyse data, with an emphasis on early intervention and complaint prevention.

Tasmania Police's professional standards are reflected in the continuing low number of complaints being received against its members and the ethical health of the organisation.

Monitoring customer service complaints to improve service delivery

2008-09 recorded the lowest number of complaints against Tasmania Police since records commenced in 1994. This has been achieved through the timely investigation and transparent management of complaints. These are received and investigated pursuant to the provisions of the *Police Service Act 2003*.

The Deputy Commissioner of Police and Internal Investigations are responsible for the management of this process. Internal Investigations outcomes are subject to independent review by the Office of the Ombudsman. Criminal and serious misconduct allegations are referred to the Director of Public Prosecutions for review and prosecution, where appropriate.

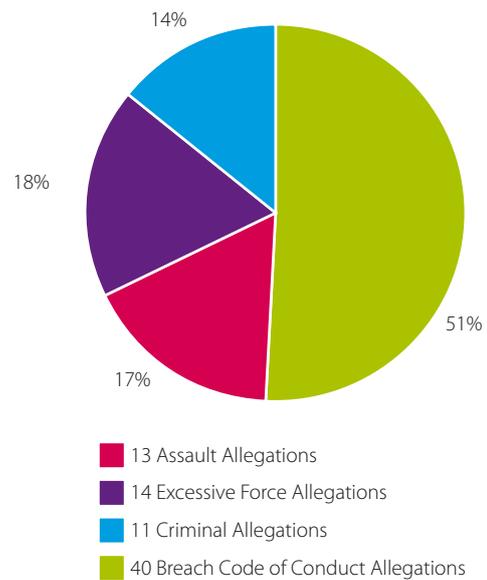
Complaints Against Police

During 2008-09, 65 Complaints were registered at Internal Investigations compared to 68 in 2007-08, a reduction of 4%. Complaints are categorised as either:

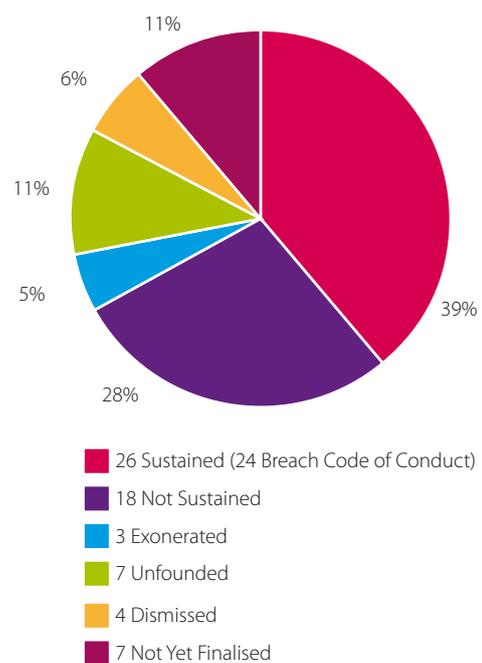
- Complaints by members of the public, or
- Complaints against police – internally reported.

38 Complaints (or 58% of the total) were received from members of the public, seven of which related to off-duty conduct. The remaining 27 Complaints (42% of the total) were internally reported.

Complaint Analysis



Complaint Outcomes



Customer Service Complaints

Tasmania Police promotes a culture of quality customer service. The objective of the Customer Service Complaint process is to record, investigate and, where possible, resolve minor Complaints in an effective and timely manner.

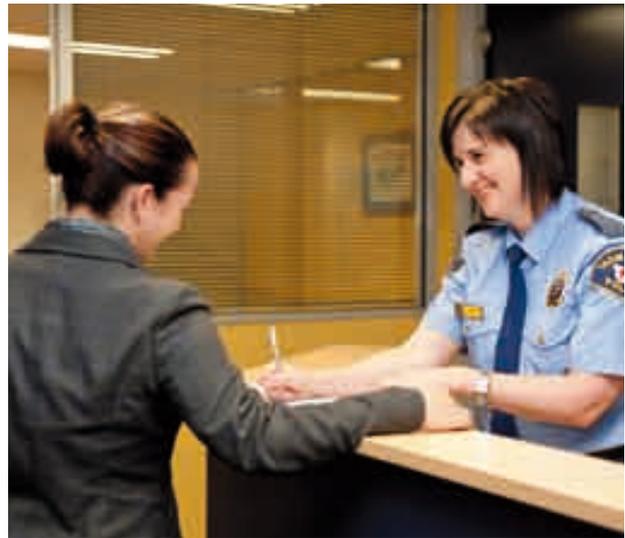
District Commanders are responsible for the management of Customer Service Complaints, with Internal Investigations auditing the process. In the reporting year 74 Customer Service Complaints were registered, with the majority relating to unprofessional or inappropriate conduct, incivility and inaction.

Incorporating efficiency indicators into our performance reporting

The Department prides itself on its ability to review, analyse and subsequently refine its performance accountability processes and measures. Our Annual Reports provide comprehensive information on departmental activities, achievements and performance, and for a third consecutive year, the Department has won the Institute of Public Administration Australia – Tasmania Division Annual Reports Award for the *Best Annual Report by a Tasmanian State Government Agency*.

The reporting regime continues to evolve with an internal reporting process which tracks performance against a wide range of reporting criteria, and analyses trends over time for each of the four geographic police Districts.

One of the Auditor-General's recommendations in the *Auditor-General Special Report No. 72 – Key Performance Indicators* concerned the development of efficiency indicators for services provided by Tasmania Police. The Corporate Management Group continues to assess the feasibility of incorporating efficiency indicators into business planning, and has included some in the performance information for the Tasmanian Budget 2009-10 *Government Services Budget Paper No 2*.



Constable Vanessa Castle providing information to a member of the public.



Commander Donna Adams and Inspectors Brian Edmonds and John Arnold in a planning meeting.

Our Challenges for the Future

- Delivering quality policing services to the people of Tasmania
- Maintaining community confidence in our service delivery
- Continuing to help the community feel safe

Chapter Notes:

All public perception figures are from the National Survey of Community Satisfaction with Policing conducted by Roy Morgan Research in 2006-07 to 2008-09, and ACNielsen in 2004-05 to 2005-06.



Projects and Major Initiatives

The Department has undertaken a range of projects and major initiatives in the reporting year, designed to move DPEM forward by providing the technology and resources to enable all staff to perform at a high level.

	2008-09 Budget (\$'000)
Automatic Vehicle Location Project	851
Divisional Headquarters Refurbishment Program	500
State Emergency Service Volunteer Support	100
Tasmanian Government Radio Network Project	2,798
Trunk Mobile Radio Network Upgrade	8,000

- improved efficiency and effectiveness of operational police by providing them with better access to information
- improved occupational health and safety through accurate identification of a police officer's location, and through officers being better informed when conducting vehicle checks or attending an incident
- the development and delivery of in-vehicle status messaging and crew log-on capabilities
- a link with *Project AirGap*, to assist with the reduction of voice traffic over the existing police radio network, allow for the provision of automatic status updates of police vehicles and a reduction in voice data enquiries.

Automatic Vehicle Location Project (AVL)

Automatic Vehicle Location technology is commonly and effectively used in jurisdictions world-wide. Whilst there is no standard AVL model or method of operation, common themes of improved officer safety, resource deployment and incident management are identified.

Police patrols fitted with an Automatic Vehicle Location unit are visually monitored from Radio Dispatch Services via a computer screen. AVL has the potential to bring a number of significant benefits to the Department. It will assist in future Command and Dispatch functionality, allowing optimum benefits to be gained in terms of emergency response and incident management, and improve service by providing a more effective response to calls for assistance.

The Automatic Vehicle Location Project was established to deliver:

- improved real-time management of police resources by providing police radio dispatchers and supervisors with timely information on unit status, location and workloads, to enhance the timeliness and appropriate level of response

In 2009-10 over 200 operational police vehicles will be fitted with Automatic Vehicle Location technology. The installation of the Mapping and Command Support System into Radio Dispatch Services will provide integration with the Command and Control System that provides incident location and unit allocation tools. By December 2009, DPEM will have commenced a trial of in-vehicle statusing and crew login in twenty police vehicles. Capital funding totalling \$1.3 million was provided in 2008-09.



Left to Right: Acting Commissioner Darren Hine, Mr Robert Cruickshank, Ms Marjorie Wall and SES Director Andrew Lea outside the refurbished heritage-listed Cruickshank building.

Building Refurbishment Program

During the year the Department completed or has commenced refurbishment programs including:

- the complete refurbishment of the Cruickshank building has provided excellent accommodation facilities for the State Emergency Service and Corporate Review Services. The refurbishment has also provided the Department with a contemporary major incident facility. The refurbishment team was mindful of a heritage-listed building and successfully achieved the requirements of a modern office whilst being sensitive to its history
- the DPEM is undertaking substantial refurbishment works to the Divisional Headquarters buildings in Bellerive, Glenorchy and Devonport. Funding of \$18.888 million has been secured for these works. Detailed design and documentation has been finalised for the \$6.503 million project at Bellerive, with a request for tender scheduled for September 2009. It is anticipated that the Devonport refurbishment will commence in the 2010-11 financial year and Glenorchy in 2011-12, and
- the owners of the State Headquarters building at 47 Liverpool Street Hobart have continued their refurbishment program with new lifts, toilet, kitchen and shower facilities finalised. A new customer service reception facility is scheduled for completion by the end of September 2009.

State Emergency Service Volunteer Support

Funding was provided to equip all volunteers and staff with general duties uniforms and provide for the upgrade and replacement of existing uniform items together with upgraded radio coverage. (See Our People.)

Tasmanian Government Radio Network Project (TasGRN)

The Government Trunk Mobile Radio Network (TMRN) provides mobile radio communication services to Tasmania Police and the Tasmanian Electricity Supply Industry. The TasGRN Project Unit, located within the Department of Police and Emergency Management, is responsible for contract management and administration of the TMRN.

In late April 2008, the Government and Ericsson Australia Pty Ltd (Ericsson) entered into a contract to upgrade the TMRN to improve radio services to Tasmania Police and other government users through increased capacity, improved coverage, and increased network reliability.

Ericsson is responsible for project management and implementation of the TMRN Upgrade. The Upgrade Project is nearing completion and has resulted in 1,020 new portable (hand-held) and in-vehicle radio terminals for Tasmania Police, five new radio sites to provide additional radio coverage and the installation of additional channels and new equipment for 74 radio sites.

Feedback from police officers has confirmed that there has been noticeable improvement in coverage. A return to the use of digital transmissions in specific circumstances has also increased the security of voice transmissions. The TMRN will continue to provide reliable radio services to government users until a whole-of-government radio network solution is identified and implemented over the medium to longer term.

Engineering for the Future – Project Meridian

Project Meridian continued to drive reform within the Department of Police and Emergency Management during the year, ranging from minor process changes to major systems redevelopment. Most of the consultation phase was completed in the latter half of 2008. Feedback continued to flow in 2009 and solutions continue to be developed.

As a result of *Meridian*, various administrative processes have either been removed or updated to better reflect contemporary business practices and to streamline work effort. Reviews commenced into such areas as uniform issue, breath analysis testing and crime attendance models.

Business Projects Services

Business Projects Services (BPS) facilitates the research, development and implementation of projects and initiatives, with a strong focus on continuous improvement and effective change management to enhance service delivery. Several major projects were completed in 2008-09:

Court File Tracking (CFT)

This project commenced in 2006 to develop a system for tracking court files from creation to completion. The project overcame significant hurdles to deliver a system based on a user-friendly web interface over the departmental records management system, TRIM. Following a major training and change management program, CFT was successfully implemented, with all Districts using the new system by December 2008.

Motor Registry System (MRS)

The Department of Infrastructure, Energy and Resources Motor Registry Project was a major whole-of-government commitment to replace the former transport database, which was nearly 20 years old. The project commenced in 2005 and whilst there were many challenges, the new MRS was successfully activated across government in August 2008. BPS continued to work with the project team to resolve the majority of outstanding issues by April 2009.

All authorised DPEM members now have access to an improved search engine to retrieve more detailed information on drivers and vehicles than under the previous model. In addition, approved high-level users have access to extra search and reporting functionality.

SMS Bail Reminder Service

The SMS Bail Project was a joint initiative between the Department of Justice and DPEM to attempt to reduce the level of non-appearances by defendants on bail. It was agreed to introduce an automated reminder service for defendants admitted to court and police bail, exploiting current SMS text messaging technology. This service was combined with the distribution of posters and pamphlets highlighting defendants' obligation to obey bail orders, and was successfully implemented in February 2009.



An SMS Bail reminder notice.

Warnings on Intrepid Centralised Enquiry (ICE)

This project was designed to overcome long-standing process and system issues with warnings recorded against persons of interest. It involved development of a new database integrated with current DPEM systems, and associated processes which were designed to improve police officer safety and enhance police interaction with suspects and offenders. The ICE system was successfully activated in April 2009, and has significantly improved the management of warning information.

Finance and Payroll Services

During 2008-09, the Human Resource Information Services branch was merged with Financial Management Services to form Finance and Payroll Services. This merger closely aligned financial and payroll operations and their inter-linked information systems.

Finance and Payroll Services performed a major upgrade of the Financial Management Information System and implemented new award provisions as a result of the State Service Wage Agreement and Police Award, including the incorporation of salary packaging arrangements for police rental properties.

Radio/Telecommunications

Communications Services is responsible for ensuring DPEM staff have reliable front-line and strategic communications technology. A complete replacement of the police radio terminal fleet was rolled out between October 2008 and February 2009 including the commissioning, distribution and installation of new mobile radio terminals to all operational police vehicles and vessels state-wide.

IT15

To ensure the Department is using current technologies in computing infrastructure and applications, Information Technology Services (ITS) established the *IT Infrastructure and Strategic Reform Program 2009-2015* (IT15). As part of this reform program, ITS identified and commenced 18 projects which will be implemented in coming years.

National Drug Law Enforcement Research Fund (NDLERF)

The Department has been contracted by the Australian Government Department of Health and Ageing (DoHA) to auspice NDLERF, and has provided a Secretariat within Drug Policy Services. NDLERF is funded by DoHA, as part of its commitment to the *National Drug Strategy 2004-2009*.

The NDLERF Board of Management funds a broad range of innovative research projects, that inform evidence-based policy and practice for drug law enforcement, and seek to prevent and reduce the harmful effects of illicit and licit drugs. In 2008-09 DPEM negotiated five Funding Agreements to support new research projects. The appointment of a Senior Research Officer in July 2007 has further enhanced the ability of the Fund to be more responsive to emerging drug law enforcement issues.

In 2008-09, NDLERF published and released three monographs and one report. These publications are available at www.ndlerf.gov.au.

APPENDICES

Appendix A – Tasmania Together

Goal 2. Confident, friendly and safe communities

Supporting Benchmark	Initiative	Activity directed towards achieving Benchmarks during the reporting year.
2.1.2 Percentage of people who feel safe at home	Safe and Secure Living for Older Persons	<p>Tasmania Police continues to promote the older person's booklet <i>Safe and Secure Living</i> to older persons' groups. The handbook provides security and safety information specifically targeted at an older audience and includes contemporary crime and safety issues such as scams and fraud that have arisen from advances in technology. The booklet is also available on the Tasmania Police website www.police.tas.gov.au.</p> <p>Community Policing Officers continue to provide extra support to victims of burglary, robbery and assault, who are aged 65 years and older through the <i>Older Victims of Crime Program</i>. Officers visit older victims in their homes, and also provide presentations on safety and security to older persons' groups.</p>
	Operation Deadlatch	<p><i>Operation Deadlatch</i> is carried out in conjunction with State Community Policing Services and Assa-Abloy (Lockwood) Security Products. If an older person has been burgled and cannot afford new locks on their doors, or feels threatened or intimidated, a police officer will make an assessment and refer this to State Community Policing Services. They liaise with Assa-Abloy (Lockwood) to supply and fit new deadlocks to the older person's home, free of charge.</p>
	Preventing Residential Burglary	<p>Tasmania Police website www.police.tas.gov.au has a range of publications available that can be downloaded for improving home security:</p> <ul style="list-style-type: none"> • <i>Residential Burglary Prevention</i> – this booklet outlines simple and practical recommendations to reduce risks of home burglary. • <i>Designing Crime Out of Your House – Checklist</i>. • <i>Safe and Secure Living – Your Personal Handbook</i> – this booklet provides security and safety information for older persons.

<p>2.1.3 Percentage of people who feel safe in public places</p>	<p><i>High Visibility – Stop, Walk and Talk</i></p>	<p>Beat Patrols continue to form a major component of the Department’s high-visibility policing strategy. Beat officers undertake targeted patrols in city areas to address issues associated with antisocial behaviour, licensing (responsible service and consumption of alcohol), identified crime ‘hot spots’, areas of social congregation and public events.</p> <p>Beat Patrols continue to be performed on a regular basis over 24 hours per day, 7 days per week by uniform police attached to the major city police stations. Additional targeted patrols also focus on ‘hot spots’ and use shift overlaps, particularly on Fridays and Saturdays. All uniform personnel participate in the <i>Stop, Walk and Talk</i> program. This program requires members to undertake at least 20 minutes walking each day within the local Central Business Districts (CBD) to speak with business operators and members of the public.</p>
	<p><i>Business Reassurance Program</i></p>	<p>A Business Reassurance Program has continued in the major CBDs state-wide. Businesses are visited on a regular basis, and while officers concentrate on business issues, the program dovetails closely with the CBD <i>Stop, Walk and Talk</i> program.</p>
	<p><i>Publications for preventing crime</i></p>	<p>Tasmania Police launched a number of publications during 2008-09 to assist businesses in preventing crime:</p> <ul style="list-style-type: none"> • <i>Robbery: Stay Safe – A Guide to Prevention and Procedures</i> which provides guidelines on how to stay safe during a robbery, what to do in case of a robbery, and how owners can reduce the likelihood of becoming a victim. • <i>Policing Requirements for Closed Circuit Television Handbook</i> – which provides information about the installation of Closed Circuit Television (CCTV) Systems. CCTV can be used to enhance the safety and security of business, and can also provide valuable footage to the police for the investigation of crimes. • the <i>Stop Crime in Rural and Remote Areas</i> brochure.
	<p><i>Police and Metro Program</i></p>	<p>Tasmania Police and Metro Tasmania are committed to the safety of passengers on public transport, and have continued working in partnership to reduce antisocial behaviour and offences committed on public transport and in public places, such as bus interchanges. A number of police officers work with Metro Tasmania in the south; police in the Northern and Western Districts also conduct activities on public transport in those regions.</p> <p>Metro Tasmania has continued increasing its roll-out of CCTV infrastructure on buses. In January 2008, Bellerive police officers participated in the Commonwealth-funded project, <i>Safe Bus Stops – Rosny Transit Mall</i> to facilitate the installation of electronic surveillance on Metro buses and within the Rosny Transit Mall. 12 cameras now cover the Transit Mall, access and egress to the Mall and businesses inside. Bellerive Police have successfully used the CCTV camera footage to identify and prosecute offenders.</p>

	Public Order Response Teams (PORTs)	<p>Public Order Response Teams maximise public awareness of police presence through high-visibility and high-profile patrols, with a strong emphasis on foot patrols regularly carried out in major shopping centres, car parks, reserves, the waterfront and other public places and streets in each District.</p> <p>The PORTs also undertake regular anti-hooping duties and foot patrols in accordance with intelligence developed from police observations and complaints from businesses and the general community. These activities are carried out across the State, in communities large and small. The PORTs also support general operational policing with the management of scheduled public events.</p>
2.1.4 Crime victimisation rate	Inter-Agency Support Teams (IASTs)	<p>The Inter-Agency Support Team program is a whole-of-government collaborative approach to providing timely, practical, multi-agency responses to support children, young people and their families who have complex needs. The Department remains committed to this early intervention program through leadership, administration and coordination support.</p> <p>The IAST program continues to operate in 24 communities across Tasmania and currently supports 258 children and young people (185 males and 73 females). To date, the program has supported a total of 678 young people.</p>
2.1.5 Reported level of family violence	Safe at Home	<p><i>Safe at Home</i> is a whole-of-government strategy for responding to family violence in Tasmania. The <i>Safe at Home</i> strategy provides effective baseline data to more accurately assess the level of family violence. It is expected that the strategy will eventually break the cycle of family violence resulting in a reduction of incidents in the longer term.</p> <p>During 2008-09 police attended 5,057 total incidents, of which 3,446 were classified as family violence under the <i>Family Violence Act 2004</i>. 1,568 incidents attended were recorded as family argument incidents, with 43 incidents being recorded to facilitate a restraint order.</p> <p>The Department is also actively involved with the Australasian Police Commissioners' Strategy to reduce and prevent family violence. A booklet, <i>Prevention and Reduction of Family Violence 2008: an Australasian Policing Strategy</i>, published in November 2008, sets out ten Priorities for Action to reduce and prevent family violence at a local and national level. All policing jurisdictions meet on an annual basis to review progress in relation to the Strategy's performance measures.</p> <p>The <i>Safe at Home</i> Program was recognised for its excellence at a national level as a winner in the <i>2008 Australian Crime and Violence Prevention Awards</i>.</p>

<p>2.1.6 Proportion of adult offenders convicted again within two years</p>	<p><i>Project U-Turn</i></p>	<p><i>U-Turn</i> is a highly successful diversionary program aimed at young people aged between 15 and 20 who have been involved in, or who are at risk of becoming involved in, motor vehicle theft. <i>U-Turn</i> is delivered by Mission Australia under contract to Tasmania Police. Based in the Hobart suburb of Moonah, the program offers courses in accredited mechanical training which are delivered over a ten-week period, four times a year. The program also provides a range of other benefits such as reduced involvement in crime and antisocial behaviour, improved life and personal skills, positive health outcomes and enhanced family relationships. Accommodation in a supported environment is provided for those participants who live outside the local Hobart area; to date the property has housed over 110 young people. Research shows that this live-in supported environment tends to achieve better outcomes for the participants.</p> <p>Since its commencement in 2003, more than 180 young people have graduated from the <i>U-Turn</i> program with improved life skills and acquired on-the-job skills. Course 26, graduating in June 2009, was considered particularly successful with its high attendance and retention rates. Eight young people graduated.</p> <p><i>U-Turn</i> Tasmania is currently the only stand-alone program of its kind in the country, using a dedicated workshop site to service a focused, youth-based reform program.</p>
	<p><i>Community Respect Order Program</i></p>	<p>DPEM has implemented the Community Respect Order Program – a diversionary program for youth and adult offenders who perform reparation work in the community removing graffiti on local infrastructure, under the supervision of Tasmania Police. Partnerships have been formed with Aurora Energy, Metro Tasmania and a number of local government councils.</p>

Appendix B – Reporting on Disability Framework for Action 2005-2010 – a whole-of-government framework for Tasmanians with disabilities

The Premier has asked during the reporting period that each agency report on their goals and achievements in relation to the whole-of-government *Disability Framework for Action 2005-2010* in their Annual Report.

The sections in the Framework were structured around achieving four priority outcomes:

1. Fostering Human Rights
2. Providing Access to High Quality Services
3. Increasing Safeguards and Advocacy
4. Working Collaboratively.

The Department of Police and Emergency Management (DPEM) has finalised its action plan based upon these four priority areas. The Plan states the following:

In our corporate documents, the Department is committed to personal values which are fundamental to the way in which all members perform their duties in achieving our Vision and Mission. In the organisation, we value our people and their commitment to deliver service equitably across the whole of our community.

The Department acknowledges the rights of people with disabilities to access services provided to the general community. Equally important are the rights of our staff to work in an environment that is compliant with disability discrimination legislation and have a workplace free from harassment.

DPEM is committed to removing any barriers in this area so that we can achieve our Vision, which is 'a safe and secure Tasmania' and to further ensure our service to the community is completed in accordance with the State and Federal disability and anti-discrimination legislation.

A register of disability service providers is located at the Department's Radio Dispatch Services. This register is available to assist operational police members when interacting with a victim, witness or suspect/offender who has an intellectual or cognitive disability.

Training is provided for police trainees in relation to managing people with disabilities and is delivered through a training module called 'Contemporary Social Issues and Policing.' *Tasmanians with Disabilities Inc* assists in the delivery of this training.

In relation to employment, the DPEM continues to implement the State Service fixed-term employment program using employment brokers that specialise in the case management of people with disabilities seeking employment. During the last twelve months, two people with disabilities have been employed on the State Service fixed-term employment program. One of these employees has recently had their fixed-term contract converted to permanency.

The Tasmania Police systems inspection report evaluates access issues at all DPEM buildings. This audit equips DPEM with an effective method of ensuring that the needs of people with disabilities are addressed.

The Department of Police and Emergency Management ensures that the needs of people with disabilities are reflected in business and strategic planning, including the formulation of contemporary policy and guidelines. During the reporting period, DPEM continued to foster greater awareness and action, addressing the needs of people with disabilities through liaison and ongoing dialogue with groups representing people with disabilities including *Oak Enterprises*, *Headway Support Services* and *Tasmanians with Disabilities Inc*.

Similarly, the DPEM continues to:

- provide all employees with access, equity and diversity training to engender a better understanding of the needs of people with a disability. Further, during the induction process of new employees, the rights of people with disabilities are highlighted
- consult with disability community groups to ensure that the rights of people with disabilities are promoted within the Agency
- recognise the needs of people with disabilities through policy in the Tasmania Police Manual and the *Guidelines for Interacting with People with Disabilities*.

Appendix C – Carbon Emission Reduction Plans

The Department of Police and Emergency Management (DPEM) recognises not only the need to protect the welfare of members of the public, but also the environment. During 2008-09 the DPEM has introduced an Emissions Reduction Plan to tackle the effects of climate change. The plan is a result of suggestions from staff emanating from a series of workshops and briefings.

The goals established under the Emissions Reduction Plan are:

- to foster an organisational culture within the Department that recognises and encourages the actions of individuals and workgroups in achieving emissions reduction
- to reduce emissions:
 - through more efficient and effective transportation means, including the use of the Department’s vehicle fleet, and
 - associated with energy consumption and waste disposal within the Department’s owned and leased properties.

In order to meet these goals some key activities undertaken during 2008-09 have included:

- a reduction in the size of the Department’s vehicle fleet and increase in the use of bike squads
- an increase in the number of vehicles within the fleet which have a greenhouse rating of 5.5 stars or better
- the inclusion of more efficient lighting and heating in the redevelopment plans for divisional headquarters, and
- greater use of technology which has supported less printing of publications, including records management, payroll notifications and internal communications.

The Department now captures information on emissions annually. The figures for the reporting period 2008-09 have been measured against an initial audit undertaken for the 2006-07 financial year. The key results are:

	2006-07	2008-09	
Unleaded petrol	1,595 kL*	1,446 kL	A reduction of 9% has been achieved through the use of more fuel efficient transport options.
Airline travel	771,784 km	369,215 km	A focus on a reduction in airline travel has seen a reduction of some 52% in kilometres travelled.
Energy – same purpose buildings	5,147,909 kW*	5,014,593 kW	Where buildings have retained the same occupancy or function since the initial measurement, a reduction of 3% in total energy has been achieved.
Energy – changed purpose buildings	5,505,773 kW	7,208,669 kW	A substantial increase in energy has been incurred in two buildings: <ul style="list-style-type: none"> • the Forensic Science Service Tasmania (FSST) laboratory which was not occupied in the initial measurement year, and • Hobart Police Station which now houses the Telecommunications Management Division Data Centre.

While it is pleasing to see substantial reductions in fuel usage and airline travel, the Department will focus on greater reductions in energy usage. A 3% reduction has been achieved on power usage, however it is anticipated that through refurbishment of a number of Divisional Headquarters additional energy efficiencies will be achieved.

It is also noted that an overall increase in energy usage occurred due to:

- the recording of energy usage within the FSST laboratory for the first time in 2008-09. This laboratory was undergoing refurbishment in 2006-07 and subsequently was not occupied
- the introduction of new equipment into the Department of Premier and Cabinet’s Telecommunications Management Division (TMD) data centre in 2007-08, which has resulted in increased energy usage outside the control of DPEM. It is intended that this will be separately metered and recorded by TMD in the future.

In order to ensure that the impacts of climate change are captured within the decision-making framework, the Department now incorporates Climate Change Impact Statements into all Cabinet Minutes.

* kL = kilolitre kW = kilowatt

Appendix D – Crime Statistics

Offences Recorded and Cleared: Tasmania

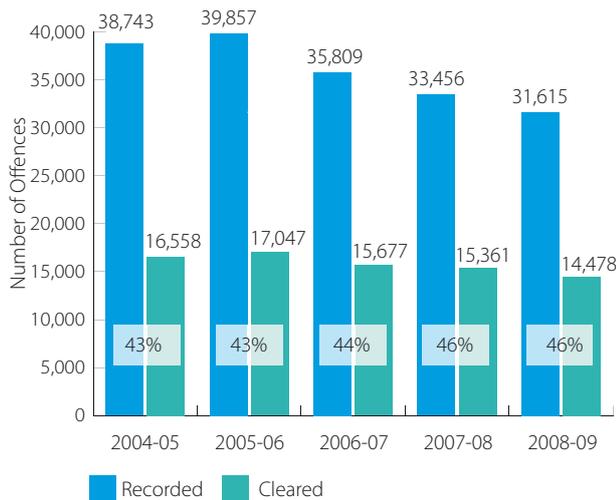
Summary

Total Offences decreased by 6% (1,841 offences) in 2008-09 compared with a 7% decrease the previous year. Contributing to this was a decrease of 5% in property offences and a 6% decrease in Offences Against the Person.

The chart below indicates an overall downward trend for Total Offences recorded by police over five years.

Total Offences: Tasmania

Offences Recorded and Cleared/Percentage Cleared



Of the 31,615 Total Offences recorded in 2008-09, 46% were cleared, which is the same as the previous year's rate.

Changes over the past two years are outlined below for offences recorded within the four broadly classified major offence categories.

Number of Offences Recorded

Major Offence Categories	2007-08*	2008-09	% Change
A. Offences Against the Person	5,210	4,884	-6.3%
B. Offences Against Property	27,040	25,635	-5.2%
C. Fraud and Similar Offences	688	547	-20.5%
D. Other (Miscellaneous) Offences**	518	549	6.0%
Total Offences**	33,456	31,615	-5.5%

* Revised 19 August 2009.

** Excluded from the category, Other (Miscellaneous) Offences, and therefore Total Offences, are breaches of Family Violence Orders and breaches of Restraint Orders, which were counted prior to 2006-07.

Number of Offences Recorded and Cleared

Major Offence Categories	2007-08*			2008-09		
	Recorded	Cleared	% Cleared	Recorded	Cleared	% Cleared
A. Offences Against the Person	5,210	4,962	95.2%	4,884	4,598	94.1%
B. Offences Against Property	27,040	9,509	35.2%	25,635	9,135	35.6%
C. Fraud and Similar Offences	688	591	85.9%	547	449	82.1%
D. Other (Miscellaneous) Offences	518	299	57.7%	549	296	53.9%
Total Offences	33,456	15,361	45.9%	31,615	14,478	45.8%

* Revised 19 August 2009.

Detailed below is the distribution in 2008-09 for the four major offence categories:

- A. Offences Against the Person 15.4%
- B. Offences Against Property 81.1%
- C. Fraud and Similar Offences 1.7%
- D. Other (Miscellaneous) Offences 1.7%

The major offence category, Offences Against Property, accounted for 81% of all offences with Burglary, Injure/Destroy Property and Stealing offences accounting for the majority of property offences.

A. Offences Against the Person

The number of Offences Against the Person decreased by 6% in 2008-09 compared to the previous year. This follows a 7% decrease the previous year.

Offences Against the Person: Tasmania
Offences Recorded and Cleared/Percentage Cleared



The clearance rate for Offences Against the Person remained at a similar level in 2008-09 to that of the previous year.

Assaults (excluding Sexual Assaults and Assault Police Offences) accounted for the majority of Offences Against the Person (67%) while the offences of Murder and Attempted Murder accounted for only 0.2%.

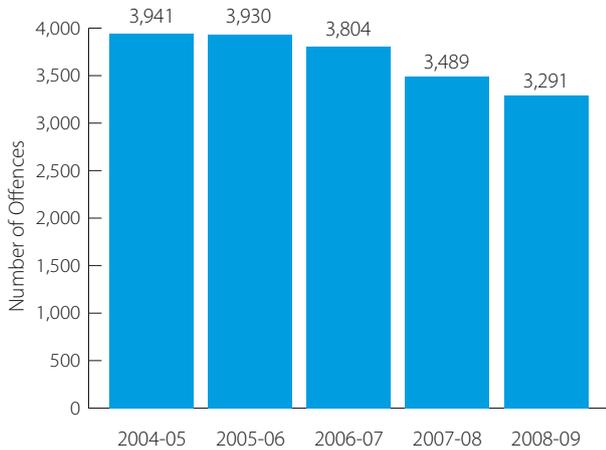
Detailed below is the distribution in 2008-09 for Offences Against the Person for the top six most prevalent offences:

- Assault 67%
- Resist/Obstruct Police 10%
- Threaten/Abuse/Intimidate Police 7%
- Assault Police 7%
- Sexual Assault 3%
- Robbery (Armed/Unarmed) 3%

Assault (excludes Assault Police offences)

A total of 3,291 offences was recorded for Assault in 2008-09 compared with 3,489 the previous year, a decrease of 6% (198 offences). Assaults are following an overall downward trend.

Assault (excludes Assault Police offences)



During 2008-09, the majority of assaults (49%) were committed at a residential location (including outbuildings/residential land and non-private dwellings), followed by in the street/footpath (26%) and at retail locations (11%).

Assaults committed at residential locations decreased in 2008-09 by 9% (161 offences) and in the street/footpath by 3% (28 offences). On the other hand, increases occurred at retail locations (36 offences).

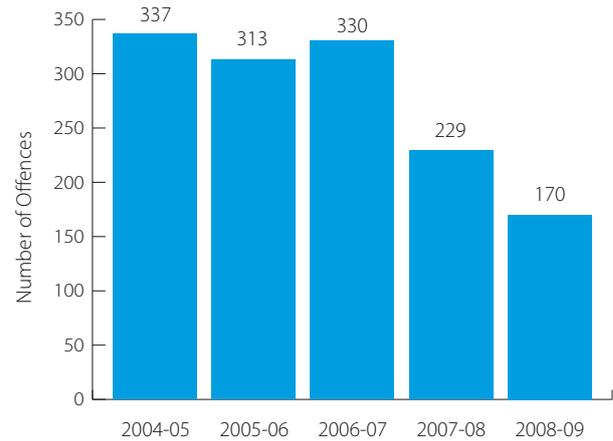
Eighty-three percent of assaults were committed without a weapon, 4% involved a knife and less than 1% involved a firearm. Other types of weapons were used in 12% of assaults.

The alleged offender was known to the victim in 75% of assaults. Approximately the same number of females were victims of assault as males (50%).

Sexual Assault

The number of sexual assaults recorded in 2008-09 decreased by 26% (59 offences) from 229 in 2007-08 to 170 in 2008-09. The number of sexual assaults reported to police varies from year to year due to the reporting of sexual assaults which were committed many years, and sometimes decades, ago. Thirty-three percent of sexual assaults reported in 2008-09 were committed prior to 1 July 2008, some as far back as 1962.

Sexual Assault: Tasmania Offences Recorded

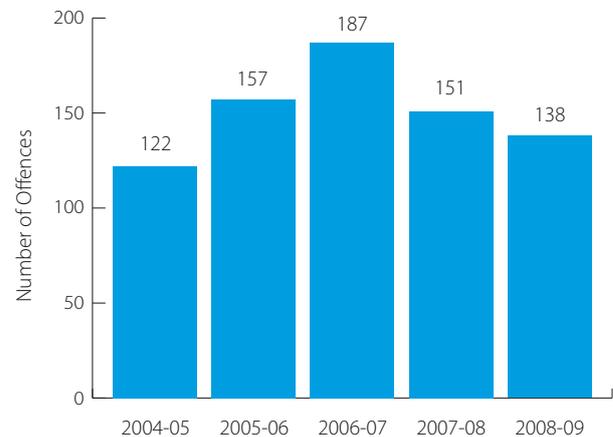


During 2008-09, sexual assaults occurred most commonly at residential locations (75%). The majority (98%) of sexual assaults were committed without a weapon. Eighty-eight percent of victims of sexual assault were female.

Robbery (armed and unarmed)

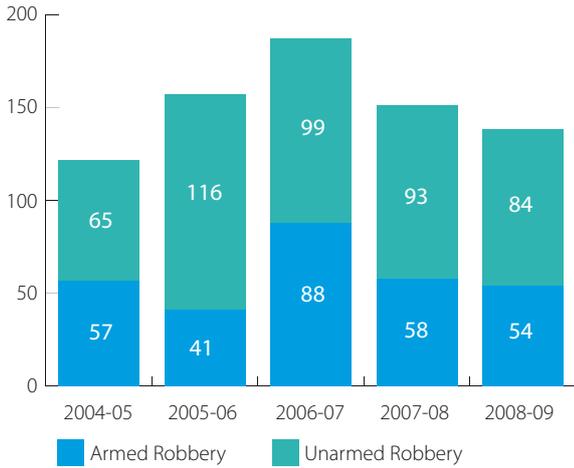
Robbery offences, including both Armed and Unarmed Robbery, decreased by 9% (13 offences) from 151 recorded in 2007-08 to 138 recorded in 2008-09. This follows a decrease of 19% (36 offences) the previous year.

Robbery (Armed and Unarmed): Tasmania Offences Recorded



Armed and Aggravated Armed Robbery offences accounted for 39% of total robberies in 2008-09 and reduced from 58 recorded in 2007-08 to 54 in 2008-09. Unarmed Robbery offences also decreased in 2008-09, reducing by 10% (9 offences).

Armed and Unarmed Robbery: Tasmania Offences Recorded



Armed Robbery offences recorded in 2008-09 were committed at the following locations:

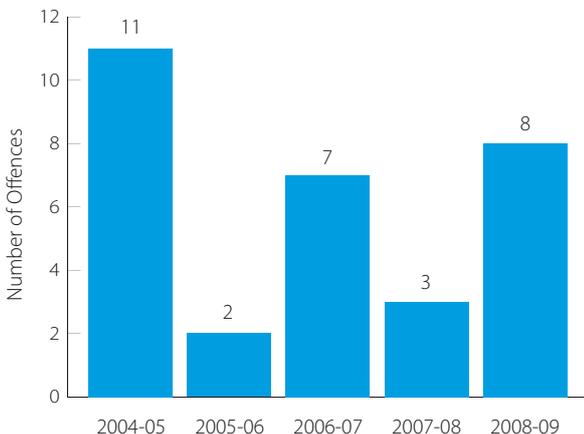
Retail location	34 offences (7 of these at a service station; 3 at a pharmacy)
Street/footpath	7 offences
Residential	5 offences
Recreational	5 offences
Banking	1 offence
Car Park	1 offence
Terminal	1 offence

Knives were the predominant type of weapon used in an armed robbery (63%). Firearms were used in 11% of armed robberies and other types of weapon in 24% of armed robberies.

Murder

Eight murders were recorded in 2008-09 compared with three the previous year. The offender was known to the victim in six murders and was not known in two. All eight murders have been cleared (two after the end of the financial year).

Murder: Tasmania Offences Recorded

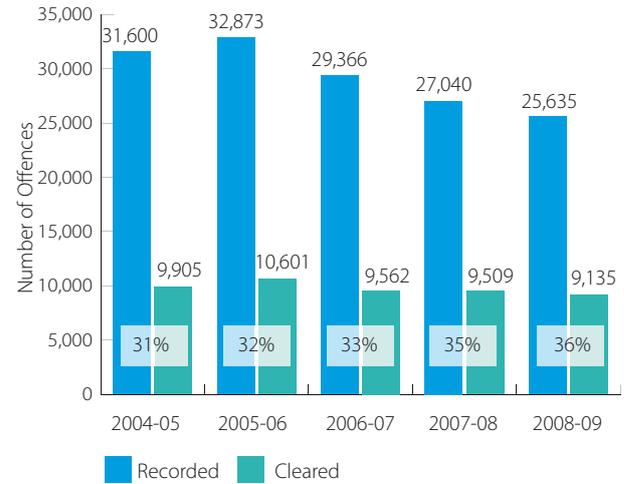


B. Offences Against Property

Offences Against Property decreased by 5% (1,405 offences) from 27,040 recorded in 2007-08 to 25,635 recorded in 2008-09. This follows a decrease of 8% the previous year.

Contributing to the 5% decrease in 2008-09 were decreases in Stealing, Trespass, Unlawfully Setting Fire to Vegetation, Receiving/Possession of Stolen Property and Injure/Destroy Property.

Offences Against Property: Tasmania Offences Recorded and Cleared/Percentage Cleared



The clearance rate for Offences Against Property has steadily increased, reaching 36% in 2008-09.

Stealing, Injure/Destroy Property and Burglary offences accounted for the majority of Offences Against Property (65%).

Detailed below is the distribution in 2008-09 for Offences Against Property:

Stealing	44%
Injure/Destroy Property	22%
Aggravated Burglary/Burglary	21%
Motor Vehicle Stealing	7%
Trespass	2%
Arson/Unlawfully Set Fire to Property/Vegetation	2%
Other	1%

Note: Percentages have been rounded and discrepancies may occur between sums of component items and totals.

Burglary-Buildings (includes Aggravated Burglary)

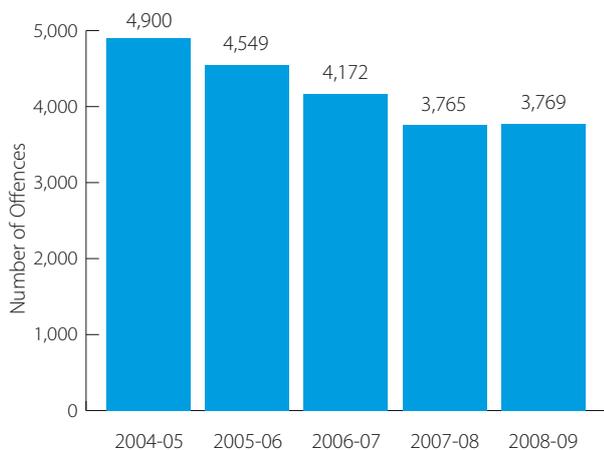
Burglary-Buildings remained approximately constant with a marginal increase of 4 offences in 2008-09.

This follows a 10% decrease the previous year.

Aggravated Burglary comprised 48% of the total.

This offence category was most likely to be committed at a residential location (66%); the next most common locations were at a retail location (15%), a recreational location (6%) and an educational institution (4%).

Burglary-Buildings: Tasmania (Includes Aggravated Burglary) Offences Recorded

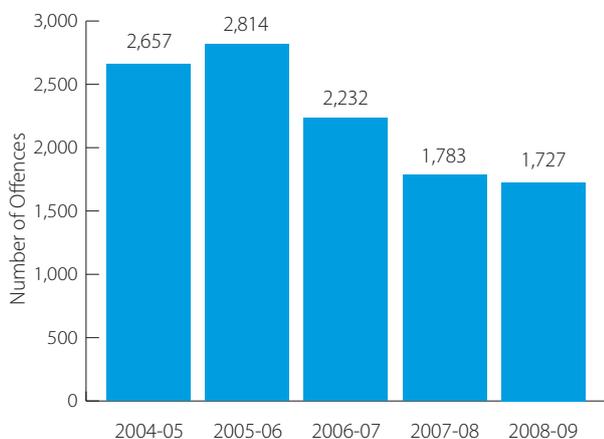


Burglary-Motor Vehicles/Other Conveyances

Offences recorded for Burglary-Motor Vehicles/Other Conveyances decreased by 3% (56 offences) in 2008-09.

This follows a 20% decrease the previous year.

Burglary of Motor Vehicles/Other Conveyances: Tasmania Offences Recorded



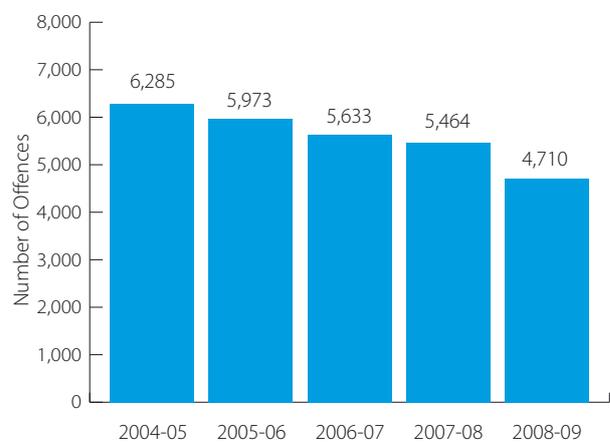
The majority of offences occurred at a residential location (36%) and in the street (34%). The next most prevalent locations were at a retail location (8%), recreational location (8%) and a commercial car park (5%).

Stealing-General

This offence category includes stealing offences not connected with any burglary and excludes shoplifting and motor vehicle stealing.

A downward trend continued for stealing with a decrease of 14% (754 offences) in 2008-09, after a 3% decrease the previous year.

Stealing-General: Tasmania Offences Recorded

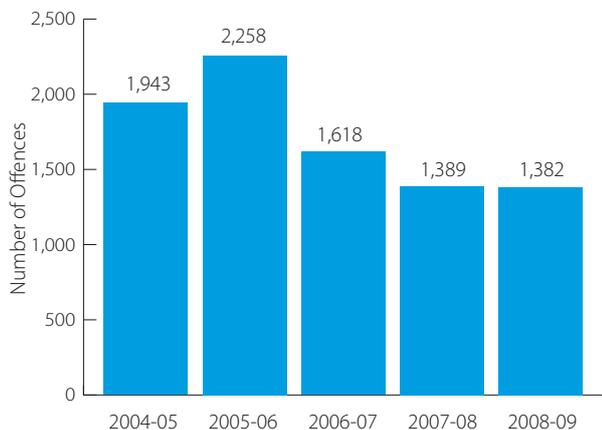


The most frequent location for stealing was at a residential location (35%), followed by a retail location (28%), in the street or footpath (9%), at a recreational location (9%) and at an educational institution (4%).

Motor Vehicle Stealing (excludes attempts)

The number of motor vehicles stolen in 2008-09 remained approximately the same with 1,389 offences recorded in 2007-08 and 1,382 recorded in 2008-09. The recovery rate was 90% in 2008-09.

Motor Vehicle Stealing: Tasmania Offences Recorded



Motor vehicles were most frequently stolen from a residential location (41%) or in the street (39%).

Arson and Related Offences

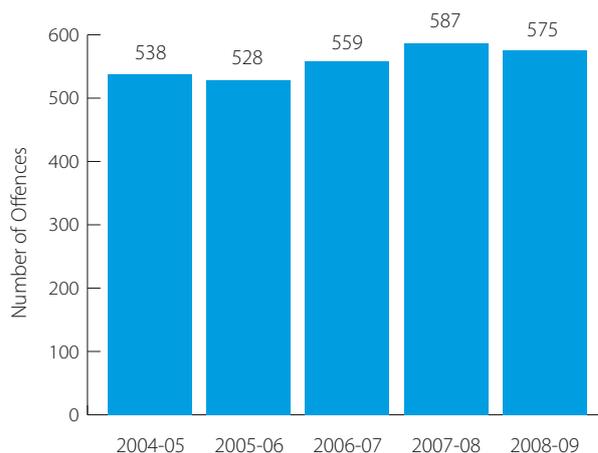
The offence category, Arson and Related Offences, comprises: Arson, Unlawfully Setting Fire to Property, and Unlawfully Setting Fire to Vegetation. A total of 575 offences were recorded in 2008-09 compared with 587 offences the previous year, a decrease of 2% (12 offences).

An increase of 8% (8 offences) occurred in 2008-09 for Arson, while Unlawfully Setting Fire to Property offences increased marginally by 1% (6 offences) and Unlawfully Setting Fire to Vegetation offences decreased by 55% (26 offences).

The distribution in 2008-09 is as follows:

Unlawfully Setting Fire to Property	78%
Arson	18%
Unlawfully Setting Fire to Vegetation	4%

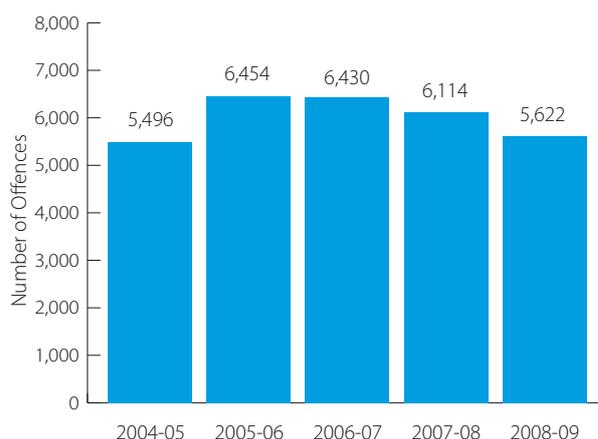
Arson and Related Offences: Tasmania Offences Recorded



Injure/Destroy Property

Offences recorded for Injure/Destroy Property has decreased by 8% (492 offences) in 2008-09.

Injure/Destroy Property: Tasmania Offences Recorded



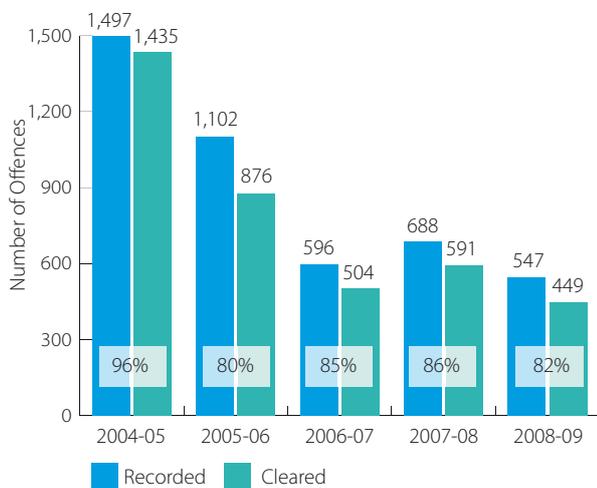
Offences recorded in 2008-09 occurred most frequently at a residential location (43%), followed by in the street/footpath (17%), at a retail location (15%) and at an educational institution (8%).

C. Fraud and Similar Offences

A total of 547 offences for Fraud and Similar Offences was recorded in 2008-09 compared with 688 offences the previous year, a decrease of 20% (141 offences). The recording of fraud-related offences differs from those within other offence categories, as they are counted by the number of transactions and therefore do not equate to the number of incidents or victims.

Contributing to this decrease were decreases in Deception/Dishonestly Obtain a Financial Advantage (111 offences) and Computer-related Fraud (27 offences).

Fraud and Similar Offences: Tasmania Offences Recorded and Cleared/Percentage Cleared



The clearance rate for Fraud and Similar Offences in 2008-09 was 82%, which is slightly lower than the rate of 86% recorded the previous year.

Detailed below is the distribution in 2008-09 for the top seven most prevalent offences in this category:

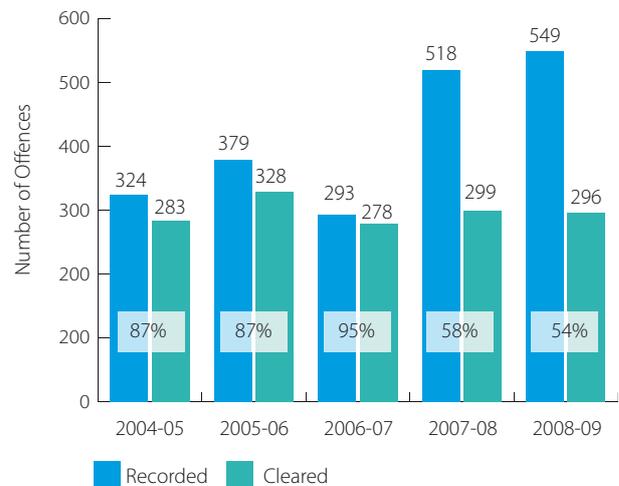
Deception/Dishonestly Obtain a Financial Advantage	46%
Make Off Without Payment	18%
False Pretences	8%
Uttering	6%
Computer-related Fraud	5%
Evade Taxi Fare	5%
Forgery	5%

Note: Percentages have been rounded and discrepancies may occur between sums of component items and totals.

D. Other (Miscellaneous) Offences

A total of 549 Other (Miscellaneous) Offences was recorded in 2008-09 compared with 518 the previous year, an increase of 6% (31 offences). The offence of Throw or Discharge a Missile was the most prevalent offence in this category with 291 offences recorded (53%). Most of these offences (93%) occurred in the Northern District (270 offences). Disorderly Conduct (7%) and Escape From Lawful Custody (6%) were the next most prevalent offences in this category.

Other Offences: Tasmania Offences Recorded and Cleared/Percentage Cleared



The clearance rate for Other (Miscellaneous) Offences was 54% in 2008-09, a decrease of four percentage points from 58% cleared in 2007-08. The relatively low clearance rate was substantially due to the high number of offences recorded for the offence, Throw or Discharge a Missile, which remain unsolved at the data extraction date (240 offences).

Explanatory Notes

The statistics referred to in this section have been derived from offences reported to or becoming known to police during the financial year ending 30 June 2009.

Offences are broadly classified into the following four major offence categories:

- Offences Against the Person
- Offences Against Property
- Fraud and Similar Offences
- Other (Miscellaneous) Offences.

Offences Recorded

Offences 'recorded' refers to both offences which have been reported by the public and offences which have been detected by police in the course of their duties and/or criminal investigations.

Offences Cleared

The term 'cleared' used by police, refers to the solution of a crime, and not to the trial by court and final disposition.

Offences 'cleared' refers to all offences which have resulted in one of the following outcomes:

- Court proceedings: a police action against a person to facilitate a court appearance to answer charges.
- Community conference: a person is proceeded against by a direction to attend a meeting with the victim and other persons affected, where their behaviour and its consequences are to be discussed. A conference may impose one or more undertakings.
- Formal Caution: a person is proceeded against by the administration of a formal caution or formal warning that engaging in certain conduct is against the law and that there are various sanctions that can be applied by the police to prevent and punish such conduct.
- Unable to proceed: one or more offenders have been identified but no action is able to be taken due to one of the following circumstances: diplomatic immunity, incompetence of the alleged offender(s), death of the alleged offender, imprisonment, or age of the offender.
- Withdrawn: refers to instances where a crime report/complaint is withdrawn by a complainant/victim because the victim does not wish to proceed, even though an incident constituting an offence has occurred. The withdrawal is made before court proceedings or other means of processing offenders commence.
- Lapsed: this applies where time limitations (such as a statute of limitations) have meant that an identified offender could not be proceeded against or a statute bar applies.
- Unfounded: upon attendance or investigation, police are unable to establish whether or not the reported offence occurred (revised definition as from 1 June 2008).
- Informal Caution: a person is given an informal caution or informal warning that engaging in certain conduct is against the law and that there are various sanctions that can be applied by the police to

prevent and punish such conduct (implemented in the Offence Reporting System as from 1 June 2008).

- Instruction of the prosecuting authority: not proceeded against on the instruction of the prosecuting authority. This includes circumstances where, due to the death or other absence of the victim, the prosecuting authority decides that there is no likelihood of conviction (implemented in the Offence Reporting System as from 1 June 2008).

A number of modifications were implemented in the Offence Reporting and Crime Analysis Systems on 1 June 2008 in order to fully comply with the Australian Bureau of Statistics, new National Crime Recording Standard. These modifications relate to clearing an offence, also known as the victim outcome or offence status. Six new clearance/victim outcome categories were introduced, two of which are detailed above:

- Informal Caution.
- Instruction of the prosecuting authority.
- No crime: this refers to instances where it is clear that an incident did not constitute an offence, that is, a crime report is considered to have no foundation after police investigation or where the victim/complainant admits to, or is suspected of, having made a false report.
- Transferred to another State or Territory: this refers to instances where an offence has been deemed to have occurred but is not the responsibility of the police jurisdiction to which the report has been made.
- Additional offence: this refers to offences which have been added to an offence report in error or an offence was found to be part of another offence.
- Duplicate offence: this refers to instances where an offence is found to be a duplicate of another offence.

Data Sources

Statistics have been extracted from the Crime Analysis and Offence Reporting Systems of the Department of Police and Emergency Management on 19 August 2009. Previous years are subject to revision.

Reference Period

Statistics are compiled according to the date an offence becomes known to police, not necessarily the date an offence was committed, or the date a crime report was processed.

The total number of offences cleared during a reference period is included regardless of whether the offence was recorded in the current or a previous reference period, therefore giving rise to the possibility that the number of offences cleared for a particular offence may be greater than the number recorded for that period.

The number of motor vehicles recovered during the reference period includes motor vehicles reported stolen in the current and previous reference periods.

Counting Methodology

The basic counting unit for police statistics is the victim. One unique offence is counted for each victim per incident (Offence Report); the number of offenders is irrelevant. The victim-based rule is applied regardless of the number of criminal acts in cases where a series of related criminal acts are committed against the same victim. An exception to this rule applies to fraud-related offences where one offence is counted for each transaction.

A victim is defined according to the type of offence and can be a person, organisation, premise or motor vehicle.

- Offences Against the Person: one unique statistical offence is counted for each victim per incident (Offence Report) where a victim can be an individual person or an organisation.
- Offences Against Property: one unique statistical offence is counted for each place/premise per incident (Offence Report) and varies according to occupancy arrangements. For motor vehicle theft the victim is the motor vehicle.
- Fraud and Similar Offences: one offence is counted for each fraud-related transaction.
- Other (Miscellaneous) Offences: one unique statistical offence is counted for each victim per incident (Offence Report) where a victim can be an individual person or an organisation.

Each offence, except for Murder, represents an actual offence or an attempted offence. Attempted Murder is recorded as a separate offence.

Procedures utilised in compiling police statistics predominantly adhere to national standards prepared by the National Crime Statistics Unit of the Australian Bureau of Statistics. Counting rules for police statistics differ slightly from those for national crime statistics in that police count one unique offence per victim per incident (Offence Report) while the national rule is that for each victim within an incident, the most serious offence per national offence subdivision is counted. In relation to clearing an offence police count all offences cleared within a reference period regardless of when the offence was recorded. Nationally, the number cleared refers to offences recorded in a reference period which are cleared at a set time after the recording of the offence.

Appendix E – Human Resources Statistics

Total Employees

At 30 June 2009	Police		State Service	
	2007-08	2008-09	2007-08	2008-09
Full-time equivalent employees	1,225.42	1,234.21	446.33	424.70
Head count excluding casuals	1,252	1,260	484	463
Head count casuals			11	9
Head count Junior Constables	19	30		

Classification of Employees: Police

Rank Description	2007-08	2008-09
Deputy Commissioner	1	1
Assistant Commissioner	2	2
Commander	8	10
Inspector	56	59
Sergeant	211	213
Constable	928	952
Trainee	46	23
Total	1,252	1,260

Classification of Employees: State Servants

	Tasmania Police		SES		FSST	
	2007-08	2008-09	2007-08	2008-09	2007-08	2008-09
Head of Agency	1	1				
Senior Executive Service	4	3	1	1	1	1
Tasmania State Service		388		23		15
Administrative & Clerical	347		27		4	
Operational Employees	48				2	
Technical Employees	10				7	
Professional (including FSST & Allied Health)	4	1			19	21
Legal Practitioners	10	9				
Miscellaneous Workers (Public Sector)	10	9				
Total*	434	411	28	24	33	37

Age Profile

At 30 June 2009	Police		State Service	
	2007-08	2008-09	2007-08	2008-09
15-19	13	16	4	1
20-24	105	98	25	26
25-29	150	156	45	41
30-34	203	180	48	34
35-39	277	281	59	72
40-44	201	206	63	55
45-49	139	152	71	67
50-54	112	109	80	76
55-59	41	49	61	58
60-64	11	13	34	34
65-69	0	0	5	8
Total*	1,252	1,260	495	472

Employment Authority

	Police		State Service	
	2007-08	2008-09	2007-08	2008-09
Permanent	1,239	1,245	433	437
Fixed Term			55	29
Contract	13	15	7	6
Total***	1,252	1,260	495	472

Gender

	Police		State Service	
	2007-08	2008-09	2007-08	2008-09
Male	926	919	183	174
Female	326	341	312	298
Total*	1,252	1,260	495	472

SES Volunteers

	2007-08	2008-09
Active	536	552
Total	590	595

Employee Turnover

	Police	
	2007-08	2008-09
Commencements***	75	49
Separations***	70	41

Employment Separations

Termination Reason	Police		State Service	
	2007-08	2008-09	2007-08	2008-09
Resignation	51	21	25	19
Retirement – Age	0	1	0	0
Retirement – Ill Health	2	2	1	1
Retirement – Voluntary	15	14	7	8
End of Contract (s29 TSS Act)	0	0	0	0
End of Temporary Appointment/ Contract***	0	0	60	37
Dismissal	0	0	0	0
Deceased	0	1	0	3
Redundancy	0	0	0	2
Transfer/Promotion	2	2	8	8
Completion of Secondment to DPEM	0	0	1	0
Commence Secondment TSS	0	0	3	2
Redeployment (s49 TSS Act)	0	0	0	0
Abandonment of Position	0	0	1	0
Termination – Probation	0	0	0	0
Total *	70	41	106	80

Secondments

At 30 June 2009	Police		State Service	
	2007-08	2008-09	2007-08	2008-09
To other Agencies	20	17	4	4
From other Agencies	0	0	0	0

Leave Without Pay

At 30 June 2009	Police		State Service	
	2007-08	2008-09	2007-08	2008-09
Head Count	3	5	12	9

Sick Leave Taken

During the financial year	Police		State Service	
	2007-08	2008-09	2007-08	2008-09
Full Pay – No. of Hours	45,186.76	47,647.16	20,814.2	23,244.83
Average Sick Hours per Employee	36.09	37.82	43.00	50.20

Excess Annual and Long Service Leave

Excess Annual Leave more than 2 years accrual/Excess LSL 100 days	Police		State Service	
	2007-08	2008-09	2007-08	2008-09
At 30 June 2009				
Annual Leave (Pro Rata) 30 June 2009 – No. of Employees	33	38	11	14
Long Service Leave – No. of Employees	0	0	0	0

No employee has a Long Service Leave credit in excess of statutory limits set by the *Long Service Leave (State Service Employees) Act 1994*.

Number of Employees

District Description	State Service							
	2007-08				2008-09			
	Full-Time	Part-Time	Casual	Total	Full-Time	Part-Time	Casual	Total
Commissioners	2	0	0	2	1	0		1
Cold Case Unit	0	0	0	0	1	0		1
Corporate Services	106	19	1	126	104	21	1	126
Eastern District	16	5	0	21	15	4		19
Executive Support	17	6	0	23	20	4		24
Forensic Science Service Tasmania	28	4	1	33	28	7	2	37
Human Resources	19	4	0	23	16	5		21
Internal Investigations	2	0	1	3	1	0		1
Northern District	30	8	1	39	29	7		36
Operations Support	85	20	6	111	73	22	6	101
Southern District	34	9	0	43	28	10		38
State Emergency Service	28	0	0	28	24	0		24
State Security Unit	4	1	0	5	4	1		5
Western District	28	9	1	38	28	10		38
Total ***	399	85	11	495	372	91	9	472

District Description	Police					
	2007-08			2008-09		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Commissioners	3		3	3	0	3
Cold Case Unit	6	0	6	6	0	6
Corporate Services	8	1	9	2	1	3
Eastern District	162	15	177	172	16	188
Executive Support	12	2	14	17	2	19
Human Resources	94	2	96	71	1	72
Internal Investigations	7		7	6	0	6
Northern District	245	13	258	246	11	257
Operations Support	147	7	154	153	6	159
Southern District	270	20	290	282	19	301
State Security Unit	3		3	3	0	3
Western District	226	9	235	233	10	243
Total ***	1,183	69	1,252	1,194	66	1,260

Note: 2008-09 statistics includes Tasmanian State Servants (TSS) employed on a casual basis.

* Includes TSS casuals

*** Includes Casual Employees

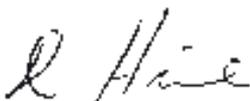
Appendix F – Superannuation

Superannuation Certificate

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

Compliant Superannuation Funds
AMP Personal Employer Sponsored Superannuation Fund
Australian Government Employees Superannuation Trust
Australian Super
BT Lifetime Super
Construction & Building Union Superannuation Fund
Colonial First State FirstChoice Superannuation Trust
Ellington Superannuation Fund – ATO Regulated SMSF
Fiducian Superannuation
Guild Retirement Fund
Health Employees Superannuation Trust Aust. Ltd (HESTA)
HOSTPLUS Superannuation Fund
Mercer Super Trust
Netwealth Superannuation Master Fund
Officers' Superannuation Fund
Quadrant Superannuation Scheme
Queensland Police Credit Union Limited Retirement Savings Account
Retail Employees Superannuation Trust
Samborski Superannuation Fund – ATO Regulated SMSF
Spectrum Super
Summit Master Trust Personal Superannuation & Pension Fund
SuperWrap
Tasplan Superannuation Fund
Telstra Superannuation Scheme
Unisuper Limited
Universal MLC MasterKey Personal Super
VicSuper

These are the only complying superannuation funds (other than those established under the provisions of the *Retirement Benefits Act 1993* and the *Public Sector Superannuation Reform Act 1999*) to which this Department made employer superannuation contributions during the 2008-09 financial year.



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

Appendix G – Firearms

Statement for the year ended 30 June 2009 of firearms received for disposal, disposed of, and held for disposal under the *Firearms Act 1996* and other legislation.

Firearms Act – Seized	339
Firearms Act – Surrendered	80
Other Acts – Miscellaneous Property	803
Other Acts – Found Property	4
Transferred from Reference Library	0
Total firearms to be accounted for	1,226

Destroyed	1,219
Returned to Owner	0
Transferred to Reference Library	7
Donated to Museums etc. for display	0
Firearms held as at 30 June 2009	0
Total firearms to be accounted for	1,226

NOTE: This Statement does not include firearms held in the Reference Library, or for issue to police officers in the course of exercising their duties, and those held at police stations pending legal proceedings or transfer to the Firearms Office of the Department.

Some of the units included as firearms are comprised of parts of firearms only.

There were 56 firearms for disposal on hand at the beginning of the year. As at 30 June 2009 there were no firearms held for disposal.

Appendix H – Consultancies and Contracts

Summary of Participation by Local Businesses

(for contracts, tenders and/or quotation processes of \$50,000 or over, ex-GST)

In 2008-09 the Department awarded 2 contracts of value greater than \$50,000 each, 1 of which was awarded to a Tasmanian business.

Total number of contracts awarded	2
Total number of contracts awarded to Tasmanian businesses	1
Total value of contracts awarded	\$1,261,462
Total value of contracts awarded to Tasmanian businesses	\$961,295
Total number of tenders called and/or quotation processes run *	3
Total number of bids and/or written quotations received	19
Total number of bids and/or written quotations received from Tasmanian businesses	10

*One of the tenders called Automated Vehicle Location (AVL) will be awarded in the 2009-10 financial year.

Further details of the Department's procurement activity are provided below:

A. Contracts with a value of \$50,000 or over (excluding consultancy contracts)

Name of Contractor	Location of Contractor	Description of Contract	Period of Contract	Total Value of Contract \$
SAGEM Australasia	NSW	Livescan Upgrade	22/09/2008 to 21/09/2011	300,167

Exemptions from seeking tenders were granted for the following during the year:

Name of Contractor	Location of Contractor	Description of Contract	Estimated Value	Date of Decision
SAGEM Australasia	NSW	Livescan Upgrade	\$300,000	22/9/2008

B. Consultancy contracts with a value of \$50,000 or over (ex-GST)

Name of Contractor	Location of Contractor	Description of Contract	Period of Contract	Total Value of Contract \$
Philp Lighton Architects	Hobart, Tasmania	Redevelopment of Divisional Headquarters at Bellerive, Devonport and Glenorchy	August 2008 to completion	961,295

C. Exemptions Approved From Seeking Tenders

Exemptions from seeking tenders were granted for the following during the year:

Goods and Services Exemption TI 1107

Name of Contractor	Location of Contractor	Description	Estimated Value	Date Of Decision
SAGEM Australasia	NSW	Livescan Upgrade	\$300,000	8/09/2008
BMW Group Australia	VIC	Purchase of 17 new motorcycles for Police	\$473,238	29/08/2008

Disposal TI Exemption

Date Of Request	Purchaser	Description	Estimated Value	Date Of Decision
6/08/2008	Private Buyer	Disposal of unregistered, unroadworthy 1997 Volvo B58 bus on an 'as is, where is' basis to a private buyer	\$4,545	12/08/2008

D. Contract Extension TI 1115

Date Of Request	Supplier	Description	Estimated Value	Date Of Decision
16/01/2009	Transend Pty Ltd	Extension of Communication Infrastructure Licence Agreement	\$4.984 million if both options to extend are exercised	8/02/2009

Appendix I – Location of Department Offices and Contact Numbers

Tasmania Police

Head Office 47 Liverpool Street, Hobart
Postal Address GPO Box 308,
HOBART TAS 7001
Telephone (03) 6230 2111
Fax (03) 6230 2414
Website www.police.tas.gov.au
Email tasmania.police@police.tas.gov.au

State Security Unit Ph (03) 6230 2500
47 Liverpool Street, Fax (03) 6230 2259
Hobart

Human Resources Ph (03) 6230 2024
Tasmania Police Academy Fax (03) 6230 2044
South Arm Road,
Rokeby

Corporate Management Group

Commissioner of Police Ph (03) 6230 2535
Deputy Commissioner of Police Ph (03) 6230 2420
Assistant Commissioner of Police Ph (03) 6230 2421
Planning and Development
Assistant Commissioner of Police Ph (03) 6230 2430
Crime and Operations
Director, Corporate Services Ph (03) 6230 2390

State Emergency Service

Director Ph (03) 6230 2702
28 Bathurst Street, Fax (03) 6234 9767
Hobart

Assistant Director Ph (03) 6230 2772
Policy and Programs

Assistant Director Ph (03) 6230 2705
Operations and Resources

District/Support Commands

Southern District Ph (03) 6230 2433
43 Liverpool Street, Fax (03) 6230 2579
Hobart
Eastern District Ph (03) 6230 2674
40 Bligh Street, Fax (03) 6230 2686
Rosny Park
Northern District Ph (03) 6336 3897
137-149 Cimitiere Street, Fax (03) 6336 3887
Launceston
Western District Ph (03) 6434 5220
88 Wilson Street, Fax (03) 6434 5316
Burnie
Operations Support Ph (03) 6230 2138
30-32 Bathurst Street, Fax (03) 6230 2141
Hobart
Executive Support Ph (03) 6230 2888
47 Liverpool Street, Fax (03) 6230 2601
Hobart
Internal Investigations Ph (03) 6230 2142
47 Liverpool Street, Fax (03) 6230 2444
Hobart

State Emergency Service Regional Offices

Southern Region Office Ph (03) 6230 2707
28 Bathurst Street, Fax (03) 6234 9767
Hobart

Northern Region Office Ph (03) 6336 3790
339 Hobart Road, Fax (03) 6343 5879
Youngtown

North-Western Region Office Ph (03) 6434 5333
88 Wilson Street, Fax (03) 6431 6538
Burnie

Forensic Science Service Tasmania

St Johns Ave Ph (03) 6278 5656
New Town Fax (03) 6278 5693

Appendix J – Documents and Publications Produced, Appeal Review Process – Administrative Decisions, Legislative Program, Statutory Boards

DPEM Documents and Publications

Department of Police and Emergency Management *Strategic Framework 2009-2012*

Department of Police and Emergency Management Annual Business Plans and Annual Reports

Siren

10 years on, celebrating our successes

Forging Links – Emergency Management and Local Government, an Information Kit

Protests and Demonstrations in Tasmania

Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Liaison Officers.

Community Relations Brochures

Brochures are available from the Officer in Charge, Community Relations, Police Headquarters – Hobart, Launceston, Burnie and Bellerive. No cost.

Description:

Neighbourhood Watch

Bush Watch

Crime Stoppers

Bomb Threats

How Safe Are You?

Safe and Secure Living – Your Personal Handbook

Residential Burglary Prevention

Burglary Prevention for Non-Residential Premises

Stop Crime in Rural and Remote Areas

Robbery Stay Safe – A Guide to Prevention and Procedures

Policing Requirements for Closed Circuit Television

Shoplifting is Stealing – A Guide to Prevention and Detection

All documents and publications are available via the Tasmania Police website www.police.tas.gov.au.

Reviews and the Police Review Board

When the *Police Service Act 2003* replaced the *Police Regulation Act 1898* the review provisions in the legislation were not replicated in detail and issues have been raised by the Board.

Clarification was required of the role and responsibilities of the Police Review Board to determine applications for review in respect of demotions, terminations, promotions, and other matters reviewed under the *Police Service Act 2003* and for the Police Review Board to do anything necessary or reasonable to perform its functions. This includes the authority to make its own orders for the purpose of giving effect to its determination. This will allow the Board to substitute alternative outcomes to give effect to its decisions.

In addition a decision of the Board may be appealed to a judge of the Supreme Court on points of law only.

Legislative Reform Program

The Department of Police and Emergency Management is committed to providing proactive legislative reform, to ensure that a wide range of legislation is developed to provide appropriate police powers in consultation with other government agencies and the community. Cross-agency consultation and partnerships exist to address and resolve problems and provide for innovative solutions to such matters as counter-terrorism, public order, emergency management and family violence.

The Minister for Police and Emergency Management in 2008-09 had responsibility for the following legislation:

- *Australian Crime Commission (Tasmania) Act 2004*
- *Community Protection (Offender Reporting) Act 2005*
- *Emergency Management Act 2006*
- *Firearms Act 1996*
- *Fire Service Act 1979*
- *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*
- *Police Service Amendment Act 2008*
- *Road Safety (Alcohol and Drugs) Act 1970*
- *Telecommunications (Interception) Tasmania Act 1999*
- *Witness Protection Act 2000.*

The *Police Service Bill 2008* amended the *Police Service Act 2003* to:

- authorise police to use a dog for the detection of offences under Tasmanian legislation, and that of other jurisdictions
- allow for the use of detector dogs to detect offences and the possession of substances, materials or items on persons and in conveyances anywhere within the State
- provide that a positive indication from a detector dog allow for a police officer to form a reasonable belief that a person, conveyance, or premises has or contains a substance, item or material which may constitute an offence
- provide offences for unlawfully injuring, maiming or killing a detector dog, or any attempt to unlawfully injure, maim or kill a detector dog
- clarify the role and responsibilities of the Police Review Board
- provide that the Police Review Board has similar

authorities to those provided to the Police Disciplinary Board under the *Police Regulations Act 1898*

- clearly articulate matters which can be reviewed by the Police Review Board, and
- allow for appeal, on Police Review Board decisions on points of law, to the Supreme Court.

Involvement by the Department in new legislation

The Minister for Police and Emergency Management introduced one Bill into Parliament during the year, the *Police Miscellaneous Amendments Bill 2009*, with a number of other Bills introduced after the financial year or awaiting drafting which will impact upon the community and assist to make Tasmania safer.

The *Justice and Related Legislation (Miscellaneous Amendments) Bill 2008* contained amendments to the *Community Protection (Offender Reporting) Act 2005* and the *Telecommunications (Interception) Tasmania Act 1999*. Both of these Acts are administered by the Minister for Police and Emergency Management, for which minor amendments were required to clarify matters or align the State legislation with that of the Commonwealth.

The Department has also played an influential role in the development of the following legislation administered by other agencies:

- *Criminal Code Amendment Bill 2008*
- *Litter Bill 2009*
- *Justice and Related Legislation (Miscellaneous Amendments) Bill 2009.*

Statutory Boards

State Emergency Management Committee

Acting Commissioner Darren Hine	Chair
Mr Andrew Lea	Executive Officer
Mr Rhys Edwards	Member
Mr David Roberts	Member

Other committee members as required – under s8 of the *Emergency Management Act 2006*, the State Emergency Management Controller can determine committee membership by position or office title (without formal appointment). Any other people he considers appropriate can be members and must be appointed for a period specified in an instrument of appointment, but currently no members fall into this category. The State Controller can also invite, allow or require any person to attend to provide advice. In practice, positions/titles who are members of the Security and Emergency Management Advisory Group also participate in State Emergency Management Committee meetings on a needs basis, as determined by the State Emergency Management Controller.

Police Review Board

The Hon. Christopher Wright QC	Chair
Mr Leon Kemp	Member
Ms Elizabeth Thomas	Member
Mr Ted Vickers	Member
Ms Kirsten Bromfield	Secretariat

Non-Statutory Board

Crime Prevention and Community Safety Council

Acting Commissioner Darren Hine	Chair
Mr Tim Bullard	Member
Mr Michael Plaister	Member
Mr Greg Glass	Member
Ms Lisa Hutton	Member
Mr Brian Aherne	Member
Ms Anne Ashford	Member
Ms Darlene Haigh	Member
Prof. Jenny Fleming	Member
Mr Tim Robertson	Member
Ms Sandra French	Member
Ms Sue Bronstein	Observer

Tasmania Police Charity Trust Committee

Deputy Commissioner of Police (Acting Deputy Commissioner S Tilyard)	Vice-President
Ms A Jacobson	Secretary
Mr S Wilson-Haffenden	Treasurer
Mr M Miller	Public Officer
Senator Stephen Parry	Member
Senior Sergeant J Parker	Member
Sergeant F Smith	Member
Constable L Devine	Member
Sergeant A Peters	Member
Ms J Henley	External Member

Appendix K – Freedom of Information

Applications for information pursuant to the *Freedom of Information Act 1991* should be addressed to:

The Officer in Charge
Freedom of Information
Department of Police and Emergency Management
GPO Box 308
HOBART TAS 7001

Telephone: (03) 6230 2600
or email: foi@police.tas.gov.au

	2007-08	2008-09
Number of requests for information	628	716
Number of requests refused in full	38	34
Number of internal reviews sought	8	14
Total amount of charges collected	\$3,073.80	\$3,677.00

Refused

In 2008-09, 34 requests were refused in full under sections 8, 9, 20, 27, 28, 29, 30 and 33 of the Act.

In 2007-08, 38 requests were refused in full under sections 8, 9, 20, 22, 27, 28, and 30 of the Act.

External Review

In 2008-09 seven applications were made to the Ombudsman for review under section 48.

Three were upheld in full, one upheld in part, and one reversed. Two are yet to be determined.

In 2007-08 one application was made to the Ombudsman for review under section 48.

That application was reversed.

Appendix L – Information available outside of Freedom of Information

Police Record Check

Application forms are available from police stations, *Service Tasmania* outlets and the Tasmania Police website <http://www.police.tas.gov.au>. Applications are to be forwarded to Criminal History Services, Tasmania Police, GPO Box 308, HOBART TAS 7001.

Tasmania Police History Record Check: No cost for the supply of one per year. \$20 for each additional check requested in a 12-month period.

National Police Record: \$45

National Police History Record & Fingerprint Check: \$120

Description: Police Record of an individual's court convictions and/or matters.

National Police History Record Check for accredited volunteers: \$5

Description: Police Record of an individual's court convictions and/or matters.

Accident Records

Applications are available from the Officer in Charge, Accident Records – Hobart, Launceston and Burnie. Fee: \$38.50

Description: Accident Report

Crime Reports

Applications are available from the Officer in Charge, Crime Collating Unit, Operational Information Services, GPO Box 308, HOBART TAS 7001. Fee: \$27.50

Description: Verification that an offence or crime has been reported to police and a description of any property reported stolen or damage to property.

Pre-Trial Disclosure

Applications are available from the Officer in Charge, Prosecution Services Hobart, Launceston and Ulverstone. Fee: \$38.50

Description: Certain documents from Prosecution file.

Photographs/Videotapes

Applications are available from the Officer in Charge, Forensic Services, GPO Box 308, HOBART TAS 7001.

Cost for photographs: 20 x 25cm \$16.50, 15 x 10cm \$5.50.

Cost for video: \$38.50

Coronial Matters

Southern and Eastern Districts

Phone: (03) 6233 3257 PO Box 354D, HOBART TAS 7000

Northern and Western Districts

Phone: (03) 6336 2808 PO Box 551, LAUNCESTON TAS 7250

Cost determined individually on each request.

Description: Coronial files and all matters relating to coronial matters/inquests.

Permits and Forms

Many public gatherings, events and protests require approval by, or consultation with, Tasmania Police before they are conducted. Further information is available by telephoning 6230 2111 or on the Department's website <http://www.police.tas.gov.au/permits>.

Appendix M – Deaths in Custody

All Deaths in Police Custody and during Custody-Related Police Operations (Tasmania)

	2004-05	2005-06	2006-07	2007-08	2008-09
Category 1	0	0	0	0	0
Category 2	0	0	0	0*	0
Total	0	0	0	0	0

No Deaths in Custody were recorded during 2008-09.

* A death was recorded on 26 June 2008. An inquest to determine whether or not it falls into the category of a Death in Custody, Category 2, had not been held at the time of going to press.

Category 1: Institutional or Close Contact Custody:

- Deaths in institutional settings (such as police stations, lockups, police vehicles etc., or during transfer to and from such institutions) and
- 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. This covers 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. It includes most sieges.

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

Appendix N – Acronyms

ABS	Australian Bureau of Statistics
ACCO	Assistant Commissioner, Crime and Operations
ACPD	Assistant Commissioner, Planning and Development
ANZAC	Australian and New Zealand Army Corps
AO	Order of Australia: Officer of the Order
APM	Australian Police Medal
ATO	Australian Taxation Office
AusSAR	Australian Search and Rescue
AVL	Automatic Vehicle Location
BM	Bravery Medal
BPS	Business Projects Services
CBD	Central Business District
CCTV	Closed-Circuit Television
CFT	Court File Tracking
CIB	Criminal Investigation Branch
CMG	Corporate Management Group
COAG	Council of Australian Governments
CRO	Community Respect Order
CSIRO	Commonwealth Scientific and Industrial Research Organisation
DHHS	Department of Health and Human Services
DIS	Drug Investigations Services
DNA	Deoxyribonucleic acid
DoHA	Department of Health and Ageing (Federal)
DPEM	Department of Police and Emergency Management
DVI	Disaster Victim Identification
ESM	Emergency Services Medal
FAIPOL	Fellow of the Australasian Institute of Policing
FOI	Freedom of Information
FSST	Forensic Science Service Tasmania
GBE	Government Business Enterprise
GPS	Global Positioning Satellite
GST	Goods and Services Tax
IAPRO	Internal Affairs Professional (software package)
IAST	Inter-Agency Support Team
IAWGD	Inter-Agency Working Group on Drugs
ICE	Intrepid Centralised Enquiry
IDDI	Illicit Drug Diversion Initiative
IFR	Instrument Flight Rules
IT	Information Technology
JCPCP	Junior Constable Police in College Program
LGBTI	Lesbian, Gay, Bisexual, Transgender and Intersex
MCDS	Ministerial Council on Drug Strategy
MoU	Memorandum of Understanding
MP	Member of Parliament
MRS	Motor Registry System

NCTC	National Counter-Terrorism Committee
NDLERF	National Drug Law Enforcement Research Fund
NDS	<i>National Drug Strategy 2004-2009</i>
NHW	Neighbourhood Watch
NW	North West (region, SES)
PCYC	Police and Community Youth Club
PORT	Public Order Response Team
PSMO	Public Sector Management Office
RACT	Royal Automobile Club of Tasmania
RAST	Risk Assessment Screening Tool
RBT	Random Breath Test
RSTF	Road Safety Task Force
RSPCA	Royal Society for the Prevention of Cruelty to Animals
RTO	Registered Training Organisation
SAR	Search and Rescue
SEO	Senior Executive Officer
SES	State Emergency Service
SMS	Short Message Service
SSU	State Security Unit
TasGRN	Tasmanian Government Radio Network
TEAS	Tertiary Education Assistance Scheme
TEMP	Tasmanian Emergency Management Plan
TFS	Tasmania Fire Service
TILES	Tasmanian Institute of Law Enforcement Studies
TMD	Telecommunications Management Division
TMRN	Trunk Mobile Radio Network
TRIM	Tower Records Information Management
TSS	Tasmanian State Servant
UTAS	University of Tasmania

Appendix O – Public Interest Disclosure

Public Interest Disclosures Act 2002

Section 86 of the *Public Interest Disclosures Act 2002* requires the Department to report on its activities in relation to the Act.

The Department has prepared guidelines identifying the roles and responsibilities for key stakeholders, as well as the investigation process and reporting system. A hard copy of the guidelines can be obtained by writing, in the first instance, to:

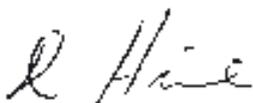
Commissioner of Police
Department of Police and Emergency Management
GPO Box 308
HOBART TAS 7001

During 2008-09 no disclosures were made to the Department under the Act.

Emergency Management Act 2006

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

The authorisations relate to the use of risk identification/assessment, powers of entry, emergency powers and special emergency powers. No authorisations or declarations of a state of emergency under Divisions 2, 3 and 4 of Part 3 of the Act were made during the financial year.



D L Hine APM

Acting State Emergency Management Controller
Acting Secretary, Department of Police and Emergency Management

Department of Police and Emergency Management

FINANCIAL STATEMENTS 2008–2009

Certification

The accompanying Financial Statements of the Department of Police and Emergency Management are in agreement with the relevant accounts and records and have been prepared in compliance with Treasurer's Instructions issued under the provisions of the *Financial Management and Audit Act 1990* to present fairly the financial transactions for the year ended 30 June 2009 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.



P. Wilkinson
Acting Secretary, Department of Police and Emergency Management
22 September 2009

Department of Police and Emergency Management

FINANCIAL STATEMENTS 2008–2009

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Income Statement for the year ended 30 June 2009

	Notes	2009 Budget \$'000	2009 Actual \$'000	2008 Actual \$'000
Revenue and other income				
Appropriation revenue - recurrent	2.9(a), 6.1	182,361	180,579	169,275
Appropriation revenue - capital	2.9(a), 6.1	1,207	1,207	1,000
Revenue from Special Capital Investment Funds	6.2	-	-	1,102
Grants	2.9(b), 6.3	3,455	3,998	18,638
Gain (Loss) on sale of non-financial assets	2.9(f), 6.4	-	(29)	115
Other revenue	2.9(h), 6.5	6,126	9,288	16,696
Total revenue and other income		193,149	195,043	206,826
Expenses				
Employee benefits	2.10(a), 7.1	137,183	141,859	133,508
Depreciation and amortisation	2.10(b), 7.2	2,748	4,715	4,513
Supplies and consumables	7.3	40,853	24,511	25,026
Grants and subsidies	2.10(c), 7.4	3,075	2,550	14,310
Contributions provided	2.10(f), 7.5	-	-	158
Other expenses	2.10(g), 7.6	10,718	21,832	23,292
Total expenses		194,577	195,467	200,807
Net surplus (deficit) attributable to the State		(1,428)	(424)	6,019

This Income Statement 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 4.1 of the accompanying notes.

Balance Sheet as at 30 June 2009

	Notes	2009 Budget \$'000	2009 Actual \$'000	2008 Actual \$'000
Assets				
<i>Financial Assets</i>				
Cash and deposits	2.11(a), 12.1	1,897	10,401	9,209
Receivables	2.11(b), 8.1	1,437	708	1,339
<i>Non-financial assets</i>				
Inventories	2.11(c), 8.2	688	585	600
Other assets	2.11(e), 8.3	1,980	1,170	2,087
Property, plant and equipment	2.11(d), 8.4	152,358	196,907	170,331
Total assets		158,360	209,771	183,566
Liabilities				
Payables	2.12(a), 9.1	2,814	3,902	3,321
Employee benefits	2.12(b), 9.2	37,314	42,053	37,944
Other liabilities	2.12(d), 9.3	1,745	3,209	2,313
Total liabilities		41,873	49,164	43,578
Net assets (liabilities)		116,487	160,607	139,988
Equity				
Reserves	11.2	76,895	112,457	91,414
Accumulated funds		39,592	48,150	48,574
Total equity	11.1	116,487	160,607	139,988

This Balance Sheet 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 4.2 of the accompanying notes.

Cash Flow Statement for the year ended 30 June 2009

	Notes	2009 Budget \$'000	2009 Actual \$'000	2008 Actual \$'000
		Inflows	Inflows	Inflows
		(Outflows)	(Outflows)	(Outflows)
Cash flows from operating activities				
Cash inflows				
Appropriation receipts - recurrent		182,361	180,579	169,275
Appropriation receipts - capital		1,207	1,207	1,000
Appropriation receipts - other		-	646	-
Revenue from Special Capital Investment Funds		-	-	1,102
Grants		3,455	4,458	18,062
GST receipts		3,000	6,358	5,831
Other cash receipts		6,126	10,079	16,445
Total cash inflows		196,149	203,327	211,715
Cash outflows				
Employee benefits		(125,018)	(122,684)	(119,424)
Superannuation		(12,278)	(13,326)	(12,756)
GST payments		(3,000)	(5,924)	(5,997)
Supplies and consumables		(40,853)	(25,079)	(24,766)
Other cash payments		(13,793)	(25,070)	(36,637)
Total cash outflows		(194,942)	(192,083)	(199,580)
Net cash from operating activities	12.2	1,207	11,244	12,135
Cash flows from investing activities				
Cash inflows				
Proceeds from the disposal of non-financial assets		-	13	122
Total cash inflows		-	13	122
Cash outflows				
Payments for acquisition of non-financial assets		(1,207)	(10,065)	(4,945)
Total cash outflows		(1,207)	(10,065)	(4,945)
Net cash used by investing activities		(1,207)	(10,052)	(4,823)
Net increase (decrease) in cash held		-	1,192	7,312
Cash and cash equivalents at the beginning of the reporting period		1,897	9,209	1,897
Cash and cash equivalents at the end of the reporting period	12.1	1,897	10,401	9,209

This Cash Flow Statement 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 4.3 of the accompanying notes.

Statement of Recognised Income and Expense for the year ended 30 June 2009

	Notes	2009 \$'000	2008 \$'000
Income and expenses recognised directly in equity			
Increase in asset revaluation reserve	11.1	21,043	19,189
Net income recognised directly in equity		21,043	19,189
Net surplus (deficit) for the financial year		(424)	6,019
Total recognised income and expense for the financial year		20,619	25,208

This Statement of Recognised Income and Expense should be read in conjunction with the accompanying notes.

Notes to and forming part of the Financial Statements for the year ended 30 June 2009

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Note 1 Administered Financial Statements

1.1 Schedule of Administered Income and Expenses

	Notes	2009 Budget \$'000	2009 Actual \$'000	2008 Actual \$'000
Revenue and other income				
Grants	2.9(b), 14.2	240	160	160
Sales of goods and services	2.9(d), 14.3	327	305	269
Fees and fines	2.9(e), 14.4	-	470	894
Total revenue and other income		567	935	1,323
Expenses				
Transfers to the Consolidated Fund		567	935	1,323
Total expenses		567	935	1,323
Net surplus (deficit) attributable to the State		-	-	-

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 14.1 of the accompanying notes.

1.2 Schedule of Administered Assets and Liabilities

The Department does not have any administered assets or liabilities.

1.3 Schedule of Administered Cash Flows

	Notes	2009	2009	2008
		Budget \$'000	Actual \$'000	Actual \$'000
Cash flows from operating activities		Inflows	Inflows	Inflows
		(Outflows)	(Outflows)	(Outflows)
Cash inflows				
Grants		240	160	160
Sales of goods and services		327	305	269
Fees and fines		-	470	894
Total cash inflows		567	935	1,323
Cash outflows				
Transfers to the Consolidated Fund		(567)	(935)	(1,323)
Total cash outflows		(567)	(935)	(1,323)
Net cash from (used by) operating activities		-	-	-
Net increase (decrease) in cash held		-	-	-
Cash at the beginning of the reporting period		-	-	-
Cash 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 14.1 of the accompanying notes.

1.4 Schedule of Recognised Administered Income and Expenses

The Department did not have any income or expenses recognised directly in equity.

Note 2 Significant Accounting Policies

2.1 Objectives and Funding

The Department's objectives are to:

- decrease antisocial behaviour and increase the number of people who feel safe
- increase community satisfaction with police and emergency services
- reduce fatal and serious injury crashes
- reduce the total recorded offences and continue the increase in crime clearance and
- increase visibility in the community.

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.

Department 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 predominantly funded through Parliamentary appropriations. It also provides services on a fee-for-service basis, as outlined in Note 14.3 and 14.4. The financial report encompasses all funds through which the Department controls resources to carry on its functions.

2.2 Basis of Accounting

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

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

The Financial Statements were signed by the Acting Secretary on 22 September 2009.

Compliance with the AASBs and AASs may not result in compliance with International Financial Reporting Standards (IFRS), 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 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 2.5 below.

2.3 Reporting Entity

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.

2.4 Functional and Presentation Currency

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

2.5 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 AASB that are relevant to its operations and effective for the current annual reporting period. These include:

- AASB 2008-10 *Amendments to Australian Accounting Standards: Reclassification of Financial Instruments* permits the reclassification of certain non-derivative financial assets. The Department does not intend on reclassifying its financial assets in the current period; accordingly there will be no financial impact.
- AASB 2007-9 *Amendments to Australian Accounting Standards arising from the Review of AASs 27, 29 and 31* – The primary focus of this Standard has been on relocating, where necessary, the requirements of AASs 27, 29 and 31, substantively unamended (with some exceptions), into topic-based Standards. The Standard will not have a material financial impact on the Financial Statements.

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

The following new standards have been issued by the AASB and are yet to be applied:

- AASB 2007-6 *Amendments to Australian Accounting Standards Arising from AASB 123* – revised standard to be applied in reporting periods on or after 1 January 2009. Eliminates the option of expensing borrowing costs directly attributable to the construction or production of qualifying assets, instead requiring capitalisation. The transitional provisions apply for prospective application; as a result there will be no retrospective financial impact on the 2009 Financial Statements.

- AASB 2007-8 *Amendments to Australian Accounting Standards Arising from AASB 101* – revised Standard to be applied in reporting periods beginning on or after 1 January 2009. The Standard will not have a financial impact on the Financial Statements but will require a number of changes in disclosures.
- AASB 2007-10 *Further Amendments to Australian Accounting Standards Arising from AASB 101* – revised Standard to be applied in reporting periods beginning on or after 1 January 2009. This Standard changes the term 'general purpose financial report' to 'general purpose Financial Statements' and the term 'financial report' to 'Financial Statements', where appropriate, in Australian Accounting Standards (including Interpretations) and the Framework to better align with IFRS terminology. The Standard will not have a financial impact on the Financial Statements.
- AASB 2008-3 - *Amendments to Accounting Standards arising from AASB 3 and AASB 127* – revised Standard to be applied to annual reporting periods beginning on or after 1 July 2009. The focus of the Standard is to reduce alternatives in accounting for subsidiaries in consolidated Financial Statements and in accounting for investments in the separate Financial Statements of a parent. The Standard will not have a material financial impact on the Financial Statements.
- AASB 2008-5 *Amendments to Australian Accounting Standards arising from the Annual Improvements Project* – revised Standard to be applied from reporting periods beginning on or after 1 January 2009. The amendments to some Standards result in accounting changes for presentation, recognition or measurement purposes, while some amendments that relate to terminology and editorial changes are expected to have no or minimal effect on accounting. The Standard will not have a material financial impact on the Department's Financial Statements.

2.6 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.

2.7 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 activities.

2.8 Transactions by the Government as Owner – Restructuring of Administrative Arrangements

Transactions and balances relating to a trustee or an agency arrangement are not recognised as departmental revenues, expenses, assets or liabilities in these Financial Statements.

Net assets received under a restructuring of administrative arrangements are designated as contributions by owners and adjusted directly against equity. Net assets relinquished are designated as distributions to owners. Net assets transferred are initially recognised at the amounts at which they were recognised by the transferring agency immediately prior to the transfer. There was no restructuring of administrative arrangements in the current or prior financial year.

2.9 Income

Income is recognised in the Income Statement 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.

(a) Revenue from Government

Appropriations, whether recurrent or capital, are recognised as revenues in the period in which the Department gains control of the appropriated funds. Except for any amounts identified as carried forward in Note 6.1, control arises in the period of appropriation.

(b) Grants

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

(c) State Taxation

Revenue from State taxation is recognised upon the first occurrence of either:

- receipt by the State of a taxpayer's self-assessed taxes or
- the time the obligation to pay arises, pursuant to the issue of an assessment.

(d) 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.

(e) 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.

(f) Gain (Loss) from Sale of Non-financial Assets

Gains or (losses) from the sale of non-financial assets are recognised when control of the asset has passed to the buyer.

(g) Contributions Received

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

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

(h) Other Revenue

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

2.10 Expenses

Expenses are recognised in the Income Statement 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.

(a) 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.

(b) 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
Infrastructure	10 years
Buildings	2-120 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.

(c) Grants and Subsidies

Grants 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.

(d) Impairment – Financial Assets

Financial assets are assessed at each reporting date to determine whether there is any objective evidence that there are any financial assets that are impaired. A financial asset is considered to be impaired if objective evidence indicates that one or more events have had a negative affect on the estimated future cash flows of that asset.

An impairment loss, in respect of a financial asset measured at amortised cost, is calculated as the difference between its carrying amount and the present value of the estimated future cash flows discounted at the original effective interest rate.

All impairment losses are recognised in the Income Statement.

An impairment loss is reversed if the reversal can be related objectively to an event occurring after the impairment loss was recognised. For financial assets measured at amortised cost and available-for-sale financial assets that are debt securities, the reversal is recognised in profit or loss. For available-for-sale financial assets that are equity securities, the reversal is recognised directly in equity.

(e) Impairment – Non-financial Assets

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

All impairment losses are recognised in the Income Statement.

An impairment loss in respect of goodwill is not reversed. In respect of other assets, 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.

(f) Contributions Provided

Resources provided free of charge by the Department to another entity are recognised as an expense when fair value can be reliably determined.

(g) Other Expenses

Expenses from other ordinary operating activities are recognised when the transaction giving rise to a debt owing occurs.

2.11 Assets

Assets are recognised in the Balance Sheet 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.

(a) Cash and Deposits

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

(b) Receivables

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

(c) Inventories

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

Inventories are measured using the weighted average cost formula.

(d) Property, Plant, Equipment and Infrastructure

(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.

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.

(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 threshold adopted by the Department is \$5,000 exclusive of GST. Assets valued at less than \$5,000 are charged to the Income Statement in the year of purchase (other than where they form part of a group of similar items which are material in total). Building works are only capitalised where the works are in excess of \$50,000.

(iv) Revaluations

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

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

Assets are valued with sufficient regularity to ensure they reflect fair value at balance date.

(e) Other Assets

The Department records prepaid expenses and accrued revenue at the expected recovery amount. Tax assets are the input tax credits receivable from the Australian Government and are recognised at the amount receivable.

2.12 Liabilities

Liabilities are recognised in the Balance Sheet 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.

(a) 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.

(b) Employee Benefits

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 2009, where the impact of discounting is material, and at the amount expected to be paid if discounting is not material.

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

(c) 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.

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.

(d) Other Liabilities

Revenue received in advance is recognised as a current liability with the revenue being allocated to the period to which it relates.

2.13 Leases

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

The Department is prohibited by Treasurer's Instruction 502 *Leases* from holding finance leases.

2.14 Judgements and Assumptions

In the application of AASs, the Department is required to make judgements, estimates and assumptions about carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on

historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Judgements made by the Department that have significant effects on the Financial Statements are disclosed in the relevant notes to the Financial Statements.

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

2.15 Comparative Figures

Comparative figures have been adjusted to reflect any changes in accounting policy or the adoption of new standards. Details of the impact of changes in accounting policy on comparative figures are at Note 2.5.

Where amounts have been reclassified with 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 Notes 3.1 and 3.2.

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

2.16 Budget Information

Budget information refers to original estimates as disclosed in the 2008-09 Budget Papers and is not subject to audit.

2.17 Rounding

All amounts in the Financial Statements have been rounded to the nearest thousand dollars, unless otherwise stated. Where the result of expressing amounts to the nearest thousand dollars would result in an amount of zero, the financial statement will contain a note expressing the amount to the nearest whole dollar.

2.18 Departmental Taxation

The Department is exempt from all forms of taxation except Fringe Benefits Tax, Payroll Tax and the Goods and Services Tax (GST).

In the Cash Flow Statement, 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.

2.19 Goods and Services Tax

Revenue, expenses and assets are recognised net of the amount of Goods and Services Tax, except where the GST incurred is not recoverable from the Australian Taxation Office. Receivables and payables are stated inclusive of GST. The net amount recoverable, or payable, to the ATO is recognised as an asset or liability within the Balance Sheet.

In the Cash Flow Statement, the GST component of cash flows arising from operating, investing or financing is, in accordance with the Australian Accounting Standards, classified as operating cash flows.

Note 3 Departmental Output Schedules

3.1 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 1 – POLICING SUPPORT TO THE COMMUNITY

	2009 Budget \$'000	2009 Actual \$'000	2008 Actual \$'000
Revenue			
Revenue from appropriation	107,188	109,599	96,415
Grants	1,330	30	896
Gain (loss) on sale of non-financial assets	-	(29)	(4)
Other revenue	3,976	6,608	11,500
Total	112,494	116,208	108,807
Expenses			
Employee benefits	71,614	72,738	68,107
Superannuation	6,978	7,768	7,422
Depreciation and amortisation	2,748	2,605	2,493
Resources provided free of charge	-	-	88
Grants and transfer payments	712	275	553
Supplies and consumables	27,110	15,679	13,974
Other expenses	5,967	12,754	13,815
Total	115,129	111,819	106,452
Net result	(2,635)	4,389	2,355
Expense by output			
Output 1.1 – Support to the Community	115,129	111,819	106,452
Total	115,129	111,819	106,452

OUTPUT GROUP 2 – CRIME DETECTION AND INVESTIGATION

	2009 Budget \$'000	2009 Actual \$'000	2008 Actual \$'000
Revenue			
Revenue from appropriation	37,631	36,464	35,447
Grants	1,560	1,444	2,146
Gain (loss) on sale of non-financial assets	-	-	(1)
Other revenue	-	1,141	1,528
Total	39,191	39,049	39,120
Expenses			
Employee benefits	26,093	27,085	24,786
Superannuation	2,512	3,350	3,151
Depreciation and amortisation	-	1,045	1,000
Resources provided free of charge	-	-	35
Grants and transfer payments	1,847	1,092	1,040
Supplies and consumables	6,670	3,840	5,609
Other expenses	2,069	4,478	4,680
Total	39,191	40,890	40,301
Net Result	-	(1,841)	(1,181)
Expense by Output			
Output 2.1 – Investigation of Crime	39,191	40,890	40,301
Total	39,191	40,890	40,301

OUTPUT GROUP 3 – TRAFFIC LAW ENFORCEMENT AND ROAD SAFETY

	2009 Budget \$'000	2009 Actual \$'000	2008 Actual \$'000
Revenue			
Revenue from appropriation	15,513	14,412	14,392
Grants	-	1,862	140
Other revenue	1,736	347	2,385
Total	17,249	16,621	16,917
Expenses			
Employee benefits	12,150	12,672	11,644
Superannuation	1,288	1,061	1,011
Depreciation and amortisation	-	499	477
Resources provided free of charge	-	-	17
Grants and transfer payments	180	33	54
Supplies and consumables	2,601	1,525	1,971
Other expenses	1,030	2,151	2,239
Total	17,249	17,941	17,413
Net Result	-	(1,320)	(496)
Expense by Output			
Output 3.1 – Accident Reduction and Road Safety	17,249	17,941	17,413
Total	17,249	17,941	17,413

OUTPUT GROUP 4 – PROTECTION OF PRIMARY INDUSTRY AND FISHERIES RESOURCES

	2009 Budget \$'000	2009 Actual \$'000	2008 Actual \$'000
Revenue			
Revenue from appropriation	6,157	5,581	6,129
Grants	475	-	64
Gain (loss) on sale of non-financial assets	-	-	122
Other revenue	60	726	472
Total	6,692	6,307	6,787
Expenses			
Employee benefits	4,570	4,037	3,646
Superannuation	498	423	404
Depreciation and amortisation	-	190	182
Resources provided free of charge	-	-	6
Grants and transfer payments	174	63	71
Supplies and consumables	1,059	1,098	1,188
Other expenses	391	825	868
Total	6,692	6,636	6,365
Net Result	-	(329)	422
Expense by Output			
Output 4.1 – Poppy Security	1,098	1,367	1,107
Output 4.2 – Fisheries Security - State and Commonwealth	5,594	5,269	5,258
Total	6,692	6,636	6,365

OUTPUT GROUP 5 – EMERGENCY MANAGEMENT

	2009 Budget \$'000	2009 Actual \$'000	2008 Actual \$'000
Revenue			
Revenue from appropriation	2,357	2,799	3,595
Grants	90	661	15,285
Other revenue	354	123	262
Total	2,801	3,583	19,142
Expenses			
Employee benefits	1,299	1,729	1,656
Superannuation	114	179	171
Grants and transfer payments	21	709	11,801
Supplies and consumables	831	854	1,002
Other expenses	536	635	613
Total	2,801	4,106	15,243
Net Result	-	(523)	3,899
Expense by Output			
Output 5.1 – State Emergency Management Services	2,801	4,106	15,243
Total	2,801	4,106	15,243

OUTPUT GROUP 6 – SUPPORT TO JUDICIAL SERVICES

	2009 Budget \$'000	2009 Actual \$'000	2008 Actual \$'000
Revenue			
Revenue from appropriation	10,440	9,149	10,311
Grants	-	-	79
Other revenue	-	278	425
Total	10,440	9,427	10,815
Expenses			
Employee benefits	7,026	7,818	8,270
Superannuation	671	652	613
Depreciation and amortisation	-	281	269
Resources provided free of charge	-	-	9
Grants and transfer payments	103	18	30
Supplies and consumables	2,098	643	986
Other expenses	542	816	880
Total	10,440	10,228	11,057
Net Result	-	(802)	(242)
Expense by Output			
Output 6.1 – Prosecution, Conferencing, Coronial and Bail/Warrant Processing	10,440	10,228	11,057
Total	10,440	10,228	11,057

OUTPUT GROUP 7 – MINISTERIAL SUPPORT AND INFORMATION SERVICES

	2009 Budget \$'000	2009 Actual \$'000	2008 Actual \$'000
Revenue			
Revenue from appropriation	3,075	2,577	2,986
Grants	-	-	27
Other revenue	-	64	124
Total	3,075	2,641	3,137
Expenses			
Employee benefits	2,142	2,258	2,573
Superannuation	228	57	55
Depreciation and amortisation	-	96	92
Resources provided free of charge	-	-	3
Grants and transfer payments	38	6	10
Supplies and consumables	484	198	295
Other expenses	183	171	199
Total	3,075	2,786	3,227
Net Result	-	(145)	(90)
Expense by Output			
Output 7.1 – Ministerial Services, External Information and Policy Advice	3,075	2,786	3,227
Total	3,075	2,786	3,227

OUTPUT GROUP – INFRASTRUCTURE INVESTMENT

	2009 Budget \$'000	2009 Actual \$'000	2008 Actual \$'000
Revenue			
Appropriation revenue – capital	-	-	1,000
Revenue from Special Capital Investment Funds	1,207	1,207	1,102
Total	1,207	1,207	2,102
Expenses			
Employee Benefits	-	30	-
Superannuation	-	3	-
Grants and transfer payments	-	352	750
Supplies and consumables	-	673	-
Other expenses	-	2	-
Total	-	1,060	750
Net Result	1,207	147	1,352
Expense by Output			
Capital Investment Funds	1,207	1,060	-
Special Capital Investment Funds	-	-	750
Total	1,207	1,060	750

3.2 Reconciliation of Total Output Groups Net Result to Income Statement

	2009 Budget \$'000	2009 Actual \$'000	2008 Actual \$'000
Total net result of output groups	(1,428)	(424)	6,019
Reconciliation to net surplus (deficit)			
Net surplus (deficit)	(1,428)	(424)	6,019

3.3 Reconciliation of Total Output Groups Net Assets to Balance Sheet

	2009 Actual \$'000	2008 Actual \$'000
Total net assets deployed for Output Groups		
Reconciliation to net assets		
Assets unallocated to Output Groups	209,771	183,566
Liabilities unallocated to Output Groups	(49,164)	(43,578)
Net assets	160,607	139,988

3.4 Administered Output Schedule

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

	2009 Budget \$'000	2009 Actual \$'000	2008 Actual \$'000
Revenue			
Grants	234	160	160
Sales of goods and services	1,419	305	269
Fees and fines	-	470	894
Total	1,653	935	1,323
Expenses			
Grants and transfer payments	1,653	935	1,323
Total	1,653	935	1,323
Net Result	-	-	-
Expense by Output			
Administered items	1,653	935	1,323
Total	1,653	935	1,323

3.5 Reconciliation of Total Administered Output Groups Net Result to Administered Schedule of Income and Expenses

	2009 Budget \$'000	2009 Actual \$'000	2008 Actual \$'000
Total net result of output groups	-	-	-
Reconciliation to net surplus (deficit)			
Net surplus (deficit)	-	-	-

Note 4 Explanation of Material Variances between Budget and Actual Outcomes

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

4.1 Income Statement

	Note	Budget \$'000	Actual \$'000	Variance \$'000	Variance %
Grants	(a)	3,455	3,998	543	15.7
Other revenue	(b)	6,126	9,288	3,162	51.6
Depreciation and amortisation	(c)	2,748	4,715	1,967	71.6
Supplies and consumables	(d)	40,853	24,511	(16,342)	(40.0)
Grants and subsidies	(e)	3,075	2,550	(525)	(17.1)
Other expenses	(f)	10,718	21,832	11,114	103.7

Notes to Income Statement variances

- This variance is due to additional grants being received that were not initially anticipated when the budget was formulated.
- The Department has received additional unbudgeted revenue for: continued secondment arrangements of police officers to other jurisdictions and the Australian Federal Police, a marine reserve patrolling program and contracted revenue received to offset the cost of Tasmanian Mobile Radio Network (TMRN) service fees.
- Depreciation expenditure has increased due to the upward revaluation of Land and Buildings and the upgrade of the Trunk Mobile Radio Network not budgeted for in 2008-09.
- Variance relates to the inclusion of the budget for operating leases within Supplies and consumables (\$10.6 million), however, expenditure is reported under Other expenses, and the capitalisation of expenses initially budgeted under Supplies and consumables.
- The decrease in Grant expenditure relates to the timing of some grants payments which were not paid in 2008-09 as initially committed.
- Variance relates to inclusion of expenditure for operating leases (\$9.9 million) in addition to other various items not budgeted for in 2008-09.

4.2 Balance Sheet

	Note	Budget \$'000	Actual \$'000	Variance \$'000	Variance %
Cash and deposits	(a)	1,897	10,401	8,504	448.3
Receivables	(b)	1,437	708	(729)	(50.7)
Other financial assets	(c)	1,980	1,170	(810)	(40.9)
Property, plant and equipment	(d)	152,358	196,907	44,549	29.2
Payables	(e)	2,814	3,902	1,088	38.7
Other liabilities	(f)	1,745	3,209	1,464	83.9
Reserves	(g)	76,895	112,457	35,562	46.2

Notes to Balance Sheet variances

- The Department is responsible for managing a number of grant programs on behalf of the State and Federal Governments. This variance has arisen due to the timing of receipts and payments, and the varying length of the contracts associated with these programs.
- This variance is due to fewer departmental invoices remaining outstanding at 30 June 2009 than anticipated.
- The original budget estimate had not anticipated a decrease in accrued revenue as at 30 June 2009.
- This budget line item does not reflect the effect of the upward revaluation of Land and Buildings as at 30 June 2008 and 30 June 2009, and the upgrade of the Trunk Mobile Radio Network.
- This variance is due to invoices being received in July 2009 for services rendered in June 2009.
- This variance is due to funds carried forward in relation to the Automatic Vehicle Location (AVL) project being shown as Revenue received in advance, and an increase in salary on-costs as a result of increased salaries.
- This budget line item does not reflect the effect of the upward revaluation of Land and Buildings as at 30 June 2008 and 30 June 2009.

4.3 Cash Flow Statement

	Note	Budget \$'000	Actual \$'000	Variance \$'000	Variance %
Appropriation receipts - other	(a)	-	646	646	100.0
Grants	(b)	3,455	4,458	1,003	29.0
GST receipts	(c)	3,000	6,358	3,358	111.9
Other cash receipts	(d)	6,126	10,079	3,953	64.5
GST payments	(e)	3,000	5,924	2,924	97.5
Supplies and consumables	(f)	40,853	25,079	(15,774)	(38.6)
Other cash payments	(g)	13,793	25,070	11,277	81.8
Payments for acquisition of non-financial assets	(h)	1,207	10,065	8,858	733.9

Notes to Cash Flow Statement variances

- (a) This amount relates to the carry over of funds in relation to the Automatic Vehicle Location (AVL) project due to delays in finalising the contract through Crown Law.
- (b) This variance is due to grants being received that were not initially anticipated when the budget was formulated.
- (c) The Department received more GST receipts than was originally budgeted.
- (d) The Department has received additional unbudgeted revenue for: continued secondment arrangements of police officers to other jurisdictions and the Australian Federal Police, a marine reserve patrolling program and contracted revenue received to offset the cost of TMRN service fees.
- (e) The Department made more GST payments than was originally budgeted.
- (f) Variance relates to the inclusion of the budget for operating leases within Supplies and consumables (\$10.6 million), however, expenditure is reported under Other expenses, and the capitalisation of expenses initially budgeted under Supplies and consumables.
- (g) Variance relates to the inclusion of expenditure for operating leases (\$9.9 million) which is budgeted under Supplies and consumables.
- (h) This variance relates to capitalisation of expenditure on the Trunk Mobile Radio Network (\$7.3 million), and refurbishment of police buildings (\$2.2 million).

Note 5 Events Occurring After Balance Date

There have been no events subsequent to balance date which would have a material effect on the Department's Financial Statements as at 30 June 2009.

Note 6 Income

6.1 Revenue from Government

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.

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

	2009 Budget \$'000	2009 Actual \$'000	2008 Actual \$'000
Appropriation revenue – recurrent	182,361	180,579	169,275
Appropriation revenue – capital	1,207	1,207	1,000
Total revenue from Government	183,568	181,786	170,275

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

6.2 Revenue from Special Capital Investment Funds

Funding for major infrastructure projects is provided through Special Capital Investment Funds managed by the Department of Treasury and Finance. The Department is allocated funding for specific projects from the Special Capital Investment Funds as part of the Budget process.

	2009 Actual \$'000	2008 Actual \$'000
Economic and Social Infrastructure Fund	-	1,102
Total	-	1,102

Details of total Special Capital Investment Funds revenues and expenses are provided as part of Note 3 Departmental Output Schedules. Details of total cash flows for each project are at Note 12.3.

6.3 Grants

	2009 \$'000	2008 \$'000
Grants from the Australian Government		
Specific grants	1,866	16,354
Other Grants		
State Government grants	2,100	2,284
Non-Government grants	32	-
Total	3,998	18,638

6.4 Gains (Loss) on Sale of Non-financial Assets

	2009 \$'000	2008 \$'000
Plant, Equipment and Vehicles		
Proceeds from sale	13	122
Written-down value of disposed assets	(42)	(7)
Gain (loss) on sale	(29)	115

6.5 Other Revenue

	2009 \$'000	2008 \$'000
Property rental	531	473
Contributions	1,023	2,180
Workers compensation recoveries	286	349
Contracted services	3,029	4,464
Helicopter evacuations	349	381
National criminal history check	767	902
Trunk Mobile Radio Network upgrade	-	5,000
TMRN service fees	2,422	2,217
Other	881	730
Total	9,288	16,696

Note 7 Expenses

7.1 Employee Benefits

	2009 \$'000	2008 \$'000
Wages and salaries (including fringe benefits and non-monetary components)	111,206	105,920
Annual leave	11,369	10,341
Long service leave	4,460	3,119
Superannuation – contribution scheme	5,897	5,193
Superannuation – defined benefit scheme	7,596	7,633
Other employee expenses	1,331	1,302
Total	141,859	133,508

Superannuation expenses relating to defined benefit schemes relate to payments into the Superannuation Provision Account (SPA) held centrally and recognised within the Finance-General Division of the Department of Treasury and Finance. The amount of the payment is based on an employer contribution rate determined by the Treasurer, on the advice of the State Actuary. The current employer contribution is 11 per cent of salary.

Superannuation expenses relating to the contribution scheme are paid directly to the superannuation fund at a rate of nine per cent of salary. In addition, departments are also required to pay into the SPA a 'gap' payment equivalent to two per cent of salary in respect of employees who are members of the contribution scheme.

7.2 Depreciation and Amortisation

	2009 \$'000	2008 \$'000
Buildings	2,888	2,503
Plant, equipment and vehicles	980	1,156
Infrastructure	847	854
Total	4,715	4,513

7.3 Supplies and Consumables

	2009 \$'000	2008 \$'000
Consultants	1,399	1,915
Property services	4,878	4,920
Maintenance	1,559	485
Communications	5,433	5,637
Information technology	1,545	2,251
Travel and transport	5,527	5,688
Advertising and promotion	87	110
Other supplies and consumables	4,083	4,020
Total	24,511	25,026

7.4 Grants and Subsidies

	2009 \$'000	2008 \$'000
State Disaster Mitigation Fund	389	11,553
Huon Police and Community Youth Club (PCYC)	352	750
National Drug Law Enforcement Research Fund	1,004	852
Other grants	805	1,155
Total	2,550	14,310

7.5 Contributions Provided

	2009 \$'000	2008 \$'000
Fair value of assets transferred at no cost or for nominal consideration	-	158
Total	-	158

In 2007-08 land and building was transferred to the Circular Head Council under the Crown Land Assessment and Classification Project.

7.6 Other Expenses

	2009 \$'000	2008 \$'000
Audit fees – financial audit	45	44
Audit fees – internal audit	2	11
Operating lease costs	9,870	10,139
Workers compensation	1,120	1,167
Payroll tax	8,454	7,769
Other	2,341	4,162
Total	21,832	23,292

Note 8 Assets

8.1 Receivables

	2009 \$'000	2008 \$'000
Receivables	708	1,339
Less: Provision for impairment	-	-
Total	708	1,339
Settled within 12 months	573	1,131
Settled in more than 12 months	135	208
Total	708	1,339

8.2 Inventories

	2009 \$'000	2008 \$'000
Uniform store	428	423
Forensic Science Service Tasmania store	157	177
Total	585	600
Settled within 12 months	585	600
Total	585	600

8.3 Other Assets

	2009 \$'000	2008 \$'000
Accrued revenue	240	901
Prepayments	565	426
Tax assets	365	760
Total	1,170	2,087
Settled within 12 months	1,170	2,087
Total	1,170	2,087

8.4 Property, Plant and Equipment

(a) Carrying amount

	2009 \$'000	2008 \$'000
Land		
At fair value	34,424	30,410
At cost	80	80
Total	34,504	30,490
Buildings		
At fair value	142,413	124,541
At cost	3,540	1,679
Less: Accumulated depreciation	6,597	2,865
	139,356	123,355
Work in Progress (at cost)	396	-
Total	139,752	123,355
Plant, equipment and vehicles		
At cost	15,388	15,158
Less: Accumulated depreciation	11,107	10,468
	4,281	4,690
Work in Progress (at cost)	1,286	1,179
Total	5,567	5,869
Infrastructure		
At cost	8,472	8,472
Less: Accumulated depreciation	1,701	854
	6,771	7,618
Work in Progress (at cost)	9,879	2,565
Total	16,650	10,183
Heritage Assets		
At cost	434	434
Total property, plant and equipment	196,907	170,331

The latest revaluations as at 30 June 2009 were based on indices supplied by Brothers & Newton Pty Ltd. The indices indicate an average annual increase in land and building values for the Department from 30 June 2008 to 30 June 2009. A full revaluation of land and buildings was independently conducted by Brothers & Newton Pty Ltd as at 30 June 2007. The revaluation was based on fair value as per AASB 116. This definition stated that an asset's fair value is measured having regard to the highest and best use of the asset for which market participants would be prepared to pay.

(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.

2009						
	Land \$'000	Buildings \$'000	Plant equipment & vehicles \$'000	Infrastructure \$'000	Heritage \$'000	Total \$'000
Carrying value at 1 July	30,490	123,355	5,869	10,183	434	170,331
Additions	-	1,861	613	-	-	2,474
Disposals	-	-	(42)	-	-	(42)
Revaluation increments	4,014	17,028	-	-	-	21,042
Net transfers	-	-	-	-	-	-
Work in Progress	-	396	107	7,314	-	7,817
Depreciation and amortisation expense	-	(2,888)	(980)	(847)	-	(4,715)
Carrying value at 30 June	34,504	139,752	5,567	16,650	434	196,907
2008						
	Land \$'000	Buildings \$'000	Plant equipment & vehicles \$'000	Infrastructure \$'000	Heritage \$'000	Total \$'000
Carrying value at 1 July	26,668	108,890	6,411	8,472	434	150,875
Additions	80	1,679	208	-	-	1,967
Disposals	-	-	(7)	-	-	(7)
Revaluation increments	3,802	15,387	-	-	-	19,189
Net transfers	(60)	(98)	-	-	-	(158)
Work in Progress	-	-	413	2,565	-	2,978
Depreciation and amortisation expense	-	(2,503)	(1,156)	(854)	-	(4,513)
Carrying value at 30 June	30,490	123,355	5,869	10,183	434	170,331

Note 9 Liabilities

9.1 Payables

	2009 \$'000	2008 \$'000
Creditors	3,616	2,724
Accrued expenses	286	597
Total	3,902	3,321
Due within 12 months	3,752	3,321
Settled in more than 12 months	150	-
Total	3,902	3,321

Settlement is usually made within 30 days.

9.2 Employee Benefits

	2009 \$'000	2008 \$'000
Accrued salaries	2,114	1,537
Annual leave	16,285	15,196
Long service leave	23,654	21,211
Total	42,053	37,944
Settled within 12 months	20,720	18,915
Settled in more than 12 months	21,333	19,029
Total	42,053	37,944

9.3 Other Liabilities

	2009 \$'000	2008 \$'000
Revenue received in advance		
Appropriation carried forward from current and previous years under section 8A of the <i>Public Account Act 1986</i>	646	-
Other liabilities		
Employee benefits – on costs	2,563	2,313
Total	3,209	2,313
Settled within 12 months	1,909	1,153
Settled in more than 12 months	1,300	1,160
Total	3,209	2,313

Note 10 Commitments and Contingencies

10.1 Schedule of Commitments

	2009 \$'000	2008 \$'000
By Type		
<i>Capital Commitments</i>		
Buildings	661	-
Infrastructure	2,658	10,260
Plant and equipment	1,098	-
<i>Total capital commitments</i>	4,417	10,260
<i>Lease Commitments</i>		
Operating leases	40,243	36,480
<i>Total lease commitments</i>	40,243	36,480
By Maturity		
<i>Capital Commitments</i>		
One year or less	4,369	10,260
From one to five years	48	-
<i>Total capital commitments</i>	4,417	10,260
<i>Operating lease commitments</i>		
One year or less	13,351	13,198
From one to five years	18,544	22,844
More than five years	8,348	438
<i>Total operating lease commitments</i>	40,243	36,480
Total	44,660	46,740

The Department's principal operating lease commitments relate to the rental of 47 Liverpool Street, IT leases, helicopter lease and vehicle leases.

The lease cost of 47 Liverpool Street, Hobart is indexed based on CPI at the discretion of the lessor. The contract term is 12 years commencing 6 January 2008 with an option for a further 5 years at the conclusion of that period.

IT leases are undertaken in accordance with the whole-of-government common use contract GITC/C150. This contract expires on 30 April 2011.

The lease cost of the helicopter is indexed each year on 1 August, based on 30 June CPI. The contract term is 5 years commencing 1 August 2005 with no option for renewal at the end of that period.

The lease of vehicles is undertaken in accordance with the whole-of-government common use contract GITC/F200. Each vehicle has its own separate lease term of 24-36 months with no requirement for renewal at the end of the lease period.

Capital commitments for infrastructure encompass the upgrade costs for the Government Trunk Mobile Radio Network which is expected to be completed in 2009-10. Capital commitments for plant and equipment include costs associated with the Automatic Vehicle Location (AVL) project.

10.2 Contingent Assets and Liabilities

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

(a) Quantifiable contingencies

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

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

	2009 \$'000	2008 \$'000
Quantifiable Contingent Liabilities		
<i>Contingent claims</i>		
Agency litigation	818	790
Total quantifiable contingent liabilities	818	790

At 30 June 2009, the Department had a number of claims against it for legal disputes.

Note 11 Equity and Movements in Equity

11.1 Reconciliation of Equity

	Accumulated Funds		Asset Revaluation Reserve		Total Equity	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Balance at 1 July	48,574	42,555	91,414	72,225	139,988	114,780
Net surplus/deficit	(424)	6,019	-	-	(424)	6,019
Transfers	-	-	-	-	-	-
<i>Revaluation increments</i>						
Increments – Buildings	-	-	17,029	15,387	17,029	15,387
Increments – Land	-	-	4,014	3,802	4,014	3,802
Balance at 30 June	48,150	48,574	112,457	91,414	160,607	139,988

Note that accumulated funds include both contributed capital on formation of the Department and accumulated surpluses or deficits in subsequent years.

(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-current assets, as described in Note 2.11(f).

11.2 Asset Revaluation Reserve by Class of Asset

The balance within the Asset Revaluation Reserve for the following class of assets is:

	2009 \$'000	2008 \$'000
Land and buildings	112,457	91,414
Total Asset Revaluation Reserve	112,457	91,414

Note 12 Cash Flow Reconciliation

12.1 Cash and Deposits

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

	2009 \$'000	2008 \$'000
Special Deposits and Trust Fund Balance		
T519 Department of Police and Emergency Management Operating Account	10,391	9,199
Total	10,391	9,199
Other Cash Held		
Cash and deposits	10	10
Total	10	10
Total Cash and Deposits	10,401	9,209

12.2 Reconciliation of Operating Surplus (Deficit) to Net Cash from Operating Activities

	2009 \$'000	2008 \$'000
Net operating surplus (deficit)	(424)	6,019
Depreciation and amortisation	4,715	4,513
(Gain) loss from sale of non-financial assets	29	(115)
Resources provided free of charge	-	158
Decrease (increase) in Receivables	631	98
Decrease (increase) in Accrued revenue	661	(901)
Decrease (increase) in Prepayments	(139)	985
Decrease (increase) in Inventories	15	88
Decrease (increase) in Tax assets	395	(190)
Increase (decrease) in Employee benefits	4,109	404
Increase (decrease) in Creditors	667	(89)
Increase (decrease) in Accrued expenses	(311)	369
Increase (decrease) in Other liabilities	896	796
Net cash from operating activities	11,244	12,135

12.3 Acquittal of Capital Investment and Special Capital Investment Funds

The Department received Works and Services Appropriation funding and revenues from the Economic and Social Infrastructure Fund 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

	2009 Budget \$'000	2009 Actual \$'000	2008 Actual \$'000
Capital Investment Funds			
Continuing Projects			
Automatic Vehicle Location Project	707	707	-
Headquarters redevelopment and refurbishment	500	500	-
Forensic Science Service Tasmania refurbishment	-	-	1,000
Total	1,207	1,207	1,000
Special Capital Investment Funds			
Continuing Projects			
Huon Police and Citizens Youth Club (PCYC)	-	352	750
Total	-	352	750

(b) Classification of cash flows

The project expenditure above is reflected in the Cash Flow Statement as follows:

	2009 Actual \$'000	2008 Actual \$'000
Cash outflows		
Payments for acquisition of assets	1,207	1,000
Other cash payments	352	750
Total cash outflows	1,559	1,750

12.4 Financing Facilities

The Department provides credit cards to selected personnel.

	2009 Actual \$'000	2008 Actual \$'000
Amount used	45	69
Amount unused	424	387
Total	469	456

Note 13 Financial Instruments

13.1 Risk exposures

(a) Risk management policies

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

- credit risk
- liquidity risk, and
- market risk.

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

(b) Credit risk exposures

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

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

The carrying amount of financial assets recorded in the Financial Statements, net of any allowances for losses, represents the Department's maximum exposure to credit risk without taking into account any collateral or other security.

The following tables analyse financial assets that are past due but not impaired.

Analysis of financial assets that are past due at 30 June 2009 but not impaired	Past due	Past due	Past due	Total
	<30	31-60	> 60	
	days	days	days	
	\$'000	\$'000	\$'000	
Receivables	348	34	326	708

Analysis of financial assets that are past due at 30 June 2008 but not impaired	Past due	Past due	Past due	Total
	<30	31-60	> 60	
	days	days	days	
	\$'000	\$'000	\$'000	
Receivables	687	377	275	1,339

(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)
<i>Financial Liabilities</i>		
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. The Department regularly reviews budgeted cash outflows to ensure that there is sufficient cash to meet all obligations.	Settlement is usually made within 30 days

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 Balance Sheet:

2009								
Maturity analysis for financial liabilities								
	1 Year	2 Years	3 Years	4 Years	5 Years	More than 5 Years	Undiscounted Total	Carrying Amount
Financial Liabilities								
Payables	3,902	-	-	-	-	-	3,902	3,902
Total	3,902	-	-	-	-	-	3,902	3,902

2008								
Maturity analysis for financial liabilities								
	1 Year	2 Years	3 Years	4 Years	5 Years	More than 5 Years	Undiscounted Total	Carrying Amount
Financial Liabilities								
Payables	3,321	-	-	-	-	-	3,321	3,321
Total	3,321	-	-	-	-	-	3,321	3,321

(d) Market risk

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

As at 30 June 2009, there is no interest rate exposure on controlled activities, as all financial instruments are non-interest bearing.

13.2 Categories of Financial Assets and Liabilities

	2009 Actual \$'000	2008 Actual \$'000
Financial Assets		
Cash and deposits	10,401	9,209
Loans and receivables	1,878	3,426
Total	12,279	12,635
Financial Liabilities		
Financial liabilities measured at amortised cost	3,902	3,321
Total	3,902	3,321

13.3 Net Fair Values of Financial Assets and Liabilities

	2009		2008	
	Total Carrying Amount \$'000	Net Fair Value \$'000	Total Carrying Amount \$'000	Net Fair Value \$'000
Financial assets				
Cash at bank	10	10	10	10
Cash in Special Deposits and Trust Fund	10,391	10,391	9,199	9,199
Receivables	708	708	1,339	1,339
Other assets	1,170	1,170	2,087	2,087
Total financial assets	12,279	12,279	12,635	12,635
Financial Liabilities (recognised)				
Payables	3,902	3,902	3,321	3,321
Total financial liabilities (recognised)	3,902	3,902	3,321	3,321

Financial Assets

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

The net fair values of cash and deposits are recognised at amortised cost, being their face value. Receivables are recognised at the nominal amounts due.

Financial Liabilities

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

Note 14 Notes to Administered Statements

14.1 Explanation of Material Variances between Budget and Actual Outcomes

The following are brief explanations of material variances between 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	Budget \$'000	Actual \$'000	Variance \$'000	Variance %
Grants	(a)	240	160	(80)	(33.3)
Fees and fines	(a)	-	470	470	-

Notes to Income Statement variances

- (a) The Budget estimate classifications are not consistent with actual revenue classifications. This will be reviewed during preparation of the 2010-11 Budget.

(b) Schedule of Administered Cash Flows

	Note	Budget \$'000	Actual \$'000	Variance \$'000	Variance %
Grants	(a)	240	160	(80)	(33.3)
Fees and fines	(a)	-	470	470	-

Notes to Cash Flow Statement variances

(a) The Budget estimate classifications are not consistent with actual revenue classifications. This will be reviewed during preparation of the 2010-11 Budget.

14.2 Administered Grants

	2009 \$'000	2008 \$'000
Grants from the Australian Government		
Specific grants		
SES Volunteer Support	160	160
Total	160	160

14.3 Administered Sales of Goods and Services

	2009 \$'000	2008 \$'000
Services		
Search fees	112	105
Academy Trainee Board	76	78
Found and confiscated proceeds	98	69
Other fees	19	18
Total	305	269

14.4 Administered Fees and Fines

	2009 \$'000	2008 \$'000
Fees		
Firearms licences/registrations	470	894
Total	470	894

Fees and fines are collected by the Department on behalf of the Government and returned through transfers to the Consolidated Fund. The Department does not hold any administered assets or have any administered liabilities.

INDEPENDENT AUDIT REPORT



Tasmanian Audit Office

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INDEPENDENT AUDIT REPORT

To Members of the Parliament of Tasmania

Department of Police and Emergency Management

Financial Statements for the Year Ended 30 June 2009

Report on the Financial Statements

I have audited the accompanying financial statements of Department of Police and Emergency Management (the Department), which comprise the balance sheet as at 30 June 2009, the income statement, statement of changes in equity and cash flow statement for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the statement by the Secretary of the Department.

The Responsibility of the Secretary for the Financial Statements

The Secretary of the Department is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards, Section 27 (1) of the *Financial Management and Audit Act 1990*. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

My responsibility is to express an opinion on the financial statements based upon my audit. My audit was conducted in accordance with Australian Auditing Standards. These Auditing Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance as to whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Department's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate to the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Department's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates.

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INDEPENDENT AUDIT REPORT

made by the Secretary, as well as evaluating the overall presentation of the financial statements.

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

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

Independence

In conducting this audit, I have complied with the independence requirements of Australian Auditing Standards and other relevant ethical requirements. The Audit Act further promotes independence by:

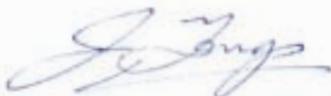
- Providing that only Parliament, and not the executive government, can remove an Auditor-General, and
- Mandating the Auditor-General as auditor of State Entities but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Tasmanian Audit Office are not compromised in their role by the possibility of losing clients or income.

Auditor's Opinion

In my opinion the financial statements of the Department of Police and Emergency Management:

- (a) present fairly, in all material respects, the financial position of the Department of Police and Emergency Management as at 30 June 2009, and of its financial performance, cash flows and changes in equity for the year then ended; and
- (b) is in accordance with the *Financial Management and Audit Act 1990* and Australian Accounting Standards.

TASMANIAN AUDIT OFFICE



J J Tongs
DIRECTOR – FINANCIAL AUDIT
Delegate of the Auditor-General

HOBART
22 September 2009

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